

MINUTES OF BOARD OF EDUCATION MEETING
Homewood-Flossmoor High School, 999 Kedzie Avenue, Flossmoor, IL
August 20, 2024

Mr. Pauling called the meeting to order at 7:03 p.m. The following Board members were present.

Mr. Anderson	Mr. Legardy
Mrs. Hoereth	Mr. Riedel
Ms. Jackson	Mr. Pauling

Ms. Turnquest was absent due to work commitments.

The presence of a quorum was noted and the meeting declared duly convened. Superintendent Wakeley, Principal Alexander, Interim Human Resources Directors Kilrea and Gay, Chief School Business Official Cook and Communications and Community Engagement Director Erdey were in attendance. Curriculum, Instruction and Professional Development Director Hester was absent. Operations and Maintenance Director Patterson was also in attendance.

Representatives of the Homewood Chronicle, HFEO, HFPA and League of Women Voters were present, as well as, members of the public.

Comments.

Mr. Pauling commented that the new HF student board representative will begin attending next month.

Mr. Hubert Stalling shared that he wanted to make the board aware that members of Divine 9 will be hosting 12 upcoming blood drives, one of them being at the Irwin Center in Homewood on September 25. He added that he will share the information with Mrs. Erdey to get it out to the community. Dr. Wakeley commented that they have been working with Mr. Stalling to also put together a blood drive here at the school.

Pastor Doyle of Positive Vision Communications introduced himself and addressed the board regarding African American mental health, particularly in young males. In his ministry, he has 17-19 year olds coming to them and they try to meet them where they are at. He stressed the importance of focusing on this issue, as he is seeing the effects in the community and society at large, and if this problem is not fixed, we will see less and less African Americans becoming doctors, lawyers, etc., even referencing the Divine 9 that Mr. Hubert spoke of earlier. He also referenced the book *Black Pain*, a preminent book on black mental health which he said presents itself in the form of violence and drug addiction. Only a small minority of black youths know what they want to do with their lives, causing them to feel slighted or less than, and it affects mental health. He explained that his ministry is working with ABC7 to do a year long series on violence in Chicago, as there are too many African Americans losing their lives either to suicide or to the hands of other African Americans. He thanked Dr. Alexander, with whom he will be meeting later in the week, as well as the board for their time.

Mr. Hubert Stalling spoke on behalf of the HFPA. He shared that this Friday the HFPA will be at the Red & White Football Scrimmage, selling hotdogs and hamburgers and they will also have a dunk tank, for which he was looking for teachers and members of the administration to participate. He added that September 12 will be the first HFPA general meeting, which will be virtual, and stated they will be hosting Dad Squad again this year.

Dr. Wakeley shared that it has been a great start to the school year, and he is excited about the freshman class, as it feels like they've already been here all year. He added the upperclassmen have also been wonderful. He introduced the new Interim HR Directors, Dr. Jim Gay and Dr. Tim Kilrea.

Dr. Alexander echoed Dr. Wakeley, stating it has been an outstanding start of the school year. They recently held their first Institute Day where they presented goals and ambitions regarding the strategic plan. He commended the class of 2028 which is mature and full of spirit, and expressed they had a great freshman orientation. He spoke about the new cell phone policy, giving kudos to the staff, who are championing the new procedure, and shared that the students are embracing it, with only one infraction the first week. Lastly, he reported that AP exams came back in July with the highest scores since 2017. They are seeing increased enrollment in AP and he predicts the same thing will happen in regards to state test scores. He is looking forward to an excellent school year.

Dr. Kilrea introduced himself as the Interim Director of Human Resources and stated he is happy to be here, and shared that he and Dr. Gay have been spending their time becoming acclimated and making sure they are fully staffed. They are also working to get to know staff and understand how they can better serve them. He also stated he is very impressed with the student focus at HF. He then briefly shared his professional background.

Dr. Gay introduced himself and also shared his professional background. He expressed that he too was happy to be here, that HF is a very welcoming place and has a great facility. He was happy to report his goal of

having a teacher in every classroom on day one had been fulfilled. Mr. Pauling stated with the departure of their long-term HR leader, they have the opportunity to assess the HR processes and systems, and are looking to these two very experienced prior superintendents to help them with that process. He is looking forward to the work they are doing for HF and extended his appreciation. Dr. Wakeley added that they will be making ongoing reports to the personnel committee regarding the status of the department.

Mrs. Erdey shared that HF was invited to host the University of IL system tour kickoff on September 3. President Timothy Killeen and Chancellors from the Urbana-Champaign, Chicago and Springfield campuses will attend along with other university officials. They will be meeting with administrators and students, talking about how they can build dual credit partnerships and career pathways, as well as looking at the Net Zero science building. Mrs. Erdey also shared that the call for community engagement in the Superintendent Search rolled out this week. Community members are invited to serve on a confidential panel of 12-15 to interview the top two or three finalists. The form to nominate yourself or others is on the HF website, social media channels and was emailed to staff, families and students this week.

Mr. Riedel shared that he had a conversation with Ms. Stephanie Wright from the Village of Flossmoor, and she was highly complementary of the HF students who have been volunteering at community events. In particular, she highlighted two events which really showed the character and integrity of the students, who went out of their way to engage with the event-goers. The kids came early, stayed late, and accommodated all her requests. Mr. Riedel feels it is important to take every opportunity to celebrate how amazing HF kids are, as well the staff, coaches, club sponsors and parents, who help to shape and mold these students.

Mr. Anderson congratulated the staff on a great start to the year. He was disappointed to have missed opening day. He welcomed and thanked Drs. Kilrea and Gay and stated he is looking forward to the output of the work they will be doing in Human Resources. Regarding the superintendent search, he commented that he was very impressed with the caliber of the candidates and shared that he feels Alma is doing a great job. He is happy the initial stages of cell phone policy are going well, and is looking forward to the day when they can be rid of them entirely. Lastly, he reminded the community that if they have a mind toward common sense gun legislation to please get involved.

Ms. Jackson commented on the importance of students being involved in civics, and would love to see a process for voter registration for students. She also expressed it has been a great start to the school year, with every year seemingly better and better. This year she would like to see a focus on student safety (both psychological and physical) and is a proponent of anything that supports student mental health. Ms. Jackson also expressed a desire to implement the video recording of board meetings, as this is a good way to encourage parental and family engagement.

Mrs. Hoereth echoed the sentiments of Ms. Jackson's last point, stating it is about equity and access for families. She also would like to see them capitalize on the success they have had with the AP exams and would like to see a new narrative crafted regarding student's attitudes towards exams. She suggested finding a way to use the students who have been successful to share their stories and encourage others to take the exams.

Mr. Legardy also expressed his happiness regarding the new trend with AP test scores and feels in the last several years he has really seen how they have been reversing the school climate. He looks forward to seeing how this trend will also impact ACT scores. He shared that he was happy to see that District 161 is moving to Standards Based Learning, which will create tremendous alignment with their district.

Mr. Pauling shared that he would work with Dr. Wakeley to look into Ms. Jackson's suggestion regarding voter registration efforts for students, as well as the board meeting video recording issue. He commended teachers and staff who worked throughout the summer, as the building was very busy but was ready for students on day one. He also thanked the board for their time on task in regards to the superintendent search, offering special thanks to Mr. Riedel and Ms. Jackson for their leadership. He agreed with Mr. Anderson that Alma has been very impressive. He shared he was able to tour the Culinary and Design spaces at North and the Net Zero Science Building at South before the meeting and added these new spaces are outstanding. He commented that he will make sure that they offer tours to the community, so they can see where their investments are going. He again emphasized that the new facilities are very impressive and he is very excited about where they are headed.

Committee Reports. Mr. Anderson stated that the Finance Committee met on August 8 and shared there were three main topics. The first was a capital projects update from DLA, who reported the Culinary project is just about finished, and the Science project is on time and on budget. He reiterated that they will begin giving community tours and he is excited to be able to showcase these new facilities. Also discussed in detail was the tentative budget, which is currently on display in Dr. Cook's office. He commented that expenditures are starting to normalize to pre-Covid levels. The last topic was the budget calendar which is largely unchanged from recent years.

Consent Agenda. Mr. Pauling stated that our adopted rules of Parliamentary Procedures, Robert's Rules and Bylaws, provide for a consent agenda listing for approval of the Board by a single motion. Most of the items listed under the consent agenda have gone through board subcommittees' review and recommendation. Documentation concerning these items has been provided to all board members and the public in advance to assure an extensive and thorough review. Items may be removed from the consent agenda at the request of any board member. Mr. Pauling asked if any board member requested any item on the consent agenda be removed from the consent agenda for further discussion. Mr. Anderson requested to remove items 4.8.2 Resignation, Daniel Bullock, CTE Teacher, effective July 15, 2024 and 4.8.3 Resignation, Benjamin May, CTE Teacher, effective July 10, 2024. Mr. Legardy moved, seconded by Ms. Jackson, that the Board of Education approve the Consent Agenda that included:

Special Board Meeting Minutes, June 18, 2024
Special Board Meeting Minutes, July 12, 2024
Special Board Meeting Minutes, August 5, 2024
Regular Board Meeting Minutes, June 18, 2024
Approval of Expenditures, \$4,675,014.80
Approval of Imprest Fund, \$14,746.38
Ratification of July, 2024, Payroll, \$818,119.18
Retirement, Matthew Gibson, Science Teacher, effective 2027/2028 end of year
2024-2025 Teacher Contract, Chelsea Jones, PE/Health/Driver Education, MA/9, \$73,929.00
2024-2025 Teacher Contract, John Manthey, English, BA/2, \$56,096.00
2024-2025 Teacher Contract, Brandi Mathis, 504 Coordinator/Counselor, 2nd MA+15/15, \$103,401.00
2024-2025 Teacher Contract, Matthew McClindon, Film and Broadcasting, BA/9, \$67,266.00
2024-2025 Teacher Contract, Tiffany Ortberg, Family & Consumer Sciences, 2nd MA/16, \$100,786.00
2024-2025 Teacher Contract, LaTasha Scott, Culinary Arts, BA/7, \$64,074.00
2024-2025 Teacher Contract, Erika Tengesdal, English, BA/5, \$60,883.00
2024-2025 Teacher Contract, Corinne Torres, English, BA/6, \$62,479.00
Extra Responsibility Contracts – Activity Assignments, \$411,182.50
Extra Responsibility Contracts – Athletic Contracts, \$408,955.00
Extra Responsibility Contracts – Auxiliary Contracts, \$140,474.25
2024-2025 Administrator Contract, Catherine Ross-Cook, Assistant Director for Curriculum & Instructional Equity, \$127,000.00

Roll Call: Ayes – Mr. Anderson, Mrs. Hoereth, Ms. Jackson, Mr. Legardy, Mr. Riedel, Mr. Pauling. Nays – None. Motion carried.

Resignation, Daniel Bullock, CTE Teacher, effective July 15, 2024

Mr. Pauling asked Dr. Wakeley to comment regarding the two resignations. Dr. Wakeley shared that these resignations are two former teachers who came upon other opportunities. One went to another school district and the other is continuing work as a professional chef. Mr. Anderson stated that resignations this late in the year are very challenging and wanted to know how the needs were addressed. Dr. Wakeley commented that it is very challenging, especially as both resignations were in the CTE department. With CTE candidates, he explained, the pool of candidates is significantly less, as they have very specific certifications that are necessary. He was happy to report that the Culinary vacancy is filled. Regarding the other vacancy, Dr. Alexander shared that they were able to collapse 2 classes, and they prioritized the upperclassmen. The result is that only 41 students were impacted, and those students do not have a career interest in CTE. Mr. Legardy moved, seconded by Mr. Riedel, that the Board of Education accept the resignation of Daniel Bullock, as requested in his letter dated July 15, 2024, as recommended by the Interim Directors of Human Resources and the Superintendent. Roll Call: Ayes - Mrs. Hoereth, Ms. Jackson, Mr. Legardy, Mr. Riedel, Mr. Anderson, Mr. Pauling. Nays - None. Motion carried.

Resignation, Benjamin May, CTE Teacher, effective July 10, 2024

Mr. Legardy moved, seconded by Mr. Riedel, that the Board of Education accept the resignation of Benjamin May, as requested in his letter dated July 10, 2024, as recommended by the Interim Directors of Human Resources and the Superintendent. Roll Call: Ayes - Ms. Jackson, Mr. Legardy, Mr. Riedel, Mr. Anderson, Mrs. Hoereth, Mr. Pauling. Nays - None. Motion carried.

Dr. Wakeley offered a final comment regarding continuing work on the strategic plan. At the September board meeting, he stated, each goal leader will do a quick presentation of each goal area and each sub goal, and the action steps for this coming year.

Adjournment. Mr. Legardy moved, seconded by Mr. Riedel, that the Board of Education be adjourned at 7:57 p.m.
Motion carried.

President

Vice-President/Secretary