

Regular & Organizational Board Meeting  
Minutes  
Monday, May 12, 2025 6:00 PM

Harlem Administration Center  
8605 North Second St  
Machesney Park, Illinois 61115

## **MINUTES**

1. Call to Order of Regular Board meeting at 6:00 p.m.

2. Roll Call

Mike Sterling, Kurt Thompson, Aaron McKnight, Rebecca Carlson, Larry Smith, Megan Hastings, Evelyn Meeks

Other Attendees:

Kris Arduino, Recording Secretary

Dr. Terrell Yarbrough, Superintendent

Dr. Shelley Wagner, Assistant Superintendent for Human Resources

Dr. Michelle Erb, Assistant Superintendent for Curriculum & Instruction

Jason Blume, Assistant Superintendent for Communications & Community Relations

Josh Aurand, Assistant Superintendent for Business & Operations

3. Pledge of Allegiance led by Megan Hastings

4. **Approval of Agenda with following changes:**

**14 A 5 E, A 6 F, A 7 G – strike Dan Phelps as an alternate;**

**14A.12 – Add Jason Blume as a Complaint Manager;**

**Move 15. Down to Adjourn the Organizational meeting to end of Agenda; and**

**Remove 17A – Action Items after Closed Session**

**Motion to approve agenda with changes**

**1<sup>st</sup> Thompson 2<sup>nd</sup> Hastings**

**Thompson, McKnight, Carlson, Smith, Hastings, Meeks, Sterling – 7 ayes**

**Motion carried**

5. Harlem School District Mission Statement:

The Mission of the Harlem Consolidated School District, as a vital part of the community, is to help diverse learners realize their unlimited potential by providing an educational program dedicated to academic excellence and the development of strong character in a safe and respectful learning environment.

**Presenter:** Larry Smith, Board Member

**6. Motion to Approve Board Minutes, Special & Closed Minutes of April 3, 2025, and Regular & Closed Minutes of April 28, 2025**

**1<sup>st</sup> Carlson 2<sup>nd</sup> Hastings**

**McKnight, Carlson, Smith, Hastings, Meeks, Sterling, Thompson - 7 ayes**

**Motion carried**

7. Comments from the Community - none

8. Announcements and Discussion: Farewells to Megan Hastings and Larry Smith (retiring Board members)

Mike noted how much has been learned and enjoyed with Larry and Megan sitting on the Board.

Kurt – Noted it will be different without you and we worked well together. You are not going anywhere so we can pick your ear from time to time. The two and four years speaks well of both of you. Aaron noted that Larry had a different perspective and also Megan had a different perspectives and learned a lot from both of them; Rebecca noted that Megan and her had a lot of differences and appreciates you both. Noted she appreciated Larry's voice as well and wished them a great future. Evelyn noted and thanked Larry for being a principal and Board member noting he is an amazing man, walking the walk, and talking the talk. Megan, she appreciated and she admires her strength. She stands for what she believes and she always does her research, you stand for justice and she learned a lot from both of you and she will keep you both in her heart. God will always bring something to you in the future.

9. Adjourn Sine Die

**Motion to Adjourn Sine Die at 6:10 p.m.**

**1<sup>st</sup> McKnight 2<sup>nd</sup> Carlson**

**Carlson, Smith, Hastings, Meeks, Sterling, Thompson, McKnight – 7 ayes**

**Motion carried**

*A brief reception held to honor outgoing Board members and incoming Board members*

10. Reorganization of the Board:

10.A. President Sterling called the Organizational Meeting to Order at 6:19 p.m.

10.B. Roll call taken by Secretary Evelyn Meeks

Board members: Mike Sterling, Kurt Thompson, Aaron McKnight, Diane McKinney, Rebecca Carlson, Diana Johnson, Evelyn Meeks

Other Attendees:

Kris Arduino, Recording Secretary

Dr. Terrell Yarbrough, Superintendent

Dr. Shelley Wagner, Assistant Superintendent for Human Resources

Dr. Michelle Erb, Assistant Superintendent for Curriculum & Instruction

Jason Blume, Assistant Superintendent for Communications & Community Relations

Josh Aurand, Assistant Superintendent for Business & Operations

10.C. Nominations and Vote taken on appointment of President Pro Tem and Secretary Pro Tem

Aaron nominated Kurt Thompson, Thompson nominated Meeks Nomination went to Aaron McKnight for President Pro tem

10.D. President Pro Tem announces Official April 1 Election Canvassed Results

Evelyn Meeks            2,151 votes

Diane McKinney 2,050 votes  
Kurt Thompson 1,880 votes  
Diana Johnson 1,831 votes

Meeks nominated Rebecca Thompson for Secretary Pro Tem and Nomination went to Rebecca Carlson for Secretary Pro Tem

10.E. Oath of Office given by President Pro Tem, Aaron McKnight to newly elected Board members

10.F. Seating of New Board Members at the table:

Diana Johnson

Diane McKinney

Evelyn Meeks - re-elected

Kurt Thompson - re-elected

10.G. Election of Officers for a two-year terms (Policy 2:110)

10.G.1. Nominations received and taken by the President Pro Tem McKnight for the Office of President

Nominations: Thompson nominated Mike Sterling as President

All aye unanimously for Mike Sterling as President

As many as are in favor of (name) for the Office of President say aye

As many as are not in favor of (name) for the Office of President say no

The Ayes have it

10.G.2. Nominations received and taken by the Newly Elected President Sterling for the Office of Vice President

Nominations – Sterling nominated Thompson for Vice President

Evelyn nominated Aaron, Aaron declined

All ayes for Thompson for Vice President

As many as are in favor of (name) for the office of Vice President say aye.

As many as are not in favor of (name) for the office of Vice President say no.

The Ayes have it.

10.G.3. Nominations received and taken by the newly Elected President Sterling for the Office of Secretary

Nomination by McKinney, Sterling, Thompson for – Evelyn Meeks

All ayes for nomination of Evelyn Meeks

As many as are in favor of (name) for the Office of Secretary say aye

As many as are not in favor of (name) for the Office of Secretary say no

The Ayes have it

12. Election is now closed and the Recording Secretary, Kris Arduino announced the newly elected officers

*President – Mike Sterling*  
*Vice President – Kurt Thompson*  
*Secretary – Evelyn Meeks*

**13. Motion to Approve the 2025-2026 Board Meeting & Committee of the Whole Meeting Dates and times**

Rebecca asked for discussion on having one board meeting at which time President Sterling and the Board did not entertain changing the schedule but it could be discussed at a future meeting.

**1<sup>st</sup> Thompson 2<sup>nd</sup> McKinney**  
**Thompson, McKnight, McKinney, Carlson – no, Johnson, Meeks, Sterling – 6 ayes 1 no,**  
**Motion carried**

**14. Motion to Approve the appointment of Board Chairs for the 2025-2026 Board Committees:**

**Business Services - Kurt and Aaron**

**Policy – Rebecca Carlson**

**Education – Diane McKinney and Diana Johnson**

**Equity – Evelyn Meeks**

**1<sup>st</sup> Carlson 2<sup>nd</sup> Thompson**

**McKnight, McKinney, Carlson, Johnson, Meeks, Sterling, Thompson – 7 ayes**  
**Motion carried**

**14.A. Approve Annual Organizational Action items 14.A.1.A through 14.A.18:**

Rebecca asked for 14.A.15 be voted on separately as the Ethics is good but the Board needs to look into things closer as some things have taken place since September that are concerning to her such as some of the ethics, regarding participation in campaigns, we need to be more determined to follow each one carefully. Distributing campaign material and having board members do this. Participating in political rallies and meetings she does not understand if during before or after the meetings.

Diana noted she has been a Village trustee for 12 years and a board member can back any candidate they wish to and there is nothing unethical about this. Challenges on petitions are very common and there is nothing ethically wrong with this.

**Motion to approve all of the organizational items excluding 14.A.15**

**1<sup>st</sup> Thompson 2<sup>nd</sup> Meeks**

**Carlson, Meeks, Johnson, McKinney, Sterling, Thompson, McKnight – 7 ayes**

**Motion carried**

**Motion to approve 14 A 15 adoption 2:105**

**1<sup>st</sup> McKnight 2<sup>nd</sup> Thompson**

**Johnson, McKinney, Sterling, Thompson, McKnight, Carlson-abstain (find it a bit confusing),**

**Meeks – 6 ayes – 1 Abstain**

**Motion carried**

Mike noted that he will have legal opinion written on this for clarification

14.A.1. A. Approve establishment of current Board policies as the 2025-2026 Board Policies until said policies are changed by the Board

14.A.2. B. Approve Robert's Rules of Order, Newly Revised 12th Edition as a procedural guide pursuant to Board Policy 2:220

14.A.3. C. Approve Acknowledgement of Board Member Mandated Reporter Status (sign forms)

14.A.4. D. Approve appointment of Joshua Aurand as District Treasurer

14.A.5. E. Approve appointment of Due Process Hearing Officers: Cathy Finley and Dan Phelps as Alternate

14.A.6. F. Approve appointment of Residency Hearing Officers: Cathy Finley and Dan Phelps, as Alternate

14.A.7. G. Approve appointment of Food & Nutritional Hearing Officers: Cathy Finley and Dan Phelps, Alternate

14.A.8. H. Approve appointment of Health Insurance Portability and Accountability Act of 1992 (HIPAA) Chief Privacy Officer: Assistant Superintendent for Human Resources

14.A.9. Approve appointment of Illinois Municipal Retirement Fund (IMRF) Agent: Assistant Superintendent for Human Resources

14.A.10. Approve appointment of Fair Labor Standards Act (FLSA) Compliance Official: Assistant Superintendent for Human Resources

14.A.11. Save and approve appointment of Employer Equal Opportunity Commission (EEOC) Officer: Superintendent

14.A.12. Approve appointment of District Complaint Managers: Assistant Superintendent for Business & Operations and Assistant Superintendent for Curriculum & Instruction

14.A.13. Approve appointment of Appeals Officer for Free & Reduced Meals: Assistant Superintendent for Business & Operations

14.A.14. Approve appointment of District Activity Accounts Manager: Assistant Superintendent for Business & Operations

14.A.15. Approve and adopt Policy 2:105 (Ethics and Gift Ban) Resolution in compliance with State Officials and Employees Ethics Act (5 ILCS 430/1-1 et.seq.) as added by P.A. 93-615 and 93-617

14.A.16. Approve Freedom Of Information Act (FOIA) Officials: Dr. Terrell Yarbrough, Dr. Shelley Wagner, Josh Aurand, Pam Cook

14.A.17. Approve District Bullying Policy 7:180 to be submitted to IASB

14.A.18. Approve Resolution Authorizing Designated Depositories

**16. Motion to go into Executive Session to discuss Negotiations (5ILCS 120/2(c)(2))**

**1<sup>st</sup> Thompson 2<sup>nd</sup> Johnson**

**S, T, McKnight, Carlson, Meeks, Johnson, McKinney – 7 ayes**

**Motion carried**

*The Board took a brief recess at 6:48 p.m.*

17. Action Items after Closed Session

~~17.A. Consideration and Possible Approval of the 2025-2026, 2026-2027, 2027-2028  
Collective Bargaining Agreement between the Harlem Board of Education and Harlem  
Federation of Teachers, AFT-AFL-CIO.~~

15. *Adjourned the Organizational meeting at 6:53 p.m. to go into closed session at 6:57 p.m.  
and back to open session at 7:52 p.m.*

**Motion to adjourn meeting in total at 7:52 p.m.**

**1<sup>st</sup> Thompson 2<sup>nd</sup> Johnson**

**All voted aye, Motion carried.**

**The meeting adjourned at 7:52 p.m.**

Respectfully submitted,

*Kris Arduino,*

Recording Secretary

ATTEST:

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President

\_\_\_\_\_  
Secretary

Dated: \_\_\_\_\_

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