



**Judy Hackett, EdD**  
**Tim Thomas, EdD**  
Co-Interim Superintendents

**Executive Board Meeting Summary**  
**Thursday, October 23, 2025**

**PLEDGE AND AGENDA**

Following the Call to Order/Roll Call and Pledge of Allegiance by President McHugh, the Board accepted the agenda.

**CONSENT AGENDA**

Minutes, financial matters, and policies were approved along with the following personnel items:

- ~ Request for Contracts for 7 educational support personnel (ESP), 1 licensed staff
- ~ Resignations/retirements by 7 ESP and 0 licensed staff
- ~ Request for Leave of Absence by 1 licensed staff
- ~ 6 Contract staff

**SPECIAL RECOGNITION**

**STARS Student of the Month**

The Board recognized a student from Candace Tackes's LASSO 1 classroom in sector as the October STARS student. This student is a role model for his peers. He keeps up with the mainstream coursework, takes responsibility for his academics, and is respectful of his peers. He is also a National Junior Honor Society member.

**Employee of the Month**

The Board recognized Christopher Howes, Data Specialist, as October's Employee of the Month. Chris is the kind of person who likes to fly under the radar however, is a very influential part of the technology department. His vast knowledge of SEDOL and understanding of the programs allow him to find quick solutions to challenges. Chris is also a creative problem-solver and is willing to help wherever his services are needed.

**Staff Appreciation**

**Recognition for the Month of September**

- IT Professional

**Recognition for the Month of October**

- Audiologists and CAVT
- Custodians
- Physical Therapists
- Principals/Supervisors
- Vocational Facilitators

**PUBLIC COMMENT**

There was no Public Comment.

**SEDOL CONTINUOUS IMPROVEMENT PLAN (CIP) UPDATES**

Dr. Hackett and Dr. Barbini presented on Goal 4: Advance Effective Collaborative Team Practices

Objective B: By October of 2025, information about SEDOL's programming continuum and services to better inform decision-making on behalf of students will be published in program brochures for SEDOL stakeholders.

1. SEDOL Program Tours (Cyd Lash Academy, Fairhaven School, Gages Lake School, John Powers Center, Laremont School, and Vocational Center).
  - a. SEDOL program tours were designed to provide an important opportunity for Governing Board members, district leaders and other important stakeholders to learn and engage with students across SEDOL day programs.
  - b. Governing Board members conveyed an interest in SEDOL programs and the opportunity to engage with students.
  - c. Program Tours were customized by program leaders and students to reflect the uniqueness of each of the programs.
2. Program Tour Highlights:
  - a. Student pride, confidence and engagement
  - b. Sharing instructional model and highlights of program brochures
  - c. Networking and engaging State and SEDOL board members and district leaders through a student-centered focus
  - d. Deepen understanding of programs and specialized educational environments
3. Program Brochures
  - a. Developed to provide parents/guardians and member districts with information about various SEDOL programs to help with decision-making on behalf of students.
  - b. DRAFT brochures were shared during program tours.
  - c. Finalized brochures for campus and sector programs are going to a third party printer this month.

#### New Tuition Model Approval

Dr. Thomas provided an overview of the Tuition Restructuring Model.

- At the September 18, 2025, SEDOL Executive Board meeting, the SEDOL tuition restructuring process was extensively discussed. It was recommended to move forward with the restructuring.
- On September 18, 2025, there was a SEDOL tuition restructuring meeting designed to share the process and direction. It was open to all district superintendents, business officials, and special education administrators.
- A summary document related to the recommended SEDOL tuition payment structure was shared with the SEDOL district special education administrators on September 25, 2025

The Board approved the model and recommended Governing Board approval at the December 3, 2025 meeting.

Recommendation: Beginning in the 2026-2027 school year, the direct and indirect tuition costs of SEDOL programs will be paid by the districts based on actual usage, reflecting the number of students in each program. The administrative costs of the tuition bill will be paid using the following formula: District EAV 25%, district enrollment 25%, and ADE 50%.

#### **OLD BUSINESS**

##### FY24 Audit Update

Ms. Allard updated the Board on the status of the FY24 audit. She is anticipating bringing the FY24 audit to the Executive Board at the December, 2025 meeting and to the Governing Board at the March, 2026 meeting.

##### FY26 Budget Amendment

Ms. Allard and Dr. Johns discussed the need to amend the FY26 budget. There is currently an approximate \$2.5 million deficit in expenditures versus revenue in the education fund.

Reasons presented for the deficit include:

- SEDOL program tuition rate increases over the past 5-7 years did not reflect actual costs, resulting in undercharging and therefore reduced revenue

- Historical accounting errors
- Funding of capital projects
- The cost of contract agency staff continues to have a significant impact on the budget
- The actual student enrollment is much lower than the projected total of program enrollments, contributing to reduced offsetting revenues

Steps already taken to address the expenditure/revenue deficit:

- SEDOL has used significant fund reserves
- The SEDOL Board recommended a one-time 17% increase for this year
- The development of a revised tuition model

Additional steps needed:

- Currently SEDOL administration is considering options to address the deficit
- A SEDOL Finance Committee meeting will be scheduled to brainstorm possible solutions
- Present options to the Executive and Governing Boards

Budget amendment timelines:

- Executive Board- December 18, 2025
  - Draft presentation of budget changes
- Executive Board- January 22, 2026
  - Approval of amended budget for submission to Governing Board
- Governing Board- March 4, 2026
  - Adoption of amended budget for submission to ISBE

#### Emergency Operations Plan

The Board approved the revised Emergency Operations Plan.

#### Modern Media Tech, LLC Contract

The Board approved the contract between Modern Media Tech, LLC and SEDOL in the amount of \$39,280 for the purchase and installation of audio, video, and conferencing equipment for the administration building Bay Room.

### **NEW BUSINESS**

#### Amendment to the Architect Master Agreement

The Board approved amending the Architect Master Agreement with Graves Design Group to include summer 2026 projects. Projects include: the Gages Lake School canopy, boiler at Cyd Lash Academy, sealcoating and striping of SEDOL parking lots, and eight items on the Life Safety Plan. The cost of these projects will be covered by a refund received from the US Treasury.

#### Planning for December Governing Board Meeting

Dr. Hackett outlined the December Governing Board agenda. There were no recommended changes.

#### Superintendent Search

Dr. Sullivan and Dr. Harris from Hazard, Young, Attea, and Associates (HYA) presented data obtained from individual interviews, group forums and a survey that was shared with staff, member districts, and community members. The data was used to create a leadership profile outlining the qualities and standards these groups would like the new superintendent to possess.

### **CLOSED SESSION**

Move the Board enter into closed session to discuss:

1. The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against counsel for the public body to determine its validity.

## **OTHER BUSINESS**

### **Possible Termination**

The Board approved the termination of support staff member Ashanti Redmond for job abandonment effective October 7, 2025.

## **INFORMATIONAL**

### **SEDOL Foundation Events**

- One Special Night - November 8
  - Featuring the music of Motown
  - Lehmann Mansion in Lake Villa
- Adopt-a-Family- December
- Ping Pong- February 1
- Laremont Trivia Night- March 7
- Dinner Dance- April 25
- Pucks for Autism- June 12-14

### **SEDOL Events**

- Building Bridges through Engaging with Stakeholders SEDOL Program Tours held September 23rd, 29th & Oct. 21st
- Sharing critical resources in Lake County Lake County Resource Fair
- Amazing Turnout of families at Laremont Resource Fair and Trunk and Treat
- Important information provided at SEDOL Parent University Night
- Sharing SEDOL's AI Pilot Lessons and Insights at IASA Conference Presentation - Dr. Barbini & Dr. Hackett
- October 29th- Fairhaven Boo Bash

## **EXECUTIVE BOARD MEMBER COMMENTS**

There were no Executive Board Member Comments.

## **ADJOURNMENT**

With no other items to discuss, the meeting was adjourned.

### **2025-26 Executive Board Meeting Schedule** *SEDOL Office Bay Room*

- Thursday, November 13, 2025 – 8:30 a.m.
- Thursday, December 18, 2025 – 8:30 a.m.
- Thursday, January 22, 2026 – 8:30 a.m.
- Thursday, February 26, 2026 – 8:30 a.m.
- Thursday, March 19, 2026 – 8:30 a.m.
- Thursday, April 2, 2026 – 8:30 a.m. *FY27 Budget Meeting*
- Thursday, April 23, 2026 – 8:30 a.m.
- Thursday, May 28, 2026 – 8:30 a.m.
- Thursday, June 25, 2026 – 8:30 a.m.
- Thursday, July 23, 2026 – 8:30 a.m.

### **2025-26 Governing Board Meeting Schedule** *Gages Lake School Community Room*

- Wednesday, December 3, 2025 – 7:00 p.m.
- Wednesday, March 4, 2026 – 7:00 p.m.
- Wednesday, June 3, 2026 – 7:00 p.m.