

**KILDEER COUNTRYSIDE
COMMUNITY CONSOLIDATED SCHOOL DISTRICT 96**

**BOARD OF EDUCATION
REGULAR MEETING
Minutes for December 16, 2025**

Call To Order

Mr. Burns called the meeting to order at 7:00 p.m. in the Educational Development Center of Ivy Hall School.

Roll Call

Present: Marc Tepper, José Rivera, Amy Feygin, Dina Manka, and Mike Burns
Remote: None
Late: None
Absent: Erika Immel, Cynthia Zarkowsky
Administrators in Attendance: Katie Sheridan, Jon Hitcho, Jane Pedersen, Ninja Idrizi, Lindsey Diehl, 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. Ms. Sheridan led the Pledge of Allegiance. President Burns asked if anyone wished to address the Board. No one responded.

Approval of Minutes

November 2025

A motion was presented by Mr. Rivera and seconded by Mr. Tepper to approve the minutes of November 18, 2025 and November 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 November 2025 appropriately on file in the business office: Treasurer's Report, Budget Report, and Activity Report.

Board Reports

Finance Committee

Dr. Feygin reported that the Finance Committee met to review routine agenda items. She noted that several of these matters are included on the consent agenda for Board approval this evening, including the annual tax levy and the registration fee schedule. Dr. Feygin also shared that the committee met with the district auditor to review the recent audit findings and reported that there were no findings to address. The committee recommended accepting the audit and the special education transportation bid as part of the consent agenda.

Policy Committee

Ms. Manka reported that the committee reviewed eight policies from the latest PRESS update. Of these, seven policies contained minor changes, while policy 3:10 was deferred for further consideration. Additionally, Ms. Manka highlighted that 20 policies are included on this evening's consent agenda for final approval by the board.

Legislative Update

Ms. Sheridan reported that the conversation around FOIA legislation continues. The current dialogue has shifted toward the protection of student rights under the Illinois School Student Records Act (ISSR), with an emphasis on providing additional privacy protections for email correspondence between parents and district employees. Ms. Sheridan noted that she, along with other regional superintendents, is collaborating with Representative Daniel Didech to develop and refine updated language. Furthermore, the Board was reminded of the joint efforts by the Illinois Association of School Boards (IASB) and the Illinois Association of School Administrators (IASA) to educate stakeholders on mandated categoricals. The upcoming BAC Legislative Breakfast in January was highlighted as a key opportunity for Board members to engage directly with legislators on these critical topics.

ELC Update

Mr. Burns reported that the ELC board met on November 20. During the session, the governing board met with ELC Superintendent Dr. Megan Clarke regarding her contract. The meeting also included a thorough review of financial and hiring reports, with a specific focus on a detailed "true up" of the 2024-25 fiscal year financials. Mr. Burns noted that the board engaged in a productive discussion, asking several pointed questions regarding the financial process, which will help inform future budgeting cycles. The board is scheduled to meet again December 18th.

Guiding Coalition of Interculturalism Update

The next GCI meeting is January 13, 2026.

Thought Exchange Partnership

Mr. Rivera reported that TEP met on December 9. During the meeting, Director of Facilities and Transportation Sam Miranda presented the district capital plan, which was met with positive feedback from the parents in attendance. Additionally, Dr. Ninja Idrizi led an engaging discussion on strategies for supporting student mental health and received positive feedback from parents on current practices.

Partnership with KEA Update

The next Partnership Committee meeting is on March 18, 2026.

Board Articulation Council

Dr. Feygin reported on the Board Articulation Council meeting held on December 1. Despite a lower turnout due to snow, the event featured a productive panel discussion regarding artificial intelligence, with participation from Dr. Ninja Idrizi. The panelists shared diverse perspectives on how consortium schools are navigating and implementing AI within their respective districts. Dr. Feygin highlighted the benefit of networking and speaking with other board members throughout the evening. She also looked ahead to the next Council event, the legislative breakfast scheduled for January, and noted that further information will be forthcoming.

Space/Facilities/Innovation Committee

None at this time.

Other

Mr. Burns provided an update on his ongoing visits to district schools and encouraged fellow Board members to join him on future tours to continue engaging with students and staff. The Board also received a summary of the JAC Conference, which included a report on the delegate assembly's actions regarding constitutional amendments and legislative lobbying priorities. The update concluded with the announcement of the election of association officers, notably the re-election of Marc Tepper as IASB Treasurer.

Administrative Reports

Staff Recognition

Dr. Jane Pedersen and Lindsey Diehl provided the Board of Education with an update on Board Goal 2, Objective A, which focuses on revamping the district's staff recognition programs. The presentation included a summary of their findings from a comprehensive review of current recognition practices and feedback collected from staff. They then outlined the detailed planning process for a redesigned program and discussed the proposed implementation plan, which is slated to begin in the 2025–26 school year. Finally, they explained the evaluation strategy that will be used to assess the program's effectiveness and gather necessary data before its full launch in the 2026–27 school year.

Priority Items for Consideration and/or Action

Public Hearing on the Tax Levy

Mr. Burns opened the public hearing on the Tax Levy at 7:43 p.m. He invited audience members to speak on the proposed Tax Levy. No one responded.

Mr. Burns provided a statement on the purpose of the hearing and details on the levying process. With no further comments or questions forthcoming, Mr. Burns closed the public hearing at 7:47 p.m.

Closed Session

Adjourn to Closed Session

A motion was presented by Mr. Rivera and seconded by Mr. Tepper 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).
- Litigation, when an action against, affecting, or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting. 5 ILCS 120/2(c)(11)

On a roll call vote, the motion carried:

Aye: Rivera, Feygin, Manka, Tepper, and Burns

Nay: None

The meeting adjourned to closed session at 7:50 p.m.

Reconvene in Open Session

The meeting reconvened in open session at 8:36 p.m.

Approval of Closed Session Minutes

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

Aye: Rivera, Feygin, Manka, Tepper, and Burns

Nay: None

Mediation Agreement Consideration

A motion was made by Mr. Tepper and seconded by Ms. Manka to approve the engagement letter between KCSD96 and a mediator. On a roll call vote, the motion carried:

Aye: Tepper, Rivera, Feygin, Manka, and Burns

Nay: None

Action Items

Employment, Appointment, and Dismissal – Certified Staff

Resignations

None at this time.

Employment

None at this time.

Employment, Appointment, and Dismissal – Educational Support Personnel

Employment, Appointment, and Dismissal

A motion was presented by Dr. Feygin 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: Feygin, Manka, Tepper, Rivera, 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 Ms. Manka to approve the following Consent Agenda items:

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

Education	\$3,631,092.19
Operations	\$428,328.86
Debt Service	\$4,099.00

Transportation	\$1,019,231.91
IMRF	\$0.00
Social Security	\$0.00
Capital Projects	\$0.00
Working Cash	\$0.00
Tort Immunity	\$0.00
<u>Life Safety</u>	<u>\$0.00</u>
Totals	\$5,082,751.96

Approval of Resolution Regarding Amount of Funds to be Levied – to approve the 2025 Tax Levy as presented.

Approval of 2026-27 Registration Fee Schedule – to approve the required District registration fees for the 2026-27 school year as presented.

Acceptance of FY25 Audit Findings – to accept the FY25 audit as completed by Eccezion as presented.

Approval of Special Education Transportation Bid - to approve Topline Transportation to be awarded a three-year contract beginning July 1, 2026.

Approval of Policy - to approve the following policies currently on public review with no comments or suggestions forthcoming:

- 2:120 - Board Member Development
- 2:150 - Committees
- 2:270 - Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited
- 4:10 - Fiscal and Business Management
- 4:140 - Waiver of Student Fees
- 4:190 - Targeted School Violence Prevention Program
- 5:10 - Equal Employment Opportunity and Minority Recruitment
- 5:90 - Abused and Neglected Child Reporting
- 5:100 - Staff Development Program
- 5:190 - Teacher Qualification
- 5:200 - Terms and Conditions of Employment and Dismissal
- 5:220 - Substitute Teachers
- 5:280 - Duties and Qualifications
- 5:300 - Schedules and Employment Year
- 6:20 - School Year Calendar and Day
- 6:160 - English Learners
- 7:10 - Equal Educational Opportunities
- 7:190 - Student Behavior
- 7:290 - Suicide and Depression Awareness and Prevention
- 7:310 - Restrictions on Publications; Elementary Schools
- 8:30 - Visitors to and Conduct on School Property and Communication via School Technology

On a roll call vote, the motion carried:
Aye: Tepper, Rivera, Feygin, Manka, and Burns
Nay: None

Discussion Items

Annual E-Rate Notice and Internet Safety

Mr. Hitcho reported that the District receives E-Rate discounts from the federal government. He noted that the District is required to annually announce the discounts received and the procedures in place for their use. Mr. Hitcho confirmed that the District provides Internet Safety training for students and utilizes Internet protection software to block access to harmful images.

Annual Disclosure of Cash Reserve Balances

Mr. Hitcho provided an overview of the new annual disclosure requirement for cash reserve balances mandated by the Fund Balance Bill. He explained that the cash reserve balance cannot exceed 2.5 times the District's annual operating expenditures. He noted that District 96's cash reserve balance is less than 1 time its annual operating expenditures.

Information Items

Review of November Board Activities

Ms. Sheridan reviewed the results of the November 21, 2025, strategic planning retreat, which focused on establishing five-year and long-term goals for the district. Through collaborative discussions across the Human Resources, Teaching and Learning, Student Services, and Business and Operations departments, the Board identified a "Unifying Strategic Principle" to guide future initiatives. This principle emphasizes the strategic allocation of resources to recruit, develop, and retain high-quality staff, ensuring all students are prepared with the foundational skills necessary for their future paths. This directive will now serve as the primary lens for refining departmental goals and operational planning.

Curriculum Review Cycle - Literacy Implementation Team Update

The Board of Education received the third quarterly update regarding the literacy curriculum review process. For approximately a year, staff has been investigating potential new literacy curriculum resources and providing regular updates to the Board in preparation for a final recommendation. The administration anticipates seeking approval for a new resource within the next couple of months.

FOIA Requests

Since November 18, 2025, the District has received 2 (two) FOIA request(s).

Board Comments

The Board received an update on board member attendance at the next meeting, additional Legislative updates, an update on the JAC conference, and an update on the superintendent evaluation process.

Adjournment

With no further business before the Board of Education, a motion was presented by Dr. Feygin and seconded by Mr. Rivera to adjourn the meeting. On a roll call vote, the motion carried:

Aye: Feygin, Rivera, Manka, Tepper, and Burns
Nay: None

Mr. Burns adjourned the December 16, 2025, regular meeting of the Kildeer Countryside Community Consolidated School District 96 Board of Education at 8:49 p.m. The next meeting of the Board of Education is scheduled for January 20, 2026, at 7:00 p.m.

Date Minutes Approved: _____

President, Board of Education

Secretary, Board of Education

Fn: minutes 121625