

**KILDEER COUNTRYSIDE
COMMUNITY CONSOLIDATED SCHOOL DISTRICT 96**

**BOARD OF EDUCATION
REGULAR MEETING
Minutes for July 14, 2026**

Call To Order

Mr. Burns called the meeting to order at 7:01 p.m. in the Educational Development Center of Ivy Hall School.

Roll Call

Present: Marc Tepper, Erika Immel, Amy Feygin, José Rivera, Cynthia Zarkowsky, and Mike Burns
Remote: None
Late: None
Absent: None
Administrators in Attendance: Katie Sheridan, Jon Hitcho, Jane Pedersen, and Ninja Idrizi

Election of Board Secretary

A nomination was presented by Mr. Tepper and seconded by Dr. Feygin to elect Mr. Rivera to serve as Board Secretary until the next reorganization meeting in May 2027. With no further nominations, Mr. Rivera was elected board secretary by acclamation.

Welcome to Visitors

President Burns welcomed members of the faculty, community, and press to the meeting. Members of the audience introduced themselves. Mr. Burns led the Pledge of Allegiance. President Burns asked if anyone wished to address the Board. No one responded.

Approval of Minutes

June 2026

A motion was presented by Mr. Rivera and seconded by Ms. Immel to approve the minutes of June 11, 2026 and June 16, 2026, as presented. All members present voted Aye; the motion carried.

Release of Closed Session Minutes

A motion was presented by Mr. Rivera and seconded by Dr. Feygin to release the following closed session minutes in accordance with the Open Meetings Act:

July 15, 2025	October 21, 2025
August 5, 2025	November 18, 2025
August 19, 2025	December 16, 2025
September 16, 2025	

All members present voted Aye; the motion carried.

Destruction of Closed Session Recordings

A motion was presented by Dr. Feygin and seconded by Mr. Rivera to destroy the following recordings of closed session meetings in accordance with the Open Meetings Act:

July 16, 2024
August 6, 2024
August 20, 2024
September 17, 2024

October 22, 2024
November 19, 2024
December 17, 2024

All members present voted Aye; the motion carried.

Financial Statements

Mr. Hitcho presented the financial reports, noting that all reports were in order. Mr. Burns directed the business office to place the following financial statements for June 2026 appropriately on file in the business office: Treasurer's Report, Budget Report, and Activity Report.

Board Reports

Finance Committee

Dr. Feygin reported that the Finance Committee met to review routine agenda items. Additionally, members reviewed the district's final position at the close of the fiscal year and discussed current cash flow projections and delays in the receipt of county property tax distributions.

Policy Committee

Ms. Zarkowsky reported that the committee reviewed the first 13 policies included in the first half of the most recent PRESS issue. Key revisions included clarifying the language regarding visitors addressing the Board of Education during public meetings. The remaining policies underwent minor wording adjustments, eliminations, or updates to align with current legal references. The committee will review the second half of the PRESS issue during the August meeting.

Legislative Update

Mr. Tepper reported that while there hasn't been much legislative activity, proposed legislation on mandatory radon testing in schools could be introduced during the upcoming veto session, noting that key operational and financial details—such as testing frequency, funding, and remediation protocols—remain undefined. He also reported on his attendance at the Illinois Association of School Boards (IASB) Lake Division strategic planning meeting, highlighting upcoming regional division sessions scheduled for October 14 and February 10, as well as recent updates to IASB staffing strategies. Additionally, Ms. Sheridan reported that she continues to actively pursue and advocate for FOIA legislation designed to protect confidential communications between families and school districts.

ELC Update

Mr. Burns reported that the ELC Board met on June 18. The board approved an intergovernmental agreement with Stevenson High School District 125 to expand custodial services provided by Stevenson. Following the regular meeting, they held a finance meeting with the new business manager to review necessary fiscal year 2026 (FY26) budget revisions and to discuss the upcoming fiscal year 2027 (FY27) budget. In preparation for the upcoming vote on the FY27 budget, the Board requested that the ELC review and report back on specific contracts with third-party staffing agencies, verify that the requested budget allocations are accurately reflected, and review current administrative signature authority limits.

Guiding Coalition of Interculturalism Update

GCI meetings will restart in the 2026-27 school year.

Thought Exchange Partnership

TEP meetings will restart in the 2026-27 school year.

Partnership with KEA Update

The Partnership Committee meetings will restart in the 2026-27 school year.

Board Articulation Council

None at this time.

Space/Facilities/Innovation Committee

None at this time.

Other

Ms. Zarkowsky provided an update on the superintendent evaluation process, noting that she, Ms. Immel, and Ms. Sheridan met several times to develop a streamlined and more concise version of the evaluation tool. The updated version focuses on concrete, measurable, and more easily observable outcomes. Board members will receive a draft of the revised evaluation at the August 11 meeting, with the goal of gathering feedback and adopting a final version in September.

Administrative Reports

Enrollments and Staffing Plan Update

Dr. Pedersen reviewed the memo presented and reported that, as of this morning, total student enrollment is 3,150. She noted that kindergarten enrollment is currently lower than originally projected, which has prompted adjustments to the staffing plan, though no further class section changes are anticipated. Additionally, Dr. Pedersen reported that while all general classroom teaching positions have been successfully filled, a few highly specialized, historically hard-to-fill vacancies remain open.

Priority Items for Consideration and/or Action

Approval of Board Goals for the 2026-27 School Year

Ms. Sheridan presented the final goals for the 2026-27 school year, including the accompanying implementation and measurement plan, for Board approval. She emphasized that the goals are designed to work in tandem with COW Topics, allowing the Board to receive ongoing updates throughout the year.

A motion was presented by Dr. Feygin and seconded by Mr. Rivera to approve the 2026-27 Board Goals as presented. All members present voted Aye; the motion carried.

Closed Session

Adjourn to Closed Session

A motion was presented by Mr. Tepper and seconded by Ms. Immel to adjourn to closed session for the purpose of:

- The appointment, employment, compensation, discipline, performance, or dismissal of specific employees, specific individuals who serve as independent contractors in a park, recreational, or educational setting, or specific volunteers of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its

validity. However, a meeting to consider an increase in compensation to a specific employee of a public body that is subject to the Local Government Wage Increase Transparency Act may not be closed and shall be open to the public and posted and held in accordance with this Act. 5 ILCS 120/2(c)(1)

- The selection of a person to fill a public office, as defined in the Open Meetings Act, including a vacancy in a public office, when the public body is given power to appoint under law or ordinance, or the discipline, performance or removal of the occupant of a public office, when the public body is given power to remove the occupant under law or ordinance. 5 ILCS 120/2(c)(3).

On a roll call vote, the motion carried:

Aye: Tepper, Immel, Feygin, Rivera, Zarkowsky, and Burns

Nay: None

The meeting adjourned to closed session at 7:49 p.m.

Reconvene in Open Session

The meeting reconvened in open session at 8:24 p.m.

Approval of Closed Session Minutes

A motion was made by Ms. Zarkowsky and seconded by Dr. Feygin to approve the minutes of the closed session. On a roll call vote, the motion carried:

Aye: Zarkowsky, Tepper, Immel, Feygin, Rivera, and Burns

Nay: None

Action Items

Employment, Appointment, and Dismissal – Certified Staff

Resignations

A motion was presented by Mr. Tepper and seconded by Ms. Zarkowsky to accept the resignation of the following individuals:

Name	Position	FTE	School	Eff. Date
Collins, Carrie	3rd Grade Instructional Coach	1.0	Country Meadows	06/02/26
Crowley, Michele	Language Development Coach	1.0	Woodlawn	06/02/26

All members present voted Aye; the motion carried.

Employment

A motion was presented by Mr. Tepper and seconded by Ms. Immel to approve the employment of the following individual(s) for the 2026-27 school year and place appropriately on the salary schedule:

Name	Position	FTE	School	Eff. Date
Alagna, Christina	7th Grade Dual Teacher	1.0	Woodlawn	08/10/26
Papageorgiou, Victoria	1st Grade Teacher	1.0	Prairie	08/10/26
Myers, Gina	3rd Grade Teacher	1.0	Kildeer	08/10/26
Lawson, Tyler	Social Studies Teacher	1.0	Twin Groves	08/10/26

On a roll call vote, the motion carried:

Aye: Tepper, Immel, Feygin, Rivera, Zarkowsky, and Burns

Nay: None

Tenure Attainment 2026-27

Mr. Burns and board members congratulated the following employees who have achieved tenure status for the 2026-27 school year:

Country Meadows

Julie Adkins

Jennifer Alexander

Angela Blough

Jaclyn Evers

Matthew Gallat

Mary Margaret Kahanic

Stella Kempinski

Daphne Krupa

Allison Meucci

Jennifer Morales

Loren Myers

Sara Niemiec

Allison Robinson

Kristen Vargas

Ivy Hall

Katherine Acevedo

Megan Brancato

Carrie Calzada

Elizabeth DeGrazia

Stacy Groner

Ashley Hernandez

Megan Kaiser

Lauren Katz

Aqeela Kidder

Rebecca Mosior

Maitri Patel

Anna Perricone

Karen Raistrick

Ivy Topel

Julie Wright

Kildeer

Megan Akhteebo

Allison Bekielewski

Elise Fuss

Shoshana Goldfein
Amy LeVine
Mallory Rejman

Prairie
Carlene DiMaggio
Allyson Flackus
Julia Kessel
Lisa Lorig
Julie Schmidt

Twin Groves
Mitchell Barrett
Lauren Gustin
Erik Hedmark
Katelyn O'Rourke

Willow Grove
Rachel Anderson
Jill Dekrell
Lynn Dowd
Ashley Dyer
Laura Felleson
Olivia Kamysz
Daniel Sutton
Lianna Wisneski
Leann Zanardo

Woodlawn
Breanna Hill
Allison Murphy
Ryan Nuebling

Employment, Appointment, and Dismissal – Educational Support Personnel

Employment, Appointment, and Dismissal

A motion was presented by Mr. Tepper and seconded by Mr. Rivera to approve the memo presented by Human Resources for the employment, appointment, and dismissal of certain educational support personnel as presented. On a roll call vote the motion carried:

Aye: Tepper, Immel, Feygin, Rivera, Zarkowsky, and Burns

Nay: None

Consent Agenda

Mr. Burns asked the board whether any items needed to be removed from the consent agenda. No one responded.

A motion was presented by Mr. Tepper and seconded by Mr. Rivera to approve the following Consent Agenda items:

Presentation of Bills - July 2026 - to approve the July 2026 bills as presented in the following amounts:

Education	\$4,860,354.29
Operations	\$647,817.55
Debt Service	\$962,602.32
Transportation	\$259,242.98
IMRF	\$0.00
Social Security	\$0.00
Capital Projects	\$0.00
Working Cash	\$0.00
Tort Immunity	\$0.00
<u>Life Safety</u>	<u>\$0.00</u>
Totals	\$6,730,017.14

Designation of Hearing Officer for the 2026-27 School Year – to designate Jane Pedersen to serve as Hearing Officer and Robert Hanrahan as secondary Hearing Officer for the 2026-27 school year;

Designation of Title IX Officer and Non-Discrimination Coordinator for the 2026-27 School Year – to designate Jane Pedersen to serve as the Title IX officer and the Non-Discrimination Coordinator for the 2026-27 school year, and to designate Jennifer Dunne and Jonathan Hitcho as complaint managers;

On a roll call vote, the motion carried:

Aye: Tepper, Immel, Feygin, Rivera, Zarkowsky, and Burns

Nay: None

Discussion Items

Identification of COW Topics for 2026-27

Ms. Sheridan introduced a memo outlining the dates for all regular board of education meetings, including the recurring annual topics traditionally addressed. The memo also proposed potential discussion topics aligned with the Board's goals. At this stage, Ms. Sheridan collected feedback from Board members and will compile a finalized schedule for the next regular meeting.

Recap of 2026 BOE/Admin Retreat

Ms. Sheridan presented a memo with a summary of the work completed at the June 11, 2026 BOE/Admin Retreat. She noted that the collaborative discussions were synthesized into the proposed board goals presented during the meeting, while additional insights and concepts were archived for future strategic planning. Ms. Sheridan concluded by inviting Board members to share any additional feedback or reflections regarding the retreat experience.

Board Assignments

Mr. Burns reviewed the current Board assignments and noted that the list will be updated following the seating of a new board member. He invited Board members to submit any feedback or input regarding assignments prior to finalizing the revisions.

Information Items

Review of Dates for 2026-27 School Year

Ms. Sheridan presented a memo outlining the upcoming TEP, GCI, Partnership Committee, and board meeting dates.

New Staff Orientation and Opening Institute Day Invitation

Ms. Sheridan extended two invitations to Board members: the New Staff Orientation Lunch on August 12 and the Opening Institute Day Breakfast on August 18. She noted that it is an opportunity for Board members to attend one or both events to introduce themselves to new and returning staff. Members who are able to attend are asked to RSVP to Ms. McGillian.

FOIA Requests

Since June 16, 2026, the District has received 3 (three) FOIA request(s).

Board Comments

The board discussed the use of certain features of BoardBook going forward.

Adjournment

With no further business before the Board of Education, a motion was presented by Mr. Tepper and seconded by Ms. Zarkowsky to adjourn the meeting. On a roll call vote, the motion carried:

Aye: Tepper, Immel, Feygin, Rivera, Zarkowsky, and Burns

Nay: None

Mr. Burns adjourned the July 14, 2026, regular meeting of the Kildeer Countryside Community Consolidated School District 96 Board of Education at 8:34 p.m. The next meeting of the Board of Education is scheduled for August 11, 2026, at 7:00 p.m.

Date Minutes Approved: _____

President, Board of Education

Secretary, Board of Education

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