



**Wednesday, March 11, 2026
REGULAR MEETING MINUTES**

**BOARD OF EDUCATION, THORNTON TOWNSHIP HIGH SCHOOL DISTRICT NO. 205
HELD AT THORNTON TOWNSHIP HIGH SCHOOL 15001 S. BROADWAY, HARVEY,
ILLINOIS, AT 6:30 PM**

The meeting was called to order at 6:34p.m. President Graham made the following announcement: Any person may record or broadcast an open Board meeting. Special requests to facilitate recordings or broadcast an open Board meeting should be directed to the Superintendent at least 24 hours before the meeting. Recording meetings shall not distract or disturb Board Members or participants. Please know if you participate in public participation, you are part of the Board meeting and may be taped.

ANNOUNCEMENT BY
BOARD PRESIDENT

On roll call, Members Banks, Bowman, Bradley, Davis, Graham, and Lawrence answered. Member Moody arrived at 6:40pm. Dr. Nathaniel Cunningham, Superintendent; Dr. Jerry Doss, Associate Superintendent; Dr. Tony Ratliff, Assistant Superintendent; Mr. Toriano Horton, CSBO; Dr. Anderson, Director of Special Services; and Ms. Rosaura Duran, Director of Human Resources were also present.

ROLL CALL

Report from Curriculum Committee: None.

COMMITTEE OF THE
WHOLE

Report from Finance & Facilities Committee: All items recommended for approval from the last meeting on February 26, 2026. The next meeting will be held on March 26, 2026.

Report from Policy Committee: None.

Report from Discipline Committee: None.

Mrs. Lawrence moved, Mr. Bowman seconded, to **Approve the Consent Agenda**, which includes the following:

CONSENT AGENDA

- Regular Meeting Minutes Meeting Minutes dated February 11, 2026 and Special Meeting Minutes dated February 17, 2026
- The District 205 bills as presented for payment dated February 11, 2026, through March 10, 2026
- Personnel dated March 10, 2026 (Resignations, Leave of Absence, New Hires and Terminations)
- Ratification:
 - Approval of the Thornton Speech Tournament, Overnight Trip, Peoria, IL, February 19-21, 2026
 - Approval of the Thornton Girls Wrestling IHSA State Finals, Overnight Trip, Bloomington, IL, February 26-28, 2026
 - Approval of the Athletic Trainer Agreement

MINUTES

BILLS

PERSONNEL

RATIFICATION

On roll call, Members Lawrence, Bowman, Banks, Bradley, Davis, and Graham voted aye; voted nay, none; motion passed.

The following individual addressed the board:

- Ms. C. Gutierrez of Markham had concerns regarding immigration enforcement policies
- Mr. M. Danielson of the Faculty Association had concerns about the proposed policy amendments, especially regarding graduation requirements.
- Mr. K. Wendorff of the Faculty Association had Special Education concerns regarding scheduling and meal reimbursements.

PUBLIC
PARTICIPATION

Dr. Doss stated there have been five FOIA requests since last board meeting. Three have been responded to and two are pending.

FREEDOM OF
INFORMATION ACT

News from the Schools- as presented by Dr. Ratliff

COMMUNICATIONS

- Thornridge HS
 - Class of 2026 Scholarships & Grants- Earned \$6.5 million
 - Stomp the Violence Step Show & Community Showcase
 - College Visits
 - National Reading Month Celebration
- Thornton HS
 - Science Club & Robotics Team attended the Southworks Robotics Olympics
 - Scholastic Bowl
 - Boys Varsity Basketball Team won the Thornton Regional Championship
- Thornwood HS
 - Class of 2026 Scholarships & Grants- Earned \$7.2 million
 - 16 Illinois State Scholars
 - Coach Tramain Weaver named “Coach of the Year” by Prep Insight Magazine
 - NIU Fieldtrip
 - Senior Antonio Benson received a full ride scholarship to St. Xavier University
 - Illinois Theatre Festival Fieldtrip

Dr. Davis moved, Mr. Banks seconded the **Approval of the Large Group Conference Expense** as presented by Dr. Ratliff. This is for 70 staff members to attend the Solution Tree’s High Impact Teams Conference, obtaining a discounted group rate of \$48,930.00. On roll call, Members Davis, Banks, Bowman, Bradley, Graham, Lawrence, and Moody voted aye; voted nay, none; motion passed.

APPROVAL OF LARGE
GROUP CONFERENCE
EXPENSE

Ms. Bradley moved, Mr. Banks seconded the **Approval of the IHSA Membership Renewal for 2026-2027 School Year**, as presented by Dr. Ratliff. This is to renew our district membership for the Illinois High School Association (IHSA) for our students to compete in sports and activities. On roll call, Members Bradley, Banks, Bowman, Davis, Graham, Lawrence, and Moody voted aye; voted nay, none; motion passed.

APPROVAL OF IHSA
MEMBERSHIP
RENEWAL 26-27

Mrs. Lawrence moved, Mr. Banks seconded the **Approval of Thornwood Boys Track Team Carthage College Visit, Overnight Trip, Kenosha, WI, March 20-21, 2026**, as presented by Mr. Holmes. This trip will allow our athletes to meet with representatives from admissions and athletics. On roll call, Members Lawrence, Banks, Bowman, Bradley, Davis, Graham, and Moody voted aye; voted nay, none; motion passed.

APPROVAL OF
THORNWOOD BOYS
TRACK TEAM
OVERNIGHT TRIP

Mr. Bowman moved, Mr. Banks seconded the **Approval of Thornwood Girls Volleyball Classic, Overnight Trip, Wisconsin Dells, WI, July 14-16, 2026** as presented by Mr. Holmes. This will allow the team to compete against teams from around the Midwest. On roll call, Members Bowman, Banks, Bradley, Davis, Graham, Lawrence, and Moody voted aye; voted nay, none; motion passed.

APPROVAL OF
THORNWOOD
VOLLEYBALL
OVERNIGHT TRIP

Mrs. Lawrence moved, Ms. Bradley seconded the **Approval of the Classroom Furniture for Phase 1 of the Upcoming “Securing Tomorrow, Today” Classroom Renovations Project**, as presented by Mr. Crump. This project is scheduled this summer to include improvements to instructional spaces that require new classroom furniture to align with updated layouts, instructional needs, and accessibility standards. The purchased furniture will be provided by Interior for Business in the amount of \$3,943,673.95, pursuant to the March 6, 2026 bid process. On roll call, Members Lawrence, Bradley, Banks, Bowman, Davis, Graham, and Moody voted aye; voted nay, none; motion passed.

APPROVAL OF
CLASSROOM
FURNITURE FOR
CLASSROOM PROJECT

Mr. Bowman moved, Mr. Banks seconded the **Approval of the Construction Contractor for Phase 1 of the Upcoming “Securing Tomorrow, Today” Classroom Renovations Project**, as presented by Mr. Crump. This service will be provided by CMM Group in the amount of \$2,450,000.00, pursuant to the March 6, 2026 bid process. It will include oversight of 45 classroom renovations at each building. On roll call, Members Bowman, Banks, Bradley, Davis, Graham, Lawrence, and Moody voted aye; voted nay, none; motion passed.

APPROVAL OF
CONSTRUCTION
CONTRACTOR FOR
CLASSROOM PROJECT

Dr. Davis moved, Mr. Banks seconded the **Approval of the Flooring Contractor for Phase 1 of the Upcoming “Securing Tomorrow, Today” Classroom Renovations Project**, as presented by Dr. Doss. This project is scheduled this summer and will replace the flooring in the renovated classrooms at each building. The flooring and installation will be completed by TSI Commercial Floor Covering in the amount of \$455,130.00, pursuant to the March 6, 2026 bid process. On roll call, Members Davis, Banks, Bowman, Bradley, Graham, Lawrence, and Moody voted aye; voted nay, none; motion passed.

APPROVAL OF
FLOORING
CONTRACTOR FOR
CLASSROOM PROJECT

Ms. Bradley moved, Mr. Bowman seconded the **Approval of the Painting Contractor for Phase 1 of the Upcoming “Securing Tomorrow, Today” Classroom Renovations Project**, as presented by Dr. Doss. This project is scheduled this summer and will paint the renovated classrooms at each building. The painting will be completed by Oosterbaan & Sons in the amount of \$238,000.00, pursuant to the March 6, 2026 bid process. On roll call, Members Bradley, Bowman, Banks, Davis, Graham, Lawrence, and Moody voted aye; voted nay, none; motion passed.

APPROVAL OF
PAINTING
CONTRACTOR FOR
CLASSROOM PROJECT

Dr. Davis moved, Mr. Banks seconded the **Approval of the Turf Field Maintenance Agreement to Support the District-Wide Stadium Renovations**, as presented by Mr. Crump. This is a five year agreement to extend the life of the turf fields. This maintenance will be completed by Turfix in the amount of \$83,500.00. On roll call, Members Davis, Banks, Bowman, Bradley, Graham, Lawrence, and Moody voted aye; voted nay, none; motion passed.

APPROVAL OF TURF
FIELD MAINTENANCE
AGREEMENT

Mr. Bowman moved, Mr. Banks seconded the **Approval of the Replacement of Outdated Cafeteria Equipment Across the District**, as presented by Mr. Crump. The equipment will be purchased and installed from TriMark Marlinn, LLC in the amount of \$919,238.70. On roll call, Members Bowman, Banks, Bradley, Davis, Graham, Lawrence, and Moody voted aye; voted nay, none; motion passed.

APPROVAL OF
CAFETERIA
EQUIPMENT

Ms. Bradley moved, Mr. Bowman seconded the **Approval of the Construction Manager as Advisor Agreement**, as presented by Dr. Doss. This is for the proposed Standard Form of Agreement Between Owner and Construction Manager as Advisor with Henry Brothers in an amount not to exceed \$750,000.00 as recommended by administration and the architect. On roll call, Members Bradley, Bowman, Banks, Davis, Graham, Lawrence, and Moody voted aye; voted nay, none; motion passed.

APPROVAL OF
CONSTRUCTION
MANAGER AS
ADVISOR
AGREEMENT

Mr. Banks moved, Mr. Bowman seconded the **Approval of the Thornton HS Main Gym Sound System**, as presented by Mr. Garrett. This is a technology upgrade aimed at improving the sound communication system by ITR Systems in the amount of \$8,900.00. On roll call, Members Banks, Bowman, Bradley, Davis, Graham, Lawrence, and Moody voted aye; voted nay, none; motion passed.

APPROVAL OF
THORNTON HS MAIN
GYM SOUND SYSTEM
UPGRADE

Mrs. Lawrence moved, Ms. Bradley seconded the **Approval of the PRESS Plus Policy Update, Issue 120**, as presented by Dr. Doss. This includes draft updates, amendments, and five year review and monitoring. On roll call, Members Lawrence, Bradley, Banks, Bowman, Davis, Graham, and Moody voted aye; voted nay, none; motion passed.

APPROVAL OF PRESS
PLUS POLICY
UPDATE, ISSUE 120

Dr. Cunningham stated the following:

SUPERINTENDENT
REPORT

I. Opening: The Transformation of Opportunity

Good evening,

Tonight, I am reporting on a generational shift in the health of District 205.

When the Evidence-Based Funding law was first passed in 2017, this district was at a crossroads. At that time, we were funded at just 60.3% of adequacy. In practical terms, for every dollar research said we needed to provide a high-quality education, we only had 60 cents. We were operating in a state of survival mode.

Today, I am proud to report that for the 2024–2025 school year, District 205 has reached 97.7% adequacy. We have successfully transitioned from a Tier 1 district in financial distress to a Tier 2 district that is now nearly fully funded. This is the strongest financial position our district has held in decades.

Before continuing, I want to publicly thank our state legislators — Senator Napoleon Harris, Representative Will Davis, and Representative Thaddeus Jones — for their continued commitment to the Evidence-Based Funding model and their support of public education. The progress we are reporting tonight would not be possible without the State of Illinois honoring its responsibility to fund schools fairly. That partnership has made a real difference for the students and families of Thornton Township High School District 205.

II. Protecting the Taxpayer: The Abatement Power

As we have moved toward this milestone, this Board has remained committed to protecting local homeowners.

Since 2019, the Board has aggressively used the Property Tax Relief Grant program. By swapping local property tax authority for permanent state funding, we have returned approximately \$19.4 million directly to taxpayers through abatements.

This means we are fulfilling the promise of Evidence-Based Funding — shifting the burden from local property owners to the State of Illinois while keeping our schools fully supported.

III. Improving the Physical Plants — Securing Tomorrow Today Plan

Our improved financial position is now visible in our buildings and classrooms.

Over the past several years, we have invested nearly \$30 million to modernize our facilities without asking voters for a referendum. We have completed major renovations at Thornton and Thornridge, including full bathroom reconstructions, roof replacements, stadium improvements, and critical infrastructure upgrades.

Tonight, I also want to highlight the next phase of this work, which we are calling the Securing Tomorrow Today Plan.

This plan focuses on upgrading every classroom across the district to ensure our students are learning in modern, safe, and fully equipped environments. The work includes updated instructional technology, improved classroom furniture, enhanced safety features, and facility improvements that bring every learning space up to the standards our students deserve.

This is not just about buildings.

It is about creating classrooms that support high expectations, strong instruction, and real opportunities for every student.

IV. Investing in Results: Safety, Success, and Future Earnings

People often ask how we are using this increased investment. Our operational spending — now at \$33,822 per student — is focused on three outcomes.

First, student safety.

We have strengthened campus security systems and personnel, so our schools remain safe places to learn.

Second, academic success.

Financial stability has allowed us to attract and retain excellent teachers. Our average teacher salary has reached \$101,040, and teacher attendance has risen to over 80%, well above the state average. Stability in the classroom leads directly to better outcomes for students.

Third, future earnings.

We continue to expand career and technical programs such as Studio 205 and the new Welding Program, so we meet our mission of having students enrolled, enlisted, or

employed by graduation. When our students succeed, our community becomes stronger.

V. Closing

In 2017, we were a district asking what if.
In 2026, we are a district asking what's next.

We are nearly at full adequacy, we are protecting taxpayers, we are modernizing our buildings, and through the Securing Tomorrow Today Plan, we are making sure every classroom reflects the future our students deserve.

We will continue to use every tool available to provide a world-class education while remaining responsible stewards of public funds.

Thank you, and I look forward to your questions.

2017 Adequacy: 60.3%

2025 Adequacy: 97.7%

Total Tax Abatements (2019–2025): ~\$19.4 Million

Average Teacher Salary (District): \$101,040 (State Avg: \$78,495)

Teacher Attendance (District): 80.3% (State Avg: 66.0%)

Operational Spending Per Pupil: \$33,822

At 7:34p.m., Mrs. Lawrence moved, Ms. Bradley seconded to **Go into Executive Session** pursuant to Section 2C of the Illinois Open Meetings Act to consider:

EXECUTIVE SESSION

- The appointment, employment, compensation, discipline, performance, or dismissal of specific employees;
- Student discipline;
- Collective negotiating matters, and
- Pending, probable or imminent litigation
- The selection of a person to fill a public office, including a vacancy in a public office, when the public body is given power to appoint under law or ordinance

On roll call, Lawrence, Bradley, Banks, Bowman, Davis, Graham, and Moody voted aye; nay, none; motion passed.

At 8:42p.m., Mrs. Lawrence moved, Ms. Bradley seconded to **Reconvene Regular Session**. On roll call, Members Lawrence, Bradley, Banks, Bowman, Davis, Graham, and Moody voted aye; nay, none; motion passed.

RECONVENE
REGULAR SESSION

Mrs. Lawrence moved, Mr. Bowman seconded the **Approval of the Non-Renewal of Probationary Teachers Not Completing Their Final Probationary Year of Service** as presented by Ms. Duran. The board accepts the resolution for the non-renewal of probationary teachers who are not completing their final probationary year of service, such teachers being Kimberly Adamczyk, Anthony Amador, Jeremy Ceja, Emily Ciannella, Joshua Cowens, Konrad Czerniawski, Elizabeth Eweka, Anniece Hodges, Jillian Marino, Mathias McMeel, Tiarra Pollnitz, Barbara Toczylowska, and Allyson Yucuis, as presented by administration. On roll call, Members Lawrence, Bowman, Banks, Bradley, Davis, Graham, and Moody voted aye; voted nay, none; motion passed.

APPROVAL OF NON-
RENEWAL OF
PROBATIONARY
TEACHERS- NOT
COMPLETING FINAL
PROBATIONARY
YEAR OF SERVICE

Mrs. Lawrence moved, Mr. Bowman seconded the **Approval of the Non-Renewal of Probationary Teachers Completing Their Final Probationary Year of Service** as

APPROVAL OF NON-
RENEWAL OF

presented by Ms. Duran. The board accepts the resolution for the non-renewal of probationary teachers who are completing their final probationary year of service, such teacher being Zachary Jones as presented by administration. On roll call, Members Lawrence, Bowman, Banks, Bradley, Davis, Graham, and Moody voted aye; voted nay, none; motion passed.

PROBATIONARY
TEACHERS-
COMPLETING FINAL
YEAR OF
PROBATIONARY
SERVICE

Mrs. Lawrence moved, Dr. Davis seconded the **Approval of the Faculty Association Grievance Decisions**. The board denies Faculty Association Grievances #121725A (Sick Leave Bank Denials) for the reasons set forth in the Superintendent's prior written decisions. On roll call, Members Lawrence, Davis, Banks, Bowman, Bradley, Graham, and Moody voted aye; voted nay, none; motion passed.

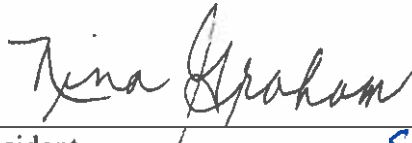
APPROVAL OF
FACULTY ASSOC
GRIEVANCE DECISIONS

Mrs. Lawrence moved, Ms. Bradley seconded the **Approval of the Faculty Association Grievance Decisions**. The board denies Faculty Association Grievances #121725B (Attendance Bonus Payment for Retirement Track Members) for the reasons set forth in the Superintendent's prior written decisions. On roll call, Members Lawrence, Bradley, Banks, Davis, Graham, and Moody voted aye; voted nay, none; motion passed.

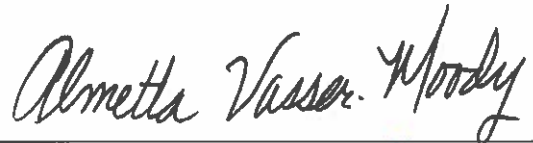
APPROVAL OF
FACULTY ASSOC
GRIEVANCE DECISIONS

At 8:45p.m., Mrs. Moody moved, Mr. Bowman seconded to **Adjourn the Meeting**. All in favor voice voted aye; nay, none; motion passed.

ADJOURNMENT



President



Secretary

