

EFFINGHAM COMMUNITY UNIT DISTRICT #40  
EFFINGHAM, ILLINOIS

**MINUTES**  
**REGULAR MEETING**  
**MONDAY, JANUARY 27, 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 number of the general public permitted to attend the Unit #40 Board of Education meeting may be limited. 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/J4zRtZIfOGM?feature=share>

Live stream following closed session: <https://youtube.com/live/3PkbGyFrAc0?feature=share>

1. Call the Professional Development Waiver Hearing to Order/Pledge of Allegiance/Roll Call  
Vice President Thompson called the Professional Development Waiver Hearing to order at 6:00 PM  
Secretary Willenborg called the roll.  
Members present: Steve Bone, Erica Boone (in at 6:03), Chad Thompson, Desha Wear, and Jane Willenborg  
Members absent: Andrew Altman and Jill Wendling  
Members in attendance remotely: none  
Staff present: Andrew Johnson, Kelsey Baker, Michelle Morrissey
2. This hearing is to allow any public comment upon the Proposed Professional Development Waiver for the next five years. We are seeking a waiver to move from 4 full and 2 half-day School Improvement Days to 5 full-day School Improvement Days with no student attendance. If you have any questions, please call.
3. Adjourn the Professional Development Waiver Hearing  
Bone made a motion, seconded by Wear to adjourn the hearing at 6:02 PM.  
Roll call vote  
AYES: Bone, Boone, Thompson, Wear, Willenborg  
NAYS: none  
ABSTAIN: none  
Motion Carried
4. Call to Order Regular Meeting/Roll Call  
Vice President Thompson called the regular meeting to order at 6:02 PM  
Secretary Willenborg called the roll.  
Members present: Steve Bone, Erica Boone, Chad Thompson, Desha Wear, and Jane Willenborg  
Members absent: Andrew Altman and Jill Wendling  
Members in attendance remotely: none  
Staff present: Andrew Johnson, Kelsey Baker, Michelle Morrissey
5. Acknowledgements
  - A. Cross Country State Qualifier:  
Jessica Larsen

B. Effingham High School Illinois State Scholars:

Kristen Armstrong, Melana Benavides, Sean Buckman, Morgan Cekander, Ashlyn Davis, Adam Flack, Emily Greuel, Isabella Harkins-Albin, Sarah Hirtzel, Lillyonna Jackson, Tyler Jenson, Emma Jones, Logan Jones, Gabriel Koester, Tyler Lake, Jessica Larsen, Sydney Nelson, Harsh Patel, Peter Rosen, Rayden Schneider, Morgan Springer, and Andrew Waggoner.

6. Recognition of Visitors

7. Financial Report

Baker reported a net fund balance of \$30,230,504.00 and Operating funds net total of \$28,958,660.00. Reimburse the imprest account in the amount of \$3,328.62 and approve the bills as listed:

- Education Fund – \$577,940.32
- Little Hearts Daycare - \$27,993.81
- Operations, Building & Maintenance Fund – \$179,862.56
- Bonds & Interest - \$5,094.88
- Transportation Fund – \$77,143.97
- Tort Fund – \$33,718.88
- Capital Improvements - \$0
- Total - \$901,754.42

Bone made a motion and seconded by Boone to approve the financial report and to reimburse the imprest account in the amount of \$3,328.62 and payment of bills in the amount of \$901,754.42.

Roll call vote

AYES: Bone, Boone, Thompson, Wear, Willenborg

NAYS: none

ABSTAIN: none

Motion Carried

8. Consent Agenda

A. Minutes – December 16, 2024, Regular and Closed Session minutes; January 10, 2025, HR/Athletics Committee Meeting minutes; January 13, 2025, Technology Committee Meeting minutes; January 14, 2025, Marketing/Communications Committee Meeting minutes; January 17, 2025, Curriculum Committee Meeting minutes; January 21, 2025, Facility/Transportation Committee Meeting minutes.

B. Cafeteria Report – Enclosed

C. Student Teachers – None

D. Fundraisers

Group	Event	Reason	Date
EHS FFA	Selling Flats of Strawberries	Raise money to fund FFA Chapter Banquet. Goal is to provide a meal for guest.	January 24 - February 13, 2025
Central Grade School PE	American Heart Association	Students raise money for the American Heart Association and the PE Program	January 27 - February 24, 2025

EJHS Band & Choir	Discount Cards	Students will sell discount cards to raise money for program and field trip	February 2-14, 2025
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E. Field Trips

Group	Event	Date
Central School 4th Grade	St. Louis City Museum	April 8 & 9, 2025

F. Approval of Arrow Pest Control Contract – Enclosed

G. Approval of Donation from St. Louis Community Foundation for Little Hearts Early Childhood Center – Enclosed

H. Approval of Donation from Sportsbackers for a New Volleyball System for Central Grade School - Enclosed

I. Approval of Athletic Officials' Pay Proposal – Enclosed

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

Roll call vote

AYES: Bone, Boone, Thompson, Wear, Willenborg

NAYS: none

ABSTAIN: none

Motion Carried

9. Correspondence – Enclosed

10. Superintendent's Report

A. Foundation Report – Enclosed

B. Enrollment – Enclosed. As of 12.31.24, total enrollment is 2,296. (8 students less than the previous month and 15 more students than the previous year).

C. FOIA Request – Enclosed

11. New Business

A. Professional Development Waiver

Bone made a motion, seconded by Boone to approve the Waiver of School Code 105 ILCS 5/10-19.5 (d).

Roll call vote

AYES: Bone, Boone, Thompson, Wear, Willenborg

NAYS: none

ABSTAIN: none

Motion Carried

B. Facility Discussion and Potential Action

Boone made a motion, seconded by Wear to approve the district to move forward with the facilities recommendation from the Facilities/Transportation Committee.

Roll call vote

AYES: Bone, Boone, Thompson, Wear, Willenborg

NAYS: none

ABSTAIN: none

Motion Carried

C. Approval to Add a Second B Team JH VB Coach to the Already Amended 8.8.24 MOU with the ECTA

Thompson made a motion, seconded by Boone to approve the addition of a second B Team JH VB Coach to the 8.8.24 MOU.

Roll call vote

AYES: Bone, Boone, Thompson, Wear, Willenborg

NAYS: none

ABSTAIN: none

Motion Carried

D. Approval of Hand Tools, Saw Stop, and Laser Cutter

Bone made a motion, seconded by Boone to approve the purchase of hand tools, a saw top, and a laser cutter. Approximate cost is \$16,300.00.

Roll call vote

AYES: Bone, Boone, Thompson, Wear, Willenborg

NAYS: none

ABSTAIN: none

Motion Carried

E. Discussion and Potential Approval of Facility Work at West Side School

Boone made a motion, seconded by Bone to approve for EIASE to pay for and move forward with this facility project when weather permits. The approximate cost is \$31,529.00.

Roll call vote

AYES: Bone, Boone, Thompson, Wear, Willenborg

NAYS: none

ABSTAIN: none

Motion Carried

F. Workman Center Fitness Agreement for Employees

Boone made a motion, seconded by Bone to approve for the District to provide to all U40 employees the opportunity to have a membership at the Workman Center with the District paying a portion and the employee paying a portion as discussed. The cost will be absorbed from the Teacher Vacancy Grant if at all possible.

Roll call vote

AYES: Bone, Boone, Thompson, Wear, Willenborg

NAYS: none

ABSTAIN: none

Motion Carried

G. Approval for AP Computer Science Principles

Thompson made a motion, seconded by Boone to approve the proposed AP Computer Science Principles Course offering at Effingham High School beginning in the 2025-2026 school year.

Roll call vote

AYES: Bone, Boone, Thompson, Wear, Willenborg

NAYS: none

ABSTAIN: none

Motion Carried

12. Adjournment to Closed Session

Boone made a motion, seconded by Bone to adjourn to Closed Session at 6:29 PM.

Roll call vote

AYES: Bone, Boone, Thompson, Wear, Willenborg

NAYS: none

ABSTAIN: none

Motion Carried

A. The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the District.

B. Student disciplinary cases.

C. The setting of a price for sale or lease of property owned by the District

13. Return to Open Session

Bone made a motion, seconded by Boone to adjourn and return to open session at 7:37 PM.

Roll call vote

AYES: Bone, Boone, Thompson, Wear, Willenborg

NAYS: none

ABSTAIN: none

Motion Carried

14. Review of Closed Session Minutes

Thompson made a motion, seconded by Bone to keep the following closed session minutes closed and destroy electronic recordings prior to July 2023.

Roll call vote

AYES: Bone, Boone, Thompson, Wear, Willenborg

NAYS: none

ABSTAIN: none

Motion Carried

15. Personnel List

<b>EMPLOYMENT:</b>	
Kim Blickem	JH Volleyball B-Team Coach
Quenten Austin	HS Head Boys Track & Field Coach
Nate Coomer	HS Asst Boys Track & Field Coach
John Long	School Security Officer - SSO
Kylie West	Custodian at ELC
Nancy Reed	Breakfast Monitor at ELC

Heath Rauch	2nd Shift Custodian at Central
<b>TRANSFER:</b>	
Lori Koester	JH Softball Head Coach
Rick Miller	Head Custodian at ELC
Hilary Claar	Fine Arts Teacher at ELC for the 25-26 School Year
Karla Greenwood	Special Ed Teacher at Central for the 25-26 School Year
<b>VOLUNTEER:</b>	
Logan Heil	HS Asst Boys Track & Field Coach
<b>RESIGNATION:</b>	
Mackenzie Koester	Nurse Paraprofessional
Caleb Williams	Custodian at Central
Kylie West	Breakfast Monitor at ELC
Taylor Brown	Mentor Facilitator at EJHS
Kadi Carpenter	Teacher at Central at the end of the 24-25 School Year
Trista McCord	Paraprofessional
Kristi Lee	Paraprofessional
<b>RETIREMENT:</b>	
Melvin Haarmann	Head Custodian at ELC

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

Roll call vote

AYES: Bone, Boone, Thompson, Wear, Willenborg

NAYS: none

ABSTAIN: none

Motion Carried

16. Student Discipline

Bone made a motion, seconded by Boone to expel Student A from Effingham Unit #40 Schools beginning January 28, 2025, through the end of the 2025-2026 school year and referred to an alternative educational setting.

Roll call vote

AYES: Bone, Boone, Thompson, Wear, Willenborg

NAYS: none

ABSTAIN: none

Motion Carried

17. Approval of MOA with the EESPA for Health Benefits and Salary Adjustments - Tabled

18. Adjourn

Boone made a motion, seconded by Wear to adjourn the meeting at 7:40 PM.

Roll call vote

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

NAYS: none

ABSTAIN: none

Motion Carried

**Date of Minutes:**      **Monday, January 27, 2025**

**Date of Approval:**      \_\_\_\_\_

\_\_\_\_\_  
President

\_\_\_\_\_  
Secretary

**EFFINGHAM COMMUNITY UNIT SCHOOL DISTRICT #40**  
**Effingham, Illinois**

**Motion to Adjourn to Closed Meeting**

**Date: January 27, 2025**

**Time: 6:29 PM**

A motion was made by Boone, and seconded by Bone, 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:**

<b>“Yeas” - 5</b>	<b>“Nays” - 0</b>
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Motion: Carried