SPECIAL EDUCATION DISTRICT OF LAKE COUNTY
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Judy Hackett, Ed.D.
Tim Thomas, Ed.D.
Co-Interim Superintendents

Minutes
SEDOL EXECUTIVE BOARD MEETING
Thursday, March 19, 2026

Board Members Present:	D24-Dr. Jason Lind, D37-Dr. Scott Schwartz, D46-Dr. Lynn Glickman, D56-Odie Pahl, and D118-Carey McHugh
Board Members Late:	ROE-Dr. Michael Karner
Board Members Absent:	D41-Joanne Osmond and D116-Dr. Donn Mendoza
Staff Members Present:	Becky Allard, Dr. Matthew Barbini, Matthew Crowley, Dr. Judy Hackett, Dr. Yesenia Jimenez-Captain, Dr. Stephen Johns, Sara Martinez, Dr. Tim Thomas, and Dr. Laura Wojcik
Guest:	Mr. Bruce Koch, President & CEO Net56

1. CALL TO ORDER - ROLL CALL (Ms. McHugh)

The regular meeting of the SEDOL Executive Board was called to order at 8:30 a.m. on March 19, 2026, at the Administration Building in Gages Lake, IL.

2. PLEDGE OF ALLEGIANCE (Ms. McHugh)

3. ACCEPTANCE OF AGENDA - ACTION NEEDED (Ms. McHugh)

Motion to Accept the Agenda - VOICE VOTE

Moved by: D24-Dr. Jason Lind; seconded by: D46-Dr. Lynn Glickman

Aye: D24-Dr. Jason Lind, D37-Dr. Scott Schwartz, D46-Dr. Lynn Glickman, D56-Odie Pahl, and D118-Carey McHugh

Carried 5-0

It was noted that item *11.1 Possible Termination*, was no longer needed.

4. CONSENT AGENDA - ACTION NEEDED (Ms. McHugh)

Motion to Approve the Consent Agenda - ROLL CALL VOTE

Moved by: D56-Odie Pahl; seconded by: D24-Dr. Jason Lind

Aye: D24-Dr. Jason Lind, D37-Dr. Scott Schwartz, D46-Dr. Lynn Glickman, D56-Odie Pahl, and D118-Carey McHugh

Carried 5-0

4.1 Financial Matters

Paid Accounts Payables:

FY26 MAR26 Executive Board Meeting Summary.pdf

Paid AP Board Check Register 03-19-26.pdf

Paid AP Manual Check Register 02-13,20,23,27-26.pdf

4.2 Minutes

Public and closed session minutes of the regular meeting of February 19, 2026.

Minutes Feb 19 2026.pdf

4.3 Personnel Matters

Recommend employment of the following applicants, with work assignment and start date as indicated, subject to completion of the physical examination and forms as required by Section 24-6 of the School Code; successful completion of a criminal background investigation as required by Section 10-21.9 of the School Code; a Child Abuse Registry check; and submission of all forms, documents, and certifications as required by law and/or requested by SEDOL for the position.

Mar 19, 2026 Personnel Recommendations & Vacancies.pdf

Mar 19, 2026 Addendum.pdf

5. RECOGNITION (Dr. Hackett)

5.1 Employee of the Month

The Board recognized Mr. Tim Thul, Operations and Purchasing, as the March Employee of the Month. In addition to his daily responsibilities, Mr. Thul has played an active role in the implementation of Skyward, served as a member of the communication committee, and has been instrumental in the design of the SEDOL program brochures, CIP report, and updated program logos. He consistently contributes behind the scenes in numerous ways and uses his creativity to enhance SEDOL's visual identity through his artwork and graphic design.

5.2 March Staff Appreciation

The Board recognized the following national recognition days in March for maintenance workers, social workers, behavior specialists, and assistive technology personnel.

5.3 Building Bridges Award

The Board honored the Grant High School District 124 leadership team with the Bridge Builder Award, acknowledging their impactful role in the February 13 Institute Day. SEDOL appreciates their partnership and looks forward to continued collaboration next year. Dr. Jeremy Schmidt, D124 Superintendent, and Ms. Beth Reich, D124 Business Manager, were in attendance to accept the award, and they were again honored at their district board meeting that evening.

5.4 Cyd Lash Academy CAAEL Art Show

The Board recognized Cyd Lash Academy student artists who were top winners at the regional CAAEL Art Show. The students shared their artwork and spoke about their creative process. They also expressed appreciation to Mr. Sonder for the opportunity to explore and express their creativity in his art class.

6. PUBLIC COMMENT (Ms. McHugh)

There was no Public Comment.

7. SEDOL CONTINUOUS IMPROVEMENT PLAN (CIP) UPDATE (Dr. Hackett/Dr. Thomas)

Goal 1: *Provide exceptional programs and services to meet the needs of students throughout the SEDOL community*

Objective C: *By June 2026, SEDOL will create systems of support that ensure fidelity of instructional practices.*

Ms. Palmer and Ms. Chatlani, Instructional Services, presented on TeachTown Launch for PreK and discussed the mission overview of the TeachTown Launch Program, indicating that inclusive education, a whole-child approach, and kindergarten readiness are key in effective implementation.

Skill focus areas include:

- Hello circle, emerging math, emerging literacy, sensory exploration, goodbye circle, centers guide, fine motor and art, and story time

Intentional support by the Instructional Services Department includes:

- Professional Learning: On-site training and monthly virtual coaching
- Removing Barriers: Schedules, assessment schedules and adaptations, and budget
- Structured Support: On-site planning support and classroom frameworks
- Play-based instruction includes the entire disciplinary team

Maintain high expectations through:

- Fidelity: Differentiate expectations and celebrating small successes
- Collaboration: Related service providers, administrations, and partnerships with families
- Data-Driven: Monitor student growth and curriculum review and effectiveness

In summary, the presenters shared a quote that captures the essence of the work, “Growth is never linear; rather, it is and should always be cyclical, marked by spurts of celebrating progress, necessary plateaus, and pauses for reflection."

Goal #1: *Provide exceptional programs and services to meet the needs of students throughout the SEDOL community.*

Objective A: *By June 2026, SEDOL will identify and create curriculum teams for each program, including college/careers.*

Mr. Kettering, Cyd Lash Academy (CLA) Principal, presented on the CLA curriculum.

Updating and expanding curriculum:

- Every student deserves an engaging curriculum: Supports attendance, decreases unexpected behaviors, and aligns with future goals and interests

Since August we have…

- Explored what we already have, added opportunities for intervention and enrichment, and received support from the Instructional Services Department
- Aligned curriculum maps to ensure alignment with member-districts
- Adjusted content to meet the specific needs of the CLA students
- Targeted reading intervention/enrichment through Lexia Learning
- Aligned with member-districts to promote successful transitions back to a student’s home school
- Provided hands-on activities to engage students and to promote experimentation and curiosity
- Targeted intervention and enrichment in reading/math through Lexia and iReady

Provide additional support:

- Physical education provides leadership opportunities, promotes student regulation, and exposes students to recreational activities available in the community

- Elective opportunities provide support for student goals and interests, i.e., culinary arts, art, vocational exploration, and additional online learning opportunities

A program-made video highlighting the students' perspectives on the curriculum was shown, as well as the many ways it is advancing their understanding and continued interest in educational growth.

Goal #3: *Advance High Standards and Expectations*

Objective C: *By June 2026, SEDOL will increase staff proficiency in emergency response protocols to 95% as measured by both a post-training assessment and performance in unannounced drills, thereby enhancing the district's overall capacity to prevent, prepare for, respond to, and recover from emergencies.*

Mr. Kettering also provided an update on the program safety and security plans, specifically on de-escalation, debriefing situations, appropriate radio use, reduced cell phone use by staff, and office intervention procedures. An exciting focus with a highly experienced consultant is supporting Cyd Lash staff on either retraining or initial training in the important Circle of Courage philosophy that guides the program's focus.

8. OLD BUSINESS

8.1 Fairhaven School Update - INFORMATIONAL (Dr. Johns/Ms. Allard)

The Fairhaven School sewer project has been delayed by the village and through obtaining permits. The work has been scheduled to occur during SEDOL's spring break (March 23-27). A new line will be installed that will connect to a deeper manhole across Countryside Highway. The project is expected to cost just under $300,000.

9. NEW BUSINESS

9.1 Sub Rates Beginning FY27 - ACTION NEEDED (Dr. Wojcik)

Sub Rates Beginning FY27

The Board approved the following sub rates to go into effect beginning at the start of the 2026-27 school year:

- Certified staff will start at $155 per day and, after subbing for twenty days, increase to $165 per day.
- Non-certified staff will start at $140 per day and, after subbing for twenty days, increase to $150 per day.

Motion to Approve Rates - ROLL CALL VOTE

Moved by: D24-Dr. Jason Lind; seconded by: D56-Odie Pahl

Aye: D24-Dr. Jason Lind, D37-Dr. Scott Schwartz, D46-Dr. Lynn Glickman, D56-Odie Pahl, D118-Carey McHugh, and ROE-Dr. Michael Karner

Carried 6-0

9.2 Door Access and Visitor Security Management System - ACTION NEEDED (Dr. Barbini)

The Board approved the resolution authorizing the award of an emergency contract to Modern Media Tech, Inc. for approximately $250,000 for the replacement of the door access system and visitor security management system at all SEDOL schools. This emergency contract was approved without proceeding through the competitive bid process set forth in Section 10-20.21(a) of the School Code (105 ILCS 5/10-20.21(a)).

Motion to Approve Resolution - ROLL CALL VOTE

Moved by: D46-Dr. Lynn Glickman; seconded by: D24-Dr. Jason Lind

Aye: D24-Dr. Jason Lind, D37-Dr. Scott Schwartz, D46-Dr. Lynn Glickman, D56-Odie Pahl, D118-Carey McHugh, and ROE-Dr. Michael Karner

Carried 6-0

9.3 Net56, Inc. Contract - ACTION NEEDED (Dr. Barbini)

The Board approved the Net56, Inc. 3-year contract to provide managed security service for comprehensive IT for the following three years and amounts as indicated for 2026-27- $584,668.67; 2027-28 - $602,154.73; and 2028-29 - $620,165.37.

Mr. Bruce Koch, Net56 CEO & President, shared gratitude for the long-standing relationship with SEDOL and the evolving efforts that support a comprehensive approach.

Agreement Net56 2026-2029.pdf

Motion to Approve Contract - ROLL CALL VOTE

Moved by: D56-Odie Pahl; seconded by: D46-Dr. Lynn Glickman

Aye: D24-Dr. Jason Lind, D37-Dr. Scott Schwartz, D46-Dr. Lynn Glickman, D56-Odie Pahl, D118-Carey McHugh, and ROE-Dr. Michael Karner

Carried 6-0

9.4 Infinitec Contract - ACTION NEEDED (Dr. Hackett/Dr. Thomas)

The Board approved the FY27 Infinitec contract in an amount not to exceed $49,950. Per the Articles of Joint Agreement, this includes SEDOL and its member districts. This has been a long-standing contract to support efforts around mandated trainings, assistive technology supports, and trial devices.

Infinitec Membership Agreement FY27.pdf

Motion to Approve the Infinitec Contract - ROLL CALL VOTE

Moved by: D24-Dr. Jason Lind; seconded by: D56-Odie Pahl

Aye: D24-Dr. Jason Lind, D37-Dr. Scott Schwartz, D46-Dr. Lynn Glickman, D56-Odie Pahl, D118-Carey McHugh, and ROE-Dr. Michael Karner

Carried 6-0

9.5 ALOP Intergovernmental Agreement - ACTION NEEDED (Dr. Jimenez-Captain)

The Board approved the updated ALOP Intergovernmental Agreement between SEDOL, Zion-Beton High School, and the Lake County Regional Office of Education. This agreement covers the creation and operation of an Alternate Learning Opportunities Program (ALOP).

Revised ALOP IGA ZBTHSD SEDOL ROE 3-5-26.pdf

Motion to Approve Agreement- ROLL CALL VOTE

Moved by: D24-Dr. Jason Lind; seconded by: D56-Odie Pahl

Aye: D24-Dr. Jason Lind, D37-Dr. Scott Schwartz, D46-Dr. Lynn Glickman, D56-Odie Pahl, D118-Carey McHugh, and ROE-Dr. Michael Karner

Carried 6-0

9.6 2026-27 SEDOL Calendar - ACTION NEEDED (Dr. Jimenez-Captain)

The Board approved the SEDOL 2026-2027 school calendar. This calendar includes Laremont School, Gages Lake School, Cyd Lash Academy, Fairhaven School, SEDOL Vocational Program, Transition Program at John Powers Center, REACH Community Site, Regional Safe School Program, ALOP Program, and SEDOL Administrative Office.

DRAFT School Calendar FY 27 - Draft FY 27 (1).pdf

Motion to Approve School Calendar - VOICE VOTE

Moved by: D24-Dr. Jason Lind; seconded by: D46-Dr. Lynn Glickman

Aye: D24-Dr. Jason Lind, D37-Dr. Scott Schwartz, D46-Dr. Lynn Glickman, D56-Odie Pahl, D118-Carey McHugh, and ROE-Dr. Michael Karner

Carried 6-0

9.7 FOIA - INFORMATIONAL (Dr. Wojcik)

On February 9, 2026, Mr. Woo-Sung Shim, Lake/McHenry Scanner, requested copies of records related directly to the hiring of a paraprofessional at Fairhaven School. At that time, SEDOL notified Mr. Shim of the need for an extension of time. SEDOL legal counsel responded to Mr. Shim's request on February 25, 2026, granting in part and denying in part his request.

9.8 FOIA - INFORMATIONAL (Dr. Wojcik)

On February 10, 2026, Ms. Megan DeMar, CBS News, requested copies of personnel records related directly to a paraprofessional at Fairhaven School. At that time, SEDOL notified Ms. DeMar of the need for an extension of time. Dr. Wojcik responded to Ms. DeMar's request on February 26, 2026, granting in part and denying in part her request.

10. CLOSED SESSION - ACTION NEEDED (Ms. McHugh)

Motion to Enter Into Closed Session - ROLL CALL VOTE

Moved by: ROE-Dr. Michael Karner; seconded by: D24-Dr. Jason Lind

Aye: D24-Dr. Jason Lind, D37-Dr. Scott Schwartz, D46-Dr. Lynn Glickman, D56-Odie Pahl, D118-Carey McHugh, and ROE-Dr. Michael Karner

Carried 6-0

The Board entered into closed session at 9:56 a.m. to discuss:

1. The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity.
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.
3. Collective bargaining matters, 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.
4. The placement of individual students in special education programs and other matters relating to individual students.

Motion to Return to Public Session - VOICE VOTE

Carried

The Board returned to public session at 10:03, at which time Dr. Karner left the meeting. Dr. Schwartz left the meeting during closed session at 9:56 a.m.

11. OTHER BUSINESS

11.1 Possible Termination - ACTION NEEDED (Ms. McHugh)

No action needed; the employee resigned prior to the meeting.

Administration recommends the termination of educational support personnel member employee 03192026-01 during their probationary period, effective March 9, 2026.

11.2 Request for Non-Member District Placement - ACTION NEEDED (Dr. Hackett/Dr. Thomas)

The Board approved the request by D200 Woodstock to continue placement for a current Fairhaven School student. The districts will be billed based on the non-member district

tuition schedule and will be responsible for transportation costs and for the cost associated with any additional support needed as a result of the placement.

L. Conner - Hold Harmless Agreement SIGNED 3.19.26.pdf

L. Conner - Written Request for Enrollment 3.19.26.pdf

Motion to Approve Request - ROLL CALL VOTE

Moved by: D56-Odie Pahl; seconded by: D24-Dr. Jason Lind

Aye: D24-Dr. Jason Lind, D46-Dr. Lynn Glickman, D56-Odie Pahl, and D118-Carey McHugh

Carried 4-0

11.3 Recommendations for FY26 Personnel Reduction in Force and Dismissals - ACTION NEEDED (Dr. Wojcik)

The Board approved the following necessary personnel reductions, dismissals, and other possible related personnel actions for the 2026-27 school year.

1. Honorable Dismissal of Teachers: Leticia Garza, Rico McCoy, Michelle Pinta, Cooper Smith, and Ann Watson (.5)
2. Honorable Dismissal of Educational Support Staff: James Arie (.5), Delsey Barrera-Hughes, Donna Hansen, America Hill, Joshua Housing, Carol Nguyen, and Abigail Rangel-Arroyo (.5)
3. Dismissal of First- and Second-Year Probationary Teachers for Reasons Other Than Reduction in Force: Theresa Carpenter

Doc #1 Honorable Dismissal of Teachers.pdf

Doc #2 Honorable Dismissal of ESP.pdf

Doc #3 Dismissal other than RIF.pdf

Motion to Adopt Resolution #1 - ROLL CALL VOTE

Moved by: D24-Dr. Jason Lind; seconded by: D56-Odie Pahl

Aye: D24-Dr. Jason Lind, D46-Dr. Lynn Glickman, D56-Odie Pahl, and D118-Carey McHugh

Carried 4-0

Motion to Adopt Resolution #2 - ROLL CALL VOTE

Moved by: D24-Dr. Jason Lind; seconded by: D46-Dr. Lynn Glickman

Aye: D24-Dr. Jason Lind, D46-Dr. Lynn Glickman, D56-Odie Pahl, and D118-Carey McHugh

Carried 4-0

Motion to Adopt Resolution #3 - ROLL CALL VOTE

Moved by: D24-Dr. Jason Lind; seconded by: D56-Odie Pahl

Aye: D24-Dr. Jason Lind, D46-Dr. Lynn Glickman, D56-Odie Pahl, and D118-Carey McHugh

Carried 4-0

11.4 MOUs for SEDOL Safety Reunification Sites - ACTION NEEDED (Mr. Crowley)

The Board approved the Memorandum of Understanding (MOU) for SEDOL safety reunification sites.

SEDOL 2026 MOU St Andrews Lutheran Church.pdf

SEDOL 2026 MOU Wildwood Presbyterian Church.pdf

Motion to approve Memorandums of Understanding - VOICE VOTE

Moved by: D56-Odie Pahl; seconded by: D24-Dr. Jason Lind

Aye: D24-Dr. Jason Lind, D46-Dr. Lynn Glickman, D56-Odie Pahl, and D118-Carey McHugh

Carried 4-0

12. COMMITTEE REPORTS

The Personnel Committee met March 3, 2026. The following items were discussed: Enrollment for next school year is currently at 481; we will have 14 retirees this year; displaced staff will be receiving information for open positions they can consider transferring to; sub rates were discussed earlier in today's meeting, and salary increases for non-union groups will be determined after the SEDOL Teacher's Union completes negotiations.

13. INFORMATIONAL

Deaf and Hard of Hearing (D/HH) Relocation Update

- Meetings were held in January and March that reflected staff and member district perspectives for a new high school site.
- A D/HH parent forum was held on March 3rd to provide an update and address questions
- A student forum will be held in upcoming months.
- A survey and updates will be sent to families and staff

Information regarding location, requirements, and program details is still being discussed.

Highlights

- Recent Program Tours to day programs
- A special Welcome reception for Dr. Jennifer Thomas, incoming superintendent

SEDOL Governing Board and Executive Board Vacancies

- Governing Board
  - President and secretary seats are 1-year terms
- Executive Board
  - 2 Governing Board member seats currently open
  - 2 Superintendent seats will be open as of July 1, 2026

Information has been sent to the member district superintendents and SEDOL Governing Board.

13.1 SEDOL Foundation (Ms. Subry)

- Pucks for Autism- June 5-7 *additional details coming soon*
- Golf Invitational- September 14
- 5K Run/Walk- September 19
- One Special Night- November 7

13.2 SEDOL Events (Dr. Hackett/Dr. Thomas)

Dr. Hackett updated the Board on upcoming SEDOL events.

14. EXECUTIVE BOARD MEMBER COMMENTS (Ms. McHugh)

15. ADJOURNMENT (Ms. McHugh)

With no other items to discuss, the meeting was adjourned at 10:23 a.m.

Respectfully submitted by,

Sara Martinez
Recording Secretary

Approved by:

Carey McHugh
Board President

Dr. Judy Hackett
Board Secretary