

HOMEWOOD-FLOSSMOOR HIGH SCHOOL  
BOARD OF EDUCATION

Regular Meeting  
Tuesday, 7:00 p.m.  
The Viking Room

October 21, 2025

**AGENDA**

- 1. Call to order**
- 2. Roll Call:** Ms. Jackson, Mr. Legardy, Dr. Leonard, Dr. O'Quin, Mr. Riedel, Dr. Smith, Mr. Pauling
- 3. Public Comments**
- 4. Communications**
  - Student Representative
  - Delegations
  - Board Members
- 5. Superintendent's Report**
  - 5.1 Public Relations/Recognitions
    - 5.1.1 District Happenings
    - 5.1.2 Special Olympics State Basketball Ring Presentation
    - 5.1.3 Those Who Excel Award Nominations
  - 5.2 District Updates
    - 5.2.1 Joint Annual Conference - Resolutions Report
    - 5.2.2 Fall Testing - PSAT
  - 5.3 Executive Team Presentations
    - 5.3.1 International Baccalaureate Visit
    - 5.3.2 Financial Analysis Presentation - Dr. Robert Grossi
    - 5.3.3 2025 Levy Presentation

**6. Consent Agenda**

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.

**Consider approval of Consent Agenda/Routine Business**

- 6.1 [Special Board Meeting Minutes](#), September 29, 2025
- 6.2 [Regular Board Meeting Minutes](#), September 16, 2025
- 6.3 Field Trip Request Addendum (substitution) - Debate Team, New Orleans, LA
- 6.4 Approval of Expenditures, \$2,863,943.57
- 6.5 Approval of Imprest Fund, \$41,944.34
- 6.6 Ratification of September, 2025, Payroll, \$3,373,286.42

**6.7 Personnel Report, as listed**

- 6.7.1 Resignations
- 6.7.2 Appointments
- 6.7.3 Adjusted Appointments
- 6.7.4 Per Diem
- 6.7.5 Leaves
- 6.7.6 Retirements
- 6.7.7 Extra Responsibility/Stipend

## 7. Committee Reports

### 7.1 Finance Committee, Chair: Mr. Riedel

#### 7.1.1 Informational/Discussion Items:

7.1.1.1 Next Finance Committee Meeting – Tuesday, December 2, 2025 at 7:45 am at HF High School Viking Room

7.1.1.2 Approval of the August 5, 2025 Finance Committee Meeting Minutes

7.1.1.3 Science Building Remembrance Request

7.1.1.4 Facilities Review

7.1.1.4.1 Revised Capital Improvement 5-Year Project

7.1.1.4.2 Future Capital Project Discussion

7.1.1.5 Safety and Security Proposal

7.1.1.6 Levy Timeline

7.1.1.7 Service Contract - Illuminate, Inc.

#### 7.1.2 Action Items:

7.1.2.1 Service Contract - Illuminate, Inc.

Recommendation: That the Board of Education approve the contract with Illuminate, Inc., for consulting services, for an annual fee in the amount of \$19,200. (Roll Call)

7.1.2.2 Science Building Remembrance Request

Recommendation: That the Board of Education approve the Science Building Remembrance in memoriam of Mr. Ronald Simonson. (Roll Call)

### 7.2 Planning Committee, Chair: Mr. Legardy

#### 7.2.1 Informational/Discussion Items:

7.2.1.1 Next Planning Committee Meeting – Tuesday, November 11, 2025 at 10:30 am at HF High School Viking Room

#### 7.2.2 Action Items: None

### 7.3 Personnel Committee, Chair: Ms. Jackson

#### 7.3.1 Informational/Discussion Items:

7.3.1.1 Next Personnel Committee Meeting – Tuesday, November 11, 2025 at 9:00 am at HF High School Superintendent’s Conference Room

#### 7.3.2 Action Items: None

## 8. New Business

None

## 9. Adjournment

Next Regular Meeting: November 18, 2025  
The Viking Room, 7:00 p.m.

# Special Board Meeting Minutes,

SPECIAL MEETING MINUTES OF BOARD OF EDUCATION MEETING  
Homewood-Flossmoor High School, 999 Kedzie Avenue, Flossmoor, Illinois  
September 29, 2025

Mr. Pauling called the meeting to order at 7:08 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	

Mr. Legardy, Dr. O'Quin and Dr. Smith attended via Zoom Video Conference.

The presence of a quorum was noted and the meeting declared duly convened. Superintendent Norrell was in attendance.

No members of the public were in attendance.

Comments. No comments were received.

Executive Session. Ms. Jackson moved, seconded by Mr. Riedel, that the Board of Education move into Executive Session pursuant to 5 ILCS 120/2(c) of the Open Meetings Act at 7:11 p.m. to consider the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the School District, and to discuss student discipline matters. Roll Call: Ayes – Ms. Jackson, Mr. Legardy, Dr. Leonard, Dr. O'Quin, Mr. Pauling, Mr. Riedel, Dr. Smith. Nays – None. Motion carried.

Open Session. Ms. Jackson moved, seconded by Mr. Riedel, that the Board of Education return to open session at 8:18 p.m. Roll Call: Ayes – Mr. Legardy, Dr. Leonard, Dr. O'Quin, Mr. Pauling, Mr. Riedel, Dr. Smith, Ms. Jackson. Nays – None. Motion carried.

Other. No further business was presented or discussed. No action was taken.

Adjournment. Ms. Jackson moved, seconded by Mr. Riedel, that the Board of Education be adjourned at 8:19 p.m.

---

President

---

Vice-President/Secretary

# Regular Board Meeting Minutes,

## MINUTES OF BOARD OF EDUCATION MEETING

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

September 16, 2025

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 (absent)  
Dr. O'Quin

Student Board Representative Anaya Mootry was also in attendance.

Mr. Legardy noted that Mr. Pauling is out of town on business but sends his regards and will see everyone in October.

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, HFPA and League of Women Voters were present, as well as, members of the public and members of the Administrative Leadership Team.

Public Hearing on Tentative Budget. A public hearing on the Tentative 2025-2026 Budget was conducted with the opportunity for the public to ask questions or make comments. Dr. Cook explained that a thorough review of the budget was presented in detail at the August Finance committee meeting. In addition, an overview was given at the August Board meeting and the budget has been on display in the Business Office and on the district's website for at least 30 days for review and questions. He noted the majority of revenue comes from property taxes currently at 54%. State Taxes (Evidence-Based Funding) are currently at 34%. Salaries and benefits continue to drive expenditures and he 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. Dr. Cook also explained that they are required to transfer \$750,000 from the Education Fund to the IMRF Fund and \$150,000 to the Social Security Fund due to the depletion of funds. They may also transfer \$1.335 million from the Education Fund into the Debt Services Fund. In addition, they are considering transferring a total of \$10 million into capital projects funds that includes \$7 million from Education; \$1 million from Transportation and \$2 million from Working Cash. Dr. Cook spoke on Board Policy 4:20 Fund Balances and noted the district's goal of having 6 months of reserves. Reserves will be at 7.9 months at the end of this year. He noted that as required, notice of public hearing was placed in a local newspaper at least 30 days prior to the hearing. The Board must adopt a budget by September 30th and a certified copy submitted to the County Clerk's office within 30 days of adoption with the adopted budget required to be submitted to ISBE by October 31st.

Comments on Tentative Budget. Ms. Jackson asked about the state grant projections shown in the pie chart and whether they align with past funding. Dr. Cook noted that they do align but expressed concern about the Evidence-Based Funding (EBF), which makes up most of the district's state funding, noting uncertainty about future state and federal support due to political tensions. As a Tier 2 school, cuts to EBF would impact the district and other Tier 1 and Tier 2 schools, possibly leading to short-term borrowing and major budget cuts. Dr. Norrell added that surrounding districts would likely close before HF due to their funding tier. Ms. Jackson requested a year-over-year bar chart for clarity. Dr. Norrell is planning to ask Elizabeth Hennessey from Raymond James, who she has worked with in the past, to provide a comprehensive financial overview including fund balance, borrowing power, and projections through 2030 to the board in October. Mr. Riedel revisited a previous discussion on reserve policies, and Dr. Cook explained that while the district has a 10-month reserve, most comparable districts hold 3-4 months. A new state law now requires districts with excessive reserves to create a spend-down plan. Dr. Norrell warned that holding too large a surplus could lower their funding Tier, negatively affecting taxpayers.

Adjournment of the Public Hearing on the Tentative Budget. Ms. Jackson moved, seconded by Dr. Smith, that the public hearing on the Tentative 2025-2026 Budget be adjourned at 7:18 p.m. Roll Call: Ayes – Ms. Jackson, Mr. Legardy, Dr. Leonard, Dr. O'Quin, Mr. Riedel, Dr. Smith. Nays - None. Motion carried.

Public Comments. Mr. Legardy spoke on a new board procedure. He noted public comments will be limited to three minutes and members of the audience who wish to address the board will be taken in order as listed on a sign-up sheet until the start of the public comment section of the agenda.

Mr. Stalling, community member and member of Omega Psi Phi fraternity, stated that for the last 5 years The Divine 9, a group of Black sororities and fraternities, has sponsored blood drives marking September as Sickle Cell Month. On September 24, the Divine 9 will again host a blood drive from 2:30 to 7:00 p.m. on Wednesday, September 24, at the Irwin Center in Homewood. He added that Dr. Cook, also a member of the Divine 9, and Ms. Gail Smith, have organized two blood drives at HF. Mr. Stalling introduced Ms. Shelley Mitchell, Senior Director of Blood Services at Versiti Blood Center of Illinois and Account Representative Lawrence Smith, Senior Blood Program Consultant, Heartland Blood Centers, who presented a check to Ms. Smith awarded to Homewood-Flossmoor Community School District 233 in the amount of \$1,250. Ms. Mitchell noted that they have been very grateful for their work with HF and as a result of the two blood drives hosted at HF, 186 lives have been saved. They are looking forward to continuing their relationship with HF in the future.

Pastor Doyle Landry shared that Dr. Alexander remarked after the August board meeting that he's always pitching ideas, something his mom used to say, noting that "God uses people to deliver messages." Pastor Doyle attended a Chicago State board meeting recently, where Mr. Oscar Rodriguez, Vice President of Enrollment Management, was recognized for his successful work in turning the school around. He mentioned that Chicago State had been offering dual enrollment opportunities, with instructors teaching at Kenwood. Pastor Doyle sees potential in aligning HF with Chicago State, possibly by having professors teach at HF, especially with the upcoming Metra stop at Chicago State. He emphasized the importance of dual enrollment in future planning.

Ms. Larocca stated that she had a few personnel-related questions, possibly expecting them to be discussed later. Specifically, about how they are addressing the strategic plan. She also inquired about the student worker position that is on tonight's agenda for board approval.

#### **Communications:**

Student Representative Comments. Ms. Mootry shared a couple of concerns that were brought to her attention by students. First, students have commented about the large number of students between C and D lunch in the South Cafeteria. She also mentioned that the restroom near the music classrooms are often locked when a dean's assistant is not working that desk. Mr. Legardy responded that the administration will look into both of these.

Delegation Comments. HFPA Vice President Hubert Mr. Stalling reported that the HFPA had its general meeting on September 11, and it was very well attended. He mentioned a few upcoming events including the Dad Squad who will be cheering the team on to victory at Friday's Homecoming game. On October 17, the HFPA will be hosting a movie night featuring the movie *Coraline*. The 4<sup>th</sup> Annual Dad Squad event at HF is scheduled to take place on October 27. The HFPA will also be participating in the HBCU Night along with the College and Career Fair that HF will be hosting on October 20.

Board Comments. Dr. Leonard wished everyone a Happy Hispanic Heritage Month. Dr. O'Quin announced that HF's theater students will be performing this year's Children's Play - *Diary of a Wimpy Kid* on September 25, 26, and 27, and invited everyone to attend. Tickets are available on GoFan. Mr. Riedel mentioned that he noticed a group of student volunteers working with the Flossmoor Green Commission in HF's garden tonight. He highlighted the impact of HF students volunteering, with the village officials noting that they always have enough student volunteers from HF and that the students' leadership sets a positive example.

Public Relations. Mrs. Erdey shared an update on Homecoming and alumni activities. Alumni from the classes of 1975 and 1985 visited campus over the past two weekends for tours and festivities, with Dr. Norrell leading the Class of 1985 and Mrs. Erdey and Mrs. Koblick leading the Class of 1975 on building tours. She noted it was enlightening to hear stories from the alumni. This weekend, the Classes of 2000 and 2015, along with band alumni, will return. Spirit Week is underway, featuring activities like a rock-paper-scissors challenge for wristbands. Mrs. Noble showcased her 1980s attire for Decades Day during Homecoming week. Mrs. Erdey emphasized the importance of these events in strengthening community connections.

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

District Updates. Dr. Norrell shared that the Homecoming Game will take place on Friday, September 19, 2025, with the sophomore game at 5:00 p.m. and varsity playing at 7:00 p.m., against Naperville North. School leaders reviewed and adjusted game admission policies after consulting with students, partner schools, and local law

District Updates (con't.) enforcement to balance security and school spirit. Dr. Norrell encouraged everyone to attend and enjoy the event. In addition, Dr. Norrell invited everyone to the Fall Festival – *Food for Thought*. It is scheduled for October 9, 2025, beginning at 6:30 p.m. and will feature food trucks and parent engagement activities held in the new Science Building, offering updates, discussions, and family fun!

Executive Team Presentation. Dr. Norrell and Dr. Dallacqua presented on College Career & Life Ready: IB for All. The International Baccalaureate Career-related Programme (IB CP), that aligns with Illinois' College & Career Pathway Endorsement system is being introduced at HF. This program will be in addition to the already existing IB Diploma Programme at HF. The initiative connects rigorous academics with real world career experiences, preparing students to be college, career and life ready. Illinois requires students to complete individualized postsecondary plans, two years of sequenced coursework (including at least six early college credits), career exploration activities, and a 60-hour capstone career experience. At HF, student data shows the highest interest in Health Sciences, followed by Arts/Communications and Business Management. HF is designing robust pathways across multiple career clusters, such as: Health Sciences; STEM and Technology; Arts & Communications; and Business & Public Service. The IB CP model combines two IB Diploma Programme courses of choice with a Career-related Core, including personal and professional skills, community service, reflective projects, and cultural studies. Proposed new IB courses include Sports, Exercise & Health Science, Design Technology, Global Politics, Theatre, Film, Digital Society, and Dance. The timeline for this initiative is as follows: August – December 2025 - Course design, scheduling and teacher training; October, 2025 – IB consultant visit. December, 2025 – IB CP and ISBE applications submitted; March 2026 – IB verification visit; June 2026 – IB authorization notification; and Fall 2026 – Official launch of IB CP and new pathways at HF. Next steps include: HF leaders prioritizing stakeholder engagement through Superintendent Dr. Jennifer Norrell's forums, which aim to “de-myth” the idea that IB is only for select students. Teachers will help lead program design, while families, alumni, and community partners will play a critical role in creating career-related experiences. Upcoming steps include securing partnerships, expanding professional learning, and staffing key roles such as a CP Coordinator and Community Engagement Coordinator. Dr. Norrell is requesting a consensus of the board to move forward and the board was unanimous in supporting Dr. Norrell's request to move forward with this initiative. Dr. Norrell extended her appreciation to the board for allowing the time for this presentation tonight. She emphasized that this is the work of the True North. She added they have a website that has been created and also a press release ready to go out to the community so they can be informed. Mr. Legardy commented that he appreciates the work that has gone into this and it is a great comeback given the fact that we fell flat on the IB audit that was conducted this past spring. Dr. Norrell stated that a team was attended the week-long IB Global Conference in New Orleans this summer.

Consent Agenda. Mr. Legardy 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. Riedel moved, seconded by Ms. Jackson that the Board of Education approve the Consent Agenda, as listed:

Regular Board Meeting Minutes, August 19, 2025

2025-2026 Annual Tuition Rate, non-resident students at \$25,323.11 per year, or \$143.07 per day  
Compensation Reports, Public Acts 97-0256 & 96-0434 Administrator and Teacher Salary and  
Benefit Report/Public Act 97-0609 IMRF Compensation Report

Approval of Expenditures, \$1,788,091.43

Approval of Imprest Fund, \$14,697.36

Ratification of August, 2025, Payroll, \$2,066,495.75

Personnel Report, as listed. *The Personnel Report, that includes Resignations, Appointments, Adjusted Appointments, Per Diem, Leaves and Extra Responsibility/Stipends is attached.*

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

**Committee Reports:**

Finance Committee. Finance Committee Chair Mr. Riedel stated the last Finance Committee meeting was held in early August and was already reported on at the August 19 board meeting. He announced that the next Finance Committee meeting will be held on Tuesday, October 7, 2025 at 7:45 a.m. in The Viking Room.

2025-2026 Budget Adoption. Mr. Riedel moved, seconded by Ms. Jackson, that the Board of Education adopt the Budget Resolution for the fiscal year beginning July 1, 2025 and ending June 30, 2026. Roll Call: Ayes – Dr. Leonard, Dr. O’Quin, Mr. Riedel, Dr. Smith, Ms. Jackson, Mr. Legardy. Nays – None. Motion carried.

Planning Committee. Mr. Legardy noted that the Next Planning Committee meeting will be held on Tuesday, November 11, 2025 at 10:30 a.m. in The Viking Room. He noted the committee met on August 28, 2025 and reported that the May 20, 2025 Planning Committee meeting minutes were approved as presented. Other discussion items included: Dr. Norrell pointed out the 3 Focus areas for Year 2 of the Strategic Plan with particular focus on expanding IB Programming to integrate with pathways and implementing high-level Collaborative Teams and Common Formative Assessments. Dr. Norrell provided a foundation districts high school course update regarding students who participated in Algebra 1/Integrated Math 1 as eighth graders at Parker Junior High School. The HF administration, working with the Illinois State Board of Education, will allow students an opportunity to take a proficiency exam in order to meet the graduation requirement. There are 130 students who will be taking the exam. Parents were informed and Parker Junior High now has a certified high school teacher who moving forward will be teaching Algebra 1/Integrated Math to eighth graders at Parker. Dr. Dallacqua presented a Summative Designation Scores Report for the 2023-2024 school year with the district’s current designation of “Commendable” with the focus of getting to “Exemplary.” He noted specific sub-groups on the report affects overall results. The district will be launching a pilot after school program, the Discover U Program with You Matter Too. The district’s ranking on US News & World Report was also discussed. Mr. Legardy pointed out that the ranking did improve year over year but it is substantially far away from where it should be. The need to increase participation in AP courses was also discussed and it was noted that there was a 98% pass rate in AP African American Studies. Changing the graduation requirements with each student needing to complete one AP course in an effort to get more rigor was also suggested and will be discussed further at a future Committee-of-the-Whole meeting. The committee also endorsed several proposals that are tonight’s agenda for board approval.

Catalyst for Educational Change (CEC) Proposal. Dr. Smith moved, seconded by Ms. Jackson, that the Board of Education approve the contract with Catalyst for Education Change (CEC) in the amount of \$32,650.00. Roll Call: Ayes – Dr. O’Quin, Mr. Riedel, Dr. Smith, Ms. Jackson, Mr. Legardy, Dr. Leonard. Nays – None. Motion carried.

New Leader Proposal. Dr. Smith moved, seconded by Ms. Jackson, that the Board of Education approve the contract with New Leaders in the amount of \$34,300.00. Roll Call: Ayes – Mr. Riedel, Dr. Smith, Ms. Jackson, Mr. Legardy, Dr. Leonard, Dr. O’Quin. Nays – None. Motion carried.

Discover U Program Proposal (You Matter 2). Dr. Smith moved, seconded by Mr. Riedel, that the Board of Education approve the contract with You Matter 2 for the Discover U Program in the amount of \$11,500.00. Mr. Riedel clarified that this is to approve a pilot program that will run through December and if successful, next steps would then be discussed at that time.. The basis of the Discover U Program is connected with the students’ future whether going to college and/or career. Roll Call: Ayes – Dr. Smith, Ms. Jackson, Mr. Legardy, Dr. Leonard, Dr. O’Quin, Mr. Riedel. Nays – None. Motion carried.

Personnel Committee. Ms. Jackson stated that the Personnel Committee met on September 2, 2025. Ms. Martinez attended and provided the committee with a lot of information. The next Personnel Committee meeting will be held on Tuesday, November 11, 2025 at 9:00 a.m. in the Superintendent’s Conference Room. Ms. Martinez provided the committee with a staffing update that included a current staffing list as well as open positions. Ms. Jackson stated that a current staffing list is something she has been seeking for a long time. The current staffing list is now accessible to the board and it will be continuously updated. Pre-Service educators’ agreements with local universities, cleaning up processes and procedures, service contracts for activities, and Press Policy updates and review of district Unique Policy Edits to IASB Press Board policies were also discussed. They are also requesting one (1) 1.0 FTE Security Liaison for the Science Building; one (1) 1.0 FTE Dean’s Assistant for the Science Building and one (1) hourly Student Textbook Center Worker in addition for the Request for the following sixth

Personnel Committee (con't.) assignments: One (1) 0.1 FTE for Accounting Honors/CP and One (1) 0.1 FTE IB Visual Art. The following are personnel action items on tonight's agenda for board approval.

Pre-Service Educator Agreements. Ms. Jackson moved, seconded by Dr. Smith, that the Board of Education approve university partnerships to support Pre-Service Educator programming, current and future, that support a pipeline of highly qualified future employees and recruitment efforts. Dr. Norrell explained that these are standard agreements that have been in the district and are now being brought to the board for official approval. Roll Call: Ayes – Ms. Jackson, Mr. Legardy, Dr. Leonard, Dr. O'Quin, Mr. Riedel, Dr. Smith. Nays – None. Motion carried.

Informed K-12 Services. Ms. Jackson moved, seconded by Dr. Smith, that the Board of Education approve the Informed K-12 Service Agreement in the Amount of \$37,666.67. Dr. Norrell noted this system is developed for education to digitalize workloads to become more efficient. This tool streamlines processes such as timesheet submissions and activity/athletic position requests, reducing paperwork and improving accuracy. She is bringing it to the board's attention now because this agreement was not previously brought to the board for approval. Mr. Richardson, this system grows as we migrate to Skyward this will integrate with Skyward. Roll Call: Ayes – Mr. Legardy, Dr. Leonard, Dr. O'Quin, Mr. Riedel, Dr. Smith, Ms. Jackson. Nays – None. Motion carried.

Board Policy Updates. Ms. Jackson moved, seconded by Mr. Riedel, that the Board of Education approve the Board policy updates as recommended by the Personnel Committee. Roll Call: Ayes – Dr. Leonard, Dr. O'Quin, Mr. Riedel, Dr. Smith, Ms. Jackson, Mr. Legardy. Nays – None. Motion carried.

Security Liaison for the Science Building. Ms. Jackson moved, seconded by Dr. O'Quin, that the Board of Education approve the Request for One (1) 1.0 FTE School Security Liaison for the Science Building. Dr. Norrell explained due to the large space of the Science Building, two new hires were required to start the new school year. There was a need to increase our security staffing by hiring a security liaison as well as the addition of a deans assistant. Roll Call: Ayes – Dr. O'Quin, Mr. Riedel, Dr. Smith, Ms. Jackson, Mr. Legardy, Dr. Leonard. Nays – None. Motion carried.

Deans Assistant for the Science Building. Ms. Jackson moved, seconded by Mr. Riedel, that the Board of Education approve the Request for One (1) 1.0 FTE Dean's Assistant for the Science Building. Roll Call: Ayes – Mr. Riedel, Dr. Smith, Ms. Jackson, Mr. Legardy, Dr. Leonard, Dr. O'Quin. Nays – None. Motion carried.

Student Textbook Center Worker. Ms. Jackson moved, seconded by Dr. O'Quin, that the Board of Education approve the Request for One (1) Hourly Student Textbook Center Assistant. Dr. Norrell explained that this is a cleanup item as the position has existed for a number of years. Ms. Martinez stated this student provides Textbook Center support and also with the delivery of daily newspapers to departments. The student is required to come in an hour early and provide that support. Roll Call: Ayes – Dr. Smith, Ms. Jackson, Mr. Legardy, Dr. Leonard, Dr. O'Quin, Mr. Riedel. Nays – None. Motion carried.

Sixth Assignments. Ms. Jackson moved, seconded by Mr. Riedel that the Board of Education approve the request for One (1) 0.1 FTE for Accounting Honors/CP and One (1) 0.1 FTE IB Visual Arts. Roll Call: Ayes – Ms. Jackson, Mr. Legardy, Dr. Leonard, Dr. O'Quin, Mr. Riedel, Dr. Smith. Nays – None. Motion carried.

**New Business:**

Donation of Unnecessary Personal Property. Mr. Riedel moved, seconded by Dr. Smith, that the Board of Education approve the Resolution authorizing donation of a 1971 Yamaha G3 grand piano to Michael Rugen. Roll Call: Ayes – Mr. Legardy, Dr. Leonard, Dr. O'Quin, Mr. Riedel, Dr. Smith, Ms. Jackson. Nays – None. Motion carried.

**Executive Session.** Mr. Legardy announced that there will not be an Executive Session this evening.

**Student Discipline Matters:**

Student Agreement. Mr. Riedel moved, seconded by Ms. Jackson, that the Board of Education approve the Student Agreement with Student #872469431. Roll Call: Ayes – Dr. Leonard, Dr. O'Quin, Mr. Riedel, Dr. Smith, Ms. Jackson, Mr. Legardy. Nays – None. Motion carried.

Student Resolution. Mr. Riedel moved, seconded by Dr. Smith, that the Board of Education approve the Resolution for Student #832026112. Mr. Riedel read the resolution into the record : “Be it resolved that this Board of Education, after having considered the evidence presented by the hearing officer, hereby upholds the recommendation in lieu of expulsion for the Alternative Placement at Ombudsman for student # 832026112 of Homewood Flossmoor High School effective September 17, 2025 from September of the 2025/2026 school year to August of the 2026/2027 school year. Should student fail to attend the alternative educational setting, the expulsion will be immediately enacted for the remainder of the expulsion term without further action by the Board of Education. Be it further resolved that a copy of this resolution be sent to the parents of said students and duly recorded in the official minutes of this board of education meeting dated Tuesday, September 16, 2025.”

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

Mr. Legardy shared that they were notified today with the sad news of the loss of HF former student, Maxwell Garcia. He extended the board’s sincere condolences with heartfelt thoughts and prayers to the family of Maxwell Garcia.

Adjournment. Ms. Jackson moved, seconded by Mr. Riedel, that the Board of Education be adjourned at 8:46 p.m.

---

President

---

Vice-President/Secretary

**9.7.1 RESIGNATIONS**

<u>Name</u>		<u>Date</u>
1 Lamar Cooper	Dean's Assistant	Eff 8/11/2025
2 Willie Walker	Police Security Liaison	Eff 8/29/2025
3 James Lee	Permanent Substitute Teacher	Eff 9/4/2025

**9.7.2 APPOINTMENTS**

<u>Name</u>		<u>Start Date/Salary</u>
1 <a href="#">*Jerry Logan</a>	Teacher, Career Technical Education	Eff TBD
	Keller School of Management, Master of Project Management, 2001	\$85,890.00
	Keller School of Management, Master of Business Administration, 2001	
	Western Illinois University, Master of Arts and Sciences - Sociology, 1996	

\* Pending successful completion of all legally required background checks

**9.7.3 ADJUSTED APPOINTMENTS**

1 Valarie Leak	From: Registered Nurse	Eff 8/11/2025
	To: School Nurse / PEL	TBD

**9.7.4 PER DIEM**

1 Jacob Schroder	Athletic Game Worker	Eff 9/16/2025 \$27.00/hr
2 Anthony Artis	Athletic Game Worker	Eff 9/16/2025 \$27.00/hr

**9.7.5 LEAVES**

1 Lisa Martin	Dept Secretary PE/Social Science FMLA Intermittent	Eff 8/13/2025
2 Zenia Smith	Instructional Assistant FMLA Intermittent	Eff 8/18/2025
3 Catherine Brown	Dean of Students FMLA	Eff 8/18/2025
4 Corrine Torres	Teacher, English FMLA Intermittent	Eff 9/29/2025
5 Tara Knopp	Payroll / Benefits Coordinator FMLA Intermittent	Eff 8/24/2025

**9.7.6 EXTRA RESPONSIBILITY / STIPEND**

[See Activity Memos](#)

[See Athletic Memos](#)

[See Auxillary Memos](#)

[See Cafeteria Supervision](#)

[See Exempt Memo](#)

[See Merit Memo](#)



ADMINISTRATIVE STAFF MEMORANDUM  
September 16, 2025

TEACHER CONTRACT 2025-2026

RECOMMENDATION: "That the Board of Education authorizes the President and Secretary to sign a (1.0) contract with Jerry Logan, Career Technical Education Teacher in the amount of \$85,890.00 for the 2025-2026 school year, as recommended by the Assistant Superintendent of Staff Services and the Superintendent."

<u>Lane and Step</u>	<u>Amount</u>	<u>Teaching Field</u>
2 <sup>nd</sup> MA+15 step 7	\$85,890	Career Technical Education

Education:

Keller School of Management, Master of Project Management Concentration: Accounting and Finance Management, February 2003  
Keller School of Management, Mast of Business Administration Concentration: Finance Management, September 2001  
Western Illinois University, Master of Arts and Sciences – Sociology, May 1996  
Western Illinois University, Bachelor of Arts and Sciences – Sociology, December 1993

Experience:

Prairie State College, Chicago Heights, IL, Adjunct Professor – Sociology August 2012 – 2025  
College of DuPage, Glen Ellyn, IL Adjunct Professor – Sociology August 2016 – 2025  
Harper College, Palatine, IL, Adjunct Professor – Sociology August 2020 - 2025

ADMINISTRATIVE STAFF MEMORANDUM  
September 16, 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:

<b>First Name</b>	<b>Last Name</b>	<b>Position</b>	<b>Stipend</b>
Joey	Bonanotte	Band (Marching) - Assistant Director	\$4,481.31
Kristen	Engelbert	Band (Marching) - Assistant Director	\$3,542.00
Melissa	Sauder	Band (Marching) - Assistant Director	\$4,349.00
Kimberly	Tallungan	Band (Marching) - Assistant Director	\$4,338.83
John	Whitlock	Band (Marching) - Assistant Director	\$4,481.31
Christopher	Riedel	Band (Marching) Drumline Assistant	\$2,895.00
Margaret	Racine	Band (Marching) Drumline Assistant (0.5)	\$1,183.50
Heather	Olsen	Band (Marching) Drumline Assistant (0.5)	\$1,637.50
Tiffany	Stewart-Williams	Educators Rising Club - Sponsor	\$2,517.00
Wendy	Stiglic	French Club - Sponsor	\$2,553.37
Jennifer	Olumstad	Just Like You Clubs/SPOLY Assistant Sponsor	\$3,312.00
Matt	Raglione	Just Like You Clubs/SPOLY Assistant Sponsor 0.5	\$1,771.00
Jocelyn	Cowan	Peer Mediation - Sponsor (0.5)	\$816.00
Alyssa	Marassa	Student Government Executive Board	\$5,214.00
Total			\$43,091.82

ADMINISTRATIVE STAFF MEMORANDUM  
September 16, 2025

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

RECOMMENDATION: "That the Board of Education authorize the President and Secretary to sign extra-responsibility activities updated amount 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>
Lorrie	Maul	Operation Snowball - Finance Director	\$9,052.18
Dana	Noble	Mathletes	\$1,744.16
Sahar	Mustafah	EDDA	\$7,491.02
Jeanne	Miller	Poetic Expressions	\$2,706.19
William	Merchantz	Skills USA	\$4,481.31
Aimee	Veal	Just Like You Club Assistant Sponsor 0.5	\$1,880.42
Total			\$27,355.28

ADMINISTRATIVE STAFF MEMORANDUM  
September 16, 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:

<b>First Name</b>	<b>Last Name</b>	<b>Position</b>	<b>Stipend</b>
		<i>Boys' Soccer</i>	
Allison	Farkos	Boys' Soccer Associate	\$3,550.00
		<i>Girls' Softball</i>	
Larry	Dawson	Softball / Head Varsity Coach	\$8,870.00
		Total	\$12,420.00

ADMINISTRATIVE STAFF MEMORANDUM

September 16, 2025

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

RECOMMENDATION: "That the Board of Education authorize the President and Secretary to sign extra-responsibility athletic updated amount 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>	
Alexander	Pratt	Football Varsity Assistant	\$8,870.00
Matt	Ramos	Football Varsity Assistant	\$8,870.00
Tywon	Green	Football Varsity Assistant	\$8,870.00
David	James	Football Varsity Assistant	\$8,870.00
Billy	Bundy	Football Varsity Assistant	\$8,519.00
Kourtney	Young	Football Sophomore Assistant	\$7,032.00
Jim	Sokoloski	Football Head Freshman	\$8,603.00
		<i>Girls' Volleyball</i>	
Nathan	Nesbit	Girls' Volleyball Head Varsity	\$8,519.00
Jason	Volkman	Girls' Volleyball Head JV	\$7,163.00
Corinne	Zimmerman	Girls' Volleyball Assistant JV	\$7,163.00
		<i>Boys' Soccer</i>	
Nick	Lackey	Boys' Soccer Varsity Assistant	\$7,163.00
		<i>Boys' Cross Country</i>	
Brian	O'Donnell	Boys' Cross Country Head Varsity	\$8,870.00
		<i>Girls' Cross Country</i>	
Larry	Dawson	Girls' Cross Country Assistant	\$7,033.00
		<i>Boys' Golf</i>	
Chris	Stiglic	Boys' Golf Head Varsity	\$8,870.00
Keith	Dombkowski	Boys' Golf Assistant	\$7,163.00
Eric	Oison	Boys' Golf Assistant	\$7,163.00
		<i>Girls' Golf</i>	
Anthony	Kruse	Girls' Golf Head Varsity	\$8,870.00
Chris	Maniatis	Girls' Golf Assistant	\$7,163.00
		<i>Girls' Swimming and Diving</i>	
Jeannette	LaPlante	Girls' Swimming Head Varsity	\$8,519.00
		<i>Girls' Tennis</i>	
Jeff	Cade	Girls' Tennis Head Varsity	\$8,870.00
Brian	Johnson	Girls' Tennis Assistant	\$7,163.00
		<i>Cheerleading (Sideline)</i>	
Zenia	Smith	Cheerleading Head Varsity	\$8,870.00
Elayne	Evans	Cheerleading Head JV	\$7,033.00
Sabrina	Johnson	Cheerleading Head Freshman	\$7,101.00

First Name	Last Name	Position	Stipend
		<i>Weight Room</i>	
Adam	Vogel	Strength Coach	\$7,163.00
Steve	Szymkowiak	Weight Room Coordinator (Fall) (.50)	\$3,219.22
Anthony	Smith	Weight Room Coordinator (Fall) (.50)	\$3,087.50
Marcus	Rodgers	Weight Room Coordinator (Fall) (.25)	\$1,543.75
Reggie	Barker	Weight Room Coordinator (Fall) (.25)	\$1,543.75
Brandin	Brown	Weight Room Coordinator (Fall) (.50)	\$3,087.50
Total			\$211,974.72

ADMINISTRATIVE STAFF MEMORANDUM

September 16, 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:

<b>First Name</b>	<b>Last Name</b>	<b>Position</b>	<b>Stipend</b>
Melissa	Sauder	Model Teacher	\$3,000.00
Chenise	Belue	Counselor	\$2,000.00
Samuel	Key	Counselor	\$2,000.00
Andrew	Fentress	Counselor	\$2,000.00
Kizawanda	Olowe	Counselor	\$2,000.00
Hailey	Baumstein	NFHS National Certification	\$1,200.00
Elizabeth	McCabe	IB Extended Essay Supervisor	\$150.00
Sarah	Pittman	Collaborative Lead - English	\$2,000.00
Joe	Upton	Collaborative Lead - English	\$2,000.00
Corinne	Torres	Collaborative Lead - English	\$2,000.00
Kona	Burks	Collaborative Lead - English	\$2,000.00
Anthony	Barajas	Collaborative Lead - Math	\$2,000.00
Terry	Mattia	Collaborative Lead - Math	\$2,000.00
Mike	Sacks	Collaborative Lead - Math	\$2,000.00
Prince	Lowe	Collaborative Lead - Math	\$2,000.00
Kelsey	Sopron	Collaborative Lead - PE/Dr Ed/Health	\$2,000.00
Cody	Rudnik	Collaborative Lead - PE/Dr Ed/Health	\$2,000.00
Billy	Bundy	Collaborative Lead - PE/Dr Ed/Health	\$2,000.00
Chelsea	Jones	Collaborative Lead - PE/Dr Ed/Health	\$2,000.00
Chante	Andrews	Collaborative Lead - CTE	\$2,000.00
Tiffany	Ortberg	Collaborative Lead - CTE	\$2,000.00
Nate	Beebe	Collaborative Lead - CTE	\$2,000.00
Deena	Cassady	Collaborative Lead - Fine Arts	\$2,000.00
Steve	Sifner	Collaborative Lead - Fine Arts	\$2,000.00
Karen	Crisp	Collaborative Lead - Fine Arts	\$2,000.00
Heithon	Hurdle	Collaborative Lead - Counseling/SW/Psy	\$2,000.00
Tiphanee	Staples	Collaborative Lead - Counseling/SW/Psy	\$2,000.00
Beverly	Woods-Lenore	Collaborative Lead - Reading	\$2,000.00
Amy	Peto	Collaborative Lead - Science	\$2,000.00
Caitlin	Gallagher	Collaborative Lead - Science	\$2,000.00
Nate	Nesbit	Collaborative Lead - Science	\$2,000.00
Sarah	Youssef	Collaborative Lead - Social Science	\$2,000.00
Hailey	Baumstein	Collaborative Lead - Social Science	\$2,000.00
John	Schmidt	Collaborative Lead - Social Science	\$2,000.00
Laura	Kelley	Collaborative Lead - Social Science	\$2,000.00
Fatima	Simmons	Collaborative Lead - Special Education	\$2,000.00

Chenise	Belue	Counselor	\$2,000.00
Jennifer	Byrd	Collaborative Lead - Special Education	\$2,000.00
Shauna	Kuester	Collaborative Lead - Special Education	\$2,000.00
Ashley	Mazzola	Collaborative Lead - World Language	\$2,000.00
Sara	Brown	Collaborative Lead - World Language prorated	\$1,500.00
Angelica	Hernandez	Collaborative Lead - World Language prorated	\$500.00
Sheila	Acebes	Viking Compass	\$250.00
Butch	Acena	Viking Compass	\$750.00
Terrell	Alexander	Viking Compass	\$500.00
Robert	Anderson	Viking Compass	\$750.00
Chante	Andrews	Viking Compass	\$500.00
Nick	Anello	Viking Compass	\$750.00
Scott	Aronson	Viking Compass	\$750.00
Robert	Assise	Viking Compass	\$750.00
Tracy	Badger	Viking Compass	\$750.00
Stephen	Banasiak	Viking Compass	\$750.00
Anthony	Barajas	Viking Compass	\$750.00
Anna	Bartels	Viking Compass	\$750.00
Hailey	Baumstein	Viking Compass	\$750.00
Nathan	Beebe	Viking Compass	\$250.00
Monica	Bell	Viking Compass	\$750.00
Robert	Bonds III	Viking Compass	\$250.00
Cara	Boss	Viking Compass	\$500.00
Ausra	Brooks	Viking Compass	\$750.00
Daniel	Brown	Viking Compass	\$750.00
Sara	Brown	Viking Compass	\$250.00
Billy	Bundy	Viking Compass	\$500.00
Kona	Burks	Viking Compass	\$250.00
Daniel	Bush	Viking Compass	\$750.00
Jennifer	Byrd	Viking Compass	\$750.00
Anne	Calderon	Viking Compass	\$250.00
Emily	Carroll	Viking Compass	\$750.00
Deena	Cassady	Viking Compass	\$250.00
Robert	Chapel	Viking Compass	\$750.00
Thomas	Cicero	Viking Compass	\$750.00
March	Ciesielski	Viking Compass	\$750.00
Kathryn	Cole	Viking Compass	\$250.00
Walter	Collins	Viking Compass	\$750.00
Marc	Condotti	Viking Compass	\$750.00
Kelly	Cooper	Viking Compass	\$750.00
Krystal	Davis	Viking Compass	\$750.00
Terri	Davis	Viking Compass	\$750.00
Amie	Day	Viking Compass	\$750.00
Mary	Day	Viking Compass	\$750.00
Nick	DeBenedetti	Viking Compass	\$750.00
Adriana	Diachenko	Viking Compass	\$250.00
Yin	Ding	Viking Compass	\$250.00
Keith	Dombkowski	Viking Compass	\$250.00

Chenise	Belue	Counselor	\$2,000.00
Alana	Drude	Viking Compass	\$250.00
Jena	Dudek	Viking Compass	\$750.00
Patrick	Duignan	Viking Compass	\$250.00
Jon	Elfner	Viking Compass	\$750.00
BJ	Engrav	Viking Compass	\$750.00
Allison	Farkos	Viking Compass	\$750.00
Paul	Fasse	Viking Compass	\$750.00
Karen	Fine	Viking Compass	\$750.00
John	Fitzgerald	Viking Compass	\$750.00
Scott	Furlong	Viking Compass	\$795.00
Kevin	Galich	Viking Compass	\$750.00
Caitlin	Gallagher	Viking Compass	\$750.00
Andrew	Gaus	Viking Compass	\$750.00
Matthew	Gibson	Viking Compass	\$842.70
Rachel	Giddens	Viking Compass	\$795.00
Stephanie	Gioiosa	Viking Compass	\$250.00
Dana	Green	Viking Compass	\$750.00
Kimberly	Griffin	Viking Compass	\$750.00
Jontil	Grubbs	Viking Compass	\$750.00
Rebecca	Healy	Viking Compass	\$750.00
Courtney	Hendricks	Viking Compass	\$250.00
Angelica	Hernandez	Viking Compass	\$750.00
Lauren	Howard	Viking Compass	\$750.00
Shante	Jackson	Viking Compass	\$750.00
Chelsea	Jones	Viking Compass	\$750.00
Melissa	Jones	Viking Compass	\$250.00
Nic	Jones	Viking Compass	\$750.00
Kelly	Kavanaugh	Viking Compass	\$500.00
Khayla	Kelley	Viking Compass	\$750.00
Laura	Kelly	Viking Compass	\$250.00
Tanya	Kluth	Viking Compass	\$750.00
Michelle	Kozik	Viking Compass	\$250.00
Anthony	Kruse	Viking Compass	\$750.00
Rachael	Kucharski	Viking Compass	\$750.00
Timothy	Laba	Viking Compass	\$750.00
Nick	Lackey	Viking Compass	\$750.00
Sandra	Lessentine	Viking Compass	\$795.00
Kia	London	Viking Compass	\$750.00
Tremaine	Love	Viking Compass	\$750.00
Prince	Lowe	Viking Compass	\$250.00
John	Manthey	Viking Compass	\$125.00
Alyssa	Marassa	Viking Compass	\$750.00
Terry	Mattia	Viking Compass	\$750.00
Ashley	Mazzola	Viking Compass	\$750.00
Troy	McAllister	Viking Compass	\$500.00
Elizabeth	McCabe	Viking Compass	\$750.00
Daniel	McClain	Viking Compass	\$750.00

Chenise	Belue	Counselor	\$2,000.00
Brian	McLaughlin	Viking Compass	\$750.00
Matthew	McLindon	Viking Compass	\$250.00
William	Merchantz	Viking Compass	\$750.00
Jason	Miller	Viking Compass	\$750.00
Jonathon	Miller	Viking Compass	\$750.00
Shannon	Mills	Viking Compass	\$750.00
Tiffany	Mucha	Viking Compass	\$842.70
Joseph	Muller	Viking Compass	\$750.00
Kanoa	Mulling	Viking Compass	\$750.00
Sahar	Mustafah	Viking Compass	\$795.00
Jodi	Nardella	Viking Compass	\$750.00
Nathaniel	Nesbit	Viking Compass	\$750.00
Dana	Noble	Viking Compass	\$795.00
Ameera	Odeh	Viking Compass	\$750.00
Brian	ODonnell	Viking Compass	\$750.00
Jasime	Ogunleye	Viking Compass	\$125.00
Eric	Olson	Viking Compass	\$500.00
Jennifer	Olumstad	Viking Compass	\$750.00
Michael	Oneill	Viking Compass	\$250.00
Tiffany	Ortberg	Viking Compass	\$750.00
Mary Kate	Pack	Viking Compass	\$250.00
Rick	Pavinato	Viking Compass	\$750.00
Crystal	Perez	Viking Compass	\$250.00
Kim	Perisen	Viking Compass	\$795.00
Wayne	Perry	Viking Compass	\$500.00
Gregory	Petecki	Viking Compass	\$250.00
Kimberly	Peterz	Viking Compass	\$750.00
Amy	Peto	Viking Compass	\$750.00
Sarah	Pittman	Viking Compass	\$250.00
Jason	Pluister	Viking Compass	\$750.00
Brendan	Pontow	Viking Compass	\$750.00
Alexander	Pratt	Viking Compass	\$750.00
Matthew	Raglione	Viking Compass	\$750.00
Matthew	Ramos	Viking Compass	\$250.00
Christopher	Reid	Viking Compass	\$750.00
Kenneth	Ridgway	Viking Compass	\$750.00
Rodolfo	Rios	Viking Compass	\$750.00
Alicia	Rodriguez	Viking Compass	\$250.00
Karen	Crispe	Viking Compass	\$750.00
Cody	Rudnik	Viking Compass	\$750.00
Michael	Sacks	Viking Compass	\$250.00
Laura	Salvato	Viking Compass	\$250.00
Leah	Sauvage	Viking Compass	\$750.00
Alyssa	Schmidt	Viking Compass	\$750.00
John	Schmidt	Viking Compass	\$750.00
LaTasha	Scott	Viking Compass	\$250.00
Kelly	Shereyk	Viking Compass	\$750.00

Chenise	Belue	Counselor	\$2,000.00
Ryan	Sheriff	Viking Compass	\$250.00
Steve	Sifner	Viking Compass	\$250.00
Fatima	Simmons	Viking Compass	\$250.00
Todd	Sippel	Viking Compass	\$279.58
Regina	Slusinski	Viking Compass	\$750.00
Gil	Smit	Viking Compass	\$750.00
Anthony	Smith	Viking Compass	\$500.00
Kimberly	Smith	Viking Compass	\$750.00
Jim	Sokoloski	Viking Compass	\$750.00
Kelsey	Sopron	Viking Compass	\$500.00
Bob	St. Leger	Viking Compass	\$750.00
Tiffany	Stewart-Williams	Viking Compass	\$750.00
Christopher	Stiglic	Viking Compass	\$750.00
Wendy	Stiglic	Viking Compass	\$750.00
Kathryn	Stolzenbach	Viking Compass	\$750.00
Steven	Szymkowiak	Viking Compass	\$795.00
Erika	Tengesdal	Viking Compass	\$750.00
Anna	Tenny	Viking Compass	\$250.00
Kevin	Thomas	Viking Compass	\$933.53
Kory	Thompson	Viking Compass	\$500.00
Corinne	Torres	Viking Compass	\$250.00
Jeffrey	Treppa	Viking Compass	\$842.70
Joseph	Upton	Viking Compass	\$250.00
Jake	Vallicelli	Viking Compass	\$750.00
Veronica Zavala	Vargas	Viking Compass	\$750.00
Aimee	Veal	Viking Compass	\$279.58
Rick	Veldboom	Viking Compass	\$250.00
Ted	Venegas	Viking Compass	\$750.00
Charles	Ward	Viking Compass	\$750.00
Sara	Ward	Viking Compass	\$750.00
Jaelyn	Wargo	Viking Compass	\$750.00
Robert	White	Viking Compass	\$250.00
Tiffany	White	Viking Compass	\$750.00
Sarah	Whitlock	Viking Compass	\$750.00
JR	Willard-Rose	Viking Compass	\$750.00
Beverly	Woods-Lenore	Viking Compass	\$250.00
Sara	Youssef	Viking Compass	\$750.00
Corinne	Zimmerman	Viking Compass	\$750.00
Total			\$185,185.79

ADMINISTRATIVE STAFF MEMORANDUM

September 16, 2025

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

RECOMMENDATION: "That the Board of Education authorize the President and Secretary to sign extra-responsibility staffing updated amount 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>
Annette	Hall	IA Designated Voc Bus Driver	\$1,800.00
Tiffany	Mucha	Case Manager	\$1,378.00
Aimee	Veal	Case Manager	\$1,378.00
Lorrie	Maul	Counselor	\$2,120.00
Total			\$6,676.00

ADMINISTRATIVE STAFF MEMORANDUM

September 16, 2025

**EXTRA-RESPONSIBILITY CONTRACTS 2025-2026 (CAFETERIA SUPERVISION)**

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:

<b>First Name</b>	<b>Last Name</b>	<b>Position</b>	<b>Stipend</b>
Butch	Acena	Cafeteria Supervision	\$2,750.00
Terrell	Alexander III	Cafeteria Supervision	\$2,400.00
Terrell	Alexander	Cafeteria Supervision	\$2,750.00
Anthony	Barajas	Cafeteria Supervision	\$2,400.00
Hailey	Baumstein	Cafeteria Supervision	\$2,400.00
Evan	Bercot	Cafeteria Supervision	\$2,750.00
Ausra	Brooks	Cafeteria Supervision	\$2,750.00
Catherine	Brown	Cafeteria Supervision	\$2,750.00
Billy	Bundy	Cafeteria Supervision	\$2,400.00
Thomas	Cicero	Cafeteria Supervision	\$3,100.00
Walter	Collins	Cafeteria Supervision	\$2,400.00
Marc	Condotti	Cafeteria Supervision	\$3,100.00
Jocelyn	Cowan	Cafeteria Supervision	\$2,750.00
Kevin	Coy	Cafeteria Supervision	\$2,750.00
Krystal	Davis	Cafeteria Supervision	\$2,400.00
Terri	Davis	Cafeteria Supervision	\$2,750.00
Yin	Ding	Cafeteria Supervision	\$2,400.00
Keith	Dombkowski	Cafeteria Supervision	\$3,100.00
Dawn	Edwards	Cafeteria Supervision	\$2,750.00
Paul	Fasse	Cafeteria Supervision	\$3,100.00
Allison	Farkos	Cafeteria Supervision	\$2,400.00
Scott	Furlong	Cafeteria Supervision	\$3,286.00
Amy	Garcia	Cafeteria Supervision	\$2,750.00
Brett	Geijer	Cafeteria Supervision	\$3,100.00
Jontil	Grubbs	Cafeteria Supervision	\$2,400.00
Amanda	Harrington	Cafeteria Supervision	\$2,750.00
Heithon	Hurdle	Cafeteria Supervision	\$2,400.00
David	James	Cafeteria Supervision	\$2,400.00
Nic	Jones	Cafeteria Supervision	\$2,400.00
Brad	Kain	Cafeteria Supervision	\$3,100.00
Nick	Kapchinske	Cafeteria Supervision	\$3,100.00
Kelly	Kavanaugh	Cafeteria Supervision	\$3,100.00
David	Klawitter	Cafeteria Supervision	\$3,426.98
Tanya	Kluth	Cafeteria Supervision	\$3,100.00
Anthony	Kruse	Cafeteria Supervision	\$3,100.00
Shauna	Kuester	Cafeteria Supervision	\$2,400.00
Nicholas	Lackey	Cafeteria Supervision	\$2,400.00

Butch	Acena	Cafeteria Supervision	\$2,750.00
Lindsay	Leverson	Cafeteria Supervision	\$2,750.00
Tiffany	Madison	Cafeteria Supervision	\$2,400.00
Chris	Maniatis	Cafeteria Supervision	\$3,100.00
Terrance	Mattia	Cafeteria Supervision	\$3,100.00
Lorrie	Maul	Cafeteria Supervision	\$3,286.00
Daniel	McClain	Cafeteria Supervision	\$3,100.00
Brian	McLaughlin	Cafeteria Supervision	\$3,100.00
Jonathan	Miller	Cafeteria Supervision	\$2,750.00
Shannon	Mills	Cafeteria Supervision	\$2,400.00
Tiffany	Mucha	Cafeteria Supervision	\$2,640.46
Katie	Nieckula	Cafeteria Supervision	\$2,400.00
Dana	Noble	Cafeteria Supervision	\$3,286.00
Michael	ONeil	Cafeteria Supervision	\$3,100.00
Eric	Olson	Cafeteria Supervision	\$2,750.00
Jennifer	Olumstad	Cafeteria Supervision	\$3,100.00
Lottie	Parker	Cafeteria Supervision	\$2,400.00
Wayne	Perry	Cafeteria Supervision	\$2,750.00
Williams	Polen	Cafeteria Supervision	\$2,400.00
Matthew	Ramos	Cafeteria Supervision	\$3,100.00
Christopher	Reid	Cafeteria Supervision	\$2,400.00
Mylan	Reeves	Cafeteria Supervision	\$2,400.00
Christina	Richardson	Cafeteria Supervision	\$2,750.00
Kenneth	Ridgway	Cafeteria Supervision	\$3,100.00
Marcus	Rodgers	Cafeteria Supervision	\$2,400.00
Cody	Rudnik	Cafeteria Supervision	\$2,750.00
Melissa	Sauder	Cafeteria Supervision	\$2,750.00
Anthony	Smith	Cafeteria Supervision	\$3,100.00
Kelsey	Sopron	Cafeteria Supervision	\$2,750.00
Robert	St. Leger	Cafeteria Supervision	\$3,100.00
Tiphnee	Staples	Cafeteria Supervision	\$3,100.00
Roberto	Suarez	Cafeteria Supervision	\$3,100.00
Kevin	Thomas	Cafeteria Supervision	\$3,796.32
Jacob	Vallicelli	Cafeteria Supervision	\$3,100.00
Sara	Ward	Cafeteria Supervision	\$2,400.00
Jeanettra	Watkins	Cafeteria Supervision	\$2,750.00
Rockeya	Wilson	Cafeteria Supervision	\$2,400.00
Lauren	White	Cafeteria Supervision	\$2,750.00
Tiffany	White	Cafeteria Supervision	\$2,750.00
Sara	Youssef	Cafeteria Supervision	\$2,400.00
Kristina	Zandi	Cafeteria Supervision	\$2,400.00

Total \$213,921.76

ADMINISTRATIVE STAFF MEMORANDUM  
September 16, 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>
Anathayee	Heyward	Human Resources Assistant	\$8,000.00
Total			\$8,000.00

ADMINISTRATIVE STAFF MEMORANDUM

September 16, 2025

**MERIT BONUS FOR EXEMPT EMPLOYEES 2025-2026**

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

<b>First Name</b>	<b>Last Name</b>	<b>Position</b>	<b>4.5% Merit</b>
Suzette	Diaz	Executive Assistant to the Superintendent	\$3,659.18
Lisa	Caposey	Business Office Manager	\$4,489.61
Candice	Hall	Transportation / Logistics	\$2,902.13
Anathayee	Heyward	Human Resources Assistant	\$2,822.98
Paula	Lueder	Human Resources Specialist	\$3,146.89

Merit Bonus to be paid out at the end of the school year, May 15, 2026

\$17,020.79