

HOMEWOOD-FLOSSMOOR HIGH SCHOOL
BOARD OF EDUCATION

Regular Meeting
Tuesday, 7:00 p.m.
The Viking Room

May 19, 2026

AGENDA

1. **Call to order**
2. **Roll Call:** Ms. Jackson, Mr. Legardy, Dr. Leonard, Dr. O'Quin, Mr. Riedel, Dr. Smith, Mr. Pauling
3. **Public Comments**
4. **Communications**
 - Student Representative
 - Delegations
 - Board Members

5. **Superintendent's Report**

- 5.1 District Updates
 - 5.1.1 Recognitions
 - 5.1.2 **Action Items**

5.1.2.1 HFEO Summer School MOA

Recommendation: That the Board of Education approve the Summer School Compensation Agreement between the Board of Education of Homewood-Flossmoor High School District 233 and the Homewood-Flossmoor Education Organization; September 1, 2024 to August 31, 2027 that will be in effect for the 2026-2027 school year, as recommended by the Superintendent. (Roll Call)

5.1.2.2 HFEO Hybrid/Compass Period

Recommendation: That the Board of Education approve the Hybrid/Compass Period Compensation Agreement between the Board of Education of Homewood-Flossmoor High School District 233 and the Homewood-Flossmoor Education Organization; September 1, 2024 to August 31, 2027 that will be in effect for the 2026-2027 school year, as recommended by the Superintendent. (Roll Call)

6. **Consent Agenda**

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 to assure an extensive and thorough review. Items may be removed from the consent agenda at the request of any board member.

Consider approval of Consent Agenda/Routine Business

- 6.1 [Regular Board Meeting Minutes, April 21, 2026](#)
- 6.2 [Committee of the Whole Meeting Minutes, May 12, 2026](#)
- 6.3 Closed Meeting Minutes Remain Closed and Not Available for Public Inspection
- 6.4 2025-2026 School Calendar Adjustment - Removal of Emergency Days
- 6.5 Cancel the regularly scheduled Board meeting of July 21, 2026
- 6.6 Approval of Expenditures, \$2,342,875.39

- 6.7 Approval of Imprest Fund, \$36,383.14
- 6.8 Ratification of April, 2026, Payroll, \$4,056,056.27

6.9 **Personnel Report, as listed**

- 6.9.1 Appointments
- 6.9.2 Adjusted Appointments
- 6.9.3 Summer Employment
- 6.9.4 Leaves
- 6.9.5 Extra Responsibility/Stipend

7. Committee Reports

7.1 Finance Committee, Chair: Mr. Riedel

7.1.1 **Informational/Discussion Items:**

- 7.1.1.1 Next Finance Committee Meeting - Tuesday, June 9, 2026 at 7:45 a.m. at HF High School Viking Room
- 7.1.1.2 Monthly Financials Update
- 7.1.1.3 FY27 District Budget Process
- 7.1.1.4 FY 27 PAC Seating
- 7.1.1.5 Insurance - Liability (CLIC)

7.1.2 **Action Items:**

7.1.2.1 Appointment of Bloom Township Treasurer Trustee

Recommendation: That the Board of Education adopts the Resolution authorizing Mr. Toriano Horton as Trustee of Schools for the Bloom Township Treasurer's Office located at 3311 Chicago Road, South Chicago Heights, Illinois, as recommended by the Chief School Business Official and the Superintendent. (Roll Call)

7.1.2.2 Athletico Management, LLC Agreement

Recommendation: That the Board of Education enter into a contract agreement with Athletico Management, LLC to provide athletic training services for the district for the 2026–2027 school year in the amount of \$99,225 as recommended by the Chief School Business Official and the Superintendent. (Roll Call)

7.1.2.3 Arbiter Pay System

Recommendation: That the Board of Education enter into an agreement with Arbiter Pay System to pay officials electronically for an annual amount of \$3,000, plus a one-time fee of \$495, as presented at the May 12, 2026 Committee of the Whole meeting and recommended by the Chief School Business Official and Athletic Director. (Roll Call)

7.1.2.4 FY 2027 Technology Purchases

Recommendation: That the Board of Education approve the technology purchases in the amount of \$450,200, as presented at the May 12, 2026 Committee of the Whole meeting and recommended by the Chief School Business Official and the Director of Technology. (Roll Call)

7.1.2.5 Worker's Compensation Insurance (SELF)

Recommendation: That the Board of Education enter into an agreement with the School Employees Loss Fund (SELF) for the following insurance in the total amount of \$167,970 as recommended by the Chief School Business Official. (Roll Call)

7.2 Planning Committee, Chair: Mr. Legardy

7.2.1 **Informational/Discussion Items:**

- 7.2.1.1 Next Planning Committee Meeting – TBD
- 7.2.1.2 College and Career National Trends
- 7.2.1.3 MTSS (Multi-tiered Systems of Support)
- 7.2.1.4 Student Exchange Program

7.2.2 **Action Items:**

7.2.2.1 Panorama MTSS Contract

Recommendation: That the Board of Education approve the proposed Panorama MTSS contract beginning in Fall 2026, as recommended by the Assistant Superintendent of Curriculum, Instruction and Professional Learning and the Superintendent. (Roll Call)

7.2.2.2 ALEKS Math Intervention Subscription

Recommendation: That the Board of Education approve the proposed ALEKS math intervention subscription beginning in Fall 2026, as recommended by the Assistant Superintendent of Curriculum, Instruction and Professional Learning and the Superintendent. (Roll Call)

7.2.2.3 Wayfinder Contract

Recommendation: That the Board of Education approve the proposed Wayfinder contract beginning in Fall 2026, as recommended by the Assistant Superintendent of Curriculum, Instruction and Professional Learning and the Superintendent. (Roll Call)

7.2.2.4 FY27 Textbooks (Part 2)

Recommendation: That the Board of Education approve the proposed core textbooks for new courses beginning in Fall 2026, as recommended by the Assistant Superintendent of Curriculum, Instruction and Professional Learning and the Superintendent. (Roll Call)

7.3 Personnel Committee, Chair: Ms. Jackson

7.3.1 **Informational/Discussion Items:**

- 7.3.1.1 Next Personnel Committee Meeting – TBD
- 7.3.1.2 Staffing 26-27

7.3.2 **Action Items:**

7.3.2.1 2026 Summer Student Activities

Recommendation: That the Board of Education approve the Summer Activity Programming, as recommended by the Assistant Superintendent for Staff Services and the Superintendent. (Roll Call)

7.3.2.2 2026 Summer Student Athletics

Recommendation: That the Board of Education approve the 2026 Summer Athletic Programming, as recommended by the Assistant Superintendent for Staff Services and the Superintendent. (Roll Call)

7.3.2.3 Summer Employment (Student Workers)

Recommendation: That the Board of Education approve the requests for four

Textbook Center Summer Student Workers, three Library Summer Student Workers, and five Summer Technicians, as recommended by the Assistant Superintendent for Staff Services and the Superintendent. (Roll Call)

7.3.2.4 EvaluWise Proposal

Recommendation: That the Board of Education approve the EvaluWise proposal in an amount not to exceed \$11,238 for the 2026–2027 school year, as recommended by the Assistant Superintendent for Staff Services and the Superintendent. (Roll Call)

7.3.2.5 Revisions to IASB Board Policies - Issue 121 - 2nd Read

Recommendation: That the Board of Education approve the Revisions to the IASB Issue 121 Press Policy Revisions 7.3.2.5.1 through 7.3.2.5.26 on May 19, 2026, as recommended by the Assistant Superintendent for Staff Services and the Superintendent. (Roll Call)

7.3.2.5.1	2:140-E Guidance for Board Member Communications, Including Email
7.3.2.5.2	2:200 Types of Board of Education Meetings
7.3.2.5.3	2:220 Board of Education Meeting Procedure
7.3.2.5.4	2:250 Access to District Public Records
7.3.2.5.5	2:260 Uniform Grievance Procedure
7.3.2.5.6	4:165 Awareness and Prevention of Child Sexual Abuse and Grooming
7.3.2.5.7	5:30 Hiring Process and Criteria
7.3.2.5.8	5:50 Drug- and Alcohol-Free Workplace; E-Cigarette, Tobacco, and Cannabis Prohibition
7.3.2.5.9	5:250 Leaves of Absence
7.3.2.5.10	5:330 Sick Days, Vacation, Holidays, and Leaves
7.3.2.5.11	6:65 Student Social and Emotional Development
7.3.2.5.12	6:100 Using Animals in the Educational Program
7.3.2.5.13	6:145 Migrant Students
7.3.2.5.14	6:170 Title I Programs
7.3.2.5.15	6:180 Extended Instructional Programs
7.3.2.5.16	7:20 Harassment of Students Prohibited
7.3.2.5.17	7:50 School Admissions and Student Transfers To and From Non-District Schools
7.3.2.5.18	7:100 Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students
7.3.2.5.19	7:185 Teen Dating Violence Prohibited
7.3.2.5.20	7:220 Bus Conduct
7.3.2.5.21	7:230 Misconduct by Students with Disabilities
7.3.2.5.22	7:240 Conduct Code for Participants in Extracurricular Activities
7.3.2.5.23	7:260 Exemption from Physical Education
7.3.2.5.24	7:280 Communicable and Chronic Infectious Disease
7.3.2.5.25	7:300 Extracurricular Athletics
7.3.2.5.26	8:90 Parent Organizations and Booster Clubs

8. New Business

8.1 Report from the Parent-Teacher Discipline Committee

Recommendation: That the Board of Education acknowledge the receipt of the report from the 2025-2026 Parent-Teacher Discipline Committee and convey appreciation to the members for their willingness to devote the time and thought to the continued improvement of our district; and now in accordance with Policy 2:150, we dissolve this committee and acknowledge that the report was referred back to the Associate Principal and Principal for review and recommendations. (Roll Call)

9. Executive Session

9.1 Motion to enter into Executive Session pursuant to 5 ILCS 120/2(c) of the Open Meetings Act to consider the appointment, employment, discipline, performance, or dismissal of specific employees, to consider security procedures, school building safety and security, and the use of personnel and equipment to respond to an actual, a threatened, or reasonably potential danger to the safety of employees, students, staff, the public, or public property, and to consider collective negotiating matters between the public body and its employees or their representatives. (Roll Call)

9.2 Return to Open Session

10. Adjournment

Next Regular Meeting: June 16, 2026
The Viking Room, 7:00 p.m.

Regular Board Meeting Minutes, April 21, 2026

MINUTES OF BOARD OF EDUCATION MEETING

Homewood-Flossmoor High School, 999 Kedzie Avenue, Flossmoor, Illinois

April 21, 2026

Mr. Pauling called the meeting to order at 7:06 p.m. The following Board members were present for all or part of the meeting:

Ms. Jackson (arrived 7:27 p.m.)	Mr. Pauling
Mr. Legardy	Mr. Riedel
Dr. Leonard	Dr. Smith
Dr. O'Quin	

Student Board Representative Anaya Mootry was in attendance. Mr. Pauling stated Ms. Jackson was enroute and would arrive shortly.

The presence of a quorum was noted and the meeting declared duly convened. Superintendent Norrell, Chief School Business Official Cook, Curriculum, Instruction & Professional Learning Assistant Superintendent Dallacqua, Staff Services Assistant Superintendent Colon-Quiles, Principal Alexander, and Communications and Community Engagement Director Erdey were also in attendance for all of the meeting.

Representatives of the Homewood Flossmoor Chronicle and HFEO were present. Members of the public, in addition to members of the Administrative Leadership Team, were also in attendance this evening.

Public Comments. Mr. Adam Rogers opened with a brief saxophone performance as his introduction. Mr. Pauling thanked him for attending the meeting and noted that he previously had an opportunity to meet Mr. Rogers. Mr. Pauling further stated that Mr. Rogers has been a member of the community for three to four years, is a musician, and has expressed interest in engaging with HF staff and students. Mr. Pauling added that the Board fully supports the arts and believes there will be opportunities for Mr. Rogers to collaborate with the district and its students.

Ms. Rosalinda Ledesma, a parent of a senior with two additional children who will attend HF in the future, addressed the Board. She expressed appreciation to the post-secondary counselors for their support and specifically thanked College Counselors, Mr. Kain and Mr. Coy, for their assistance. Ms. Ledesma also thanked the World Language Department for explaining the Seal of Biliteracy and acknowledged the informative session led by Mr. Camp and Board Member Leonard. Ms. Ledesma noted that she is awaiting responses from Mr. Alexander and Dr. Norrell regarding emails she previously sent, and expressed concern about ongoing communication issues that she does not want to continue, particularly with two more students entering HF. She also requested that future awards ceremonies not be scheduled at 7:30 a.m., citing scheduling challenges for families and conflicts with students' academic responsibilities, including IB exams. Ms. Ledesma shared that her senior will be taking a Physics IB exam on the same day as the Department Awards Ceremony on April 29th. She expressed appreciation that, upon her request, her student and other IB students will be permitted to receive their awards first and proceed to their exams on time. Mr. Pauling thanked Ms. Ledesma for her comments and constructive feedback, noting that her concerns are taken seriously.

Ms. Larocca raised several questions regarding the agenda. She inquired about the FTE allocation for the agricultural course, specifically asking about enrollment given that it is a new pathway. She also referenced the previous month's Board meeting minutes, noting two resignations and the hiring of five new teachers, and asked how those changes align with the overall staffing plan. Mr. Pauling noted that questions raised by Ms. Larocca may be addressed during this evening's discussion. He otherwise encouraged her to follow up with Dr. Norrell or Dr. Alexander for further clarification.

Pastor Doyle Landry, a Marine Corps veteran, addressed the Board and shared a series of personal observations and experiences. He spoke about recent conversations and events that, in his view, underscored the importance of truth, community awareness, and engagement. He referenced incidents involving young African American individuals and mental illness. Pastor Landry expressed support for the school and commended Dr. Alexander's leadership, noting his engagement with students and school spirit and noted Dr. Alexander would be celebrating a birthday on April 23rd. He also referenced recent community events, including a performance by members of the Divine Nine in Flossmoor, and acknowledged the District's efforts in hosting a mental health forum. Pastor Landry encouraged the inclusion of younger Black males in future initiatives like the mental health forum, emphasizing the importance of outreach and understanding. Mr. Pauling expressed his appreciation to Pastor Landry for his comments.

Communications:

Representative. Ms. Mootry shared positive feedback as the school year winds down, noting that many good things are taking place. She highlighted the theater department's performance of *The Little Mermaid*, describing it as outstanding and commending the cast for an excellent job. She also reported that spring sports are progressing well and noted that she has not heard any feedback or concerns from students, indicating that things are going very smoothly.

Delegation Comments. None

Board Members Comments. Dr. Leonard commended the theater department for its phenomenal performance, noting that it was of professional quality. She praised the cast, crew, and behind-the-scenes contributors, and remarked that the production reflected an incredibly high standard and referred to it as "Broadway in Flossmoor," adding that the community is fortunate to have such talent to enjoy.

Dr. O'Quin addressed the cast who were present, stating that they were amazing and sharing that a guest who attended the performance believed the performers were hired actors. She noted that the show exceeded expectations, describing it as comparable to a Broadway production, and commended all involved for a magnificent performance, adding that they should be very proud.

Mr. Legardy thanked Mr. Rogers, noting his appreciation for the musical performance and remarking on the unexpected inclusion of Sam Cooke's music. He added that he would provide an update on the recent Planning Committee meeting, noting that its duration was approximately 90 minutes, remaining under the two-hour threshold.

Mr. Pauling noted that a significant amount of Board-related work has taken place since the last meeting and thanked members for their continued engagement and commitment to their responsibilities. He expressed appreciation for the work of the Board as a whole. He also extended Happy Birthday wishes to Dr. Alexander when he celebrates it on the 23rd on behalf of the group. The cast of *The Little Mermaid* joined in by singing "Happy Birthday" to Dr. Alexander.

Superintendent's Report

District Updates.

- Spring Musical – Dr. Norrell reported she attended the spring musical for the second year and was once again "blown away," noting family members were equally impressed and surprised by the high school caliber. She introduced Ms. Helsel, commending her leadership and creativity. Ms. Helsel recognized Gail Smith and the extensive team effort behind the production. Dr. Norrell expressed appreciation on behalf of the Board and community, highlighting the exceptional costumes (90+ created), as well as the design, acting, and music. She also recognized Steve Sifner, Sara Whitlock, Tim Tholl, Amie Day, and Anne Calderon for their contributions. Ms. Helsel emphasized the production as a collaborative effort and credited Ms. Calderon's leadership. Ms. Calderon thanked the Board, described theatre as "magical," and highlighted the strong student culture and community impact. Cast members shared reflections: Robert Wakefield II (Chef Louis) valued the sense of community; Marcus McGee (Sebastian) highlighted the fulfillment of a successful production; Eleanor O'Shea (Ariel) appreciated storytelling and support; Elisha Kline (Prince Eric) noted the reward of collective hard work; and Mikayla Scales (Ursula) expressed gratitude and valued the friendships formed and working with directors who helped make her dream come true. Ms. Erdey and Dr. Alexander presented the performers with certificates and commemorative items. Dr. Norrell noted that they would be speaking with production leaders about a special surprise. A group photo was taken with the Board and as they exited, Ms. Calderon added that the production run had been extended.
- Mental Health Fair - Dr. Norrell reported that the District hosted a successful all-day mental health fair the previous day, which included 12 sessions designed to address student needs and allowed all students to participate. She noted that the day concluded with a community health fair featuring at least 10 partner organizations, followed by student performances and a panel discussion. A short video highlighting the previous night's event was shown.
- Committee of the Whole meeting - Dr. Norrell noted that a Committee of the Whole meeting will be held on May 12, 2026, beginning at 8:00 a.m. She stated that all three Board committee meetings will be conducted consecutively as follows: Finance Committee from 8:00–9:00 a.m., Personnel Committee from

9:00–10:00 a.m., and Planning Committee from 10:00–11:00 a.m. She added that all upcoming agendas will reflect the scheduled date and times for each meeting.

Executive Reports.

- Chief School Business Official – Dr. Cook noted that gym uniform purchases are typically discussed in March; however, the request was received in April. He reported that one vendor offered slightly better pricing, with a 1.4% difference on shorts and a 2.2% difference on shirts, along with shipping costs that are 12% lower. He stated that the total cost is approximately \$19,000 for gym uniforms, consistent with prior years, and noted that this is an annual request.

Dr. Cook also presented a recommendation regarding foreign liability insurance for the 2025–2026 school year. He explained that a field trip scheduled for this summer falls within the current school year and that the District’s existing insurance does not cover international travel. Therefore, he recommended the purchase of additional coverage. Dr. Norrell added that a spring break trip took place, which proceeded without incident, and there is an upcoming summer trip to China. She noted that although these trips are not officially school-sponsored, it is important to ensure coverage for participating staff and students. She also shared that Mr. Jim Schmidt has volunteered to serve as a chaperone, along with Mrs. Schmidt, who works in the technology department. Mr. Pauling stated that this represents a valuable opportunity for students and thanked the Schmidts for their willingness to volunteer. He further noted that it is the Board’s fiduciary responsibility to secure appropriate insurance coverage to protect the District, students, and staff. Dr. Cook reiterated that the expense would be covered within the current school year.

2026-2027 Purchase of Gym Uniforms. Mr. Legardy moved, seconded by Ms. Jackson, that the Board of Education approve the purchase of gym uniforms for the 2026–2027 school year from Nelson Hills Company in the amount of \$19,430 as recommended by the Chief School Business Official. Roll Call: Ayes – Ms. Jackson, Mr. Legardy, Dr. Leonard, Dr. O’Quin, Mr. Riedel, Dr. Smith, Mr. Pauling. Nays - None. Motion carried.

2025-2026 Foreign Liability Insurance for International Field Trips. Mr. Legardy moved, seconded by Mr. Riedel, that the Board of Education approve the purchase of 2025–2026 Foreign Liability insurance for international field trips occurring during fiscal year 2026, in the amount of \$1,300 as recommended by the Superintendent. Roll Call: Ayes – Mr. Legardy, Dr. Leonard, Dr. O’Quin, Mr. Riedel, Dr. Smith, Ms. Jackson, Mr. Pauling. Nays - None. Motion carried.

- Assistant Superintendent of Curriculum, Instruction & Professional Learning – Dr. Norrell stated that the District will apply for three grants, which require Board approval and must be submitted by the end of April. She noted that an additional Planning Committee meeting was held on April 17 to review the Agriculture, Food & Natural Resources (AFNR) 20th pathway in advance of the submission deadline. She explained that the meeting was intended to provide an overview of the proposed pathway and potential long-term expansion. Dr. Norrell introduced Dr. Dallacqua who described the AFNR career cluster as comprising eight pathways, noting that HF is already approved for Animal Systems and is proposing Environmental Services as an additional pathway. She highlighted the inclusion of a University of Illinois dual-credit course in sustainable food systems, which supports both pathways. She also outlined the “Three Circle Model” consisting of classroom instruction, work-based learning, and student leadership through FFA. Dr. Dallacqua noted that agricultural sciences may now count toward university science credit under state law and emphasized growing workforce demand in this field. Dr. Dallacqua further explained that grant funding is available for this pathway that includes the Incentive Funding Grant and the Three Circle Grant, both formula-based, as well as a competitive USDA Local Food Infrastructure Grant. She described potential startup funding and ongoing support for supervised agricultural experiences and extended-day programming. Dr. Norrell stated that the request includes adding one FTE with an agriculture endorsement to support the program and grant implementation. She noted that the position is included in the FY27 budget and that, with Board approval, this would bring total new hires to five, still below the originally projected staffing needs for pathways implementation. Dr. Norrell added that, initially, when the District discussed moving toward pathways work and block scheduling in the fall, it was shared in the Planning Committee and referenced verbally in Board meetings, and is also reflected in the January Personnel Committee minutes. She stated that HR reiterated at that time the plan previously presented to the Board, noting the need for six FTEs, with an additional six FTEs projected for FY27 to fully implement the model. She added that there is strong student interest in Zoobot, AP Environmental Science, and sustainable food

systems courses, with enrollment sufficient to support multiple sections. Dr. Dallacqua provided examples of established AFNR programs at Evanston Township High School and Gary Comer College Prep, highlighting large-scale food production and community partnerships as models of sustainability. Dr. Dallacqua stated that existing District facilities, including greenhouses, a rooftop green space and raised beds, could support initial implementation without new construction. She noted that only minor repairs and targeted upgrades would be required, with potential future enhancements to be reviewed through the Finance Committee once grant funding is secured. She emphasized that no new facilities are being requested at this time. Dr. Norrell stated that the District will return to the Finance Committee with updated cost projections and potential infrastructure improvements, and that savings from FY26–FY27 staffing adjustments and scheduling changes will be presented in a consolidated format at the upcoming May 12th Committee of the Whole meeting. She noted that class sections with enrollment below double digits will not be run. Dr. Norrell thanked Mr. Jack Anderson, a full-time substitute, for his expertise and contributions, and publicly expressed her appreciation for his support.

- Assistant Superintendent for Staff Services – Dr. Colon-Quiles provided information regarding District Leads, noting a shift from “Department Lead” to “District Lead” to better reflect the scope of the work being performed. She explained that the change is intended to align with the District’s strategic plan and goals, and that it does not result in any additional cost to the District. She clarified that the adjustment is a title change only, intended to more accurately represent current responsibilities, and does not require Board action as it is informational in nature. Mr. Riedel asked whether there would be any changes to job descriptions or a practical impact on responsibilities. Dr. Norrell responded that there is no change in duties, and that the update is strictly a title change. She added that the revised titles will be reflected on the organizational chart, which will show an updated reporting structure.

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

Regular Board Meeting Minutes, March 17, 2026

Extended Field Trip - SkillsUSA - Nationals Competition

Approval of Expenditures, \$2,775,627.02

Approval of Imprest Fund, \$33,395.54

Ratification of March, 2026, Payroll, \$3,926,572.76

Donation of Automobile for the Automotive Program

Personnel Report, as listed. *The Personnel Report that includes Resignations, Appointments, Adjusted Appointments, Per Diem, Leaves, Retirements, Extra Responsibility/Stipend is attached.*

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

- Dr. Colon-Quiles presented three leaders and provided a brief bio on each that highlighted their experience, credentials and their notable contributions in education. She noted Mr. David Kush, who was not able to attend this evening, will be the District Lead for Social Science. Brian Garland was named Assistant Principal for Strategic Initiatives, he is currently the Department Lead in Math and Dr. Megan McEwen-Terry will be joining HF as the Director of Special Education. Mr. Pauling offered his congratulations to the three leaders on behalf of the Board of Education.

Committee Reports

- **Finance Committee** - Finance Committee Chair Riedel noted that the next Finance Committee meeting will be held on Tuesday, May 12, 2026 at 8:00 a.m. in the Viking Room. Mr. Riedel reported that the committee met on April 7, 2026. Dr. Cook presented the monthly financial update, highlighting that total fund balance across all funds as of March 25, 2026 was \$56.9 million, representing 9.1 months of reserves. Operating

revenues fund balance as of the same date was \$54.3 million, representing 10.2 months of reserves. He noted that revenues are temporarily lower due to delayed tax bill collections, with increases expected once those funds are received. He also reported that expenditures are tracking below budget due to continued cost management. Under Old Business, Mr. Riedel reviewed the transportation contract renewal. He noted that following a prior bid process during former board member Mr. Anderson's tenure as Chair, bids came in significantly higher. The current provider, Kickert (now merged with First Student), submitted a two-year renewal agreement with a 2.7% increase, which both parties agreed to, and which will be brought forward for Board approval. He also noted that the item is on the Board agenda, along with replacement of the auditorium microphone system, which is a budgeted capital item due to the current system being approximately 10 years old and at end of life. A safety and security update was also provided by Dr. Norrell, noting that the audit has been completed and will be reviewed further in closed session with the Board. He added that new security officers and deans have been placed based on identified areas of need and staff input, and that the Board looks forward to receiving the audit findings. Under New Business, Dr. Norrell presented the FY27 Budget Planning Process as an informational item, highlighting a transition to a zero-based budgeting model. Discussion also included HB4416, which would make non-12-month employees eligible for unemployment benefits; however, it did not advance and is not expected to become law this session. Dr. Cook noted that, if enacted, the estimated District impact would have been approximately \$227,000 to \$300,000 in summer unemployment costs. He stated that the District will continue to monitor the legislation. Ms. Jackson asked about the District's position and representation in Springfield. Mr. Cook noted that ISBE has expressed concerns due to the fiscal impact, and Dr. Norrell added that the District receives updates from IASA, the Illinois High School Association, and legislative lobbyists and continues to monitor developments closely. Mr. Pauling noted ongoing communication among regional board presidents regarding HB4416 and its statewide implications. Dr. Cook added that communication is also continuing with local business officials in the event this bill should be reintroduced.

Action Items

- Transportation Agreement Extension. Mr. Riedel moved, seconded Dr. Leonard, that the Board of Education approve the execution of the first of three optional year-to-year contract extensions for regular and special education transportation services with First Student, Inc. for the 2026–2027 school year, reflecting a mutually agreed-upon increase of 2.7% over the prior year's contract. Roll Call: Ayes – Dr. O'Quin, Mr. Riedel, Dr. Smith, Ms. Jackson Mr. Legardy, Dr. Leonard, Mr. Pauling. Nays - None. Motion carried.
- Auditorium Microphone System. Mr. Riedel moved, seconded by Ms. Jackson, that the Board of Education approve the purchase and installation of a wireless microphone system for the Auditorium from JRLX of Tinley Park, Illinois, in the amount of \$157,033.76. Mr. Patterson noted that the current microphone system is at the end of its lifecycle, which typically lasts between 8 to 10 years, and therefore needs to be replaced. Roll Call: Ayes – Mr. Riedel, Dr. Smith, Ms. Jackson Mr. Legardy, Dr. Leonard, Dr. O'Quin, Mr. Pauling. Nays - None. Motion carried.
- Planning Committee. Mr. Legardy reported that the next Planning Committee meeting will be held on Tuesday, May 12, 2026, at 10:00 a.m. in the Viking Room. He noted that the committee met on April 17, 2026 and the action items on this evening's agenda were discussed in addition to information items including summer programming and summer curriculum writing and professional development. Mr. Legardy reported that Dr. Dallacqua provided a detailed presentation on the ANFR pathway. She incorporated the additional color in her presentation this evening that the committee requested that included partnership information and visual mapping of program spaces. The committee appreciated this added depth. The committee also reviewed summer programming offerings, which include traditional options such as behind-the-wheel, credit recovery, academic advancement, and the Leaders in Theater Ensemble. For incoming freshmen, the district is offering the 6-week Summer Academy, which provides elective credit across core content areas, as well as Summer Bridge for additional academic support and targeted math enrichment for District 161 Parker students, with 17 students currently enrolled. School year services will continue for students in Life Skills and VAST programs, with additional credit recovery and support structures in place for principles and Anchor programs aligned to IEP requirements. Summer curriculum projects were presented, with identified projects focusing on preparation for increased AP and IB

enrollment, development of common formative assessments, expansion of work-based learning aligned to career pathways, and continued standards-based development. Dr. Dallacqua outlined for the committee funding of \$29,965 in Title funds and \$65,000 in local funds, totaling \$94,965 for summer curriculum writing, noting that the structured approach with defined deliverables has been well received by staff. The committee also reviewed the Consolidated District Plan, formerly known as the Title I Plan. This plan outlines the district's commitment to addressing gaps in student achievement through targeted interventions, expanding instructional support, and providing equitable access to rigorous coursework. It also serves as a framework for communicating district priorities and guiding funding decisions for professional development. Mr. Legardy noted this item, which typically falls under the consent agenda, will be presented as a recommendation this time. Finally, the committee discussed the NWEA MAP assessment contract. This assessment, aligned with the district's MTSS (response intervention), will serve as a foundational component for the one-year investment of \$20,485 to implement a universal screener for students in grades 9 and 10. Partner districts 153 and 161 already use this assessment at the middle school level. The MAP assessment measures student performance in reading and mathematics, aligning with identified priority standards and the work done by professional leadership teams. The cost also covers professional development, user licensing, and full access to the reporting and analytics systems.

Action Items

- Grant Applications for Agricultural Education. Mr. Legardy moved, seconded by Ms. Jackson, that the Board of Education approve the district's applications for the Local Food Infrastructure Grant program, the Incentive Funding Grant, and the Three Circle Model grant to support the agricultural science pathways of animal systems and environmental science systems. Dr. O'Quin thanked Dr. Dallacqua for her thorough presentation, noting that it addressed all of her questions. She then inquired about the process of identifying the pathways the district might consider, given that this is the 20th pathway. Dr. Norrell explained that the initial pathways were identified by examining student interest through the SchoolLinks platform and leadership surveys of students involved in IB and AP courses. They analyzed the most popular courses and mapped those to relevant pathways that would allow students to earn the necessary 6 college credits. She emphasized that offering 300 courses at HF helped align student interests with the most relevant pathways. Dr. Norrell also credited Dr. Dallacqua as the architect of the district's pathway development. Dr. O'Quin requested a larger plan that provides a bird's-eye view of the pathway development process, including details on how the pathways are planned, the steps involved, and how many students are enrolled in each pathway. Dr. Leonard inquired about the proposal process for adding new pathways, asking what protocols and procedures are in place to move forward, and how the decision to introduce a new pathway is justified. Dr. Norrell responded that the district is working closely with the state of Illinois to ensure alignment. She added they will be prepared to share the requested information from Dr. O'Quin and Dr. Leonard at the May 12th Committee of the Whole meeting. Additionally, Dr. O'Quin requested data be presented on the impact and outcomes of the pathways. Roll Call: Ayes – Dr. Smith, Ms. Jackson, Mr. Legardy, Dr. Leonard, Dr. O'Quin, Mr. Riedel, Mr. Pauling. Nays - None. Motion carried.
- Request for one (1) 1.0 FTE teacher position for Agricultural Science. Mr. Legardy moved, seconded by Mr. Riedel, that the Board of Education approve the request for (1) 1.0 FTE for a teacher for Agricultural Science. Roll Call: Ayes – Ms. Jackson, Mr. Legardy, Dr. Leonard, Dr. O'Quin, Mr. Riedel, Dr. Smith, Mr. Pauling. Nays - None. Motion carried.
- Consolidated District Plan. Mr. Legardy moved, seconded by Ms. Jackson, that the Board of Education approve the FY27 Consolidated District Plan, as recommended by the Director of Curriculum, Instruction and Professional Learning and the Superintendent. Roll Call: Ayes – Mr. Legardy, Dr. Leonard, Dr. O'Quin, Mr. Riedel, Dr. Smith, Ms. Jackson, Mr. Pauling. Nays - None. Motion carried.
- NWEA MAP Contract. Mr. Legardy moved, seconded by Ms. Jackson, that the Board of Education approve the NWEA MAP contract in the amount of \$20,485.00, paid for through local funds, as recommended by the Director of Curriculum, Instruction and Professional Learning and the Superintendent. Roll Call: Ayes – Dr. Leonard, Dr. O'Quin, Mr. Riedel, Dr. Smith, Ms. Jackson, Mr. Legardy, Mr. Pauling. Nays - None. Motion carried.

- Personnel Committee. Ms. Jackson stated the next Personnel Committee meeting will be held on Tuesday, May 12, 2026 at 9:00 a.m. in the Viking Room.

Action Items – None

New Business

None

Executive Session

The board did not move into Executive Session.

Adjournment

Mr. Riedel moved, seconded by Mr. Legardy, that the Board of Education be adjourned at 9:13 p.m.

President

Vice-President/Secretary

6.7.1 APPOINTMENTS**Start Date/Salary****Certified**

delete 1	*Monique Golding	CTE Teacher - Computer Applications Southern University New Orleans, Master of Science Louisiana State University, Bachelor of Liberal Arts	Eff 8/17/2026 \$74,624/year
delete 2	*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
3	*Megan McEwen-Terry	Director of Special Education Loyola University Chicago, Doctorate of Education National Louis University, Master of Education Illinois State University, Bachelor of Science	Eff 7/1/2026 \$150,000/year

Support

1	*Sean Allen	Dean's Assistant North Central College, Bachelor of Journalism and Media Communications	Eff 4/22/2026 \$22.00/hour
2	Sean Mosby	Safety and Security Officer University of Illinois- Chicago, Bachelor of Science	Eff 4/7/2026 \$35.00/hour
3	*Jentel McIntosh	School Psychologist Intern 26-27	Eff 8/17/2026 \$17,500/year
delete 4	Ronald Pittman	Safety and Security Officer	Eff 4/7/2026 \$35.00/hour

Per Diem

delete 1	Jennifer Thomas	Safety and Security Officer	Eff 4/7/2026 \$35.00/hour
2	*Damani Shakoor	Athletic Worker	Eff TBA \$27.00/hour

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

6.7.2 ADJUSTED APPOINTMENTS**Start Date/Salary****Support**

1	David Dore	From: Director of Special Education To: District Lead - Special Education	Eff 8/3/2026 \$148,900/year
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	Olivet Nazarene University, Master of Arts in Education Administration Illinois State University, Bachelor of Science in Special Education	
2 Brian Garland	From: Department Lead - Math To: Associate Principal for Strategic Initiatives Concordia University-Chicago, Master of Educational Leadership Saint Xavier University, Master of Arts Saint Xavier University, Bachelor of Science	Eff 8/3/2026 \$140,000/year
3 David Kush	From: Assessment Coordinator To: District Lead - Social Science Governors State University, Master of Arts in Political and Justice Studies Governors State University, Master of Business Administration Governors State University, Bachelor of Arts	Eff 8/3/2026 130,000/year

6.7.3 **LEAVES**

1 401	Secretary Intermittent FMLA	Eff 4/9/2026
2 Alyssa Marassa	Teacher - CTE FMLA	Eff 8/26/2026 - 11/17/2026
3 Kelsey Sopron	Teacher - PE FMLA	Eff 8/17/26 - 11/6/2026

6.7.4 **EXTRA RESPONSIBILITY/STIPEND**

[See Athletics Memo](#)

[See Auxiliary Memo](#)

ADMINISTRATIVE STAFF MEMORANDUM

April 21, 2026

EXTRA-RESPONSIBILITY CONTRACTS 2025-2026 (AUXILIARY)

RECOMMENDATION: "That the Board of Education authorize the President and Secretary to approve extra-responsibility 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
Shauna	Kuester	IA Designated Voc Bus Driver FY25 Q4 (prorated amount)	\$150.00
Katie	Nieckula	IA Designated Voc Bus Driver FY25 Q4 (prorated amount)	\$130.00
		Total	\$280.00

ADMINISTRATIVE STAFF MEMORANDUM

April 21, 2026

EXTRA-RESPONSIBILITY CONTRACTS 2025-2026 (ATHLETICS)

RECOMMENDATION: "That the Board of Education authorize the President and Secretary to sign extra-responsibility athletic updated amount contracts 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
delete	Jennifer	Byrd	Softball / Associate Coach	\$4,973.00
	Jennifer	Byrd	Softball / Associate Coach	\$6,786.00
			Total	\$1,813.00

Committee of the Whole Meeting Minutes, May 12, 2026

MINUTES OF BOARD OF EDUCATION COMMITTEE-OF-THE-WHOLE MEETING
Homewood-Flossmoor High School, 999 Kedzie Avenue, Flossmoor, Illinois
May 12, 2026

Mr. Pauling called the meeting to order at 8:04 a.m. The following Board members were present for all or part of the meeting:

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

Mr. Pauling attended the opening of the meeting via telephone audio conference.

The presence of a quorum was noted and the meeting declared duly convened. Superintendent Norrell, Chief School Business Official Cook, Curriculum, Instruction & Professional Learning Assistant Superintendent Dallacqua, Staff Services Assistant Superintendent Colon-Quiles, Operations Director Patterson, Information Technology Director Richardson and Athletic Director Lyke were also in attendance for all or part of the meeting.

Representatives of the Homewood Flossmoor Chronicle and HFEO were present. Members of the public, in addition to members of the Administrative Leadership Team, were also in attendance.

Comments. Mr. Pauling welcomed everyone to the meeting and apologized for not attending in person due to an out-of-state work commitment requiring travel to the West Coast. He expressed appreciation to all attendees for taking time out of their busy schedules to participate and thanked everyone on behalf of the Board and the School District. Mr. Pauling highlighted items included on the day's agenda and stated his hope that the meeting could conclude shortly after lunch. He also thanked Mr. Legardy for stepping in during his absence to serve as moderator and facilitator for the meeting, as well as Dr. Norrell and her team for preparing a comprehensive agenda.

Ms. Larocca, community member, referenced that the Personnel Report would be presented and voted on at today's meeting and expressed hope that additional explanation would be provided during the discussion.

Superintendent's Report.

- South Cook Division Governing Board Meeting – Dr. Norrell informed the board that an South Cook Governing Board meeting will be held on June 3 from 6:00 – 8:00 p.m. at Kirby School District 140. Dr. Smith volunteered to serve on the Governing Board and will be attending representing the district.
- District Strategic Plan – Dr. Norrell welcomed everyone to the Committee of the Whole meeting for the FY26 school year and expressed appreciation for the opportunity to bring all committees together at one time to engage in broader collective discussions that are not typically possible during regular board meetings. She thanked the Board members for their continued commitment and the significant amount of unpaid volunteer time they dedicate in service to the District. Dr. Norrell noted that they are mindful of the meeting timeline and planned to keep committee presentations to approximately 45 minutes in order to maintain focus and allow each committee an opportunity to present. She stated that presenters would be asked to yield the floor to the next committee if discussions exceeded the allotted time. Dr. Norrell explained that administration intentionally organized the information that she presented as a “Through Line” in order to clearly connect the work of finance, personnel, planning, and programming to the District's overall goals and student achievement outcomes. She acknowledged the size of the meeting packet and stated that the purpose of the “Through Line” approach was to ensure transparency and help both the Board and community understand how all committee work is interconnected rather than fragmented. She emphasized that all committee work is aligned to the Board of Education Strategic Plan, including the “Profile of a Viking” and the District's “True North” priorities. Dr. Norrell stated that every decision, investment, and strategy being presented was deliberately connected to the District's end goal of developing highly capable and successful students. She further noted that administration intended to consistently demonstrate how each request and recommendation directly supports student outcomes. Dr. Norrell explained that supporting materials include research directly connecting facilities improvements, safety initiatives, technology investments, early college opportunities, MTSS implementation, and intervention programming to improved student achievement and student outcomes. Dr. Norrell also

discussed the District’s continued focus on safety and security, operational efficiency through technology and AI tools, expanded early college opportunities, and compliance with federal and state mandates related to RTI/MTSS. She stated that proposed planning and personnel requests were designed to support both academic and social-emotional interventions for students. In closing, Dr. Norrell stated that administration remains focused on the District’s “True North” priorities and the execution of the Board’s strategic goals through the “Through Line” approach. She emphasized that every item presented on the agenda was intentionally connected to student achievement and measurable outcomes. Dr. Norrell further noted the importance of ensuring that all initiatives, investments, and requests can ultimately be tied back to the District’s desired end results and accountability for student success, referencing prior conversations with Finance Committee Chair Riedel regarding the need to connect all work back to outcomes. Dr. Norrell noted that her presentation would be available on the District’s website.

Topics

- Finance:

- Approval of the minutes of the April 7, 2026 Finance Committee meeting. The April 7, 2026 Finance Committee meeting minutes were approved as presented

- Monthly Financial Update - Dr. Cook presented a Financial Snapshot as of May 6, 2026. He reported that across all funds, total revenue over 10 months was \$74 million, while total expenditures were \$66.1 million, resulting in a fund balance of \$66.8 million. He noted the District’s average monthly expenditures are approximately \$6.6 million, representing 10.1 months of reserves.

For operating funds, Dr. Cook reported total revenues of \$69.9 million and expenditures of \$57 million over the same 10-month period, with an operating fund balance of \$63.1 million. Average monthly operating expenditures were reported at \$5.7 million, equating to 11.1 months of reserves.

Dr. Cook reviewed the percentage of budgeted revenues received, noting that property tax collections were nearly equal to the percentage collected during the prior fiscal year. He further stated that projections for other state and local revenues were improved compared to last year. Federal revenue projections were also trending higher than anticipated due to conservative budgeting projections and the relatively low amount of federal dollars received.

In reviewing the percentage of budgeted expenditures spent, Dr. Cook noted that benefit expenditures were trending lower due to variations in the number and amount of claims from year to year. Purchased services were trending at the projected rate. Capitalized expenditures reflected projects that began during the current fiscal year and will continue into the next fiscal year. Tuition expenditures were projecting more favorably than the prior year. Dr. Cook also explained that the equipment line item had been over-budgeted, noting that District technology purchases were budgeted at \$625,000 based on five-year trend data, while actual anticipated expenditures were closer to \$425,000.

Dr. Cook also reviewed projected revenues through June 30, noting improved overall projections. He stated that the District does not anticipate receiving significant additional property tax revenue, but is expected to receive approximately \$4.5 million in Evidence-Based Funding (EBF), with \$3 million allocated to Operations and Maintenance and \$1.3 million toward debt services.

Lastly, Dr. Cook reviewed projected expenditures and monthly fund balances through June 30, noting similar expenditure trends related to benefits and equipment. He projected year-end reserves of approximately 7.5 months for all funds and 8.1 months for operating funds.

- Appointment of Bloom Township Treasurer Trustee – Dr. Cook explained that on August 9, 2024, Governor J. B. Pritzker signed HB305 into law, changing the governance structure for Township Trustees of Schools offices, including Bloom Township Trustees of Schools. He noted the new model requires each participating school district to appoint one representative, either a Board member or school employee, to serve as Trustee for terms not to exceed two years. Dr. Cook reported that the Bloom Township Treasurer’s Office continues to provide financial services and internal controls for twenty entities, including payroll, accounts payable, financial reporting, cash management, and investment oversight for more than \$800 million in assets. He stated that Trustee responsibilities include approving budgets and bills, reviewing audits, and appointing the

Township School Treasurer. As the governance model enters its second term, Dr. Cook recommended that the Board adopt the Resolution authorizing Mr. Toriano Horton as Trustee of Schools for the Bloom Township Treasurer's Office, located at 3311 Chicago Road, South Chicago Heights, Illinois, as recommended by the Superintendent. The item will appear on the May 19, 2026 Board agenda for approval.

- FY27 District Budget Process – Dr. Norrell explained that the leadership team, including Mr. Horton and Dr. Grossi, has carefully reviewed how proposed additions and program enhancements impact the District's overall financial position while remaining fiscally responsible to the community. They created a budget process and stated that the District will be operating from a "net zero" budgeting approach and emphasized efforts to maintain transparency throughout the budget development process by clearly identifying all major requests and expenditures by department and fiscal year. Dr. Norrell reviewed a spreadsheet outlining significant expenditures from the current year and projected costs for FY27. She noted that personnel and benefits remain the District's largest expense category. While administration had initially anticipated requesting six additional FTEs to support pathways work, attrition and unfilled positions reduced the need to only two new positions, significantly lowering the projected cost increase. She further explained that requests for additional non-certified staffing, including dean assistants and a safety officer, have also been offset through attrition, resulting in a more modest projected increase for next year. She also discussed additional assignment costs associated with the block schedule and hybrid support periods, including Compass, intervention supports, and ITAP/Kaplan programming for students. Dr. Norrell stated that these supports are intended to strengthen student achievement and are built directly into the school day. She acknowledged that these additional assignments represent a significant ongoing annual expense. Dr. Norrell reviewed savings and reductions achieved in other budget areas, including staffing assignments, technology, professional development, textbooks, and facilities planning. She noted that several one-time capital and safety-related expenditures completed during the current fiscal year will not carry forward into FY27, including Science Building improvements and security upgrades. She also stated that technology requests for FY27 were reduced significantly from prior years as part of a cost-saving effort. Within curriculum and instruction, Dr. Norrell reviewed reductions in professional development and textbook expenditures while noting that some programs, including Google Certification, are currently funded through grant support. She also reviewed projected costs associated with Kaplan, IB expansion, and early college programming. Overall, she stated that administration is projecting approximately \$1.6 million in reductions through restructuring efforts and operational efficiencies developed in collaboration with the Business Office and Operations Department.

Mr. Riedel asked how confident administration is that the projected reductions can be sustained long-term. Dr. Norrell responded that while some costs are ongoing, administration will continue identifying operational efficiencies and areas where funds can be reallocated each year. She noted that approximately 65% of the District's budget is tied to staffing and stated that upcoming retirements over the next several years may create opportunities for future savings and restructuring without reducing current staff through reductions in force.

Dr. Leonard raised questions regarding the possibility of the state's World Language requirement and its potential impact on staffing and future FTE allocations. Dr. Norrell responded that approximately 75% of students are already enrolled in two years of World Language courses and stated that administration will continue monitoring enrollment trends and sharing data with the Board as part of its commitment to transparency and long-term planning.

- Athletic Trainer Request for Proposal – Dr. Cook presented the proposal for Athletic Trainer Services with Athletico Physical Therapy for the 2026–2027 school year in the amount of \$99,225. He noted that the District issued a Request for Proposals (RFP) seeking qualified vendors to provide athletic training services for District athletic programs and student athletes, with proposals submitted by Athletico Management, LLC and ATI Physical Therapy asking for 168K. Dr. Cook stated the RFP sought a provider capable of delivering comprehensive athletic training, injury prevention, emergency response, rehabilitation coordination, and health management services. He noted that evaluation criteria were established and Athletico's proposal demonstrated strengths across the criteria areas, competitive pricing, and optional expanded service offerings.

He further stated that Athletico significantly outperformed ATI in cost, making it the stronger overall value for the District. Both proposals complied with the requirement that subsequent annual increases be based on the lesser of the Consumer Price Index (CPI) or 5 percent. He noted that Athletico has been providing services to the District for approximately 20 years. This item will be on the May 19, 2026 Board agenda for approval.

- Arbiter System - Mr. Lyke, Athletic Director, presented a recommendation for implementation of the Arbiter Pay system for compensating athletic officials. He explained that the system would streamline payment processing through direct electronic payments, reducing reliance on paper checks and decreasing administrative workload. Mr. Lyke reported that costs associated with the system include a one-time setup fee of \$495 and an annual fee of \$3,000. He further noted that neighboring districts, including Joliet Township High School District 204, Lockport Township High School District 205, Bremen Community High School District 228, and Oak Lawn Community High School, have reported positive experiences utilizing the system. Based on the anticipated operational efficiencies and reduced administrative burden, Dr. Cook also recommended adoption of Arbiter Pay.

Mr. Riedel commented that when the District identifies areas where processes are inefficient, he encourages administration to document measurable savings and efficiencies achieved through proposed changes. He stated that the Board would like to see more concrete data demonstrating what those savings equate to, while acknowledging that quantifying such impacts can be challenging. This item will be on the May 19, 2026 Board agenda for approval.

- Five-Year Facility Plan - Mr. Patterson, Operations Director, provided an overview of the District's Five-Year Facilities Plan. He distributed a document that listed the capital projects designated as "Completed," "Top Priority," "High Priority," "Medium Priority," and "Low Priority" for years 2024-25, 2025-26, 2026-27, 2027-28 and 2028-29. He noted anything in red is in a holding pattern. He added the Five-Year Facilities Plan is a living plan with flexibility for changes or revisions as needed. Discussion ensued as Mr. Patterson reviewed and highlighted the current and future projects as listed on the Plan. Projects that have been completed for 2024-25 include the Natatorium Boiler Replacement, A-Building and Library Roofs, Science Addition and South Tennis Courts restriping. Projects completed in 2025-26 include Parking Lot Painting, Safety Projects and Large Shuttle Bus Lease. In addition, "top priority" projects, as well as, all other projects for the years 2025-26, 2026-2027, 2027-28 and 2028-29 were also presented and reviewed by the committee.
- FY27 Technology Purchase – Mr. Richardson, Information Technology Director, presented a summary of the proposed 2026–2027 technology budget in the amount of \$450,200. He stated the request includes replacement of high-use staff laptops that are continuously failing, noting that some staff members are currently using loaner devices due to equipment age. He explained that replacing the devices will ensure reliable equipment for staff and help offset future replacement costs. Mr. Richardson noted that E-Rate equipment purchases are required due to awarded bids and stated that orders must be placed in May to avoid June price increases and delivery delays caused by processor shortages. The proposed budget includes 40 Dell Pro laptops, 3 Dell Pro 2-in-1 laptops, 3 Cisco Catalyst switches, 20 Cisco Meraki wireless access points, 6 Eaton UPS backup systems, 800 Chromebooks, and 800 Gumdrop Chromebook cases. He further reported that technology pricing has increased significantly since last year, with projected increases of 15–30% due to processor and memory chip shortages. Mr. Richardson stated that Dell Technologies recently informed Mr. Richardson that Chromebook delivery could not be guaranteed before the start of the school year, prompting them to seek alternative vendors. He noted they intend to purchase Lenovo Chromebooks at a lower cost than previously quoted by Dell and recommended placing orders as soon as possible to ensure availability for summer school and the start of the 2026–2027 school year. Dr. Cook emphasized the urgency in making these purchases due to rising costs. Mr. Richardson emphasized that the market is more volatile than expected.

Mr. Riedel asked whether the increase in pricing is expected to change in the near future. Mr. Richardson responded that he does not anticipate pricing changing anytime soon. This item will be on the May 19, 2026 Board agenda for approval.

- FY27 PAC Seating – Mr. Patterson presented the need for new seating in the Performing Arts Center (PAC). He provided examples of the chairs currently in use as well as the new seating that will be purchased. Mr. Patterson reported that the District plans to purchase 250 chairs at a cost of \$85 per chair for a total of \$21,250. Dr. Norrell noted that the total cost does not meet the threshold requiring Board approval; however, administration wanted to make the Board aware of the need for the replacement seating and provide an opportunity to see the chair design that was selected.
- Insurance - Worker's Compensation Insurance (SELF) – Dr. Cook reported that since joining the School Employees Loss Fund (SELF) in 1986, the District has benefited from participation in the cooperative insurance pool through stable premiums, strong risk management services, and the potential return of contributions in years with lower claims activity. Dr. Cook stated the projected 2026–2027 workers' compensation premium is \$167,970, representing a 20.9% increase from the prior year. He noted the increase is primarily due to payroll growth and an increase in the District's Experience Modification Factor (E-Mod) from 0.97 to 1.01, reflecting recent claims activity. He further reported that the District will receive a \$15,462 return of contribution based on prior-year SELF performance. Dr. Cook further explained that the Business Office and Maintenance Department will partner with SELF during the 2026–2027 school year to strengthen workplace safety initiatives and reduce claims. He recommended that the Board of Education enter into an agreement with SELF for workers' compensation insurance coverage in the amount of \$167,970. This item will be on the May 19, 2026 Board agenda for approval.

Mr. Riedel asked for historical information on the increases. Dr. Cook stated that the increases have fluctuated over time and noted that he would provide the requested information to Mr. Riedel.
- Liability (CLIC) - Dr. Cook noted that renewal information is not available at this time and the district expects to receive it within the next one to two weeks, prior to the June Board meeting. He is anticipating this item will be brought to the Board in June for approval.
- Personnel:
 - Approval of the minutes of the March 3, 2026 Personnel Committee meeting. The March 3, 2026 Personnel Committee meeting minutes were approved as presented
 - Staffing 26-27 – Dr. Colon-Quiles provided an update on staffing for the upcoming 2026-27 school year, including discussion regarding teachers with additional endorsements and efforts to fill current FTE needs utilizing existing staff members. Dr. Norrell reviewed a staffing spreadsheet outlining each course proposed for the 2026-27 school year. She explained that the matrix includes FY26 and FY27 student course requests, number of course sections, FTE allocations, net changes, seat caps, available seats, and student-to-section ratios. She stated that the information allows administration to compare enrollment trends year over year, identify increases or decreases in staffing needs, and determine where FTE allocations can be shifted to support other courses. Dr. Norrell added that several new courses are highlighted in the matrix because historical enrollment data is not yet available for those offerings. Dr. Norrell noted that administration has had extensive discussions regarding sixth assignments and stated that District Leads were involved in the process to provide additional context regarding staffing and scheduling decisions. She stated that the District now has sufficient data to recognize enrollment trends and that the information gathered will be valuable for future planning. Dr. Norrell also noted that administration conducted an all-day staffing meeting involving all relevant stakeholders and stated that the staffing matrix provides detailed information supporting the personnel requests being presented to the Board. She explained that all staffing expenditures can be tracked directly through the matrix, including how sections are staffed through FTE allocations versus extra-duty assignments.

Dr. O'Quin asked about minimum and maximum enrollment thresholds for courses. Dr. Norrell responded that seat caps are listed within the matrix. She added that enrollment overall remains strong and noted that no courses currently have single-digit enrollment, including IB Dance, which currently has approximately 10 students enrolled across four sections and is expected to continue growing. Ms. Rudan explained that College Prep classes are generally capped around 26 students, while Honors and AP courses are typically capped at 28 students with

overloads up to 30 students. Dr. Norrell added that the teachers' union has strongly advocated for lower class sizes in freshman College Prep courses and stated that administration attempts to maintain lower numbers whenever possible, although it cannot always be guaranteed.

Ms. Jackson commented that the staffing matrix has been a long time coming and expressed appreciation for the thoughtfulness and time invested in preparing the information, noting that it provides a much clearer picture of staffing allocations. Dr. Norrell added that the full Board has access to the Vacancy List. Dr. Colon-Quiles noted that the Vacancy List is a living document that is continuously updated as positions are added or adjusted for the upcoming school year.

Dr. Leonard stated that the detailed staffing information is important for helping the community understand staffing levels and FTE allocations, noting that community members often only see positions that are formally approved by the Board and this information will give Board members the ability to address questions regarding staffing from the community.

Dr. O'Quin asked for clarification that all courses listed are expected to run, and Dr. Norrell confirmed that they are.

- 2026 Summer Student Activities – Dr. Colon-Quiles provided an overview of summer programming for HF students through the Activities Department and reviewed projected staffing needs for Summer 2026 based on prior year programming. She noted staffing projections include Leaders in Theatre Ensemble with one Director, one Technical Director, one to two Specialty Service Providers, and one Student Counselor; Summer Theatre with one Director, one Musical Director, one to two Specialty Service Providers, and four Student Counselors; and Band Camps with approximately 16–20 Music Clinicians/Instructors. Dr. Colon-Quiles recommended that the Board of Education approve the Summer Activity Programming. This item will be on the May 19, 2026 Board agenda for approval.

Dr. Leonard expressed appreciation for the adjustment to the summer school schedule, noting that students will now have Fridays off.

- 2026 Summer Student Athletics – Dr. Colon-Quiles stated that the Athletics Department annually provides summer programming opportunities for HF students and will continue the program for Summer 2026 based on prior year participation. She noted that the 2026 program will include 31 summer camps for youth and high school students. Participation in camps is optional for athletes and conducted at the discretion of each Head Coach. Dr. Colon-Quiles explained that staffing may include coaching staff, current student athletes, and recent graduates through both internal and external applicants. She further noted that all costs are funded through each sport's Activity Account, with Head Coaches responsible for hiring staff, determining staffing levels, and establishing pay rates. Dr. Colon-Quiles recommended that the Board of Education approve the 2026 Summer Athletic Programming. This item will be on the May 19, 2026 Board agenda for approval.

- Summer Employment (Student Workers) - Dr. Colon-Quiles presented recommendations for several summer support positions for 2026. She stated that four Textbook Center Summer Student Workers are requested to assist with processing incoming book shipments, shelving, inventory, packaging, and shipment preparation. Potential hires include internal students, graduating seniors, and college students. Dr. Colon-Quiles also reviewed three Library Summer Student Worker positions to assist with shelving, inventory, and incoming shipments, as well as five Summer Technician positions to assist with classroom technology installation, preventative maintenance, and inventory support. She noted these positions were also utilized last year. In addition, Dr. Colon-Quiles reviewed 25 Book and Tech Material Collection Summer Worker positions to assist with staffing registration book and technology stations for four days, and six Residency and Registration Summer Worker positions to assist with residency verification and registration. Potential hires for these positions include HF staff. Student workers will be paid minimum wage, while HF staff will be compensated at applicable CBA rates.

Dr. O'Quinn requested summer programming data trends. Dr. Norrell we can report that out by the end of summer by program. Dr. Colon-Quiles recommended that the Board of Education approve the requests for four Textbook Center Summer Student Workers, three Library

Summer Student Workers, and five Summer Technicians. This item will be on the May 19, 2026 Board agenda for approval.

- EvaluWise Proposal – Dr. Colon-Quiles presented a proposal to transition the District’s employee evaluation platform to EvaluWise from TalentED in order to improve usability, efficiency, reporting functionality, compliance tracking, and consistency across evaluation processes. She explained that the current platform requires extensive manual configuration and maintenance, creating inefficiencies and limiting scalability. Dr. Colon-Quiles stated that EvaluWise offers a more user-friendly interface, improved workflow management, stronger reporting capabilities, and better support for state-required SB7 and Educator Information System (EIS) reporting requirements. She noted that surrounding districts currently utilizing the platform include Rich Township High School District 227, Bremen Community High School District 228, Community High School District 230, Community High School District 218, Lemont Township High School District 210, Lincoln-Way Community High School District 210, and Flossmoor School District 161. She further noted that the District’s current platform costs \$15,213.90 annually, while EvaluWise is estimated at up to \$11,238 for the first year resulting in a \$5,000 savings and up to \$8,000 annually thereafter.

Mr. Riedel asked whether the District is tracking staff feedback regarding the many new systems that have been implemented. Dr. Norrell suggested that further discussion can continue on this in Executive Session. Dr. Colon-Quiles noted that the more significant impact of the systems is on the evaluator side as opposed to the teacher side.

Dr. O’Quin stated that she would like to see data tracking usability and how effectively staff have adapted to the systems. She also asked whether the implementation would impact students’ using PowerSchool. Dr. Martinez responded that it would not impact students. Dr. Colon-Quiles recommended that the Board of Education approve the EvaluWise proposal in an amount not to exceed \$11,238 for the 2026–2027 school year. This item will be on the May 19, 2026 Board agenda for approval.

- Review of the Following Revisions to IASB Board Policies - Issue 121 - 1st Read - Dr. Colon-Quiles noted that the IASB PRESS Board Policies were being presented to the Committee of the Whole as a first reading and would return to the full Board for a second reading and approval at the May 19 Board meeting. She stated that the majority of the policies are being reviewed for routine updates and included only minor language revisions with no substantial changes. Dr. Colon-Quiles further noted that several policy revisions would require responses or additional consideration.

Ms. Jackson encouraged Board members to review the revisions in preparation for Board action on May 19. This item will be on the May 19 Board agenda for approval. The following policies being revised include:

- 2:140-E Guidance for Board Member Communications, Including Email
- 2:200 Types of Board of Education Meetings
- 2:220 Board of Education Meeting Procedure
- 2:250 Access to District Public Records
- 2:260 Uniform Grievance Procedure
- 4:165 Awareness and Prevention of Child Sexual Abuse and Grooming
- 5:30 Hiring Process and Criteria
- 5:50 Drug- and Alcohol-Free Workplace; E-Cigarette, Tobacco, and Cannabis Prohibition
- 5:250 Leaves of Absence
- 5:330 Sick Days, Vacation, Holidays, and Leaves
- 6:65 Student Social and Emotional Development
- 6:100 Using Animals in the Educational Program
- 6:145 Migrant Students
- 6:170 Title I Programs
- 6:180 Extended Instructional Programs
- 7:20 Harassment of Students Prohibited
- 7:50 School Admissions and Student Transfers To and From Non-District Schools
- 7:100 Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students

- 7:185 Teen Dating Violence Prohibited
 - 7:220 Bus Conduct
 - 7:230 Misconduct by Students with Disabilities
 - 7:240 Conduct Code for Participants in Extracurricular Activities
 - 7:260 Exemption from Physical Education
 - 7:280 Communicable and Chronic Infectious Disease
 - 7:300 Extracurricular Athletics
 - 8:90 Parent Organizations and Booster Clubs
- Planning:
 - Approval of the minutes of the April 17, 2026 Planning Committee meeting. The April 17, 2026 Planning Committee meeting minutes were approved as presented.
 - College and Career National Trends - Dr. Dallacqua stated that Board members had previously raised questions regarding college and career pathways and the foundation of the work being presented. In response, she invited two guests, Dr. Meagan Mitchell, EdSystems Director of Pathways and Dr. Kyle Westbrook, EdSystems, Executive Director from Northern Illinois University, to address the Board. Dr. Dallacqua explained that both work with EdSystems, one of the foundational organizations supporting college and career pathway initiatives. She noted that they have prepared a presentation to provide additional background on the development of the work and the direction it is taking, particularly within the State of Illinois. Dr. Westbrook thanked the Board for the opportunity to provide additional information regarding the college and career pathways work supported through EdSystems. He explained that the organization works to reduce barriers within educational systems and better align high school, postsecondary education, and workforce opportunities so students can more easily transition into college and careers. He reviewed EdSystems' primary areas of focus, including policy work, direct support to school districts and community colleges, and the use of data to improve student outcomes. Dr. Westbrook discussed the national movement toward purposeful pathways, emphasizing the importance of helping students identify career goals, build social capital, and access high-demand, family-sustaining careers. He noted that Illinois has established a statewide framework through the Postsecondary and Workforce Readiness Act, including the College and Career Pathway Endorsement.

Dr. Mitchell, Director of Pathways at EdSystems, provided additional information regarding the College and Career Pathway Endorsement framework. She explained that students earning the endorsement complete components including individualized planning, work-based learning experiences, career-focused coursework, and early college credit opportunities. She also reviewed statewide growth in pathway participation and emphasized the importance of strategically aligned dual credit and career-connected learning opportunities. Dr. Mitchell further discussed EdSystems' process of using labor market data, workforce trends, and collaboration with school districts, community colleges, and industry partners to develop pathway programs aligned to high-growth careers. She highlighted incentives available to students completing pathway endorsements, including scholarships, tuition assistance, and enhanced postsecondary opportunities. The presenters also reviewed regional pathway initiatives currently underway in partnership with Prairie State College, South Suburban College, and area high schools, including Homewood-Flossmoor. In closing, Drs. Westbrook and Mitchell thanked the Board for the opportunity to present and offered to answer questions regarding the pathways work and partnership opportunities.

Ms. Jackson asked the presenters to describe what successful implementation of pathways work would look like. Dr. Westbrook responded that pathways should not be discrete or segregated and stated that every student should be able to see themselves within a pathway and develop a clear sense of purpose supported by the entire school community. He also emphasized the importance of data collection, particularly long-term employment outcome data, in evaluating success.

Mr. Legardy asked whether successful pathways implementation also requires diversity in available pathways. Dr. Westbrook responded that expanding from a small number of pathways to a broader offering is not generally a challenge for a school the size of Homewood-Flossmoor. He stated that the larger challenge is often cultural rather than curricular, particularly among adults, and noted that HF's size provides a strong opportunity to offer a wide variety of pathways.

Mr. Riedel asked how far the state is from having reliable employment outcome data, which Dr. Westbrook described as the “holy grail” of pathways work. Dr. Westbrook explained that significant work has been done over the past seven years to build the state’s longitudinal data system involving multiple agencies. He noted that responsibility for the system has transitioned to the Governor’s office and expressed optimism that a permanent statewide structure would be established within the next year. In the interim, EdSystems is working regionally to develop data-sharing systems, including pilot work in the Rockford area, with plans to expand to additional regions over the next 18 months.

Dr. O’Quin stated that she is interested in understanding the impact pathways implementation will have on both students and the District. Dr. Dallacqua noted that the report provided to the Board includes studies and examples from states that have already implemented pathways work and demonstrates the broader vision and potential outcomes associated with the initiative.

- MTSS (Multi-tiered Systems of Support) – Dr. Dallacqua provided a presentation on MTSS support systems. Dr. Dallacqua reviewed the findings from the District’s Multi-Tiered System of Supports (MTSS) needs assessment conducted by the third-party organization, Catalysts for Educational Change. She explained that the assessment was completed in four phases throughout the school year and included a comprehensive review of District documents and systems, staff self-assessments, focus groups involving multiple stakeholder groups, and the synthesis of findings and recommendations. Stakeholder groups included teachers, interventionists, students, counselors, social workers, and school psychologists. Dr. Dallacqua noted that one of the major findings was that staff members are committed to the work and want to collaborate to support students. However, she stated that the assessment identified inconsistencies in staff understanding of MTSS systems, structures, and responsibilities. She explained that the District currently relies heavily on a small number of staff members with extensive knowledge of the system, rather than having consistent understanding across the organization. She further explained that the current framework tends to be more reactive than preventative and that existing systems are often disjointed, making communication and collaboration difficult. Dr. Dallacqua provided examples of challenges related to staff access to student intervention information and stated that current systems require multiple steps to access important student support data. Dr. Dallacqua emphasized the importance of defining Tier 1 expectations for all students, including academics, behavior, attendance, and social-emotional well-being, and clarifying the responsibilities of classroom teachers, interventionists, and support staff. She also discussed the importance of shifting toward a collective responsibility model in which all staff members view all students as shared learners requiring support when needed. In discussing next steps, Dr. Dallacqua stated that the District plans to define core MTSS components and establish consistent systems and expectations across the District. She noted that the District will also focus on strengthening Tier 1 instruction through professional development related to differentiation, executive functioning, and learning behaviors. Additionally, she discussed plans to implement tools that will allow staff to more easily access and share information regarding student interventions, supports, and enrichment opportunities in order to improve communication and collaboration.

Dr. Leonard asked where students would go after moving through intervention supports. Dr. Norrell explained that the District’s hybrid intervention model is connected to students earning credit and that, beginning next year, the hybrid courses will be fully aligned and accredited. She noted that students receiving Tier 2 and Tier 3 reading interventions will work directly with reading teachers.

Dr. O’Quin asked how long students typically remain in intervention. Dr. Norrell explained that the intervention structure is built into the middle of the school day and aligned with national MTSS and RTI research supporting frequent interventions. She stated that the flexibility built into the schedule allows students to be moved into and out of interventions as needed throughout the year.

Ms. Jackson asked where students would report if they were not assigned to interventions. Dr. Norrell responded that those students would report to Compass. She further stated that the District believes the model being implemented has the potential to become a model program and noted that preliminary conversations have already taken place regarding the District’s implementation approach.

Dr. O'Quin commented that MTSS has significant value, but that implementation with fidelity is often one of the greatest challenges. Dr. Dallacqua responded that the District's process for moving students through intervention Tiers will be based on both qualitative and quantitative data. She further explained that every student will have a designated home-base teacher if they are not assigned to interventions. She also noted that the District plans to provide enrichment opportunities, including IB-related enrichment, Google certification coursework, and opportunities for students to earn stackable credentials. Additionally, she explained that freshmen and sophomore students may participate in ITAP classes connected to intervention supports and can transition out once mastery of deficiency skills is demonstrated.

Dr. Leonard asked how the District would hold students accountable for attending their assigned supports. Dr. Norrell explained that intervention and support assignments will appear on student schedules and students will be expected to remain in those assignments for the full designated period.

Dr. O'Quin also asked whether Panorama allows for parent interaction. Dr. Dallacqua stated that the system can generate reports for parents showing progress monitoring data and that it integrates with District assessments and the student information system.

- Panorama Platform – Due to time constraints, this item will be presented and reviewed at the May 19, 2026, Board meeting for approval.
- ALEKS – Due to time constraints, this item will be presented and reviewed at the May 19, 2026, Board meeting for approval.
- Wayfinder – Due to time constraints, this item will be presented and reviewed at the May 19, 2026, Board meeting for approval.
- FY27 Textbooks (Part 2) – Due to time constraints, this item will be presented at the May 19, 2026, Board meeting for approval.
- Student Exchange Program – Dr. Norrell presented to the Board that she recently received a request from a community member regarding the District's possible participation in a student exchange program. It was noted that it has been the District's longstanding practice not to participate in student exchange programs and that the District has maintained that practice for more than 20 years. Following discussion, the Board indicated its desire to continue the current practice of not participating in a student exchange program.

Consent Items

- Personnel Report

Recommendation: That the Board of Education approve the Personnel Report as listed.

Roll Call: Ayes – Ms. Jackson, Mr. Legardy, Dr. Leonard, Dr. O'Quin, Mr. Riedel, Dr. Smith. Nays – None. Motion carried. *The Personnel Report that includes Resignations, Appointments and Adjusted Appointments is attached.*

Dr. Colon-Quiles introduced Samantha Pryor, who will serve as the District Lead for World Language beginning next school year. She noted that Ms. Pryor is a Homewood-Flossmoor High School alumna from the Class of 2000 and comes to the District from District 108 with 22 years of experience in education. Dr. Colon-Quiles provided a brief biography highlighting Ms. Pryor's experience, credentials, and notable contributions in the field of education. Mr. Legardy extended congratulations to Ms. Pryor on behalf of the Board of Education and warmly welcomed her back to HF.

Executive Session. Ms. Jackson moved, seconded by Mr. Riedel, that the Board of Education move into Executive Session pursuant to 5 ILCS 120/2(c) of the Open Meetings Act to consider the appointment, employment, discipline, performance, or dismissal of specific employees, to consider security procedures, school building safety and security, and the use of personnel and equipment to respond to an actual, a threatened, or reasonably potential danger to the safety of employees, students, staff, the public, or public property, and to consider collective negotiating matters between the public body and its employees or their representatives. The Board relocated to the Superintendent's

Conference and the meeting began at 11:18 a.m. Roll Call: Ayes – Mr. Legardy, Dr. Leonard, Dr. O’Quin, Mr. Riedel, Dr. Smith. Nays – None. Motion carried. Mr. Legardy noted that no further action will be taken upon the board’s return to open session.

Return to Open Session. Mr. Riedel moved, seconded by Ms. Jackson, that the Board of Education return to Open Session at 12:07 p.m. Roll Call: Ayes – Mr. Legardy, Dr. Leonard, Dr. O’Quin, Mr. Riedel, Dr. Smith, Ms. Jackson. Nays – None. Motion carried.

Adjournment. Mr. Legardy moved, seconded by Ms. Jackson, that the Board of Education be adjourned at 12:08 p.m.

President

Vice-President/Secretary

6.1.1 RESIGNATIONS

1	Lilian Eskew	Clerical Aide- Science Lab	Eff 4/3/2026
2	Quincy Jones	Dean's Assistant	Eff 4/3/2026
3	Sharon Kirkland	Attendance Clerk	Eff 5/5/2026
4	Tara Knopp	Payroll / Benefits Coordinator	Eff 6/30/2026
5	Janice Lewis	Accounts Payable Clerk	Eff 7/31/2026
6	Rionne Lewis	Secretary - Principal	Eff 5/8/2026

6.1.2 APPOINTMENTS**Start Date/Salary****Certified**

1	*Jack Anderson	Teacher - Agricultural Education Teacher Loyola University Chicago, Master of Science of Environmental Sustainability Western Michigan University, Bachelor of Science Freshwater Science and Sustainability	Eff 8/17/2026 \$63,928.00/year
2	*Samantha Pryor	District Lead - World Language Concordia University, Master of Arts in Educational Leadership Illinois Wesleyan University, Bachelor of Arts in Hispanic Studies	Eff 8/3/2026 \$130,000.00/year

*** Pending successful completion of all legally required background checks and / or credential verification**

6.1.3 ADJUSTED APPOINTMENTS**Start Date/Salary****Certified**

delete 1	Brian Garland	From: Department Lead - Math To: Associate Principal for Strategic Initiatives	Eff 8/3/2026 \$140,000/year
add 2	Brian Garland	From: Department Lead - Math To: Associate Principal for Strategic Initiatives	Eff 7/1/2026 \$140,000/year