

HOMEWOOD-FLOSSMOOR HIGH SCHOOL
BOARD OF EDUCATION

Regular Meeting
Tuesday, 7:00 p.m.
The Viking Room

January 20, 2026

AGENDA

- 1. Call to order**
- 2. Roll Call:** Ms. Jackson, Mr. Legardy, Dr. Leonard, Dr. O'Quin, Mr. Riedel, Dr. Smith, Mr. Pauling
- 3. Public Comments**
- 4. Communications**
 - Student Representative
 - Delegations
 - Board Members
- 5. Superintendent's Report**
 - 5.1 Public Relations/Recognitions
 - 5.1.1 IB Diploma Recipient
 - 5.2 District Updates
 - 5.2.1 Platform Update: BoardBook Premier
 - 5.2.2 Meta Glasses
 - 5.2.3 FY27 Academic Updates

6. Consent Agenda

Our adopted rules of Parliamentary Procedures, Robert's Rules and Bylaws, provide for a consent agenda listing for approval of the Board by a single motion. Most of the items listed under the consent agenda have gone through Board subcommittee review and recommendation. Documentation concerning these items has been provided to all Board members in advance to assure an extensive and thorough review. Items may be removed from the consent agenda at the request of any board member.

Consider approval of Consent Agenda/Routine Business

- 6.1 [Regular Board Meeting Minutes, December 16, 2025](#)
- 6.2 Athletics - Out-of-State Travel
- 6.3 Extended Field Trip - HF Chess Team - IHSA Chess State Finals
- 6.4 Extended Field Trip - HF VTV Program - IHSA/SOILL State Unified Basketball Finals
- 6.5 Extended Field Trip - HF Operation Snowball - Camp Manitoqua
- 6.6 Extended Field Trip - HF Debate Team - In-State Travel Proposal
- 6.7 Extended Field Trip - HF DECA - DECA State Career Development Conference
- 6.8 Extended Field Trip - HF Scholastic Bowl Team - IHSA State Finals
- 6.9 Extended Field Trip - HF Speech Team - Downers Grove South Speech Invite
- 6.10 Extended Field Trip - HF Viking Law - Mock Trial Team - Illinois State Bar Association State Finals
- 6.11 Extended Field Trip - HF Speech Team - IHSA State Finals
- 6.12 Extended Field Trip - Fine Arts Band & Choir - Illinois Music Education Association (IMEA) All-State Music Ensembles
- 6.13 2026-2027 School Calendar/Start Date FY28
- 6.14 Approval of Expenditures, \$3,107,751.03
- 6.15 Approval of Imprest Fund, \$43,385.92
- 6.16 Ratification of December, 2025, Payroll, \$4,209,334.89
- 6.17 Donations as Listed
 - 6.17.1 Donation of Automobile for the Automotive Program

- 6.18 **Personnel Report, as listed**
 - 6.18.1 Appointments
 - 6.18.2 Adjusted Appointments
 - 6.18.3 Per Diem
 - 6.18.4 Leaves
 - 6.18.5 Retirements
 - 6.18.6 Extra Responsibility/Stipend

7. Committee Reports

- 7.1 Finance Committee, Chair: Mr. Riedel
 - 7.1.1 **Informational/Discussion Items:**
 - 7.1.1.1 Next Finance Committee Meeting – Tuesday, February 3, 2026 at 7:45 a.m. at HF High School Viking Room
 - 7.1.2 **Action Items:** None
- 7.2 Planning Committee, Chair: Mr. Legardy
 - 7.2.1 **Informational/Discussion Items:**
 - 7.2.1.1 Next Planning Committee Meeting – Tuesday, March 3, 2026 at 10:30 a.m. at HF High School Viking Room
 - 7.2.1.2 Partner District Articulation Update
 - 7.2.1.3 You Matter 2 Update
 - 7.2.1.4 Meta Glasses Discussion
 - 7.2.1.5 Homewood-Flossmoor SLT/ILT Presentation
 - 7.2.1.6 AASA Articles Summary: Where Academic Knowledge & Applied Learning Work Together
 - 7.2.1.7 MOS Certification
 - 7.2.1.8 ACT Preparation with Kaplan
 - 7.2.1.9 Anatomage Table & Subscription
 - 7.2.1.9.1 Demo Video 1
 - 7.2.1.9.2 Anatomage from Teachers
 - 7.2.1.10 IB for All Update
 - 7.2.1.11 Workplace Learning Experiences Discussion
 - 7.2.2 **Action Items:**
 - 7.2.2.1 You Matter 2 Spring Proposal

Recommendation: That the Board of Education approve the contract for Semester Two with You Matter 2 for the Discover U Program in the amount of \$9,000.00. (Roll Call)
 - 7.2.2.2 MOS Certification

Recommendation: That the Board of Education approve the Certiport subscription to provide Microsoft Office Specialist (MOS) industry-recognized credentials to all freshman and sophomore students through existing dual credit coursework in Computer Applications and Advanced Computer Applications, in the amount of \$17,259, funded through the CTEI Perkins grant and local funds. (Roll Call)
 - 7.2.2.3 ACT Preparation with Kaplan

Recommendation: That the Board of Education approve providing Kaplan ACT Preparation Services to all junior students at Homewood-Flossmoor High School, at a cost of \$265,000, funded through the Title I grant & local funds. (Roll Call)

7.2.2.4 Anatomage Table & Subscription

Recommendation: That the Board of Education approve the purchase of Anatomage Tables and subscription for instructional use at Homewood-Flossmoor High School, in the amount of \$115,490, with the subscription being fully funded through the CTEI Perkins grant, Title IV & local funds. (Roll Call)

7.3 Personnel Committee, Chair: Ms. Jackson

7.3.1 **Informational/Discussion Items:**

7.3.1.1 Next Personnel Committee Meeting – Tuesday, March 3, 2026 at 9:00 a.m. at HF High School Superintendent’s Conference Room

7.3.1.2 Staffing 26-27

7.3.2 **Action Items:** None

8. New Business

8.1 Parent/Student Agreement

Recommendation: That the Board of Education approve the Agreement in Lieu of Expulsion for student #609595243, and approve and fund the placement at the alternative educational placement described in the agreement. (Roll Call)

9. Executive Session

9.1 Motion to enter into Executive Session pursuant to 5 ILCS 120/2(c) of the *Open Meetings Act* to consider the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the School District, and to discuss student disciplinary cases. (Roll Call)

9.2 Return to Open Session

10. Adjournment

Next Regular Meeting: February 17, 2026
The Viking Room, 7:00 p.m.

Regular Board Meeting Minutes, December 16, 2025

MINUTES OF BOARD OF EDUCATION MEETING

Homewood-Flossmoor High School, 999 Kedzie Avenue, Flossmoor, Illinois

December 16, 2025

Mr. Pauling called the meeting to order at 7:02 p.m. The following Board members were present for all or part of the meeting:

Ms. Jackson	Mr. Riedel
Mr. Legardy	Dr. Smith
Dr. Leonard	Mr. Pauling
Dr. O'Quin	

Student Board Representative Anaya Mootry was absent.

Mr. Pauling welcomed the large attendance this evening and reviewed the board's policy on public participation at board meetings. He also extended warm holiday wishes to all in attendance.

The presence of a quorum was noted and the meeting declared duly convened. Superintendent Norrell, Chief School Business Official Cook, Curriculum, Instruction & Professional Development Assistant Superintendent Dallacqua, Staff Services Assistant Superintendent Martinez, Principal Alexander, and Communications and Community Engagement Director Erdey were also in attendance for all of the meeting.

Representatives of the Homewood Flossmoor Chronicle, HFEO, HFPA and League of Women Voters were present, as well as, members of the public in addition to members of the Administrative Leadership Team.

Public Comments. Mr. Leonard Harris introduced himself and stated that he and his family have lived in Flossmoor for 43 years. He noted that they have two sons, both graduates of Homewood-Flossmoor High School. Mr. Harris explained that, like many families, they moved to the community primarily because of the school district and found it to be a strong community. On behalf of the community, he welcomed Dr. Norrell and expressed support for her leadership. He shared that community members are interested in learning more about her plans, progress, and any challenges, and emphasized their concern for maintaining and restoring the quality and excellence of the high school. Mr. Pauling thanked Mr. Harris for his comments and added that a presentation outlining Dr. Norrell's first 100 days would be shared this evening, providing Mr. Harris and others an opportunity to hear more about her work and plans.

Charlie Deringer, a senior at HF, addressed the board and shared that although he was eligible to graduate a year early and had planned his high school coursework accordingly, he chose to remain for his final semester based on his confidence in the school and its programs. He reported positive progress in the machine shop in Lower G, noting that he recently submitted parts for a national machining competition. He also shared that other students submitted work for a welding competition through Project MFG, which is available at no cost to students or the school. Mr. Pauling thanked Charlie for the update and wished him continued success through the remainder of his senior year at HF.

Mrs. Rosalind Mustafa, Flossmoor Village Trustee, addressed the board as a Flossmoor resident this evening, noting that she and her husband have lived in the community since 2016. She expressed appreciation and respect for the board's work and acknowledged the commitment of its members. Mrs. Mustafa shared that she has served as a substitute teacher for the past three years at H-F. She expressed admiration for the students and gratitude for the faculty and staff, and stated that she is encouraged by the plans Dr. Norrell has shared with staff. She thanked the board and administration and expressed her appreciation for being part of the community. Mr. Pauling thanked Mrs. Mustafa for her comments, recognized the outstanding H-F students and staff, and expressed appreciation for her service as an external substitute teacher and her continued involvement in the school.

Ms. Tiffany White, parent of Homewood-Flossmoor alumni, addressed the board regarding the impact of meaningful service opportunities and the positive potential of the IB Career-Related Programme. She shared her youngest son's experience as a 2024 graduate, noting that his participation in the high school's Unified Program through Special Olympics was transformative, shifting his engagement in school from obligation to purpose. She stated that the program fostered connection, service, and personal growth, and that student demand for Unified participation at H-F has since increased significantly. Ms. White emphasized that students are seeking authentic opportunities to give back beyond required service hours and expressed her belief that the community engagement component of the IB Career-Related Programme addresses this need. She noted that the program aligns with the IB

learner profile, supports civic responsibility, and creates lasting impacts, citing her son's continued involvement as an officer with the Ohio State University Special Olympics organization. She concluded by expressing strong support for the IB Career-Related Programme and its potential to provide students with purpose and connection. Mr. Pauling thanked Ms. White for sharing her family's experience and congratulated her son on his continued success.

Pastor Doyle Landry, Marine Veteran, shared reflections drawn from his long-standing work supporting students in pursuing postsecondary opportunities. He spoke about recent events and broader societal challenges related to mental health, grief, and addiction, noting the importance of acknowledging and addressing difficult issues rather than ignoring them. Mr. Landry shared personal experiences related to loss within his family and emphasized the value of transparency, honesty, and community support during times of hardship. Pastor Landry expressed appreciation for the support shown within the Homewood-Flossmoor community and conveyed his hope for healing and peace for families experiencing loss. Mr. Pauling thanked Mr. Landry for his comments and acknowledged the challenges facing communities, particularly during the holiday season, while expressing gratitude for the strength and support found within the district.

Communications:

Delegation Comments. Ms. Natacha McGowan, HFPA President, addressed the board and acknowledged the presence of HFPA Board Vice Presidents, Humbert Stalling and Percy Scott. She reminded the board that the HFPA will be awarding scholarships at the Honors Convocation in May and shared that fundraising efforts are underway to support the scholarships. Ms. McGowan highlighted the HFPA "1959 Campaign," commemorating the founding year of Homewood-Flossmoor High School, and noted that donations in any amount may be made through HFPA's social media platforms. She also announced an upcoming spring fundraising event, a student skating party, and looks forward to students and families participating. Mr. Pauling thanked Ms. McGowan for the update and indicated that the district would assist in promoting the upcoming HFPA fundraising activities. Mrs. Erdey noted that information about HFPA's upcoming fundraisers will be shared through the district's newsletter, *HF FYI*.

Board Members Comments. Mr. Legardy wished the community happy holidays, noting the pleasure of seeing engagement, and wished students a strong finish to the semester and time to recharge over the break.

Ms. Jackson echoed the holiday greetings, expressed appreciation for community attendance, and highlighted Dr. Norrell's upcoming 100-day update as a point of interest.

Dr. O'Quin also extended holiday wishes, commenting on the successful H-F Band and Choir concerts, and expressed gratitude for the community's presence.

Mr. Pauling recognized former board members Cynthia Turnquest and Michelle Hoereth for attending and staying informed, and acknowledged the contributions of the three new board members.

Superintendent's Report

Public Relations/Recognitions.

- **IB Diploma Recipient** - The Board of Education honored Everett Van Til, a 2025 Viking graduate, on his receipt of the International Baccalaureate Diploma. The board recognized this achievement as a reflection of his discipline, intellectual curiosity, and perseverance within one of the world's most rigorous academic programs. Everett's accomplishment builds on a distinguished record of excellence. An aspiring Nuclear Engineer and Plasma Physicist, he has demonstrated a logical, independent, and caring approach to his studies and pursuits. The board acknowledged that the IB Diploma places Everett among a select group of students recognized globally for academic rigor, critical thinking, and international-mindedness, and celebrated his continued promise as he begins the next chapter of his education at Cal Poly. A photo was taken with the board.
- **INSPIRA Awards** - The Board of Education recognized 2025 INSPIRA Communications Award recipients Jennifer Jones (Social Media) and Rhys McIntyre (Video Production), who received their awards at a recent awards ceremony. The board acknowledged Jennifer's engaging social media campaigns and Rhys's compelling video work, noting their contributions to highlighting the achievements of students, staff, and programs. Their efforts, alongside Director of Communications and Community Engagement Carla Erdey and Director of Alumni Relations Victoria Koblick, strengthen the district's voice, build community trust, and celebrate the HF experience. A group photo was taken with the board.

District Updates.

- **Superintendent's 100 Day Report** - Dr. Jennifer Norrell, Superintendent, presented her 100-Day Plan Report, summarizing findings from her first 100 days and alignment with the 2024–2029 Strategic Plan.

The review focused on six areas: instructional core and leadership, culture and environment, finance and operations, parent engagement, communications and community engagement, and resources. The report highlighted H-F's strong academic, athletic, and co-curricular offerings, while noting opportunities to expand access to advanced coursework, strengthen multi-tiered systems of support, and better align schedules to meet diverse student needs. Plans include expanding student-led career pathways, enhancing professional learning, and improving operational processes and facilities. Grounded in the district's commitment to educational equity, the report will guide district improvement planning, professional learning, facilities decisions, and community engagement to ensure all students are prepared for college, career, and life. Ms. Jackson commented that data is a top priority and expressed appreciation for the opportunity to review it further, noting the potential benefits for her children, including earning college credit before graduation. She thanked Dr. Norrell for her efforts in addressing multiple priorities. Mr. Legardy thanked Dr. Norrell for compiling and presenting the data concisely, noting that while the information is extensive, it highlights opportunities to support every student. He emphasized the importance of providing equitable opportunities for all students and expressed appreciation for the work ahead, acknowledging the challenges of the educational landscape.

- HF College & Career Programs - Dr. Norrell thanked Mrs. Erdey for preparing a draft of the Career Pathways, *Your Path, Your Future*, which will be shared tomorrow with guidance counselors. She noted that a Town Hall meeting is scheduled for January 21 in the Auditorium to allow parents to ask questions and review the pathways in detail. The draft will be made available to parents at the meeting to facilitate understanding. Mrs. Erdey distributed a copy of the draft to the board for their information, and Dr. Norrell noted that feedback from guidance counselors was instrumental in refining the document.

Consent Agenda. Mr. Pauling stated that our adopted rules of Parliamentary Procedures, Robert's Rules and Bylaws, provide for a consent agenda listing for approval of the Board by a single motion. Most of the items listed under the consent agenda have gone through board subcommittee review and recommendation. Documentation concerning these items has been provided to all board members in advance and to the public when appropriate, to assure an extensive and thorough review. Items may be removed from the consent agenda at the request of any board member. Mr. Pauling asked if any board member requested any item on the consent agenda be removed from the consent agenda for further discussion. No request was made to remove any consent agenda items. Mr. Legardy moved, seconded by Ms. Jackson, that the Board of Education approve the Consent Agenda, as listed:

Regular Board Meeting Minutes, November 18, 2025

Approval of Expenditures, 2,137,252.52

Approval of Imprest Fund, \$39,275.49

Ratification of November, 2025, Payroll, \$3,789,155.19

Donations - Automobile for the Automotive Program

Personnel Report, as listed. *The Personnel Report that includes Resignations, Appointments, Adjusted Appointments, Per Diem, Leaves, Retirements, Extra Responsibility/Stipend is attached.*

Roll Call: Ayes – Ms. Jackson, Mr. Legardy, Dr. Leonard, Dr. O'Quin, Mr. Riedel, Dr. Smith, Mr. Pauling. Nays - None. Motion carried.

Committee Reports

Finance Committee - Finance Committee Chair Riedel noted the next Finance Committee meeting will be held on Tuesday, February 3, 2026 at 7:45 a.m. in the Viking Room. The committee met last on December 2, 2025 and Mr. Riedel highlighted the following items as discussed in the meeting: The committee had an opportunity to review monthly financials, presented by Dr. Cook, including a new report providing a current assessment of district finances. Highlights included average monthly expenditures of \$5.8 million, 7.9 months of reserves, and delayed property tax revenues due to late Cook County property tax bills. Increases in corporate and personal property tax revenue and 32% of budgeted interest income received were noted. Expenditures were on track, with some front-loaded costs and a 27% increase in out-of-district tuition related to special education student placements. Capital projects discussed included the A-Building HVAC project, A-Building third-floor and North Building flooring, and tennis court repairs, with the latter coming in under budget. The committee reviewed an existing 2008 Memorandum of Understanding (MOU) with the HF Park District, which may help offset certain costs. Additional items included a generous alumni donation, the Library and Technology Buildings' roofing project, and property tax procedures, including approval of a law firm for property tax appeals for a length of three years. The annual financial report preliminary score of 3.9 out of 4 was noted, placing the district in the Illinois State Board of

Education's (ISBE) highest recognition category. In addition, the committee also received a residency update emphasizing thorough review and compliance. A safety audit proposal was discussed and recommended as financially prudent. Funding opportunities were also explored, with consideration for potential untapped revenue streams to benefit students and the community.

Action Items

A-Building HVAC Project. Mr. Riedel moved, seconded by Ms. Jackson, that the Board of Education approve the proposal from Precision Control Systems, Inc. in the amount of \$2,336,000 for the A-Building HVAC Replacement Project and authorize administration to proceed under the appropriate OMNI Cooperative purchasing contract. Mr. Pauling noted that Mr. Patterson outlined the required work, associated costs, and noted that the improvements are expected to last at least 20 years and are included in the budget. Ms. Jackson inquired about ensuring the best pricing for these larger projects. Mr. Patterson confirmed that all work has been bid through the co-op process and emphasized that the investment is necessary to avoid higher costs in the future. Mr. Riedel added that potential cost-saving opportunities for facility projects were reviewed in Finance, and Mr. Patterson is working to ensure the district secures the best pricing. Mr. Pauling shared that while the costs are significant, the work is a necessary 20-year investment to avoid higher future expenses. Mr. Riedel stated that opportunities to save will continue to be reviewed in Finance, and the team is confident that pricing is being optimized. Roll Call: Ayes – Mr. Legardy, Dr. Leonard, Dr. O'Quin, Mr. Riedel, Dr. Smith, Ms. Jackson, Mr. Pauling. Nays - None. Motion carried.

A-Building, 3rd Floor North Building Flooring. Mr. Riedel moved, seconded by Ms. Jackson, that the Board of Education approve the DiverzifyPro flooring proposals under Sourcewell Contract 061323-MCD for a total of \$479,615 (or \$491,345 with the ramp alternate), and authorize administration to proceed with scheduling and implementation as part of the 2025–26 capital plan. Mr. Pauling noted that the North Building floors require attention. Mr. Patterson explained that the work on the A-Building and North Building floors will be completed simultaneously with the HVAC project, which is expected to improve efficiency. While material costs will not be significantly reduced, combining the projects is anticipated to save approximately 5% in labor costs. Work is scheduled to begin immediately following graduation. Roll Call: Ayes – Dr. Leonard, Dr. O'Quin, Mr. Riedel, Dr. Smith, Ms. Jackson, Mr. Legardy, Mr. Pauling. Nays - None. Motion carried.

Tennis Courts Project. Mr. Riedel, moved, seconded by Dr. Leonard, that the Board of Education authorize administration to move forward with the redevelopment of the North and South Tennis Courts and proceed with the next required steps, including soliciting bids or finalizing project specifications consistent with the 2025–26 capital plan. It was noted the project will be completed without disruption to the tennis season. Roll Call: Ayes – Dr. O'Quin, Mr. Riedel, Dr. Smith, Ms. Jackson, Mr. Legardy, Dr. Leonard, Mr. Pauling. Nays - None. Motion carried.

Library and Technology Buildings Roofing. Mr. Riedel moved, seconded by Ms. Jackson, that the Board of Education authorize administration to solicit bids for the L and T Building roof removal and replacement projects at South Campus. Mr. Pauling noted that bids will be solicited for upcoming projects. Mr. Legardy inquired about the status of roof replacements. Mr. Pauling explained that the district has a multi-year plan for roof repairs and is progressing according to schedule. Mr. Patterson added that one roof remains on the current building, with work planned for the North Building in two years, and that all completed roofs will carry a 20-year warranty. Mr. Riedel added that these projects are included in the current budget. Roll Call: Ayes – Mr. Riedel, Dr. Smith, Ms. Jackson, Mr. Legardy, Dr. Leonard, Dr. O'Quin, Mr. Pauling. Nays - None. Motion carried.

Annual Financial Report. Mr. Riedel moved, seconded by Ms. Jackson, that the Board of Education accept the Annual Financial Report (AFR) for the fiscal year ending June 30, 2025, as presented at the December 2, 2025 Finance Committee Meeting. Roll Call: Ayes – Dr. Smith, Ms. Jackson, Mr. Legardy, Dr. Leonard, Dr. O'Quin, Mr. Riedel, Mr. Pauling. Nays - None. Motion carried.

Resolution – Property Tax Procedures. Mr. Riedel moved, seconded by Dr. Leonard, that the Board of Education approve the Resolution Authorizing Participation in Property Tax Proceedings, authorizing the

law firm of Petrarca, Gleason, Boyle & Izzo, LLC to act on behalf of the District as outlined in the Resolution, as discussed by the Finance Committee on December 2, 2025. Roll Call: Ayes – Ms. Jackson, Mr. Legardy, Dr. Leonard, Dr. O’Quin, Mr. Riedel, Dr. Smith, Mr. Pauling. Nays - None. Motion carried.

Safety Audit Proposal. Mr. Riedel moved, seconded by Ms. Jackson, that the Board of Education approve the proposal with Vulnerability Solutions Group, LLC in the amount of \$7,600, which includes participation in Vulnerability Solutions Group, LLC Threat & Vulnerability Assessment. Dr. Norrell noted that the total scope of work is expected to take five days, with a follow-up report to the board after 30 days. The work is scheduled for completion by the end of February, with discussion to occur in March during a closed session. Roll Call: Ayes – Mr. Legardy, Dr. Leonard, Dr. O’Quin, Mr. Riedel, Dr. Smith, Ms. Jackson, Mr. Pauling. Nays – None. Motion carried.

Alumni Donation. Mr. Riedel moved, seconded by Dr. Leonard, that the Board of Education accept the \$10,000 donation from alum Jack Savage to support the Media, Visual, and Performing Arts program, and that the Board extend its appreciation for his continued commitment to Homewood-Flossmoor High School. Roll Call: Ayes – Dr. Leonard, Dr. O’Quin, Mr. Riedel, Dr. Smith, Ms. Jackson, Mr. Legardy, Mr. Pauling. Nays – None. Motion carried.

Planning Committee. Mr. Legardy stated the next Planning Committee meeting will be held on Friday, January 16, 2026 at 10:30 a.m. in The Viking Room. Mr. Legardy noted as Dr. Norrell pointed out, we will continue to do the deeper dive into the work that needs to be done in Curriculum.

Personnel Committee. Ms. Jackson stated the next Personnel Committee meeting will be held on Friday, January 16 at 9:00 a.m. in the Superintendent’s Conference Room.

Action Item

Board Policy Updates. Ms. Jackson moved, seconded by Mr. Riedel, that the Board of Education approve Board policy updates as presented. Ms. Jackson noted that the item had its first reading and is now being formalized based on what was presented. Roll Call: Ayes – Dr. O’Quin, Mr. Riedel, Dr. Smith, Ms. Jackson, Mr. Legardy, Dr. Leonard, Mr. Pauling. Nays – None. Motion carried.

New Business

Science Addition Project - Change Order. Mr. Riedel moved, seconded by Ms. Jackson, that the Board of Education approve Change Order No. 2 to the Science Addition Project in the amount of \$78,901 as recommended by the Chief School Business Official and the Superintendent. Dr. Cook explained this change order covers drainage and storm line revisions, structural framing adjustments, electrical and mechanical connections, interior finish changes, equipment hookups, and fire protection improvements. He added that this is the final change order for the Science addition project. Roll Call: Ayes – Mr. Riedel, Dr. Smith, Ms. Jackson, Mr. Legardy, Dr. Leonard, Dr. O’Quin, Mr. Pauling. Nays – None. Motion carried.

Sixth Assignments. Mr. Legardy moved, seconded by Mr. Riedel that the Board of Education approve the request for One (1) 0.1 FTE for Accounting Honors/CP, one (1) 0.1 FTE for IB Visual Arts, one (1) 0.1 FTE for International Relations and one (1) 0.1 FTE for Principles of Integrated Math 1, as recommended by the Assistant Superintendent for Staff Services and the Superintendent. Dr. Norrell explained first semester sixth assignments were approved in the fall and these sixth assignments are for the upcoming 2nd semester. Roll Call: Ayes – Dr. Smith, Ms. Jackson, Mr. Legardy, Dr. Leonard, Dr. O’Quin, Mr. Riedel, Mr. Pauling. Nays – None. Motion carried.

Residency. Mr. Legardy moved, seconded by Dr. Smith, That the Board of Education, after considering the findings of the Hearing Officer’s report, find student #121731907 is not a resident of School District 233, and that the legal guardian of student #121731907 owes School District 233 tuition for the time in which student #121731907 was attending Homewood-Flossmoor High School as a non-resident, as recommended by the Superintendent. Roll Call: Ayes – Ms. Jackson, Mr. Legardy, Dr. Leonard, Dr. O’Quin, Mr. Riedel, Dr. Smith, Mr. Pauling. Nays – None. Motion carried.

Executive Session

Mr. Riedel moved, seconded by Mr. Legardy, that the Board of Education move into Executive Session at 9:02 P.M. pursuant to 5 ILCS 120/2(c) of the Open Meetings Act for the purpose of meetings between internal or external

auditors and governmental audit committees, finance committees, and their equivalents, and to consider the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the School District. Mr. Pauling stated that no further business will be conducted once the board returns to open session. The board relocated to the Superintendent's Conference Room and the closed meeting's start time was at 9:24 p.m. Roll Call: Ayes – Mr. Legardy, Dr. Leonard, Dr. O'Quin, Mr. Riedel, Dr. Smith, Ms. Jackson, Mr. Pauling. Nays – None. Motion carried.

Return to Open Session

Mr. Legardy moved, seconded by Mr. Riedel, that the Board of Education return to Open Session at 10:41p.m. . Roll Call: Ayes – Dr. Leonard, Dr. O'Quin, Mr. Riedel, Dr. Smith, Ms. Jackson, Mr. Legardy, Mr. Pauling. Nays – None. Motion carried.

Adjournment.

Mr. Legardy moved, seconded by Ms. Jackson, that the Board of Education be adjourned at 10:42 p.m.

President

Vice-President/Secretary

6.6.1 RESIGNATIONS

1	Lawrence Betz	Police Security Liaison	Eff 12/4/2025
2	Luis Pagan	Permanent Substitute	Eff 1/4/2026

6.6.2 APPOINTMENTS**Support**

1	*Azeezat Sofunde	Instructional Assistant, SPED University of Lagos-Nigeria, Bachelor of Arts	Eff 1/5/2026 \$24.13/hour
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Start Date/Salary**6.6.3 ADJUSTED APPOINTMENTS**

1	Anathayee Heyward	From: Human Resource Assistant To: Human Resource Specialist	Eff 11/19/2025 \$69,500.00 (prorated)
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Start Date/Salary**6.6.4 PER DIEM**

1	*Jason Aronson	Athletic Game Worker	Eff 12/3/2025 \$27.00/hr
2	Keith Dombkowski	Field House Supervisor	Eff 12/17/2025 \$27.00/hr
3	*Travis Jorgensen	Athletic Game Worker	Eff 12/17/2025 \$27.00/hr
4	Diego Munoz	Field House Supervisor	Eff 12/17/2025 \$15.00/hour**
5	*Bryan Murray	Athletic Game Worker	Eff 12/17/2025 \$27.00/hr

*** Pending successful completion of all legally required background checks**

***blended OT based on the hourly rate*

6.6.5 LEAVES

1	Terrell Alexander, III	PE Teacher FMLA	Eff 1/6/2026 - 2/17/2026
2	Alesia Dowell	Textbook Center Coordinator Intermittent FMLA	Eff 10/11/2025
3	293	School Social Worker Intermittent FMLA	Eff 11/07/2025

6.6.6 RETIREMENTS

Delete 1	Stanley Robinson	School Security Liaison	Eff 5/30/2026
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Add 2 Stanley Robinson

School Security Liaison

Eff 1/9/2026

6.6.7

EXTRA RESPONSIBILITY / STIPEND

[See Activities Memo](#)

[See Auxiliary Memo](#)

ADMINISTRATIVE STAFF MEMORANDUM

December 16, 2025

EXTRA-RESPONSIBILITY CONTRACTS 2025-2026 (AUXILIARY)

RECOMMENDATION: "That the Board of Education authorize the President and Secretary to approve extra-responsibility stipends with the following person(s) for the 2025-2026 school year, as recommended by the Assistant Superintendent of Staff Services and the Superintendent:

First Name	Last Name	Position	Stipend
Thomas	Cicero	Model Teacher	\$3,000.00
Annette	Hall	IA Designated Voc Bus Driver Quarter 1 Only	\$450.00
Shauna	Kuester	IA Designated Voc Bus Driver Q1 and Q2	\$900.00
Katie	Nieckula	IA Designated Voc Bus Driver Q1 and Q2	\$900.00
Shauna	Kuester	IA Designated Voc Bus Driver FY25 Q4 (prorated amount)	\$42.85
Katie	Nieckula	IA Designated Voc Bus Driver FY25 Q4 (prorated amount)	\$74.97
Total			\$5,367.82

ADMINISTRATIVE STAFF MEMORANDUM
December 16, 2025

EXTRA-RESPONSIBILITY CONTRACTS 2025-2026 (ACTIVITIES)

RECOMMENDATION: "That the Board of Education authorize the President and Secretary to approve the extra-responsibility activities stipends with the following person(s) for the 2025-2026 school year, as recommended by the Assistant Superintendent of Staff Services and the Superintendent:

First Name	Last Name	Position	Stipend
Erika	Tengesdal	Viking Law- Assistant Sponsor	\$1,632.00
		Total	\$1,632.00



MEMO

To: Dr. Jennifer Norrell, Superintendent for Homewood-Flossmoor 233

From: Dr. Clinton Alexander, Principal

Date: December 16, 2025

Subject: Sixth Assignment Requests

Background:

Accounting Honors/CP: This was approved for the first semester and continues to be a need. As shared previously, the honors and college prep courses were combined, but the numbers increased to 37. As a result an additional section is needed that allows for balancing the classrooms in an effort to better support students. We are asking that it continues for a 0.1 for the second semester.

IB Visual Art: This was approved for the first semester and continues to be a need. As shared previously, this section is needed to ensure students with schedule conflicts are able to meet the IB diploma program requirement. This added section is in support of them receiving their diplomas. We are asking that it continues for a 0.1 for the second semester.

International Relations: This is a course that only runs second semester on an annual basis.

Principles of Integrated Math 1: This is a special education course that surpassed the legal thresholds (max of 15) in two sections which requires us to open a section.

Department	Course	Teacher	FTE
CTE	Accounting Honors/CP	Michael O’Neill	0.1
Fine Arts	IB Visual Art	Jaclyn Wargo	0.1
Social Science	International Relations	Scott Aronson	0.1
SpEd	Principles of Integrated Math 1	Tanya Kluth	0.1

Total Cost: \$29,122.17 (Accounting Honors/CP \$7,280.54; IB Visual Arts \$7,280.54; International Relations \$7,280.54, and Principles of Integrated Math 1 \$7,280.54)

Second Semester Recommendations:

It is recommended that the Board of Education of Homewood-Flossmoor Community High School District approve One (1) 0.1 FTE for Accounting Honors/CP.

It is recommended that the Board of Education of Homewood-Flossmoor Community High School District approve One (1) 0.1 FTE for IB Visual Arts.

It is recommended that the Board of Education of Homewood-Flossmoor Community High School District approve One (1) 0.1 FTE for International Relations.

It is recommended that the Board of Education of Homewood-Flossmoor Community High School District approve One (1) 0.1 FTE for Principles of Integrated Math 1.

Please let me know if you would like to discuss this recommendation further or need additional details.