

BOARD OF EDUCATION SCHOOL DISTRICT 149  
MINUTES OF  
THE REGULAR BOARD MEETING  
June 16, 2025

The Board Meeting convened at 6:30 p.m.

**Roll Call:** Present: Mr. Tillman, Mrs. De Vasher-Williams, Mrs. Tillman, Mrs. Elston, Ms. Burks and Mrs. King.

Also in attendance: Dr. Maureen White, Attorney Frazier, Janene Preston, Dr. Kenneth Scott, Chief Pointer, Stacy Miles, Jamar Everett, John Shields, Janice Opitz, Christal Washington, Karen Slate, Marian Dowling, LaTasha Clark, Danielle Franklin, Sparkle Tiffith, Tanyelle Hannah, DeWayne Anderson, Robert Bufford, LaToyla Jones, Martiae Alexander, Crystal Montgomery, Theresa Smith, Daryll Lacey, Tia Williams, Christina Montgomery, Tammy Buckley, Kyle Riley, Darryl Watkins and Ron Muhammad.

**The Pledge of Allegiance** – Said by all

**Cabinet Reports-**

Dr. Maureen White reported on student enrollment to date. We have 291 students in grades first through eighth enrolled for summer school. Summer school ends on July 11th. For the Helping Hands Project, we have 19 workers we are currently onboarding. Dr. White also asked that the Board consider excluding TB tests from the hiring process.

Robert Bufford, 21<sup>st</sup> Century Learning Director, and Jamar Everett, Cofidential Computer Tech, reported on some attacks from IP addresses in Russia earlier this year. The attacks were reported in real-time. We reached out to our secondary outside management service team, which is Sentinel, and they managed our firewall, which governs all the traffic coming inside of our district. They did confirm that we were receiving two heightened level attacks, brute force attacks from IP addresses originating in Russia. As a result of those attacks, we did not have any confirmed breaches, no data was compromised, and they were mitigated in real time due to the protocols put in place by the district. Sentinel, reached out to their global partners, and they did change so that they will not allow any brute force or any login attempts to happen from any IP addresses not originating in the content of the United States. And as another step, we did a definition upgrade on all of our systems just so that we could be alerted in a faster time.

Mrs. King asked if the IT team had thought about multi-factor authentication. Jamar Everett answered that yes, our staff does have multi-factor authentication.

Mrs. King asked if the IT team was looking at doing internal and external penetration tests for their assessment. Jamar Everett answered that yes, it is a part of the move from Microsoft A1 to A3.

Robert Bufford spoke on the matter of the current infrastructure status and purchases. We have two physical domains, service with seven virtual servers. The age of our newest server is eight years. Servers require replacement every five years, so there are two servers in need of replacement or refurbishment.

MacBooks, we have a total of inventory by the technology team since 2011, which is located in E-Waste and Diekman. iMac, we have five total by the Technology team, three at CCA Studio, one at Diekman, and one at E-waste and storage in Diekman.

The recent orders we have purchased are 20 Smart and Active Panels for BV and 20 Chromebook charger carts. A quote has been provided in the Board packets for the domain server that needs to be replaced.

Mrs. De Vasher-Williams asked if Mr. Bufford is stating that from 2023 to current, that there were no MacBooks purchased.

Mr. Bufford replied, Yes.

Mrs. De Vasher-Williams asked again if they are saying that there were not any purchased.

Jamar Everett responded that from 2023 there were not any purchases of MacBooks.

Mrs. De Vasher-Williams replied that she believes there were some MacBooks were purchased.

Jamar Everett rephrased his statement, saying that no MacBooks that were inventoried by the technology team. So the only Apple products that have been purchased in the most recent, were the iPhones and iPads. But as far as either a MacBook or an iMac, no.

Mrs. De Vasher-Williams stated that some were, and she recalls some MacBooks being purchased. Mrs. De Vasher-Williams asked for the Board to have a copy of Tech's inventory.

Dr. White stated that, just for clarification, if MacBooks were purchased, they were not approved by her. Dr. White is not aware of any MacBooks being purchased. Dr. White asked Janice Opitz if she was aware of any purchases for MacBooks.

Janice Opitz answered that if there were any MacBooks purchased, there were just a few, either it was for special ed purposes or an IT purchase.

Dr. White stated those were iPads.

Janice Opitz replied that Dr. White was correct, and iPads were bought.

Dr. White said that they are talking about MacBooks.

Janice Opitz stated that she does not recall but would have to go through her list. She further stated that we bought a lot of Chromebooks. If MacBooks were purchased, it would be very, very few, but she does not recall.

Mr. Tillman stated that it's not really a hard thing for Janice to go back and check and find out.

Janice Opitz replied that Mr. Tillman is correct and that she should be able to find out that information.

Mr. Tillman asked Janice to give the Board a report back on that.

Mrs. King asked that at the last meeting, we talked about new switches, cabling, and cabinets. Has that project not started?

Jamar Everett replied that the physical project has not been started yet. That part is done as part of the E-Rate. Our E-rate is in the process of being approved by USAT. As of two and a half weeks, it has not been approved yet by USAT we are anticipating that it will be approved.

Mrs. De Vasher-Williams requested an itemized bill from Del Gado Law Group. She stated that last month, there was an extensive itemization invoice for the billing, and she is requesting the same to be done with this invoice.

Dr. White stated that it's a duplication of two invoices that we had. What happened is that their last two bills were put together into just one bill. What they did was they put them together, and it was just on one bill. Dr. White will send out the itemized bill to the Board the following day.

**Approval authorizing Township Treasurer to pay invoices**

<p><b>MOTION</b> by Mrs. Tillman, seconded by Mrs. King to approve authorization to the Township Treasurer to pay invoices June 13, 2025 and June 16, 2025, consisting of 76 pages and chargeable to the following accounts:</p>	<p>AGENDA ITEM E</p>													
<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="padding-left: 40px;">Education Fund</td> <td style="text-align: right;">\$1,919,656.41</td> </tr> <tr> <td style="padding-left: 40px;">Operations and Maintenance Fund</td> <td style="text-align: right;">\$ 215,671.43</td> </tr> <tr> <td style="padding-left: 40px;">Debt Services</td> <td style="text-align: right;">\$ 5,885.25</td> </tr> <tr> <td style="padding-left: 40px;">Transportation Fund</td> <td style="text-align: right;">\$ 720,247.13</td> </tr> <tr> <td style="padding-left: 40px;">Capital Projects</td> <td style="text-align: right;">\$ 1,610.00</td> </tr> <tr> <td style="padding-left: 40px;">Tort Immunity Fund</td> <td style="text-align: right;">\$ 116,553.07</td> </tr> <tr> <td></td> <td style="text-align: right; border-top: 1px solid black;">\$2,979,623.29</td> </tr> </table>		Education Fund	\$1,919,656.41	Operations and Maintenance Fund	\$ 215,671.43	Debt Services	\$ 5,885.25	Transportation Fund	\$ 720,247.13	Capital Projects	\$ 1,610.00	Tort Immunity Fund	\$ 116,553.07	
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<p><b>ROLL CALL TO VOTE:</b> Aye: Mrs. Tillman, Mrs. King, Ms. Burks and Mr. Tillman. Abstain: Mrs. De Vasher-Williams. <b>MOTION CARRIED</b></p>														

**Consent Agenda**

Mrs. De Vasher-Williams tabled F #5 c,d, f & g

<p><b>MOTION</b> by Mrs. Tillman, seconded by Mrs. King, to approve consent agenda items F1-4, 5 a,b &amp; e:</p>	<p>AGENDA ITEMS F1-4, 5 a,b &amp; e</p>
<p>1. Approval of payroll summaries for May 9, 2025, in the amount of \$1,039,200.15</p>	
<p>2. Approval of payroll summaries for May 23, 2025, in the amount of \$1,264,409.98</p>	
<p>3. Approval of the minutes from the regular board meeting held May 27, 2025</p>	

4. Approval of the Consolidated District Plan and all School Improvement Plans
5. Personnel Report

Resignation:

- a. Approval of resignation of Dr. Kenneth Scott, Assistant Superintendent at the District Office, effective date June 30, 2025
- b. Approval of resignation of Theresa Smith, Director of Specialized Services at the District Office, effective date June 30, 2025

Employment:

- c. Approval of employment Crystian Chatman, Assistant Principal at CCA, effective date July 1, 2025
- d. Approval of employment of Dr. Mellodie Brown, Assistant Superintendent at the District Office, effective date July 1, 2025

Retirement:

- e. Acceptance of letter of intent to retire from Janice Crews, Accounts Payable Administrative Assistant at the District Office, effective June 30, 2028

Leave of Absence:

- f. Approval of FMLA for Tracey Jackson, 6<sup>th</sup> Grade Teacher at CCA, effective April 8, 2025 through the remainder of the SY 2024-2025
- g. Approval of FMLA for James Weary, Custodian at Caroline Sibley, effective April 22, 2025 through July 22, 2025

**ROLL CALL VOTE:** Aye: Mrs. Tillman, Mrs. King, Ms. Burks, Mrs. Elston, Mrs. De Vasher-Williams and Mr. Tillman.

**MOTION CARRIED**

**Consent Agenda F5 c, d, f & g:**

Mrs. De Vasher-Williams stated that she would really like to know what the process is and who's on the hiring committee.

Dr. White replied that it varies; there are staples in it that include herself, Dr. Scott, and HR, and then, depending on what school it's for, that principal. There are instances, too, where we have OSS.

Mrs. De Vasher-Williams asked what the process looks like. She stated that the reason she is asking is because Dr. Scott has provided his resignation, and how many candidates were there, because it seemed like that was a very quick turnaround. We don't have retention that's going on at this point, and so Mrs. De Vasher-Williams's goal is to bring people who are not staying here two, three years. Mrs. De Vasher-Williams would like to know why Dr. White doesn't hire within, especially if there are people who have been in our district for 15 plus years. What does the process look like, and what do the details look like?

Dr. White replied that it looks like the job description. The job description has very specific qualifications.

We're not hiring principals in our district because they're not interested. We put it out there. Part of the CBA says that we must extend these job postings to them first because they get first dibs. When they don't apply, then we've got no choice other than to go outside of the district.

Mrs. De Vasher-Williams asked how many candidates did Dr. White have.

Dr. White replied that for the AP position, we probably had more than 10. For the assistant superintendent position, we had probably seven or eight, and she interviewed five of them.

Mrs. De Vasher-Williams asked if Dr. White interviewed 5 of the candidates by herself.

Dr. White replied, Yes.

Mrs. De Vasher-Williams asked if there was a reason why Dr. White did not have a team.

Dr. White replied, Yes, because it's a person who is going to operate alongside her. Dr. White does not think it is fair to involve a team when their input won't impact her needs. And so once the job description is done and the qualifications are met, she then interviews them to see if they're a good fit.

Mrs. De Vasher-Williams stated that she would have to disagree. She believes that it needs to be a team of people interviewing anyone for a position, especially for an administrative position. Dr. White may feel the need to say that this person may or may not be a fit, but you also don't have a team to provide additional feedback that is required.

Dr. White asked what feedback is she looking for.

Mrs. De Vasher-Williams stated that Dr. White can have an opinion, and two other people could possibly have an opinion, and so a collaboration. Mrs. De Vasher-Williams also suggested that the Board actually take part in interviewing because they are the ones who are hiring. Based on Dr. White's recommendation, we will hire these people, but we need to get a feel for them; we have a revolving door, and that is not acceptable.

Mr. Tillman stated that his take, at least for the assistant superintendent, he's not going to disagree on how Dr. White handles that because that assistant superintendent is her right arm. Not only does she have to be comfortable with that assistant, but she's the one who absolutely knows exactly what's going to be the best fit for what she needs to make things happen. At the end of the day, the only person that Mr. Tillman is going to come talk to when something goes wrong is Dr. White. He's not gonna talk to the assistant. Dr. White is the one who recommended that person, and in her absence, that's the person who has to be able to carry that ball. With all do respect to any other person, but he's not making the assistant superintendent's subordinates be the ones who hired them. For Dr. White, she has got to be comfortable, and she knows exactly when she's looking at resumes, when she is doing her due diligence to go behind that and check on things and make sure she knows what she needs. This is the only person he's looking to make sure that Dr. White gets exactly what she needs because she's the one who has to answer.

However, as it relates to process, we can discuss process. Let's make sure we streamline to get those processes laid out so we are consistent and know exactly what we're going to do. This way, Dr. White knows exactly what she's supposed to do and what the board's expectation is every single time. That is a goal that this Board should look to achieve. The Board can discuss this more at the board retreat.

Ms. Burks stated that she just wanted to speak on some things that were mentioned prior. Ms. Burks feels it is acceptable to say that Dr. White can say that she knows exactly what I'm looking for. However, Dr. White's assistant should be able to delegate just as well as Dr. White does. So Ms. Burks just wants to make sure that Dr. White is passing out the education to her assistant. So when Dr. White is out of the office, the assistant should be able to jump in and have their hands on that ball.

Dr. White replied that, for the most part, that is correct. Dr. White stated that she also wanted to clear up too, that a person O.T.L. sits in on the interviews too.

Mrs. King stated that her only comment is that when you involve other people in your interview process, it's not just their technical skills, but it's more of their cultural fit into your environment. So other people on your team will be able to help with that. When you have the final decision, but someone else may see a red flag if they have a personality flaw or something. So, just a suggestion.

<p><b>MOTION</b> by Mrs. Tillman, seconded by Mrs. King, to approve the employment of Crystian Chatman, Assistant Principal at CCA, effective date July 1, 2025.  <b>ROLL CALL VOTE:</b> Aye: Mrs. Tillman, Mrs. King, Ms. Burks, Mrs. Elston and Mr. Tillman.  Nay: Mrs. De Vasher-Williams.  <b>MOTION CARRIED</b></p>	<p>AGENDA ITEM F5c</p>
<p><b>MOTION</b> by Mrs. Tillman, seconded by Mr. Tillman, to approve the employment of Dr. Mellodie Brown, Assistant Superintendent at the District Office, effective date July 1, 2025.  <b>ROLL CALL VOTE:</b> Aye: Mrs. Tillman, Mr. Tillman, Mrs. King and Mrs. Elston.  Nay: Mrs. De Vasher-Williams and Ms. Burks.  <b>MOTION CARRIED</b></p>	<p>AGENDA ITEM F5d</p>

Mrs. De Vasher-Williams asked why the FMLA requests weren't presented at last month's meeting.

Dr. White replied that Mrs. De Vasher-Williams had a good question and that Dr. White would have to defer to some other people in the room. Dr. White stated that we did not have an April meeting, but asked why these requests were not on May's agenda.

Janene Preston responded that she was not given the F5g request until this month. For the F5f request, it should have been transferred over from the April agenda to May's, but that was inadvertently left off of the personnel report, so it did not make it onto the May agenda. For record-keeping purposes, both requests were added to the current agenda.

<p><b>MOTION</b> by Mrs. De Vasher-Williams, seconded by Mrs. King, to approve FMLA for Tracey Jackson, 6<sup>th</sup> grade teacher at CCA, effective April 8, 2025, through the remainder of SY 2024-2025.  <b>ROLL CALL VOTE:</b> Aye: Mrs. De Vasher-Williams, Mrs. King, Ms. Burks, Mrs. Elston, Mrs. Tillman and Mr. Tillman.  <b>MOTION CARRIED</b></p>	<p>AGENDA ITEM F5f</p>
<p><b>MOTION</b> by Mrs. De Vasher-Williams, seconded by Ms. Burks, to approve FMLA for James Weary, Custodian at Caroline Sibley, effective April 22, 2025, through July 22, 2025.  <b>ROLL CALL VOTE:</b> Aye: Mrs. De Vasher-Williams, Mrs. Burks, Mrs. Elston, Mrs. Tillman and Mr. Tillman.  <b>MOTION CARRIED</b></p>	<p>AGENDA ITEM F5g</p>

## Adjourn to Closed Session

<p><b>MOTION</b> by Mr. Tillman, seconded by Mrs. Tillman, to adjourn to a Closed session at 7:14 p.m.</p> <p>1. Motion to convene to a closed session meeting for the purpose of discussing the following matters:</p> <ul style="list-style-type: none"><li>• The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of Dolton School District 149. 5ILCS 120/2(c)(1)</li><li>• Student Disciplinary Cases 5ILCS 120/2(c)(9)</li><li>• 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, or when the public body finds that an action is probable or imminent, in which case the basis for the finding shall be recorded for the finding shall be recorded and entered into the minutes of the closed meeting. 5 ILCS 120/2(c)(11).</li></ul> <p><b>ROLL CALL VOTE:</b> Aye: Mr. Tillman, Mrs. Tillman, Mrs. King, Ms. Burks, Mrs. Elston and Mrs. De Vasher-Williams.</p> <p><b>MOTION CARRIED</b></p>	<p>AGENDA ITEM G1</p>
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Adjourn from Closed Session at 8:15 p.m.

## Final Action on Closed Session Items

<p><b>MOTION</b> by Mrs. Tillman, seconded by Mrs. King, to approve student discipline decisions.</p> <p><b>ROLL CALL VOTE:</b> Aye: Mrs. Tillman, Mrs. King, Ms. Burks, Mrs. Elston, Mrs. De Vasher-Williams and Mr. Tillman.</p> <p><b>MOTION CARRIED</b></p>	<p>AGENDA ITEM H1</p>
<p><b>MOTION</b> by Mrs. Tillman, seconded by Mrs. Elston, to approve the termination of Ronald Muhammad.</p> <p><b>ROLL CALL VOTE:</b> Aye: Mrs. Tillman, Mrs. Elston, Ms. Burks, Mrs. King and Mr. Tillman.</p> <p>Abstain: Mrs. De Vasher-Williams.</p> <p><b>MOTION CARRIED</b></p>	<p>AGENDA ITEM H2</p>

**Old Business** - None

## New Business

<p><b>MOTION</b> by Mrs. King, seconded by Mrs. Tillman, to approve MOU with Big Brothers Big Sister of Metropolitan Chicago.</p> <p><b>ROLL CALL TO VOTE:</b> Aye: Mrs. King, Mrs. Tillman, Ms. Burks, Mrs. Elston, Mrs. De Vasher-Williams and Mr. Tillman.</p> <p><b>MOTION CARRIED</b></p>	<p>AGENDA ITEM J1</p>
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<p><b>MOTION</b> by Mrs. King, seconded by Mrs. Tillman, to approve the renewal of Workers Compensation, General Liability &amp; Property, Student Accident/Catastrophic insurance from Louis A. Pullano, Inc. for SY 2025-2026.</p> <p><b>ROLL CALL TO VOTE:</b> Aye: Mrs. King, Mrs. Tillman, Mrs. Elston, Ms. Burks, Mrs. De Vasher-Williams and Mr. Tillman.</p> <p><b>MOTION CARRIED</b></p>	<p>AGENDA ITEM J2</p>
<p><b>MOTION</b> by Mrs. Tillman, seconded by Mrs. De Vasher-Williams, to approve the renewal of SuperEval, Superintendent evaluation tool, in the amount of \$3,006.00 for SY 2025-2026.</p> <p><b>ROLL CALL TO VOTE:</b> Aye: Mrs. Tillman, Mrs. De Vasher-Williams, Mrs. Elston, Ms. Burks, Mrs. King and Mr. Tillman.</p> <p><b>MOTION CARRIED</b></p>	<p>AGENDA ITEM J3</p>

Mrs. King asked what a OPED Valuation is.

Dr. White replied that it's a staple and we'll have that every year. What it does is it allows our accountant, John Kasperik, to have the Terry Group to do that part of the accounting.

Mrs. King asked if this is different from the company that presented at the last meeting.

Dr. White replied that it's a subcontractor for them. So John Kasperik hired the Terry Group to do the valuation for the audit.

Mrs. King asked if this is something that happens every year.

Dr. White replied, Yes.

Mrs. King asked for clarity that when John Kasperik presented last year, the audit was through June 30th, 2024. And then it looks like this is from July 1st, 2024 to June 30 of 2025.

Dr. White replied that she does not know their cycle.

Mrs. King stated that she was just wondering how that works

Dr. White replied that it must be something they do that is internal, because she doesn't know the processes for accounting. She doesn't know if that's something that happens at the very end, or if it jump-starts them for the new year.

<p><b>MOTION</b> by Mrs. Tillman, seconded by Mr. Tillman, to approve hiring The Terry Group to do the OPEB Valuation for the audit in the amount of \$15,000.00.</p> <p><b>ROLL CALL TO VOTE:</b> Aye: Mrs. Tillman, Mr. Tillman, Mrs. Elston and Mrs. King. Nay: Ms. Burks and Mrs. De Vasher-Williams.</p> <p><b>MOTION CARRIED</b></p>	<p>AGENDA ITEM J4</p>
<p><b>MOTION</b> by Mrs. De Vasher-Williams, seconded by Mrs. King, to approve agreement with Sentinel to replace domain controller server, in the amount of \$30,447.00.</p> <p><b>ROLL CALL TO VOTE:</b> Aye: Mrs. De Vasher-Williams, Mrs. King, Mrs. Elston, Ms. Burks, Mrs. Tillman and Mr. Tillman.</p> <p><b>MOTION CARRIED</b></p>	<p>AGENDA ITEM J5</p>

<p><b>MOTION</b> by Mrs. Tillman, seconded by Mrs. King, to approve the registration for the following SY 2025-2026 IEAS athletic teams, in the amount of \$945.00:</p> <ul style="list-style-type: none"> <li>• 7th Grade Girls Basketball</li> <li>• 7th Grade Boys Basketball</li> <li>• 7th Grade Girls Volleyball</li> <li>• 7th Grade Girls Track</li> <li>• 8th Grade Girls Basketball</li> <li>• 8th Grade Boys Basketball</li> <li>• 8th Grade Girls Volleyball</li> <li>• 8th Grade Girls Track.</li> </ul> <p><b>ROLL CALL TO VOTE:</b> Aye: Mrs. Tillman, Mrs. King, Ms. Burks, Mrs. Elston, Mrs. De Vasher-Williams and Mr. Tillman.</p> <p><b>MOTION CARRIED</b></p>	<p>AGENDA ITEM J6</p>
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**Public Comments –**

Mr. Tillman stated that the Board needs to set a date to do the interviews to fill the vacant board member seat.

The Board agreed upon the date of July 9, 2025, for a special board meeting to conduct board member interviews.

Kyle Riley introduced himself as a transportation company, Strive for Greatness, that would like to partner with 149 next year. As of right now, they have vans and are planning to get buses at a later date. They have 7 vans that have a capacity of 7 passengers, but they will be adding some 12-passenger vans. One van is wheelchair accessible.

Dr. White commented that one thing that kind of piqued her interest is wheelchair accessibility. That is a big issue.

**Adjournment**

<p><b>MOTION</b> by Mrs. De Vasher-Williams, seconded by Mrs. King, to adjourn the board meeting at 8:43 p.m.</p> <p><b>ROLL CALL VOTE:</b> Aye: ALL IN FAVOR</p> <p><b>MOTION CARRIED</b></p>	<p>AGENDA ITEM L</p>
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Wilbur Tillman, President

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Sheryl Tillman, Secretary

