

SPECIAL MEETING MINUTES OF BOARD OF EDUCATION MEETING
Homewood-Flossmoor High School, 999 Kedzie Avenue, Flossmoor, Illinois
July 14, 2026

Mr. Pauling called the meeting to order at 9:31 a.m. The following Board members were present for all of the meeting:

Ms. Jackson	Mr. Riedel
Mr. Legardy	Dr. Smith
Dr. Leonard	Mr. Pauling

Dr. O'Quin was absent.

The presence of a quorum was noted and the meeting declared duly convened. Superintendent Norrell, Curriculum, Instruction & Professional Learning Assistant Superintendent Dallacqua, Staff Services Assistant Superintendent Colon-Quiles and Chief School Business Official Horton were also in attendance. Mr. Gary Fasules of the Illinois Association of School Boards (IASB) was also in attendance for part of the meeting.

Mrs. Marilyn Thomas, Representative of the Homewood-Flossmoor Chronicle, was present for part of the meeting. No other members of the public were present.

Mr. Pauling welcomed everyone in attendance to today's Board Retreat. Mr. Pauling then entertained a motion to reorder the agenda to accommodate a member of the public, Mrs. Marilyn Thomas, by moving Executive Session to the end of the agenda following all other items of business. Mr. Legardy moved, seconded by Ms. Jackson, to approve the agenda as amended. Roll Call: Ayes – Ms. Jackson, Mr. Legardy, Dr. Leonard, Mr. Riedel, Dr. Smith, Mr. Pauling. Nays – None. Motion carried.

Public Comments. Mrs. Marilyn Thomas, representing the *Homewood-Flossmoor Chronicle*, thanked the Board for adjusting the order of the agenda to accommodate her schedule. She also expressed disappointment over the departures of J.R. Rose and Bill Merchants and voiced hope that the district would be successful in filling those positions with qualified individuals.

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

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

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

New Business

Homewood-Flossmoor Maintenance Association (HFMA) Three Year Agreement. Mr. Legardy moved, seconded by Mr. Riedel, that the Board of Education authorize the President and Secretary to sign a three-year agreement with the Homewood-Flossmoor Maintenance Association, effective July 1, 2026, through June 30, 2029, as recommended by the Assistant Superintendent of Staff Services and the Superintendent. Gerald the contract was provided and reviewed by board. Mr. Pauling expressed his appreciation to the negotiating teams, including members of the administration and maintenance teams, for their time, effort, and contributions throughout the

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

Cell Phone Locker Update. Mr. Pauling noted that this discussion was a continuation of the conversation that began during the June 16 Board meeting. Dr. Norrell stated that, in preparation for the discussion, she met last week with two teachers who participated in the pilot program for the plastic cell phone lockers. Both teachers shared that the benefits of the lockers far outweighed the challenges they experienced. Their primary concern was whether the Board would support staff in enforcing the process if students were resistant to compliance. Dr. Norrell noted that the Governor’s recent legislation regarding cell phone restrictions provides additional support for the district’s efforts. Dr. Norrell explained that, after reviewing the options, she did not see sufficient value in purchasing the more expensive more rugged lockers. In areas where there is not a direct line of sight, the district will purchase those larger, more durable lockers. The district plans to move forward with the less expensive plastic option in most areas and purchase the more durable units only where needed. She added that lockers will not be necessary in physical education spaces, as students already secure their phones in those areas. Dr. Norrell reported that the estimated cost for the hard plastic lockers needed throughout all educational spaces is approximately \$29,000. Two quotes were received for the more expensive lockers that would be required throughout all educational spaces, with one totaling approximately \$187,000 and another exceeding \$300,000. For that reason, the district will proceed with purchasing the \$29,000 option and five of the more durable lockers for areas requiring them. Mr. Pauling recommended that the district continue to monitor the condition of the less expensive lockers, as they may require replacement over time. Dr. Norrell agreed and noted that even if some units need to be replaced, the overall cost would still be much lower than purchasing the more expensive lockers throughout the district. Dr. Norrell further noted that the Governor’s new law requires that, beginning in Fall 2027, students may not have cell phones visible or accessible during instructional time. Dr. Norrell reiterated that the legislation mandates that cell phones be inaccessible in classrooms during instruction.

Memorandum of Agreement with HFEO - Agriculture, Food, Natural Resources Stipend. Mr. Legardy moved, seconded by Mr. Riedel, that the Board of Education approve the Memorandum of Agreement (MOA) with the Homewood-Flossmoor Educational Organization (HFEO), an affiliate of the NEA-IEA, dated July 14, 2026, and authorize the President to sign the official document, as recommended by the Assistant Superintendent of Staff Services and the Superintendent. Roll Call: Ayes – Mr. Riedel, Dr. Smith, Mr. Legardy, Dr. Leonard, Mr. Pauling. Nays – None. Motion carried.

Executive Session. Mr. Pauling moved, seconded by Mr. Legardy, that the Board of Education move into Executive Session pursuant to 5 ILCS 120/2(c) of the Open Meetings Act at 9:44 a.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 meet with internal or external auditors and governmental audit committees, finance committees and their equivalent.. Roll Call: Ayes – Mr. Riedel, Dr. Smith, Mr. Legardy, Dr. Leonard, Mr. Pauling. Nays – None. Motion carried.

Return to Open Session. Mr. Pauling moved, seconded by Mr. Legardy, that the Board of Education return to Open Session at 1:11 p.m. Roll Call: Ayes – Dr. Smith, Mr. Legardy, Dr. Leonard, Mr. Riedel, Mr. Pauling. Nays – None. Motion carried.

Adjournment. Mr. Pauling moved, seconded by Mr. Legardy, that the Board of Education be adjourned at 1:12 p.m.

President

Vice-President/Secretary

6.1.1 RESIGNATIONS

1 Kevin Galich	Science Teacher	Eff 5/29/2026
2 John Manthey	Viking Academy Teacher	Eff 5/29/2026
3 William Merchantz	CTE Teacher - Industrial Technology	Eff 5/29/2026
4 James Rose, III	Theater Teacher	Eff 7/10/2026

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

1 *Broderick Booth	Associate Principal of Operations Lewis University, Master of Education, Educational Leadership Lewis University, Master of Arts, School Counseling and Guidance Millikin University, Bachelor of Science, Business Management	Eff 7/21/2026 \$156,000/year (prorated)
2 *Arianne Johnston	CTE Teacher - Computer Applications Olivet Nazarene University, Master of Arts in Curriculum and Instruction Chicago State University, Bachelor of Arts in Psychology	Eff 8/17/2026 \$78,378/year
3 *Al Lagrone	CTE Teacher - Automotive Technology <u>Pending ISBE Credentials</u>	Eff 8/17/2026 \$67,963/year
4 *David Pelke Jr.	CTE Teacher - Automotive / Welding <u>Pending ISBE Credentials</u>	Eff 8/17/2026 \$71,390/year

Support

1 *Monica Benton	District Secretary - Director of Curriculum and Instruction Grand Canyon University, Master of Science, Leadership University of Illinois - Urbana Champaign, Bachelor of Arts, Economics	Eff 8/03/2026 \$29.52/hr
2 *Anniece Hodges	Instructional Assistant - Culinary Arts Franklin University, Master of Business Administration Franklin University, Bachelor of Science, Business Administration	Eff 8/17/2026 \$25.05/hour
3 *Jeniyah Hood	HR Administrative Assistant/Switchboard	Eff TBD \$29/hour
5 *Jennifer Piotrowski	Executive Assistant to the Superintendent	Eff TBD

\$90,000/year (prorated)

6	*Jourdan Rutland	Instructional Assistant - Special Education Hampton University, Bachelor of Science, Finance	Eff 8/17/2026 \$24.91/hour
7	*Joselynn Simmons	Accounts Payable Coordinator Purdue Global University, Master of Business Administration University of Arizona, Bachelor of Applied Behavioral Science Roosevelt University, Bachelor of Business Administration	Eff 8/3/2026 \$87,000/year (prorated)
delete 8	*Tarra L. Taylor	CTE Teacher - Computer Applications Indiana Institute of Technology, Master of Business Administration Governor's State University, Master of Arts Columbia College Chicago, Bachelor of Arts <u>Pending ISBE Credentials</u>	Eff 8/17/2026 \$74,692/year

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

6.1.3 **ADJUSTED APPOINTMENTS**

Start Date/Salary

Support

1	Suzette Diaz	From: Executive Assistant - Superintendent To: Finance Administrative Assistant/Procurement Specialist	Eff TBD \$80,000/year
delete 2	Latisha Lowe	From: Building Secretary To: Building Secretary	Eff 7/1/2026 \$31.00/hour
3	Latisha Lowe	From: Building Secretary To: District Secretary - Principal/Director of High School Programs	Eff 7/1/2026 \$29.52/hour
4	Timothy Tholl	From: Auditorium Manager (1.0) To: Auditorium Manager (.6)/Theater Teacher (.4)	Eff 8/17/2026 \$62,704.03/year

6.1.4 **PER DIEM**

1	*Jaime Alvarez	Safety and Security Officer (Part Time)	Eff TBD \$35.00/hour
2	*Brandon Boyde	Safety and Security Officer (Part Time)	Eff TBD \$35.00/hour

3	*Richard Slough	Safety and Security Officer (Part Time)	Eff TBD \$35.00/hour
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6.1.5 **SUMMER EMPLOYMENT**

[See Memo](#)

6.1.6 **RETIREMENTS**

Support

1	John McKinley	Maintenance	Eff 6/30/2027
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6.1.7 **EXTRA RESPONSIBILITY/STIPEND**

[See Exempt Memo](#)

ADMINISTRATIVE STAFF MEMORANDUM				
July 14, 2026				
<u>SUMMER EMPLOYMENT</u>				
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
	David	James	Summer School Substitute - Teacher	\$339/day
	Larry	Dawson	Summer School Substitute - Dean's Assistant	hourly rate (classified)
	Marcus	Downings	Summer Technician (Info Services)	\$15/hour
	Peyton	Black	Summer Band Camp Clinician	\$100/day

ADMINISTRATIVE STAFF MEMORANDUM

July 14, 2026

2026-2027 Exempt Staff Stipends

RECOMMENDATION: "That the Board of Education authorize the President and Secretary to authorize exempt staff stipends with the following person(s) for the 2026-2027 school year, as recommended by the Assistant Superintendent of Staff Services and the Superintendent:

First Name	Last Name	Position	Stipend
Lisa	Caposey	Business Office Manager	\$12,000.00
Candice	Hall	Transport/Logistics/Ops Coord	\$12,000.00
Bradley	Hamilton	Maintenance & Operations Asst Dir	\$5,000.00
Anathayee	Heyward	Human Resources Specialist	\$12,000.00
Total			\$41,000.00