

EFFINGHAM COMMUNITY UNIT DISTRICT #40
EFFINGHAM, ILLINOIS

MINUTES
REGULAR MEETING
MONDAY, DECEMBER 15, 2025

The Board of Education meeting will be held at the Unit #40 Board Office at 2803 S. Banker St., Effingham, IL, at 6:00 p.m. The Unit #40 board meeting will be streamed live on YouTube. Please use the following links to access the meeting:

Live stream starting at 6:00 p.m.: https://youtube.com/live/Mbjn_-co9M0?feature=share
Live stream following closed session: <https://youtube.com/live/51qPsctGqHo?feature=share>

1. Call Truth in Taxation Hearing to Order/Pledge of Allegiance/Roll Call
President Wendling called the Truth in Taxation Meeting to order at 6:00 PM
Secretary Willenborg called the roll.
Members present: Andrew Altman, Erica Boone, Brandon Duncan, Chad Thompson, Jill Wendling and Jane Willenborg
Members absent: Desha Wear
Members in attendance remotely: none
Staff present: Andrew Johnson, Kelsey Baker, Michelle Morrissey

A. Tax Levy - Truth in Taxation Hearing

2. Adourn Truth in Taxation Hearing
Boone made a motion, seconded by Thompson to adjourn the Truth in Taxation Hearing meeting at 6:02 PM.
Roll call vote
AYES: Altman, Boone, Duncan, Thompson, Wendling, Willenborg
NAYS: none
ABSTAIN: none
Motion Carried

3. Call to Order Regular Meeting/Roll Call
President Wendling called the Regular Meeting to order at 6:03 PM
Secretary Willenborg called the roll.
Members present: Andrew Altman, Erica Boone, Brandon Duncan, Chad Thompson, Jill Wendling and Jane Willenborg
Members absent: Desha Wear
Members in attendance remotely: none
Staff present: Andrew Johnson, Kelsey Baker, Michelle Morrissey

4. Acknowledgements
A. EJHS Softball Team

Desha Wear in at 6:06 PM

5. Recognition of Visitors: None

6. Financial Report

Baker reported a net fund balance of \$33,845,053.08 and an Operating funds net total of \$27,537,245.81. Reimburse the imprest account in the amount of \$2,440.04 and approve the bills as listed:

Education Fund – \$299,639.88

Little Hearts Daycare - \$12,811.61

Operations, Building & Maintenance Fund – \$151,790.63

Bonds & Interest - \$22,180.73

Transportation Fund – \$40,476.21

Tort Fund – \$101,519.98

Capital Improvements - \$15,950.00

Total - \$644,369.04

Thompson made a motion and seconded by Boone to approve the financial report and to reimburse the imprest account in the amount of \$2,440.04 and payment of bills in the amount of \$644,369.04.

Roll call vote

AYES: Altman, Boone, Duncan, Thompson, Wear, Wendling, Willenborg

NAYS: none

ABSTAIN: none

Motion Carried

7. Consent Agenda

A. Minutes: November 10, 2025, Special & Regular Meeting Minutes and Closed Session Minutes; December 3, 2025, Special Meeting Minutes and Closed Session Minutes.

B. Cafeteria Report: Enclosed

C. Student Teachers:

Name	Type	Unit 40 Teacher	Grade/Subject	School	Date
Lanie Carder	Short Term Field Experience: Practicum	Abra Woomer	Grade 2	South Side	Spring 2026

D. Fundraisers:

Group	Event	Reason	Date
EHS Winter Guard	Ginger Ale's Gallons	Raise money to purchase equipment, uniforms, and fund our season	December 16-30, 2025
EHS FFA	Strawberry Sales	Raise funds for FFA Banquet, FFA CDE's, and Field Trips	January 23, 2026 - February 6, 2026
Central School PTO	Read-A-Thon Pledges	Promote reading	January 30, 2026 - February 17, 2026
Central PTO & Central Library	Scholastic Book Fair & Art Show	Provide families with an opportunity to participate in an activity at school and promote reading	March 26, 2026

Altman made a motion, seconded by Wear to accept the Consent Agenda.

Roll call vote

AYES: Altman, Boone, Duncan, Thompson, Wear, Wendling, Willenborg

NAYS: none
ABSTAIN: none
Motion Carried

8. Correspondence: Enclosed

Thank you from Becky Quandt, teacher at EJHS, for the Norfolk Pine in memory of her father.

9. Superintendent's Report

A. Foundation Report: Enclosed

B. Enrollment: As of 11.30.25, the total enrollment is 2,308 (The same number of students as in the previous month, and 4 more students than the previous year).

C. Information

D. FOIA Requests: Enclosed

10. New Business

A. 2025 Tax Levy Approval

Thompson made a motion, seconded by Boone to adopt the 2025 Tax Levy as presented.

Roll call vote

AYES: Altman, Boone, Duncan, Thompson, Wear, Wendling, Willenborg

NAYS: none

ABSTAIN: none

Motion Carried

B. Presentation of the 10-Year HLS School Buildings Report

C. Final Reading and Approval to Adopt Press Policy Updates

Boone made a motion, seconded by Wear to adopt the following board policies as presented:

2:120, 2:150, 2:270, 3:10, 3:50, 3:60, 4:10, 4:30, 4:80, 4:110, 4:140, 4:150, 4:160, 4:170, 4:190, 5:10, 5:20, 5:90, 5:100, 5:120, 5:185, 5:190, 5:200, 5:220, 5:280, 5:300, 6:20, 6:40, 6:60, 6:130, 6:135, 6:140, 6:160, 6:210, 6:220, 6:235, 6:240, 6:260, 6:270, 6:280, 6:300, 6:310, 6:315, 6:320, 7:10, 7:70, 7:130, 7:140, 7:150, 7:180, 7:190, 7:250, 7:290, 7:310, 7:315, 7:340, 8:30, 8:100.

Roll call vote

AYES: Altman, Boone, Duncan, Thompson, Wear, Wendling, Willenborg

NAYS: none

ABSTAIN: none

Motion Carried

D. Maintenance Grant Submittal

Altman made a motion, seconded by Duncan to approve an application for the ISBE Maintenance Grant to replace the fence at South Side Elementary School. Total cost is estimated to be \$105,000.00

Roll call vote

AYES: Altman, Boone, Duncan, Thompson, Wear, Wendling, Willenborg

NAYS: none

ABSTAIN: none

Motion Carried

11. Adjournment to Closed Session

Altman made a motion, seconded by Boone to adjourn to Closed Session at 6:58 PM.

Roll call vote

AYES: Altman, Boone, Duncan, Thompson, Wear, Wendling, Willenborg

NAYS: none

ABSTAIN: none

Motion Carried

- A. The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the District.
- B. Collective negotiating matters between the District and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees.
- C. Student disciplinary cases.
- D. Litigation, when an action against, affecting or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting.

Brandon Duncan left at 7:48 PM

12. Return to Open Session

Altman made a motion, seconded by Wear to adjourn and return to open session at 8:21 PM.

Roll call vote

AYES: Altman, Boone, Thompson, Wear, Wendling, Willenborg

NAYS: none

ABSTAIN: none

Motion Carried

13. Personnel List:

RESIGNATION:	
Mason Hull	JH Assistant Baseball Coach
EMPLOYMENT:	
Aaron Adams, Abbey Armstrong, Brooke Bayles, Tracie Beard, Ryan Ervin, Julie Flack, Jenni Fritcher, Sara Mette, JaLana Robison	21st Century Grant Site supervisors for 3rd Quarter
Ashley Delks, Alex Estes, Jill Feldhake	21st Century Grant Lead Instructors for 3rd Quarter
Kayla Blair, Becky Daugherty, Paige Gillmore, April Hardiek, Raylen Hardiek, Seth Hinson, Barb Jamison, Leslie Koester, Kali Ort, Natalie Ritchey, Elizabeth Russell, Brandon Wilson, Ana Macias	21st Century Grant Facilitators for 3rd Quarter

Hannah Fouts, Gina Hewing, Leia Klein	21st Century Grant Facilitator Assistants for 3rd Quarter
Courtney Bushue, Regina King, Lori West	21st Century Grant Food Services for 3rd Quarter
Cindy Curry, Nathan Delks	21st Century Grand Bus Drivers for 3rd Quarter
Kelli Robertson	21st Century Grant Bus Aide for 3rd Quarter
Bryce Braddy	JH Assistant Baseball Coach for the 2026-27 School Year
Laura Campbell	Head Cook at EHS
TRANSFER:	
Heath Rauch	1st Shift Custodian @ CGS

Boone made a motion, seconded by Thompson to approve the personnel list as presented.

Roll call vote

AYES: Altman, Boone, Thompson, Wear, Wendling, Willenborg

NAYS: none

ABSTAIN: none

Motion Carried

14. Adjourn

Altman made a motion, seconded by Boone to adjourn the meeting at 8:22 PM.

Roll call vote

AYES: Altman, Boone, Thompson, Wear, Wendling, Willenborg

NAYS: none

ABSTAIN: none

Motion Carried

Date of Minutes: **Monday, December 15, 2025**

Date of Approval: _____

President

Secretary

EFFINGHAM COMMUNITY UNIT SCHOOL DISTRICT #40

Effingham, Illinois

Motion to Adjourn to Closed Meeting

Date: December 15, 2025

Time: 6:58 PM

A motion was made by Altman, and seconded by Boone, to adjourn to closed meeting to discuss:

- The appointment, employment, compensation, discipline, performance, or dismissal of specific employees, specific individuals who serve as independent contractors, or specific volunteers of the District or legal counsel for the District, including hearing testimony on a complaint lodged against an employee, a specific individual who serves as an independent contractor, or a volunteer of the District or against legal counsel for the District to determine its validity. However, a meeting to consider an increase in compensation to a specific employee of a public body that is subject to the Local Government Wage Increase Transparency Act may not be closed and shall be open to the public and posted and held in accordance with this Act. 5 ILCS 120/2(c)(1).**
- Collective negotiating matters between the District and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees. 5 ILCS 120/2(c)(2).**
- The selection of a person to fill a public office, including a vacancy in a public office, when the District is given power to appoint under law or ordinance, or the discipline, performance or removal of the occupant of a public office, when the District is given power to remove the occupant under law or ordinance. 5 ILCS 120/2(c)(3).
- Evidence or testimony presented in open hearing, or in closed hearing where authorized by law, to a quasi-adjudicative body, as defined in the Open Meetings Act, provided that the body prepares and makes available for public inspection a written decision with its determinative reasoning. 5 ILCS 120/2(c)(4).
- Evidence or testimony presented to the Board regarding denial of admission to school events or property pursuant to 105 ILCS 5/24-24, provided that the Board prepares and makes available for public inspection a written decision setting forth its determinative reasoning. 5 ILCS 120/2(c)(4.5), added by P.A. 103-311.
- The purchase or lease of real property for the use of the District, including meetings held for the purpose of discussing whether a particular parcel should be acquired. 5 ILCS 120/2(c)(5).
- The setting of a price for sale or lease of property owned by the District. 5 ILCS 120/2(c)(6).
- The sale or purchase of securities, investments, or investment contracts. 5 ILCS 120/2(c)(7).
- Security procedures, school building safety and security, and the use of personnel and equipment to respond to an actual, a threatened, or a reasonably potential danger to the safety of employees, students, staff, the public, or public property. 5 ILCS 120/2(c)(8).
- Student disciplinary cases. 5 ILCS 120/2(c)(9).**
- The placement of individual students in special education programs and other matters relating to individual students. 5 ILCS 120/2(c)(10).
- Litigation, when an action against, affecting or on behalf of the particular District has been filed and is pending before a court or administrative tribunal, or when the District finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the closed meeting minutes. 5 ILCS 120/2(c)(11).**
- The establishment of reserves or settlement of claims as provided in the Local Government and Governmental Employees Tort Immunity Act, if otherwise the disposition of a claim or potential claim might be prejudiced, or the review or discussion of claims, loss or risk management information, records, data, advice or communications from or with respect to any insurer of the District or any intergovernmental risk management association or self-insurance pool of which the District is a member. 5 ILCS 120/2(c)(12).
- Self-evaluation, practices and procedures, or professional ethics, when meeting with a representative of a statewide association of which the District is a member. 5 ILCS 120/2(c)(16).
- Discussion of minutes of meetings lawfully closed, whether for purposes of approval by the body of the minutes or semi-annual review of the minutes as mandated by Section 2.06. 5 ILCS 120/2(c)(21).
- Meetings between internal or external auditors and governmental audit committees, finance committees, and their equivalents, when the discussion involves internal control weaknesses, identification of potential fraud risk areas, known or suspected frauds, and fraud interviews conducted in accordance with generally accepted auditing standards of the United States of America. 5 ILCS 120/2(c)(28).

Closed Meeting Roll Call:

“Yea” – 7	“Nays” - 0
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Motion: Carried