

BOARD OF EDUCATION SCHOOL DISTRICT 149
MINUTES OF
THE REGULAR BOARD MEETING
November 24, 2025

The Board Meeting convened at 6:36 p.m.

Roll Call: Present: Mr. Tillman, Mrs. De Vasher-Williams, Mrs. Tillman, Ms. Burks, Mrs. King, and Mr. Crivens.

Absent: Mrs. Elston.

Also in attendance: Dr. Maureen White, Attorney Centeno, Janene Preston, Dr. Mellodie Brown, DeWayne Anderson, Nicole Taylor, La Toyla Jones, Martiae Jenkins-Alexander, Janice Opitz, Dr. Nakita Cloud, Christal Washington, Marian Dowling, Daryll Lacey, Jason Battle, Tammy Buckley, Crystian Chatman, LaTasha Clark, Gerald Scott, Karen Slate, Renee Carter, Latasha Randle, Danielle Franklin, Laura Wolf, LaToya Wade, A. Karrison, H. Copps, G. Herdon, John Shields, Felita Crayton, R. Mitchell, M. White, L. Pena, Joe Doring, Maurice Harris, and Bruce Barr.

The Pledge of Allegiance – Said by all

Cabinet Reports-

Mr. Tillman offered a formal apology to the staff regarding a recent incident in which he lost his temper and engaged in a heated exchange with another elected official in the presence of staff members.

He explained that he initially attempted to move the conversation aside to address the issue privately; however, when that did not occur, he allowed himself to mirror the energy directed toward him, resulting in a public confrontation. He acknowledged that his behavior was a mistake and did not reflect the professionalism or leadership that staff deserve.

Mr. Tillman stated that, regardless of the circumstances, his reaction was inappropriate. He emphasized that elected officials must hold themselves to the highest standards and conduct themselves in a manner that is exemplary for students, staff, and the community. He expressed remorse for falling short of that expectation and stated that staff should never have to witness such conflict from those responsible for governing and supporting their work.

He further affirmed his commitment to respectful, steady, and accountable leadership moving forward. He stated that he would not allow personal feelings or frustrations to override his responsibility to govern with integrity and sound judgment. He assured staff that they could expect better from him and that he intends to demonstrate this through his actions.

Mr. Tillman thanked the staff for their continued dedication and for holding elected officials to the standard the district deserves.

Dr. White started off by acknowledging School Board Appreciation Month. She expressed gratitude to the Board of Education for their service and support, noting that a small gift from the administrators and herself had been placed at each board member's table.

Dr. White reported on the following:

- **Enrollment:**

- Total district-wide enrollment is 2,108 students, with 1,425 in elementary schools and 638 in middle schools.

- **Full-Day vs. Half-Day Professional Development:**

Dr White addressed Mrs. DeVasher-Williams question regarding full-day professional development and explained the rationale for shifting from half-day to full-day professional development (PD):The district's staggered school schedules (elementary 9:00 a.m.–3:00 p.m.; middle school 8:20 a.m.–2:50 p.m.) made it difficult to provide uninterrupted adult learning time during half-days.

The change was made in collaboration with the teachers' union and within the requirements of the collective bargaining agreement.

The district observed significant absenteeism among both staff and students on half-days.

Student attendance accounts for 5% of IRA scores, and improving attendance was seen as an accessible way to support academic outcomes.

By giving students a full day off and scheduling staff for a full day of PD, the district created a unified schedule that improved adult learning time and the effectiveness of PD providers.

Dr. White clarified that instructional packets are not issued on non-student attendance days, and that packets or Chromebook assignments are used only on designated e-learning days.

Dr. White referenced the documents provided, which included:

- The public hearing notice originally scheduled for April 15, 2025
- The rescheduled hearing and agenda materials from May 5, 2025
- The Board minutes and vote approving the daily pupil attendance calculation waiver
- The state-issued certificate of waiver

- **State Funding Amounts (Targeted and Comprehensive Schools):**

- Dr. White reported the following funding allocations:
 - Berger-Vandenberg: \$54,074
 - Carol Moseley Braun: \$23,814
 - Caroline Sibley: \$43,441
 - CCA Academy: \$35,651
 - S.O.F.A.: \$50,620
 - STEM: \$27,793
 - Total: \$235,393

- **Food Distribution Procedures:**

- Due to recent incidents involving adults sharing food with students, Speaker 3 reported that new procedures have been implemented. Any food intended for distribution to students must receive prior approval from the building principal, and the Board may wish to adopt this as formal policy.

- **IRA Scores Training for Board Members:**

- Dr. White shared that the ROE/ISC4 does not currently offer training directly to Boards but is willing to develop one. They requested to meet first with district administrators to review the district's data before preparing a training for the Board. She will continue coordinating that effort.

Jim Maciejewski of JMA Architects provided an update on ongoing renovation projects:

- **Diekmnn School:** Renovation is transitioning from infrastructure work to finishing. Drywall, door/window frames, and exterior windows are installed. Painting is underway (second floor) and will begin on the first floor next week. Unit ventilator installation is 90% complete. Ductwork, hydronic piping, and electrical rough-ins are near completion. Ceiling installation has begun, and casework, sound panels, lockers, and flooring will be installed in December. Overall, finishing work is progressing well.
- **Caroline Sibley School:** Floor mitigation on the first floor is complete, demolition is largely finished, and reconstruction has begun. Metal stud wall framing and block work for restroom remodeling are underway. Painting and flooring will start in December.
- **Berger-Vandenberg School:** Final touches are being completed, including divider window systems, lighting, and casework. Completion is expected after the winter break.

Board members were reminded that supply chain disruptions could potentially affect project schedules.

Yellow Bus Company Presentation:

The owner of Yellow Bus Group, presented an alternative to the current Safeway bus service, noting increasing service issues. He has 48 years of experience in the school bus industry and operates a fleet serving multiple school districts, including nearby Harvey 152, Thornton High School, and Evanston High School.

They highlighted the following points:

- Yellow Bus Group employs 28 extra drivers and 25 monitors ready to support the district.
- Drivers are paid \$30/hour with attendance bonuses, and the company emphasizes strong relationships and training.
- Routing can be updated within approximately one week using data from the district, leveraging tablets on buses for real-time tracking similar to an Uber-style app.
- The current fleet is diesel; no electric buses are in service due to infrastructure limitations and parts availability.

The presentation was intended to offer the district a reliable alternative to Safeway if service issues persist.

OTL Presentation by La Toyla Jones and Martiae Jenkins-Alexander:

- **Big Rocks / Focus Areas:** Curriculum-based instruction, MTSS (multi-tiered system of support), social-emotional learning and engagement, assessment for learning, and authentic feedback.
- **Student Growth (IAR):** District-wide growth is at the average level—ELA at the 44th percentile, Math at the 41st percentile. Some schools (Carole Mosley Braun, Caroline Sibley, New Beginnings Learning Academy) remain below average but show growth trends.
- **Summative Designations:** Schools are classified as Exemplary, Commendable, Targeted, Comprehensive, or Intensive. Designations reflect the level of support students and schools need, not punitive rankings. Schools receiving Targeted, Comprehensive, or Intensive support receive additional funds to support student growth.
- **Indicators and Weighting:** 75% of the summative score comes from academic indicators (proficiency, growth, English language proficiency, science), 25% from school quality and success indicators

(attendance, climate, engagement). Attendance and student growth in ELA and Math are weighted heavily.

- **Supports for Growth:** Monthly professional development, high-quality curriculum adoption (Math Year 3, ELA Year 2), instructional coaching and feedback, small group instruction, after-school tutoring (22 weeks), summer learning programs, and digital tools like iReady MyPath, Con Mappers, and SuccessMaker.
- **Attendance and Climate:** Attendance incentives, daily follow-up calls, and climate surveys for students, parents, and staff help improve engagement and learning outcomes.

The presentation emphasized the district’s data-driven approach to support all students at their instructional level and to ensure continuous academic and social-emotional growth.

Public Comments –

A longtime resident, Mrs. Crayton, suggested adding an additional monitor in the Boardroom so that the audience can see what is being presented. She also shared a personal note, offering homemade sugar cookies to board members for Thanksgiving and encouraging gratitude and thankfulness.

<p>MOTION by Mrs. Tillman, seconded by Ms. Burks, to approve authorizing Township Treasurer to pay invoices dated October 20, 2025, November 6, 2025, and November 24, 2025 consisting of 113 pages and chargeable to the following accounts:</p> <table style="margin-left: 40px;"> <tr> <td>Education Fund</td> <td style="text-align: right;">\$2,092,317.22</td> </tr> <tr> <td>Operations and Maintenance Fund</td> <td style="text-align: right;">\$ 152,013.82</td> </tr> <tr> <td>Debt Services</td> <td style="text-align: right;">\$ 7,639.64</td> </tr> <tr> <td>Transportation Fund</td> <td style="text-align: right;">\$ 649,176.22</td> </tr> <tr> <td>Capital Projects</td> <td style="text-align: right;">\$ 72,958.09</td> </tr> <tr> <td>Tort Liability Fund</td> <td style="text-align: right;"><u>\$ 329,732.93</u></td> </tr> <tr> <td></td> <td style="text-align: right;">\$3,303,837.92</td> </tr> </table> <p>ROLL CALL TO VOTE: Aye: Mrs. Tillman, Ms. Burks, Mr. Crivens, Mrs. King, Mrs. DeVasher-Williams, and Mr. Tillman.</p> <p>MOTION CARRIED</p>	Education Fund	\$2,092,317.22	Operations and Maintenance Fund	\$ 152,013.82	Debt Services	\$ 7,639.64	Transportation Fund	\$ 649,176.22	Capital Projects	\$ 72,958.09	Tort Liability Fund	<u>\$ 329,732.93</u>		\$3,303,837.92	<p>AGENDA ITEM F</p>
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Consent Agenda

Mr. Crivens requested that Consent Agenda Items F #7 & #8 b&c be removed.

<p>MOTION by Mr. Tillman, seconded by Mr. Crivens, to approve consent agenda items F#1-6 & 8 a, d-p:</p> <ol style="list-style-type: none"> 1. Approval of payroll summaries for October 10, 2025, in the amount of \$1,015,154.50 2. Approval of payroll summaries for October 24, 2025, in the amount of \$1,008,369.41 3. Approval of the minutes from the regular board meeting October 16, 2025 4. Approval of the minutes from the special board meeting held October 27, 2025 5. Approval of Student Support Services provided by Felicia Houston, in the amount of \$3,000.00 6. Approval of the resolution abating the tax levied for the year 2025 to pay debt services on General Obligation School Bonds (Alternate Revenue Source), Series 2016A of School District 149 8. Personnel Report 	<p>AGENDA ITEM F#1-6 & 8 a, d-p</p>
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Resignation:

- a. Approval of resignation of Eric Baah, 6th grade teacher, at CCA, effective October 27, 2025

Employment:

- d. Approval of employment of Vander Green, Physical Education Teacher, at CCA, effective date October 27, 2025
- e. Approval of employment of Kimberly Lechuga, 1st Grade Teacher, at NBLA, effective date October 27, 2025
- f. Approval of employment of Yameka Jones, Day-to-Day Substitute Teacher, District Wide, effective date TBD
- g. Approval of employment of Kellie Mason, Day-to-Day Substitute Teacher, District Wide, effective date TBD
- h. Approval of employment of Dejanae Karim-Jemison, Day-to-Day Substitute Teacher, District Wide, effective date TBD
- i. Approval of employment of Frieda Carter Smith, 12-Month Administrative Assistant, at Caroline Sibley, effective date November 10, 2025
- j. Approval of employment of Shyla Bartee, 12-Month Administrative Assistant, at SOFA, effective date TBD

Leave of absence:

- k. Approval of Intermittent FMLA for LaWanda Scott, 4th Grade Teacher, at Berger-Vandenberg, effective October 17, 2025 through May 22, 2026
- l. Approval of Intermittent FMLA for Tiffany Blackman, 1st Grade Teacher, at Caroline Sibley, effective October 16, 2025 through May 22, 2026
- m. Approval of Intermittent FMLA for Marissa Fenton, 4th Grade Teacher, at Caroline Sibley, effective October 17, 2025 through May 22, 2026
- n. Approval of Intermittent FMLA for Deborah Delaney, Administrative Assistant, at NBLA, effective October 22, 2025 through May 22, 2026
- o. Approval of Intermittent FMLA for Jerome Smith, 6th Grade Teacher, at Berger-Vandenberg, effective October 29, 2025 through May 22, 2026
- p. Approval of FMLA for Tanyelle Hannah, Principal at Caroline Sibley, effective November 5, 2025 through December 31, 2025

ROLL CALL TO VOTE: Aye: Mr. Tillman, Mr. Crivens, Mrs. King, Ms. Burks, and Mrs. Tillman.

Nay: Mrs. De Vasher-Williams.

MOTION CARRIED

Adjourn to Closed Session

<p>MOTION by Mr. Crivens, seconded by Ms. Burks, to adjourn to a Closed session at 7:40 p.m.</p> <ul style="list-style-type: none">1. Motion to convene to a closed session meeting for the purpose of discussing the following matters:	<p>AGENDA ITEM H</p>
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<ul style="list-style-type: none"> • The appointment, employment, compensation, discipline, performance, or dismissal of specific employees or legal counsel of Dolton School District 149, 5ILCS 120/2(c)(1) • Student Disciplinary Cases 5ILCS 120/2(c)(9) <p>2. Motion to adjourn closed session meeting and reconvene open session meeting</p> <p>ROLL CALL VOTE: Aye: Mr. Crivens, Ms. Burks, Mrs. King, Mrs. De Vasher-Williams, Mrs. Tillman, and Mr. Tillman.</p> <p>MOTION CARRIED</p>	
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Final Action on Closed Session Items

<p>MOTION by Mrs. Tillman, seconded by Ms. Burks, to approve student discipline decisions as discussed in closed session</p> <p>ROLL CALL VOTE: Aye: Mrs. Tillman, Ms. Burks, Mr. Crivens, Mrs. King, Mrs. De Vasher-Williams, and Mr. Tillman.</p> <p>MOTION CARRIED</p>	AGENDA ITEM I1
<p>MOTION by Mr. Crivens, seconded by Ms. Burks, to table the termination of Employee A.</p> <p>ROLL CALL VOTE: Aye: Mr. Crivens, Ms. Burks, Mrs. King, Mrs. De Vasher-Williams, Mrs. Tillman, and Mr. Tillman.</p> <p>MOTION CARRIED</p>	AGENDA ITEM I2
<p>MOTION by Mrs. King, seconded by Ms. Burks, to approve the termination of LaTasha Randle.</p> <p>ROLL CALL VOTE: Aye: Mrs. King, Ms. Burks, Mr. Crivens, Mrs. Tillman, Mrs. De Vasher-Williams, and Mr. Tillman.</p> <p>MOTION CARRIED</p>	AGENDA ITEM I3
<p>MOTION by Ms. Burks, seconded by Mr. Crivens, to table the termination of Employee C.</p> <p>ROLL CALL VOTE: Aye: Ms. Burks, Mr. Crivens, Mrs. De Vasher-Williams, Mrs. Tillman, and Mr. Tillman.</p> <p>MOTION CARRIED</p>	AGENDA ITEM I4
<p>MOTION by Mrs. De Vasher-Williams, seconded by Mr. Crivens, to approve hire for Benefits Specialist, in the amount of \$55,000.00.</p> <p>ROLL CALL VOTE: Aye: Mrs. De Vasher-Williams, Mr. Crivens, Mrs. King, Ms. Burks, Mrs. Tillman, and Mr. Tillman.</p> <p>MOTION CARRIED</p>	AGENDA ITEM I5
<p>MOTION by Ms. Burks, seconded by Mrs. King, to approve Board Buddy Program, to start after the ratification of the Teacher’s Union Contract.</p> <p>ROLL CALL VOTE: Aye: Ms. Burks, Mrs. King, Mr. Crivens, Mrs. Tillman, Mrs. De Vasher-Williams, and Mr. Tillman.</p> <p>MOTION CARRIED</p>	AGENDA ITEM I6
<p>MOTION by Mrs. Tillman, seconded by Ms. Burks, to approve the 2025–2028 collective bargaining agreement between the District and the SPCA, as discussed in closed session .</p> <p>ROLL CALL VOTE: Aye: Mrs. Tillman, Ms. Burks, Mrs. King, Mr. Crivens, Mrs. De Vasher-Williams, and Mr. Tillman.</p> <p>MOTION CARRIED</p>	AGENDA ITEM I7

Consent Agenda Items F #7 & 8 b&c

<p>MOTION by Mrs. Tillman, seconded by Mrs. King, to approve final Tax Levy for calendar year 2025 payable in calendar year 2026 and filing of the Certificate of Levy with the Cook County Clerk.</p> <p>ROLL CALL VOTE: Aye: Mrs. Tillman, Mrs. King, and Mr. Tillman. Nay: Ms. Burks, Mr. Crivens, and Mrs. De Vasher-Williams.</p> <p>MOTION FAILED</p>	AGENDA ITEM F7
<p>MOTION by Mr. Crivens, seconded by Ms. Burks, to approve termination of Ayannah Collins, Para/Classroom Health Aide, at Diekman, effective November 5, 2025.</p> <p>ROLL CALL VOTE: Aye: Mr. Crivens, Ms. Burks, Mrs. King, Mrs. De Vasher-Williams, Mrs. Tillman, and Mr. Tillman.</p> <p>MOTION CARRIED</p>	AGENDA ITEM 8b
<p>MOTION by Ms. Burks, seconded by Mr. Crivens, to approve termination of Tiffany Jones, 12-Month Administrative Assistant, at SOFA, effective November 6, 2025.</p> <p>ROLL CALL VOTE: Aye: Ms. Burks, Mr. Crivens, Mrs. King, Mrs. De Vasher-Williams, Mrs. Tillman, and Mr. Tillman.</p> <p>MOTION CARRIED</p>	AGENDA ITEM 8c

Old Business

<p>MOTION by Ms. Burks, seconded by Mr. Tillman, to table the contract for Strategic Planning, not to exceed \$37,500.00.</p> <p>ROLL CALL VOTE: Aye: Ms. Burks, Mr. Tillman, Mr. Crivens, Mrs. King, Mr. Crivens, Mrs. De Vasher-Williams, and Mrs. Tillman.</p> <p>MOTION CARRIED</p>	AGENDA ITEM J1
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New Business

<p>MOTION by Mrs. De Vasher-Williams, seconded by Ms. Burks, to approve Press Plus Policy 119.</p> <p>ROLL CALL VOTE: Aye: Mrs. De Vasher-Williams, Ms. Burks, Mrs. King, Mr. Crivens, Mrs. Tillman, and Mr. Tillman.</p> <p>MOTION CARRIED</p>	AGENDA ITEM K1
<p>MOTION by Mrs. King, seconded by Ms. Burks, to approve mandated participation in the Illinois Administrative Academy to train 14 school leaders in evaluating teachers and 8 school leaders in evaluating assistant principals, through South Cook Intermediate Service Center, for a total amount of \$6,000.00.</p> <p>ROLL CALL VOTE: Aye: Mrs. King, Ms. Burks, Mr. Crivens, Mrs. Tillman, and Mr. Tillman. Nay: Mrs. De Vasher-Williams.</p> <p>MOTION CARRIED</p>	AGENDA ITEM K2
<p>MOTION by Ms. Burks, seconded by Mrs. Tillman, to approve roof drain repair at NBLA, through Knickerbocker Roofing and Paving Co., in the amount of \$2,850.00.</p> <p>ROLL CALL VOTE: Aye: Ms. Burks, Mrs. Tillman, Mr. Crivens, Mrs. King, Mrs. De Vasher-Williams, and Mr. Tillman.</p> <p>MOTION CARRIED</p>	AGENDA ITEM K3
<p>MOTION by Mrs. Tillman, seconded by Ms. Burks, to approve the Asbestos three-year re-inspection through Midwest Environmental Consulting Services, in the amount of \$750.00 per building, for four buildings totaling \$3,000.00.</p>	AGENDA ITEM K4

<p>ROLL CALL VOTE: Aye: Mrs. Tillman, Ms. Burks, Mr. Crivens, Mrs. King, Mrs. De Vasher-Williams, and Mr. Tillman.</p> <p>MOTION CARRIED</p>	
<p>MOTION by Mrs. Tillman, seconded by Ms. Burks, to approve the purchase and installation of door closers at Carol Moseley Braun, through Mika Locksmithing Services, in the amount of \$2,190.00.</p> <p>ROLL CALL VOTE: Aye: Mrs. Tillman, Ms. Burks, Mr. Crivens, Mrs. King, Mrs. De Vasher-Williams, and Mr. Tillman.</p> <p>MOTION CARRIED</p>	<p>AGENDA ITEM K5</p>

Mr. Crivens asked whether the company (AIR) being discussed is the only provider of the required service.

Dr. White explained that the State—through Illinois Empower—designates the partner organizations, so the District must use the one assigned and does not have a choice.

<p>MOTION by Mrs. Tillman, seconded by Ms. Burks, to approve School Improvement partner, American Institutes for Research (AIR), to conduct school level needs assessment for schools that have received a designation of comprehensive support status, in the amount of \$41,641.00, paid by the School Improvement Grant.</p> <p>ROLL CALL VOTE: Aye: Mrs. Tillman, Ms. Burks, Mr. Crivens, Mrs. King, Mrs. De Vasher-Williams, and Mr. Tillman.</p> <p>MOTION CARRIED</p>	<p>AGENDA ITEM K6</p>
<p>MOTION by Mr. Tillman, seconded by Mrs. Tillman, to receive resignation from Board Member Alicia Burks.</p> <p>ROLL CALL VOTE: Aye: Mr. Tillman, Mrs. Tillman, Mr. Crivens, Mrs. King, and Mrs. De Vasher-Williams.</p> <p>MOTION CARRIED</p>	<p>AGENDA ITEM K7</p>

Adjournment

<p>MOTION by Mrs. De Vasher-Williams, seconded by Ms. Burks, to adjourn the board meeting at 11:24 p.m.</p> <p>ROLL CALL VOTE: Aye: ALL IN FAVOR</p> <p>MOTION CARRIED</p>	<p>AGENDA ITEM L</p>
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Wilbur Tillman, President

Sheryl Tillman, Secretary