

## SPECIAL EDUCATION DISTRICT OF LAKE COUNTY

18160 W Gages Lake Road, Gages Lake, Illinois 60030-1819

847-548-8470 Fax 847-548-8472 VP 224-207-8476

[www.sedol.us](http://www.sedol.us)

**Judy Hackett, Ed.D.**

**Tim Thomas, Ed.D.**

*Co-Interim Superintendents*

### Minutes

#### SEDOL EXECUTIVE BOARD MEETING

Thursday, April 24, 2025

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

**Board Members Late:**

**Board Members Absent:** Dr. Scott Schwartz

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

**Staff Members Absent:** Dr. Yesenia Jimenez-Captain

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

The regular meeting of the SEDOL Executive Board was called to order at 8:31 a.m. on April 24, 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. Joanne Osmond

*Seconded by:* Ms. Odie Pahl

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

**Carried 7-0**

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

Motion to Approve the Consent Agenda - ROLL CALL VOTE

*Moved by:* Ms. Carey McHugh

*Seconded by:* Ms. Joanne Osmond

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

**Carried 7-0**

##### 4.1 Minutes

Public and closed session minutes of the regular meeting on March 20, 2025.  
Public minutes of the special budget meeting on April 17, 2025.

[Minutes 3.20.25.pdf](#) 

[Minutes 4.17.25.pdf](#) 

##### 4.2 Financial Matters

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

[Paid AP Check Register - Payroll Liabilities 03-31-25 revised.pdf](#) 

[Paid AP Check Register - Payroll Liabilities 04-14-25 revised.pdf](#) 

[Paid AP Check Run 04-24-25.pdf](#) 

[Paid AP Check Run Over \\$8,000 04-24-25.pdf](#) 

[Paid AP Manual Checks 03-14,21-25.pdf](#) 

[Paid AP Manual Checks Over \\$8,000 03-14,21-25.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.

##### **Contract Renewals**

Dr. Stephen Johns and Ms. Becky Allard were approved by the Board to continue as the Co-Interim Assistant Superintendents of Business for the 2025-26 school year.

[April 24, 2025 Personnel Recommendations & Vacancies.pdf](#) 

[April 24, 2025 Addendum.pdf](#) 

- 4.4 Employment Recommendations for 2025-26  
Staff recommended for re-employment for the 2025-26 school year.

[April 24, 2025 FY26 Recommendation for Re-Employment \(corrected\).pdf](#)



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

### 5.1 STARS Students

The Board recognized a student from Ms. Zaslavsky's classroom at Gages Lake School as the April STARS student. This student has shown improvement in academic and behavioral practices. He exhibits kindness and is always willing to help. He fosters a positive and supportive classroom environment even when faced with difficulties.

### 5.2 Employee of the Month

The Board recognized Mr. Colin Rowley, Gages Lake School Teacher, as April's Employee of the Month. Mr. Rowley embraces the needs of his students and creates a great team environment. He shared the importance of great collaboration in the classroom and program. He adjusts to changes and needs to his classroom through a positive, flexible approach. He goes above and beyond in daily communication with parents.

### 5.3 Infinitec 2025 Outstanding Student Technology Award

Infinitec will recognize a student from Laremont School at a dinner/award celebration on April 24th. This student will also be recognized at the June 4, 2025 Governing Board meeting. Ms. Schmitt, Laremont School Principal, shared how this student uses eye gaze communication to support his learning and communication. This technology allows this student to actively participate in curriculum, in conversations with staff, and to independently express himself.

### 5.4 Introduce New Cyd Lash Academy Principal

Mr. Mark Kettering was welcomed as the new Cyd Lash Academy Principal for the 2025-26 school year and was introduced to the Board.

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

There was no Public Comment.

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

Ms. Andrea Rouse, Gages Lake School Principal, shared how identified objectives of the CIP are guiding the programs at Gages Lake School (GLS).

*CIP Goal Alignment: SEDOL CIP Goal I- Provide exceptional programs and services to meet the needs of students throughout the SEDOL community.*

*Objective E: Develop/clarify SEDOL curricular tools and supplemental resources.*

Ms. Rouse presented via recorded presentation “Hope, the Therapy Dog”. She explained that Hope is a therapy dog, not to be confused with a service dog. Hope works with her handler Ms. Huemann, GLS Social Worker. Before students interact with Hope, they are taught the appropriate way to approach her. This means not running up to her, no screaming or yelling, and that they should ask Ms. Huemann if they can pet her. They also learn that when she is at school, she is working and her job is to help her friends (students) stay calm. She does not play fetch, jump, run, or chew on toys during this time.

Parents are notified about the addition of a therapy dog and must complete a consent form for their child to interact with it. Currently, students in tier 2 & 3 schedule time to spend with Hope when she is at GLS. The school is working on having Hope visit to provide classroom assistance and crisis support. Data collected on high incident times was evaluated and Hope’s services are scheduled into those times. The classrooms are already seeing a positive effect and the data shows a decline in incidents. Gages Lake School will continue to monitor the data with the hopes of increasing Hope’s time and positive impact in their building next year

## **8. OLD BUSINESS**

### **8.1 FY26 Budget Update - ACTION NEEDED (Dr. Johns/Ms. Allard)**

Dr. Johns shared a sample of a district cost sheet and a comparison of member district rates/other services comparing FY25 and FY26. He also provided the Board with the following details pertaining to the FY26 tentative budget.

#### **Education Fund**

- Revenue - No change from April 17, 2025 Executive Board meeting
- Expenditures - No change from April 17, 2025 Executive Board meeting
- Transfers - Added a transfer of \$1,000,000 from the Education Fund to the Transportation Fund based on anticipated reductions in state Transportation reimbursement

#### **Operations & Maintenance Fund**

Shifted \$50,000 Facility Maintenance Grant from Capital Projects to the O & M Fund

Included \$100,000 of the Fairhaven Roof Project to comply with ISBE guidelines

#### **Debt Service Fund**

No change from April 17, 2025 Executive Board meeting

#### **Transportation Fund**

- Reduced State Transportation Revenue by \$200,000
- Included Transfer of \$1,000,000 from the Education Fund

#### **IMRF Fund**

- No change from April 17, 2025 Executive Board meeting

#### **Capital Projects Fund**

- Moved \$50,000 Facility Maintenance Grant Funding to the O & M Fund
- Increased Capital Outlay by \$250,000
- Decreased Fairhaven Roof Project by \$300,000

The Board approved the tentative budget for FY26 and recommended approval by the Governing Board at its June 4th meeting. Pursuant to Governing Board approval at its June 4th meeting, the final FY26 budget will be presented to the Executive Board June 26th with final approval at the August Governing Board meeting. Small district, board, and staff budget meetings will be scheduled throughout May.

[SEDOL Tentative Budget FY26 4-24-25.pdf](#) 

Motion to Approve Tentative Budget - ROLL CALL VOTE

*Moved by:* Dr. Donn Mendoza

*Seconded by:* Ms. Carey McHugh

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

**Carried 7-0**

#### 8.2 FY23 Audit Update - INFORMATIONAL (Dr. Johns/Ms. Allard)

Ms. Allard updated the Board on the FY23 audit. She stated that it is in the final staging of being completed pending one final issue related to ESSER III and that work has already begun on the FY24 audit.

#### 8.3 NIHIP Resolution - ACTION NEEDED (Dr. Johns/Ms. Allard)

Last month the Board approved SEDOL to participate in the Northern Illinois Health Insurance Program (NIHIP). The Board approved the resolution to join NIHIP at today's meeting.

[NIHIP Intergovernmental Cooperative Agreement.pdf](#) 

[NIHIP Resolution 4-25-25.docx.pdf](#) 

[NIHIP SEDOL Resolution Membership.docx](#) 

Motion to Approve Resolution - Voice Vote

*Moved by:* Ms. Odie Pahl

*Seconded by:* Ms. Joanne Osmond

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

**Carried 7-0**

## 9. NEW BUSINESS

- 9.1 D73 School to School Contract - ACTION ITEM (Dr. Johns/Ms. Allard)  
The Board approved the FY26 School to School Food Service Contract between SEDOL (John Powers Center and the Regional Safe School Program) and Vernon Hills District 73.

[D73 Food Service Agreement JPC 2025-26.pdf](#) 

[D73 Food Service Agreement RSSP 2025-26.pdf](#) 

Motion to Approve Contract - 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, Ms. Joanne Osmond, and Ms. Odie Pahl

**Carried 7-0**

- 9.2 Resolution to Set Hearing on Interfund Transfers - ACTION NEEDED (Dr. Johns/Ms. Allard)

At the May meeting, the Executive Board will be asked to approve a resolution authorizing interfund transfers within the following funds:

- Transfer Operations & Maintenance Fund to the Education Fund in the amount of \$3,000,000
- Transfer Operations & Maintenance Fund to the Capital Projects Fund in the amount of \$3,250,000
- Transfer Education Fund to the Transportation Fund in the amount of \$1,000,000

In order to do this, specific criteria must be met, including holding a public hearing to discuss the interfund transfers. The Board approved the resolution to set a hearing to be held prior to the start of the regular Executive Board meeting on May 22, 2025 at 8:20 a.m.

[Resolution to Set Hearing for Transfer of Funds.pdf](#) 

Motion to Adopt Resolution - ROLL CALL VOTE

*Moved by:* Ms. Carey McHugh


*Seconded by:* Ms. Joanne Osmond

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

**Carried 7-0**

- 9.3 Proposed Organizational Chart - ACTION NEEDED (Dr. Hackett/Dr. Thomas)  
The Board approved the FY26 Organizational Chart (attached). The revised organization chart reflects alignment to priorities established in both the recent Educational Learning Solutions audit and recommendations through the Continuous Improvement Plan and stakeholder input.

[2025-26 Organizational Chart- FINAL \(Bd Approved\).pdf](#) 

[Memo Organizational Restructuring and Position Shifts for 2025-26 School Year \(1\).pdf](#) 

Motion to Approve Organizational Chart - VOICE VOTE

*Moved by:* Ms. Joanne Osmond

*Seconded by:* Dr. Lynn Glickman

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

**Carried 7-0**

- 9.4 Planning for the June Governing Board Meeting - INFORMATIONAL (Dr. Hackett/Dr. Thomas)

The Board reviewed the June 4th Governing Board agenda.

[DRAFT Agenda GB Mtg June 4 2025.pdf](#) 

- 9.5 FOIA - INFORMATIONAL (Dr. Wojcik)

On March 31, 2025 Dr. Wojcik receive a FOIA request for the following information from Ms. Ryan, LCFT.

- Substitute rates: Daily substitute teacher rate, long term substitute teacher rate, and daily substitute paraprofessional/teaching assistant rate.
- Copies of the performance evaluation tools used for the following job categories within your district: Paraprofessionals/Teaching Assistants, Health Aides/Health Clerks- N/A, Administrative Assistants (If separate tools exist for 9/10-month and 12-month classifications, provide both versions), Hall Monitors or Security Staff- N/A, Library Assistants or Clerks- N/A, Maintenance or Janitorial Staff, additionally, if any of these evaluations contain a sub-component for input from supervisors or classroom teachers, please provide copies of those as well.

Dr. Wojcik responded on April 4, 2025.

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

Motion to Enter Into Closed Session - ROLL CALL VOTE

The Board entered into Closed Session at 9:14 a.m. to discuss:

1. 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.
2. Litigation, when an action against, affecting or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal.
3. Collective bargaining matters, collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees.

*Moved by:* Ms. Carey McHugh

*Seconded by:* Ms. Joanne Osmond

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

**Carried 7-0**

Motion to Return to Public Session - VOICE VOTE

The Board returned to Public Session at 9:38 a.m.

*Moved by:* Ms. Carey McHugh

*Seconded by:* Ms. Joanne Osmond

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

**Carried 7-0**

**11. OTHER BUSINESS**

11.1 Possible Termination - ACTION NEEDED (Dr. Lind)

The Board approved the termination of support staff member Ms. Jennifer Akin during her probationary period.

Motion to Approve Termination - ROLL CALL VOTE

*Moved by:* Dr. Lynn Glickman

*Seconded by:* Ms. Joanne Osmond

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

**Carried 7-0**

11.2 Request for Non-Member District Placements - ACTION NEEDED (Dr. Hackett/Dr. Thomas)

The Board approved continued placement of a Kildeer D96 student in the John Powers Center Deaf and Hard of Hearing program for the 2025-26 school year. The districts will be billed based on non-member district tuition schedule and will continue to be responsible for transportation costs and for the cost associated with any additional support needed as a result of the placement.

Motion to Approve Request - 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, Ms. Joanne Osmond, and Ms. Odie Pahl

**Carried 7-0**

11.3 Superintendent Search Firm - ACTION NEEDED (Dr. Lind)

On April 22, 2025 a Special Executive Board meeting was held to interview search firms for the superintendent position. The Board approved Dr. Lind, Executive Board President, to contract Hazard, Young, and Attea Associates (HYA) to conduct the Superintendent search followed by a Certified School Business Official (CSBO) search. The combined cost for both searches is not to exceed \$27,500.

Motion to Approve Search Firm - ROLL CALL VOTE

*Moved by:* Dr. Lynn Glickman

*Seconded by:* Ms. Joanne Osmond

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

**Carried 7-0**

## 12. INFORMATIONAL

12.1 SEDOL Foundation (Ms. Subry)

- Dinner Dance- April 26
- Pucks for Autism- June 20-22

12.2 SEDOL Events (Dr. Hackett/Dr. Thomas)

**Upcoming Events**

**April:**

Healthy Kids Week John Powers 4.21-4.25.25

Infinitec Student Award Banquet 4.24.25

Deaf Hobby Club JPC 4.12.25

**May:**

Prom Laremont 5.2.25

Unified Sports Day Fairhaven 5.2.25

LC Educator of the Year Banquet LC Fairgrounds 5.7.25

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

Promotion/Graduation Laremont 5.23.25

DHH 8th Grade Hawthorn Graduation JPC 5.27.25

DHH High School Graduation Grayslake North 5.29.25

**June:**

ESY Staff 1st Day Multiple 6.10.25

ESY Student Open House Multiple 6.10.25

ESY Student 1st Day Multiple. 6.11.25

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

The Board commented on how well superintendent search firm interviews went on Tuesday, April 22nd.

**14. ADJOURNMENT (Dr. Lind)**

With no other items to discuss, the meeting was adjourned at 9:50 a.m.

Respectfully submitted by,

Sara Martinez  
Recording Secretary

Approved by:

---

Dr. Jason Lind  
Board President

---

Dr. Judy Hackett  
Board Secretary