

**MINUTES OF THE REGULAR MEETING OF THE
BOARD OF EDUCATION, ZION-BENTON TOWNSHIP HIGH SCHOOL
DISTRICT 126, LAKE COUNTY, ILLINOIS
TUESDAY, MARCH 18, 2025 – 6:00 pm.
ZION-BENTON TOWNSHIP HIGH SCHOOL
BOARD OF EDUCATION BOARD ROOM**

The Board of Education of Zion-Benton Township High School District 126, Lake County, Illinois, met in Regular Session in the ZBTHS Board of Education Board Room, One Z-B Way, 3901 W. 21st Street, Zion, Illinois, commencing at 6:01 p.m.

Board President Nordstrom presided.

ROLL CALL

Members present: President Nordstrom, Secretary Stephen, Vice-President Benitez, Member Cook, and Member Champine.

Absent: Member McNeal and Member Scott

PLEDGE OF ALLEGIANCE

STAFF, STUDENT, AND COMMUNITY CELEBRATION

Bonnie Felske, Principal of ZBTHS, and Kevin Wlland, Principal of ZBE presented the ZB Pride Award to the NJROTC program in recognition of its continued excellence and achievements. Bonnie Felske highlighted the program's consistent success, particularly the drill and rifle teams, emphasizing their dedication and national recognition. Students recognized were the NJROTC Drill Team. NJROTC Rifle Team, and Brianna Benedetto

Master Chief Dan Hackstein and Chief Nelson were honored for their leadership. The NJROTC drill team, led by Chief Nelson, once again won their area competition and qualified for the Navy National Competition. Due to government financial constraints, the competition will now be held virtually, but Chief Nelson remains committed to leading the team through this challenge.

The rifle team, coached by Master Chief Hackstein, has had an outstanding season. The senior members, including team captain Gianna Gomez, Brianna Benedetto, Brayden Rich, and Addison Gustason, have demonstrated exceptional skill. The team recently secured the Navy National Championship for the ninth time in Hackstein's 22-year tenure. Notably, Brianna Benedetto claimed the individual national championship, with Braden Rich finishing in the top five. Junior Brian Rico also qualified for the upcoming All-Service National Competition.

The board and administration were thanked for their ongoing support of NJROTC's endeavors, enabling students to participate in prestigious

competitions. The night concluded with a celebration of the team's hard work and a look at the traveling trophy that now bears Zion-Benton's name for the ninth time.

Included and made part of these minutes:
EXHIBIT "2A," March 2025 ZB P.R.I.D.E.

COMMUNICATIONS FROM STAFF, GUESTS, AND DISTRICT RESIDENTS

Board President Nordstrom emphasized District 126's commitment to providing an equitable and respectful learning environment, free from bullying, harassment, racism, sexism, and hate speech. He called for community collaboration to foster a positive atmosphere. He then moved on to the public comment section, inviting staff, guests, and district residents to address the Board. Nordstrom reminded everyone to sign in and noted that speakers would be limited to three minutes, with a warning given when time was about to expire.

There were no public comments.

CONSENT AGENDA

A motion was made by Secretary Stephen, seconded by Member Champine, to accept the Consent Agenda. A roll call vote of members approved the motion, present voting 5-0. Included in the Consent Agenda are the following:

- Minutes from Prior Meeting - Regular Board of Education Meeting - February 2025, EXHIBIT 3A
- Treasurer's Report-February 2025, EXHIBIT 3B
- Asset Disposal - Tag #3259 Pass Through Cooler, EXHIBIT 3C
- IHSA renewal, EXHIBIT 3D
- ERevenue & Expenditure Reports- February 2025. EXHIBIT 3E
- Activity Board Reports- February 2025, EXHIBIT 3F
- Bills Paid- 2nd Half February 1st Half March 2025, EXHIBIT 3G
- Bills Payable- March 2025. EXHIBIT 3H

SUPERINTENDENT'S REPORT

Superintendent Dr. Rodriguez provided an update on the district's commitment to empowerment and excellence, highlighting recent achievements and initiatives. He acknowledged the hard work of administration, staff, and board members, emphasizing the district's dedication to student success.

Superintendent Dr. Rodriguez celebrated student accomplishments, including participation in the Kiwanis ornament challenge, winter sports achievements, and students advancing to state competitions under the leadership of Mr. Niemi. He

also recognized students engaged in career readiness programs such as the Lake County Manufacturing and Engineering Trades initiative, reinforcing the district's focus on preparing students for college, careers, and life.

The Superintendent shared highlights from student visits to his office, where they learned about the legislative process and district administration. He expressed pride in the opportunities provided to students through specialized programming, internships, and leadership experiences.

Superintendent Dr. Rodriguez praised the HR department for its participation in the 4th Annual Lake County Educator Fair, which provided valuable recruitment opportunities. He also acknowledged the technology department's efforts in professional development, fostering collaboration among staff members.

Facility improvements and standards of care for teachers were discussed, with Superintendent Dr. Rodriguez reaffirming the district's commitment to upgrading offices and workspaces. He emphasized that while certain spaces are in good condition, the district aims to enhance them further for consistency and quality.

The Superintendent highlighted the success of the district's Black History Month celebration in partnership with the Park District, commending the event's organization and community engagement. He also noted ongoing collaboration with community leaders, discussing topics such as tax relief, public relations, and branding.

Superintendent Dr. Rodriguez provided an update on board meeting recordings, presenting survey data from Lake County school districts. He noted that while live-streaming board meetings is common, recording committee meetings is less prevalent. The district continues to explore ways to enhance transparency and community involvement.

He also shared details on student travel opportunities, with students visiting locations such as New York City, Alabama, Cincinnati, Virginia, and San Diego. He emphasized the district's commitment to providing diverse educational experiences beyond the classroom.

Looking ahead, Superintendent Dr. Rodriguez outlined the district's leadership focus for the upcoming year, which includes professional development through research-based books such as *Reframing Organizations*, *Good to Great*, and *Time for Change*. He reinforced the district's dedication to continuous improvement and meaningful change, ensuring that excellence remains at the core of its mission.

He concluded by expressing gratitude for the board's support and reaffirming the district's vision of being a distinguished institution committed to student success.

REPORTS AND DISCUSSIONS

Principal's Report

Bonnie Felske, Principal of ZBTHS, and Kevin Wiland, the principal of Zion Benton East (ZBE), uploaded their reports and did not present.

Included and made part of these minutes:

EXHIBITS “6A” and “6B”, ZBTHS & ZB East Principal Reports

BOARD COMMITTEE REPORTS

Business/Bid/Finance Committee

The Business, Bid, and Finance (BBF) Committee met on March 10, 2025 with Member Ms. Champine leading the discussion in President Nordstrom's absence. Member Champine provided an overview of the meeting, stating that the committee addressed several key topics, including Interfund loans, Lake County indemnification, approval of the hazardous walkway, school fees, and a motion to ratify the publication of the public hearing.

Additionally, the committee reviewed the district's master plan and received updates on facility improvements. Member Champine noted that the committee also discussed Phase Three of the improvement plan, which includes postponing the upgrade of the English department, as referenced in Superintendent Dr. Rodriguez's report.

Curriculum Committee

The Curriculum Committee met on March 11 to review key academic initiatives and proposals. The administration presented the proposed 2025-2026 textbook adoptions, as well as updates from recent Title I meetings and school plans, both of which will be addressed under new business.

Secretary Stephen reported that the committee also received an update on the district's Pathway to College and Career Readiness efforts, which focus on transitioning to CTE-aligned instruction and implementing strategies for intentional teaching. Additionally, the committee reviewed updates on the CBTHS advisory program and discussed the Vision 2030 dashboard, particularly as it relates to academic progress and planning.

The meeting was described as long and productive, with Board of Education members actively engaging with the administration, asking questions, and emphasizing the importance of continued efforts to achieve excellence for all students.

NEW BUSINESS

A. Approval of Inter-Fund Loans, If Necessary

Dr. Woell took a moment to express his appreciation for the Board of Education's dedication to fiscal responsibility, particularly in their commitment to returning funds to taxpayers—something he noted is rare among public school districts in Illinois. He shared that throughout his career, having served in seven different school districts, he has never seen a Board more committed to financial stewardship and creative solutions that benefit both the schools and the community. He commended the Board's efforts to find innovative ways to abate funds while ensuring the district's financial stability, calling their approach truly unique.

He then presented the interfund loan approval, a routine process the Board undertakes annually. This loan allows the district to transfer funds from the working cash fund to accounts such as transportation, education, and operations & maintenance. The purpose is to manage expenses efficiently in case of delays in tax receipts. Once the tax revenues are received, the funds are returned to the working cash account, avoiding the need for external borrowing or interest payments. Dr. Woell emphasized that this process follows state regulations and requires Board approval each year.

A motion was made by Member Champine, seconded by Vice President Benitez, that The Board of Education accepts the Superintendent's recommendation to approve the following three interfund loan resolutions as presented. 1. Resolution to approve an interfund loan between the Working Cash Fund and the Education Fund, as necessary, to cover any shortfall due to the late receipt of taxes. 2. Resolution to approve an interfund loan between the Working Cash Fund and the Operations and Maintenance Fund, as necessary, to cover any shortfall due to the late receipt of taxes. 3. Resolution to approve an interfund loan between the Working Cash Fund and the Transportation Fund, as necessary, to cover any shortfall due to the late receipt of taxes. A roll call vote of members approved the motion present voting 5-0.

EXHIBIT "8A", Interfund Loan Cover Letter and Resolution March 2025

B. Approval of Lake County Indemnification Agreement

Dr. Woell then presented the approval of the annual Lake County Indemnification Agreement. He explained that this agreement ensures the district can recapture developmental funds negotiated between contractors and the city, particularly when those agreements fall outside the county's standard jurisdictional rules and ordinances. The indemnification agreement serves to protect the district while allowing it to collect revenue in compliance with county regulations.

Dr. Woell noted that the agreement must be executed each year by June, and the Board traditionally approves it during the March meeting to stay ahead of the deadline. He recommended the Board's approval of the agreement to ensure continued financial protection and compliance.

A motion was made by Vice President Benitez, seconded by Member Champine, that the Board of Education of Zion-Benton Township High School District 126 accepts the Superintendent's recommendation to approve the Lake County Indemnification agreement as presented. A roll call vote of members approved the motion present voting 5-0.

EXHIBIT "8B", Indemnification Agreement Cover Memo_2025 and Indemnification Agreement Lake County 2025

C. Approval of Hazardous Walkway Recertification

Dr. Woell then presented the annual approval for hazardous walkway recertification. He explained that while the term might suggest concerns about the condition of sidewalks, it primarily refers to areas where the absence of sidewalks creates hazardous walking conditions for students. If a student resides within a two-mile radius of the school but lacks a safe walking route, the district is required to provide busing.

Each year, the county assesses potential changes in walkways that could impact the designation of hazardous routes. However, Dr. Woell noted that there have been no changes in the past few years. He did mention a planned roundabout construction at Kenosha Road and 21st Street, which may include additional sidewalks. If those walkways are added, certain areas may be removed from the hazardous designation in the future.

For now, the hazardous walkways remain unchanged, and Dr. Woell requested the Board's approval to certify the existing hazardous routes as required.

A motion was made by Secretary Stephen, seconded by Member Champine that The Board of Education accepts the Superintendent's recommendation to approve the Certification to the State Superintendent of Education verifying that all current hazardous walkways as presented remain unchanged. A roll call vote of members approved the motion present voting 5-0.

EXHIBIT "8C", Hazardous Walkway Certification March 2025

D. Approval of School Fees 2025-2026

Dr. Woell discussed the district's ongoing commitment since FY 2018 to reduce or eliminate school fees that had previously been a financial burden on parents and students. Over the past seven years, many fees had been completely removed, while the remaining fees had either stayed the same or been reduced. The district continued to seek ways to avoid charging fees for education or participation in programs. For the FY 2025-2026 school year, no changes to the fees were proposed, and Dr. Woell recommended that the board approve the fees as presented. President Nordstrom acknowledged the detailed history of fee changes.

A motion was made by Vice President Benitez, and seconded by Member Champine that The Board of Education of Zion-Benton Township High School District 126 accepts the Superintendent's recommendation to approve the school fees as presented. A roll call vote of members approved the motion present voting 5-0.

EXHIBIT "8D", School Fees Memo March 2025

E. Motion to Ratify Publication of Public Hearing Notice to Conduct a Public Hearing for the Purpose of Amending the 2024-25 Budget at the Regular June 24, 2025 Board of Education Meeting

In the Board of Education meeting, Dr. Woell presented a motion related to the approval of the language for a public hearing notice required by law for the purpose of amending the 2024-2025 budget. Dr. Woell explained that while it wasn't strictly necessary, it had been a longstanding tradition for the board to approve this language each year for publication. He expressed a willingness to discontinue this practice if the board preferred, but he sought approval for the language as it stood for the current year. President Nordstrom acknowledged Dr. Woell's sensitivity as a new employee, agreeing that eliminating unnecessary procedures when possible was a good approach, but still called for a motion to approve the language for this year's publication.

A motion was made by Member Champine and seconded by Vice President Benitez that The Board of Education of Zion-Benton Township High School District 126 accepts the Superintendent's recommendation to ratify the Publication of Public Hearing Notice to Conduct a Public Hearing for the Purpose of Amending the 2024-25 Budget at the Regular June 24, 2025 Board of Education Meeting. A roll call vote of members approved the motion present voting 5-0.

EXHIBIT "8E", Budget Amendment Notice of Public Hearing FY 25

F. Approval of Facilities Master Plan

Dr. Rodriguez introduced the district's facilities master plan, emphasizing its role in addressing both current and future needs for safe, effective learning and working environments. He acknowledged contributions from the architect and construction manager, particularly Alison Andrews, who provided additional details. Dr. Rodriguez highlighted ongoing work since November, including meetings with the cabinet, community, and students, with surveys guiding the plan's development. He stressed the need for a funding strategy and continuous improvement of district facilities.

Alison Andrews from Wold Architects reviewed the guiding principles behind the master plan, focusing on creating safe, supportive learning environments and empowering students. She outlined the extensive stakeholder engagement, including input from over 400 students and 50 community members, ensuring the plan reflects community needs. Key priorities included enhancing learning environments, safety and upgrading athletic spaces, with specific projects like classroom updates, gym air conditioning, and traffic safety improvements. She emphasized that no project would begin until after 2026, with ongoing work starting in the summer of 2025.

Construction manager Matt Washkoviak from Camosy Construction discussed cost management, scheduling, and minimizing disruptions to school operations while focusing on safety, compliance, and technology upgrades.

Dr. Rodriguez also mentioned that the district is working on a new strategic plan, facilities master plan, and five-year financial plan, all of which will be presented in the fall. He highlighted the priority of the strategic plan for improving student instruction, noting the facilities master plan as a flexible roadmap.

Dr. Woell presented the timeline, explaining that the board would adopt the facilities master plan that evening, with funding strategies set by June. Phase 3 of improvements would begin in summer 2025, with further phases, including exterior improvements and electric bus charging stations, slated for summer 2026.

Both Dr. Woell and President Nordstrom praised the inclusive process, with significant community input. Dr. Woell thanked everyone for their work, emphasizing the plan's role in creating 21st-century learning spaces. Secretary Stephen confirmed the board's ability to modify the plan in consultation with the administration. President Nordstrom appreciated the comprehensive process and the involvement of many stakeholders.

A motion was made by Vice-President Benitez, seconded by Secretary Stephen, that the Board of Education of Zion-Benton Township High School District 126 accepts the Superintendent's recommendation to approve the Facilities Master Plan as presented. A roll call vote of members approved the motion, present voting 5-0.

G. Approval of School Handbook update

The school handbook update was discussed, with Bonnie Felske and Kevin Wiland presenting the revisions. The board discussed proposed updates to the school handbooks, with Bonnie Felske and Kevin Wiland providing an overview of the key revisions. The changes focused on several areas, including electronic device usage, ID card policies, and the dress code. Bonnie highlighted that the revised electronic device policy prohibits the use of phones or any electronic devices during instructional time, with the devices required to be silenced and stored out of sight. The ID card policy was also adjusted, removing the requirement for students to wear ID cards around their necks while still requiring them to present their ID upon request. Additionally, the dress code was modified to address safety concerns, banning items that could pose a safety risk or interfere with the learning process.

Member Champine inquired about how the academic honesty policy would address the use of artificial intelligence (AI) in student work. Kevin Wiland explained that the handbook now includes language specifically regarding AI, acknowledging the role it can play in students' work. He emphasized that while AI-generated content might be challenging to detect, the goal is to encourage students to produce original work. Enforcement would be handled on a case-by-case basis, with teachers and students having discussions about the authenticity of the work.

Vice President Benitez also raised a concern about the enforcement of the new policy, specifically if a student refuses to follow the directive to store their phone. Bonnie Felske responded that refusal to comply with the policy would be considered a failure to obey a directive, which could lead to disciplinary actions. She explained that the intention is not to punish students but to remove distractions so they can focus on learning. Kevin Wiland added that the district had engaged various stakeholders—staff, students, and parents—through surveys and in-person meetings to gather feedback on the handbook updates. This input helped shape the policies and ensured they reflected the community's needs and concerns.

Member Champine further questioned whether both campuses would implement the new ID card and electronic device policies. Bonnie confirmed that the changes applied to both campuses and clarified that while students are not required to wear their IDs around their necks, they must still have them available upon entering the building or for events. She added that this change was made after discussing the issue extensively with the safety department.

Dr. Rodriguez shared his experience participating in the School Improvement Committees, where he had the opportunity to collaborate with teachers and staff.

He expressed his appreciation for the flexibility in the approach to discipline, highlighting that the initiative focuses on building character rather than using punishment. He emphasized the importance of fostering a growth mindset and working with students to improve their behavior and decision-making.

Dr. Rodriguez explained that the district had also engaged in discussions with other school districts to learn from both their successes and challenges related to discipline policies. He was pleased to see that the district is taking steps toward improvement while maintaining a realistic understanding of the challenges teachers face in the classroom. The feedback provided by teachers was invaluable, as they shared firsthand experiences of discipline issues and classroom dynamics. He praised their honesty and transparency in discussing the real-world challenges they face.

Furthermore, Dr. Rodriguez noted the involvement of school principals, who contributed valuable school-based examples to further inform the discussion. He concluded that the district is on the right path, and while the process will continue to evolve, he believes it will ultimately make the district better for both students and staff.

This ongoing work highlights the district's commitment to improving both academic and behavioral expectations, ensuring that students are supported in developing positive character traits while fostering an environment conducive to learning.

A motion was made by Member Champine, seconded by Vice-President Benitez, that the Board of Education of Zion-Benton Township High School District 126 accepts the Superintendent's recommendation to approve the Student Handbook as presented. A roll call vote of members approved the motion present voting 5-0.

EXHIBIT "8G", 25-26 Handbook Proposed Changes, Memo Handbook Proposed Changes, ZBE 2025-26 Handbook Changes - Google Docs, and CHANGES TO ZBE 2025-26 Handbook.docx - Google Docs

H. Approval of 2025-2026 Textbook Adoptions

Dr. DiGangi presented the proposed textbook adoptions for the 2025-2026 school year, highlighting the district's ongoing commitment to ensuring that course materials are up to date, relevant, and engaging for students. The proposed selections, which were recommended by both supervisors and teachers across campuses, aim to support language and learning development, particularly in world language and digital media courses. The district is prioritizing the replacement of outdated textbooks, such as the Digital Media book, which is over a decade old, as technology and computer programming materials must be current to remain effective. Additionally, many of the recommended texts are part of the summer reading program or are designed for advanced courses, such as AP Literature and Contemporary Text and Composition, offering students a range

of choices while addressing specific skill needs. These updates reflect the district's dedication to promoting student choice, enhancing academic engagement, and ensuring that materials support the evolving educational landscape.

A motion was made by Secretary Stephen, seconded by Member Champine, that the Board of Education of Zion-Benton Township High School District 126 accepts the superintendent's recommendation to approve the 2025-2026 textbook adoptions as presented. A roll call vote of members approved the motion present voting 5-0.

EXHIBIT "8H", New Book Adoptions for 2025-2026 and 25-26 Textbook Adoption Memo

I. Approval of 2024-2025 Title I School Plans

Dr. DiGangi provided an update on the approval of the 2024-2025 Title I School Plans. Each year, the district refreshes its school-wide plan for both campuses as part of the federal requirement to receive Title I funding. Multiple stakeholder groups, including parents and staff, provide input and review the plans. Dr. DiGangi emphasized that the plans are aligned with the district's strategic goals and continue to reflect a commitment to closing opportunity and achievement gaps, which is the primary focus of the Title I grant.

Dr. Rodriguez discussed the budget for Title I, noting that it started with a different amount than what is currently available. He thanked Dr. DiGangi for her discipline and effort in ensuring proper use of resources. Dr. Rodriguez also highlighted the district's efforts in securing and effectively utilizing federal dollars to bring more resources to the district. He noted that the district has done a phenomenal job over the years, ensuring that funds directly benefit students and teachers through programs, software, and devices.

Dr. DiGangi added that additional allocations are sometimes received during the year, and the district ensures that any unused funds from other districts are reallocated appropriately. She emphasized that the resources provided through the Title I funding support teaching and have a direct impact on both students and staff.

A motion was made by Member Champine, seconded by Secretary Stephen, that the Board of Education of Zion-Benton Township High School District 126 accepts the Superintendent's recommendation to approve the 2024-2025 Title I Schoolwide Plans as presented. A roll call vote of members approved the motion present voting 5-0.

EXHIBIT "8I", 2024-2025 Schoolwide Plans Memo, ZBE Title I Schoolwide Plan_March 2025.docx, ZBTHS Title I Schoolwide Plan_March 2025.docx, and District 126 Title Plans Pres. 2025.pdf

J. Approval of Athletic Recognition Criteria

Mr. Niemi presented the criteria for alumni athletic recognition, following the detailed summary shared in the previous board meeting with Miss Moreno. The committee had worked hard to develop the recommendations, which were summarized in a memo included in the board packet. Mr. Niemi asked for the Board's approval of the proposed criteria.

Secretary Stephen asked about the timeline for starting the process of reviewing alumni to see if they meet the criteria. Mr. Niemi explained that with the spring season wrapping up, much of the work would take place over the summer, including creating protocols and logistical plans. The goal is to begin the induction process during the winter season.

A motion was made by Vice-President Benitez, seconded by Member Champine, that The Board of Education of Zion-Benton Township High School District 126 accepts the Superintendent's recommendation to approve the criteria for Athletic Recognition, as presented. A roll call vote of members approved the motion present voting 5-0.

EXHIBIT "8J", Recommended Criteria for Athletic Recognition

OTHER BUSINESS

A. Capital Improvements Updates

Dr. Woell provided an update on capital improvements, starting with the long-awaited door replacement. Unfortunately, due to supply chain issues, the replacement scheduled for spring break is now uncertain. Dr. Woell was informed that the doors may not arrive on time, but he expects to have more clarity on the situation tomorrow.

In terms of summer work, the district has moved from the design phase to the logistical phase. Preparations are being made to have everything ready for the demolition work to begin on May 27th. There are logistical details to finalize, such as locker numbering for the new lockers to ensure they fit with the existing series.

Dr. Woell also shared that progress is being made on the transportation facility, including engineering inspections and assessments of the generators planned for 2026 at both ZBE and ZBTHS. Overall, the district is moving forward with the improvements and will continue to keep the board updated.

B. Vision 2030 update

Dr. Pawelczyk provided an update on the progress of Vision 2030, the district's new strategic plan. He emphasized that the plan aligns with both local and state initiatives, noting that the goal is to set clear direction for both the board and administration. The state of Illinois has outlined three main pillars for education: future-focused learning, shared accountability, and predictable funding. These pillars closely align with the district's own priorities for Vision 2030.

The executive cabinet has identified several priorities for the plan. For future-focused learning, the district is focused on defining and supporting multiple measures of college and career readiness, enhancing student safety and well-being, and recruiting and retaining qualified staff. In terms of shared accountability, the district is working on implementing the community outreach plan, fostering partnerships with foundational districts, and committing to the metrics used by the Illinois State Board of Education to hold the district accountable. Regarding predictable funding, the district is focused on implementing the five-year financial plan, enacting the 10-year facilities master plan, and establishing a District 126 Foundation to support alternative funding.

Dr. Pawelczyk explained that the executive cabinet is working on commitments to ensure these priorities are met. The commitments will align with key performance indicators (KPIs) that will measure both qualitative and quantitative outcomes. The timeline for the plan includes presenting a draft to the Board of Education in April, with a final draft and action to be taken in the May board meeting. The goal is to begin full implementation by July 1st.

Included and made part of these minutes:

EXHIBIT "9B", March 2025 BOE Vision 2030 Presentation

CLOSED SESSION

Vice President Benitez made a motion, seconded by Member Champine, to adjourn to closed session at 7:47 pm for consideration of the appointment, employment, compensation, discipline, performance, or dismissal of specific employees and collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees. (5 ILCS 120/2(c)(1,2)). The motion was approved by a roll call vote of members voting 5-0.

RECONVENE IN OPEN SESSION

A motion was made by Member Champine, seconded by Vice President Benitez, to return to open session at 8:56 pm. The Motion was approved by a roll call vote of members present voting 5-0

PERSONNEL APPROVALS

A motion was made by Vice President Benitez, seconded by Member Cook, to approve the personnel approvals as amended. A motion was approved by a roll call vote of members present, voting 5-0. Included in the amended personnel approvals were:

I. Employment:

- Carlson, Sara is recommended for hire as a Girls Soccer Assistant Coach for School Year 2024-25. This position is a Category D Step 1.

II. Leaves

- Moreno, Paul is requesting a leave of absence beginning March 05, 2025. The request is recommended to be approved as it is in accordance with board policy.
- Hanrahan, Melissa is requesting an intermittent leave of absence beginning March 05, 2025. The request is recommended to be approved as it is in accordance with board policy.
- Guzman, Maria is requesting a leave of absence beginning March 31, 2025, through April 18, 2025. The request is recommended to be approved as it is in accordance with board policy.

III. Resignation

- Gerber, Jason is resigning his position as a Math Teacher for Zion-Benton Township High School effective the end of SY 24-25.
- Gonzales, Marco is resigning his position as a Driver's Education Teacher for Zion-Benton Township High School effective the end of SY 24-25.

IV. Termination / Dismissals

- Kim, Daniel is dismissed as a third-year probationary English Teacher for Zion-Benton East High School effective the end of SY 24-25 (Resolution)
- Arrington, David is dismissed as a first-year Special Education Teacher for Zion-Benton Township High School effective the end of SY 24-25 (Resolution)

Included and made part of these minutes:

EXHIBIT "12A", Personnel Report

MEMORANDUM OF UNDERSTANDING CERTIFIED STAFF

A. Approval of Restructuring of Certified Staff Retirement Incentive

A motion was made by Vice President Benitez, seconded by Member Champine, to approve the Restructuring of the Certified Staff Retirement Incentive MOU as amended. A motion was approved by a roll call vote of members present, voting 5-0.

ADJOURNMENT

President Nordstrom adjourned the meeting at 8:59 pm.

JERRY NORDSTROM, President

ATTEST:

PATRICIA STEPHEN, Secretary