

EFFINGHAM COMMUNITY UNIT DISTRICT #40
EFFINGHAM, ILLINOIS

**MINUTES
REGULAR MEETING
MONDAY, SEPTEMBER 14, 2026**

The Board of Education meeting will be held at the Unit #40 Board Office at 2803 S. Banker St., Effingham, IL, at 5:30 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 5:30 p.m.: <https://youtube.com/live/73AL-akmr6Q?feature=share>

Live stream following closed session: <https://youtube.com/live/x6x5YBDtHDM?feature=share>

1. Call the 2026-27 Budget Hearing to Order/Pledge of Allegiance/Roll Call
President Wendling called the Budget Hearing to order at 5:30 PM
Secretary Willenborg called the roll.
Members present: Andrew Altman, Erica Boone, Brandon Duncan, Chad Thompson, Desha Wear, Jill Wendling, and Jane Willenborg
Members absent: none
Members in attendance remotely: none
Staff present: Andrew Johnson, Kelsey Baker, Michelle Morrissey, Erin Hartke, Stephanie Mitchell, Tony Pullen, Chelle Beck, Amy Hewing, and Jessica Reeder
2. Adjourn the 2026-27 Budget Hearing
Thompson made a motion, seconded by Boone, to adjourn the Budget Hearing at 5:32 PM.
Roll call vote
AYES: Altman, Boone, Duncan, Thompson, Wear, Wendling, Willenborg
NAYS: none
ABSTAIN: none
Motion Carried
3. Call the September 14, 2026, Regular Board Meeting to Order/Roll Call
President Wendling called the Regular Meeting to order at 5:32 PM
Secretary Willenborg called the roll.
Members present: Andrew Altman, Erica Boone, Brandon Duncan, Chad Thompson, Desha Wear, Jill Wendling, and Jane Willenborg
Members absent: none
Members in attendance remotely: none
Staff present: Andrew Johnson, Kelsey Baker, Michelle Morrissey, Erin Hartke, Stephanie Mitchell, Tony Pullen, Chelle Beck, Amy Hewing, and Jessica Reeder
4. Recognition of Visitors
5. Financial Report
Baker reported a net fund balance of \$17,462,339.35 and an Operating funds net total of \$15,464,172.28. Reimburse the imprest account in the amount of \$4,309.10 and approve the bills as listed:
Education Fund – \$330,389.68
Little Hearts Daycare - \$15,420.44

Operations, Building & Maintenance Fund – \$173,149.10

Bonds & Interest - \$13,675.73

Transportation Fund – \$69,343.39

Tort Fund – \$47,800.03

Capital Improvements - \$10,911.56

Total - \$660,689.93

Altman made a motion, seconded by Boone, to approve the financial report and to reimburse the imprest account in the amount of \$4,309.10 and payment of bills in the amount of \$660,689.93.

Roll call vote

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

NAYS: none

ABSTAIN: none

Motion Carried

6. Consent Agenda

A. Minutes – August 10, 2026, Regular Meeting and Closed Session Minutes – Enclosed

B. Cafeteria Report – Enclosed

C. Student Teachers –

Student	Type	Unit 40 Teacher	Grade/Subject	School	Date
Kyle Webb	Short-Term Field Experience: Practicum	Joanne Kassel	Special Education	EJHS	Fall 2026
Lyla Apke	Short-Term Field Experience: Practicum	Jennifer Boerngen	Grade 11/Algebra II	EHS	Fall 2026
Emma Sphar	Short-Term Field Experience: Practicum	Kaleena Knaus	Grade 3	CGS	Fall 2026
Natalie Armstrong	Short-Term Field Experience: Practicum	Chloe Andrews	Grade 2	SS	Fall 2026
Audry Haarman	Short-Term Field Experience: Practicum	Elizabeth Russell	Grade 2	SS	Fall 2026
Conner Gergeni	Short-Term Field Experience: Practicum	Aaron Adams; Jim Hammer	History 8th Grade & 12th Grade	EJHS; EHS	Fall 2026

D. Fundraisers –

Group	Event	Reason	Date
EJHS Student Council	Little Debbie Snack Cakes	Raise money for school-wide activities to improve student experience and morale	September 14, 2026 - May 12, 2027
EHS Choir	Donations and Sale of Lotions and Hand Soaps	Raise funds for the choir program	September 15-22, 2026
South Side School PTO	Pizza & Cookie Dough Sales	Raise money for student activities and supplies	September 15-29, 2026

EJHS Student Council	Misc. "Effingham" Merch	Raise money for school-wide activities to improve student experience and morale	September 15-29, 2026
ELC PTO	Apparel Sale	Celebrate and promote a positive climate at ELC with families and students	September 21-October 2, 2026 November 17-December 1, 2026
EHS Football Cheer	Cheer Clinic	Raise money for cheer items	Clinic - October 4, 2026 Performance - October 9, 2026
CGS Library	Sale of Books and Posters	Allows students to purchase Books & Posters for .25 ea. Money will be used to purchase new books.	October 20-22, 2026, and May 4-6, 2027

E. Field Trips –

Group	Event	Date
EHS Soccer	Professional Soccer Game - St. Louis	October 11, 2026
EHS Marching Band	Bands of America - St. Louis Super Regional Competition	October 24, 2026

F. Establishment of Convenience and Activity Accounts – Enclosed

G. Disposal of Surplus Items – Enclosed

H. New Club at EHS - Effingham EMBER A Cappella Ensemble – Enclosed

I. EIASE Joint Agreement Amendment – Enclosed

Boone made a motion, seconded by Thompson, to accept the Consent Agenda.

Roll call vote

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

NAYS: none

ABSTAIN: none

Motion Carried

7. Correspondence – None

8. Superintendent's Report

A. Enrollment Update - As of 8.25.26. Total enrollment is 2,323 (This is 2 more students than the previous year, per the 10-Day Enrollment).

B. FOIA Requests – Enclosed

C. Project Updates

D. Missed Opportunities Due to No CSFT (1%) Revenue

E. 21st Century Grant ASP/Summer Program Updates

F. Unit #40 Foundation Report – Enclosed

9. New Business

A. FY27 Crisis Plan Approval

Boone made a motion, seconded by Duncan, to approve the FY27 Crisis Plan.

Roll call vote

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

NAYS: none

ABSTAIN: none

Motion Carried

B. FY27 Budget

Altman made a motion, seconded by Boone, to approve the FY27 Budget Resolution.

Roll call vote

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

NAYS: none

ABSTAIN: none

Motion Carried

C. Approve Treasurer Bond Agreement

Thompson made a motion, seconded by Boone, to approve the Treasurer Bond Agreement.

Roll call vote

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

NAYS: none

ABSTAIN: none

Motion Carried

10. Adjournment to Closed Session

A. The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the District. 5 ILCS 120/2(c)(1)

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. 5 ILCS 120/2(c)(2)

C. Student disciplinary cases. 5 ILCS 120/2(c)(9)

Altman made a motion, seconded by Boone, to adjourn to Closed Session at 6:15 PM.

Roll call vote

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

NAYS: none

ABSTAIN: none

Motion Carried

11. Return to Open Session

Duncan made a motion, seconded by Boone, to adjourn and return to open session at 8:34 PM.

Roll call vote

AYES: Altman, Boone, Duncan, Thompson, Wear, Wendling, Willenborg
 NAYS: none
 ABSTAIN: none
 Motion Carried

12. Personnel List –

EMPLOYMENT:	
Phoenix Coleman	2nd Shift Custodian at CGS
Mackenzie Buening	Parapro at SS
Aaron Adams	21st Century Program Site Supervisor, First Quarter - Sept 8-Oct 15, 2026
Kevin Hiatt, Jessica James, Jill Feldhake, Amy (Kepp) Ruckman, Alex Estes, Brandi Wooten	21st Century Program Lead Instructors, First Quarter - Sept 8-Oct 15, 2026
Kyle Webb, Amy Minor, Katie Lacy	21st Century Program Facilitators, First Quarter - Sept 8-Oct 15, 2026
Hannah Fouts, Adelyn Buhnerkempe, Kaydence Grigg, Madilyn Garrison, Ella Raddatz, Emily Loew, Mally Shoemaker, Brennan Murbarger, Nevaeh Musson, Kylie Webb, Payton Volk	21st Century Program Facilitator Assistants, First Quarter - Sept 8-Oct 15, 2026
Sara Deters	21st Century Program Food Services, First Quarter - Sept 8-Oct 15, 2026
Kelli Robertson	21st Century Program Bus Aide, First Quarter - Sept 8-Oct 15, 2026
Lexi Chrappa	6th Grade Volleyball Coach for the 2026-27 School Year
Kayla Blair	Director of Transportation
Janelle Schuette	HS Head Varsity Basketball Cheer Coach for the 2026-27 School Year
TRANSFER:	
Morgan Wilson	HS Assistant Boys Golf Coach for the 2026-27 School Year
Aaron Witges	HS Girls Varsity Basketball Coach for the 2027-28 School Year
Kammy McKenna	HS Volunteer Assistant Girls Tennis Coach for the 2026-27 School Year
Lanie Carder	HS Assistant Girls Tennis Coach for the 2026-27 School Year
Lindsey Harris	3 Hr. Cook at EJHS
RESIGNATION:	
Quenten Austin	Volunteer HS Assistant Girls Volleyball Coach
Brittney Lindsey	Paraprofessional
Brandie Thompson	Paraprofessional

Kammy McKenna	HS Assistant Girls Tennis Coach
Laura Sullivan	CTE Programs and Pathways Coordinator
Teresa Riley	3 Hr. Cook
Riley Crain	Varsity Head Basketball Cheer Coach
Lindsey Harris	Bus Aide
Jerry Trigg	HS Head Softball Coach
Keyara Tolch	Teacher Assistant at LHECC
Lisa Wagner	Teacher Assistant at LHECC

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

Roll call vote

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

NAYS: none

ABSTAIN: none

Motion Carried

13. Approval to Update Job Descriptions

Altman made a motion, seconded by Boone, to approve New Exempt Job Descriptions and Updated Job Descriptions.

Roll call vote

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

NAYS: none

ABSTAIN: none

Motion Carried

14. Approval of Emergency Sub Rate Pay

Boone made a motion, seconded by Duncan, to approve an increase of pay for Substitute Bus Drivers to \$40.00 per hour and Paraprofessionals to \$20.00 per hour (this is an emergency pay increase and will be reassessed in December 2026).

Roll call vote

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

NAYS: none

ABSTAIN: none

Motion Carried

15. Possible Action on Resolution Authorizing Student Disciplinary Action

Thompson made a motion, seconded by Boone, to approve Resolution Authorizing Student Disciplinary Action for Student 2027-01.

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

NAYS: none

ABSTAIN: none

Motion Carried

Thompson made a motion, seconded by Boone, to approve Resolution Authorizing Student Disciplinary Action for Student 2026-02.

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

NAYS: none

ABSTAIN: none

Motion Carried

16. Adjourn

Boone made a motion, seconded by Duncan, to adjourn the meeting at 8:40 PM.

Roll call vote

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

NAYS: none

ABSTAIN: none

Motion Carried

Date of Minutes: Monday, September 14, 2026

Date of Approval: _____

President

Secretary

EFFINGHAM COMMUNITY UNIT SCHOOL DISTRICT #40

Effingham, Illinois

Motion to Adjourn to Closed Meeting

Date: September 14, 2026

Time: 6:15 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:

"Yeas" - 7	"Nays" - 0
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Motion: Carried