

MINUTES OF BOARD OF EDUCATION MEETING

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

June 16, 2026

Mr. Pauling called the meeting to order at 6:34 p.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	

Dr. Smith attended via Zoom Video 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 and Principal Alexander were also in attendance for all of the meeting.

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

Executive Session. Mr. Riedel moved, seconded by Ms. Jackson, that the Board of Education enter into Executive Session pursuant to 5 ILCS 120/2(c) of the Open Meetings Act at 6:34 p.m. 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: Ayes – Ms. Jackson, Mr. Legardy, Dr. Leonard, Dr. O'Quin, Mr. Riedel, Dr. Smith, Mr. Pauling. Nays – None. Motion carried.

Return to Open Session. Ms. Jackson moved, seconded by Mr. Legardy, that the Board of Education return to Open Session at 7:18 p.m. Roll Call: Ayes – Mr. Legardy, Dr. Leonard, Dr. O'Quin, Mr. Riedel, Dr. Smith, Ms. Jackson, Mr. Pauling. Nays – None. Motion carried.

Public Comments. Retired Superintendent Dr. Von Mansfield expressed appreciation to Dr. Norrell as she completed her first year in her role. Dr. Mansfield congratulated Dr. Cook on his retirement, praising his years of service and the positive impact he had on thousands of students, families, and community members. Mr. Pauling thanked both Dr. Cook and Dr. Mansfield for their years of dedication to the district.

Communications

Delegations - Mr. Pauling acknowledged League of Women Voters Representative Mrs. Sylvia Tufts and Mr. Jon Bannister representing the Homewood Flossmoor Chronicle.

Board – Board members expressed their gratitude to Dr. Cook for his leadership, mentorship, and steady guidance during a year of significant organizational change. They acknowledged his role in helping the district navigate leadership transitions and thanked him for his partnership and commitment to students and staff during his tenure. Members wished him a fulfilling retirement and joked about spending more time golfing. Board members also congratulated district staff on successfully completing another school year despite numerous leadership and administrative changes. They recognized the hard work of teachers, administrators, and support staff in maintaining the district's high standards while adapting to new initiatives and leadership. Finally, the Board congratulated the Class of 2026 and celebrated the many accomplishments of students throughout the year, including upcoming recognition of championship teams. Several board members expressed confidence that the district is moving in a

positive direction and wished everyone a safe and enjoyable summer before concluding their remarks. Mr. Pauling noted that there is a Board Retreat scheduled for July 14, 2026.

Superintendent's Report

- Public Relations Recognitions
 - Girls Track & Field 2026 State Champions - Dr. Norrell recognized the Girls Track and Field team for winning its second consecutive 2026 state championship. Dr. Alexander congratulated the team, noting that winning one state championship is difficult and winning back-to-back titles is exceptionally rare. He highlighted that it had been 40 years since the school last accomplished the feat and that the team is one of only a few in the state to achieve consecutive championships. He encouraged the athletes to appreciate their accomplishments while setting their sights on a third straight title. The board also recognized Coach Green and the coaching staff for their leadership. Coach Green thanked the board and administration and praised the athletes for their dedication, describing them as the most accomplished group in school history. He noted that the team became the first from the Midwest to win the team relay championship and had remained undefeated in track meets and invitationals for the past three years. He also acknowledged the contributions of the entire coaching staff and expressed confidence in the team's future success. Team members received certificates, commemorative tokens, and a photograph with the Board of Education.
 - Badminton Coach of the Year, Alexander Pratt - Dr. Norrell recognized Coach Alexander Pratt for being named 2026 Badminton Coach of the Year. Dr. Norrell and Principal Alexander commended him for his excellence as both a teacher and coach, highlighting the continued success of the badminton program. They also recognized Anika Izenbart for earning All-State honors, the program's first All-State recognition since 1992. Mr. Pratt received a certificate and was recognized for his outstanding accomplishments. A photograph was taken with the Board of Education.
 - NSPRA 2026 Gold Medallion Award - Dr. Norrell announced that the district had received the 2026 NSPRA Gold Medallion Award from the National School Public Relations Association in recognition of excellence in school communications. She described the announcement as bittersweet because Ms. Erdey, who helped lead the district's communications efforts, had recently accepted a position in a larger district closer to home. The board congratulated Ms. Erdey and her team for earning the prestigious national honor and thanked them for their outstanding work.
- Administrator Retirement Recognition – Mr. Pauling congratulated Dr. Cook on his retirement and thanked him for his professionalism, competence, and dedicated service to the school community, students, and families. He also expressed appreciation to Dr. Cook's family for supporting him throughout his career and acknowledged the role they played in his success. Mr. Pauling then invited Mrs. Catherine Ross-Cook, and their family to the podium. Mrs. Ross-Cook introduced their four children, all of whom attended or graduated from Homewood-Flossmoor High School, and invited each to honor their father as both an educator and a parent. Lauren Cook, a member of the Class of 2017, shared that two of the most important lessons her father taught her were to "just do right" and to pray during difficult times. She thanked him for his unwavering support and expressed how deeply loved and appreciated he is. Daughter Trinity joined the celebration virtually from Houston and spoke about Dr. Cook's dedication as an educator. She described him as someone who consistently went above and beyond for students, stayed late to provide support, believed in those who were often overlooked, and inspired confidence and hope in others. She expressed her pride in his accomplishments. Lawrence Cook IV, a 2020 graduate, congratulated his father on his 25-year career and reflected on the example of hard work, perseverance, and dedication that he had set for his family. He noted that his family was fortunate to have him both inside and outside the classroom. Logan Cook, the youngest member of the family, thanked his father for serving as a mentor, for always being present for his family, and for demonstrating the value of hard work. He congratulated him on reaching retirement and wished him an opportunity to relax and enjoy the next chapter of his life. Mrs. Ross-Cook concluded the family tribute by thanking Dr. Cook through a vocal performance of *Wind Beneath My Wings*, stating that he had been the inspiration and support behind their family's success and expressing excitement for his future endeavors. A tribute video, featuring congratulatory messages and reflections on Dr. Cook's career, was presented. Participants included Dr. Von Mansfield, Tom Wagner, Dave Kush,

Dave Dore, Sara Brown, Victoria Koblick, Clinton Alexander, Steve Richardson, and Jim Patterson. Following the video, Dr. Norrell presented Dr. Cook with a commemorative token on behalf of the Board of Education and read a special message recognizing his years of dedicated service and lasting impact on the district. She remarked that he would be greatly missed and jokingly asked him to remain available when the district reached out to him in the future. The recognition concluded with a photograph of Dr. Cook, his family, and the Board of Education.

Dr. Cook reflected on his 32-year career in education, noting that he began teaching in 1993 at the age of 24. He shared that one of the greatest rewards of his career has been seeing former students grow into adults and even seeing them as parents of students attending Homewood-Flossmoor High School. Dr. Cook stated that two important lessons shaped his philosophy as an educator: that public school educators "get who walks through the doors," and that students often rise to the expectations set for them. He explained that he always maintained high expectations for his students, believing they were capable of achieving success regardless of their starting point. Although he had not wanted the evening to focus on him, Dr. Cook shared that a mentor encouraged him to accept the opportunity as a chance to express gratitude to those who had supported him throughout his career. He thanked his family for the sacrifices they made during his years in education and acknowledged their unwavering support. Dr. Cook offered special recognition to Dr. Von Mansfield, describing him as his greatest supporter and mentor since his high school years. He credited Dr. Mansfield with helping guide and prepare him throughout his career and expressed his deep appreciation for his influence and friendship. Dr. Cook also thanked Board President Pauling for his friendship and thoughtful leadership, noting the strong relationship they had developed over the past several years. He expressed appreciation to Board Member and Finance Chair Riedel, as well as fellow board members, including Ms. Jackson, Mr. Legardy, Dr. Leonard, Dr. O'Quin, and Dr. Smith, for their collaboration, support, and professional relationships. In closing, Dr. Cook reflected that the many people who invested in him throughout his life and career helped shape the educator and leader he became. He emphasized the importance of consistency, authenticity, and listening to others. He concluded by paying tribute to his late mother, Barbara Jean Cook, crediting her with instilling the values and work ethic that guided him throughout his life and career, and expressed his sincere gratitude to everyone who had supported him.

District Updates.

- End of Year Highlights – Dr. Norrell acknowledged Board member comments and extended appreciation to staff, students, and families for contributing to a successful school year. She thanked all stakeholders for their support in making the school year a success. She also reported that summer school is currently underway and proceeding well. Dr. Norrell noted that there are several action items on the evening's agenda. She also announced that the Board Retreat is scheduled for July 14th from 9:00 a.m. to 1:00 p.m.

Action Items

Board Meeting Calendar. Mr. Legardy moved, seconded by Mr. Riedel, that the Board of Education approve the 2026-2027 Board Meeting and Board Committee Dates as presented, as recommended by the Superintendent. Roll Call: Ayes – Dr. Leonard, Dr. O'Quin, Mr. Riedel, Dr. Smith, Ms. Jackson, Mr. Legardy, Mr. Pauling. Nays - None. Motion carried.

Resolution for a Staff Medical Examination. Mr. Legardy moved, seconded by Mr. Riedel, that the Board of Education approve the resolution for a staff medical examination, as recommended by the Assistant Superintendent for Staff Services and the Superintendent. Dr. Norrell requested approval of a resolution directing a medical examination of a district employee pursuant to Section 24-5 of the Illinois School Code regarding the employee's fitness to perform their duties. The Board approved the resolution as presented. Roll Call: Ayes – Dr. O'Quin, Mr. Riedel, Dr. Smith, Ms. Jackson, Mr. Legardy, Dr. Leonard, Mr. Pauling. Nays - None. Motion carried.

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 items from the consent agenda for further discussion. Mr. Legardy moved, seconded by Ms. Jackson, that the Board of Education approve the Consent Agenda, as listed:

Regular Board Meeting Minutes, May 19, 2026

2026-2027 Debate Team In-State Travel

Authorization of June and July, 2026 Expenditures and June and July, 2026 Payroll

Approval of Expenditures, \$2,344,500.39

Approval of Imprest Fund, \$43,909.70

Ratification of May, 2026, Payroll, \$11,062,988.33

Administrative Contracts

Department Staff Contracts

Personnel Report, as listed. *The Personnel Report that includes Resignations, Appointments, Adjusted Appointments, Per Diem, Service Recognition, Summer Employment, Retirements and Extra Responsibility/Stipend is attached.*

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

Dr. Colon-Quiles presented Mr. Anthony Barajas who recently was selected as the next District Leader for Mathematics. She provided a brief biography on Mr. Barajas that highlighted his experience, credentials and his contributions in the field of education. Mr. Pauling congratulated Mr. Barajas on behalf of the Board of Education.

Finance. Mr. Riedel noted that the next Finance Committee Meeting will be held on Tuesday, August 11, 2026 at 7:45 a.m. in the Viking Room. He added that the Finance Committee was unable to meet the previous week as scheduled due to the lack of a quorum. As a result, he indicated that the financial information would be presented and discussed in greater detail during the current meeting.

- Monthly Financials Update. Dr. Cook reviewed the District’s year-end financial results for all funds and operating funds. For all funds, the District began the fiscal year with a fund balance of \$58.8 million. Total revenues for the year were \$79.7 million, while total expenditures were \$82.6 million, representing an average monthly expenditure of approximately \$6.9 million. As a result, the District ended the fiscal year with a fund balance of \$55.9 million, which equates to approximately 8.1 months of operating reserves. For operating funds, the District’s year-end fund balance was reported at \$50.8 million. Dr. Cook noted that this balance represents approximately 8.3 months of operating reserves.
- Illinois Department of Agriculture Local Food Infrastructure Grant Program. Dr. Dallacqua reported that the district was awarded a \$75,000 grant through the Department of Agriculture to support the Agriculture and Natural Resources Pathway. She expressed enthusiasm about receiving the grant and noted that Ms. Jackson had identified an additional grant opportunity that the district intends to pursue. Dr. Dallacqua stated that the district is currently working with a university partner as part of the application process and that the grant will create additional opportunities for students to participate in agriculture and natural resources experiences. Mr. Riedel added that this was the grant that was discussed at the Board’s Committee of the Whole meeting. Mr. Riedel noted that they have an optional spend of \$20,000 and will be working with Mr. Patterson for some potential outside spaces.
- FY2027 Property Tax Relief Grant. Dr. Cook provided an overview of the FY27 Property Tax Relief Grant (PTRG). He reported that the Governor has included funding for the grant program in the FY27 budget. In order to participate, the District must obtain Board approval to submit an application. The application is due in January 2027 and requires the District to abate property taxes for three consecutive years, an

increase from the previous two-year requirement. Dr. Cook noted that participation in the program would result in approximately \$2 million in additional state funding for the District.

- PPO Plan Benefit Amendments - Infertility and Menopause Coverage. Dr. Cook reviewed a new state mandate regarding infertility and menopause coverage. He explained that the mandate requires expanded PPO coverage for benefits that are already available to HMO participants. The expanded infertility coverage includes artificial insemination, in vitro fertilization (IVF), and benefits related to donors and surrogates. In addition, the mandate provides coverage for one annual menopause health visit. These benefits will be provided without cost sharing to participants. Based on projected utilization and the District's employee population, the estimated annual cost of the mandate is approximately \$39,000.
- Cell Phone Lockers. Dr. Norrell provided an update on the district's exploration of classroom cell phone lockers in anticipation of changes to state policy regarding student cell phone use. Mr. Riedel expressed support for the initiative, noting that Illinois was following the lead of other states, including Indiana, in addressing the impact of cell phones and social media in schools. Dr. Norrell reported that the district is considering the purchase of 40-slot clear plastic cell phone lockers for classrooms and estimated that approximately 175 units would be needed at a cost of \$156 each. She noted that the lockers are being piloted during summer school and that the primary concern was the durability of the plastic construction. She noted there is a more expensive durable metal locker that could also be piloted. Mr. Pauling asked whether the Board supported continuing the pilot with the less expensive lockers before considering higher-cost alternatives. Dr. Norrell stated that feedback on the pilot would be provided at the July Board retreat. Ms. Jackson suggested piloting several of the more durable metal storage cabinets, which cost approximately \$1,000 each. Following discussion, the Board reached a consensus to purchase a limited number of the metal units for evaluation, including placement in locker room areas as suggested by Mr. Pauling. Mr. Pauling noted that doing so would allow the district to evaluate their functionality before making a larger investment. Dr. Norrell stated that staff would proceed based on the Board's consensus and report back on the pilot at the upcoming Board Retreat on July 14.

Action Items:

Collective Liability Insurance Cooperative. Mr. Riedel moved, seconded by Dr. Leonard, that the Board of Education approve the FY2027 Property & Casualty insurance renewal through the Collective Liability Insurance Cooperative in the amount of \$315,816, as recommended by the Finance Chair, the Chief School Business Official, and the Superintendent. Mr. Pauling expressed this is an annual renewal. Roll Call: Ayes – Dr. Smith, Ms. Jackson, Mr. Legardy, Dr. Leonard, Dr. O'Quin, Mr. Riedel, Mr. Pauling. Nays - None. Motion carried.

HR and Finance Position Reallocation. Mr. Riedel moved, seconded by Mr. Legardy, that the Board of Education approve the job descriptions for reallocated positions in Human Resources and Finance as presented, as recommended by the Assistant Superintendent for Staff Services, Assistant Superintendent for Finance and the Superintendent. Dr. Norrell emphasized that the proposed personnel changes for FY2027 represent a reallocation of existing resources rather than an increase in staffing. She reviewed a budget summary document comparing the FY2027 budget to the previous two fiscal years and explained that the reallocation column identifies the funding sources used to support the proposed positions. Dr. Norrell explained that while the Board had previously approved six additional full-time equivalent (FTE) positions to support the new bell schedule, staff vacancies and attrition reduced the need for those positions. As a result, the district is requesting only one additional FTE for FY2027, resulting in an estimated cost of approximately \$75,000 while avoiding approximately \$375,000 in previously anticipated personnel costs. She reviewed additional staffing changes, including costs associated with the Memorandum of Agreement (MOA) with the Homewood-Flossmoor Education Organization (HFEO) related to the Compass and Hybrid programs. She also outlined several non-certified staffing reallocations, including the creation of an HR Generalist position funded by eliminating a district office clerical position, which had previously

supported both district clerical and public relations functions. Dr. Norrell further explained that the proposed Finance Office Assistant/Procurement position would be funded through the elimination of the district's video specialist position, resulting in an overall savings while enhancing procurement efficiencies. She also discussed the proposed Accounts Payable Coordinator position, noting that the position would be expanded to include additional procurement oversight responsibilities. The position would be posted at a higher salary to attract candidates with advanced accounting or business qualifications needed to support strengthened purchasing controls and approval processes. Dr. Norrell reviewed departmental budget summaries, noting that operations reflected projected savings of approximately \$1.9 million and curriculum reflected savings of approximately \$178,000. She stated that, after accounting for all proposed staffing changes, safety and security enhancements, including the weapons detection system, and other budget adjustments, the district's FY2027 budget would still be approximately \$1.429 million lower than the FY2026 budget. She explained that the summary was intended to provide transparency regarding the district's budget strategy and demonstrate that the proposed changes maintain overall cost savings through strategic reallocations rather than increased spending. Mr. Riedel stated that the purpose of several of the proposed positions is to strengthen district operations and provide additional support for financial management with the expectation of generating long-term operational savings. He added that the positions are intended to become self-supporting through improved efficiencies and cost reductions. Mr. Riedel further stated that the Board expects to monitor performance metrics annually to evaluate whether the anticipated savings are realized and to demonstrate to the community that the staffing reallocations have produced measurable financial benefits. Roll Call: Ayes –Ms. Jackson, Mr. Legardy, Dr. Leonard, Dr. O'Quin, Mr. Riedel, Dr. Smith, Mr. Pauling. Nays - None. Motion carried.

Committee Reports

- Planning Committee. Mr. Legardy reported that the Planning Committee will meet next on Tuesday, September 8, 2026 at 10:30 a.m. in the Viking Room.
- Personnel Committee. Ms. Jackson reported that the next Personnel Committee meeting will take place on September 8, 2026 at 9:00 a.m. in the Superintendent's Conference Room. She noted there is one personnel action item on tonight's agenda.

Action Item

- Reduction in Force of Educational Support Personnel. Ms. Jackson moved, seconded by Mr. Legardy, that the Board of Education approve the Resolution Authorizing Notice of Reduction in Force of Educational Support Personnel, as recommended by the Assistant Superintendent for Staff Services 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.

New Business

2026-2027 Parent-Student Handbook. Mr. Legardy moved, seconded by Mr. Riedel, that the Board of Education approve the revisions to the 2026-2027 Parent-Student Handbook as detailed on the 2026-2027 Parent-Student Handbook Changes, as recommended by the Parent-Teacher Discipline Committee, the Principal and the Superintendent. Roll Call: Ayes –Dr. Leonard, Dr. O'Quin, Mr. Riedel, Ms. Jackson, Dr. Smith, Mr. Legardy, Mr. Pauling. Nays - None. Motion carried.

Adjournment

Mr. Legardy moved, seconded by Mr. Riedel, that the Board of Education be adjourned at 8:42 p.m.

President

Vice-President/Secretary

7.9.1 RESIGNATIONS

1	Carla Erdey-Phelan	Director of Communications and Community Engagement	Eff 6/30/2026
2	Craig Fantin	Associate Principal	Eff 6/30/2026
3	Thomas Hamilton	Permanent Substitute Teacher	Eff 5/29/2026
delete 4	Sharon Kirkland	Attendance Clerk	Eff 5/29/2026
5	Natalie Lachenberg	Instructional Assistant - Culinary	Eff 5/29/2026
delete 6	Janice Lewis	Accounts Payable Clerk	Eff 7/31/2026
7	Amanda Weisenberger	Human Resource Assistant	Eff 6/30/2026

7.9.2 APPOINTMENTS**Start Date/Salary****Certified**

1	Sophia Gossett	CTE Teacher - Computer Applications Union University, Master of Education in Curriculum & Instruction Southern Illinois University, Bachelor of Science	Eff 8/17/2026 \$89,923.00/year
2	Derrick Webb	CTE Teacher - Computer Applications Benedictine University, Master of Science in Management & Organizational Behavior Southern Illinois University, Bachelor of Science	Eff 8/17/2026 \$66,833.00/year
3	*Miles Dunna	School Social Worker - Special Education University of Chicago, Master of Arts in School Social Work Mitchell Hamline School of Law, Juris Doctor Saint Mary's University of Minnesota, Bachelor of Arts in Psychology	Eff 8/17/2026 \$72,645.00/year

Pending ISBE Credentials

* Pending successful completion of all legally required background checks and reference checks.

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

1	Anthony Barajas	From: Teacher - Mathematics	Eff 8/3/2026
---	-----------------	-----------------------------	--------------

To: District Lead - Mathematics \$110,000.00/year
 Concordia University, Master of Arts in Principal Leadership
 Concordia University, Master of Arts in Curriculum and Instruction
 Governors State University, Bachelor of Science in Mathematics Education

2 Jennifer Jones	From: District Office Communications Assistant To: Communication and Engagement Coordinator	Eff 7/1/2026 \$85,000.00/year
3 Natosha Lee	From: Permanent Substitute Teacher To: Science Lab Clerical Aide	Eff 8/10/2026 \$23.92/hour
4 Ashley Letcher	From: Department Secretary To: Secretary - Associate Principal	Eff 7/1/2026 \$28.35/hour
5 Latisha Lowe	From: Building Secretary To: Building Secretary	Eff 7/1/2026 \$31.00/hour
6 Jessica Skirmont	From: Payroll and Business Office Assistant To: Payroll and Benefit Coordinator	Eff 7/1/2026 \$86,000.00/year

7.9.4 PER DIEM

1 Alfred Gilbert	Summer Textbook Center Worker	Eff 6/5/2026 \$15.00/hour
2 Rachel Latman	Summer Student Worker (Library)	Eff 6/17/2026 \$15.00/hour
3 Jordan Morgan	Summer Student Worker (Library)	Eff 6/17/2026 \$15.00/hour

7.9.5 SERVICE RECOGNITION

1 Lawrence Cook	CSBO/Assistant Superintendent for Finance	Eff Post Employment
-----------------	---	---------------------

\$10,000.00

7.9.6 SUMMER EMPLOYMENT[See Summer Employment Memo](#)**7.9.7 RETIREMENTS****Support**

add 1	Sharon Kirkland	Attendance Clerk	Eff 5/29/2026
-------	-----------------	------------------	---------------

add 2	Janice Lewis	Accounts Payable Clerk	Eff 7/31/2026
-------	--------------	------------------------	---------------

7.9.8 EXTRA RESPONSIBILITY/STIPEND[See Auxiliary Memo](#)[See Activities Memo](#)

ADMINISTRATIVE STAFF MEMORANDUM				
June 16, 2026				
SUMMER EMPLOYMENT				
RECOMMENDATION: "That the Board of Education authorize the President and Secretary to approve the summer employment 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	Rate
	Shauna	Kuester	ESY Teacher	\$339/day
	Tiffany	Mucha	ESY Teacher (Semester 1)	\$339/day
	Aimee	Veal	ESY Teacher (Semester 1)	\$339/day
	Fatima	Simmons	ESY Teacher (Semester 2)	\$339/day
	Terrell	Alexander III	ESY Teacher (Semester 2)	\$339/day
	Evan	Bercot	ESY Teacher (Semester 2)	\$339/day
	Tracy	Badger	Summer School Substitutue Teacher	\$339/day
	Timothy	Laba	Summer School Substitutue Teacher	\$339/day
	Terry	Mattia	Summer School Substitutue Teacher	\$339/day
	Sarah	Whitlock	Summer Band Camp Clinician	\$100/day
	Kelly	Cooper	Summer Band Camp Clinician	\$100/day
	Kevin	Lepper	Summer Band Camp Clinician	\$100/day
	Joey	Bonanotte	Summer Band Camp Clinician	\$100/day
	Josiah	Hawkins	Summer Band Camp Clinician	\$100/day
	Heather	Olsen	Summer Band Camp Clinician	\$100/day
	Julie	Callahan	Summer Band Camp Clinician	\$100/day
	Kristen	Engelbert	Summer Band Camp Clinician	\$100/day
	Kim	Tallungen	Summer Band Camp Clinician	\$100/day
	William	Adams	Summer Technician (Info Services)	\$15/hour
	Ahmad	Powell	Summer Technician (Info Services)	\$15/hour
	John	Bucci	Summer Technician (Info Services)	\$15/hour
	Joshua	Bridges	Summer Technician (Info Services)	\$15/hour
	Kavi	Richmond	Textbook Center Worker	\$15/hour
	Mackenzie	Ray	Textbook Center Worker	\$15/hour
	Brooklyn	Inovskis	Textbook Center Worker	\$15/hour
	Jared	Bray	Library Worker	\$15/hour
	Annette	Hall	Residency & Registration Summer Worker	Hourly rate (classified)
	Mary	Janac	Residency & Registration Summer Worker	Hourly rate (classified)
	Krystal	Davis	Residency & Registration Summer Worker	Hourly rate (certified)
	Chenise	Belue	Residency & Registration Summer Worker	Hourly rate (certified)
	Rockeya	Wilson	Residency & Registration Summer Worker	Hourly rate (certified)
	Zenia	Smith	Residency & Registration Summer Worker	Hourly rate (classified)
	Andrea	Davis	Book and Tech Material Pick-Up Summer Auxiliary Worker	Hourly rate (classified)
	Annette	Hall	Book and Tech Material Pick-Up Summer Auxiliary Worker	Hourly rate (classified)
	Janine	Stroemer	Book and Tech Material Pick-Up Summer Auxiliary Worker	Auxiliary rate
	Barbara	Bates	Book and Tech Material Pick-Up Summer Auxiliary Worker	Hourly rate (classified)
	Dana	Green	Book and Tech Material Pick-Up Summer Auxiliary Worker	Hourly rate (classified)

	Danielle	Werner	Book and Tech Material Pick-Up Summer Auxiliary Work	Hourly rate (classified)
	Darla	Korth	Book and Tech Material Pick-Up Summer Auxiliary Work	Hourly rate (classified)
	Joenna	Searcy	Book and Tech Material Pick-Up Summer Auxiliary Work	Hourly rate (classified)
	Jolyce	Abernathy	Book and Tech Material Pick-Up Summer Auxiliary Work	Hourly rate (classified)
	Kenny	Davis	Book and Tech Material Pick-Up Summer Auxiliary Work	Hourly rate (classified)
	Krystal	Davis	Book and Tech Material Pick-Up Summer Auxiliary Work	Hourly rate (certified)
	Laura	Ungaro	Book and Tech Material Pick-Up Summer Auxiliary Work	Hourly rate (classified)
	Linda	McConaughay	Book and Tech Material Pick-Up Summer Auxiliary Work	Hourly rate (classified)
	Lottie	Parker	Book and Tech Material Pick-Up Summer Auxiliary Work	Hourly rate (certified)
	Maria	Davis	Book and Tech Material Pick-Up Summer Auxiliary Work	Hourly rate (classified)
	Nathan	Lockwood	Book and Tech Material Pick-Up Summer Auxiliary Work	Hourly rate (classified)
	Paul	Jordan	Book and Tech Material Pick-Up Summer Auxiliary Work	Hourly rate (classified)
	Regina	Hanson	Book and Tech Material Pick-Up Summer Auxiliary Work	Hourly rate (classified)
	Samuel	Miller	Book and Tech Material Pick-Up Summer Auxiliary Work	Hourly rate (classified)
	Shelanda	Davis	Book and Tech Material Pick-Up Summer Auxiliary Work	Hourly rate (classified)
	Thera	Harris	Book and Tech Material Pick-Up Summer Auxiliary Work	Hourly rate (classified)
	Tyrone	Brazelton	Book and Tech Material Pick-Up Summer Auxiliary Work	Hourly rate (classified)
	Valerie	Leak	Book and Tech Material Pick-Up Summer Auxiliary Work	Hourly rate (certified)
	Zenia	Smith	Book and Tech Material Pick-Up Summer Auxiliary Work	Hourly rate (classified)
	Ivan	Davenport	Book and Tech Material Pick-Up Summer Auxiliary Work	Hourly rate (classified)
	Lovie	Greer	Book and Tech Material Pick-Up Summer Auxiliary Work	Hourly rate (classified)
	Doreen	Wilkes	Book and Tech Material Pick-Up Summer Auxiliary Work	Hourly rate (classified)
	Chenise	Belue	Book and Tech Material Pick-Up Summer Auxiliary Work	Hourly rate (certified)
	Evan	Bercott	Book and Tech Material Pick-Up Summer Auxiliary Work	Hourly rate (certified)
	Walter	Collins	Book and Tech Material Pick-Up Summer Auxiliary Work	Hourly rate (certified)
	Anathayee	Heyward	Book and Tech Material Pick-Up Summer Auxiliary Work	Hourly rate (classified)
	Timothy	Tholl	Book and Tech Material Pick-Up Summer Auxiliary Work	Hourly rate (classified)
	Brad	Kleine	Head Athletic Trainer	
	Danielle	Werner	Athletic Training Aide	
	Alexander	Pratt	Head Coach - Badminton	
	Maurice	Mason	Coaching Staff - Badminton Summer Camp	
	Ausra	Brooks	Coaching Staff - Badminton Summer Camp	
	Tracy	Bosco	Coaching Staff - Badminton Summer Camp	
	Marcus	Rodgers	Head Coach - Baseball Summer Camp	
	Jacob	Schroeder	Coaching Staff - Baseball Summer Camp	
	Diego	Munoz	Coaching Staff - Baseball Summer Camp	
	Carnell	Blackmon	Coaching Staff - Baseball Summer Camp	
	Brandin	Brown	Head Coach - Boys Basketball Summer Camp	
	Tyrone	Allen	Coaching Staff - Baseball Summer Camp	
	Joshua	Evans	Coaching Staff - Boys Basketball Summer Camp	
	Markus	Starks	Coaching Staff - Boys Basketball Summer Camp	
	Marc	Collins	Coaching Staff - Boys Basketball Summer Camp	
	Desmond	Blocker	Coaching Staff - Boys Basketball Summer Camp	
	Brandon	Brewer	Coaching Staff - Boys Basketball Summer Camp	
	Jarrell	Reed	Coaching Staff - Boys Basketball Summer Camp	
	Anthony	Smith	Head Coach - Girls Basketball Summer Camp	
	Louis	Dickson	Coaching Staff - Girls Basketball Summer Camp	
	Lawrence	Pointer	Coaching Staff - Girls Basketball Summer Camp	
	Gaetana	Davis	Coaching Staff - Girls Basketball Summer Camp	
	Zenia	Boyd	Head Coach - Cheerleading Summer Camp	
	Elayne	Evans	Coaching Staff - Cheerleading Summer Camp	
	Sabrina	Johnson	Coaching Staff - Cheerleading Summer Camp	

	Madison	Manley	Coaching Staff - Cheerleading Summer Camp	
	Kameara	Kurns	Coaching Staff - Cheerleading Summer Camp	
	Teylar	Chatman	Coaching Staff - Cheerleading Summer Camp	
	Alanna	Lang	Coaching Staff - Cheerleading Summer Camp	
	Hailey	Baumstein	Head Coach - Cross Country Summer Camp	
	Brian	O'Donnell	Head Coach - Cross Country Summer Camp	
	Matt	Anyiwo	Coaching Staff - Cross Country Summer Camp	
	Kari Lynn	Burroughs	Head Coach - Dance Summer Camp	
	Asja	Stamps	Coaching Staff - Dance Summer Camp	
	Jerese	Twitty	Coaching Staff - Dance Summer Camp	
	Chloe	Williams	Coaching Staff - Dance Summer Camp	
	Breanna	Hopkins	Coaching Staff - Dance Summer Camp	
	Troy	McAlister	Head Coach - Football Summer Camp	
	Jimmy	Flynn	Coaching Staff - Football Summer Camp	
	David	James	Coaching Staff - Football Summer Camp	
	Bryan	Murray	Coaching Staff - Football Summer Camp	
	Matt	Ramos	Coaching Staff - Football Summer Camp	
	Frederick	Dudek	Coaching Staff - Football Summer Camp	
	Robert	Wilcox	Coaching Staff - Football Summer Camp	
	Maurice	Mason	Coaching Staff - Football Summer Camp	
	Billy	Bundy	Coaching Staff - Football Summer Camp	
	Lavoise	McCoy	Coaching Staff - Football Summer Camp	
	Alexander	Pratt	Coaching Staff - Football Summer Camp	
	Nick	Debenedetti	Coaching Staff - Football Summer Camp	
	Tyler	Clark	Coaching Staff - Football Summer Camp	
	Joseph	Tuttle	Coaching Staff - Football Summer Camp	
	Sean	Allen	Coaching Staff - Football Summer Camp	
	Jakhari	Johnson	Coaching Staff - Football Summer Camp	
	James	Sokoloski	Coaching Staff - Football Summer Camp	
	Mark	Hill	Coaching Staff - Football Summer Camp	
	Samuel	Key	Coaching Staff - Football Summer Camp	
	Cody	Rudnik	Coaching Staff - Football Summer Camp	
	Jack	Doyle	Coaching Staff - Football Summer Camp	
	David	Klawitter	Coaching Staff - Football Summer Camp	
	Fernando	Matthews	Coaching Staff - Football Summer Camp	
	James	Hill	Coaching Staff - Football Summer Camp	
	Damani	Shakoor	Coaching Staff - Football Summer Camp	
	Samuel	Wilkerson	Coaching Staff - Football Summer Camp	
	Charlie	Brooks	Coaching Staff - Football Summer Camp	
	Kasyus	Kearns	Coaching Staff - Football Summer Camp	
	Walter	Collins	Head Coach - Flag Football Summer Camp	
	Evan	Bercot	Coaching Staff - Flag Football Summer Camp	
	Gaetana	Davis	Coaching Staff - Flag Football Summer Camp	
	Heithon	Hurdle	Coaching Staff - Flag Football Summer Camp	
	Mylan	Reeves	Coaching Staff - Flag Football Summer Camp	
	Alyssa	Marassa	Coaching Staff - Flag Football Summer Camp	
	Eric	Olson	Head Coach - Golf Summer Camp	
	Kory	Thompson	Gymnastics Summer Camp	
	Robert	Chapel	Head Coach - Gymnastics Summer Camp	
	Jason	Keane	Head Coach - Lacrosse Summer Camp	
	Mark	Thompson	Coaching Staff - Lacrosse Summer Camp	
	Jack	Calomino	Coaching Staff - Lacrosse Summer Camp	

	Kenneth	Ridgway	Coaching Staff - Lacrosse Summer Camp	
	Jairo	Garcia	Head Coach - Soccer Summer Camp	
	Ali	Farkos	Head Coach - Soccer Summer Camp	
	William	Polen	Coaching Staff - Soccer Summer Camp	
	Nick	Lackey	Coaching Staff - Soccer Summer Camp	
	Chelsea	Jones	Coaching Staff - Soccer Summer Camp	
	Armando	Lopez	Coaching Staff - Soccer Summer Camp	
	Nolan	McNellis	Coaching Staff - Soccer Summer Camp	
	Christina	Ramirez	Coaching Staff - Soccer Summer Camp	
	Ava	Loudon	Coaching Staff - Soccer Summer Camp	
	Eva	Marete	Coaching Staff - Soccer Summer Camp	
	Kavi	Richmond	Coaching Staff - Soccer Summer Camp	
	Arial	Rose	Coaching Staff - Soccer Summer Camp	
	Damian	Lopez	Coaching Staff - Soccer Summer Camp	
	Jeff	Cade	Head Coach - Tennis Summer Camp	
	Brian	Johnson	Coaching Staff - Tennis Summer Camp	
	Adam	Vogel	Head Coach - Viking Performance Summer Camp	
	Robert	White	Coaching Staff - Viking Performance Summer Camp	
	Cody	Rudnik	Coaching Staff - Viking Performance Summer Camp	
	Jacob	Slone	Coaching Staff - Viking Performance Summer Camp	
	Sklyer	Skinner	Coaching Staff - Viking Performance Summer Camp	
	Nathaniel	Nesbit	Head Coach - Girls Volleyball Summer Camp	
	Corinne	Zimmerman	Coaching Staff - Girls Volleyball Summer Camp	
	Jason	Volkman	Coaching Staff - Girls Volleyball Summer Camp	
	Kristy	Krywanio	Coaching Staff - Girls Volleyball Summer Camp	
	Hunter	Brough	Coaching Staff - Girls Volleyball Summer Camp	
	Rorie	Dougherty	Coaching Staff - Girls Volleyball Summer Camp	
	Frances	Smith	Coaching Staff - Girls Volleyball Summer Camp	
	Caroline	Elfner	Coaching Staff - Girls Volleyball Summer Camp	
	Jasmine	Heyward	Coaching Staff - Girls Volleyball Summer Camp	
	De Angelo	Coleman	Coaching Staff - Girls Volleyball Summer Camp	
	Addison	Collins	Coaching Staff - Girls Volleyball Summer Camp	
	Camille	Brooms	Coaching Staff - Girls Volleyball Summer Camp	
	Ti-ana	Crider	Coaching Staff - Girls Volleyball Summer Camp	
	Pat	Dunigan	Head Coach - Girls Water Polo Summer Camp	
	Evelyn	Pearl	Coaching Staff - Girls Water Polo Summer Camp	
	John	Fitzgerald	Head Coach - Boys Water Polo Summer Camp	
	Justin	Hovorka	Coaching Staff - Boys Water Polo Summer Camp	
	Julian	Libretti River	Coaching Staff - Boys Water Polo Summer Camp	
	Jim	Sokoloski	Head Coach - Boys Wrestling Summer Camp	
	We	Rachal	Coaching Staff - Boys Wrestling Summer Camp	
	Vasil	Robinson	Coaching Staff - Boys Wrestling Summer Camp	
	Rob	Palumbo	Coaching Staff - Boys Wrestling Summer Camp	
	Jonathan	Santiago	Coaching Staff - Boys Wrestling Summer Camp	
	Enzo	Canali	Coaching Staff - Boys Wrestling Summer Camp	
	Scott	Aronson	Head Coach - Girls Wrestling Summer Camp	
	Alimatu	Toheeb-Lawal	Girls Wrestling Summer Camp	
	Cameron	Beale	Girls Wrestling Summer Camp	
	Anjeliena	Hamm	Girls Wrestling Summer Camp	

ADMINISTRATIVE STAFF MEMORANDUM

June 16, 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
Butch	Acena	IB Ext. Essay Supervisor	\$150.00
Nick	Anello	IB Ext. Essay Supervisor	\$600.00
Scott	Aronson	IB Ext. Essay Supervisor	\$150.00
Hailey	Baumstein	IB Ext. Essay Supervisor	\$450.00
Anne	Calderone	Collaborative Lead - Fine Arts	\$739.16 *
Terri	Davis	IB Ext. Essay Supervisor	\$750.00
Libby	Day	IB Ext. Essay Supervisor	\$450.00
Paul	Fasse	IB Ext. Essay Supervisor	\$150.00
Caitlin	Gallagher	IB Ext. Essay Supervisor	\$150.00
Michelle	Kozik	IB Ext. Essay Supervisor	\$150.00
Rachael	Kucharski	IB Ext. Essay Supervisor	\$150.00
Shannon	Mills	IB Ext. Essay Supervisor	\$150.00
Kanoa	Mulling	IB Ext. Essay Supervisor	\$300.00
Jason	Pluister	IB Ext. Essay Supervisor	\$300.00
John	Schmidt	IB Ext. Essay Supervisor	\$450.00
Gil	Smit	IB Ext. Essay Supervisor	\$450.00
Joe	Upton	IB Ext. Essay Supervisor	\$300.00
Jackie	Wargo	IB Ext. Essay Supervisor	\$150.00
Robert	Wells	FY25 Q3 and Q4	\$853.58 *
Sara	Youssef	IB Ext. Essay Supervisor	\$600.00
		Total	\$7,442.74

* - prorated amount

ADMINISTRATIVE STAFF MEMORANDUM
June 16, 2026

EXTRA-RESPONSIBILITY CONTRACTS 2025-2026 (ACTIVITIES)

RECOMMENDATION: "That the Board of Education authorize the President and Secretary to approve the extra-responsibility activities 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
Kathryn	Cole	Yearbook Sponsor	\$2,696.44 *
James	Willard-Rose	Leaders In Theater Ensemble Play - Director	\$8,000.00
Timothy	Tholl	Director	\$8,000.00
Total			\$18,696.44

*Prorated amount