

HUMAN RESOURCES / ATHLETICS COMMITTEE MEETING

March 17, 2025 @ 5:00 pm

Minutes

1. Call to Order/Pledge of Allegiance/Roll Call 5:15 pm

- Attendees: Chad Thompson, Erica Boone, Mack Thompson, Vince Rohr, Kelsey Baker and Andy Johnson

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

3. Personnel

A. Math Interventionist

- Discussion on why the need for this position but we don't have applicants at this time but are hopeful that we will soon.

B. 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
- We have had several days this year - especially lately where we were not able to secure substitute teachers to cover our staff needs.

C. Discussion and potential recommendations for the board to consider on personnel changes for the 2025 - 2026 school year if and when the opportunity arises.

- See proposal shared with board members.
 - Director of LHECC
 - Assistant Director of LHECC - increase pay 4.00 / hour then another 1.50 / hour once she completes her directors certification later in 2025.

D. Department head positions to be considered for 2025 - 2026 - Kurt Roberts

- Something to consider in the future - might also include head teachers in this process as well.

E. 21st Century Grant positions - changes suggested:

- Add a Lead instructor position 30.00 / hour
- Site Supervisor move to 40.00 / hour
- Slate of hires to be ready to recommend to the board on 3.24.25

F. Full - time mentor facilitator position

- Consider paying this position 5.00 more / hour than the current hourly rate due to the roles she is currently carrying out such as overseeing the program - see the job description. (This program is funded 50% by the Mentor Board - so U40 will pay 2.50 of the increase in the hourly rate and the mentor board will pay 2.50 of this increase.)

4. Athletic programs

- A. VISION for programs/district athletes
 - Mack Thompson and Vince Rohr will work 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
 - Batting cage issues at EJHS small gym and potential solutions discussed.
 - EJHS gym updates needed / discussed potential upcoming projects - Vince is working with Sportsbackers on some areas for financial support.
- F. EJHS Athletic Mascot
 - Vince shared this is something he feels needs to be looked into and considered in the future.
 - Mr. Johnson suggested more research on this would be beneficial before considering any sort of recommendation.

5. New programs status

- A. 21st Century After School / Summer Program Status
 - 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, Andy Johnson and Jessica Reeder (Co-coordinator) are currently overseeing this program.
 - The district will be seeking community partnerships in order to execute these programs
- B. **Bass Fishing started in 2024 - 2025**
 - numbers are very good and the participants and coach are very excited - the first actual contest will be 3.22.25 @ Newton Lake.
- C. **FFA started in 2024 - 2025**
 - The FFA program in year number one is off to an amazing start. The numbers are really good for this program as well. Mr. Totten is doing an incredible job with our kiddos in this program!!!

6. Policy/procedure discussions, etc. - nothing discussed

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.

8. Return to Open Session

9. Recommendations to the Board of Education for potential action

- EHS Strength and Conditioning Director job description provided and discussed for board approval at the 3.24.25 board meeting and seek approval to advertise this position starting 3.25.25 and potentially hire at the April 2025 board meeting. (Sportsbackers have agreed to pay 50% of the year one salary, 30% of year two salary, and 20% of year three salary - then the district will be responsible for the entire salary annually moving forward.)
 - The committee, administration, athletic directors, and board members are very appreciative of the Sportsbackers partnership on this endeavor!!!
- Add (4) Flex teachers for the 2025 - 2026 school year - they will be assigned to duties by the Assistant Superintendent - utilized throughout the district.
- 21st Century Grant Staff:
 - Jordan Andruch as 21st Century Grant co-coordinator to start 3.25.25 - August 1, 2025
 - Slate prepared by the end of this week - hopefully - to be hired at the 3.24.25 board meeting
- Committee supported the creation of the Lead Instructor job description and position to be approved by the board at the 3.24.25 board meeting and for the admin to advertise for the position beginning on 3.18.25 due to the short turnaround needed to hire the grant funded positions.
 - Pay for this seasonal position will be 30.00 / hour.
- Committee supported moving the hourly rate approved at the February 2025 board meeting to 40.00 from 30.00 for the Site Supervisor positions.
- Announce that the 21st Century Grant positions that will be hired at the 3.24.25 board meeting are for the after school program only that will start on 3.31.25. Once this program is up and running we will be going to plan for the summer program and advertise for staff to be hired for that program as well.

10. Other

11. Adjourn @ 5:59 pm.

Date of Minutes: **Monday, March 17, 2025**

Date of Approval: _____

President

Secretary