

**KILDEER COUNTRYSIDE
COMMUNITY CONSOLIDATED SCHOOL DISTRICT 96**

**BOARD OF EDUCATION
REGULAR MEETING
Minutes for August 11, 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, Jennifer Dunne, Ninja Idrizi, and Sam Miranda

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.

Seating of New Board Member

With no objection, Mr. Burns moved this item to the beginning of the meeting. Mr. Burns asked newly appointed Board member, Mark Podeschi, to raise his right hand. Mr. Burns led Mr. Podeschi in the oath of office. Mr. Podeschi took his seat at the Board table. Mr. Burns then read the Code of Conduct for Members of School Boards. In celebration of Mr. Podeschi's appointment, the Board and audience members took a short break for refreshments.

Public Comment

Mr. Burns asked if anyone wished to address the Board. No one responded.

Approval of Minutes

July 2026

A motion was presented by Mr. Tepper and seconded by Ms. Immel to approve the minutes of July 14, 2026, as presented. 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 July 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, the committee members reviewed the district's unaudited closeout and reviewed the Hazardous Transportation Routes previously previewed in June. The Hazardous Transportation Routes has been included on the consent agenda with the committee's recommendation for board approval.

Policy Committee

Ms. Zarkowsky reported that the committee reviewed a total of 12 policies. Following the review, two policies had minor language adjustments, eight were part of the five-year review cycle with no changes recommended, and two were updated to replace previous versions with standard PRESS policy language. Policy 6:135, which was reviewed at the request of Teaching and Learning, was recommended to revert to the recommended PRESS policy to align with current district practices. Additionally, 13 policies are on the consent agenda and recommended for approval.

Legislative Update

Mr. Tepper reported that legislative activity in Springfield remains quiet, though discussions surrounding the upcoming veto session have begun to pick up. Additionally, Ms. Sheridan highlighted an August 3 communication from ED-RED soliciting feedback from board members who wish to provide input on pending legislative matters.

ELC Update

Mr. Burns reported that the ELC Board met on July 16. During the meeting, members reviewed the list of third-party placement agencies utilized by the cooperative when external staffing resources are necessary. The board also received an overview of upcoming opening activities and took formal action to approve the 2026–27 budget alongside an amended 2025–26 budget. Additionally, it was reported that notice was received, establishing an intent to enter into collective bargaining.

Guiding Coalition of Interculturalism Update

For the 2026-27 school year, all GCI meetings will be held in person on Tuesdays at 6:30 p.m. in the EDC Room. The first meeting is September 8, 2026.

Thought Exchange Partnership

For the 2026-27 school year, all TEP meetings will be held in person on Tuesdays at 6:30 pm in the EDC Room. The first meeting is October 6, 2026.

Partnership with KEA Update

The Partnership Meeting Dates for 2026-27 will be Wednesday, October 28, 2026, and Wednesday, March 17, 2027.

Board Articulation Council

None at this time.

Space/Facilities/Innovation Committee

None at this time.

Other

Mr. Rivera reported that he participated in the ED-RED Legislative Breakfast, which brought together five legislators, staff members, local school board members, and school administrators. Attendees were divided into discussion groups focused on three key areas: school funding, the operational impact of policy decisions, and fully funded state mandates.

Administrative Reports

Staffing and Enrollment Update

Dr. Pedersen reported that, as of earlier in the day, student enrollment totaled 3,236, including Early Childhood, and 3,174 excluding Early Childhood, which is about 19 students down from this time last year. She noted that all teaching positions have been filled, with the contracts on the evening's agenda for approval, with the exception of two positions that are historically hard to fill and will be contracted out. Additionally, there are two coaching positions that have not been filled, and only 3 support staff positions. Dr. Pedersen will provide official sixth-day enrollment figures at the September 15, 2026 meeting.

Operational Update

Mr. Miranda reported that the Facilities staff have remained active throughout the summer executing routine maintenance and upkeep across district grounds. Additionally, transition efforts for the district's new transportation provider remain on schedule, with driver routing initiated in the spring and the new vendor assuming operations at the local dispatch facility and promising staffing levels—supported by a strong return of experienced drivers.

Empowering the Collective: Renewing our Distributed Leadership Model for Excellence and Equity

Ms. Sheridan, along with Kildeer Elementary Principal, Ms. Cameron, and Country Meadows Elementary Assistant Principal, Ms. Fix, presented on the district's distributed leadership framework and its alignment with Professional Learning Community (PLC) principles and educational research to support student achievement. To initiate work on Goal 2, Objective A, administrators outlined the core function of a district PLC and established a process for analyzing the current health and implementation of these collaborative practices across all schools.

Priority Items for Consideration and/or Action

Intergovernmental Agreement Approval

A motion was presented by Ms. Immel and seconded by Mr. Tepper to approve an intergovernmental agreement that will allow a student who resides within Kildeer CCSD 96 to attend a public therapeutic day school operated within the boundaries of Evanston/Skokie School District 65.

On a roll call vote, the motion carried:

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

Nay: None

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)

- Litigation, when an action against, affecting, or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting. 5 ILCS 120/2(c)(11)

On a roll call vote, the motion carried:

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

Nay: None

The meeting adjourned to closed session at 8:34 p.m.

Reconvene in Open Session

The meeting reconvened in open session at 8:46 p.m.

Approval of Closed Session Minutes

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

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

Nay: None

Settlement Agreement

A motion was made by Mr. Podeschi and seconded by Ms. Immel to approve the settlement agreement between an employee and The Board of Education of Kildeer Countryside Community Consolidated School District No.96. On a roll call vote, the motion carried:

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

Nay: None

Action Items

Employment, Appointment, and Dismissal – Certified Staff

Resignations

None at this time.

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
Schaefges, Sabrina	Language Coach	1.0	Woodlawn	08/10/26
Hu, Nan	Second Grade Teacher	1.0	Kildeer	08/10/26

On a roll call vote, the motion carried:

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

Nay: None

Employment, Appointment, and Dismissal – Educational Support Personnel

Employment, Appointment, and Dismissal

A motion was presented by Mr. Rivera and seconded by Ms. Immel 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: Rivera, Podeschi, Zarkowsky, Tepper, Immel, Feygin, and Burns

Nay: None

Settlement Agreement

This item was discussed in closed session.

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 Dr. Feygin and seconded by Mr. Tepper to approve the following Consent Agenda items:

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

Education	\$2,428,236.71
Operations	\$579,736.35
Debt Service	\$0.00
Transportation	\$41,832.94
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	\$3,049,806.00

Approval of Hazardous Transportation Zones Resolution for 2026-27 School Year – to approve the Resolution of Hazardous Conditions Eligible for Transportation;

Approval of Policy - to approve the following policies currently on public review with no comments or suggestions forthcoming:

2:230	Public Participation at Board of Education Meetings and Petitions to the Board
5:70	Religious Holidays
5:240	Suspension
6:70	Teaching About Religions

6:80	Teaching About Controversial Issues
7:130	Student Rights and Responsibilities
8:70	Accommodating Individuals with Disabilities
2:30	School District Elections
3:40	Superintendent
3:60	Administrative Responsibility of the Building Principal
3:70	Succession of Authority
2:110	Qualifications, Term, and Duties of Board Officers
2:20	Powers and Duties of the Board of Education; Indemnification

On a roll call vote, the motion carried:

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

Nay: None

Discussion Items - None at this time.

Information Items

Opening of School Professional Development Activities Overview

Dr. Idrizi provided a memo previewing the New Staff Orientation, training for Mentors, Leadership Team Training, Job-Alike Facilitator Training, and Opening Institute Days. She emphasized this year's schedule was designed using staff feedback and will focus on connection, collaboration, and preparing for the school year.

2026-27 Student & Staff Recognition Overview

Ms. Diehl shared the recognition schedules for students and staff for the 2026–27 school year.

Annual Bullying Data Report

Ms. Dunne provided an update on the bullying data report, which is required by the state of Illinois. She emphasized that this information is about how we continue to build environments in our schools so students feel safe, supported, and have the trusted adults to go to.

Committee of the Whole Topics

Ms. Sheridan provided a finalized schedule for this year's administrative reports, incorporating feedback previously provided by the Board during its July meeting. It was noted that while the schedule establishes the framework for planned topics, it remains flexible and subject to adjustments as operational priorities or board needs arise throughout the year.

Organizational Chart

Ms. Sheridan reviewed the District's organizational chart for the 2026–27 school year.

Draft Superintendent Evaluation Rubric

Ms. Zarkowsky and Ms. Immel presented a draft copy of the superintendent evaluation rubric for the board's consideration. Board members were encouraged to offer any feedback to either Ms. Zarkowsky, Ms. Immel, or Ms. Sheridan prior to the September 15, 2026 board meeting where a final version will be presented.

Board Assignments

After collecting feedback from board members, Mr. Burns presented the board member assignments for the 2026-27 school year.

FOIA Requests

Since July 14, 2026, the District has received 1 (one) FOIA request(s).

Board Comments

The board discussed the student, staff, and retiree recognition program, the use of AI as a tutor, and a recent retiree encounter.

Adjournment

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

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

Nay: None

Mr. Burns adjourned the August 11, 2026, regular meeting of the Kildeer Countryside Community Consolidated School District 96 Board of Education at 9:07 p.m. The next meeting of the Board of Education is scheduled for September 15, 2026, at 7:00 p.m.

Date Minutes Approved: _____

President, Board of Education

Secretary, Board of Education

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