

**MINUTES OF A  
SPECIAL JOINT MEETING  
OF  
THE BOARDS OF EDUCATION  
OF  
DWIGHT COMMON SCHOOL DISTRICT #232  
AND  
DWIGHT TOWNSHIP HIGH SCHOOL DISTRICT #230**

**Held in the Dwight High School Library  
On November 9, 2021 at 6:00 p.m.**

Board President Nick Stipanovich called the GS portion of the meeting to order at 6:00 p.m.

**PRESENT: Mark Christenson; Michael Cornale; Marc Ellis; Tara Hansen; Jaime Mallaney; Nick Stipanovich**

**ABSENT: Lori Bowman**

Board President Tim Henson called the HS portion of the meeting to order at 6:00 p.m.

**PRESENT: Kevin Berta; Tim Henson; Joel Sandeno; Eric Scheuer; Max Sulzberger; Paul Warner**

**ABSENT: Susan Legner**

**Also in attendance: Dr. Richard Jancek, Superintendent; Deb Conroy, Secretary**

**This meeting is being held to discuss a contract for the open Superintendent position for the 2022-23 school year.**

**PUBLIC COMMENT**

None

Moved by Christenson, seconded by Mallaney, for the GS to go into Executive Session at 6:01 p.m. to discuss the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity; According to Section 2, subsection c, #1 of the Open Meetings Act. Roll call. All voted aye. Motion carried.

Moved by Sulzberger, seconded by Sandeno, for the HS to go into Executive Session at 6:01 p.m. to discuss the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity; According to Section 2, subsection c, #1 of the Open Meetings Act. Roll call. All voted aye. Motion carried.

Moved by Cornale, seconded by Mallaney, for the GS to exit Executive Session at 6:11 p.m. Voice vote. All voted aye. Motion carried.

Moved by Berta, seconded by Warner, for the HS to exit Executive Session at 6:11 p.m. Voice vote. All voted aye. Motion carried.

The position of Superintendent for the 2022-23 school year was offered to Josh DeLong. DeLong accepted the position with a contract that included the following:

3-year contract

261 day/year contract

Salary: \$146,404.00—year #1; \$150,796.00—year #2; \$155,320.00—year #3

Board-paid TRS/THIS

Board-paid employee plus dependents medical insurance coverage at the \$2,500 deductible level

Board-paid family dental and vision insurance

20 vacation days per year

15 sick days per year

2 personal days per year (option to carry up to 5)

Total compensation projected for year #1: \$190,228.00

All salary and benefits will be split 50/50 between the HS and GS Boards. Dr. Jancek noted that he has run this contract by our legal counsel and they have approved it.

The following comments were received by Board members prior to voting:

Tim Henson: Mr. Henson thanked everyone for their participation in the interview/hiring process for the Superintendent position. He stated that he had never known a candidate that answered all of the interview questions correctly and feels that Mr. DeLong will be a perfect fit for Dwight.

Nick Stipanovich: Mr. Stipanovich mirrored the comments from Henson and thanked everyone for making the interviewing and hiring process so successful. He welcomed Mr. DeLong to the district.

Michael Cornale: Mr. Cornale thanked current Superintendent Dr. Jancek for doing all of the work behind the scenes in setting up the interview process. He stated that Dr. Jancek saved the districts \$10,000 in setting this up instead of hiring the School Board Association.

Marc Ellis: Mr. Ellis stated concerns regarding the interview/hiring process of Mr. DeLong

- 1) He was concerned that Dr. Jancek had offered to come back after retirement to do an interim at half the cost of his salary. It was decided to decline that offer and that wasn't brought to the full Boards to be decided. He stated that should not have been decided by a few individuals.
- 2) Mr. Ellis was also concerned that he heard from multiple individuals in the public that Mr. DeLong would be hired as our new Superintendent even before the interview/hiring process began. He stated that if that had already been decided by others on the Boards, the Boards were just wasting other peoples' time with the interview process and that is wrong.
- 3) Mr. Ellis stated that on 2 separate occasions, while talking to Dr. Jancek in public, Mr. DeLong interrupted their conversation. He had no idea who Mr. Ellis was, which Ellis thought was good because he was able to see how Mr. DeLong interacted with the public instead of a Board member. When Ellis attempted to include DeLong in the conversation, he was ignored and it occurred to Ellis that as the face of a school district, he should be more open to interaction with the public. He stated that he expected Mr. DeLong to work on that.

Ellis stated that these would be the reasons behind his vote tonight.

Moved by Hansen, seconded by Mallaney, for the GS to approve the proposed 3-year Superintendent contract with Josh DeLong, as presented. Roll call. Ellis voted no. All others voted aye. Motion carried.

Moved by Sandeno, seconded by Berta, for the HS to approve the proposed 3-year Superintendent contract with Josh DeLong, as presented. Roll call. All voted aye. Motion carried.

Moved by Ellis, seconded by Cornale, to adjourn the GS portion of the meeting at 6:18 p.m. Voice vote. All voted aye. Motion carried.

Moved by Sulzberger, seconded by Berta, to adjourn the HS portion of the meeting at 6:18 p.m. Voice vote. All voted aye. Motion carried.

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Debbie Conroy, Secretary, Dist #230 & #232

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Nick Stipanovich, President, District #232

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Tim Henson, President, District #230