

**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  
February 24, 2025 @ 4:30 pm  
Minutes**

**1. Call to Order/Pledge of Allegiance/Roll Call**

- Attendees: Chad Thompson, Steve Bone, Andy Johnson, Kelsey Baker, Kurt Roberts and Vince Rohr

**2. Recognition of Visitors and Opportunity for Public Comment - None**

**3. Personnel**

A. Mechanic position status

- New mechanic will start March 10, 2025
- I-70 Trucking will assist for March 10 - 14, 2025, in training the new mechanic

B. Math Interventionist

- Shared data from Chelle Beck, Todd Schuette, and Aron Spicer for the rationale of why we need another Math Interventionist.

C. Band teacher @ request of band instructors

- Trent Mason and Logan Andrews presented information a few weeks ago to Andy and Kelsey on the band program and the needs they have such as additional personnel.
- Data being collected by Andy Johnson for more information to come.

D. Music @ ELC

- No discussion

E. Flex Positions

- Would like to add four more positions for 2025 - 2026 - discussed the value of the six Flex Teachers that were employed in 2024 - 2025, and the rationale of adding four more.
- Interviews are showing we have very good candidates interested in working at U40

F. ELC staff concerns @ admin for ELC / ES

- Andy and Kelsey will try to accommodate meeting with the ELC staff in the near future about their concerns.

G. Proposal for the board to consider on personnel changes for the 2025 - 2026 school year if and when the opportunity arises.

- A proposal was shared and discussed, and tabled for the time being - more to come on this proposal in the future.

**4. Athletic programs**

- A. VISION for programs/district athletes
  - Mack Thompson and Vince Rohr are working on this with the coaching staff and administration in their respective buildings - more to share on this in the future.
- B. Evaluation of coaches, etc.
  - Process needs to be looked into for the future.
- C. Coaches Handbook
  - We desire to create a coaches handbook in the future - much work on this process still needs to be done.
- E. Facilities
  - No discussions at this time.

**5. Engagement information**

- A. Current students involved data:
  - No discussions on this item.
- B. Current students uninvolved data:
  - No discussions on this item.
- C. New programs status
  - 21st Century Grant
    - Approval of co-directors to oversee the grant - job descriptions

**6. Policy/procedure discussions, etc.**

- Minimal discussions surrounding processes and procedures to deter students from using drugs such as THC with vapes, etc.
- District has current protocols and procedures in place - one of which is the presence of drug dogs on occasions.

**7. Closed Session - Not needed**

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

**8. Return to Open Session**

**9. Recommendations to the Board of Education for potential action**

- 21st Century Program Director Job Description and to advertise for two co-directors to start immediately,
- Finalize a job description for an EHS Strength and Conditioning Director, and bring it back to the next board meeting for approval, then the district will advertise the position,
- Advertise for another Math Interventionist
- Advertise for another School Psychologist.

**10. Other**

- District was recently awarded the 21st Century Grant

- The Grant is designed to provide after school and summer programs for Unit 40 students in grades K-8. The High School was not eligible for this grant - however, we will be seeking other funding and means to execute these programs K-12.
- Funds are to be used in 2024 - 2025, 2025 - 2026, and 2026 - 2027 - once the revenue goes away in 2027, the district will need to sustain the programs that were created without grant funds.
- Chelle Beck and Andy Johnson will oversee this grant as we seek to hire two part-time directors to assist with the program implementation and the follow through of the program for years to come.
- The district will be seeking community partnerships in order to execute these programs

## 11. Adjourn

**Date of Minutes:**      **Monday, February 24, 2025**

**Date of Approval:**      \_\_\_\_\_

\_\_\_\_\_  
President

\_\_\_\_\_  
Secretary