

School District U-46
Elgin, Illinois

August 4, 2025

The video of the August 4, 2025 meeting can be found here:

[August 4, 2025 BOE Meeting](#)

The meeting of the Board of Education was called to order at 5:45 p.m. at the U-46 Welcome Center, 1019 East Chicago Street, Elgin, Illinois.

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

Ms. Noland joined the meeting at 5:46 p.m.

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

The motion was made at 5:46 p.m. by Ms. Martin, second by Ms. Thommes. Upon roll call yes votes: Ms. Kerr, Ms. Martin, Ms. Noland, Ms. Schwartz, Ms. Thommes, and President Owens. No votes 0. The motion was carried by a vote of 6-0.

Ms. Khan joined the meeting at 5:50 p.m.

A motion was made at 6:56 p.m. by Ms. Thommes, second by Ms. Schwartz, to move into open session. Upon roll call yes votes: Ms. Kerr, Ms. Khan, Ms. Martin, Ms. Noland, Ms. Schwartz, Ms. Thommes, and President Owens. No votes 0. The motion was carried by a vote of 7-0.

Present for the business session were Board members Sue Kerr, Samreen Khan, Dawn Martin, Veronica Noland, Chanda Schwartz, Kate Thommes, Melissa Owens, Superintendent, Dr. Suzanne Johnson, and Chief Legal Officer, Trisha Olson. Also present was Student Board member Dhanvi Dhandapani. The following were also present at the District's central office: Dr. Kyle Bunker, Michele Chapman, Robyn Cornelissen, Sheila Downs, Heather Fellows, Jolene Linneman, Lela Majstorovic, Mark Moore, Milena Nedeljkovic, Aaron Nowak, Brian Tennison, and Dr. Ann Williams.

President Owens led the recitation of the Pledge of Allegiance.

President Owens requested a motion to amend the agenda to move item 16.A, Work Session, Change Order for Plant Operations - Elgin High School Pool Upgrade and Bleacher Replacement, Project #247. The change order is seeking approval from Omni Construction Group, Inc. in the amount not to exceed \$459,005.00, to address the capital project that is currently underway and to avoid interruption of this project. She requested that the item be moved to Discussion Action. If this amendment is passed, President Owens is directing administration to add this change order to the regular meeting agenda for the August 22, 2025, Board of Education meeting for the purpose of ratifying the vote.

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

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

A. 2025-2026 School Readiness Report

Dr. Suzanne Johnson, Superintendent, provided an update regarding School Readiness for the 2025-2026 school year. Mark Moore, Assistant Superintendent of Human Resources, reported on staffing. Dr. Ann Williams, Deputy Superintendent of Operations, reported on construction projects. Sheila Downs, Assistant Superintendent of Operations, reported on Food Service, Transportation, Plant Operations, Grounds, Maintenance, Custodial, Capital Projects, the Warehouse, and Information Services. Lela Majstorovic, Deputy Superintendent of Instruction, reported on Instruction, Teachers, and Curriculum.

B. 2026-2027 Boundary Transition Update

Lela Majstorovic, Deputy Superintendent of Instruction, presented an update to the Board of Education on the 2026-2027 Boundary Transition Update. The update included a high-level view of transition goals, shared current progress and planning underway, previewed engagement efforts for Fall 2025, and highlighted upcoming transition dates.

2. Comments from the Audience - Ms. Owens

A. Public Comments

Jose Perez, an employee, shared his experiences and discussed the importance of Paraeducators and wages.

Michelle Baldwin, an employee, explained the role of Paraprofessionals and discussed wages.

Tina Pizzitola, President of DUEA, and Sara Moeller, Vice President of DUEA, spoke of the importance of DUEA members. Ms. Pizzitola stated that DUEA presented their financial request to the District and stated the reasons for the request.

Isela Gonzalez, parent and employee, shared her passion for students and the community as a Paraeducator and asked the Board to consider DUEA's financial request.

Renee Sweeney spoke on behalf of Karina Marin, who was not able to attend the meeting. She stated Ms. Marin is on the DUEA Board, the DUEA bargaining team, as well as a member of the Professional Development Committee. She said that Ms. Marin wanted to highlight the roles and struggles of Paraeducators. She asked for understanding and support for Paraeducators as many have a second job out of necessity.

Miguel Ochoa, Paraeducator, spoke of the meaningful and rewarding experiences of Paraeducators. He also discussed the emotional, physical, and financial challenges of a Paraeducator.

Laura Hernandez, Paraeducator, discussed the roles of Paraeducators, including the mental, emotional, and physical challenges. Additionally, she shared her appreciation for Paraeducators.

Michelle Bach, Paraeducator, spoke of the positive differences Paraeducators make and the need for increased wages. She asked the Board to consider DUEA's financial request.

Devin Graff discussed the current wages of DUEA members and asked the Board to consider an increase in wages.

Delona Yucuis, Paraeducator, discussed her experiences and DUEA wages.

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

A. Additional Information

Ms. Thommes spoke about the ribbon-cutting ceremony at the new Hawk Hollow Middle School. She said it was very exciting.

President Owens thanked everyone for making the ribbon-cutting ceremony happen.

Dr. Johnson thanked the Board of Education for their ongoing support. She also thanked the community for their support.

B. FOIA Requests - 6

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

4. Consent Agenda - Dr. Johnson

- A. Personnel Report and Workers' Compensation Cases
- B. Minutes of Board Meeting May 5, 2025, and May 12, 2025
- C. Resolution for the Disposal of Surplus Personal Property (Preschool Furniture)
- D. Bid - Assessment, Accountability, and Student Success - Fall Practice ACT
- E. Bid - Plant Operations - High School Auditorium Wireless Intercom System
- F. Proposal - Information Services - Copiers
- G. Proposal - Office of Teaching and Learning - NCTM 2025 Annual Meeting and Exposition
- H. Contract - Specialized Student Services - AMN Healthcare, Inc. Related Services and Behavior Support Team
- I. Contract Renewal - Specialized Student Services - Psychologist Services
- J. Contract Renewal - Specialized Student Services - Speech and Language Therapy Services
- K. Contract Renewal - Specialized Student Services - Easterseals Metropolitan Chicago
- L. Contract Renewal - Assessment, Accountability, and Student Success - School Climate and Culture Training
- M. Contract Renewal - Curriculum and Instruction - K-12 Science and Planetarium - Pearson
- N. Contract Renewal - Information Services - Infinite Campus Student Information System
- O. Occupancy Permit - 1

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

5. Discussion/Action - Dr. Johnson

A. Itemized Bills – August 4, 2025

Robyn Cornelissen, Executive Director of Financial Services, was available to respond to questions from the Board of Education regarding the bills. Administration recommended the Board of Education approve the List of Bills in the amount of \$39,208,497.82.

Motion by Ms. Noland, second by Ms. Martin, to approve the List of Bills in the amount of \$39,208,497.82. Upon roll call, yes votes: Ms. Kerr, Ms. Khan, Ms.

Martin, Ms. Noland, Ms. Schwartz, Ms. Thommes, and President Owens. No votes 0. The motion was carried by a vote of 7-0.

B. 2026-2027 Board of Education Meeting Schedule

Trisha Olson, Chief Legal Officer, presented the 2026-2027 Board of Education Meeting Schedule. Administration recommended approval of the 2026-2027 Board of Education Meeting Schedule.

Motion by Ms. Schwartz, second by Ms. Martin, to approve the 2026-2027 Board of Education Meeting Schedule. Upon roll call, yes votes: Ms. Kerr, Ms. Khan, Ms. Martin, Ms. Noland, Ms. Schwartz, Ms. Thommes, and President Owens. No votes 0. The motion was carried by a vote of 7-0.

C. Resolution Approving Surety Bond of Treasurer

Dr. Ann Williams, Deputy Superintendent of Operations, and Robyn Cornelissen, Executive Director of Financial Services, presented the Resolution Approving Surety Bond of Treasurer. Administration recommended the Board of Education adopt the Resolution.

Motion by Ms. Martin, second by Ms. Schwartz, to approve the Resolution Approving Surety Bond of Treasurer. Upon roll call, yes votes: Ms. Kerr, Ms. Khan, Ms. Martin, Ms. Noland, Ms. Schwartz, Ms. Thommes, and President Owens. No votes 0. The motion was carried by a vote of 7-0.

D. Approval of a Multi-Year Performance-Based Employment Contract Between Superintendent Dr. Suzanne Johnson and the Board of Education of School District U-46 to begin on July 1, 2025 through June 30, 2030

Board President Melissa Owens discussed the Approval of a Multi-Year Performance-Based Employment Contract between Superintendent Dr. Suzanne Johnson and the Board of Education of School District U-46 to begin on July 1, 2025, through June 30, 2030.

Motion by Ms. Noland, second by Ms. Thommes, to approve the following Resolution:

BE IT RESOLVED, by the Board of Education of School District U-46, Kane, Cook and DuPage Counties, Illinois, as follows:

1. The Board hereby establishes performance goals through June 30, 2030, as referenced on the Multi-Year Performance-Based Employment Contract (the "Current Contract") between Dr. Johnson and the Board and that the Board is therefore authorized by law to enter into a Multi-

Year Performance-Based Employment Contract with Dr. Johnson as Superintendent.

2. The Board hereby approves and authorizes the President and Secretary to sign an agreement with Dr. Johnson establishing a Multi-Year Performance-Based Employment Contract, substantially in the form of the attached Exhibit A, for the period July 1, 2025, through June 30, 2030.

3. This Resolution shall be in full force and effect upon its adoption.

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

E. Change Order - Plant Operations - Elgin High School Pool Upgrade and Bleacher Replacement, Project #247

Sheila Downs, Assistant Superintendent of Operations, and Jolene Linneman, Capital Project Coordinator, presented the change order and were available to respond to questions from the Board of Education. Administration recommended the Board of Education approve the change order from Omni Construction Group, Inc. in the amount not to exceed \$459,005.00.

Motion by Ms. Schwartz, second by Ms. Martin, to approve the change order from Omni Construction Group, Inc. in the amount not to exceed \$459,005.00. Upon roll call, yes votes: Ms. Kerr, Ms. Khan, Ms. Martin, Ms. Noland, Ms. Schwartz, Ms. Thommes, and President Owens. No votes 0. The motion was carried by a vote of 7-0.

6. Work Session - Dr. Johnson

A. Board Policy Updates

Trisha Olson, Chief Legal Officer, presented proposed changes to the following Board policies. Administration recommended adoption of the proposed changes.
IASB PRESS Issue 118 Updates:

2:260	Uniform Grievance Procedure
2:265	Title IX Grievance Procedure
4:15	Identity Protection
4:120	Food Services
4:80	Accounting and Audits
5:10	Equal Employment Opportunity, Nondiscrimination, and Minority Recruitment
5:20	Workplace Harassment Prohibited
5:60	Expenses

5:100	Staff Development Program
6:150	Home and Hospital Instruction
6:235	Access to Electronic Networks
6:310	High School Credit for Non-District Experiences; Course Substitutions; Re-Entering Students
7:10	Equal Educational Opportunities
7:20	Harassment of Students Prohibited
7:50	School Admissions and Student Transfers To and From Non-District Schools
7:60	Residence
7:70	Attendance and Truancy
7:180	Prevention of and Response to Bullying, Intimidation, and Harassment
7:185	Teen Dating Violence Prohibited
7:190	Student Behavior
7:200	Suspension Procedures
7:210	Expulsion Procedures
7:250	Student Support Services
7:255	Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence
7:270	Administering Medicines to Students
7:310	Restrictions on Publications; Elementary Schools
7:315	Restrictions on Publications; High Schools
7:340	Student Records
8:30	Visitors to and Conduct on School Property

B. Bartlett High School STEM Academy Engineering Curriculum Resource Proposal

Milena Nedeljkovic, Assistant Director of Post-Secondary Success, Gifted, Talented, and Magnet Programs, and Michele Chapman, Director of Post-Secondary Success, provided the Board of Education with information relating to the Bartlett High School STEM Academy Engineering Curriculum Resource Proposal.

C. South Elgin High School Beacon Academy Curriculum Resource Proposal

Milena Nedeljkovic, Assistant Director of Post-Secondary Success, Gifted, Talented, and Magnet Programs, and Michele Chapman, Director of Post-Secondary Success, provided the Board of Education with information relating to the South Elgin High School BEACON Academy Curriculum Resource Proposal.

D. Streamwood High School LEAD Academy Curriculum Resource Proposal

Milena Nedeljkovic, Assistant Director of Post-Secondary Success, Gifted, Talented, and Magnet Programs, and Michele Chapman, Director of Post-

Secondary Success, provided the Board of Education with information relating to the Streamwood High School LEAD Academy Curriculum Resource Proposal.

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

A. Proposal - Plant Operations - Postage

Sheila Downs, Assistant Superintendent of Operations, presented the proposal summary and was available to respond to questions from the Board of Education. Administration recommended approval of the proposal from Pitney Bowes in the amount of \$50,000.00, and requested authorization for District administration to execute related documents. This expenditure will be charged to the Operations and Maintenance Fund. The cost is included in the budget for the 2025-2026 fiscal year.

B. Proposal - Professional Learning - Formative Online Assessment Platform Professional Learning

Brian Tennison, Assistant Superintendent of Teaching and Learning, and Heather Fellows, Director of Professional Learning, presented the proposal summary and were available to respond to questions from the Board of Education. Administration recommended approval of the proposal from Newsela, Inc. in the amount of \$59,400.00, and requested authorization for District administration to execute related documents. This expenditure will be charged to the Education Fund. The cost is included in the budgets for the 2025-2026 through 2026-2027 fiscal years.

C. Proposal - Teaching and Learning - Elgin Community College Room Rentals

Brian Tennison, Assistant Superintendent of Teaching and Learning, and Heather Fellows, Director of Professional Learning, presented the proposal summary and were available to respond to questions from the Board of Education. Administration recommended approval of the proposal from Elgin Community College in the amount of \$140,000.00, and requested authorization for District administration to execute related documents. This expenditure will be charged to the Education Fund. The cost is included in the budget for the 2025-2026 fiscal year.

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

A. Contract - Food and Nutrition Services - Equipment Purchase for Meal Packaging Lines

Aaron Nowak, Director of Food and Nutrition Services, presented the proposal and was available to respond to questions from the Board of Education. Administration recommended approval of the contract with Form Plastics in the amount of \$323,309.70, and requested authorization for District administration to execute related documents. This expenditure will be charged to the Operations and

Maintenance Fund. The cost is included in the budgets for the 2025-2026 through 2029-2030 fiscal years.

B. Contract - Office of Schools - Professional Learning Consultant

Dr. Kyle Bunker, Executive Director of the Bartlett Network, presented the proposal and was available to respond to questions from the Board of Education. Administration recommended approval of the contract with Hudspeth Bailey in the amount of \$79,200.00, and requested authorization for District administration to execute related documents. This expenditure will be charged to the Education Fund. The cost is included in the budget for the 2025-2026 fiscal year.

9. Move to Closed Session

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

The Motion was made at 8:51 p.m. by Ms. Martin, second by Ms. Schwartz. Upon roll call, yes votes: Ms. Kerr, Ms. Khan, Ms. Martin, Ms. Noland, Ms. Schwartz, Ms. Thommes, and President Owens. No votes 0. The motion was carried by a vote of 7-0.

10. Move to Open Session

Motion by Ms. Thommes, second by Ms. Schwartz, to move to open session at 9:53 p.m. Upon roll call, yes votes: Ms. Kerr, Ms. Khan, Ms. Martin, Ms. Noland, Ms. Schwartz, Ms. Thommes, and President Owens. No votes 0. The motion was carried by a vote of 7-0.

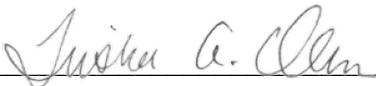
11. Adjournment - Ms. Owens

Motion by Ms. Noland, second by Ms. Martin, to adjourn the Board meeting of August 4, 2025, at 9:58 p.m. Upon roll call, yes votes: Ms. Kerr, Ms. Khan, Ms. Martin, Ms. Noland, Ms. Schwartz, Ms. Thommes, and President Owens. No votes 0. The motion was carried by a vote of 7-0.

Approved this 20th day of October, 2025.



President



Secretary