

**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](http://www.sedol.us)

**Judy Hackett, Ed.D.**  
**Tim Thomas, Ed.D.**  
*Co-Interim Superintendents*

**Minutes**  
**SEDOL EXECUTIVE BOARD MEETING**  
**Thursday, October 23, 2025**

<b>Board Members Present:</b>	D24-Dr. Jason Lind, D37-Dr. Scott Schwartz (left at 10:40 a.m.), D41-Joanne Osmond, D56-Odie Pahl, D116-Dr. Donn Mendoza (left at 10:40 a.m.), and D118-Carey McHugh
<b>Board Members Absent:</b>	D46-Dr. Lynn Glickman and Dr. Michael Karner (ROE)
<b>Staff Members Present:</b>	Becky Allard, Dr. Matthew Barbini, Matthew Crowley, Dr. Judy Hackett, Dr. Yesenia Jimenez-Captain, Dr. Stephen Johns, Sara Martinez, Dr. Tim Thomas, and Dr. Laura Wojcik
<b>Guest:</b>	Dr. Karen Sullivan and Dr. Brian Harris

**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 October 23, 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:* D41-Joanne Osmond

*Seconded by:* D24-Dr. Jason Lind

**Aye** D24-Dr. Jason Lind, D37-Dr. Scott Schwartz, D41-Joanne Osmond, D56-Odie Pahl, D116-Dr. Donn Mendoza, and D118-Carey McHugh

**Carried 6-0**

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

Motion to Approve the Consent Agenda - ROLL CALL VOTE

Moved by: D116-Dr. Donn Mendoza

Seconded by: D56-Odie Pahl

**Aye** D24-Dr. Jason Lind, D37-Dr. Scott Schwartz, D41-Joanne Osmond, D56-Odie Pahl, D116-Dr. Donn Mendoza, and D118-Carey McHugh

**Carried 6-0**

4.1 Minutes

Public and closed session minutes of the regular meeting of September 18, 2025.

[Minutes EB Sep 18 2025- Members.pdf](#) 

4.2 Financial Matters

Paid Accounts Payable:

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

[Paid AP Check Register - Board Check Run.pdf](#) 

[Paid AP Check Register - Payroll Liabilities 09-30-25.pdf](#) 

[Paid AP Check Register - Payroll Liabilities 10-15-25.pdf](#) 

[Paid AP Manual Checks 09-15,19,26,30-25 10-03,06,10-25.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.

[Oct 23, 2025 Personnel Recommendations & Vacancies.pdf](#) 

[Oct 23, 2025 Addendum.pdf](#) 

**5. RECOGNITION (Dr. Hackett/Dr. Thomas)**

5.1 STARS Students

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.

#### 5.2 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.

#### 5.3 Staff Appreciation

Recognition for the Month of September:

- IT Professionals

Recognition for the Month of October:

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

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

There was no Public Comment.

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

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.

SEDOL Program Tours (Cyd Lash Academy, Fairhaven School, Gages Lake School, John Powers Center, Laremont School, and Vocational Center).

- 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.
- Governing Board members conveyed an interest in SEDOL programs and the opportunity to engage with students.
- Program Tours were customized by program leaders and students to reflect the uniqueness of each of the programs.

Program Tour Highlights:

- Student pride, confidence and engagement
- Sharing instructional model and highlights of program brochures
- Networking and engaging State and SEDOL board members and district leaders through a student-centered focus
- Deepen understanding of programs and specialized educational environments

Program Brochures

- Developed to provide parents/guardians and member districts with information about various SEDOL programs to help with decision-making on behalf of students.
- DRAFT brochures were shared during program tours.
- Finalized brochures for campus and sector programs are going to a third-party printer this month.

**8. NEW TUITION MODEL APPROVAL - ACTION NEEDED (Dr. Thomas)**

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

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%.

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

[SEDOL Tuition Payment doc for EB & GB 10.17.25.pdf](#) 

Motion to Approve and Present New Tuition Model - ROLL CALL VOTE

*Moved by:* D24-Dr. Jason Lind

*Seconded by:* D41-Joanne Osmond

**Aye** D24-Dr. Jason Lind, D37-Dr. Scott Schwartz, D41-Joanne Osmond, D56-Odie Pahl, D116-Dr. Donn Mendoza, and D118-Carey McHugh

**Carried 6-0**

**9. OLD BUSINESS**

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

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.

9.2 FY26 Budget Amendment - INFORMATIONAL (Dr. Johns/Ms. Allard)

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 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

9.3 Emergency Operations Plan (EOP) Approval - ACTION NEEDED (Mr. Crowley)

The Board approved the revised Emergency Operations Plan.

[2025 SEDOL EOP, SRP & SRM-combined \(1\).pdf](#) 

Motion to Approve Plan - ROLL CALL VOTE

*Moved by:* D24-Dr. Jason Lind

*Seconded by:* D56-Odie Pahl

**Aye** D24-Dr. Jason Lind, D37-Dr. Scott Schwartz, D41-Joanne Osmond, D56-Odie Pahl, D116-Dr. Donn Mendoza, and D118-Carey McHugh

**Carried 6-0**

9.4 Modern Media Tech, LLC Contract - ACTION NEEDED (Dr. Barbini)

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.

Motion to Approve Contract - ROLL CALL VOTE

*Moved by:* D41-Joanne Osmond

*Seconded by:* D56-Odie Pahl

**Aye** D24-Dr. Jason Lind, D37-Dr. Scott Schwartz, D41-Joanne Osmond, D56-Odie Pahl, D116-Dr. Donn Mendoza, and D118-Carey McHugh

**Carried 6-0**

## 10. NEW BUSINESS

- 10.1 Amendment to the Architect Master Agreement - ACTION NEEDED (Dr. Johns/Ms. Allard)

The Board approved amending the Architect Master Agreement with Graves Design Group to include summer 2026 projects. Projects include the Gages Lake School canopy, the boiler at Cyd Lash Academy, the 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.

[Graves Design Project Auth 10.23.25.PDF](#) 

Motion to Approve the Amendment to the Architect Agreement - ROLL CALL VOTE

*Moved by:* D41-Joanne Osmond

*Seconded by:* D24-Dr. Jason Lind

**Aye** D24-Dr. Jason Lind, D37-Dr. Scott Schwartz, D41-Joanne Osmond, D56-Odie Pahl, D116-Dr. Donn Mendoza, and D118-Carey McHugh

**Carried 6-0**

- 10.2 Planning for December Governing Board Meeting - INFORMATIONAL (Dr. Hackett/Dr. Thomas)

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

[Draft GB Agenda- Dec 03 2025.pdf](#) 

## 11. SUPERINTENDENT SEARCH

- 11.1 Superintendent Search Update - INFORMATIONAL (Dr. Sullivan/Dr. Harris)

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.

[SEDOL HYA Survey Report.pdf](#) 

[SEDOL Leadership Profile Report 10.23.2025 .pdf](#) 

**12. CLOSED SESSION - ACTION NEEDED (Ms. McHugh)**

Motion to Enter Into Closed Session - ROLL CALL VOTE

The Board entered into Closed Session at 9:47 a.m. to discuss:

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.

*Moved by:* D41-Joanne Osmond

*Seconded by:* D56-Odie Pahl

**Aye** D24-Dr. Jason Lind, D37-Dr. Scott Schwartz, D41-Joanne Osmond, D56-Odie Pahl, D116-Dr. Donn Mendoza, and D118-Carey McHugh

**Carried 6-0**

Motion to Return to Public Session - VOICE VOTE

The Board returned to Public Session at 10:38 a.m.

*Moved by:* D41-Joanne Osmond

*Seconded by:* D56-Odie Pahl

**Aye** D24-Dr. Jason Lind, D37-Dr. Scott Schwartz, D41-Joanne Osmond, D56-Odie Pahl, D116-Dr. Donn Mendoza, and D118-Carey McHugh

**Carried 6-0**

**13. OTHER BUSINESS**

13.1 Possible Termination - ACTION NEEDED (Ms. McHugh)

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

Motion to Approve Termination - ROLL CALL VOTE

*Moved by:* D41-Joanne Osmond

*Seconded by:* D56-Odie Pahl

**Aye** D24-Dr. Jason Lind, D37-Dr. Scott Schwartz, D41-Joanne Osmond, D56-Odie Pahl, D116-Dr. Donn Mendoza, and D118-Carey McHugh

**Carried 6-0**

**14. INFORMATIONAL**

14.1 SEDOL Foundation (Ms. Subry)

- 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

14.2 SEDOL Program Events (Dr. Hackett/Dr. Thomas)

- 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

**15. EXECUTIVE BOARD MEMBER COMMENTS (Ms. McHugh)**

There were no Executive Board Member Comments.

**16. ADJOURNMENT (Ms. McHugh)**

With no other items to discuss, the meeting was adjourned at 10:48 a.m.

Respectfully submitted by,

Sara Martinez  
Recording Secretary

Approved by:

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Carey McHugh  
Board President

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Dr. Judy Hackett  
Board Secretary