EFFINGHAM COMMUNITY UNIT DISTRICT #40
EFFINGHAM, ILLINOIS

MINUTES
REGULAR MEETING
MONDAY, OCTOBER 19, 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/hY3H06B40nk?feature=share
Live stream following closed session: https://youtube.com/live/S5qliFNYERI?feature=share

1. Call to Order Regular Meeting/Pledge of Allegiance/Roll Call
   President Wendling called the Regular Meeting to order at 5:30 PM
   Secretary Willenborg called the roll.
   Members present: Andrew Altman, Brandon Duncan, Desha Wear, Jill Wendling, and Jane Willenborg
   Members absent: Chad Thompson
   Members in attendance remotely: none
   Staff present: Andrew Johnson, Kelsey Baker, Michelle Morrissey, Jessica Reeder, Chelle Beck, Amy Hewing, Vince Rohr, Aron Spicer, Ryan Elsasser, Lauren Pals, Tony West, Charlie Schwerman

2. Recognition of Visitors
   A. Dave Woltman
   B. JH Cross Country State Qualifier — Caydon Jolly

3. Financial Report
   Baker reported a net fund balance of $15,551,898.35 and an Operating funds net total of $13,927,374.14. Reimburse the imprest account in the amount of $5,754.00 and approve the bills as listed:
   Education Fund – $320,848.30
   Little Hearts Daycare - $13,889.59
   Operations, Building & Maintenance Fund – $186,445.78
   Bonds & Interest - $13,908.28
   Transportation Fund – $84,547.00
   Tort Fund – $31,968.12
   Capital Improvements - $9,145.22
   Total - $660,752.29
   Altman made a motion, seconded by Wear, to approve the financial report and to reimburse the imprest account in the amount of $5,754.00 and payment of bills in the amount of $660,752.29.
   Roll call vote
   AYES: Altman, Duncan, Wear, Wendling, Willenborg
   NAYS: none
   ABSTAIN: none
   Motion Carried

4. Consent Agenda
   A. Minutes – Enclosed: September 14, 2026, Regular and Closed Session Minutes, September 29, 2026, HR/Athletics Committee Meeting Minutes, and October 8, 2026, Facilities/Transportation Committee Meeting Minutes
   B. Cafeteria Report - Enclosed
   C. Student Teachers - Enclosed
   D. Fundraisers:

Group	Event	Reason	Date
Central Grade School	American Heart Association - KHC	Raise money for the American Heart Association	October 19 - November 30, 2026
EHS Pep Club	Sale of Sherpa Fleece Pullovers	Raise funds for Pep Club Supplies - Pep Assemblies, Football Games, Etc.	October 20 - November 20, 2026
EJHS Mustang Mindset & Mustang Outreach	Selling treats (pizza slices, cookies & drinks) during EJHS 1st Quarter reward day	Raise funds for group projects	October 29, 2026
EJHS Musical	Donation Boxes - Free-Will Offering	Raise funds for musical costs	November 5-8, 2026
ELC PTO	ELC Teachers Work at McDonald's	Bring community and school partnerships together & support student activities	November 9, 2026

Wear made a motion, seconded by Willenborg, to accept the Consent Agenda.
Roll call vote
AYES: Altman, Duncan, Wear, Wendling, Willenborg
NAYS: none
ABSTAIN: none
Motion Carried

5. Correspondence – None

6. Superintendent's Report
   A. Aron Spicer & Students from Central School Presentation – 5th Grade Student Council
   B. Erin Hartke Presentation on ParentSquare, etc.
   C. Foundation Report - Enclosed
   D. Enrollment – Enclosed: Total enrollment is 2,332 as of September 30, 2026. This number is 20 more students than in September 2025.
   E. Audit Information
   F. Koerner Sports Spectacular Golf Outing

Erica Boone in at 5:44 p.m.

7. New Business
   A. Tentative Tax Levy Approval

Boone made a motion, seconded by Wear, to adopt the October 2026 Tentative Tax Levy as presented and to set a Levy Hearing for Monday, December 14, 2026, at 5:30 p.m.
Roll call vote
AYES: Altman, Boone, Duncan, Wear, Wendling, Willenborg
NAYS: none
ABSTAIN: none
Motion Carried

B. Approval to Seek Bids and/or Get Prices on Used Activity Bus Purchase
Wear made a motion, seconded by Duncan, to allow Mrs. Baker to move forward seeking bids/used prices on two activity buses.
Roll call vote
AYES: Altman, Boone, Duncan, Wear, Wendling, Willenborg
NAYS: none
ABSTAIN: none
Motion Carried

8. 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 6:23 PM.
Roll call vote
AYES: Altman, Boone, Duncan, Wear, Wendling, Willenborg
NAYS: none
ABSTAIN: none
Motion Carried

Brandon Duncan left at 7:15 p.m.

9. Return to Open Session
Boone made a motion, seconded by Wear, to adjourn and return to open session at 7:40 PM.
Roll call vote
AYES: Altman, Boone, Wear, Wendling, Willenborg
NAYS: none
ABSTAIN: none
Motion Carried

10. Personnel List

EMPLOYMENT:	
Racheal Cochran	Teacher Assistant at LHECC
Gabrielle Palmer	Early Childhood Instructor at LHECC
Zander Eirhart	Cafeteria Monitor at SS
Megan Ames	Cafeteria Monitor at SS
Sarah Leturno-Irwin	Paraprofessional at CGS
Alicia Jones	Paraprofessional at CGS

Joey Froemling	Paraprofessional at CGS
Raylen Hardiek	Paraprofessional at SS
Justin Hayes	HS Assistant Baseball Coach for the 2026-27 School Year
Hollie Sarchet	Mid-day Route Bus Driver
Tracie Beard, Madison Bigard, Elizabeth Russell, Brooke Bayles, Sara Mette, Ashley Delks, JaLana Robison, Aaron Adams, Ryan Ervin, Jennifer Fritcher	21st Century Program Site Supervisors, Second Quarter - October 26-December 17, 2026
Jessica James, Jill Feldhake, Barbara Probst, Kevin Hiatt, Amy (Kepp) Ruckman, Alex Estes, Amy Minor, Brandi Wooten, Kaitlyn Parker, Becky Daugherty, Kaleena Knaus, Raylen Hardiek	21st Century Program Lead Instructors, Second Quarter - October 26-December 17, 2026
Brooke Overbeck, Katie Lacy, Paige Gillmore, Leslie Koester, Kortney Conner, Kyle Webb, Courtney Mathews, Haley Brown, Navalynn Fitch	21st Century Program Facilitators, Second Quarter - October 26-December 17, 2026
Nevaeh Musson, Kylie Webb, Vincent Stoddard, Payton Volk, Madilyn Garrison, Ella Raddatz, Emily Loew, Mally Shoemaker, Brennan Murbarger, Gina Hewing, Hannah Fouts, Adelyn Buhnerkempe, Kaydence Grigg	21st Century Program Facilitator Assistants, Second Quarter - October 26-December 17, 2026
Amanda Hille, Sara Deters, Courtney Bushue	21st Century Program Food Services, Second Quarter - October 26-December 17, 2026
Violet Marshall, Nathan Delks, Kelli Robertson	21st Century Program Bus Drivers, Second Quarter - October 26-December 17, 2026
Lana Adams	21st Century Program Bus Aide, Second Quarter - October 26-December 17, 2026
VOLUNTEER:	
Isabella Harkins-Albin	HS Assistant Cheer Coach
TRANSFER:	
Brandi Wooten	Parapro at EHS
Chris Moschenrose	Head Custodian at CGS
Lori Koester	Head HS Softball Coach for the 2026-27 School Year
RESIGNATION:	

Heath Rauch	Head Custodian at CGS
Robert Leturno	2nd Shift Custodian at EJHS
Steven East	Custodian at EHS
RETIREMENT:	
Linda Baker	Special Programs Administrative Assistant - June 2028
Diane Tieffel	Head Cook at CGS - May 2027

Boone made a motion, seconded by Altman, to approve the personnel list as presented.
Roll call vote
AYES: Altman, Boone, Wear, Wendling, Willenborg
NAYS: none
ABSTAIN: none
Motion Carried

11. Approval of Updated and New Non-Certified Job Descriptions for All Categories Except for Cook, Head Cook, Custodian, Head Custodian, and Maintenance.
    Boone made a motion, seconded by Wear, to approve updated and new noncertified staff job descriptions.
    Roll call vote
    AYES: Altman, Boone, Wear, Wendling, Willenborg
    NAYS: none
    ABSTAIN: none
    Motion Carried

12. Approval of Evaluation Instruments for Non-Certified Staff and Exempt Staff for All Categories Except for Cook, Head Cook, Custodian, Head Custodian, and Maintenance.
    Altman made a motion, seconded by Boone, to approve new evaluation instruments to be used immediately upon approval this evening.
    Roll call vote
    AYES: Altman, Boone, Wear, Wendling, Willenborg
    NAYS: none
    ABSTAIN: none
    Motion Carried

13. Adjourn
    Boone made a motion, seconded by Altman, to adjourn the meeting at 7:45 PM.
    Roll call vote
    AYES: Altman, Boone, Wear, Wendling, Willenborg
    NAYS: none
    ABSTAIN: none
    Motion Carried

Date of Minutes: **Monday, October 19, 2026**

Date of Approval: **_____**

_____
President

_____
Secretary

EFFINGHAM COMMUNITY UNIT SCHOOL DISTRICT #40
Effingham, Illinois

Motion to Adjourn to Closed Meeting

Date: October 19, 2026 **Time: 6:23 P.M.**

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" - 6	**"Nays" - 0**

Motion: Carried