

SPECIAL EDUCATION DISTRICT OF LAKE COUNTY

18160 W Gages Lake Road, Gages Lake, Illinois 60030-1819

847-548-8470 Fax 847-548-8472 VP 224-207-8476

www.sedol.us

Judy Hackett, Ed.D.

Tim Thomas, Ed.D.

Co-Interim Superintendents

Minutes

SEDOL EXECUTIVE BOARD MEETING

Thursday, September 18, 2025

Board Members Present: Dr. Donn Mendoza, Dr. Jason Lind, Dr. Lynn Glickman, Dr. Michael Karner, Dr. Scott Schwartz, Ms. Carey McHugh, Ms. Joanne Osmond, and Ms. Odie Pahl

Board Members Absent:

Staff Members Present: Dr. Tim Thomas, Dr. Yesenia Jimenez-Captain, Dr. Laura Wojcik, Mr. Matthew Crowley, Ms. Sara Martinez, Dr. Matthew Barbini, Dr. Judy Hackett, Dr. Stephen Johns, and Ms. Becky Allard

1. CALL TO ORDER - ROLL CALL (Ms. McHugh)

The regular meeting of the SEDOL Executive Board was called to order at 8:30 a.m. on September 18, 2025, at the Administration Office in Gages Lake, IL.

2. PLEDGE OF ALLEGIANCE (Ms. McHugh)

3. ACCEPTANCE OF AGENDA - ACTION NEEDED (Ms. McHugh)

Motion to Accept the Agenda - VOICE VOTE

Moved by: Dr. Donn Mendoza

Seconded by: Ms. Odie Pahl

Aye Dr. Donn Mendoza, Dr. Jason Lind, Dr. Lynn Glickman, Dr. Michael Karner, Dr. Scott Schwartz, Ms. Carey McHugh, Ms. Joanne Osmond, and Ms. Odie Pahl

Carried 8-0

4. CONSENT AGENDA - ACTION NEEDED (Ms. McHugh)

Motion to Approve the Consent Agenda - ROLL CALL VOTE

Moved by: Ms. Joanne Osmond

Seconded by: Dr. Lynn Glickman

Aye Dr. Donn Mendoza, Dr. Jason Lind, Dr. Lynn Glickman, Dr. Michael Karner, Dr. Scott Schwartz, Ms. Carey McHugh, Ms. Joanne Osmond, and Ms. Odie Pahl

Carried 8-0

4.1 Minutes

Public minutes of the regular meeting of August 28, 2025.

[Minutes- Aug 28 2025 - Public.pdf](#) 

4.2 Financial Matters

Paid Accounts Payables:

[FY26 September Executive Board Meeting Summary.pdf](#) 

[AP Check Register 09-18-25.pdf](#) 

[AP Check Register Over \\$10,000.pdf](#) 

[AP Manual Check Register 08-22,25-25.pdf](#) 

[Paid AP Check Register - Payroll Liabilities 08-27-25.pdf](#) 

[Paid AP Check Register - Payroll Liabilities 08-29-25.pdf](#) 

[Paid AP Check Register - Payroll Liabilities 08-29-25.pdf \(2\).pdf](#) 

[Paid AP Check Register - Payroll Liabilities 09-15-25.pdf](#) 

4.3 Personnel Matters

Recommend employment of the following applicants, with work assignment and start date as indicated, subject to completion of the physical examination and forms as required by Section 24-6 of the School Code, successful completion of a criminal background investigation as required by Section 10-21.9 of the School Code, a Child Abuse Registry check, and submission of all forms, documents, and certifications as required by law and/or requested by SEDOL for the position.

[Sep 18, 2025 Personnel Recommendations & Vacancies.pdf](#) 

[Sep 18, 2025 Addendum.pdf](#) 

4.4 Policy Matters

Proposed revisions to the following policies have been reviewed by the Policy Committee. Administration requests approval to change the policies as presented.

- [1- 110 Legal Status Sep 18 2025.pdf](#) 
- [2- 120 Dist Org, Ops, and Coop Agree Sep 18 2025.pdf](#) 
- [3- 130 Dist Philosophy Sep 18 2025.pdf](#) 
- [4- 210 Dist Gov Sep 18 2025.pdf](#) 
- [5- 280 Board Member Oath and Conduct Sep 18 2025.pdf](#) 
- [6- 2130 GB:Supt Relationship Sep 18 2025.pdf](#) 
- [7- 2131 EB-Supt Relationship Sep 18 2025.pdf](#) 
- [8- 2240 Policy Dev Sep 18 2025.pdf](#) 
- [9- 330 Staff Relations Sep 18 2025.pdf](#) 
- [10- 450 Payment Procedures Sep 18 2025.pdf](#) 
- [11- 455 Use of Credit and Procurement Cards Sep 18 2025.pdf](#) 
- [12- 4180 Pandemic Preparedness Sep 18 2025.pdf](#) 
- [13- 740 Reserved Nonpublic School Students- DOES NOT APPLY Sep 18 2025.pdf](#)

- [14- 790 Release During School Hours Sep 18 2025.pdf](#) 
- [15- 7130 Student Rights-Resp Sep 18 2025.pdf](#) 
- [16- 7140 Search Seizure Sep 18 2025.pdf](#) 
- [17- 7300 Extracurricular Athletics Sep 18 2025.pdf](#) 
- [18- 7325 Student Fund Raising April 22 2021.pdf](#) 
- [19- 880 Gifts to SEDOL Sep 18 2025.pdf](#) 
- [20- 8110 Public Suggestions:Concerns Sep 18 2025.pdf](#) 

5. RECOGNITION (Dr. Hackett)

5.1 STARS Students

The Board recognized a student from Ms. Rebecca Tenner's classroom at Laremont School as the September STARS student. This student has grown tremendously since coming to Laremont School. He has made significant progress in multiple areas. He exhibits fewer negative behaviors, stays focused on tasks, engages with staff and students, and uses his communication devices

regularly. This student has a wonderful sense of humor, and his happiness is truly contagious.

5.2 Employee of the Month

The Board recognized Ms. Kristina Wilkinson, Sector Paraprofessional, as September's Employee of the Month. Ms. Wilkinson's years of experience make her a one of a kind resource for everyone around her. She is outstanding with the students, has a deep understanding of the curriculum, and is a great mentor for new paraprofessionals. She sets clear expectations with warmth and kindness, making her students feel supported.

6. **PUBLIC COMMENT (Ms. McHugh)**

There was no Public Comment.

7. **SEDOL CONTINUOUS IMPROVEMENT PLAN (CIP) UPDATE (Dr. Hackett/Dr. Thomas)**

7.1 SEDOL 2025-26 Continuous Improvement Plan - ACTION NEEDED (Dr. Hackett/Dr. Thomas)

Administration recommended Board approval of the 2025-26 Continuous Improvement Plan, which includes updated SEDOL-wide goals. The Board approved the plan.

[SEDOL Continuous Improvement Plan 2025-2026.pdf](#) 

Motion to Approve the Continuous Improvement Plan - VOICE VOTE

Moved by: Ms. Odie Pahl

Seconded by: Ms. Joanne Osmond

Aye Dr. Donn Mendoza, Dr. Jason Lind, Dr. Lynn Glickman, Dr. Michael Karner, Dr. Scott Schwartz, Ms. Carey McHugh, Ms. Joanne Osmond, and Ms. Odie Pahl

Carried 8-0

7.2 Continuous Improvement Plan (CIP) Highlights- INFORMATIONAL

Dr. Thomas presented on Goal 2: Establishing an effective, equitable financial structure that best supports students and district needs

Objective A: Tuition Model

By December 2025, SEDOL will collaborate with the Advisory and Steering Committees to develop a revised tuition model that is supported through consensus (2/3) of the SEDOL member districts.

1. On September 18th, administration will meet with member district superintendents, business officials, and special education directors to present the new tuition model. This meeting will include a detailed explanation of the model's structure and rationale, as well as dedicated time for questions and discussion to ensure a thorough understanding among stakeholders.
2. Administration will recommend approval of the tuition model at the Executive Board meeting on October 23. At that time, the

administration will also request that the model be forwarded to the Governing Board for consideration.

3. The final step in the approval process will take place at the Governing Board meeting on December 3. At this meeting, administration will recommend final approval of the proposed tuition model. If approved, the model will be implemented beginning in the 2026–27 school year.
4. The development, review and approval process ensures transparency, provides opportunities for stakeholder input, and allows sufficient time for planning and communication for all member districts prior to implementation.

Mr. Crowley and Mr. Arie presented on Goal 3: Advance high standards and expectations

Objective C: SEDOL Safety and Security Initiatives

By June 2026, SEDOL will increase staff proficiency in emergency response protocols to 95% as measured by both a post-training assessment and performance in unannounced drills, thereby enhancing the district's overall capacity to prevent, prepare for, respond to, and recover from emergencies.

Dashboard Indicators Include:

- 25% increase in staff proficiency in applying standardized crisis responses
- Campus lockdown drills in partnership with Lake County Sheriff's Office, SEDOL Administration, and SEDOL O&M Department

Safety and Security Updates

- Updated Emergency Operations Plan (EOP)- Administration will seek Board approval in October.
- Refreshed Emergency Action Plan (Flip Charts)- Have been distributed to buildings and classrooms.
- Identification Holders and SRP Action Step Cards- In the coming weeks, staff will receive identification holders and Standard Response Protocol (SRP) action step cards. This will help staff identify emergency actions when needed.

Future Planning

- Continued training and drills- Spring 2026
- Standard Reunification Method Training- The next step will be for select staff to complete the 4-hour training.
- LCSMART Initiative- The district joined the Lake County School Mutual Aid Response Team (LCSMART) Initiative, coordinated by the Lake County Regional Office of Education. This collaborative effort includes multiple districts (currently 31) and community representatives working together to strengthen school safety practices.

8. OLD BUSINESS

8.1 FY24 Audit Update - INFORMATIONAL (Dr. Johns/Ms. Allard)

Ms. Allard informed the Board that the anticipated date of completion for the FY24 audit is at the end of October. It would then be presented to the Board for approval in November or December.

8.2 Review of SEDOL 10-Year Life Safety Plan - ACTION NEEDED (Dr. Johns/Ms. Allard)

Motion to Approve Life Safety Plan- ROLL CALL VOTE (Dr. Johns/Ms. Allard)

The Board reviewed and discussed the 10-year life safety plan at the August 28, 2025, meeting. With no additional questions, the Board approved the 10-Year Life Safety Plan as presented.

- A Items - Within 1 Year - \$304,050
- B Items - Within 5 Years - \$2,498,880
- Total including C Items - Future Considerations - \$15,502,290

Moved by: Ms. Joanne Osmond

Seconded by: Ms. Odie Pahl

Aye Dr. Donn Mendoza, Dr. Jason Lind, Dr. Lynn Glickman, Dr. Michael Karner, Dr. Scott Schwartz, Ms. Carey McHugh, Ms. Joanne Osmond, and Ms. Odie Pahl

Carried 8-0

9. NEW BUSINESS

9.1 Facility Update - INFORMATIONAL (Dr. Johns/Ms. Allard)

Summer projects for 2026 include, at an estimated cost:

- Canopy at Gages Lake \$85,000
- Boiler at Cyd Lash \$250,000
- SVPP Grant Match \$125,000
- Life Safety - Urgent (A Items) \$304,050
- Parking Lots \$346,000
 - Sealcoat, crack fill, & stripe

SEDOL received a rebate in the amount of \$1,000,000 for the administration building geothermal HVAC project. This will help offset costs for the 2026 summer projects.

9.2 Snow Removal Contract Extension - ACTION NEEDED (Dr. Johns/Ms. Allard)

The Board approved the 1-year contract extension between Balanced Environment, Inc. and SEDOL for Fairhaven School snow removal and salting. The cost is not to exceed \$12,811.05.

[25-26 Snow Plow Extension 9.16.25.pdf](#) 

Motion to Approve Contract Extension - ROLL CALL

Moved by: Dr. Donn Mendoza

Seconded by: Dr. Lynn Glickman

Aye Dr. Donn Mendoza, Dr. Jason Lind, Dr. Lynn Glickman, Dr. Michael Karner, Dr. Scott Schwartz, Ms. Carey McHugh, Ms. Joanne Osmond, and Ms. Odie Pahl

Carried 8-0

10. CLOSED SESSION - ACTION NEEDED (Ms. McHugh)

Motion to Enter Into Closed Session - ROLL CALL VOTE

The Board entered into closed session at 9:14 a.m. to discuss:

1. Litigation, when an action against, affecting, or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal.
2. Security procedures, school building safety and security, and the use of personnel and equipment to respond to an actual, a threatened, or a reasonably potential danger to the safety of employees, students, staff, the public, and public property.
3. The placement of individual students in special education programs and other matters relating to individual students.

Moved by: Dr. Lynn Glickman

Seconded by: Ms. Joanne Osmond

Aye Dr. Donn Mendoza, Dr. Jason Lind, Dr. Lynn Glickman, Dr. Michael Karner, Dr. Scott Schwartz, Ms. Carey McHugh, Ms. Joanne Osmond, and Ms. Odie Pahl

Carried 8-0

Motion to Return to Public Session - VOICE VOTE

The Board returned to Public Session at 9:33 a.m.

Moved by: Ms. Joanne Osmond

Seconded by: Ms. Odie Pahl

Aye Dr. Donn Mendoza, Dr. Jason Lind, Dr. Lynn Glickman, Dr. Michael Karner, Dr. Scott Schwartz, Ms. Carey McHugh, Ms. Joanne Osmond, and Ms. Odie Pahl

Carried 8-0

11. OTHER BUSINESS

11.1 Request for Non-Member District Placement - ACTION
NEEDED (Dr. Hackett/Dr. Thomas)

McHenry High School District 156 requested placement for one student in the SEDOL DHH Program. The district will be billed based on the non-member district tuition schedule and will be responsible for transportation costs and for the costs associated with any additional support needs as a result of the placement. The Board approved this request.

Motion to Approve Request - ROLL CALL VOTE

Moved by: Dr. Donn Mendoza

Seconded by: Ms. Joanne Osmond

Aye Dr. Donn Mendoza, Dr. Jason Lind, Dr. Lynn Glickman, Dr. Michael Karner, Dr. Scott Schwartz, Ms. Carey McHugh, Ms. Joanne Osmond, and Ms. Odie Pahl

Carried 8-0

12. INFORMATIONAL

12.1 SEDOL Foundation (Ms. Subry)

One Special Night - November 8

- Featuring the music of Motown
- Held at Lehmann Mansion in Lake Villa

12.2 SEDOL Events (Dr. Hackett/Dr. Thomas)

SEDOL Program Tours

- Tuesday, September 23rd (Laremont School, Gages Lake School, & Cyd Lash Academy) 9:30 a.m.
- Monday, September 29th (Fairhaven School & John Powers Center) 9:30 a.m.
- RSVP by Wednesday, September 17th

October 4

- Laremont School Trunk or Treat 10:00 a.m.-1:00 p.m.
- Laremont School Special Needs Resource Fair 10:00 a.m.- 1:00 p.m. (56 vendors)

13. EXECUTIVE BOARD MEMBER COMMENTS (Ms. McHugh)

There were no Executive Board Member Comments.

14. ADJOURNMENT (Ms. McHugh)

With no other items to discuss, the meeting was adjourned at 9:47 a.m.

Respectfully submitted by,

Sara Martinez
Recording Secretary

Approved by:

Carey McHugh
Board President

Dr. Judy Hackett
Board Secretary