

**School District U-46**  
Elgin, Illinois

March 10, 2025

**The video of the March 10, 2025 meeting can be found here:**

[March 10, 2025 BOE Meeting](#)

The Meeting of the Board of Education was called to order at 5:47 p.m. at the Educational Services Center, 355 E. Chicago Avenue, Elgin, Illinois.

A motion was made by Ms. Martin, second by Ms. Schwartz, to allow Ms. Noland to participate in the March 10, 2025 meeting via Zoom due to personal illness or disability. Upon roll call yes votes: Ms. Kerr, Ms. Martin, Ms. Schwartz, Ms. Thommes, and President Owens. No votes 0. The motion was carried by a vote of 5-0.

The following Board Members answered roll call: Sue Kerr, Dawn Martin, Veronica Noland, Chanda Schwartz, Kate Thommes, and Melissa Owens.

President Owens requested a motion to move into Closed Session to discuss individual student disciplinary matters; pending, probable or imminent litigation; the appointment, employment, compensation, discipline, performance or dismissal of specific employees, specific individuals who serve as independent contractors in a park, recreational, or educational setting, or specific volunteers of the public, or legal counsel for the public body; the purchase or lease of real property for the use of the School Board; the setting of a price for the sale or lease of real property owned by the School Board; an internal audit, control weaknesses, identification of potential fraud risk areas, known or suspected frauds, and fraud interviews; collective negotiating matters between the School Board and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees; review of Closed Session Minutes; and individual student matters.

The motion was made at 5:48 p.m. by Ms. Thommes, second by Ms. Kerr, Upon roll call yes votes: Ms. Kerr, Ms. Martin, Ms. Noland, Ms. Schwartz, Ms. Thommes, and President Owens. No votes 0. The motion was carried by a vote of 6-0.

Ms. Khan joined the meeting at 6:02 p.m.

A motion was made at 6:53 p.m. by Ms. Thommes, second by Ms. Martin, to move into open session. Upon roll call yes votes: Ms. Kerr, Ms. Khan, Ms. Martin, Ms. Noland, Ms. Schwartz, Ms. Thommes, and President Owens. No votes 0. The motion was carried by a vote of 7-0.

Present for the business session were Board members Sue Kerr, Samreen Khan, Dawn Martin, Veronica Noland, Chanda Schwartz, Kate Thommes, Melissa Owens, Superintendent, Dr. Suzanne Johnson, and Chief Legal Officer, Trisha Olson. Also present was Student Board member Mahitha Ratakonda. The following were also present at the District's central office: Dr. Annette Acevedo, Celia Banks, Michele Chapman, Jaimie Abney-Giraldo, Amy Ingente, Jacquelyn

Johnson, Dr. Rich Lebron, Brian Lindholm, Lela Majstorovic, Patricia Makishima, Mireya Perez, Matt Raimondi, Dr. Leatrice Satterwhite, Julie Shumaker, Marc Spacone, Dr. Ann Williams, and Dr. Frank Williams.

President Owens led the recitation of the Pledge of Allegiance.

1. Strategic Plan Report - Dr. Johnson (Board Policy 2:20 - Powers and Duties of the Board of Education; Indemnification)

A. Strategic Plan Update

Lela Majstorovic, Deputy Superintendent of Instruction, and Mutiu Fagbayi, Performance Fact President/CEO, presented a Strategic Plan update.

2. Comments from the Audience - Ms. Owens

A. Public Comments

There were no comments from the public.

3. Other Business - Board Member and Superintendent Update, If Necessary

A. Additional Information

Ms. Thommes stated that she attended a concert at Larkin High School last week and she was once again reminded of how talented the kids of the District are. She encouraged everyone to attend a play or concert.

Mahitha Ratakonda spoke about the process of electing the next Student Advisor for next year.

President Owens reported that she, Ms. Noland, and Dr. Johnson attended the IASB Spring meeting for the Kishwaukee District where Ms. Martin, Ms. Thommes, Ms. Kerr, and Ms. Noland were all recognized.

Dr. Suzanne Johnson stated that President Owens was also recognized at the IASB Spring meeting. Dr. Suzanne Johnson thanked the Board for their ongoing commitment.

President Owens thanked Evelyn Bevins and Ms. Kerr for their work in organizing the application.

B. FOIA Requests – 8

Dr. Suzanne Johnson stated that there were eight Freedom of Information Act requests, which would be available on BoardDocs and the District's website.

4. Consent Agenda - Dr. Johnson

- A. Personnel Report and Workers' Compensation Cases
- B. Termination of Kayla Garcia – Monitor
- C. Proposal - Operations - Unite U-46 - New Elgin Middle School Project - Bid Packages 31A, 33A, and 33B
- D. Proposal - Operations - Unite U-46 - Kimball Middle School Project
- E. Change Order - Plant Operations - Creekside Elementary School Fire Alarm Replacement, Project #701
- F. Change Order - Plant Operations - Heritage Elementary School Fire Alarm Replacement, Project #878
- G. Change Order - Plant Operations - Horizon Elementary School Fire Alarm Replacement, Project #979
- H. Approval of Settlement Agreement and General Release in the matter of Dvorak v. School District U-46

Motion by Ms. Martin, second by Ms. Thommes, to approve the Consent Agenda items A-H as presented. Upon roll call yes votes: Ms. Kerr, Ms. Khan, Ms. Martin, Ms. Noland, Ms. Schwartz, Ms. Thommes, and President Owens. No votes 0. The motion was carried by a vote of 7-0.

5. Discussion/Action - Dr. Johnson

A. Itemized Bills – March 10, 2025

Dr. Frank Williams, Assistant Superintendent of Finance, was available to respond to questions from the Board of Education regarding the itemized bills. Administration recommended the Board of Education approve the List of Bills in the amount of \$27,013,368.93.

Motion by Ms. Martin, second by Ms. Kerr, to approve the List of Bills in the amount of \$27,013,368.93. Upon roll call yes votes: Ms. Kerr, Ms. Khan, Ms. Martin, Ms. Noland, Ms. Schwartz, Ms. Thommes, and President Owens. No votes 0. The motion was carried by a vote of 7-0.

B. High School Mathematics Resource Adoption Proposal

Amy Ingente, Math Coordinator, and Celia Banks, Director of Curriculum and Instruction, were available for questions relating to the High School Mathematics Resource Adoption Proposal.

Motion by Ms. Martin, second by Ms. Kerr, to approve the six-year High School Mathematics Resource Adoption Proposal in the amount of \$2,873,387.99. Upon roll call yes votes: Ms. Kerr, Ms. Khan, Ms. Martin, Ms. Noland, Ms. Schwartz, Ms. Thommes, and President Owens. No votes 0. The motion was carried by a vote of 7-0.

C. Larkin High School Visual and Performing Arts - Art Magnet Academy Curriculum Proposal

Celia Banks, Director of Curriculum and Instruction, and Jaimie Abney-Giraldo, Fine Arts Coordinator, were available for questions relating to the Larkin High School Visual and Performing Arts - Art Magnet Academy Curriculum Proposal.

Motion by Ms. Kerr, second by Ms. Martin, to approve the Larkin High School Visual and Performing Arts - Art Magnet Academy Curriculum Proposal with an initial estimated cost of \$10,537.27 and estimated consumables cost of \$7,000.00 annually thereafter.

Ms. Martin thanked the team for the amount of work done. She stated that she will be voting yes but she does have some concerns. She hopes that supporting students is always kept in mind.

Ms. Kerr stated that she will also be voting yes but she has concerns regarding the logistics of the Dual Credit.

Upon roll call yes votes: Ms. Kerr, Ms. Khan, Ms. Martin, Ms. Noland, Ms. Schwartz, Ms. Thommes, and President Owens. No votes 0. The motion was carried by a vote of 7-0.

D. Larkin High School Visual and Performing Arts - Dance Magnet Academy Curriculum Proposal

Celia Banks, Director of Curriculum and Instruction, and Jaimie Abney-Giraldo, Fine Arts Coordinator, were available for questions relating to the Larkin High School Visual and Performing Arts - Dance Magnet Academy Curriculum Proposal.

Motion by Ms. Martin, second by Ms. Thommes, to approve the Larkin High School Visual and Performing Arts - Dance Magnet Academy Curriculum Proposal with an estimated initial cost of \$27,651.14 and estimated consumables cost of \$16,000.00 annually thereafter. Upon roll call yes votes: Ms. Kerr, Ms. Khan, Ms. Martin, Ms. Noland, Ms. Schwartz, Ms. Thommes, and President Owens. No votes 0. The motion was carried by a vote of 7-0.

E. Larkin High School Visual and Performing Arts - Music Magnet Academy Curriculum Proposal

Celia Banks, Director of Curriculum and Instruction, and Jaimie Abney-Giraldo, Fine Arts Coordinator, were available for questions relating to the Larkin High School Visual and Performing Arts - Music Magnet Academy Curriculum Proposal.

Motion by Ms. Thommes, second by Ms. Schwartz, to approve the Larkin High School Visual and Performing Arts - Music Magnet Academy Curriculum Proposal

with an estimated initial cost of \$152,164.90 and estimated consumables cost of \$18,000.00 annually thereafter. Upon roll call yes votes: Ms. Kerr, Ms. Khan, Ms. Martin, Ms. Noland, Ms. Schwartz, Ms. Thommes, and President Owens. No votes 0. The motion was carried by a vote of 7-0.

F. Larkin High School Visual and Performing Arts - Theatre Magnet Academy Curriculum Proposal

Celia Banks, Director of Curriculum and Instruction, and Jaimie Abney-Giraldo, Fine Arts Coordinator, were available for questions relating to the Larkin High School Visual and Performing Arts - Theatre Magnet Academy Curriculum Proposal.

Motion by Ms. Thommes, second by Ms. Kerr, to approve the Larkin High School Visual and Performing Arts - Theatre Magnet Academy Curriculum Proposal with an estimated initial cost of \$6,186.72 and estimated consumables cost of \$2,800.00 annually thereafter. Upon roll call yes votes: Ms. Kerr, Ms. Khan, Ms. Martin, Ms. Noland, Ms. Schwartz, Ms. Thommes, and President Owens. No votes 0. The motion was carried by a vote of 7-0.

G. HR Resolutions

In order to follow State guidelines that allow for staff dismissal up until 45 days before the end of the school year, Mireya Perez, Director of Human Resources, annually presents personnel categories that are eligible for possible dismissal. Depending on the budget situation and when programs and classes are determined for the next school year, some of these individuals may be rehired providing they have proper licensure. While the Board of Education takes this action very seriously, dismissal consideration is customary at this time of year in order to follow State requirements. Each Resolution must be voted on separately. HR Resolutions will also be presented at the March 24, 2025 Board of Education Meeting.

Mireya Perez, Director of Human Resources, was available to discuss additional reductions in force. The reductions in force addressed the following categories.

Teachers (Board Policy 5:200 - Terms and Conditions of Employment and Dismissal)

- Authorizing Non-Renewal of First, Second, and Third Year Probationary Teachers (2513)
- Authorizing Honorable Dismissal of Teachers (2515)
- Authorizing Non-Renewal of Building Substitute Teachers (2516)
- Authorizing Notice of Dismissal to Tenured Teachers without an Illinois Professional Educator License (2536)

Administrators (Board Policy 5:200 - Terms and Conditions of Employment and Dismissal)

- Authorizing Non-Renewal of First, Second, and Third Year Non-Tenured Administrators (2526)
- Authorizing Non-Renewal of Administrative Contracts and Re-Assignment of Tenured Administrators (2528)

Classified Staff/Administrators (Board Policy 5:200 - Terms and Conditions of Employment and Dismissal)

- Authorizing the Honorable Dismissal of Educational Support Personnel - Funded Project Personnel (2523)

Motion by Ms. Kerr, second by Ms. Thommes, to approve the HR Resolution 2513, authorizing non-renewal of first, second, and third year probationary teachers. Upon roll call yes votes: Ms. Kerr, Ms. Khan, Ms. Martin, Ms. Noland, Ms. Schwartz, Ms. Thommes, and President Owens. No votes 0. The motion was carried by a vote of 7-0.

Motion by Ms. Kerr, second by Ms. Schwartz, to approve the HR Resolution 2515, authorizing honorable dismissal of teachers. Upon roll call yes votes: Ms. Kerr, Ms. Khan, Ms. Martin, Ms. Noland, Ms. Schwartz, Ms. Thommes, and President Owens. No votes 0. The motion was carried by a vote of 7-0.

Motion by Ms. Kerr, second by Ms. Thommes, to approve the HR Resolution 2516, authorizing non-renewal of building substitute teachers. Upon roll call yes votes: Ms. Kerr, Ms. Khan, Ms. Martin, Ms. Noland, Ms. Schwartz, Ms. Thommes, and President Owens. No votes 0. The motion was carried by a vote of 7-0.

Motion by Ms. Schwartz, second by Ms. Martin, to approve the HR Resolution 2536, authorizing the notice of dismissal to tenured teachers without an Illinois Professional Educator License. Upon roll call yes votes: Ms. Kerr, Ms. Khan, Ms. Martin, Ms. Noland, Ms. Schwartz, Ms. Thommes, and President Owens. No votes 0. The motion was carried by a vote of 7-0.

Motion by Ms. Kerr, second by Ms. Thommes, to approve the HR Resolution 2526, authorizing non-renewal of first, second, and third year non-tenured administrators. Upon roll call yes votes: Ms. Kerr, Ms. Khan, Ms. Martin, Ms. Noland, Ms. Schwartz, Ms. Thommes, and President Owens. No votes 0. The motion was carried by a vote of 7-0.

Motion by Ms. Martin, second by Ms. Kerr, to approve the HR Resolution 2528, authorizing non-renewal of administrative contracts and re-assignment of tenured administrators. Upon roll call yes votes: Ms. Kerr, Ms. Khan, Ms. Martin, Ms. Noland, Ms. Schwartz, Ms. Thommes, and President Owens. No votes 0. The motion was carried by a vote of 7-0.

Motion by Ms. Kerr, second by Ms. Schwartz, to approve the HR Resolution 2523, authorizing honorable dismissal of educational support personnel - funded project personnel. Upon roll call yes votes: Ms. Kerr, Ms. Khan, Ms. Martin, Ms. Noland, Ms. Schwartz, Ms. Thommes, and President Owens. No votes 0. The motion was carried by a vote of 7-0.

6. Other Business - Dr. Johnson

A. January Financial Report

Dr. Frank Williams, Assistant Superintendent of Finance, reviewed the Financial Report and was available to respond to questions from the Board of Education.

7. Work Session – Dr. Johnson

A. Secondary Library and Media Curriculum Proposal

Celia Banks, Director of Curriculum and Instruction, and Jacquelyn Johnson, Coordinator of PreK-12 Literacy and Libraries, provided the Board of Education with information relating to the Secondary Library and Media Curriculum Proposal.

8. Work Session - Bids/Proposals (Board Policy 4:60 - Purchases and Contracts)

A. Bid - Procurement - Hawk Hollow Middle School Furniture

Dr. Frank Williams, Assistant Superintendent of Finance, presented the proposal summary and was available to respond to questions from the Board of Education. Administration recommended award to the lowest responsible bidders, Frank Cooney in the amount of \$478,703.10, Garvey's Office Products in the amount of \$2,138.82, School Outfitters in the amount of \$39,525.96, School Specialty in the amount of \$39,208.85 Warehouse Direct in the amount of \$203,316.00, and Warehouse Direct d/b/a Lowery McDonnell Company in the amount of \$156,275.96, for a total amount of \$919,168.69, and requested authorization for District administration to execute related documents. This expenditure will be charged to the Capital Projects Fund. The cost is included in the budget for the 2024-2025 fiscal year.

B. Bid - Procurement - Hawk Hollow Middle School Fitness Equipment and Supplies

Dr. Frank Williams, Assistant Superintendent of Finance, presented the proposal summary and was available to respond to questions from the Board of Education. Administration recommended award to the lowest responsible bidders, BSN Sports in the amount of \$1,478.15, Defiant Strength in the amount of \$26,840.07, School Health Corporation in the amount of \$22,458.57, and The Fitness Connection in the amount of \$16,821.18, for a total amount of \$67,597.97, and requested authorization for District administration to execute related documents. This

expenditure will be charged to the Capital Projects Fund. The cost is included in the budget for the 2024-2025 fiscal year.

C. Bid - Procurement - Hawk Hollow Middle School Fine Arts Equipment and Supplies

Dr. Frank Williams, Assistant Superintendent of Finance, presented the proposal summary and was available to respond to questions from the Board of Education. Administration recommended award to the lowest responsible bidders, Sweetwater Sound, LLC. in the amount of \$220,321.43, Music and Arts in the amount of \$116,082.43, West Music Company, Inc. in the amount of \$11,089.71, and School Specialty, LLC. in the amount of \$20,414.04, for a total amount of \$367,907.61, and requested authorization for District administration to execute related documents. This expenditure will be charged to the Capital Projects Fund. The cost is included in the budget for the 2024-2025 fiscal year.

D. Proposal - Assessment, Accountability, and Student Success - Hand2Mind and Literacy Take Home Kits

Matt Raimondi, Director of Assessment, Accountability, and Student Success, and Celia Banks, Director of Curriculum and Instruction, presented the proposal summary and were available to respond to questions from the Board of Education. Administration recommended approval of the proposal from Hand2Mind in the amount of \$316,742.64, and requested authorization for District administration to execute related documents. This expenditure will be charged to the Education Fund. The cost is included in the budget for the 2024-2025 fiscal year.

E. Proposal - Assessment, Accountability, and Student Success - Libraria Classroom Libraries

Matt Raimondi, Director of Assessment, Accountability, and Student Success, and Celia Banks, Director of Curriculum and Instruction, presented the proposal summary and were available to respond to questions from the Board of Education. Administration recommended approval of the proposal from Libraria in the amount of \$869,121.00, and requested authorization for District administration to execute related documents. This expenditure will be charged to the Education Fund. The cost is included in the budget for the 2024-2025 fiscal year.

F. Proposal - Assessment, Accountability, and Student Success - Scholastic Books

Matt Raimondi, Director of Assessment, Accountability, and Student Success, and Celia Banks, Director of Curriculum and Instruction, presented the proposal summary and were available to respond to questions from the Board of Education. Administration recommended approval of the proposal from Scholastic in the amount of \$468,990.00, and requested authorization for District administration to

execute related documents. This expenditure will be charged to the Education Fund. The cost is included in the budget for the 2024-2025 fiscal year.

G. Proposal - Assessment, Accountability, and Student Success - School Climate and Culture Training

Matt Raimondi, Director of Assessment, Accountability, and Student Success, presented the proposal summary and was available to respond to questions from the Board of Education. Administration recommended approval of the proposal from Flippen Group in the amount of \$139,700.00, and requested authorization for District administration to execute related documents. This expenditure will be charged to the Education Fund. The cost is included in the budget for the 2024-2025 fiscal year.

H. Proposal - Assessment, Accountability, and Student Success - Catalyst of Educational Change Learning Partner

Matt Raimondi, Director of Assessment, Accountability, and Student Success, presented the proposal summary and was available to respond to questions from the Board of Education. Administration recommended approval of the proposal from Catalyst for Educational Change in the amount of \$38,223.60, and requested authorization for District administration to execute related documents. This expenditure will be charged to the Education Fund. The cost is included in the budget for the 2024-2025 fiscal year.

I. Proposal - Assessment, Accountability, and Student Success - Personalized Lessons in Reading and Mathematics

Matt Raimondi, Director of Assessment, Accountability, and Student Success, presented the proposal summary and was available to respond to questions from the Board of Education. Administration recommended approval of the proposal from Curriculum Associates in the amount of \$1,525,153.89, and requested authorization for District administration to execute related documents. This expenditure will be charged to the Education Fund. The cost is included in the budget for the 2024-2025 fiscal year.

J. Proposal -Multilingual and Multicultural Education Department - In-Person Teaching for Biliteracy Institute Chicago

Dr. Leatrice Satterwhite, Assistant Superintendent of Equity and Innovation, and Patricia Makishima, Coordinator of Multilingual and Multicultural Education Department, presented the proposal summary and were available to respond to questions from the Board of Education. Administration recommended approval of the proposal from Center for Teaching for Biliteracy Summer Institute 2025, in the amount of \$49,191.60, and requested authorization for District administration to

execute related documents. This expenditure will be charged to the Education Fund. The cost is included in the budget for the 2024-2025 fiscal year.

K. Proposal - Equity and Innovation - 2025 AVID Summer Institute

Dr. Leatrice Satterwhite, Assistant Superintendent of Equity and Innovation, and Michele Chapman, Director of Post-Secondary Success, presented the proposal summary and were available to respond to questions from the Board of Education. Administration recommended approval of the proposal from AVID, in the amount not to exceed \$172,125.00, and requested authorization for District administration to execute related documents. This expenditure will be charged to the Education Fund. The cost is included in the budget for the 2024-2025 fiscal year.

L. Proposal - Operations - Unite U-46 - Kenyon Woods Middle School Project

Dr. Ann Williams, Deputy Superintendent of Operations, and Brian Lindholm, Chief of Staff, presented the proposal summary and were available to respond to questions from the Board of Education. Administration recommended approval of the proposal for Construction Material Testing Services to Soil and Material Consultants, Inc., in an amount not to exceed \$39,818.00, and requested authorization for District administration to execute related documents. This expenditure will be charged to the Capital Projects Fund. The cost is included in the budget for the 2024-2025 through 2025-2026 fiscal years.

M. Proposal - Assistant Superintendent of Schools - Association for Middle Level Education 2025 Summer Conference

Dr. Annette Acevedo, Assistant Superintendent of Schools, Julie Shumaker, Executive Director of Middle Schools, Dr. Rich Lebron, Tefft Middle School Principal, and Marc Spacone, Larsen Middle School Principal, presented the proposal summary and were available to respond to questions from the Board of Education. Administration recommended approval of the proposal from Association for Middle Level Education, in the amount of \$66,875.00, and requested authorization for District administration to execute related documents. This expenditure will be charged to the Education Fund. The cost is included in the budget for the 2024-2025 fiscal year.

9. Work Session - Contracts Over \$35,000.00 (Board Policy 4:60 - Purchases and Contracts)

A. Contract - Office of Schools - Northern Illinois University Principal Preparation Program

Dr. Annette Acevedo, Assistant Superintendent of Schools, presented the proposal summary and was available to respond to questions from the Board of Education. Administration recommended approval of the contract with Northern Illinois University in the amount of \$168,000.00, and requested authorization for District

administration to execute related documents. This expenditure will be charged to the Education Fund. This cost is included in the budget for the 2025-2026 fiscal year.

B. Contract Renewal - Multilingual and Multicultural Education Department - Northern Illinois University Bilingual/English as a Second Language Teacher Cohort VII

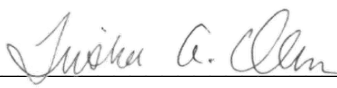
Dr. Leatrice Satterwhite, Assistant Superintendent of Equity and Innovation, and Patricia Makishima, Coordinator of the Multilingual and Multicultural Education Department, presented the proposal summary and were available to respond to questions from the Board of Education. Administration recommended approval of the contract renewal with Northern Illinois University in the amount of \$144,000.00, and requested authorization for District administration to execute related documents. This expenditure will be charged to the Education Fund. This cost is included in the budget for the 2024-2025 and 2025-2026 fiscal years.

10. Adjournment - Ms. Owens

Motion by Ms. Thommes, second by Ms. Martin, to adjourn the Board meeting of March 10, 2025, at 8:26 p.m. Upon roll call yes votes: Ms. Kerr, Ms. Khan, Ms. Martin, Ms. Noland, Ms. Schwartz, Ms. Thommes, and President Owens. No votes 0. The motion was carried by a vote of 7-0.

Approved this 19th day of May, 2025.

  
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President

  
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Secretary