

MINUTES OF BOARD OF EDUCATION MEETING  
Homewood-Flossmoor High School, 999 Kedzie Avenue, Flossmoor, Illinois  
June 21, 2022

Mr. Pauling called the meeting to order at 7:46 p.m. The following Board members were present for all or part of the meeting:

Mr. Anderson	Mr. Legardy
Ms. Berman	Mrs. Turnquest
Mrs. Hoereth	Mr. Pauling
Ms. Jackson	

The presence of a quorum was noted and the meeting declared duly convened. Superintendent Mansfield, Superintendent Elect Wakeley, Chief School Business Official Cook, and Director of Curriculum, Instruction & Professional Development Hester were in attendance. Director of Human Resources Bryant was absent. Dr. Johnnie Thomas, Superintendent of Rich Township High School District 227 and Mr. Robert Lewis, PMA Securities, LLC Senior Vice President, Managing Director, were also in attendance.

Representatives of the Homewood-Flossmoor Chronicle, League of Women Voters, and HFEO were present, as well as, members of the public. Flossmoor Mayor Michelle Nelson and Village of Hazel Crest Mayor Vernard Alsberry were also in attendance. Also in attendance were representatives from Homewood School District 153 Superintendent Dr. Scott McAlister, Board President Shelly Marks and Vice President Alex Bosch. In addition, HF District 233 Administrators: Director of Development and Alumni Affairs Cherry, Director of Athletics Lyke, Director of Operations and Maintenance Patterson, Director of Information Services Richardson, Director of Activities Smith, Principal Alexander, Associate Principal Fantin, Assistant Principal Dillard and Department Chair Smith were present with a number of HF staff members.

Comments. In honor of Dr. Mansfield's upcoming retirement as Superintendent of Homewood-Flossmoor Community High School District 233 and in recognition of his 21 years of dedicated service to Homewood-Flossmoor Community High School District 233 and the Homewood-Flossmoor community, a resolution was presented and read by Mayor Vernard Alsberry. Homewood School District 153 Superintendent Dr. Scott McAlister, Homewood School District 153 Board President Shelly Marks and Homewood School District 53 Vice President Alex Bosch also presented and read a resolution dedicated to Dr. Mansfield in recognition of his contributions in the field of Education over the past 30 years and his 21 years of exceptional leadership and commitment to the students of Homewood-Flossmoor Community High School 233 and the entire Homewood-Flossmoor Community.

Flossmoor Mayor Michelle Nelson stated that she had the opportunity to recognize Dr. Mansfield at the June 6, 2022 Village of Flossmoor board meeting when he was presented with a resolution from the Village of Flossmoor. Mayor Nelson added that her attending this evening's meeting further emphasizes the deep appreciation that the community has for Dr. Mansfield.

Dr. John Farrell extended his well wishes to Dr. Mansfield on his upcoming retirement. Dr. Farrell expressed that the district would be vastly different without Dr. Mansfield's leadership over the past 21 years. He noted that Dr. Mansfield was very clear that it was never about himself and added that tonight it is all about Dr. Mansfield and he wished him all the best in his retirement.

Mr. Pauling acknowledged Dr. John Farrell as former board member along with Mrs. Mallory Sutton who was also in the audience this evening.

Ms. Mo'nique Smith presented the board with a service proposal from Smithson Bancorp. The proposal outlines Smithson Bancorp's plan that provides a program to solve the credit problems facing young adults. Ms. Smith stated that she spoke on her proposal at a previous meeting and is requesting that her proposal be brought to the attention of the Board's Planning Committee for review. Mr. Pauling accepted her proposal on behalf of the board. Her proposal will be available as an attachment to this evening's meeting minutes.

Mrs. Turnquest shared that she first met the Mansfield family when her children were taking piano lessons with the same teacher. Her mother would take her children and told her that she met the loveliest woman – Mrs. Mansfield. Mrs. Turnquest explained that she knows it is supposed to be about Dr. Mansfield this evening, but wanted to say that "the woman behind the great man is his partner." Mrs. Turnquest acknowledged Dr. Mansfield with all his accolades and added "he won the lottery with that one [Tina Mansfield]." She emphasized "job well done Dr. Mansfield!"

Comments (con't.) Mr. Legardy stated that he said many of the same things that have been already voiced this evening in recognition of Dr. Mansfield's contributions and leadership at the last Planning Committee meeting on June 8<sup>th</sup>. He added this is a new chapter for Dr. Mansfield who has said that he is too young to hang it up. Mr. Legardy added that in many ways Dr. Mansfield is a pioneer and he recalled his own father who he stated was not given the opportunity to take that next step. Mr. Legardy noted that Dr. Mansfield accomplishments are many over his 30 year career and that everyone is very thankful for all that he has done. He expressed that he is excited to see what is next for Von and Tina Mansfield and wished them both the very best.

Mr. Anderson shared that he thought it would be funny to write something that would make Dr. Mansfield cry and he did, but he threw it away because it made him cry. Mr. Anderson thanked Dr. Mansfield for being there for him and for everyone during the good and some bumpy times. He also thanked Dr. Mansfield for being there for him and the counseling that Dr. Mansfield provided to him. Mr. Anderson stated to Dr. Mansfield, "you kept me focused and it is because of who you are." He added, "one of the things that you said to me is - Steve, it is just what we do, it is just who we are." Mr. Anderson continued, "it was never about anybody else besides the kids and the community and thank you for reminding me when I got distracted."

Ms. Berman stated, "I am being brief this evening and I will make it real brief but I do not want the brevity to be a reflection of the respect that me and my family have for you." She concluded by saying, "being a speaker in my profession, I feel I am at a loss for words this time." Ms. Berman further expressed her appreciation and well wishes to Dr. Mansfield on his retirement.

Ms. Jackson congratulated Dr. Mansfield and stated, "Dr. Mansfield you have seen a lot, and you have seen a lot of change in this school, district and community and you have made some changes that will be around for a very long time. You have been very influential and I wish you a great retirement."

Mrs. Hoereth expressed, "I can't remember what the commercial was that said we'll leave a light on for you because I know this is where you lived day and night and I know that your family will be glad to have you back - and we will leave the light on here for you." She noted that she has been in the community for over twenty years and added that Dr. Mansfield has modeled his leadership. She shared that she has two students who have watched how Dr. Mansfield has handled himself in many situations. Mrs. Hoereth added that she does not know if Dr. Mansfield has seen himself as a mentor to the young African American kids who are coming through HF every single day, but he certainly has been. Mrs. Hoereth spoke to Dr. Mansfield and said "enjoy the next leg of your journey but this house is always your house."

Mr. Pauling stated that he wanted to note that in addition to the resolutions that Dr. Mansfield was honored to receive this evening by the Village of Flossmoor, the Village of Hazel Crest and Homewood School District 153, additional resolutions were received from US Congresswoman Robin Kelly, Second Congressional District, Illinois; State Representative Anthony DeLuca; Rich Township Supervisor Calvin Jordan; Flossmoor School District 161; SPEED Cooperative; Illinois Association of School Administrators – South Cook Division; and the Homewood-Flossmoor Park District. He also noted the representatives in attendance this evening are from all corners of the community including community members, teachers, administrators and delegations. He extended his appreciation for their attendance, tonight in particular. He stated the following, "So on the occasion of your retirement Dr. Mansfield, and in my capacity as President of the District 233 Board of Education, I want to recognize you and thank you for extending to all of us students, teachers, staff, administrators, board, community members and other district stakeholders the benefits of your wisdom, your 30 plus years as an educator, your mastery of school finance, and your fierce advocacy for principles of diversity, inclusion and equity. I also want to thank you, personally and publicly, for your mentorship and friendship and for captaining our school through many a stormy sea. You have left H-F much better off than you found it and we are thankful for your leadership, commitment and hard work, and we know that our district is positioned for generations of future success by the work you have done with your hands. Thank you very much and on behalf of the district we would like to share a token of our appreciation and a video that we hope you will watch a 100 times when you are missing us."

Dr. Mansfield expressed his appreciation for the recognition he received this evening and for the plaque commemorating his years of service to the district that was presented on behalf of the board by Mr. Pauling. Dr. Mansfield read the engraved inscription, "In appreciation to Dr. Von Mansfield for your exceptional leadership, service and dedication to Homewood-Flossmoor Community High School District 233 from 2001-2022." Dr. Mansfield recognized Mallory Sutton who was an HF board member when he took his first position as principal here at HF. He added that he had some very challenging questions at that time coming in new and appreciated Mrs. Sutton's help and guidance. Dr. Mansfield also acknowledged a number of staff members in attendance who he has had an opportunity to work with over the years and many who he hired. He remarked that it has been an exceptional journey throughout his time at H-F. Dr. Mansfield also noted Dr. Farrell's time on the board and the support and help that he provided to him especially through difficult times. Dr. Mansfield stated that he wanted to coin a phrase and stated, "there are no problems, there are only solutions." He added, "that's what we have tried to do working

Comments (con't.) through all the challenging things that we have gone through, but more than that, we provided the very best opportunities for all of our students from the most challenging students to the highest achievers.” He added, “that is part of the reflection of what this community has been and I hope it continues and I believe it will continue.” Dr. Mansfield continued, “so with that, we are turning it over to Dr. Wakeley who has had an opportunity to be here for the year and who is going to bring some great ideas and take us further and I will be watching from afar to make sure that happens. Thank you again Mr. President and the Board of Education I do so appreciate it.”

Personnel Committee Meeting. Ms. Berman noted that the entire meeting was in closed session and the board will be acting on some of the personnel items later in the meeting.

Planning Committee Meeting. Mr. Legardy stated that the Planning Committee met on June 8, 2022. He noted that the committee met and an update on board’s policy conversion process was given. He added that all board members have received the updated policies and action on the policies will be taken at an upcoming board meeting soon.

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 and the public in advance 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. Mr. Anderson requested that items 4.3., 4.5 and 4.14.1 be removed for separate discussion and consideration. Ms. Berman moved, seconded by Mr. Anderson, that the Board of Education approve the Consent Agenda that included:

- 4.1 Regular Board Meeting Minutes, May 17, 2022
- 4.2 Cancel the regularly scheduled Board meeting of July 19, 2022
- 4.4 Annual purchase of Property and Liability Insurance through the Collective Liability Insurance Cooperative (CLIC), \$221,034
- 4.6 Cleaning Service Contract Renewal
- 4.7 Food Service Contract Renewal
- 4.8 Acceptance of the Hearing Officer’s Findings regrading Student Discipline Matter
- 4.9 Acceptance of the Hearing Officer’s Findings regrading Student Discipline Matter
- 4.10 Authorization of June and July, 2022 Expenditures and June and July, 2022 Payroll
- 4.11 Approval of Expenditures, \$2,785,323.50
- 4.12 Approval of Imprest Fund, \$38,526.63
- 4.13 Ratification of May, 2022, Payroll, \$8,093,630.41

#### **4.14 Personnel Retirement/Contracts**

- 4.14.2 2022-2023 Resignation effective May 27, 2022, Amanda Popow, Fine Arts Teacher
- 4.14.3 2022-2023 Retirement effective June 30, 2026, Kevin Thomas, CTE Department Chair/CTE Teacher
- 4.14.4 2022-2023 Amie Day, 1.0 FTE, English Teacher, MA/off-schedule, \$96,778.95
- 4.14.5 2022-2023 Lindsey Kulma, 1.0 FTE, Speech / Language Pathologist, MA+15/9, \$77,744.00
- 4.14.6 2022-2023 Corinne Zimmerman, 1.0 FTE, Science Teacher, 2nd MA/12, \$89,788.00
- 4.14.7 Extra-Responsibility Contracts - Summer Academy, Summer Bridge, Summer School, \$12,649.96

Roll Call: Ayes – Mr. Anderson, Ms. Berman, Mrs. Hoereth, Ms. Jackson, Mr. Legardy, Mrs. Turnquest, Mr. Pauling. Nays – None. Motion carried.

4.3 Annual agreement with the School Employees Loss Fund (SELF). Mr. Anderson moved, seconded by Ms. Berman, that the Board of Education enter into an agreement with the School Employees Loss Fund (SELF) for the following insurance in the total amount of \$84,808 as recommended by the Chief School Business Manager. Dr. Mansfield noted that this is a consortium that the district is a member. Mr. Anderson noted that it is a big delta from prior years to this year with a savings in the district’s favor. He stated it is over \$30,000 less expensive this year. Dr. Cook commented on the premium reduction of 27.8% from last year to this year. He added that the district’s experience and what they believe the district’s exposure will be in the future also factors into the premium the district is required to pay. Roll Call: Ayes – Ms. Berman, Mrs. Hoereth, Ms. Jackson, Mr. Legardy, Mrs. Turnquest, Mr. Anderson, Mr. Pauling. Nays – None. Motion carried.

4.5 Transportation Contract Renewal. Mr. Anderson moved, seconded by Ms. Berman, that the Board of Education approve to execute the year-to-year regular education transportation contract with Kickert Bus Company and a special education transportation contract with the Alpha Bus Company for the 2022-2023 school year for a total amount of \$2,344,820 (a 12% increase over prior year contract), as recommended by the Chief School Business Official, the Superintendent, and the Superintendent Elect. Dr. Cook explained that the increase in the cost of gas, as well as, an increase in the salaries of the company's employees in an effort to entice new employees contributed to the increase. Service has been consistent with Kickert and Alpha and his recommendation is to continue with the services they provide. He noted that the transportation contract renewal will generally run through the Finance Committee but the renewal cycle just did not hit the committee in time. Mr. Anderson shared that the board had an opportunity to review Dr. Cook's recommendation for renewals through memos provided by Dr. Cook prior to tonight's meeting. Dr. Cook noted that Kickert does not rely solely on HF for income. Dr. Cook shared that a 12% increase for this contract is really good considering the current environment. Roll Call: Ayes – Mrs. Hoereth, Ms. Jackson, Mr. Legardy, Mrs. Turnquest, Mr. Anderson, Ms. Berman, Mr. Pauling. Nays – None. Motion carried.

4.14.1 Administrative Support Staff Contracts. Ms. Berman moved, seconded by Mrs. Turnquest, that the Board of Education authorize the President to sign contracts as presented to the Board of Education, with the following individuals effective July 1, 2022 through June 30, 2023, as recommended by the Superintendent and the Superintendent Elect: Lisa Caposey, Business Office Manager - \$88,005.22; Ann Cherry, Development and Alumni Relations Director - \$89,990.63; Pat Gnaster, Executive Assistant to the Superintendent - \$100,777.81; Candice Hall, Transportation & Logistics Coordinator and the Assistant to the Director of Operations and Maintenance - \$53,946.25; Brad Hamilton, Operations and Maintenance Assistant Director - \$95,484.86 and Victoria Koblick, Human Resources Administrative Assistant - \$69,067.38. Mr. Anderson noted that Mrs. Cherry and Mrs. Gnaster are on retirement contracts and asked how the 4.75% increase for the others was determined. Dr. Wakeley responded that the rate increase is commensurate with what was approved by a negotiated agreement for some of the other support staff. He added the increase is completely in line with those numbers. Roll Call: Ayes – Ms. Jackson, Mr. Legardy, Mrs. Turnquest, Mr. Anderson, Ms. Berman, Mrs. Hoereth, Mr. Pauling. Nays – None. Motion carried.

Presentations - Southland Career and Technical Education Center (SCTEC). Dr. Mansfield introduced Rich Township School District 227 Superintendent Dr. Johnnie Thomas who spoke on the Southland Career and Technical Education Center (SCTEC), an initiative that Dr. Thomas spearheaded. Bringing a career center to the southland area has been in the works for two years. Dr. Thomas has worked alongside area superintendents to address the need for a career center in the south suburbs that has not existed in thirty years and a new facility has not been built in forty years. Area superintendents include Bloom 206 - Dr. Navarre, Crete 201-U - Dr. Coglianesi, HF 233 - Drs. Mansfield and Wakeley, Southland College Prep - Dr. Davis, Thornton Fractional 215 - Dr. Sophia Jones-Redmond, Thornton 205 – Dr. Cunningham, SPEED 802 - Dr. Halliman and Prairie State College President – Dr. Anthony. The SCTEC would provide seven programs available to students: aviation, construction trades, information technology, logistics and supply chains, manufacturing, agriculture and public safety. The closing of Rich East High School has provided an opportunity for the land to be used house to build the SCTEC and can provide service to over 600,000 individuals. The projected cost is \$92 - \$100 million to build on the land that has been donated by Rich Township District 227. They will be coming to the area school boards with an Intergovernmental Agreement and request some funding. It is also projected that the facility will be ready for students in 3 - 4 years and they will continue to look at public and private federal dollars for funding opportunities. Mr. Pauling thanked Dr. Thomas for presenting this evening and asked him to come back and provide and update on this project at a future date.

Presentations - Bond Sale Update. Mr. Bob Lewis, PMA Securities, LLC Senior Vice President, Managing Director provided an update regarding the bond sale. The selling of the bonds at direct placement, which is going directly to banks to provide a better outcome, was discussed at a previous meeting and those bids were taken on June 10 with four bids received from Capital One 3.72%, Key bank 3.53%, BMO Harris 3.4% and JP Morgan Chase beating the competition at 2.81%. The rate was locked in that day. He noted the new CPI report has come out and rates have gone up .3% to .4%. The bond sale will close a week from today and the district will receive \$20 million for the capital project. Mr. Lewis explained that if the district had gone with the public market route, the rate on that date would have been 3.4% and today closer to a 3.8% or 3.9%. Mr. Lewis expressed that the board and the administration made a good decision to proceed before any more volatility occurred in the market. Mr. Pauling thanked Dr. Cook and the Finance Committee for their work in putting the district in a good position moving

Presentations - Bond Sale Update (con't.) forward with any capital projects. Ms. Berman also thanked the Finance Committee, Dr. Cook, Dr. Mansfield and Dr. Wakeley for having the foresight of acting and not waiting. She added that as a board, they know that waiting cost the district a lot more money in the past and this will enable them to continue to move HF forward into this century. Ms. Berman remarked that this is another fine example of the quality of administration and Finance Committee members who think ahead and ensure that it is being done in the most cost-effective way for the community. Mr. Lewis concluded by congratulating Dr. Mansfield on his retirement.

Procedure 3010 – Science Building Project. Dr. Wakeley explained that in adhering to Procedure 3010, they looked at the academic benefits, the ramifications of doing the project, looking at our current science facilities, as well as, the implications of not doing the project. Dr. Wakeley pointed out that Dr. Hester and Science Department Chair Kim Smith have done visioning work with the entire science staff, some of who were in attendance. He added that it is important that the voice of the staff, the teachers and the students are incorporated into a project such as this. Dr. Wakeley noted that this is step 1 of going through this process in adhering to Procedure 3010 and they will provide more details in the coming months. Dr. Hester and Science Department Chair Kim Smith gave a very thorough and detailed presentation and explained that they are in the process of revising for science and moving towards College and Career Pathways. By 2025 they will be required to offer students career endorsements. The science standards have changed and they are now aligning with the Next Generation Science Standards (NGSS) which expects students of varying levels of ability to work together in teams to find solutions to problems, record data, write reports, give presentations, etc.; resulting in students understanding how to collaborate with others and thrive in a team-oriented environment. For students to know and understand the content and skills set forth by NGSS for high school students, classrooms and labs need to be flexible learning spaces. These new flexible spaces will allow students to explore and do science. H-F students will be provided the same or better high school experience that surrounding districts are now offering with new up-to-date classrooms that allow for more hands-on activities and exposure to resources that are otherwise unavailable. They also spoke on the challenges that exist in the current science classrooms that were originally built for a maximum of 24 students, as well as, speaking to the benefits of the larger proposed classrooms to accommodate science students' academic needs. Resources from the National Science Teacher Association were included in their presentation. In an effort to move forward with the goal to prepare students for college and careers, different science pathways need to be fully implanted and be able to have the facilities that allow that space, equipment and safety issues to allow H-F to remain as competitive as possible. Ms. Smith, in response to a question asked by Ms. Jackson regarding who was involved in looking at the needs of the science department, stated that she along with the entire science department did the envisioning work for the project for the past year. In addition, Ms. Smith has been in consultation for several years with different science department chairs throughout the state. Ms. Jackson thanked Ms. Smith and added that it is important to have the department's stakeholders continue be part of the process. Dr. Wakeley added that they will also continue to work with universities and colleges in an effort to see what kind of facilities they are offering to our students who will matriculate to their schools. He added that their job as leaders and community members is to ensure that our students have everything they need to do to pursue a college or career pathway when they leave Homewood-Flossmoor High School. Ms. Jackson stated that it appears that the educational impact as this relates to Procedure 3710 is satisfied and asked if they will now move forward for approval at some point. Dr. Wakeley responded that she was correct and the purpose of this was to make sure all of those items have been checked off. Dr. Wakeley added that they will now be working with the architects on the details of what the facility will look like and with input from teachers and students who will weigh in as well. He stressed that staying on budget is also an important part of this process because it is incumbent upon them to stay within the district's means. Mr. Legardy extended his appreciation to Dr. Hester and Ms. Smith on behalf of the Planning Committee and stated that they have taken a lot of due diligence to ensure that this project gets to the finish line. He added that they have done a great job at presenting and filling in the gaps. Dr. Wakeley commented that this project is very important to Dr. Manfield and he is happy to inherit this in moving our school forward. Mrs. Hoereth noted the number of teachers in the room tonight and added that it speaks loudly to their involvement and being included in this project.

#### Old Business

2022-2023 Parent Student Handbook. Ms. Berman moved, seconded by Mrs. Turnquest, that the Board of Education untable the 2022-2023 Parent Student Handbook that was tabled at the May 15, 2022 Board of Education Meeting. Roll Call: Ayes – Mr. Legardy, Mrs. Turnquest, Mr. Anderson, Ms. Berman, Mrs. Hoereth, Ms. Jackson, Mr. Pauling. Nays – None. Motion Carried.

2022-2023 Parent Student Handbook. Mr. Legardy moved, seconded by Ms. Berman, that the Board of Education approve the revisions to the 2022-2023 Parent-Student Handbook as detailed on the 2022-2023 Parent-Student Handbook Changes, as recommended by the Parent-Teacher Discipline Committee, Associate Principal, Interim Principal, Superintendent and Superintendent Elect. Mr. Pauling stated as a point of clarification that because a board member makes a recommendation does not necessarily mean that the board member supports the recommendation. Ms. Berman explained that at the board's request, this agenda item be further reviewed and discussed at the Planning Committee. A robust discussion took place at the Planning Committee and Mr. Fantin and other administrators walked the committee through all the proposed changes. Ms. Berman shared that the discussion revolved around the dress code that included whether students could wear shirts above their navel or not and whether to permit spaghetti strap tops. She added that the committee appreciated all the input from the students who were very involved in the dress code, as well as, the parents and all the work done by the administrators. Ms. Berman added that she was comfortable with the recommendation based on the explanation and discussion that they had during the Planning Committee. Board members Anderson, Legardy and Jackson voiced that they were not in support of relaxing the dress code that would allow students to wear shirts above their navel as proposed. Mr. Anderson also expressed his concern about further softening the requirements around students no longer required to wear ID badges. Ms. Berman clarified that the recommended revisions are very minor changes and not major changes from the old policy. She added that they did look at other schools and many have no dress code at all. In addition, she pointed out that HF now has a gender-neutral dress code. Ms. Berman stated that it is really important that students know that they are appreciated and that they are understood in a place that they spend most of their time. Mrs. Turnquest commented that it seems to her that the proposed length of the shirts will be very difficult for staff to police and it will make their jobs harder. Mr. Fantin added context on how the language of the policy was revised and proposed that the language can be revised to reflect that the shirt has to meet the waist of the pants. Mr. Pauling emphasized the he wants to ensure that the work that has been done is acknowledged and that the feedback from the students and parents involved has been received and appreciated. Discussion ensued and after a lengthy and thorough discussion, the consensus of the board was to amend the language regarding shirt length to be revised to state that the shirt must extend to the pant line.

Mr. Anderson moved, seconded by Ms. Jackson, that the motion regarding the 2022-2023 revised handbook be amended by adding the following words "and amending the revised dress code to require shirts that meet the pant line." Roll Call: Ayes – Mrs. Turnquest, Mr. Anderson, Mrs. Hoereth, Ms. Jackson, Mr. Legardy, Mr. Pauling. Nays – Ms. Berman. Motion carried.

Mr. Anderson moved, seconded by Mr. Legardy, that the motion regarding the 2022-2023 revised handbook be amended by adding the following words "and reject the revised policy language regarding student IDs and return to the former language regarding students being required to wear their student IDs at all times." Ms. Berman noted that student ID's can be counterfeited. She commented that she does not feel the wearing of student IDs adds to security and that having a student's ID on the phone actually provides more security because it cannot be counterfeited. Mr. Fantin shared that ID badges are required to be presented upon request and students have the ability to access their IDs on their phones. Roll Call: Ayes – Mr. Anderson, Mr. Legardy. Nays – Ms. Berman, Mrs. Hoereth, Ms. Jackson, Mrs. Turnquest, Mr. Pauling. Motion did not carry.

Ms. Berman moved, seconded by Mr. Legardy, that the Board of Education approve the revisions to the 2022-2023 Parent-Student Handbook as detailed on the 2022-2023 Parent-Student Handbook Changes, as recommended by the Parent-Teacher Discipline Committee, Associate Principal, Interim Principal, Superintendent and Superintendent Elect and amending the revised dress code to require shirts that meet the pant line. Roll Call: Ayes – Mrs. Hoereth, Ms. Jackson, Mrs. Turnquest, Mr. Anderson, Ms. Berman, Mr. Pauling. Nays – None. Motion carried.

### New Business

Memorandum of Understanding with HFEO. Ms. Berman moved, seconded by Ms. Jackson, that the Board of Education approve the Memorandum of Understanding (MOU) with the Homewood-Flossmoor Educational Organization (HFEO), an affiliate of the NEA-IEA, dated June 21, 2022, and authorize the President to sign the official document, as recommended by the Superintendent and the Superintendent Elect. Dr. Cook explained the Agreement speaks to working in the Covid environment to ensure that safety measures are provided to our students, families and staff while they are on campus and information is included regarding rates that were agreed upon. The bigger part of this Agreement speaks to the teacher evaluation changes mandated by the state. HFEO President Dana Noble spoke on the new state requirements on the PERA Act and stated that they have relaxed the language and now it is every three years instead of every two years for teachers to be evaluated who have a rating of proficient and excellent after they have attained tenure. Roll Call: Ayes – Ms. Jackson, Mr. Legardy, Mrs. Turnquest, Mr. Anderson, Ms. Berman, Mrs. Hoereth, Mr. Pauling. Nays – None. Motion carried.

Administrator Contract Addendum. Ms. Berman moved, seconded by Mrs. Turnquest, That the Board of Education approve the addendum to the 2022 -2024 employment contract of Dr. Lawrence Cook as presented providing an annual salary of \$175,000 for the 2022-2023 school year and \$180,250 for the 2023-2024 school year and authorize the President and Secretary of the Board to sign the addendum on behalf of the Board, as recommended by the Superintendent and Superintendent Elect. Dr. Mansfield stated that business managers are at a commodity and the district has been very fortunate to have Dr. Cook step up as quickly and as efficiently as he has over these last number of years. Dr. Wakeley also acknowledged Dr. Cook for his expertise and contributions to the district, such as managing a \$20 million bond issuance and the construction of a science and culinary lab in addition to obtaining a \$365,000 grant. He added that these important type of avenues will continue to make him a very important asset to the district. Dr. Wakeley added that people like Dr. Cook are in high demand and it is important to retain individuals like him in the district. Mr. Anderson stated that he agrees with their assessment and he has paid many compliments to Dr. Cook on his work, progress and really embracing his role. Mr. Anderson added that it has been a pleasure seeing Dr. Cook put in the work and growing in this role and he looks forward to continuing that relationship as chair of the Finance Committee. However, he does not believe what is being offered here is consistent with the market and of other school districts' CSBO's in our area. He added that he does believe Dr. Cook is deserving of a market adjustment raise but expressed that an increase in salary six months after was adjusted and the timing of this request makes sense to him. He added that he is appreciative of having Dr. Cook here. Ms. Jackson stated that she echoed Mr. Anderson's comments. Ms. Berman added context from the Personnel Committee and stated that even with the recommended increase presented, Dr. Cook will be around the 50 percentile of salaries and he is substantially lower than other CSBO's. She added that Dr. Cook is certainly far from the high end in comparison to people in his position. Roll Call: Ayes – Mr. Legardy, Mrs. Turnquest, Ms. Berman, Mr. Pauling. Abstains – Mrs. Hoereth, Ms. Jackson. Nays – Mr. Anderson. Motion carried.

Homewood-Flossmoor Support Staff (HFSSA) Agreement. Ms. Berman moved, seconded by Mrs. Turnquest, that the Board of Education that the Board of Education authorize the President and Secretary to sign a three-year agreement with the Homewood-Flossmoor Support Staff Association (HFSSA), effective July 1, 2022 through June 30, 2025, as recommended by the Director of Human Resources, the Chief School Business Official, the Superintendent and Superintendent Elect. Dr. Mansfield stated that the HFSSA is basically the bulk of the high school's support staff and he hopes this agreement shows their appreciation for all that they do at HF. Roll Call: Ayes – Mrs. Turnquest, Mr. Anderson, Ms. Berman, Mrs. Hoereth, Ms. Jackson, Mr. Legardy, Mr. Pauling. Nays – None. Motion carried.

Superintendent Contract – Ms. Berman moved, seconded by Mr. Legardy, That the Board of Education approve the new contract to employ Dr. Wakeley for two years as Superintendent of schools as presented and to authorize the President and Secretary of the Board to sign the contract on behalf of the Board with a salary of \$249,100 for the 2022-2023 school year and \$264,046 for the 2023-2024 school year. Mr. Pauling noted that Dr. Wakeley is currently on a three-year contract and his first year is coming to an end and this recommendation applies to year 2 and 3 of his contract. Dr. Mansfield added that he has worked with Dr. Wakeley for the year and the board made a great decision bringing him onboard. Dr. Mansfield stated that he is not happy to leave but he is happy bringing someone like Dr. Wakeley forward and the district is very lucky to have him. Roll Call: Ayes – Mr. Anderson, Ms. Berman, Mrs. Hoereth, Ms. Jackson, Mr. Legardy, Mrs. Turnquest, Mr. Pauling. Nays – None. Motion carried.

Merit Compensation. Ms. Berman moved, seconded by Mr. Legardy, that the Board of Education approve merit pay as presented to the Board, to the following individuals for the 2021-2022 school year, as recommended by the Board of Education: Jodi Bryant, Director of Human Resources and Public Relations - \$5,000; Dr. Lawrence Cook, Chief School Business Official - \$5,000; Dr. Quitman Dillard, Assistant Principal - \$3,000; Craig Fantin, Associate Principal - \$5,000; Dr. Jennifer Hester, Director of Curriculum, Instruction and Professional Development; Matthew Lyke, Director of Athletics - \$5,000; James Patterson, Director of Operations and Maintenance - \$3,000; Steve Richardson, Director of Information Systems; Jennifer Rudan, Director of Student Support Services - \$5,000; Dr. Angela Taylor, Director of Special Education - \$5,000; and Dr. Scott Wakeley, Superintendent - \$10,000. Mr. Pauling stated that this is part of our normal procedure at this time of the year. He extended his appreciation to the administrators for all of the efforts they have contributed this year and he hopes that this small recognition shows their appreciation for the work they do every day. Roll Call: Ayes – Ms. Berman, Mrs. Hoereth, Ms. Jackson, Mr. Legardy, Mrs. Turnquest, Mr. Pauling. Abstains – Mr. Anderson. Nays – None. Motion carried.

Merit Severance Compensation. Ms. Berman moved, seconded by Mr. Legardy, that upon his retirement, in recognition of his service to Community High School District 233, Superintendent Dr. Von Mansfield shall receive a severance payment in the amount of \$10,000.00 to be paid subsequent to his last day of work and his receipt of his final regular pay check on a date selected by the Superintendent, as recommended by the Board of Education. Mr. Pauling offered his appreciation and congratulations to Dr. Mansfield. Roll Call: Ayes – Mrs. Hoereth, Ms. Jackson, Mr. Legardy, Mrs. Turnquest, Mr. Anderson, Ms. Berman, Mr. Pauling. Nays – None. Motion carried.

Mr. Pauling extended an invitation to everyone to stay for cake and punch in honor of Dr. Mansfield’s retirement.

Adjournment. Mr. Legardy moved, seconded by Mrs. Turnquest, that the Board of Education be adjourned at 9:47 p.m. Motion carried.

---

President

---

Vice-President/Secretary