

MINUTES OF BOARD OF EDUCATION MEETING

Homewood-Flossmoor High School, 999 Kedzie Avenue, Flossmoor, Illinois

June 17, 2025

Mr. Pauling called the meeting to order at 7:01 p.m. The following Board members were present for all or part of the meeting:

Ms. Jackson Mr. Riedel
Mr. Legardy Dr. Smith
Dr. Leonard Mr. Pauling
Dr. O'Quin

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

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

Comments. Mr. Pauling welcomed everyone to this evening's meeting and called their attention to a video tribute in honor of Dr. Wakeley in celebration of his retirement on June 30, 2025. He noted that Dr. Wakeley is retiring after 35 years in education and 21 years as a superintendent. The video was provided by Communications Director Erdey that included administrators, staff members, colleagues and students sharing their personal and professional experiences over their years with Dr. Wakeley, as well as, their memories and well wishes. Most of the comments on the video related to the positive impact and legacy that Dr. Wakeley has left in every district throughout his long career. His interpersonal skills, sense of humor and ability to face challenges with grace, as well, remarks relating to Dr. Wakeley's uplifting manner and seeing the best in people were also noted in the video. Upon completion of the video tribute, Dr. Wakeley received a standing ovation from the board and those in attendance. Mr. Pauling presented a token of appreciation from the board commemorating Dr. Wakeley's years of service. He thanked Dr. Wakeley for his support to each of the board members at various moments throughout his tenure. Mr. Pauling added that he has appreciated working side by side with Dr. Wakeley. Mr. Pauling addressed Dr. Wakeley stating, "thank you on behalf of our teachers, staff, students and community. Dr. Wakeley demonstrated a real commitment to our students." A photo was taken with the Board of Education and Dr. Wakeley.

Dr. Wakeley spoke a few words sharing his appreciation to the district, the community and to the board. He stated that he is looking forward to spending time with his family now and he added that it is hard being the family of a superintendent. He reflected on his years in education and referred to the many fond memories and positive experiences he has had with the numerous colleagues and friends who provided kind remarks on the video. Dr. Wakeley added that he is so proud of our students and looks at them like his very own. He noted that the students are the bright part of his career. Dr. Wakeley concluded by saying that he has been going to board meetings for 21 years and tonight's meeting will be the last time. He expressed that he is thankful and blessed.

Dr. Wakeley acknowledged H-F 2025-26 senior, Julian Grisius, who earned a perfect 36 on the ACT exam. He noted that it is a first for him in his 35 years in education to have a student with a perfect score on the ACT. Dr. Wakeley asked Julian to come forward to be recognized by the Board of Education. He added that in addition to his academic achievements, Julian had his research published in the *Journal of Emerging Investigators*. Julian presented his research at the American Psychology Association's annual convention on "The Effect of the Pandemic on Junior High Students' Behavior." Dr. Wakeley added that Julian studies Mandarin and he showcased his skills at a Lunar New Year celebration at the Flossmoor Library where he led a calligraphy station. He is also an active fencer with an excellent fencing profile as a strong performer. Mr. Pauling extended his congratulations to Julian for his excellent academic performance and contributions to H-F. A photo was taken of Julian and his parents with the Board of Education.

Comments (con't.) Dr. Wakeley extended his congratulations to the Boys' Track and Field team, the second-place state champions. The team earned an impressive second place finish at the IHSA State Finals, and were edged out only by 5 points by New Trier. Coach Beebe and the Boys' Track and Field coaching staff were present to accept the honor on behalf of the team members. Coach Beebe stated that they have a wonderful group of young men. He commented that this past season was very rejuvenating and the student athletes were outstanding. Coach Beebe added that they are hopeful that they will be back next year in front of the board a little more excited as he is expecting another great performance by the team. A photo of the coaching team and the Board of Education was taken.

The Girls' Track and Field team, IHSA Class 3A State Champions, were also recognized by Dr. Wakeley and the Board of Education. Dr. Wakeley expressed his congratulations to Coach Green and the coaching staff and all the student athletes for their incredible performance this year and tremendous finish at State bringing home the title which was last earned in 2019. It was noted that the 4x100m Relay team broke the IHSA all time state record with a remarkable time of 45.55 seconds with outstanding performances by London Willingham, Mariyah Robinson, London Jarrett and Aniya Mullins. Sprinter Mariya Robinson won individual titles in both the 200m and 400m races. Mr. Legardy read a Proclamation, in recognition of the Girls' Track and Field team State Champions, from Illinois State Senator Napoleon Harris. Senator Harris sent his deepest regrets that he could not be here this evening to read the Proclamation himself from the Illinois State Senate in recognition of HF's Class 3A 2025 State Champions. A group photo with the coaching staff and team was taken with the board.

HFFA Representative Hubert Stalling, extended his congratulations to Dr. Wakeley on his retirement. He shared that his fraternity is sponsoring a blood drive at Parker Junior High from 10 a.m. to 2 p.m. and walk-ins are welcome. More information can be found on HF's website.

The Board of Education and administration expressed their gratitude to Dr. Wakeley on his retirement and Dr. Hester who has accepted the position of Assistant Superintendent of Curriculum at Oak Park and River Forest High School, for their leadership and shared individual personal remarks and reflections on their positive impact during their tenure at HF. Dr. Cook recalled the open-door policy that was always available to him by Dr. Wakeley. Dr. Hester spoke on the heroic leadership shown by Dr. Wakeley, citing an example that students were given the opportunity to be in college prep or higher because of Dr. Wakeley. In addition, Dr. Hester spoke on Dr. Wakeley entering into an equity strategic process addressing social and racial inequity. She added that on a personal note, Dr. Wakeley was an incredible mentor and friend to her and she thanked him for trusting her with the opportunity to lead. Dr. Hester also expressed her appreciation for Dr. Wakeley's kindness each and every day. Mrs. Erdey stated that she has known Dr. Wakeley for the last 25 years. She expressed her appreciation for the opportunity to grow with the leaders around her and emphasized that Dr. Wakeley was one of them. She also thanked Dr. Wakeley for helping to build confidence in her. Dr. Erdey shared that she also appreciates that Dr. Wakeley trusted her within the community allowing her to celebrate some of the amazing accomplishments at HF. Mrs. Erdey also pointed out that Dr. Wakeley's humor, humanity and humility have been a guiding force for her. Dr. Erdey shared that Dr. Hester was the second person that she met here and thanked her for her friendship and leadership and wished Dr. Hester nothing but the best in her new position at Oak Park River Forest. She addressed Dr. Hester and stated, "you will be missed but I know you will do amazing things." Mr. Riedel shared that on a personal level it has been a pleasure to work with Dr. Wakeley. He added that what everyone has said about Dr. Wakeley is true and added that Dr. Wakeley is a humble and engaged leader. Mr. Riedel stated to Dr. Wakeley, "you have put this school community and students first, in my engagement with you, kids being the most important thing has been clear and it is refreshing. Thank you for your guidance and the 21 years you have worked with boards does not go unnoticed." Mr. Riedel extended his best wishes to Dr. Hester and that a lot of the changes that she and Dr. Wakeley have made collaboratively will be long lasting and because of that, they will be able to continue to carry on after they have stepped away. He wished Dr. Hester good luck in her next role and he hopes that she will reflect on the impact that she has made at HF. Ms. Jackson expressed to Dr. Wakeley that it has been incredible getting to know him and Mrs. Wakeley personally and she is happy he will be able to retire and spend some overdue time with his family and being able to now put them first. Ms. Jackson expressed that she is really grateful for how Dr. Wakeley came in and changed the culture here with his leadership team. She added, "kids know you, they talk to you, they really engage with you and you have made a big difference." She reiterated that the changes Dr. Wakeley has made may seem subtle to him, but are significant and substantial to the board. She added, "you have laid a foundation that will take HF higher." Ms. Jackson also wished Dr. Hester all the best and added that she appreciates all she has done for the students and the HF school community. Dr. O'Quin stated that she echoes what everyone has said. She commented that Dr. Wakeley is laid back, humble and that his personality is contagious. She added that Dr. Wakeley's sense of humor is definitely admirable and she has enjoyed the times that they have been able to share and he will be missed.

Comments (con't.) Dr. O'Quin offered kudos to Dr. Hester for moving up. She added that Dr. Hester will be missed and that her peaceful, kind demeanor has always resonated with her. Dr. Smith stated as a new board member she wanted to thank Dr. Wakeley for extending such a warm welcome. Dr. Smith stated, "thank you for the contributions and the sacrifices you have made for our students and community." She also thanked Dr. Hester for all of her contributions and that she will be missed. Dr. Leonard extended her congratulations to Dr. Wakeley on his retirement and thanked him for all that he has done and she looks forward to when at some point their paths will cross again professionally. Mr. Legardy thanked Dr. Hester for her professionalism and the way she met challenges head on. He added that he has worked with her his entire time as a board member. He credited Dr. Hester for transforming our academic profile, which was not an easy thing. He added that Dr. Hester took it on and stood tall throughout. He extended his best wishes to Dr. Hester and added that Oak Park River Forest is lucky to have her. Mr. Legardy stated that Dr. Wakeley came in with the challenge to raise the bar of our academic profile and he took that challenge head-on. He spoke to Dr. Wakeley and stated, "as we come to this moment of transition, not only as a board member, but somebody who has worked closely with you, I want to say thank you. Even though your time was short, your impact has been meaningful. You had the courage to initiate the IB audit, it revealed the inequities we no longer could ignore and Terrace Metrics has given us real tools to address mental health." Mr. Legardy also noted Dr. Wakeley's commitment of keeping the district's tradition of providing first class facilities to our students and staff. He stressed that equity is at the heart of Dr. Wakeley's leadership which has shaped decisions and the board is now charged to carry it forward. Mr. Legardy noted that although Dr. Wakeley's time at HF was not long, he made it count. He stated to Dr. Wakeley, "it has been a pleasure working alongside you and I wish you all the best."

Committee Reports. Mr. Legardy provided an update on the Planning Committee meeting. The committee met on May 20, 2025. He noted that the meeting was the final meeting of this school year. The committee gathered to reflect on progress made and the transition to the upcoming academic year. He welcomed back Ms. Jackson to the committee and new committee member Dr. Smith. He added that they both expressed their enthusiasm for their work ahead. He reported that Mrs. Rudan provided an overview of the 2024-25 Terrace Metrics Resiliency Project. Data showed encouraging trends with commitment to the whole child at an optimal academic, interpersonal, and psychological functioning level, now and later as adults. Mrs. Rudan noted that students were assessed in the fall, but in the future, they will probably move back to assessing all students in the fall and spring. In addition, the state of Illinois has mandated mental health screening for all students with 13 percent of schools in Illinois ready which includes HF. HF is one of the few districts in Illinois on track to meet state mandates and serves as a model for other districts. During the meeting, Dr. Norrell presented a proposal to strengthen Instructional coaching capacity with Learning Forward which aligns with the district's priorities. An extensive presentation on Elevating the IB Programme with College and Career Pathways through Standards-Based Learning was provided which outlined the comprehensive alignment of the Diploma Programme with the Career-related Programme. Policy updates were tabled and will be reviewed at a future date with the intent of moving all policies to the Personnel Committee. Dr. Hester requested approval for the purchase of an instructional resource for the Introduction to Education course for the 2025-26 school year. Introduction to Education is offered for dual credit with Lewis University. The text being recommended is also being used by the students at Lewis University.

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 subcommittee 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. Ms. Jackson moved, seconded by Mr. Riedel, that the Board of Education approve the Consent Agenda that included:

- Special Sine Die Meeting Minutes and Organizational Meeting Minutes of May 6, 2025
- Annual agreement with the School Employees Loss Fund (SELF) for insurance, \$138,905
- Annual purchase of Property and Liability Insurance through the Collective Liability Insurance Cooperative (CLIC), \$293,078
- 2025 Consolidated District Plan
- Amendment of Policy 6:282
- Acceptance of the Hearing Officer's Findings regarding Student Discipline Matter - Suspension Hearing

– Student #32603

Authorization of June and July, 2025 Expenditures and June and July, 2025 Payroll

Approval of April, 2025 Expenditures, \$2,210,405.33

Approval of May, 2025 Expenditures, \$2,334,450.71

Approval of Imprest Fund, \$50,226.50

Ratification of May, 2025, Payroll, \$9,375,357.74

The Personnel Report, that includes Resignations, Appointments, Adjusted Appointments, Adjusted Salaries, Athletics, Retirements and Summer Employment is attached.

Roll Call: Ayes – Ms. Jackson, Mr. Legardy, Dr. Leonard, Dr. O’Quin, Mr. Riedel, Dr. Smith, Mr. Pauling. Nays – None. Motion carried.

Instructional Coaching Academy. Mr. Legardy moved, seconded by Mr. Riedel, that the Board of Education approve the contract agreement with Learning Forward, for an Instructional Coaching Academy, at a cost not to exceed \$43,120, beginning May 1, 2025 and ending on June 30, 2026, as recommended by the Planning Committee, the Chief School Business Official, and the Superintendent. Dr. Hester stated this training will help instructional coaches develop and hone in on their coaching skills. Roll Call: Ayes – Mr. Legardy, Dr. Leonard, Dr. O’Quin, Mr. Riedel, Dr. Smith, Ms. Jackson, Mr. Pauling. Nays – None. Motion carried.

Instructional Coaches Training and Certification. Mr. Legardy moved, seconded by Ms. Jackson, that the Board of Education approve the contract agreement with Teachstone, Inc. for Instructional Coaches training and use of an observation tool to support all teaching staff, in the amount of \$10,750, beginning August 1, 2025, as recommended by the Planning Committee, the Chief School Business Official, and the Superintendent. Roll Call: Ayes – Dr. Leonard, Dr. O’Quin, Mr. Riedel, Dr. Smith, Ms. Jackson, Mr. Legardy, Mr. Pauling. Nays – None. Motion carried.

Executive Session. Mr. Legardy moved, seconded by Ms. Jackson, that the Board of Education enter into Executive Session pursuant to 5 ILCS 120/2(c) of the *Open Meetings Act* at 8:23 p.m. to consider the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the School District. Roll Call: Ayes – Dr. O’Quin, Mr. Riedel, Dr. Smith, Ms. Jackson, Mr. Legardy, Dr. Leonard, Mr. Pauling. Nays – None. Motion carried.

Mr. Pauling noted that no further business will be conducted upon the return of the board.

Open Session. Mr. Legardy moved, seconded by Ms. Jackson, that the Board of Education return to open session at 9:14 p.m. Roll Call: Ayes – Mr. Riedel, Dr. Smith, Ms. Jackson, Mr. Legardy, Dr. Leonard, Dr. O’Quin, Mr. Pauling. Nays – None. Motion carried.

Adjournment. Mr. Legardy moved, seconded by Ms. Jackson, that the Board of Education be adjourned at 9:15 p.m.

President

Vice-President/Secretary

RESIGNATION

4.12.1

<u>NAME</u>	<u>BUILDING/POSITION</u>	<u>Date</u>
1 Jennifer Schalk	Administration - Director CI & PD	Eff 6/30/2025
2 Ashley Alex	Teacher - Math	Eff 6/2/2025
3 Jamere Dismukes	Teacher - Reading	Eff 6/2/2025

APPOINTMENTS

4.12.2

<u>NAME</u>	<u>BUILDING/POSITION</u>	<u>START DATE/SALARY</u>
1 Chenise Belue MA - Govenors State MA - National Louis University	504 Coordinator	8/11/2025 \$89,547.00
2 Mylan Reeves MA - Grand Canyon	SPED Teacher	8/11/2025 \$60,883.00
3 Samuel Key MA - Concordia Unversity	Guidance Counselor	8/11/2025 \$67,550.00
4 Asa Gordon Ed.D - Aurora University - 12/2026 MA - Concordia University MA - Unversity of Illinois	Director of Career Pathways and Workforce Development	7/1/2025 \$150,000.00
5 Jason Pluister BA - Illinois State University	Teacher - Social Science	8/11/2025 \$59,500.00
6 Janet Hicks MA Rush University	Occupational Therapist (0.8)	8/11/2025 \$91,423.29

ADJUSTED APPOINTMENTS

4.12.3

<u>NAME</u>	<u>BUILDING/POSITION</u>	<u>START DATE/SALARY</u>
1 Lisa Dallacqua	From Director of Career Pathways and Workforce Development TO: Assistant Superintendent of CI & PD	Eff. 7/1/25 \$195,000.00
2 Nicholas Kapchinski	From Teacher - SPED TO: Outplacement Coordinator	8/11/2025 \$107,941.21
3 Rockeya Wilson	From: Guidance Counselor TO: Dean of Students	8/11/2025 \$108,162.00

4.12.4

ADJUSTED SALARIES

1 [Timothy Kilrea](#)

Interim Director HR \$1000.00/per day
Additional 10 days to original contract (not to exceed 120 days)

2 [James Gay](#)

Interim Director HR \$1000.00/per day
Additional 10 days to original contract (not to exceed 120 days)

4.12.5

ATHLETICS

[SEE MEMO](#)

4.12.6

RETIREMENTS

1 [Steven Szymkowiak](#)

Teacher - Health/PE/Driver's Ed Eff 6/2029

4.12.7

SUMMER EMPLOYMENT

[SEE MEMO](#)

ADMINISTRATIVE STAFF MEMORANDUM
June 17, 2025
ANNOUNCEMENT OF NEW HEAD COACHES FOR 2025-2026

EXTRA-RESPONSIBILITY CONTRACTS 2025-2026 (ATHLETICS)

RECOMMENDATION: "That the Board of Education authorize the President and Secretary to sign extra-responsibility athletic contracts with the following person(s) for the 2025-2026 school year, as recommended by the Interim Directors of Human Resources and the Superintendent:

First Name	Last Name	Position	Stipend
Walter	Collins	Head Girls' Flag Football Coach 2025-2026	\$8,775.22
Brandon	Brown	Head Boys' Basketball Coach 2025-2026 se	\$9,092.00
		Total SW	\$17,867.22

ADMINISTRATIVE STAFF MEMORANDUM

Tuesday, June 17, 2025

Summer School 2024-2025 Staffing

RECOMMENDATION: "That the Board of Education authorize the President and Secretary to sign 2025 Summer Academy, Summer Bridge and Summer School contracts with the following person(s) for the 2024-2025 school year, as recommended by the Interim Directors of Human Resources and the Superintendent:

First Name	Last Name	Program	Course	Stipend
Sandra	Lessentine	Summer School	Integrated Math 1 - repeat S1	\$4,300.80
Matthew	Huston	Summer School	US Government & Politics (CP) S1	\$3,990.00
Janice	Nuzzo	Summer School	English 3 (CP) Repeat	\$3,990.00
Terry	Mattia	Summer School	Integrated Math 1 - repeat S2	\$3,990.00
Nick	Kapchinske	Summer School	ESY S1	\$3,990.00
Fatima	Simmons	Summer School	ESY S2	\$3,990.00
Brittany	Gill	Summer Academy	Elective 7/14 - 7/18	\$1,425.00
Matthew	McLindon	Summer Academy	Elective 6/16 - 6/20	\$1,140.00
Deena	Cassady	Summer Academy	Summer Theater (.50)	\$3,990.00
Tim	Tholl	Summer Academy	Summer Theater	\$7,980.00
JR	Rose	Summer Academy	Summer Theater	\$7,980.00
Leah	Sauvage	Summer School	Library Resouces S2	\$3,990.00
			Total	\$50,755.80
			SW	