MINUTES OF PERSONNEL COMMITTEE MEETING
Homewood-Flossmoor High School, 999 Kedzie, Flossmoor, IL
January 16, 2026

The meeting was called to order at 9:05 a.m.

In attendance for all or part of the meeting were:

Members	Participants
Dr. Jennifer Norrell, Superintendent	Dr. Jennifer Norrell, Superintendent
Ms. Pam Jackson, Board Member	Ms. Jalitza Martinez, Assistant Superintendent for Staff Services
Mr. Nathan Legardy, Board Chair	
Dr. Camille O'Quin, Board Member	

Ms. Beth Larocca, community member and Mr. Asa Gordon, Director of Career Pathways and Workforce Development Gordon were also present in the audience.

Approval of Minutes. The November 11, 2025 meeting minutes stand approved as presented.

Comments. Ms. Larocca inquired whether the tuition for Early Childhood Development discussed at the previous meeting and reflected in the November 11th minutes applies to courses required for teacher certification. Ms. Martinez clarified that the tuition supports the College and Career Pathways endorsement. Ms. Larocca also asked about the proposed revision to Policy 5:240 (Suspension), also reflected in the November 11th minutes, which would allow the Superintendent to suspend an employee without pay for up to ten school days, rather than the current three days. Ms. Jackson explained that the change aligns with state law and reflects practices in most districts.

Old Business: None

New Business:

Tuition for Pathways Teaching Endorsement Program Agreement
Ms. Martinez stated this item has been tabled while revisions are currently being made to the agreement.

Staffing 26/27
Ms. Martinez informed the committee that, as previously shared, approximately six additional teachers will be added next year to support advanced coursework. With the new block schedule, Compass will be reallocated to support students during a period opposite their lunch. This adjustment allows the district to retain staff to cover the anticipated 56 Compass sections. Compass rates will be negotiated, and postings are expected to be released within the next week. This was presented as an informational item only, requiring no board action.

Executive Session. The committee moved into Executive Session at 9:09 a.m., 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.

Return to Open Meeting. The committee returned to open session at 10:13 a.m.

Adjournment. The meeting adjourned at 10:13 a.m.