

**SPECIAL EDUCATION DISTRICT OF LAKE COUNTY**

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**Judy Hackett, Ed.D.**

**Tim Thomas, Ed.D.**

*Co-Interim Superintendents*

**Minutes**

**SEDOL EXECUTIVE BOARD MEETING**

**Thursday, November 13, 2025**

- Board Members Present:** D24-Dr. Jason Lind, D37-Dr. Scott Schwartz, D41-Joanne Osmond, D46-Dr. Lynn Glickman, D56-Odie Pahl, and D118-Carey McHugh
- Board Members Absent:** D116-Dr. Donn Mendoza and Dr. Michael Karner (ROE)
- Staff Members Present:** Becky Allard, Dr. Matthew Barbini, Matthew Crowley, Dr. Judy Hackett, Dr. Stephen Johns, Sara Martinez, Dr. Tim Thomas, and Dr. Laura Wojcik
- Staff Members Absent:** Dr. Yesenia Jimenez-Captain

**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 November 13, 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:* D46-Dr. Lynn Glickman

**Aye** D24-Dr. Jason Lind, D37-Dr. Scott Schwartz, D41-Joanne Osmond, D46-Dr. Lynn Glickman, D56-Odie Pahl, 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:* D41-Joanne Osmond

*Seconded by:* D46-Dr. Lynn Glickman

**Aye** D24-Dr. Jason Lind, D37-Dr. Scott Schwartz, D41-Joanne Osmond, D46-Dr. Lynn Glickman, D56-Odie Pahl, and D118-Carey McHugh

**Carried 6-0**

##### 4.1 Minutes

Public and closed session minutes of the regular meeting on October 23, 2025, and public and closed session minutes of the special meetings on October 30, 2025, and November 4, 2025, and November 11, 2025.

[Minutes Oct 23 2025 - Public.pdf](#) 

[Minutes Oct 30 2025 - Special Mtg.pdf](#) 

[Minutes Nov 04 2025 - Special Mtg.pdf](#) 

[Minutes Nov 11 2025 - Special Mtg.pdf](#) 

##### 4.2 Financial Matters

Paid Accounts Payables:

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

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

[Paid AP Check Register - Payroll Liabilities 10-31-25.pdf](#) 

[Paid AP Manual Checks 10-20,24,31-25, 11-03-25.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.

[Nov 13, 2025 Personnel Recommendations & Vacancies.pdf](#) 

[Nov 13, 2025 Addendum.pdf](#) 

##### 4.4 Closed Session Minutes/Recordings

Administration approved the recommendation for the minutes of closed sessions from the following meetings remain confidential and that all previously reviewed minutes remain closed.

In addition, Administration approved the recommendation for the destruction of verbatim recordings for the following closed session meetings.

[Closed Session Minutes-Recordings Dates DOC.pdf](#) 

## 5. RECOGNITION (Dr. Hackett)

### 5.1 STARS Students

The Board recognized a student from Ms. Falcon's SAB classroom at Gages Lake School as the November STARS Student. Throughout the school year, this student has shown inspiring growth and dedication. He has made remarkable progress in consistently using his AAC device to communicate and connect with others. In addition, he actively engages with his peers, effectively advocates for his needs, and independently selects calming strategies to support his success.

### 5.2 Employee of the Month

The Board recognized Rebecca Guagliardo, Speech/Language Pathologist and Assistive Technology (AT) Consultant, as November's Employee of the Month. Becca consistently demonstrates exceptional dedication in her role, going above and beyond to ensure staff have the tools and support they need to effectively implement strategies with students. She is a positive influence, known for her creativity, motivation, and commitment to both students and colleagues.

### 5.3 School Board Member Day - November 15th

Dr. Hackett and Dr. Thomas recognized the members of the Executive Board, Governing Board, and SEDOL Foundation Board for their dedicated service and leadership. As a gesture of appreciation, board members received a student-made gift along with a SEDOL logo keepsake. In addition, a special thumbprint tree, created by students and featuring individual thumbprints from students across SEDOL as its leaves, was presented to honor the Board's ongoing commitment.

#### **Executive Board**

[Executive Board.pdf](#) 

#### **Governing Board**

[Governing Board Members.pdf](#) 

#### **Foundation Board**

[Foundation Board Members.pdf](#) 

## 6. PUBLIC COMMENT (Ms. McHugh)

There was no Public Comment.

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

Dr. Kelly Olsen, Erina Jorudd, Alex Letto, and Jenny O'Day presented on Goal 1: Provide exceptional programs and services to meet the needs of students throughout the SEDOL

community. The presentation included the impact of the Nest Behavioral Support Team at Fairhaven School.

SIP Goal: Decrease crisis calls by 5% due to the support and training provided by the nest.

The Nest is a team of Fairhaven and SEDOL staff dedicated to supporting the behavioral, training, and professional needs of Fairhaven staff.

Their Mission: to support Fairhaven School staff so their students can soar by

- Providing crisis support for all 16 classrooms – (data-driven support)
- Hosting monthly trainings on behavior, regulation, and support strategies
- Leading onboarding and hands-on training for new paraprofessionals
- Offering a hands-on learning space with classroom tools included in student plans
- Conducting behavior observations and collaborative coaching with classroom teams
- Delivering crisis intervention training and follow-up support
- Sharing resources and tools – (The NEST Handbook)— data collection tips, incident report guidance, active learning sheets, PD videos, feedback tools, social stories, and visual supports

Their Impact:

- Provided over 25 staff trainings in:
- Token economy systems, prompt hierarchy, and behavior support
- Attended 16 classroom problem-solving meetings on a 6-week basis
- Completed over 30 student and staff observations
- Developed Nest handbook for staff

Through the work of the Nest, there has been an 8% reduction in the crisis calls and a 32% reduction in the crisis duration for the 2025-26 school year. This exceeds the goal expectation.

## 8. OLD BUSINESS

### 8.1 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 or the January 2026 meeting. Once complete, the FY25 audit will begin.

### 8.2 Facility Grant - ACTION NEEDED (Dr. Johns/Ms. Allard)

Administration requested Board approval of the matching Facility Grant in the amount of \$50,000 for the replacement of the boiler at Cyd Lash Academy, which is estimated at \$250,000. The Board approved this request.

Motion to Approve Grant - ROLL CALL VOTE

*Moved by:* D56-Odie Pahl

*Seconded by:* D24-Dr. Jason Lind

**Aye** D24-Dr. Jason Lind, D37-Dr. Scott Schwartz, D41-Joanne Osmond, D46-Dr. Lynn Glickman, D56-Odie Pahl, and D118-Carey McHugh

**Carried 6-0**

## 9. NEW BUSINESS

- 9.1 Vehicle Sale Request - ACTION NEEDED  
The Board approved the sale of the 2009 GMC cargo van.  
Motion to Approve Request - ROLL CALL VOTE  
*Moved by:* D46-Dr. Lynn Glickman  
*Seconded by:* D24-Dr. Jason Lind  
**Aye** D24-Dr. Jason Lind, D37-Dr. Scott Schwartz, D41-Joanne Osmond, D46-Dr. Lynn Glickman, D56-Odie Pahl, and D118-Carey McHugh  
**Carried 6-0**
- 9.2 Contractual and Itinerant Rates - ACTION NEEDED (Dr. Johns/Ms. Allard)  
The Board approved the member district contractual and itinerant rates for the 2026-27 school year.  
[Contract-Itinerant Memo + Rates Exec Bd 11-13-25.pdf](#)   
Motion to Approve Billing Rates - 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, D46-Dr. Lynn Glickman, D56-Odie Pahl, and D118-Carey McHugh  
**Carried 6-0**
- 9.3 Audiological Rates for Non-Member Districts - ACTION NEEDED (Dr. Johns/Ms. Allard)  
The Board approved the non-member district audiological rates for 2025-26 and the 2026-27 school years.  
[Audiology Memo Exec Bd 11-7-25.pdf](#)   
Motion to Approve Audiological Rates - 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, D46-Dr. Lynn Glickman, D56-Odie Pahl, and D118-Carey McHugh  
**Carried 6-0**
- 9.4 Life Safety Reports 2025-26 - INFORMATIONAL (Dr. Johns/Ms. Allard)  
Mr. Saum reviewed the Life Safety Reports for SEDOL facilities as issued by the Lake County Regional Office of Education. These reports identified violations at the Administration Building, Cyd Lash Academy, Fairhaven School, Gages Lake School, John Powers Center, and Laremont School.

Many of the cited violations have already been resolved, and the remaining items are currently in the process of being addressed.

[Administration Center 2025-2026 Violation Report.pdf](#) 

[Cyd Lash Academy 2025-2026 Violation Report.pdf](#) 

[Fairhaven School 2025-2026 Violation Report.pdf](#) 

[Gages Lake School 2025-2026 Violation Report.pdf](#) 

[John Powers Center 2025-2026 Violation Report.pdf](#) 

[Laremont School 2025-2026 Violation Report.pdf](#) 

9.5 FOIA Request - INFORMATIONAL (Dr. Wojcik)

Dr. Wojcik received a FOIA request from Mr. Steve Watts requesting the following information on all current employees: full legal name, job title or role, official work email address, assigned worksite or campus, and current annual salary.

Dr. Wojcik responded via email on October 28, 2025.

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

Motion to Enter Into Closed Session - ROLL CALL VOTE

The Board entered into Closed Session at 9:10 a.m. 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.
2. Collective bargaining matters, collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employee.

*Moved by:* D41-Joanne Osmond

*Seconded by:* D24-Dr. Jason Lind

**Aye** D24-Dr. Jason Lind, D37-Dr. Scott Schwartz, D41-Joanne Osmond, D46-Dr. Lynn Glickman, D56-Odie Pahl, and D118-Carey McHugh

**Carried 6-0**

Motion to Return to Public Session - VOICE VOTE

The Board returned to Public Session at 9:43 a.m.

*Moved by:* D24-Dr. Jason Lind

*Seconded by:* D41-Joanne Osmond

**Aye** D24-Dr. Jason Lind, D37-Dr. Scott Schwartz, D41-Joanne Osmond, D46-Dr. Lynn Glickman, D56-Odie Pahl, and D118-Carey McHugh

**Carried 6-0**

**11. NEW SUPERINTENDENT RECOMMENDATION - ACTION NEEDED (Dr. Lind/Ms. McHugh)**

The Executive Board approved making a formal recommendation to the Governing Board at its December 3, 2025 meeting to appoint the new superintendent of SEDOL effective July 1, 2026.

Motion to Recommend New Superintendent - 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, D46-Dr. Lynn Glickman, D56-Odie Pahl, and D118-Carey McHugh

**Carried 6-0**

## 12. OTHER BUSINESS

### 12.1 Possible Termination - ACTION NEEDED (Ms. McHugh)

The Board approved the termination of support staff member Elizabeth McCarthy for job abandonment effective October 6, 2025.

Motion to Approve Termination - ROLL CALL VOTE

*Moved by:* D46-Dr. Lynn Glickman

*Seconded by:* D24-Dr. Jason Lind

**Aye** D24-Dr. Jason Lind, D37-Dr. Scott Schwartz, D41-Joanne Osmond, D46-Dr. Lynn Glickman, D56-Odie Pahl, and D118-Carey McHugh

**Carried 6-0**

## 13. INFORMATIONAL

### 13.1 SEDOL Foundation (Ms. Subry)

- The *One Special Night* event received more than \$63,000 in donations. The proceeds will be shared to support expanding opportunities and supports at Cyd Lash Academy and Gages Lake School.
- Adopt-a-Family- December
- Ping Pong- February 1
- Laremont Trivia Night- March 7
- Dinner Dance- April 25
- Pucks for Autism- June 12-14
- Golf Invitational- September 14
- 5K Run/Walk- September 19
- One Special Night- November 7

### 13.2 SEDOL Events/Highlights (Dr. Hackett/Dr. Jimenez-Captain)

- Upcoming Food Drive across SEDOL for families in needs
- SEDOL is hosting the Special Education sessions for Institute Day in partnership with Lake County ROE - Friday, Feb. 13th
- Laremont Donuts with Santa- Saturday, Dec. 6th

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

There were no Executive Board Comments.

**15. ADJOURNMENT (Ms. McHugh)**

With no other items to discuss, the meeting was adjourned at 9:55 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