

**KILDEER COUNTRYSIDE  
COMMUNITY CONSOLIDATED SCHOOL DISTRICT 96**

**BOARD OF EDUCATION  
REGULAR MEETING  
Minutes for November 18, 2025**

**Call To Order**

Mr. Burns called the meeting to order at 7:05 p.m. in the Educational Development Center of Ivy Hall School.

**Roll Call**

Present: Marc Tepper, José Rivera, Dina Manka, Erika Immel, Cynthia Zarkowsky, and Mike Burns  
Remote: None  
Late: None  
Absent: Amy Feygin  
Administrators in Attendance: Katie Sheridan, Jon Hitcho, Jane Pedersen, Ninja Idrizi, Jason Keenon, and Jennifer Dunne

**Welcome to Visitors**

President Burns welcomed members of the faculty, community, and press to the meeting. Members of the audience introduced themselves. President Burns led the Pledge of Allegiance. President Burns asked if anyone wished to address the Board. The following people spoke:

Mia Ai  
Claire Ai  
Chaithra Menon  
Jizhou Ai  
Aditi Agarwal  
Nidhi Agarwal  
Kristin Sladek  
Topher Sladek  
Mika Hosomizu  
Loren Hosomizu  
Amelie Fleming  
Courtney James  
Valerie Demaret-Fleming  
Mohini Saraf

**Approval of Minutes**

**October 2025**

A motion was presented by Mr. Rivera and seconded by Mr. Tepper to approve the minutes of October 21, 2025, as presented. All members present voted Aye; the motion carried.

### **Financial Statements**

Mr. Hitcho presented the financial reports, noting that all reports were in order. Mr. Burns directed the business office to place the following financial statements for October 2025 appropriately on file in the business office: Treasurer's Report, Budget Report, and Activity Report.

### **Board Reports**

#### **Finance Committee**

Mr. Rivera reported that the Finance Committee met to review routine agenda items. Additionally, the committee received an update on transportation funds and discussed matters related to school fees.

#### **Policy Committee**

Ms. Zarkowsky reported that the committee reviewed 21 policies requiring only minor language updates. She noted that at its next meeting, the committee will review the remaining 10 policies from the most recent PRESS packet, which include more substantive revisions.

#### **Legislative Update**

Mr. Tepper reported that there is currently little legislative activity. The fall veto session has concluded, and the next legislative session will begin in January. Ms. Sheridan noted that House Bill 3039, regarding high school course credit, has passed. Dr. Idrizi will collaborate with the consortium to identify next steps.

#### **ELC Update**

Mr. Burns reported that the ELC board will be meeting this Thursday. He noted routine items are on the agenda.

#### **Guiding Coalition of Interculturalism Update**

Ms. Manka reported that GCI held its second meeting of the school year on November 11, with good attendance. The group reviewed outcomes from the previous meeting and began discussing actionable next steps, which resulted in the creation of two subcommittees to support implementation. The next GCI meeting is scheduled for Tuesday, January 13.

#### **Thought Exchange Partnership**

The next TEP meeting is December 9, 2025.

#### **Partnership with KEA Update**

Ms. Zarkowsky reported that the Partnership Committee between the Board of Education and the KEA held its first meeting of the school year on October 22. Members expressed appreciation for the continued visibility of the Teaching & Learning Department. Discussion topics included the Board-adopted goal to revise staff recognition, the curriculum review cycle, and the Board's goal related to student support. The next meeting is scheduled for March.

#### **Board Articulation Council**

Mr. Burns reminded the board to RSVP for the BAC event on December 1.

#### **Space/Facilities/Innovation Committee**

None at this time.

### Other

Mr. Burns reported on his recent visits to Prairie Elementary and Willow Grove Early Childhood Center. Ms. Sheridan noted that staff have provided positive feedback regarding board member visits, and she and Mr. Burns encouraged additional board members to schedule visits as well. Ms. Sheridan reminded the Board that all visits should be coordinated through the Superintendent's Office.

## **Administrative Reports**

### Student Recognition

The Board members recognized the outstanding achievements of the students on the Girls' Basketball teams who won conference, and those students who placed top 5 in Cross Country. The students were presented with certificates of accomplishment by Ms. Sheridan and were also recognized within their schools today, November 18, 2025. Ms. Sheridan noted that the most inspiring part of this experience was hearing students' insights about the power of a positive mindset. Ms. Sheridan added that the next student recognition will take place in January. Additionally, Ms. Diehl will be launching the process for the Student Distinction awards this week.

### Annual Benchmarking Report

Dr. Idrizi and Mr. Keenon presented the annual Benchmarking Report to the Board, highlighting key data from the 2024-25 Illinois School Report Card that reflects the overall progress of our school system. They emphasized that the data will serve as a foundation for identifying areas for potential improvements in curriculum and long-term planning, as well as recognizing accomplishments to celebrate.

## **Priority Items for Consideration and/or Action**

### School Board Member Appreciation

Ms. Sheridan acknowledged that the Illinois Association of School Boards (IASB) has designated November 15 as School Board Members Day. She expressed appreciation for the Board members' dedication, noting that they contribute far beyond the time spent attending meetings, offering countless additional hours in outside engagements as reflected in the Board Reports. Ms. Sheridan extended her gratitude to the Board members for their selfless commitment and service to the students, families, and staff of KCSD96.

### Closed Session

#### Adjourn to Closed Session

A motion was presented by Mr. Tepper and seconded by Ms. Zarkowsky to adjourn to closed session for the purpose of:

- The placement of individual students in special education programs and other matters relating to individual students. 5 ILCS 120/2(c)(10)
- Collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees. 5 ILCS 120/2(c)(2).
- 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 body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity. However, a meeting to consider an increase in compensation to a specific employee of a public body that is subject to the Local Government Wage Increase

Transparency Act may not be closed and shall be open to the public and posted and held in accordance with this Act. 5 ILCS 120/2(c)(1)

On a roll call vote, the motion carried:

Aye: Tepper, Rivera, Manka, Immel, Zarkowsky, and Burns

Nay: None

The meeting adjourned to closed session at 8:32 p.m.

Reconvene in Open Session

The meeting reconvened in open session at 9:12 p.m.

Approval of Closed Session Minutes

A motion was made by Ms. Zarkowsky and seconded by Mr. Rivera to approve the minutes of the closed session. On a roll call vote, the motion carried:

Aye: Zarkowsky, Tepper, Rivera, Manka, Immel, and Burns

Nay: None

**Action Items**

Employment, Appointment, and Dismissal – Certified Staff

Resignations

None at this time.

Employment

None at this time.

Additional Sick Leave Request

The board decided to discuss this topic during closed session.

Employment, Appointment, and Dismissal – Educational Support Personnel

Employment, Appointment, and Dismissal

A motion was presented by Ms. Manka and seconded by Mr. Rivera to approve the memo presented by Human Resources for the employment, appointment, and dismissal of certain educational support personnel as presented. On a roll call vote, the motion carried:

Aye: Manka, Immel, Zarkowsky, Tepper, Rivera, and Burns

Nay: None

Consent Agenda

Mr. Burns asked the board if there were any items that needed to be removed from the consent agenda. No one responded.

A motion was presented by Mr. Tepper and seconded by Mr. Rivera to approve the following Consent Agenda items:

Presentation of Bills - November 2025 - to approve the October 2025 bills as presented in the following amounts:

Education	\$3,891,901.32
Operations	\$354,103.37
Debt Service	\$4,099.00
Transportation	\$787,755.39
IMRF	\$0.00
Social Security	\$0.00
Capital Projects	\$55,512.98
Working Cash	\$0.00
Tort Immunity	\$0.00
<u>Life Safety</u>	<u>\$0.00</u>
Totals	\$5,093,372.06

On a roll call vote, the motion carried:

Aye: Tepper, Rivera, Manka, Immel, Zarkowsky, and Burns

Nay: None

### **Discussion Items**

#### **Status of Joint Annual Conference Planning**

The Illinois Association of School Boards, Illinois Association of School Administrators, and the Illinois Association of Business Officials Annual Summit will be held November 21-23, 2025, and the Board will hold its annual posted planning session on Friday, November 21, 2025, in conjunction with the conference. All Board Members have been given their credentials, a copy of the itinerary, and other exhibits for the retreat.

#### **IASB 2025 Resolutions Committee Report**

Mr. Tepper presented the resolutions to be considered at the Joint Annual Conference. The Board discussed those resolutions requiring further review and provided recommendations to the IASB delegate, Mr. Rivera.

### **Information Items**

#### **Illinois School Report Card Summative Designation**

Ms. Sheridan explained that the 2024-25 Illinois School Report Card data was officially released on October 30, 2025, in accordance with the State's standard public release date. She encouraged Board members to review the data presented in the attached exhibit and celebrated 1 exemplary and 5 commendable designations.

#### **FOIA Requests**

Since October 21, 2025, the District has received 1 (one) FOIA request(s).

### **Board Comments**

Explained the bargaining process from years ago. Discussed upcoming ELC meeting. Discussed follow-up communication to public comment. Previewed the contents of the Board Conference folder.

**Adjournment**

With no further business before the Board of Education, a motion was presented by Ms. Zarkowsky and seconded by Ms. Immel to adjourn the meeting. On a roll call vote, the motion carried:

Aye: Zarkowsky, Tepper, Rivera, Manka, Immel, and Burns

Nay: None

Mr. Burns adjourned the October 21, 2025, regular meeting of the Kildeer Countryside Community Consolidated School District 96 Board of Education at 9:45 p.m. The next meeting of the Board of Education is scheduled for December 16, 2025, at 7:00 p.m.

Date Minutes Approved: \_\_\_\_\_

\_\_\_\_\_  
President, Board of Education

\_\_\_\_\_  
Secretary, Board of Education

Fn: minutes 111825