

**EFFINGHAM COMMUNITY UNIT DISTRICT #40
EFFINGHAM, ILLINOIS**

**BOARD OF EDUCATION
Board of Education Office
2803 S. Banker St.
Effingham, IL 62401**

**HUMAN RESOURCES / ATHLETICS COMMITTEE MEETING
September 29, 2026 @ 4:30 pm
Minutes**

I. Call to Order/Pledge of Allegiance/Roll Call (4:36 PM)

- Attendees: Cara Wade, Rusty Buzzard, Andy Johnson, Kelsey Baker, Chad Thompson, Erica Boone, Dave Woltman, Chad Armstrong, Todd Thoele and Jordan Andruch

II. Recognition of Visitors and Opportunity for Public Comment

- None

III. Athletic programs

A. VISION for programs/district athletes

- Maximize opportunities for students/athletes while focusing on quality over quantity
Equip coaches/teams with tools needed to maximize success for each program

B. Evaluation of coaches, etc.

- Work in progress - as of now coaches evaluations consist of
 - Preseason meeting (AD & Coaching Staff)
 - Coaches Handbook Review
 - Expectations
 - Needs for upcoming season
 - Look at schedules and discuss changes
- Post season meeting (AD & Head Coach)
 - What went well, what didn't?
 - Review schedule and proposed changes

C. Facilities

- Sportsbackers are interested in helping update facilities:
 - Hitting shed (could be utilized by BB, SB, Soccer, Golf, etc.)
 - Lights on practice fields
 - EJHS Gym Scoreboards & Audio
 - Lights on baseball field (done in 1 project with practice field lights?)
- District items that need attention in the near future:

- Track Updates
 - ~track, high jump, & triple jump respray
 - ~remove and replace long jump runway
- EJHS Gym sand/repaint
- EHS Gym sand/repaint (both gyms)
- EHS small gym acoustics

D. HOF

- Conversations between Mack and Vince paused once District AD positions were shifting to a districtwide AD from two for the entire district. Kurt, Tony, and Vince have had discussions this year and have some preliminary ideas. No timelines have been set but the administration is in agreement that we need to move forward on this somewhat soon. We don't want to rush into it though and then have to change it later. We would like to come up with a plan and then create a committee to run the HOF. More information to come in the future

E. 2019 Final Four Football Team Recognition / Etc

- The team photo has been hung in the EHS main lobby. Vince would like to invite the team to be recognized at a home football game next Fall to honor them for their accomplishments in 2019.

F. Officials pay

- Proposal to increase HS VB officials pay for the 27 - 28 school year and beyond
- Our volleyball assigner is struggling to get officials to commit to our HS Volleyball games next year because we underpay officials to work 3 games (FreshSoph, JV, Varsity). Our current rate is \$120.
 - Other schools are paying each official \$100 each to work 2 games (JV and Varsity).
 - Vince proposed we adjust to the following rates:
 - > \$140 per official to work 3 games (F/S, JV, & Varsity)
 - > \$100 per official to work 2 games (JV & Varsity)
 - Board members and administrators present decided to have Kelsey and Vince work on a proposed plan to discuss this at the October 19, 2026 regular board meeting.

G. Transportation of Extracurricular Activities Status

- Currently using rented bus companies to assist with this events when NEEDED and all other options have been exhausted.
- Will have an initial training on 10.10.26 @ the board office run by an ROE instructor - will have approximately 10 Effingham residents interested in being licensed to sub and potentially 7 - 10 outside of Effingham residents as well.
 - The process will likely take 6-8 weeks to get them behind the wheel helping us with our needs.

- The rest of this Fall will likely be tight on trips after school but we hope and pray we turn the corner as we approach the Winter months and beyond.

IV. New programs status

- A. EJHS Golf, and Wrestling for the 2026 - 2027 & 2027 - 2028 school years
- We don't feel like we can support EJHS Wrestling at this time.
 - We think we could support golf in a limited capacity but more research is needed before providing a proposal for this.
- B. 21st Century Grant positions / program
- If we lose this grant funding, we will RIF positions.

V. Personnel

- A. Bus Drivers
- At this time we could use an additional 5 AM route drivers and 7 PM route drivers.
 - We hope the sub rate increase attracts local residents and if they enjoy driving as a sub - maybe they will be interested in full-time employment.
- B. Bus Aides
- We need potentially two more.
- C. Paraprofessionals
- Currently - hopefully fully staffed but always looking as needs pop up during the year.
- D. Custodians
- We need one or two at this time.

VI Policy/procedure discussions, etc.

- No discussion at this time.

VII. Closed Session (5:26 pm)

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

VIII. Return to Open Session (5:44 pm)

IX. Recommendations to the Board of Education for potential action

- None at this time

X. Other

- None

XI. Adjourn (5:45 pm)

Date of Minutes: **Tuesday, September 29, 2026**

Date of Approval: _____

President

Secretary