

## MINUTES OF BOARD OF EDUCATION MEETING

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

August 19, 2025

The meeting to order at 7:08 p.m. Mr. Legardy noted that Mr. Pauling was delayed due to traffic and will be arriving shortly. 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 (arrived at 7:20 p.m.)  
Dr. O'Quin

Student Board Representative Anaya Mootry was also in attendance.

The presence of a quorum was noted and the meeting declared duly convened. Superintendent Norrell, Chief School Business Official Cook, Curriculum, Instruction & Professional Development Assistant Superintendent Dallacqua, Staff Services Assistant Superintendent Martinez, Principal Alexander, Communications and Community Engagement Director Erdey and Director of Operations Patterson were also in attendance for all of the meeting.

Representatives of the Homewood Flossmoor Chronicle, HFEO and League of Women Voters were present, as well as, members of the public and members of the Administrative Leadership Team.

**Public Comments.** Ms. Beth Larocca, community member, addressed the board requesting a breakdown of the overall cost of the budget over actual. Dr. Cook will provide that information to Ms. Larocca. She also requested data on student supports that she is hoping is available. Mr. Legardy responded that this topic may be addressed at the August 28, 2025 Planning Committee meeting. Ms. Larocca referred to the district's recent settlement in a sexual assault lawsuit. She expressed that she feels it has damaged the district's reputation and wanted to know if the district's policies and procedures have changed to prevent this from happening in the future. Mr. Pauling stated that there were not any changes that occurred as a direct result of the lawsuit. However, he added that since that time our security video equipment has been updated and more cameras have been added around campus. In addition, the district is required to provide specific training at the beginning of each school year that centers on harassment and inappropriate behavior that teachers and staff participate in.

Pastor Doyle Landry addressed the board stating that this year his focus will be on the affordability of college whereas last year his focus was on the topic of mental health in black males. He shared his thoughts on the importance of finding the right college fit for high school students and introduced Mr. Andre Gill who provides college admissions counseling services for high school students.

Mr. Andre Gill spoke on the services his consulting company provides to high school students ranging from freshmen through seniors. He stated his consulting company was started in 2018 helping students achieve their dreams of getting into their choice schools. He can help to ensure that a student's college choice is the right fit and that they are taking appropriate courses. Tutoring services are also available if students need that extra help. He stated he is available after tonight's meeting if anyone would like more information on the services he provides.

**Student Representative Comments.** Student Representative Anaya Mootry shared a concern that was brought to her attention by several students who expressed their frustration regarding an email sent to Parker Junior High families today regarding Algebra I proficiency exams. Dr. Norrell responded that the district recently learned that the teacher who taught the course at Parker Junior High School was not certified to teach high school courses, which is required by the Illinois School Code 27-22.10 in order for students to count the course toward mandated high school graduation requirements. Dr. Norrell explained that students who participate in a course like Algebra 1 offered on Homewood-Flossmoor High School's campus, that course stands because they are taught by a certified high school teacher. The HF administration has worked with the Illinois State Board of Education, which will allow HF to give students two opportunities to take the proficiency exam in order to meet the graduation requirement. The exams will be required of approximately 125 HF students who took Algebra 1/ Integrated Math 1 as eighth graders at Parker Junior High School. She noted that nothing will change as far as the student's math course trajectory.

**Delegation Comments.** None

Board Comments. Mr. Legardy welcomed everyone back to school and stated he is looking forward to a great school year and each new year is a brand-new start. He shared that he had the pleasure of doing his second most favorite job as a board member of welcoming students back to school last Thursday. He noted the excitement in the air and the energy that could be felt from staff and students as they began their day. He also welcomed Dr. Norrell to her first board meeting along with the new administrators who have joined the team. Mr. Legardy also extended a welcome back to returning administrators also in attendance this evening.

Mr. Pauling shared that he has received very positive feedback from parents who attended Wednesday night's New Family Orientation. He offered his congratulations to everyone involved in making it a successful evening for our new Viking families.

Public Relations. Mrs. Erdey stated that she echoed Mr. Legardy's comments about the excitement and that was apparent with the start of the 2025-2026 school year. She shared a video clip of the first day of school as students were welcomed back. She reported that this fall, 601 freshmen and 160 transfer students were welcomed back on Wednesday with the remainder of the students returning on Thursday bringing total enrollment to 2,653 students. In addition, 372 enthusiastic staff members were present and are committed to preparing our students for success. Mrs. Erdey also spoke on key enhancements that have been made in communication and engagement with the continued implementation of a strategic plan, the expanded use of ParentSquare and a redesigned school website to better connect families with important resources and updates. In recognition of strategic communications programs in school public relations and engagement, the district received national recognition earning the Golden Achievement Award, a first in HF history. Mrs. Erdey also mentioned Dr. Norrell's plans to further community engagement through the implementation of community advisory groups.

### **Superintendent's Report:**

District Updates. Dr. Norrell extended her appreciation to Mr. Patterson, Mr. Hamilton and the entire maintenance team for completing all the summer projects ahead of schedule. She noted the summer projects completed this summer included finalizing the new Science Building, Natatorium Boiler Replacement, Paving Project, A-Building Roof Replacement, New Flooring and the addition of the Discovery Graphic outside of The Viking Room. She recognized several members of the maintenance team present this evening including Ms. Candice Hall, Mr. Rikk Dunlap and Mr. John McKinley and thanked them for their hard work that was done over the summer in order to be prepared to welcome students and staff back to campus and for their continued dedication and efforts in maintaining our buildings and campus.

Dr. Norrell spoke on the district's Strategic Plan that is a living and breathing document. She noted that the Year 1 Plan is now truncated into three more bite-sized focus areas for Year 2 acknowledging one of the most powerful pieces of the plan, the "True North" which Dr. Norrell pointed out is really about academic equity. She emphasized that everything that they do is focused on preparing all students for success in college, career and life readiness. She highlighted the following Goal Areas for Year 2 of the Strategic Plan: Goal Area 1: Family, Community, and Partner Engagement - Partnerships with families remain a powerful way to impact student success. This year, the district is establishing Town Halls and Advisory Groups to strengthen collaboration and create new spaces for dialogue and input. Goal Area 2: Fiscal Equity and Student Voice - HF is committed to expanding access to International Baccalaureate (IB) programming for all students. By distributing the cost across the full student body of 2,700, the district can meet state career pathway guidelines while providing opportunities rooted in student interest. A new committee will guide this work, beginning with analyzing survey data on career interests, IB, and other programs to ensure pathways reflect students' future goals. Goal Area 3: Professional Excellence - The school is advancing professional excellence through the full implementation of Professional Learning Communities (PLCs). With training, resources, and a handbook in place, collaborative teams are set to focus on true student performance. Instructional Coaches, trained over the summer, play a key role in this effort, supporting teachers as they strengthen instructional practices. Dr. Norrell also spoke on initiatives to engage families in new ways. She is hoping to host a Fall Festival that will be funded through Title I family engagement resources. This event will provide an opportunity to connect parents while the weather is still warm. More information will be shared with the board once details become available. Dr. Norrell requested the green light from the board to proceed with hosting a Fall Festival. The board asked Dr. Norrell and team to move forward with their plan for the Fall Festival.

Executive Team Presentation. Dr. Cook provided an overview of the FY26 Tentative Budget that was presented at the Finance Committee on August 5. He noted a 30-day display of the budget has been available in the Business Office as well as on the district's website. He noted the information presented to the Finance committee and the

Executive Team Presentation (con't.) information he is presenting this evening to the board focuses on the budgeting of operational funds. He shared the ending audit numbers for Operating Revenues for the previous three fiscal years. Dr. Cook stated the audit numbers are the numbers presented to the Illinois State Board of Education (ISBE). He noted FY25 audited numbers are not available at this point. Dr. Cook referred to Board Policy 4:20 Fund Balances and noted the district's goal of retaining 6 months of reserves. He is projecting that Reserves will be at 7.1 months for all funds. He pointed out that Operating funds largest source of revenues is from property taxes which has declined proportionally over time, from 64% of revenues to 54%. State funding through Evidence-Based Funding (EBF) has increased from 26% to 34% and he anticipates it will remain flat. Property taxes are projected at \$41.6 million for FY2025. He noted that there is not a Property Tax Relief Grant (PTRG) available for FY26 and pointed out that very little funds are received from federal grants. State grants are also projected to be flat as the district is currently designated as a Tier 2 school. He shared the ending audit numbers for Operating Expenses for the previous three years. He noted FY25 audited numbers are not available at this point. He noted that salaries and benefits are the biggest expenditure at 52%. Salaries are projected to rise 5.4–5.7%, while benefits, driven by health insurance, are projected to increase 8.7%. Dr. Cook also overviewed additional expenditures that included Purchased Services, Supplies, Capital Projects and Object 600. Dr. Cook is projecting that expenditures will be about the same as last year and there are various expenditure funds that may present potential significant savings by the end of the fiscal year. If the board chooses no capital improvement transfer, the district projects an ending fund balance of \$52.7 million across all funds, equal to 7.3 months of reserves. Operating funds specifically would close at \$49.7 million, or 7.9 months of reserves. If planned capital transfers occur, the district's ending balance would adjust to \$51.6 million across all funds (7.1 months of reserves) and \$39.7 million in operating funds (6.3 months of reserves). He noted that the Board will continue discussions on fund transfers at upcoming October and December Finance Committee meetings and the board will vote on the final budget at its September meeting. Dr. Cook pointed out that he must submit the tentative budget by September 30, 2025.

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. No request was made to remove any consent agenda items. Mr. Legardy moved, seconded by Ms. Jackson, that the Board of Education approve the Consent Agenda, as listed:

- 6.1 Special Board Meeting Minutes, July 18, 2025
- 6.2 Regular Board Meeting Minutes, June 17, 2025
- 6.3 Extended Field Trip - HF Fencing Out-of-State Competitions
- 6.4 Approval of Expenditures, \$3,631,863.85
- 6.5 Approval of Imprest Fund, \$15,933.33
- 6.6 Ratification of July, 2025, Payroll, \$936,137.96
- 6.7 Donations as listed:
  - 6.7.1 Automobile for the Automotive Program
- 6.8 Personnel Report, as listed. The Personnel Report, that includes Resignations, Appointments, Adjusted Appointments, Per Diem, Retirements, Leaves and Extra Responsibility/Stipends is attached.

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

### **Committee Reports:**

Finance Committee. Chair: Mr. Riedel stated the Finance Committee met on August 5 and the next committee meeting will take place on Tuesday, October 7, 2025 at 7:45 a.m. in The Viking Room. Mr. Riedel shared an update on information presented at the August 5 meeting. Mr. Patterson was present at the August 5 meeting and updated the committee on FY 25 Capital Projects. The new Science Building is at its final end with the completion of some punch list items. The Natatorium Boiler System Project has been completed. The state required bottom drain cover upgrade was completed putting the district in compliance for another 15 years with the exception of yearly inspections. The pool re-opened on August 4th. The South Building Paving Project has been completed with only a

Finance Committee (con't.). few punch list items left. A-Building Room Roof Project was completed ahead of the original completion date of August 8. Mr. Patterson also presented on the installation of mechanical gates to secure the parking lot area. Two electric operating gates on Viking Drive near Door 9, along with a 12-foot sliding gate just north of that location are being proposed. This installation will provide an added layer of safety and security for students, staff, and vehicles during the school day. The electric gates that were selected are compatible with the district's existing Open Path electronic entry system, which all faculty and staff already use for secure building access. Mr. Riedel noted the costs below bid threshold and an important project. Mr. Patterson also spoke on the South Flooring Project that was completed also ahead of schedule before the students returned to school. Mr. Patterson also overviewed the district's Five Year Facilities Plan highlighting future projects. He spoke on the priority items and noted that the plan is a living document which can and will shift as new priorities arise. One of the top priorities is the renovation of the B and G Buildings and upon the request of the committee those costs will be broken out so the committee can see the projected cost of each. Mr. Riedel pointed out that the committee wanted to be clear that this is in the exploratory phase only and more detailed information will be available for the board's review. Mr. Riedel pointed out that it was also noted by Dr. Norrell that the renovation to the G building also has environmental and safety factors to consider as a priority project. Mr. Lyke also attended the Finance Committee meeting and updated the committee on summer 2025 sports camps offered on campus. All summer camps concluded in early August. He added that fall sports will begin on August 11. Over 1000 campers attended this summer, with an increase in enrollment by 200. Dr. Norrell presented the FY26 Counsel Agreements indicating to the committee that there are some rate modifications due to rate increases. She is also requesting approval for the district to enter into a new Agreement with the law firm of Himes, Petrarca and Fester. She noted the district engages law firms based on their expertise in certain areas. The approval of FY26 Counsel Agreements is on tonight's agenda and will be voted on next as an action item.

FY26 Counsel Agreements. Mr. Riedel moved, seconded by Mr. Legardy, that the Board of Education approve agreements with the law firms Himes, Petrarca & Fester, Chtd., Petrarca, Gleason, Boyle & Izzo LLC, and Franczek P.C. Mr. Pauling stated the district engages a number of law firms and their expertise is based to match the district's needs. Ms. Jackson referred to the five hours of chalk time listed with the law firm of Himes, Petrarca and Fester and asked if that goes toward helping our staff. Dr. Norrell responded that it does and the firm will be providing a presentation on student discipline on August 26, 2025 to staff. There were no further questions or discussion. Roll Call: Ayes – Mr. Legardy, Dr. Leonard, Dr. O'Quin, Mr. Riedel, Dr. Smith, Ms. Jackson, Mr. Pauling. Nays – None. Motion carried.

Planning Committee. Mr. Legardy stated that the next meeting will take place on Thursday, August 28, 2025 at 11:00 am at HF High School South District Conference Room.

Personnel Committee. Ms. Jackson stated that the next meeting will take place on Tuesday, September 2, 2025 at 9:00 a.m. in the Superintendent's Conference Room located in the South Building.

Board Committee Chairs took an opportunity to introduce the members of their committees. Finance Committee members include Mr. Riedel - Chair, Dr. Leonard and Mr. Pauling. Planning Committee members include Mr. Legardy – Chair, Ms. Jackson and Dr. Smith. Personnel Committee members include Ms. Jackson – Chair, Mr. Legardy and Dr. O'Quin.

#### **New Business:**

Subject.com Subscription. Mr. Legardy moved, seconded by Dr. Smith, that the Board of Education approve the School-wide Subscription for *Subject.com* in the Amount of \$74,800, paid for through local funds, as recommended by the Assistant Superintendent of Curriculum, Instruction & Professional Development and the Superintendent. Dr. Norrell stated Subject.com is an online platform subscription for high school students. Students may earn either units of recovery within specific courses, or they may credit for entire courses from start to finish. The change from our current online platform, *Acellus*, will provide our students greater flexibility with unit credit recovery in addition to full course access. Mr. Riedel asked what the cost difference is between *Subject.com* and *Acellus*. Ms. Rudan shared that there is approximately a \$2,000 difference in the cost between *Subject.com* and *Acellus*. The *Subject.com* subscription is school-wide. *Acellus* is only limited to 150 licenses. Mr. Legardy asked if this online subscription will be used during e-learning Days. Dr. Norrell responded that e-learning days are asynchronous learning and *Subject.com* will not be used on those days; the day will be conducted with the work teachers have laid out for the day. Roll Call: Ayes –Dr. Leonard, Dr. O'Quin, Mr. Riedel, Dr. Smith, Ms. Jackson, Mr. Legardy, Mr. Pauling. Nays – None. Motion carried.

Department Lead Contract Agreement. Ms. Jackson moved, seconded by Mr. Legardy, that the Board of Education approve the amendment to the Department Lead Contract Agreement for the 2025-2026 school year, as recommended by the Chief School Business Official and the Superintendent. Dr. Norrell explained that an amendment to the Department Lead Contract Agreement is being proposed to adjust the benefit language. She noted this change will not result in any additional funding. Roll Call: Ayes – Dr. O’Quin, Mr. Riedel, Dr. Smith, Ms. Jackson, Mr. Legardy, Dr. Leonard, Mr. Pauling. Nays – None. Motion carried.

PRESS Policy Updates (April and June Issues 1<sup>st</sup> Read). Presented as an information item only and there were no questions or discussions.

Executive Session. Dr. Norrell announced that there will not be an Executive Session this evening.

Adjournment. Mr. Legardy moved, seconded by Mr. Riedel, that the Board of Education be adjourned at 8:26 p.m.

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President

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Vice-President/Secretary

# Personnel Report August 19, 2025 (3)

**6.8.1 RESIGNATION**

<u>NAME</u>		<u>Date</u>
1 Zachary Wells	Dean of Students	Eff 6/2/2025
2 James Hill IV	Instructional Assistant	Eff 6/2/2025
3 Julia Glomb	Attendance Clerk	Eff 6/2/2025

**6.8.2 APPOINTMENTS**

<u>NAME</u>		<u>START DATE/SALARY</u>
<b><u>Certified</u></b>		
1 *Anna Bartels	Teacher, Math Department Iowa State University, Bachelor of Science in Mathematics National Louis University Master of Arts in Secondary Education	Eff 8/11/2025 \$78,034.00
2 *Andrew Fentress	School Counselor Purdue University, Master of Science - Mental Health Counseling and School Counseling Indiana State University, Master of Education , Administration and Supervision Purdue University, Bachelor of Education Criminal Justice Sociology	Eff 8/11/2025 \$105,378.00
3 *Jeremy James	Teacher, Semester 1 Michigan State University, Bachelor of Arts Social Science **	TBD \$59,500/prorated

**Support Staff**

4 *Richard Drummond	School Security Liaison	Eff 8/11/2025 \$27.20/hr
5 *Joshua Evans	Dean's Assistant	Eff 8/11/2025 \$22.88/hr
6 *LaVoise McCoy	Dean's Assistant	Eff 8/11/2025 \$22.88/hr
7 *Shea Sumpter	Permanent Substitute Teacher	Eff 8/11/2025 \$34,040.00
8 * Tiffany Weber	Attendance Clerk	Eff 8/18/2025 \$23.40hr

\* Pending successful completion of all legally required background checks  
\*\* Pending Credentials

**6.8.3 ADJUSTED APPOINTMENTS**

<u>NAME</u>		<u>START DATE/SALARY</u>
Courtney Alexander	From: Teacher, Career and Technical Education To: Department Lead for Career and Technical Education	Eff 8/11/2025 \$130,000.00

**6.8.4 PER DIEM**

[See Memo](#)

**6.8.5 RETIREMENTS**

1 Lorrie Maul	School Counselor	Eff 6/4/2029
2 Stan Robinson	School Security Liaison	Eff 5/30/2026

**6.8.6 LEAVES**

Sara Brown	Teacher, World Language FMLA	Eff 9/25/2025 - 1/5/2026
Brian Eberle	IT Department FMLA	Eff 7/1/2025 - 8/25/2025
Regina Handson	Dean's Assistant Intermittent FMLA	Eff 8/11/2025
Jasmine Ogunleye	Teacher, English FMLA	Eff 8/11/2025 - 1/5/2026

Leah Sauvage

Teacher, English  
Intermittent FMLA

Eff 8/11/2025 - 1/5/2026

**6.8.7 EXTRA RESPONSIBILITY / STIPENDS**

[See Memo Activities](#)

[See Memo Athletics](#)

[See Memo Auxillary](#)

[See Memo Exempt](#)

ADMINISTRATIVE STAFF MEMORANDUM

August 19, 2025

**EXTRA-RESPONSIBILITY CONTRACTS 2025-2026 (ACTIVITIES)**

RECOMMENDATION: "That the Board of Education authorize the President and Secretary to sign extra-responsibility activities contracts with the following person(s) for the 2025-2026 school year, as recommended by the Assistant Superintendent of Staff Services and the Superintendent:

First Name	Last Name	Position	Stipend
Krystal	Davis	Anime Club - Sponsor	\$1,632.00
Jackie	Wargo	Art Exhibition Coordinator	\$6,194.60
Scott	Brousseau	Auto Club - Assistant Sponsor	\$3,389.73
Daniel	Brown	Auto Club - Head Sponsor	\$4,973.00
Christopher	Riedel	Band (Jazz) - Assistant Director	\$2,895.00
Kelly	Cooper	Band (Jazz) - Head Director	\$4,457.73
Sarah	Whitlock	Band (Jazz) - Head Director	\$4,457.73
Kelly	Cooper	Band (Marching) - Head Director	\$10,974.45
Sarah	Whitlock	Band (Marching) - Head Director	\$10,974.45
Lauren	Howard	Broadcasting - Assistant Sponsor	\$5,569.00
Nic	Jones	Broadcasting - Assistant Sponsor	\$5,569.00
Matt	McLindon	Broadcasting - Assistant Sponsor	\$7,101.00
Jake	Vallicelli	Broadcasting - Assistant Sponsor	\$7,208.34
Robert	Wells, IV	Broadcasting - Assistant Sponsor	\$7,101.00
Mark	Ciesielski	Broadcasting - Sponsor	\$8,817.55
Chante	Andrews	Chess Club - Assistant Sponsor (0.5)	\$816.00
Eric	Piros	Chess Club - Assistant Sponsor (0.5)	\$816.00
Tiffany	Moo Young-White	Chess Club - Head Sponsor	\$3,768.00
Tim	Tholl	Director	\$7,208.34
Yin	Ding	Chinese Club - Sponsor	\$2,541.00
Steven	Sifner	Choir (Treble/Viking Ensembles) - Director	\$7,101.00
Ali	Farkos	Class Sponsor - Freshmen	\$2,517.00
Courtney	Alexander	Class Sponsor - Junior	\$6,194.46
Christina	Clark	Class Sponsor - Senior	\$7,101.00
Alyssa	Marassa	Clothing Construction Club - Sponsor	\$2,341.00
Elise	Meintanis	Debate - Assistant Coach (0.50)	\$3,849.50
Tiana	Sharpe	Debate - Assistant Coach	\$6,572.00
Dan	Bush	Debate - Assistant Coach (0.50)	\$3,580.00
Emily	Carroll	Debate - Assistant Coach (0.50)	\$3,849.50
Taylor	Nash	Debate - Assistant Coach (0.50)	\$3,033.50
Katie	Cole	Debate - Head Coach	\$10,974.45
Christina	Clark	DECA - Assistant Sponsor	\$3,290.85

First Name	Last Name	Position	Stipend
Mike	O'Neill	DECA - Sponsor	\$6,194.46
JR	Willard-Rose	Drama - Director (Children's Play)	\$8,817.55
Anne	Calderon	Drama - Director (High School Play)	\$7,699.00
Anne	Calderon	Drama - Director (Musical)	\$7,699.00
Deena	Cassady	Drama - Director (Musical)	\$1,600.00
JR	Willard-Rose	Drama - Director (New Faces)	\$8,817.55
Kona	Burks	Drama - Group Interpretation Director (0.50)	\$3,286.00
Kanoa	Mulling	Drama - Group Interpretation Director (0.50)	\$3,580.00
Sahar	Mustafah	EDDA / Literary Magazine Sponsor	\$7,208.34
Kimberly	Peterz	Educators Rising Club - Assistant Sponsor	\$1,782.00
Kendra	McPheeters	Fencing - Assistant Sponsor	\$6,088.00
Charlie	Rohrlack	Fencing - Assistant Sponsor	\$6,043.50
David	Greene	Fencing - Sponsor	\$7,101.00
Monica	Bell	French NHS - Sponsor	\$2,341.00
Cara	Boss	Friends of Rachel - Assistant Sponsor	\$2,517.00
Elizabeth	Hackett	Friends of Rachel - Sponsor	\$5,214.00
Steve	Sifner	Illinois Music Honor Society - Sponsor	\$2,161.00
Tremaine	Love	Inspirational Voices - Sponsor (0.50)	\$2,071.00
Steven	Sifner	Inspirational Voices - Sponsor (0.50)	\$2,174.50
Isaac	Roseborough	Inspirational Voices - Sponsor	\$2,953.00
Tiffany	Mucha	Just Like You Club/SPOLY - Assistant Sponsor	\$4,640.67
Kathryn	Nieckula	Just Like You Club/SPOLY - Assistant Sponsor	\$4,457.73
Aimee	Veal	Just Like You Club/SPOLY - Assistant Sponsor (0.50)	\$1,871.55
Katie	Rice	Just Like You Club/SPOLY - Sponsor	\$7,208.34
Veronica	Vargas	Key Club - Assistant Sponsor	\$2,541.00
Tanya	Kluth	Key Club - Sponsor	\$6,194.46
Tiffany	Moo Young-White	Mathletes - Assistant Coach (0.5)	\$1,637.50
Dana	Noble	Mathletes - Assistant Coach (0.5)	\$1,694.35
Michael	Sacks	Mathletes - Head Coach	\$4,457.73
Patrick	Johnson	Men's Gym - Fall	\$1,500.00
Johnson	Patrick	Men's Gym - Spring	\$1,500.00
Melissa	Jones	Mu Alpha Theta Honor Society Sponsor	\$3,275.00
Tim	Tholl	Musical - Technical Director	\$7,208.34
Steve	Sifner	Musical Choir Director	\$2,541.00
Sarah	Whitlock	Musical Pit Band Director	\$2,629.98
Melissa	Sauder	National Art Honor Society - Sponsor	\$2,895.00
Lauren	Chasey	National Honor Society - Sponsor	\$1,600.00
Michelle	Kozik	National Honor Society - Sponsor	\$6,572.00
Tiffany	Stewart-Williams	National Honor Society - Sponsor	\$7,160.00
Tim	Tholl	New Faces/Group Interpretation - Technical Director	\$7,208.34
Deena	Cassady	Odin /Yearbook - Sponsor	\$6,572.00
Lorrie	Maul	Operation Snowball - Finance Director	\$8,817.34
Brittany	Dunn	Operation Snowball - Personnel Director	\$4,973.00
Paul	Fasse	Operation Snowball - Programming Director	\$7,208.34
Kristina	Zandi	Operation Snowball - Publicity Director	\$4,973.00

First Name	Last Name	Position	Stipend
BJ	Engrav	Orchestra (Symphonic Strings) - Director	\$7,208.34
Danielle	Mitchell	Peer Mediation - Sponsor (.05)	\$891.00
Jeanne	Miller	Poetic Expressions - Sponsor	\$2,629.59
Eric	Olson	Pool Manager	\$5,450.00
Roberto	Suarez	Robotics Club - Sponsor	\$2,629.59
Tiffany	Moo Young-White	Scholastic Bowl - Assistant Coach	\$2,895.00
Michael	Sacks	Scholastic Bowl - Head Coach	\$7,208.34
Caitlin	Gallagher	Science Olympiad - Sponsor (0.5)	\$1,183.50
Jeanettra	Watkins	Science Olympiad - Sponsor (0.5)	\$1,538.00
Bill	Merchantz	SkillsUSA - Sponsor	\$4,458.15
Ashley	Mazzola	Spanish National Honor Society - Sponsor (0.5)	\$1,538.00
Kia	London	Spanish National Honor Society - Sponsor (0.5)	\$1,183.50
Kona	Burks	Speech - Assistant Coach	\$6,197.00
Rita	Wicks	Speech - Assistant Coach	\$4,973.00
Aundria	LaNier	Speech - Assistant Coach	\$5,569.00
Kanoa	Mulling	Speech - Assistant Coach	\$6,197.00
Angela	Rich	Speech - Assistant Coach	\$7,101.00
Nia	DeRamus	Speech - Assistant Coach (0.50)	\$2,486.50
Dairyon	Bolden	Speech - Assistant Coach (0.50)	\$2,297.00
Zoe	Bridges	Speech - Assistant Coach (0.50)	\$2,486.50
Prince	Low	Speech - Assistant Coach (0.50)	\$3,604.17
Prince	Low	Speech - Head Coach	\$9,571.28
Dairyon	Bolden	Speech PIR Director	\$1,632.00
Lovie	Greer	Steppers - Assistant Coach	\$2,517.00
Wesley	Stewart	Steppers - Head Coach	\$6,088.00
Christina	Clark	Student Government-Executive Board	\$6,088.00
Tim	Tholl	Thespians - Sponsor (0.50)	\$1,315.00
JR	Willard-Rose	Thespians - Sponsor (0.50)	\$1,315.00
Sarah	Youssef	Viking Law- Assistant Sponsor	\$1,782.00
Mary	Day	Viking Law- Sponsor	\$4,457.73
Rebecca	Healy	Visual Arts Club - Sponsor	\$4,142.00
Rachael	Kucharski	Voyager / Newspaper - Sponsor	\$7,699.00
Michelle	Kozik	ZooBot - Assistant Sponsor	\$4,338.83
Chris	Stiglic	ZooBot - Sponsor	\$6,194.60

\$510,417.37

ADMINISTRATIVE STAFF MEMORANDUM  
August 19, 2025

**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 Assistant Superintendent of Staff Services and the Superintendent:

First Name	Last Name	Position	Stipend
		<i>Football</i>	
Troy	McAllister	Football Head Varsity	\$10,974.44
Alexander	Pratt	Football Varsity Assistant	\$8,817.55
Matt	Ramos	Football Varsity Assistant	\$8,817.55
Sam	Wilkerson	Football Varsity Assistant	\$7,160.00
Tywon	Green	Football Varsity Assistant	\$8,817.55
David	James	Football Varsity Assistant	\$8,817.55
Joe	Tuttle	Football Varsity Assistant (.50)	\$4,249.50
Tyler	Clark	Football Varsity Assistant	\$8,140.00
Jim	Flynn	Football Varsity Assistant	\$8,775.22
Nick	DeBenedetti	Football Varsity Assistant	\$7,699.00
Billy	Bundy	Football Varsity Assistant	\$7,296.68
Mark	Hill	Football Varsity Associate	\$3,350.00
Cody	Rudnik	Football Head Sophomore	\$6,572.00
James	Hill	Football Sophomore Assistant (.50)	\$2,297.00
Kourtney	Young	Football Sophomore Assistant	\$7,208.73
Debo	Olaleya	Football Sophomore Associate	\$3,350.00
Jim	Sokoloski	Football Head Freshman	\$8,817.55
Dave	Klawitter	Football Freshman Assistant	\$7,697.78
Fernando	Matthews	Football Freshman Associate	\$3,350.00
		<i>Girls' Flag Football</i>	
Walter	Collins, Jr.	Flag Football Head Varsity	\$8,499.00
Evan	Bercot	Flag Football Assistant	\$7,101.00
Alyssa	Marassa	Flag Football Assistant	\$3,350.00
Hethon	Hurdle	Flag Football Head JV	\$4,973.00
Tyrone	Brazelton	Flag Football Assistant	\$6,786.00
Gaetana	Davis	Flag Football Head JV	\$3,350.00
		<i>Girls' Volleyball</i>	
Nathan	Nesbit	Girls' Volleyball Head Varsity	\$8,817.55
Kristy	Krywanio	Girls' Volleyball Assistant Varsity	\$7,101.00
Jason	Volkman	Girls' Volleyball Head JV	\$7,208.73
Corinne	Zimmerman	Girls' Volleyball Assistant JV	\$7,208.73
Hunter	Brough	Girls' Volleyball Head Freshman	\$4,594.00
Rorie	Dougherty	Girls' Volleyball Assistant Freshman	\$4,594.00

First Name	Last Name	Position	Stipend
		<i>Boys' Soccer</i>	
Jairo	Garcia	Boys' Soccer Head Varsity	\$8,140.00
Nick	Lackey	Boys' Soccer Varsity Assistant	\$7,208.73
William	Polen	Boys' Soccer Head JV	\$4,973.00
Chelsea	Jones	Boys' Soccer Assistant JV	\$5,569.00
Armando	Lopez	Boys' Soccer Head Freshman	\$7,101.00
John	Manthey	Boys' Soccer Assistant Freshman	\$6,786.00
		<i>Boys' Cross Country</i>	
Brian	O'Donnell	Boys' Cross Country Head Varsity	\$8,817.55
Matt	Anyiwo	Boys' Cross Country Associate	\$4,973.00
		<i>Girls' Cross Country</i>	
Hailey	Baumstein	Girls' Cross Country Head Varsity	\$8,140.00
Larry	Dawson	Girls' Cross Country Assistant	\$7,208.73
		<i>Boys' Golf</i>	
Chris	Stiglic	Boys' Golf Head Varsity	\$8,817.55
Keith	Dombkowski	Boys' Golf Assistant	\$7,208.73
Eric	Olson	Boys' Golf Assistant	\$7,208.73
		<i>Girls' Golf</i>	
Anthony	Kruse	Girls' Golf Head Varsity	\$8,817.55
Chris	Maniatis	Girls' Golf Assistant	\$7,208.73
		<i>Girls' Swimming and Diving</i>	
Jeannette	LaPlante	Girls' Swimming Head Varsity	\$8,817.55
Chris	Baker	Girls' Swimming Assistant	\$7,243.14
Pat	Duignan	Girls' Swimming Associate	\$3,350.00
Kelsey	Sopron	Girls' Swimming Head Diving	\$7,101.00
		<i>Girls' Tennis</i>	
Jeff	Cade	Girls' Tennis Head Varsity	\$8,817.55
Ausra	Brooks	Girls' Tennis Assistant	\$7,101.00
Brian	Johnson	Girls' Tennis Assistant	\$7,208.73
Terri	Davis	Girls' Tennis Associate	\$3,350.00
		<i>Cheerleading (Sideline)</i>	
Zenia	Smith	Cheerleading Head Varsity	\$8,817.55
Elayne	Evans	Cheerleading Head JV	\$7,208.73
Sabrina	Johnson	Cheerleading Head Freshman	\$7,208.73
Khayla	Kelley-Morton	Cheerleading Associate	\$3,350.00
		<i>Dance (Sideline)</i>	
Kari-Lynn	Burroughs	Dance Head Varsity	\$8,499.00
Jerese	Twitty	Dance Assistant	\$7,101.00
Asja	Stamps	Dance Assistant	\$5,569.00
		<i>Weight Room</i>	
Adam	Vogel	Strength Coach	\$7,208.73
Steve	Szymkowiak	Weight Room Coordinator (Fall) (.50)	\$3,097.74
Anthony	Smith	Weight Room Coordinator (Fall) (.50)	\$3,097.74

<b>First Name</b>	<b>Last Name</b>	<b>Position</b>	<b>Stipend</b>
Marcus	Rodgers	Weight Room Coordinator (Fall) (.25)	\$1,548.65
Reggie	Barker	Weight Room Coordinator (Fall) (.25)	\$1,548.65
Brandin	Brown	Weight Room Coordinator (Fall) (.50)	\$3,104.88
Danielle	Werner	Athletic Trainer (Per Season)	\$8,320.00

\$442,638.78

ADMINISTRATIVE STAFF MEMORANDUM  
August 19, 2025

**EXTRA-RESPONSIBILITY CONTRACTS 2025-2026 (AUXILIARY)**

RECOMMENDATION: "That the Board of Education authorize the President and Secretary to sign extra-responsibility staffing contracts with the following person(s) for the 2025-2026 school year, as recommended by the Assistant Superintendent of Staff Services and the Superintendent:

First Name	Last Name	Position	Stipend
Evan	Bercot	Case Manager	\$1,300.00
Jennifer	Byrd	Case Manager	\$1,300.00
Emily	Carroll	Case Manager	\$1,300.00
Walter	Collins, Jr.	Case Manager	\$1,300.00
Jena	Dudek	Case Manager	\$1,300.00
John	Fitzgerald	Case Manager	\$1,300.00
Amy	Garcia	Case Manager	\$1,300.00
Andy	Gaus	Case Manager	\$1,300.00
Rachel	Giddens	Case Manager	\$1,378.00
Amanda	Harrington	Case Manager	\$1,300.00
Shante	Jackson	Case Manager	\$1,300.00
Nicolas	Jones	Case Manager	\$1,300.00
Nicholas	Kapchinske	Case Manager	\$1,300.00
Tanya	Kluth	Case Manager	\$1,300.00
Shauna	Kuester	Case Manager	\$1,300.00
Lindsey	Kulma	Case Manager	\$1,300.00
Nicholas	Lackey	Case Manager	\$1,300.00
Brian	McLaughlin	Case Manager	\$1,300.00
Tiffany	Mucha	Case Manager	\$1,123.60
Kathryn	Niekula	Case Manager	\$1,300.00
Crystal	Perez	Case Manager	\$1,300.00
Alexander	Pratt	Case Manager	\$1,300.00
Matthew	Raglione	Case Manager	\$1,300.00
Mylan	Reeves	Case Manager	\$1,300.00
Christine	Richardson	Case Manager	\$1,300.00
Kelly	Shereyk	Case Manager	\$1,300.00
Fatima	Simmons	Case Manager	\$1,300.00
Anna	Tenny	Case Manager	\$1,300.00
Aimee	Veal	Case Manager	\$1,244.44
Veronica	Zavala Vargas	Case Manager	\$1,300.00
Kevin	Coy	Counselor	\$2,000.00
Dawn	Edwards	Counselor	\$2,000.00
Brad	Kain	Counselor	\$2,000.00

<b>First Name</b>	<b>Last Name</b>	<b>Position</b>	<b>Stipend</b>
Ashley	Keca	Counselor	\$2,000.00
Lindsay	Leverson	Counselor	\$2,000.00
Lorrie	Maul	Counselor	\$2,000.00
Brandi	Mathis	Counselor	\$2,000.00
Danielle	Mitchell	Counselor	\$2,000.00
Melissa	Sauder	Counselor	\$2,000.00
Luke	Senffner	Counselor	\$2,000.00
Tiphnee	Staples	Counselor	\$2,000.00
Roberto	Suarez	Counselor	\$2,000.00
Terrell	Alexander	Dean	\$9,750.00
Catherine	Brown	Dean	\$9,750.00
Brett	Geijer	Dean	\$9,750.00
David	Klawitter	Dean	\$10,070.00
Christopher	Maniatis	Dean	\$9,750.00
Rockeya	Wilson	Dean	\$9,750.00
Annette	Hall	IA Designated Voc. Bus Driver	\$1,600.00
Mary	Day	IB Coordinator	\$3,500.00
Butch	Acena	Model Teacher	\$3,000.00
Emily	Carroll	Model Teacher	\$3,000.00
Amy	Garcia	Model Teacher	\$3,000.00
Tiffany	Madison	Model Teacher	\$3,000.00
Christina	Richardson	Model Teacher	\$3,000.00
Cody	Rudnik	Model Teacher	\$3,000.00
Roberto	Suarez	Model Teacher	\$3,000.00
Christina	Clark	Professional Development Coord.	\$3,500.00
Sarah	Pittman	Professional Development Coord.	\$3,500.00
Rachel	Giddons	Professional Development Coord.	\$3,710.00
Kizawanda	Olowe	Doctorate	\$2,500.00
Kimberly	Peterz	Doctorate	\$2,500.00
Roberto	Suarez	Doctorate	\$2,500.00
Kristina	Zandi	Alphabet Soup	\$3,650.00
Danielle	Glicky-VanVliet	Alphabet Soup	\$3,650.00
Jocelyn	Cowan	Student Assistant Education Program	\$6,500.00
Lauren	White	Student Assistant Education Program	\$6,500.00
Jocelyn	Cowan	Bring Change to Mind	\$3,650.00
Lauren	White	Bring Change to Mind	\$3,650.00

\$193,576.04

<b>Name</b>	<b>Hire Date</b>	<b>Primary Job Title</b>	<b>Employee Category</b>	<b>Current FTE</b>
ROMANO, MICHAEL	1/1/1996	POLICE LIAISON	HOURLY - OTHER	0
SLINE, CRAIG	10/1/1996	POLICE LIAISON	HOURLY - OTHER	0
HABECKER, DAVID II	2/15/2007	POLICE LIAISON	HOURLY - OTHER	0
JACKSON, PHILLIP E	3/30/2015	POLICE LIAISON	HOURLY - OTHER	0
KIMES, COURTNEY R	12/19/2017	POLICE LIAISON	HOURLY - OTHER	0
WOOLERY-TERRY, MARY	4/8/2019	POLICE LIAISON	HOURLY - OTHER	0
BAKER, TAMMY L	7/15/2019	POLICE LIAISON	HOURLY - OTHER	0
OWENS, PATRICK	8/17/2021	POLICE LIAISON	HOURLY - OTHER	0
CRUMP, TARRANCE	9/20/2021	POLICE LIAISON	HOURLY - OTHER	0
MILLER, NATHANIEL	10/12/2021	POLICE LIAISON	HOURLY - OTHER	0
LOCKHART, JASMINE	11/8/2021	POLICE LIAISON	HOURLY - OTHER	0
HARRIS, VICTOR	12/7/2021	POLICE LIAISON	HOURLY - OTHER	0
GIPSON, KENNETH	1/20/2022	POLICE LIAISON	HOURLY - OTHER	0
KELLY, BERNARD	2/7/2022	POLICE LIAISON	HOURLY - OTHER	0
BUCKNER, GWENDOLYN	3/18/2022	POLICE LIAISON	HOURLY - OTHER	0
DIXON, MARTIN	3/18/2022	POLICE LIAISON	HOURLY - OTHER	0
VIOLETTO, RAYMOND JR.	4/12/2022	POLICE LIAISON	HOURLY - OTHER	0
PITTMAN, RONALD	8/22/2022	POLICE LIAISON	HOURLY - OTHER	0
NORWOOD, PAULETTE	10/3/2022	POLICE LIAISON	HOURLY - OTHER	0
ALLEN, DERRICK	10/25/2022	POLICE LIAISON	HOURLY - OTHER	0
MCCLAIN, MICHAEL	10/25/2022	POLICE LIAISON	HOURLY - OTHER	0
DEVRIES, DAVID	2/1/2023	POLICE LIAISON	HOURLY - OTHER	0
RODGERS, DORINDA	2/1/2023	POLICE LIAISON	HOURLY - OTHER	0
THOMAS, JENNIFER	2/2/2023	POLICE LIAISON	HOURLY - OTHER	0
BETZ, LAWRENCE	2/10/2023	POLICE LIAISON	HOURLY - OTHER	0
JOHNSON, APRIL	2/22/2023	POLICE LIAISON	HOURLY - OTHER	0
WILSON, DANIEL	6/27/2023	POLICE LIAISON	HOURLY - OTHER	0
CRUMP, TERRIUN	8/1/2023	POLICE LIAISON	HOURLY - OTHER	0
TAMBLING, ROGER P	1/8/2024	POLICE LIAISON	HOURLY - OTHER	0
KLAUSNER, JASON	1/26/2024	POLICE LIAISON	HOURLY - OTHER	0
JOHNSON, STACY	5/13/2024	POLICE LIAISON	HOURLY - OTHER	0
WRIGHT, RALPH	10/24/2024	POLICE LIAISON	HOURLY - OTHER	0
WALKER, WILLIE	10/30/2024	POLICE LIAISON	HOURLY - OTHER	0
HAWKINS, KENDRICK	2/4/2025	POLICE LIAISON	HOURLY - OTHER	0
MAYES, ALFRED	2/5/2025	POLICE LIAISON	HOURLY - OTHER	0
WILLIAMS, MARCUS	2/5/2025	POLICE LIAISON	HOURLY - OTHER	0
MOONEY, BERNARD	8/8/2025	POLICE LIAISON	HOURLY - OTHER	0
HOGENCAMP, BERNARD	8/11/2025	POLICE LIAISON	HOURLY - OTHER	0

ADMINISTRATIVE STAFF MEMORANDUM  
August 19, 2025

**2025-2026 Exempt Staff Stipends**

RECOMMENDATION: "That the Board of Education authorize the President and Secretary to sign contracts with the following person(s) for the 2025-2026 school year, as recommended by the Assistant Superintendent of Staff Services and the Superintendent:

<b>First Name</b>	<b>Last Name</b>	<b>Position</b>	<b>Stipend</b>
Lisa	Caposey	Business Office Manager	\$12,000.00
Suzette	Diaz	Executive Assistant Superintendent	\$8,000.00
Candice	Hall	Transport/Logistics/Ops Coord	\$12,000.00
Bradley	Hamilton	Maintenance & Operations Asst Dir	\$5,000.00
Paula	Lueder	Human Resources Specialist	\$12,000.00

\$49,000.00