

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 Shakoar	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