

MINUTES OF BOARD OF EDUCATION MEETING
Homewood-Flossmoor High School, 999 Kedzie Avenue, Flossmoor, Illinois
August 16, 2022

Mr. Pauling called the meeting to order at 7:30 p.m. The following Board members were present for all or part of the meeting:

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

Mr. Anderson and Mrs. Turnquest were absent.

The presence of a quorum was noted and the meeting declared duly convened. Superintendent Wakeley, Principal Alexander, Human Resources Director Bryant, Chief School Business Official Cook, Communications and Community Engagement Director Erdey and Curriculum, Instruction & Professional Development Director Hester were in attendance.

Representatives of Homewood School District 153, Homewood-Flossmoor Chronicle and HFEO were present, as well as, members of the public.

Comments. Mr. Pauling shared that Mr. Anderson and Mrs. Turnquest are not in attendance this evening; they are taking their children back to college.

Representatives from Homewood School District 153: Board President Shelly Marks, Vice President Alex Bosch, Superintendent Dr. Scott McAlister and Citizens for Homewood Schools Representative Ann Lawrence spoke on the structural deficit that currently exists in their schools. They were present at this evening's meeting seeking an endorsement of support from H-F's Board of Education for the referendum that will be on the November ballot.

HFEO President Dana Noble expressed that he is excited and optimistic for the upcoming school year as well as for the new H-F leadership. He noted that this is the most normal start of the opening of school that they have seen in some time. In addition, one of the HFEO Scholarship recipients was hired as a new teacher for this school year.

Dr. Wakeley spoke on the opening presentation at the Staff Institute Day that took place yesterday. He shared that there was a lot of energy and positivity in the room as he introduced the theme of "Believe" as inspired by the television show *Ted Lasso*. Dr. Wakeley encouraged staff to be curious, not judgmental and to believe in their collective ability to prepare students for their Viking voyage. He also shared the "Profile of a Viking" that outlines the core competencies of an H-F graduate. Dr. Wakeley remarked that it has been great having staff back in the building.

Dr. Alexander stated that he is excited to welcome freshmen and transfer students on their first day tomorrow. The band and cheerleaders will be there to kick off the new school year as they welcome the students on their first day. Students will attend an assembly in the South Gym with a full day of meeting their teachers, walking their schedule and participating in tours of the buildings. A new student parents' orientation will be held at 7:30 p.m. tomorrow evening where high expectations for the new school year will be explained to them. He shared that on Thursday, upper classmen will attend their first day with grade level meetings taking place where again high expectations for the upcoming year ahead will be presented to them. Dr. Alexander commented on the energy that permeated the room on Institute Day. He added that he is happy to be here and to be a part of the HF family.

Mrs. Bryant shared that it was a larger than normal class of retirees with 14 staff members retiring this year which resulted in a busy summer of hiring the next generation of H-F staff. She commented H-F's new hires are a very talented group, from veteran teachers to new teachers, who will bring their skills and unique talents with them to serve the school.

Dr. Cook noted that the 2022-2023 tentative budget is on public display in his office at the North Building, as well as online for public viewing. He added that if there are any questions from the public, he can be reached in the Business Office.

Dr. Hester spoke on the New Teacher Week that took place this summer. New teachers were welcomed and they had an opportunity to build strong relationships with model teachers while gaining an understanding of H-F

Comments (con't.) instructional beliefs and becoming familiar with culturally responsive resources. New teachers also learned about relationship building with students and welcoming them in along with introducing them to operations and practices. Dr. Hester acknowledged H-F's three Professional Development Coordinators, Christina Clark, Sarah Pittman and Gil Smit who were invaluable in the planning and implementation of the week's professional development opportunities for new teachers. She also expressed her appreciation to the board members who were able to stop by and meet the new teachers at various times throughout the week.

Mrs. Erdey shared that she is preparing for a comprehensive communications audit including focus groups and a community-wide survey to gather data on the information staff, students, families and community seek as well as the best communication channels to reach them. The survey will roll out in the next few weeks and Mrs. Erdey encouraged everyone to participate. Mrs. Erdey noted that the *Viking Connection* will once again be publicized since Covid.

Ms. Berman shared that she had the honor to attend two recent events, the new teacher event and Institute Day. She noted that many of the new teachers hired for the upcoming school year are experienced teachers who all remarked on the resources and supports available at H-F and that it is a special place. She commented that the energy at Institute Day was amazing especially honoring the longevity of many staff members. Ms. Berman added that her two favorite times of the school year are this week with the start of school and graduation and seeing all that the students have accomplished. She mentioned that quite a few staff members were recognized for 25 years of service during the Institute Day. She noted Mr. Noble was recognized for 25 years and Dr. Cook was recognized for 20 years of service. Retired social worker Duane Van Slyke is returning which Ms. Berman commented speaks to a place where people stay and return and that is due to the hard work of the administrative team and the work of the model teachers.

Mr. Pauling shared that he is very excited about the start of the school year noting students return tomorrow and Thursday. The school has been very busy throughout summer in preparation for the students and staffs return. He congratulated Superintendent Dr. Wakeley and Principal Dr. Alexander on this being their first official board meeting and added that it has been an excellent start to the school year. Mr. Pauling commented that he had the pleasure of working with Dr. Wakeley's predecessor and feels great about Dr. Wakeley starting and looks forward to his captaining the ship. Mr. Pauling welcomed Dr. Alexander and asked him to let the board know how they can support him. Mr. Pauling expressed his condolences to the League of Women Voters representative Sylvia Tufts who lost her husband this week. He asked that Mrs. Tufts be kept in everyone's thoughts and added at this time that those that are closest to her need to be closer.

Finance Committee – 8.9.22

Mr. Pauling stated the Finance Committee met on August 9, 2022 and they were joined by Mr. Edward Wright, DLA Architects. Mrs. Thomas from the Homewood-Flossmoor Chronicle was also. He reported that the committee covered two large items, budget and capital projects. Mr. Wright gave an update on culinary and fashion design as well as the science expansion and renovation project. Mr. Wright overviewed drawings of the culinary and fashion design area vacated to make room for the culinary area with a projected cost of \$2.7 – \$3 million. The committee walked through optional alternates of the project. The facility is projected to be ready for the fall of 2023. The committee requested additional costs and those costs will be reported back to the board. The committee also reviewed preliminary drawings for the science building expansion. The committee members were all in agreement with the district applying for a \$2 million Illinois Clean Energy Grant to offset costs of the project. The new science building will be a net zero energy building meaning that it will generate enough energy to put into the grid to cover the energy it will use to operate. It would become the second school facility in the state to be net zero with the only other being Stevenson High School. The board has extended the timeline for the bid process to allow the construction market to recover further before seeking bids. There is a projected 18-month construction cycle with an anticipated opening in time for the 2023-2024 school year. In addition, Dr. Cook walked the committee through the tentative 2022-2023 budget which shows a slight surplus with \$63,496 million in revenue and \$63,312 million in expenditures. The district revenues come primarily from real estate taxes and the district will abate property taxes again as they have done in the past.

Planning Committee – 8.11.22

Mr. Legardy stated that the Planning Committee met on August 11, 2022 with a full agenda. He reported that a seven-month review of the policy manual using the Illinois Association of School Board's (IASB) PRESS service is complete. If board members do not have any issues with the policies presented this evening, the board policies will be adopted later in the meeting. The committee also discussed the launch of the Viking Learning Academy which will be an in-house alternative learning program beginning this school year to meet a variety of students' needs. The Viking Learning Academy will allow students to learn and be supported by an H-F teacher, social worker and

Planning Committee (con't.) instructional assistant at H-F instead of attending the Ombudsman alternative education program. The first two years of the Viking Learning Academy will be paid for through a community grant. An overview of the Flexible Learning Pilot was presented by Dr. Hester. The committee was also made aware of a think tank that has met internally since Covid. The committee members expressed some concern that they were just informed about a think tank that exists, however, the group's efforts to encourage innovation and future-focused thinking was applauded by the committee. Although this preceded his term as superintendent, the committee stressed to Dr. Wakeley that they need firm communication. In terms of the pilot, both Mrs. Hoereth and Dr. Wakeley agreed that they have to continue initiatives with solutions for helping all students. Ms. Berman, noted that she had concerns regarding the pilot and wants to ensure that resources are being used wisely. As a result, Dr. Wakeley will poll all board members to see if there is an appetite for this pilot and report back. Ms. Berman further stated that she is very excited about innovation, but she is concerned that the board does not know that there is innovation being done. She added that there are many questions about the pilot. In terms of support, Ms. Berman expressed that she is not quite there yet, but might get there. Ms. Berman stated that she would hope that they are doing these types of things in the classroom and is very interested in hearing more. She closed by stating that there should be innovation but wants to ensure that they are all on the same page with this.

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. Ms. Jackson inquired if any vetting of where students are going on field trips as it relates to safety and security. Dr. Wakeley assured Ms. Jackson that they are cognizant of where students are going and noted that coaches and sponsors are asked to be aware of the climate particularly where there are large gatherings and added that situational awareness is paramount. Mr. Pauling suggested building into procedures the responsibilities of our sponsors and coaches regarding safety and incorporate that into their field trip request. Mr. Legardy requested that agenda item 4.16.19 be removed. Mr. Legardy moved, seconded by Mrs. Hoereth, that the Board of Education approve the Consent Agenda that included:

- 4.1 Special Board Meeting Minutes, June 21, 2022
- 4.2 Regular Board Meeting Minutes, June 21, 2022
- 4.2 Acceptance of the Hearing Officer's Findings regarding Student Discipline Matter
- 4.9 Acceptance of the Hearing Officer's Findings regarding Student Discipline Matter
- 4.11 Out-of-State Fieldtrip Request – Debate
- 4.12 Out-of-State Fieldtrip Request – Varsity Cross Country
- 4.13 Approval of Expenditures, \$1,661,617.67
- 4.14 Approval of Imprest Fund, \$2,894.65
- 4.15 Ratification of July, 2022, Payroll, \$741,980.60

4.16 Personnel Resignations/Contracts

- 4.16.1 2022-2023 Resignation effective July 21, 2022, Don Baron, Social Science Teacher
- 4.16.2 2022-2023 Resignation effective August 15, 2022, Joan Valery, Special Education Teacher
- 4.16.3 2022-2023 Resignation effective June 23, 2022, Megan Vallance, PE/Health/Driver Education Teacher
- 4.16.4 2022-2023 Patricia Boyd, .2 FTE, Speech / Language Pathologist, MA/Off Schedule, \$25,834.27
- 4.16.5 2022-2023 Billy Bundy, 1.0 FTE, PE/Health/Driver Education Teacher, 2nd MA+15/15, \$103,194.00
- 4.16.6 2022-2023 Daniel Bush, 1.0 FTE. Stud. Support/Viking Learning Acad. Teacher, BA+15/4, \$59,818.00
- 4.16.7 2022-2023 Deena Cassady, .4 FTE, Fine Arts Teacher, MA+15/13, \$35,128.00
- 4.16.8 2022-2023 Jeffrey Corso, 1.0 FTE, English Teacher, MA/11, \$78,475.00
- 4.16.9 2022-2023 Nick DeBenedetti, 1.0 FTE, PE/Health/Driver Education Teacher, BA+15/7, \$65,137.00
- 4.16.10 2022-2023 Savannah Doyle, .5 FTE, English Teacher (LOA), BA/1, \$25,805.41
- 4.16.11 2022-2023 Amanda Fieramosca, 1.0 FTE, Social Science Teacher, BA /1, \$54,250.00
- 4.16.12 2022-2023 Janet Hicks, .7 FTE, Occupational Therapist, MA+15/18, \$70,290.50
- 4.16.13 2022-2023 Hailey Jones, 1.0 FTE, Social Science Teacher, BA/2, \$55,843.00

- 4.16.14 2022-2023 Shauna Kuester, 1.0 FTE, Special Education Teacher, MA/14, \$85,491.00
- 4.16.15 2022-2023 Jeannette LaPlante, .4 FTE, Science Teacher, MA/11, \$31,390.00
- 4.16.16 2022-2023 Charles McDermott, 1.0 FTE, Art Teacher, MA+15/18, \$100,415.00
- 4.16.17 2022-2023 Dr. Kimberly Peterz, .4 FTE, Reading Specialist, 2nd MA+15/11, \$36,638.40
- 4.16.18 2022-2023 Karen Roundtree, .4 FTE, Graphic/Web Design Teacher (LOA), MA/17, \$37,002.80
- 4.16.20 Extra-Responsibility Contracts, Auxiliary, \$329,706.19
- 4.16.21 Extra-Responsibility Contracts, Sixth Assignments, \$96,657.75

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

4.16.19 Extra Responsibility Contracts, Athletics. Mr. Pauling stated that this is the time of year that the board approves contracts for fall sports identifying coaches and assistant coaches. The total amount is \$369,750.50 and the contracts were provided to all board members in their packet for review prior to tonight’s meeting. Ms. Berman moved, seconded by Mrs. Hoereth, that the Board of Education authorize the President and Secretary to sign extra-responsibility athletic contracts with the following person(s) for the 2022-2023 school year, as recommended by the Director of Human Resources and Superintendent. Mr. Legardy stated that he has discussed his viewpoint previously and his interest is dealing with the concept of professional development for our coaches and he would like this as a future agenda item for more discussion. Dr. Wakeley added that there have been some preliminary conversations related to Mr. Legardy’s concerns and it has been discussed with Athletic Director Lykes who will continue on working on the professional development of our coaches that would include a social emotional component in meeting the needs of our athletes.

First Name	Last Name	Position	Stipend
Brian	O'Donnell	Boys' Cross Country Head Varsity	\$8,220.00
Steven	Shelley	Boys' Cross Country Associate	\$3,200.00
Christopher	Stiglic	Boys' Golf Head Varsity	\$8,220.00
Keith	Dombkowski	Boys' Golf Assistant	\$6,818.00
Eric	Olson	Boys' Golf Assistant	\$6,818.00
Jairo	Garcia	Boys' Soccer Head Varsity	\$7,220.00
Allison	Farkos	Boys' Soccer Varsity Assistant	\$5,841.00
Armando	Lopez	Boys' Soccer Head JV	\$6,395.00
Johnathan	Glass	Boys' Soccer Assistant JV	\$5,249.00
Benjamin	Brandt	Boys' Soccer Head Freshman	\$4,687.00
William	Polen	Boys' Soccer Assistant Freshman	\$4,329.00
Zenia	Smith	Cheerleading Head Varsity	\$8,220.00
Elayne	Evans	Cheerleading Head JV	\$6,395.00
Sabrina	Johnson	Cheerleading Head Freshman	\$6,395.00
Khayla	Kelley-Morton	Cheerleading Associate	\$3,200.00
Kari-Lynn	Burroughs	Dance Head Varsity	\$7,634.00
Jerese	Twitty	Dance Assistant	\$5,841.00
Sarah	Pittman	Dance Associate	\$3,200.00
Julie	Gaham	Field Hockey Head Varsity	\$8,220.00
Evan	Bercot	Field Hockey Assistant	\$6,395.00
Walter	Collins Jr.	Field Hockey Assistant	\$5,841.00
Katie	Rice	Field Hockey Assistant	\$6,693.00
Terrell	Alexander	Football Head Varsity	\$10,147.00
Terry	Barney	Football Varsity Assistant	\$8,820.00
Lester	Hampton	Football Varsity Assistant	\$7,970.00
David	James	Football Varsity Assistant	\$8,220.00
Josh	Ling	Football Varsity Assistant	\$8,220.00

Alexander	Pratt	Football Varsity Assistant	\$8,220.00
Matthew	Ramos	Football Varsity Assistant	\$8,220.00
Kofi	Shuck	Football Varsity Assistant	\$7,220.00
Terrell	Alexander III	Football Varsity Assistant (.50)	\$3,357.00
Tywon	Green	Football Varsity Assistant (.50)	\$4,110.00
Anthony	Barajas	Football Head Sophomore	\$6,164.00
Nick	DeBenedetti	Football Assistant Sophomore	\$5,223.00
Kevin	Murray	Football Assistant Sophomore (.50)	\$2,343.00
Cody	Rudnik	Football Sophomore Associate	\$3,200.00
Ted	Venegas	Football Head Freshman (.50)	\$4,110.00
David	Klawitter	Football Assistant Freshman	\$6,818.00
Adam	Anderson	Football Assistant Freshman (.50)	\$3,197.50
Kevin	Lawlor	Football Assistant Freshman (.50)	\$2,164.00
Fernando	Matthews	Football Assistant Freshman (.50)	\$3,409.00
Samuel	Wilkerson	Football Assistant Freshman (.50)	\$2,164.00
Robert	St. Leger	Girls' Volleyball Head Varsity	\$8,220.00
Matthew	Small	Girls' Volleyball Assistant Varsity	\$6,693.00
Nathan	Nesbit	Girls' Volleyball Head JV	\$6,693.00
Madeline	Hallahan	Girls' Volleyball Assistant JV	\$4,687.00
Jason	Volkman	Girls' Volleyball Head Freshman	\$6,693.00
Michelle	Kozik	Girls' Volleyball Assistant Freshman	\$6,395.00
Mary Kate	Pack	Girls' Cross Country Head Varsity	\$8,220.00
Larry	Dawson	Girls' Cross Country Assistant	\$6,395.00
Hailey	Baumstein	Girls' Cross Country Assistant	\$5,841.00
Brad	Kain	Girls' Golf Head Varsity	\$8,220.00
Anthony	Kruse	Girls' Golf Assistant	\$6,818.00
Anna	Tenny	Girls' Swimming Head Varsity	\$6,164.00
Jeannette	LaPlante	Girls' Swimming Assistant	\$6,395.00
Kelsey	Sopron	Girls' Swimming Diving	\$5,841.00
Linda	Gates	Girls' Tennis Head Varsity	\$8,220.00
Ausra	Brooks	Girls' Tennis Assistant	\$6,395.00
Jeff	Cade	Girls' Tennis Assistant	\$6,715.00
Adam	Vogel	Strength & Conditioning Supervisor	\$6,818.00

Total \$369,750.50

Roll Call: Ayes - Mrs. Hoereth, Ms. Jackson, Ms. Berman, Mr. Pauling. Abstain - Mr. Legardy. Nays - None.

Unfinished Business:

Board Policy Manual Conversion. Mr. Pauling explained that board procedures require two readings of policies. Board procedures also allow for the waiving of one of the readings, however, the board did not waive any of the readings. The first policy review reading was conducted in May at the Committee-of-the-Whole meeting and the second reading will be done this evening with the opportunity for board members to comment, discuss or make recommendations on the policies under review. A brief discussion ensued regarding "Unfinished Business" that according to Roberts Rules of Order is defined as "that you are continuing with matters which are currently not completed." Ms. Jackson stated her only comment was a thank you. She noted that the review of policies has not been an easy undertaking and it was very difficult reviewing each policy item by item. Ms. Jackson expressed that

Board Policy Manual Conversion (con't.) she appreciated the professionals from IASB who were retained for the review process and she extended her appreciation to the Planning Committee for the work that was put into it. Ms. Berman referred to one of the policies regarding administrative benefits. The language currently has a percentage for the increase in salary upon retirement and coming from the Personnel Committee, she suggested it is cleaner if the language is changed to reflect the maximum amount allowable by law. This would result in keeping the policy current and fresh. An amendment to the policy was proposed and followed.

Policy Amendment. Ms. Berman moved, seconded by Mr. Legardy, that the Board of Education amend the policy where appropriate, to include as follows: "at the maximum amount allowable by law." Roll Call: Ayes – Ms. Jackson, Mr. Legardy, Ms. Berman, Mrs. Hoereth, Mr. Pauling. Nays – None. Motion Carried.

Board Policy Manual Conversion. Mr. Legardy moved, seconded by Ms. Jackson, the Board of Education will do a second reading of the Homewood-Flossmoor Board Policy manual update and conversion to PRESS and adopt the policies as presented with any amendments to the policies following the second reading if necessary. Ms. Berman stated that she echoed Ms. Jackson's comments earlier that this was a huge amount of work by Dr. Wakeley, the administrative team and Mr. Legardy. She thanked everyone for putting in all their time and effort which makes today seem simpl. Mr. Legardy commented that he picked up the ball from Ms. Berman who started this journey prior to Covid and it has been a long-time in coming. He added it will be an investment that will pay off for years to come. Mr. Pauling extended his appreciation as well and stated that this is a great accomplishment and meaningful step. Roll Call: Ayes – Mr. Legardy, Ms. Berman, Mrs. Hoereth, Ms. Jackson, Mr. Pauling. Nays – None. Motion Carried.

New Business

Intergovernmental Agreement with Flossmoor School District 161 to Share Student Records and Information. Ms. Berman moved, seconded by Mr. Legardy, that the Board of Education approve an Intergovernmental Agreement with Flossmoor School District 161, in accordance with the Illinois School Student Records Act amended by Public Act 102-0557 to allow elementary school districts and high school districts with overlapping attendance boundaries to enter into an intergovernmental agreement to share student records and student information without obtaining parental or student consent as recommended by the Superintendent. Dr. Wakeley stated that the district previously entered into the same agreement with Homewood School District 153. This agreement with Flossmoor School District 161 helps position them to meet the needs of our students as they come to H-F from District 161 by sharing student records. Dr. Wakeley has already entered into conversations with Dr. Smith and Dr. McAlister on developing a seamless articulation from elementary to high school and working with students as early as possible. Ms. Berman complimented Dr. Wakeley regarding the New Teacher Luncheon that was held during New Teacher Week with Dr. McAlister and the new District 153 teachers in attendance. She noted that being aligned with our feeder districts is very beneficial to the students. Mr. Legardy and Mrs. Hoereth agreed with Ms. Berman's comments. Mrs. Hoereth stated she is extremely excited when the state made it possible for these agreements to happen and will be equally excited to see how the districts will be using and sharing this information. She added that this is an incredible step which allows school systems to have the data they need for continuous improvement and to support students. Roll Call: Ayes – Ms. Berman, Mrs. Hoereth, Ms. Jackson, Mr. Legardy, Mr. Pauling. Nays – None. Motion Carried.

Adjournment. Ms. Berman moved, seconded by Mr. Legardy, that the Board of Education be adjourned at 8:36 p.m. Motion carried.

President

Vice-President/Secretary