MINUTES OF BOARD OF EDUCATION MEETING
Homewood-Flossmoor High School, 999 Kedzie Avenue, Flossmoor, Illinois
March 17, 2026

Mr. Pauling called the meeting to order at 7:01 p.m. The following Board members were present for all or part of the meeting:

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

Student Board Representative Anaya Mootry was absent.

Mr. Pauling informed the group that Mr. Legardy was absent from the meeting due to a delayed flight from out of the country. Additionally, Dr. Smith was unable to attend due to a work engagement.

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 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. Ms. Kia D. London, an alumna and teacher at HF, addressed the board regarding agenda item 7.3.2.7, concerning her non-renewal. She highlighted her professional recognition as a nationally recognized educator in language education, with expertise in intercultural competence, proficiency-based instruction, and equitable representation. Ms. London shared her experience of being informed unexpectedly on March 6th that her contract would not be renewed, despite her formal evaluations reflecting proficient and highly effective performance. She expressed her commitment to supporting students and contributing to the development of IB courses and curricular planning. She mentioned the personal impact of her departure, as HF has been a home to her, and thanked the community, especially the parents and students, for entrusting her with their education. Ms. London expressed pride in her students' growth, particularly in language communication and intercultural competence. She concluded by thanking Dr. Alexander, Mr. Camp, and her colleagues in the World Language Department for the opportunity to collaborate and contribute to world language education. Ms. London also thanked the board members for their time and service to the school community. Ms. London provided a copy of her statement for the record. Mr. Pauling acknowledged Ms. London's statement and made it part of the official record.

Pastor Doyle Landry, Marine Corps Veteran, began by reflecting on the importance of February 17th, a day marked by the passing of Reverend Jesse Louis Jackson, Sr. He explained that this event led to his absence at the previous meeting, noting that the remarks he would be sharing are ones they would have expressed had he been present. He then noted an article from *The Citizen*, which he had planned to address a month earlier. The article reflected on a $126.9 million project whose creator was Brian Gorman, a Homewood-Flossmoor High School graduate from the class of 1993. Pastor Landry added that Gorman is not an athlete but someone who emphasizes the importance of academics. Pastor Landry reiterated his long-held belief in prioritizing education and used Gorman's story to underscore the value of academic achievement. Pastor Landry moved on to discuss Rondale Moore, a 2015 graduate from Indiana and the decision Mr. Moore made on February 21st. He encouraged the audience to look up Moore's story to understand the deeper context, tying it to the broader issue of African-American male mental health, which has been Pastor Landry's key focus. Pastor Landry closed by referencing the flyer provided, clarifying that it was not from this March 2nd. He noted that he is the founder of Positive Vision Communications, which is also the company associated with the topics discussed 11 years ago. He emphasized that the contents of the flyer were particularly relevant in light of the recent elections, and remarked that it is impossible to receive an endorsement from someone who has passed away. Additionally, he expressed the importance of respecting others, stressing that it is unacceptable to dishonor someone's name. Pastor Landry acknowledged he was here tonight with a new acquaintance, a member of the Divine 9, whom he had met just a few days prior. Pastor Landry added that this individual is a professional accountant and enjoys playing the saxophone. Pastor Landry invited him to the meeting to expose him to the rich arts, music, and theater programs at the school, with the hope that he might consider become a teacher and teaching at H-F in the future.

Ms. Beth Larocca, community member, raised a few questions and concerns regarding tonight's agenda items. The first question pertained to the textbook adoption item. She noted that there were no attachments provided, leaving her unclear on the details, particularly regarding the cost of the textbooks. The second set of questions related to the request for four Dean's Assistant positions. Ms. Larocca asked for more information on the data that supports the need for these positions and expressed concern about potential discipline issues. She also questioned the distinction between these positions and security roles, seeking clarification on their specific duties and responsibilities. Next, Ms. Larocca inquired about the leadership restructuring proposal on tonight's agenda, specifically the addition of an associate principal. She requested a job description, the associated cost, and an explanation of why the position is necessary, as she expressed the concern that the administration might be becoming "administrative heavy." Lastly, Ms. Larocca raised questions about adjusted appointments in the security team, particularly the police security liaison positions. She asked whether the individuals in these roles and the reason for the adjustments. Ms. Larocca added that she was confused about whether these positions were replacing others or undergoing some restructuring. She concluded by expressing hope that these questions would be addressed during the meeting when the relevant topics were covered.

Student Representative: absent

Delegations: none

Board Members: Mr. Pauling welcomed everyone to this evenings meeting and commented that the past weekend was a great celebration, despite the weather.

Superintendent's Report:

District Updates.

- Dr. Norrell stated that she would like to schedule a Committee-of-the-Whole meeting prior to the end of the year. She noted that the Personnel and Planning Committees are already scheduled to meet on May 12 and suggested that the Finance Committee join on that date so the full Board can review key committee priorities. Dr. Norrell added that, if the Finance Committee is able to meet on May 12, the start time may be adjusted to accommodate its typical meeting schedule, potentially beginning earlier in the day and extending through noon. She will follow up with Finance Committee members to confirm their availability.
- Dr. Norrell provided a brief update on safety and security, noting that additional details were discussed previously in a closed session. She reported that the final security audit report will be presented to the Board in April and will focus on identified vulnerabilities and potential areas of concern. Dr. Norrell stated that the District will continue to advance its safety and security plans and will use the audit findings to help guide next steps. She also noted that several areas identified as needing enhanced security have been brought forward by District staff.

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. Riedel moved, seconded by Ms. Jackson, that the Board of Education approve the Consent Agenda, as listed:

Regular Board Meeting Minutes, February 17, 2026
Extended Field Trip - DECA International Career Development Conference
Extended Field Trip - National Speech & Debate Association National Tournament
Extended Field Trip - SkillsUSA State Leadership & Skills Conference
IHSA Membership 2026-2027
Approval of Expenditures, $2,289,222.32
Approval of Imprest Fund, $54,351.28
Ratification of February, 2026, Payroll, $4,368,460.02
Personnel Report, as listed. *The Personnel Report that includes Resignations, Appointments, Adjusted*

Appointments, Leaves, Retirements, Extra Responsibility/Stipend is attached.

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

Committee Reports:

Finance Committee - Finance Committee Chair Riedel noted the Finance Committee met on February 3, 2026. The next Finance Committee will meet on Tuesday, April 7, 2026 at 7:45 a.m. in the Viking Room.

Action Items

- Copier Lease Agreement. Mr. Riedel moved, seconded by Ms. Jackson, that the Board of Education enter into a contract agreement with ProvenIT for copier and managed print services for a five-year term beginning April 1, 2026 and ending on March 31, 2031, as recommended by the evaluation committee and the Chief School Business Officer, based on ProvenIT receiving the highest evaluation score and demonstrating strong performance, competitive overall pricing, an effective service and supply management model, as well as having equipment that meets District performance requirements and positive references from comparable organizations. Mr. Riedel noted that the item has been discussed at the previous Finance Committee meeting and explained that the district has reached the five-year replacement mark for copiers. He stated that, after careful consideration, the proposed option is the most effective and will ensure continuity in both copy rooms. Ms. Jackson inquired about the number of units involved, and Mr. Richardson responded that three copiers will be leased. Mr. Richardson further stated that prior Finance Committee discussions addressed copiers designated for staff use in the copy rooms. He noted that staff are actively utilizing these machines, which has increased efficiency and supports the district's green initiative. Roll Call: Ayes – Dr. Leonard, Dr. O'Quin, Mr. Riedel, Ms. Jackson, Mr. Pauling. Nays - None. Motion carried.

Planning Committee. Ms. Jackson reported that the Planning Committee met on March 3, 2026. She noted the next Planning Committee meeting will be held on May 12, 2026, at 10:30 a.m. in the Viking Room. Ms. Jackson shared the following Informational Items from the March 3rd meeting:

- Dual Credit Partnership - Dr. Dallacqua reported on a new dual credit partnership with the University of Illinois Urbana-Champaign (College of Agricultural, Consumer, and Environmental Sciences), supported by the IDEAS grant. The course will allow students to earn college credit while studying food systems, sustainability, agriculture, nutrition, and environmental impact. Teachers will receive mentorship, professional development, and instructional resources.
- School Improvement Plan Update - Dr. Alexander provided an update on progress toward the school's 2025–2026 academic goals. The committee discussed performance trends and ongoing improvement strategies.
- Instructional Coaching - Mrs. Ross-Cook shared an update on instructional coaching. Implementation has strengthened over time, with positive impact on instructional practices and staff collaboration.
- Collaborative Team (PLC) Update - Dr. Dallacqua reported on 35 active collaborative teams engaged in ongoing professional learning since summer implementation. Work remains aligned to school improvement priorities.
- Student Cell Phone Use – Dr. Norrell and the committee discussed continued concerns regarding student cell phone use on campus, particularly in anticipation of extended block scheduling. Potential solutions include securing devices during instructional time. In addition, possible state-level policy changes on banning cell phones in Illinois schools are being monitored.

Ms. Jackson reported on the following Action Items discussed at the March 3, 20226 Planning Committee that are on this evening's agenda:

- FY27 Chromebook Purchase - Dr. Dallacqua reported anticipated Chromebook price increases of 30–50% by July and a six-month lead-time. Delaying purchase may result in higher costs and potential delivery delays. Three vendors were evaluated, with one recommended based on pricing, reliability, and service. The vendor will defer payment until July 1, 2026, allowing the district to lock in current pricing. Estimated cost avoidance ranges from $94,800 to $158,000. The committee supported proceeding with the purchase to secure current pricing.

- Textbook Adoption (Part 1) – Dr. Dallacqua presented a recommendation to approve the purchase of core textbooks for the fall of 2026. She reported that curriculum development for new pathway courses is still in progress. Due to typical delays in textbook ordering and delivery in late spring and early summer, the District is proceeding with purchases as materials become ready to avoid bottlenecks. The current request represents Part 1 of the FY27 textbook adoption, totaling $33,312.48. The remaining textbook requests – Part 2, will be presented at a future Planning Committee meeting. The committee supported proceeding with the purchase of core textbooks - Part 1 for new courses beginning Fall 2026 totaling $33,312.48 as presented.

Action Items

FY 27 Chromebook Purchase. Ms. Jackson moved, seconded by Mr. Riedel, that the Board of Education approve committing funds to purchase 800 Chromebooks for FY27, representing a potential cost avoidance range of $94,800–$158,000. Mr. Pauling proposed the motion be amended as follows: "that the Board of Education approve committing funds to purchase 800 Chromebooks for FY27, representing a potential cost avoidance range of $94,800–$158,000 and enter into a pricing arrangement with DELL Corporation." Roll Call: Ayes – Dr. Leonard, Dr. O'Quin, Mr. Riedel, Ms. Jackson, Mr. Pauling. Nays - None. The motion, as amended, was carried.

Textbook Adoptions. Ms. Jackson moved, seconded by Mr. Riedel, that the Board of Education approve the proposed core textbooks for the new courses beginning in the fall of 2026. Norrell noted this was discussed in Planning and represents Part 1 and added that they are still working on some of the curriculum for the new courses and wanted to move ahead with the textbooks as presented to the committee totaling $33,312.48 for FY 27. She added that there are two parts to the adoption and the second part will come back to the board at a future date. Dr. Dallacqua noted that Part 1 funding covers 12 new courses, representing the majority of new course offerings. Mr. Pauling inquired whether Part 2 costs are expected to be lower than Part 1; Dr. Dallacqua confirmed that she is anticipating that they will be less. Mr. Pauling proposed the motion be amended as follows: "that the Board of Education approve the proposed core textbooks for the new courses beginning in the fall of 2026 to be purchased in the amount of 33,312.48." Roll Call: Ayes – Dr. O'Quin, Mr. Riedel, Ms. Jackson, Dr. Leonard, Mr. Pauling. Nays - None. The motion, as amended was carried.

Personnel Committee. Ms. Jackson reported that the Personnel Committee met on March 3, 2026. She noted the next Personnel Committee meeting will be held on Tuesday, May 12, 2026 at 9:00 a.m. in the Superintendent's Conference Room. The following items were discussed at the March 3rd meeting:

- Pathways Teaching Endorsement Tuition - Ms. Martinez presented a request for authorization to fund staff tuition for the Pathways Teaching Endorsement Program, carried over from the previous meeting. Funding will support certification requirements set by the Illinois Community College Board, requiring instructors to complete at least 18 credit hours in the discipline. Estimated cost is $5,000. (Action item.)
- AP/IB Proctor Recruitment - Due to limited substitute availability, the district is seeking to hire 10 proctors to support AP and IB exams scheduled across 15 days (April 28–May 20). (Action item)
- AllOne Health Renewal - Ms. Martinez presented the annual AllOne Health renewal. (Action item).
- Staffing Requests - Requests were presented for sixth assignments that include .1 FTE scriptwriting and Directing; .1 FTE for engine repair; .1 FTE for Engine Performance/Automotive Electrical; .1 FTE for AP English Literature and Composition and four 1.0 FTE dean assistant positions. (Action item).
- Non-District Student Trips (Informational) - The committee discussed oversight and risk considerations for longstanding non-district affiliated trips involving district students and staff (e.g., New Orleans, China, and a potential Puerto Rico trip). Dr. Norrell recommended assigning a district leadership representative to such trips and exploring additional insurance coverage, particularly for international travel, due to identified gaps in liability coverage. This is an information item and more information will follow at a future meeting.
- heyC District Partnership Proposal - A presentation was provided on an AI-based staff development platform designed to centralize district training materials, policies, and resources. The tool is intended to improve staff access to information and streamline professional learning. (Action item).
- Executive Session - The committee entered executive session to discuss personnel matters, including employment, compensation, and related topics.

Action Items

- Tuition for Pathways Teaching Endorsement Program Agreement. Ms. Jackson moved, seconded by Dr. Leonard, that the Board of Education approve Tuition for Teacher Endorsement Program MOU and the

current request for the Childhood Development and Early Childhood coursework not to exceed $5,000.00, funded through local funds. Dr. Norrell noted that the District worked with the HFEO on this matter. She stated that there is one teacher involved. Roll Call: Ayes – Mr. Riedel, Ms. Jackson, Dr. Leonard, Dr. O'Quin, Mr. Pauling. Nays - None. Motion carried.

- AP/IB Proctor Recruitment. Ms. Jackson moved, seconded by Mr. Riedel, that the Board of Education approve the Request for up to Ten (10) Exam Proctors. Dr. Norrell explained that individuals are paid at the substitute rate for the days on which they administer testing. Roll Call: Ayes – Ms. Jackson, Dr. Leonard, Dr. O'Quin, Mr. Riedel, Mr. Pauling. Nays - None. Motion carried.
- AllOne Health Renewal. Ms. Jackson moved, seconded by Dr. O'Quin, that the Board of Education approve the fiscal year 2027 AllOne Health Service Agreement in the Amount of $15,020. Roll Call: Ayes – Ms. Jackson, Dr. Leonard, Dr. O'Quin, Mr. Riedel, Mr. Pauling. Nays - None. Motion carried.
- Sixth Assignment Requests.
    - Ms. Jackson moved, seconded by Dr. O'Quin, that the Board of Education approve the request for one (1) 0.1 FTE for Scriptwriting and Directing. Dr. Norrell stated the sixth assignment requests reflect the District is addressing staffing needs related to FMLA leaves, as well as the resignation of two staff members, particularly in dual credit areas, in order to ensure continuity of dual credit opportunities for students. Roll Call: Ayes – Dr. Leonard, Dr. O'Quin, Mr. Riedel, Ms. Jackson, Mr. Pauling. Nays - None. Motion carried.
    - Ms. Jackson moved, seconded by Mr. Riedel, that the Board of Education approve the request for one (1) 0.1 FTE for Engine Repair. Roll Call: Ayes – Dr. Leonard, Dr. O'Quin, Mr. Riedel, Ms. Jackson, Mr. Pauling. Nays - None. Motion carried.
    - Ms. Jackson moved, seconded by Mr. Riedel, that the Board of Education approve the request for one (1) 0.1 FTE for Engine Performance/Automotive Electrical. Roll Call: Ayes – Dr. O'Quin, Mr. Riedel, Ms. Jackson, Dr. Leonard, Mr. Pauling. Nays - None. Motion carried.
    - Ms. Jackson moved, seconded by Dr. O'Quin, that the Board of Education approve the request for one (1) 0.1 FTE for AP English Literature and Composition. Roll Call: Ayes – Mr. Riedel, Ms. Jackson, Dr. Leonard, Dr. O'Quin, Mr. Pauling. Nays - None. Motion carried.

- Request for four (4) 1.0 FTE Dean Assistant Positions. Ms. Jackson moved, seconded by Mr. Riedel, that the Board of Education approve the Request for Four (4) 1.0 FTE Dean Assistant Positions. Dr. Norrell clarified that there is a distinction between Dean Assistants and Safety and Security personnel within the staffing plan. Dean Assistants support student supervision, including monitoring hallways and addressing areas identified by staff as needing additional oversight. She noted there is a different price point for hiring Dean Assistants compared to Safety and Security officers, who are licensed in the State of Illinois and federally authorized to carry weapons, and will be stationed at the building entrances. Mr. Pauling asked if this is related to the District's safety and security audit; Dr. Norrell confirmed that it is. Roll Call: Ayes – Ms. Jackson, Dr. Leonard, Dr. O'Quin, Mr. Riedel, Mr. Pauling. Nays - None. Motion carried.
- heyC District Partnership Proposal. Ms. Jackson moved, seconded by Dr. O'Quin, that the Board of Education approve the heyC District Partnership Proposal in the amount of $34,680. Dr. Norrell presented a new technology platform that will be available to all staff and Board members, designed to centralize district documents, including policies, Board minutes, and GCN training modules. The system customizes access based on individual user roles, provides real-time updates, and allows users to ask questions with responses linked to source documents. It also enables staff to receive updates and manage large volumes of information more efficiently. The platform is offered as an annual subscription. Roll Call: Ayes – Ms. Jackson, Dr. Leonard, Dr. O'Quin, Mr. Riedel, Mr. Pauling. Nays – None. Motion carried.
- Resolution Authorizing Notice of Non-Renewal of First Through Second Year Probationary Teachers. Ms. Jackson, seconded by Mr. Riedel, that the Board of Education approve the Resolution Authorizing Notice of Non-Renewal of First Through Second Year Probationary Teachers Kia London and Corinne Torres. Ms. Jackson read the following resolution for the record: "Whereas, Kia London and Corinne Torres were employed for the 2025-2026 school term as non-final year probationary teachers; and whereas, the Board of Education has determined that these teachers shall be dismissed as of the end of the 2025-2026 school term and not re-employed for the 2026-2027 school term, pursuant to Section 24-11 of The School Code of Illinois (105 ILCS 5/24-11)." Roll Call: Ayes – Dr. Leonard, Dr. O'Quin, Mr. Riedel, Ms. Jackson, Mr. Pauling. Nays - None. Motion carried.

- Resolution Authorizing Notice of Non-Renewal of Final Year Probationary Teacher. Ms. Jackson moved, seconded by Mr. Riedel, that the Board of Education approve the Resolution Authorizing Notice of Non-Renewal of Final Year Probationary Teacher Khayla Kelley Morton. Ms. Jackson read the following resolution for the record: "Whereas, Khayla Kelley Morton was employed for the 2025-2026 school term as final year probationary teacher; and Whereas, the Board of Education has determined that this teacher shall be dismissed at of the end of the 2025-2026 school term and not re-employed for the 2026-2027 school term, pursuant to Section 24-11 of The School Code of Illinois (105 ILCS 5/24-11)." Roll Call: Ayes – Dr. Leonard, Dr. O'Quin, Mr. Riedel, Ms. Jackson, Mr. Pauling. Nays - None. Motion carried.
- Leadership Restructuring. Ms. Jackson moved, seconded by Dr. O'Quin, that the Board of Education approve the Request to Restructure Districtwide Leadership to include an Associate Principal of Strategic Initiatives. Dr. Norrell reported that additional details were reviewed in closed session and in discussions with Dr. Cook and Board President Pauling. She clarified that the proposal represents a restructuring rather than the creation of a new position, with responsibilities being realigned to better support district needs while remaining cost neutral. One currently existing role will be repurposed into an assistant principal position. She noted that it was important to provide this information for clarity. Roll Call: Ayes – Dr. O'Quin, Mr. Riedel, Ms. Jackson, Dr. Leonard, Mr. Pauling. Nays – None. Motion carried.

New Business: None

Resolution for Student #990167788. Ms. Jackson moved, seconded by Mr. Riedel, that the Board of Education approve the resolution for student #990167788. Dr. Norrell confirmed that due process was provided to the student. She added that third party hearing officer conducted the hearing and supported the recommendation of the administration. Ms. Jackson read the following resolution for the record: "Be it resolved that this Board of Education, after having considered the evidence presented by the hearing officer, hereby upholds the recommendation of expulsion for two calendar years for student #990167788 of Homewood Flossmoor High School, effective March 18, 2026 from March of the 2025/2026 school year to March of the 2027/2028 school year. Be it further resolved that a copy of this resolution be sent to the parents of said student and duly recorded in the official minutes of this board of education meeting dated Tuesday, March 17, 2026." Roll Call: Ayes – Mr. Riedel, Ms. Jackson, Dr. Leonard, Dr. O'Quin, Mr. Pauling. Nays – None. Motion carried.

Executive Session. Mr. Riedel moved, seconded by Dr. O'Quin, that the Board of Education move into Executive Session at 8:22 p.m. pursuant to 5 ILCS 120/2(c) of the Open Meetings Act pursuant to 5 ILCS 120/2(c) of the Open Meetings Act to discuss a personnel matter. Roll Call: Ayes – Ms. Jackson, Dr. Leonard, Dr. O'Quin, Mr. Riedel, Mr. Pauling. Nays – None. Motion carried. Mr. Pauling noted that no further action will be taken upon the board's return to open session.

Return to Open Session. Mr. Pauling moved, seconded by Ms. Jackson, that the Board of Education return to Open Session at 8:29 p.m. Roll Call: Ayes – Ms. Jackson, Dr. Leonard, Dr. O'Quin, Mr. Riedel, Mr. Pauling. Nays – None. Motion carried.

Adjournment. Mr. Pauling moved, seconded by Mr. Riedel, that the Board of Education be adjourned at 8:30 p.m.

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President Vice-President/Secretary

6.9.1 RESIGNATIONS

1	Jacalyn Bailey	Department Lead - Special Education	Eff 6/30/2026
2	Robert Bonds	CTE Teacher	Eff 5/29/2026
3	Daniel Brown	CTE Teacher	Eff 3/2/2026
4	Michael Camp	Department Lead - World Language	Eff 6/30/2026
5	Myrna Cavasos	School Social Worker	Eff 5/29/2026
6	Sharonda Kimbrough	Department Lead - Social Science	Eff 6/30/2026
7	LaVoise McCoy	Dean's Assistant	Eff 3/14/2026

6.9.2 APPOINTMENTS

Start Date/Salary

Certified

1	*Matthew Anyiwo	CTE Teacher - Computer Applications University of Kansas, Bachelor of Science **Pending ISBE Credentials**	Eff 8/17/2026 $62,250/year
2	*Monique Golding	CTE Teacher - Computer Applications Southern University New Orleans, Master of Science Lousiana State University, Bachelor of Liberal Arts	Eff 8/17/2026 $74,624/year
3	*Etholia Holmes	CTE Teacher - Computer Applications Concordia University Chicago, Doctorate of Organizational Leadership Concordia University Chicago, Master of Business Administration Columbia College - Bachelor of Communications	Eff 8/17/2026 $78,037/year
4	*Grant Sikkema	CTE Teacher - Computer Applications Olivet Nazarene University, Master of Arts Education Trinity Christian College, Bachelor of Arts - Physical Education	Eff 8/17/2026 $100,295/year
5	*Tarra L. Taylor	CTE Teacher - Computer Applications Indiana Institute of Technology, Master of Business Administration Governor's State University, Master of Arts Columbia College Chicago, Bachelor of Arts **Pending ISBE Credentials**	Eff 8/17/2026 $74,692/year

Support

1	*Quincy A. Jones	Dean's Assistant	Eff TBD $22.00/hour
2	*Kelvin Lett	Safety and Security Officer Northern Illinois University, Bachelor of Arts - Criminal Justice	Eff 4/7/2026 $35.00/hour

3	*Ebony Taylor	Dean's Assistant Chicago State University, Bachelor of Arts - Criminal Justice	Eff TBD $22.00/hour
4	*Abigail L. Veldboom	Dean's Assistant	Eff 4/7/2026 $22.00/hour

Per Diem

1	*Gerardo Lara	Safety and Security Officer (Part Time)	Eff TBD $35.00/hour

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

6.9.3 ADJUSTED APPOINTMENTS

Start Date/Salary

Support

1	Derrick Allen	From: Police Security Liaison To: Safety and Security Officer	Eff 4/7/2026 $35.00/hour
2	Tammy Baker	From: Police Security Liaison To: Safety and Security Officer (.6)	Eff 4/7/2026 $35.00/hour
delete 3	Gwendolyn Buckner	From: Police Security Liaison To: Safety and Security Officer (0.4)	Eff 3/18/2026 $35.00/hour
4	Ramon Davis	From: School Security Liaison To: Safety and Security Officer	Eff 4/7/2026 $35.00/hour
5	Richard Drummond	From: School Security Liaison To: Safety and Security Officer	Eff 4/7/2026 $35.00/hour
6	Lynette Freeman	From: School Security Liaison To: Safety and Security Officer	Eff 4/7/2026 $35.00/hour
7	Jason Klausner	From: Police Security Liaison To: Safety and Security Officer	Eff 4/7/2026 $35.00/hour
delete 8	Paulette Norwood	From: Police Security Liaison (0.6) To: Safety and Security Officer	Eff 3/18/2026 $35.00/hour
add 9	Paulette Norwood	From: Police Security Liaison (0.6) To: Safety and Security Officer	Eff 4/7/2026 $35.00/hour
10	Ronald Pittman	From: Police Security Liaison To: Safety and Security Officer	Eff 4/7/2026 $35.00/hour
11	Roger Tambling	From: Police Security Liaison To: Safety and Security Officer	Eff 4/7/2026 $35.00/hour

12	Raymond Violetto	From: Police Security Liaison To: Safety and Security Officer	Eff 4/7/2026 $35.00/hour

Per Diem

1	Tarrance Crump	From: Police Security Liaison To: Safety and Security Officer (Part-Time)	Eff 4/7/2026 $35.00/hour
2	David Devries	From: Police Security Liaison To: Safety and Security Officer (Part-Time)	Eff 4/7/2026 $35.00/hour
3	Kenneth Gipson	From: Police Security Liaison To: Safety and Security Officer (Part-Time)	Eff 4/7/2026 $35.00/hour
4	David Habecker	From: Police Security Liaison To: Safety and Security Officer (Part-Time)	Eff 4/7/2026 $35.00/hour
5	Victor Harris	From: Police Security Liaison To: Safety and Security Officer (Part-Time)	Eff 4/7/2026 $35.00/hour
6	Kendrick Hawkins	From: Police Security Liaison To: Safety and Security Officer (Part-Time)	Eff 4/7/2026 $35.00/hour
7	Phillip E. Jackson	From: Police Security Liaison To: Safety and Security Officer (Part-Time)	Eff 4/7/2026 $35.00/hour
8	Jasmine Lockhart	From: Police Security Liaison To: Safety and Security Officer (Part-Time)	Eff 4/7/2026 $35.00/hour
9	Nathaniel Miller	From: Police Security Liaison To: Safety and Security Officer (Part-Time)	Eff 4/7/2026 $35.00/hour
10	Bernard Mooney	From: Police Security Liaison To: Safety and Security Officer (Part-Time)	Eff 4/7/2026 $35.00/hour
11	Patrick Owens	From: Police Security Liaison To: Safety and Security Officer (Part-Time)	Eff 4/7/2026 $35.00/hour

12	Dorinda Rodgers	From: Police Security Liaison To: Safety and Security Officer (Part-Time)	Eff 4/7/2026 $35.00/hour
13	Jennifer Thomas	From: Police Security Liaison To: Safety and Security Officer (Part-Time)	Eff 4/7/2026 $35.00/hour
14	Marcus Williams	From: Police Security Liaison To: Safety and Security Officer (Part-Time)	Eff 4/7/2026 $35.00/hour
15	Mary Woolery-Terry	From: Police Security Liaison To: Safety and Security Officer (Part-Time)	Eff 4/7/2026 $35.00/hour

6.9.4 LEAVES

1	Janice Lewis	Accounts Payable Clerk Intermittent FMLA	Eff 3/2/2026
2	Opal Ray	Curriculum, Instruction, and PD Secretary FMLA	Eff 3/17/2026 - 4/28/2026
3	James Rose	English/Fine Arts Teacher FMLA	Eff 3/17/2026 - 4/9/2026

6.9.5 RETIREMENTS

Administrator

1	Steve Richardson	Director of Information Services	Eff 6/30/2030
2	Gail Smith	Director of Activities	Eff 6/30/2030

6.9.6 EXTRA RESPONSIBILITY/STIPEND

See Activities Memo

ADMINISTRATIVE STAFF MEMORANDUM
March 17, 2026

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	
Scott	Brousseau	Auto Club - Head Sponsor	$2,169.75	*
		Total	$2,169.75	

*Prorated amount

HF Board Statement | Re: Non-Renewal | Tuesday, March 17th | 7:00pm

Good evening,

My name is Kia D. London. I stand here as a proud alum of HF and a teacher in the HF Community. I am a nationally recognized educator in the field of world language education, with professional recognition for my work in intercultural competence, proficiency-based instruction, and equitable representation. It has truly been an honor and a privilege to bring this work to the students of the community that helped shape me.

I am here to speak to the following article that will be on tonight's agenda: **7.3.2.7: Non-Renewal**. I understand that recommendations regarding probationary teachers are made pursuant to the Illinois School Code, and I am respectfully sharing my experience and information so that the Board has a complete understanding of my professional record as it considers this item.

I was originally scheduled to have my second annual non-tenured teacher meeting on March 24th. Unfortunately, on Friday, March 6 I received an **unexpected** email for a meeting that day, in which I was informed that my contract would not be renewed.

My formal evaluations have always reflected **proficient and highly effective performance**, indicating that I have been meeting the district's expectations for effective teaching. Throughout this time, my focus has remained on supporting students in developing communicative proficiency, interculturality, and building collaborative relationships with my students and colleagues. I also completed IB training this year, and am one of the teachers in my department who are contributing to curriculum development for the upcoming IB courses. Initially, I was also one of the few invited department members to the authorization meetings for IB.

I am saddened that my journey is coming to a sudden close, as Homewood has always been home to me, and will continue to be (as my parents still live down the street). To the HF parents and community, thank you for entrusting me with your children's world language education over the past two years.

To my students, including the members of SNHS, I will truly miss hearing "Hey Profe London!" in the halls, the many conversations we have shared, our fun dance breaks, and our ongoing interactions in Spanish! I am so proud of the growth that my students have demonstrated in communicating in the target language and in developing intercultural competence. As one of my Spanish 5 students told me, "Profe! I love your curriculum!" That warms my heart, as I have done what I was destined to do when I came back to HF.

Finally, I express my sincere appreciation to Dr. Alexander, Mr. Camp, and my colleagues in the World Language Department. Thank you for giving me the opportunity to collaborate, inquire, advocate, and contribute to language education in this community.

Thank you all for your time and service to this school community,

~Kia D. London

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Kia D. London
17/3/26