

## **SPECIAL EDUCATION DISTRICT OF LAKE COUNTY**

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**Judy Hackett, Ed.D.**

**Tim Thomas, Ed.D.**

*Co-Interim Superintendents*

### **Minutes**

#### **SEDOL EXECUTIVE BOARD MEETING**

**Thursday, March 20, 2025**

**Board Members Present:** Dr. Donn Mendoza, Dr. Jason Lind, Dr. Lynn Glickman, Dr. Michael Karner, Ms. Carey McHugh, and Ms. Odie Pahl

**Board Members**

**Late:**

**Board Members Absent:** Dr. Scott Schwartz and Ms. Joanne Osmond

**Staff Members Present:** Dr. Tim Thomas, Dr. Yesenia Jimenez-Captain, Dr. Laura Wojcik, Mr. Matthew Crowley, Ms. Sara Martinez, Dr. Judy Hackett, Dr. Stephen Johns, and Ms. Becky Allard

**Staff Members**

**Late:**

**Guest:**

**1. CALL TO ORDER - ROLL CALL (Dr. Lind)**

The regular meeting of the SEDOL Executive Board was called to order at 8:32 a.m. on March 20, 2025 at the Administration Office in Gages Lake, IL.

**2. PLEDGE OF ALLEGIANCE (Dr. Lind)**

**3. ACCEPTANCE OF AGENDA - ACTION NEEDED (Dr. Lind)**

Motion to Accept the Agenda - VOICE VOTE

*Moved by:* Ms. Carey McHugh

*Seconded by:* Dr. Lynn Glickman

**Aye** Dr. Donn Mendoza, Dr. Jason Lind, Dr. Lynn Glickman, Dr. Michael Karner, Ms. Carey McHugh, and Ms. Odie Pahl

**Carried 6-0**

**4. CONSENT AGENDA - ACTION NEEDED (Dr. Lind)**

Motion to Approve the Consent Agenda - ROLL CALL VOTE

*Moved by:* Ms. Carey McHugh

*Seconded by:* Dr. Lynn Glickman

**Aye** Dr. Donn Mendoza, Dr. Jason Lind, Dr. Lynn Glickman, Dr. Michael Karner, Ms. Carey McHugh, and Ms. Odie Pahl

**Carried 6-0**

4.1 Minutes

Public and closed session minutes of the regular meeting of February 27, 2025.

[Minutes Feb 27 2025 .pdf](#) 

4.2 Financial Matters

Paid Accounts Payables

[FY25 March Executive Board Meeting Summary.pdf](#) 

[Paid AP Check Register - Payroll Liabilities 02-28-25.pdf](#) 

[Paid AP Check Register - Payroll Liabilities 03-14-25.pdf](#) 

[Paid AP Check Run 03-20-25.pdf](#) 

[Paid AP Check Run Over \\$8,000 - 03-20-25.pdf](#) 

[Paid AP Manual Checks 02-21,28-25.pdf](#) 

4.3 Personnel Matters

Recommend employment of the following applicants, with work assignment and start date as indicated, subject to completion of the physical examination and forms, as required by Section 24-6 of the School Code, successful completion of a criminal background investigation as

required by Section 10-21.9 of the School Code, a Child Abuse Registry check, and submission of all forms, documents, and certifications as required by law and/or requested by SEDOL for the position.

[March 20, 2025 Personnel Recommendations & Vacancies \(2\).pdf](#) 

[March 20, 2025 Addendum.pdf](#) 

## 5. **RECOGNITION (Dr. Hackett)**

### 5.1 STARS Students

The Board recognized a student from Ms. Kim Eden's classroom at Cyd Lash Academy as the March STARS student. This student has grown tremendously since coming to CLA three years ago. He has gone from being completely closed off to becoming a peer mentor for the middle school students in PE. He continues to build positive relationships with staff and peers.

### 5.2 Employee of the Month

The Board recognized Mr. Curtis Hines, Cyd Lash Academy, long term substitute, as March's Employee of the Month. Mr. Hines is a true asset to Cyd Lash Academy. He is reliable, cooperative, and is always ready to help wherever he is needed. He approaches each challenge with a positive attitude and is committed to the students' success.

## 6. **PUBLIC COMMENT (Dr. Lind)**

There was no Public Comment.

## 7. **SEDOL CONTINUOUS IMPROVEMENT PLAN (CIP) UPDATE (Dr. Hackett/Dr. Thomas)**

Mr. Kurt Preble, Cyd Lash Academy Principal shared how identified objectives of the CIP are guiding the programs at Cyd Lash Academy.

CIP Goal Alignment: SEDOL CIP Goal I- Provide exceptional programs and services to meet the needs of students throughout the SEDOL community. Objective D: Develop and implement curriculum frameworks for each program.

Cyd Lash RiSK Initiative: Establishes a framework of **R**esponsible, **S**afe, and **K**ind behaviors (the "i" stands for I can be....)

RiSK Goals:

- Student goal setting with accountability and self-correction
- Support Social Emotional Learning as a curricular framework
- Professional Development fostering a culture of kindness and inclusion

What is RiSK Initiative?

- **Responsible:** Appropriate use of technology, cleaning up after yourself, being on task, following directions
- **Safe:** Appropriate interactions, staying in designated areas with staff, hands/feet to self, communicating needs appropriately

- **Kind:** Helping classmates/staff, using kind words, saying please/thank you, greeting peers/staff

Currently:

- Full-day focus on each attribute: to reinforce positive behavior expectations.
- Raffles for students and staff: to encourage engagement and participation
- All-school assembly: to celebrate successes and build momentum for continued improvement
- Buy-in: Staff is engaged in the process and students are excited about the recognition of their efforts.

Next Steps:

- Utilize student voice: to generate new ideas and increase engagement
- Create celebratory environments: to sustain motivation and reinforce positive behaviors
- Analyze and revise: to ensure long-term success of Goal 1 and RiSK

## 8. OLD BUSINESS

### 8.1 Facilities Update - INFORMATIONAL (Dr. Johns/Ms. Allard)

Dr. Johns provided a facilities update to the Board. He informed them that we have been approved for a \$50,000 maintenance grant, our camera project has been completed, a rekeying project will happen this summer in the buildings, safety and security plans for elopers have been developed, an HVAC owner training will occur for the systems recently installed at Cyd Lash Academy and the administration building, and we are reapplying for a safety grant again this year that we were previously denied. It is not uncommon for this grant to be denied the first few times you apply. Dr. Johns also mentioned that he is currently working on long range projections through 2030 and will present those at a later date.

## 9. NEW BUSINESS

### 9.1 Infinitec Contract - ACTION NEEDED (Dr. Hackett/Dr. Thomas)

The Board approved the FY26 Infinitec contract. This contract includes SEDOL member districts through the Articles of Joint Agreement. Contract amount is determined based on the prior year's Fall Housing Report submitted to ISBE at a cost of \$.76 per student with a maximum amount of \$48,950.

[IL Coalition Membership Cover Letter FY26.pdf](#) 

[IL Infinitec AT Coalition Membership Agreement FY26.pdf](#) 

Motion to Approve the Infinitec Contract - ROLL CALL VOTE

*Moved by:* Dr. Donn Mendoza

*Seconded by:* Dr. Lynn Glickman

**Aye** Dr. Donn Mendoza, Dr. Jason Lind, Dr. Lynn Glickman, Dr. Michael Karner, Ms. Carey McHugh, and Ms. Odie Pahl

**Carried 6-0**

9.2 2025-26 SEDOL Calendar - ACTION NEEDED (Dr. Jimenez-Captain)

The Board approved the 2025-26 SEDOL School Calendar. The proposed calendar was developed based on the suggested calendar from the Regional Superintendent of Schools, but it was modified to fit the special needs of SEDOL facilities. The calendar pertains to Laremont School, Gages Lake School, Cyd Lash Academy, Fairhaven School, SEDOL Vocational Program, Transition Program at John Powers Center, REACH Community Site, the Regional Safe School Program, the ALOP Program and the administrative office. All other programs follow the calendar as established by the host school district for the class/program/attached building. It should be noted that Casimir Pulaski Day, March 2nd, could be used as a make-up day if an emergency day were to be used prior to March 2nd.

[SEDOL Calendar Final Draft FY26.pdf](#) 

Motion to Approve School Calendar - VOICE VOTE

*Moved by:* Ms. Carey McHugh

*Seconded by:* Dr. Lynn Glickman

**Aye** Dr. Donn Mendoza, Dr. Jason Lind, Dr. Lynn Glickman, Dr. Michael Karner, Ms. Carey McHugh, and Ms. Odie Pahl

**Carried 6-0**

9.3 Broker of Record - ACTION NEEDED (Dr. Johns/Ms. Allard)

The Board approved AJ Gallagher as the Broker of Record effective April 1, 2025, for all employee benefit insurance related items.

Motion to Approve Broker of Record - ROLL CALL VOTE

*Moved by:* Dr. Donn Mendoza

*Seconded by:* Ms. Odie Pahl

**Aye** Dr. Donn Mendoza, Dr. Jason Lind, Dr. Lynn Glickman, Dr. Michael Karner, Ms. Carey McHugh, and Ms. Odie Pahl

**Carried 6-0**

9.4 Health Insurance Program - ACTION NEEDED (Dr. Johns/Ms. Allard)

The Board approved SEDOL participation in the Northern Illinois Health Insurance Program with an initial 3-year term of participation. Participating in this program will reduce current insurance rates.

[Approval of 2025-26 Health Insurance Rates.pdf](#) 

Motion to Approve Participation - ROLL CALL VOTE

*Moved by:* Dr. Lynn Glickman

*Seconded by:* Ms. Odie Pahl

**Aye** Dr. Donn Mendoza, Dr. Jason Lind, Dr. Lynn Glickman, Dr. Michael Karner, Ms. Carey McHugh, and Ms. Odie Pahl

**Carried 6-0**

**10. CLOSED SESSION - ACTION NEEDED (Dr. Lind)**

Motion to Enter Into Closed Session - ROLL CALL VOTE

The Board entered into closed session at 9:01 a.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.

*Moved by:* Ms. Carey McHugh

*Seconded by:* Ms. Odie Pahl

**Aye** Dr. Donn Mendoza, Dr. Jason Lind, Dr. Lynn Glickman, Dr. Michael Karner, Ms. Carey McHugh, and Ms. Odie Pahl

**Carried 6-0**

Motion to Return to Public Session - VOICE VOTE

The Board returned to Public Session at 9:05 a.m.

*Moved by:* Dr. Lynn Glickman

*Seconded by:* Ms. Carey McHugh

**Aye** Dr. Donn Mendoza, Dr. Jason Lind, Dr. Lynn Glickman, Dr. Michael Karner, Ms. Carey McHugh, and Ms. Odie Pahl

**Carried 6-0**

**11. OTHER BUSINESS**

11.1 Recommendations for FY25 Personnel Reduction in Force and Dismissals - ACTION NEEDED (Dr. Wojcik)

The Board approved necessary personnel dismissals for the 2025-26 school year to include the following two resolutions:

#1 Honorable Dismissal of Teachers to include Cooper Smith, Michelle Pinta, Leticia Mendez-Garza, and Rico McCoy;

#2 Honorable Dismissal of Educational Support Personnel Employees to include Delsey Hughes and Carol Nguyen.

[#1 HONORABLE DISMISSAL OF TEACHERS 2025 RESOLUTION.pdf](#) 

[#2 HONORABLE DISMISSAL OF ESP RESOLUTION 2025.pdf](#) 

Motion to Adopt Resolution #1 - ROLL CALL VOTE

*Moved by:* Dr. Lynn Glickman

*Seconded by:* Ms. Carey McHugh

**Aye** Dr. Donn Mendoza, Dr. Jason Lind, Dr. Lynn Glickman, Dr. Michael Karner, Ms. Carey McHugh, and Ms. Odie Pahl

**Carried 6-0**

Motion to Adopt Resolution #2 - ROLL CALL VOTE

*Moved by:* Ms. Carey McHugh

*Seconded by:* Ms. Odie Pahl

**Aye** Dr. Donn Mendoza, Dr. Jason Lind, Dr. Lynn Glickman, Dr. Michael Karner, Ms. Carey McHugh, and Ms. Odie Pahl

**Carried 6-0**

## **12. COMMITTEE REPORTS**

Dr. Wojcik presented personnel related items discussed at the March 12, 2025 Personnel Committee meeting. Topics included: FY26 enrollment projects, increase/decrease to programs district wide, retirements, reduction in force, displaced staff, anticipated vacancies, and new proposed positions.

## **13. INFORMATIONAL**

### 13.1 SEDOL Foundation (Ms. Subry)

- Laremont Trivia Night- March 15 at Lehmann Mansion in Lake Villa- Next year March 7, 2026
- Dinner Dance- April 26 with a Kentucky Derby theme
- Pucks for Autism- June 20-22- will need volunteers to keep score, no experience needed!!

### 13.2 SEDOL Events (Dr. Hackett/Dr. Thomas)

#### **Upcoming Events**

#### **April:**

Miles of Smiles Dentist Fairhaven (JPC) 4.14.25

Miles of Smiles Dentist Gages Lake (CLA) 4.15.25

Healthy Kids Week John Powers 4.21-4.25.25

SEDOL Foundation Dinner Dance 4.26.25

Deaf Hobby Club JPC 4.12.25

**May:**

Prom Laremont 5.2.25

Unified Sports Day Fairhaven 5.2.25

Unified Sports Day Laremont 5.9.25

Prom Fairhaven 5.16.25

Promotion/Graduation Cyd Lash 5.16.25

Transition Recognition Laremont/DHH/Cyd 5.21.25

Retirement Ceremony GLS Community Rm 5.22.25

DHH 8th Grade Hawthorn Graduation JPC 5.27.25

DHH High School Graduation Grayslake North 5.29.25

**14. EXECUTIVE BOARD MEMBER COMMENTS (Dr. Lind)**

Dr. Lind informed the Board that interviews to select a search firm to begin the process of the new superintendent search will be held on April 22nd from 6:00 - 8:00 p.m. The recommended firm will be brought to the Executive Board at the April 24th meeting.

**15. ADJOURNMENT (Dr. Lind)**

With no other items to discuss, the meeting was adjourned at 9:20 a.m.

Respectfully submitted by,

Sara Martinez  
Recording Secretary

Approved by:

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Dr. Jason Lind  
Board President

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Dr. Judy Hackett  
Board Secretary