

SPECIAL EDUCATION DISTRICT OF LAKE COUNTY

18160 W Gages Lake Road, Gages Lake, Illinois 60030-1819

847-548-8470 Fax 847-548-8472 VP 224-207-8476

www.sedol.us

Judy Hackett, EdD

Tim Thomas, EdD

Co-Interim Superintendents

Minutes

SEDOL EXECUTIVE BOARD MEETING

Thursday, July 24, 2025

Board Members Present:	Dr. Donn Mendoza, Dr. Jason Lind, Dr. Lynn Glickman, Ms. Carey McHugh, Ms. Joanne Osmond, and Ms. Odie Pahl
Board Members Absent:	Dr. Michael Karner and Dr. Scott Schwartz
Staff Members Present:	Dr. Tim Thomas, Dr. Yesenia Jimenez-Captain, Mr. Matthew Crowley, Ms. Sara Martinez, Dr. Judy Hackett, Dr. Stephen Johns, and Ms. Becky Allard
Staff Members Absent:	Dr. Matthew Barbini and Dr. Laura Wojcik

1. CALL TO ORDER - ROLL CALL (Dr. Hackett)

The regular meeting of the SEDOL Executive Board was called to order at 8:30 a.m. on July 24, 2025, at the Administration Office in Gages Lake, IL.

The July meeting of the Executive Board is the annual organizational meeting. In accordance with Executive Board Policy 2:64, SEDOL Co-Interim Superintendent Hackett opened the meeting and administered the oath of office to the following Board Members who were approved by the Governing Board to serve a two-year term expiring in June 2027: Ms. Carey McHugh, Wauconda D118 Governing Board Member; Ms. Joanne Osmond, Lake Villa D41 Governing Board Member; Dr. Jason Lind, Millburn D24 Superintendent; and Dr. Scott Schwartz, Gavin D37 Superintendent.

[0264 Oath of Office Jan 24 2019.pdf](#) 

[Oath of Office.pdf](#) 

2. EXECUTIVE BOARD OFFICERS - ACTION NEEDED (Dr. Hackett/Ms. McHugh)

Executive Board Policy 2:56 addresses the election of officers and states as follows:

The Executive Board shall elect one of its members to serve as President and Vice President. The Superintendent shall serve as the Secretary. The term of office for the President shall be a two-

year term. The Vice President shall also have a two-year term with the understanding that the Vice President shall become President. When possible, the office of President and Vice President shall be filled with one Superintendent and one Governing Board member. The rotation would continue every two years with the election of a Vice President every two years at the July organizational meeting.

In accordance with policy, Vice President Carey McHugh became Board President, and the Executive Board selected and approved Dr. Scott Schwartz, D37 Superintendent, to serve as Vice President for the next two years.

[0256 Board Structure Jul 25 2013.pdf](#) 

Motion to Elect Vice President - ROLL CALL VOTE

Moved by: Dr. Jason Lind

Seconded by: Ms. Joanne Osmond

Aye Dr. Donn Mendoza, Dr. Jason Lind, Dr. Lynn Glickman, Ms. Carey McHugh, Ms. Joanne Osmond, and Ms. Odie Pahl

Carried 6-0

President McHugh conducted the remainder of the meeting.

3. PLEDGE OF ALLEGIANCE (Ms. McHugh)

4. ACCEPTANCE OF AGENDA - ACTION NEEDED (Ms. McHugh)

Motion to Accept the Agenda - VOICE VOTE

Moved by: Ms. Odie Pahl

Seconded by: Ms. Joanne Osmond

Aye Dr. Donn Mendoza, Dr. Jason Lind, Dr. Lynn Glickman, Ms. Carey McHugh, Ms. Joanne Osmond, and Ms. Odie Pahl

Carried 6-0

5. CONSENT AGENDA - ACTION NEEDED (Ms. McHugh)

Motion to Approve the Consent Agenda - ROLL CALL VOTE

Moved by: Ms. Joanne Osmond

Seconded by: Ms. Odie Pahl

Aye Dr. Donn Mendoza, Dr. Jason Lind, Dr. Lynn Glickman, Ms. Carey McHugh, Ms. Joanne Osmond, and Ms. Odie Pahl

Carried 6-0

5.1 Board Designations

The following board designations were made as part of the annual organizational process:

1. Appointment of Board Secretary
2. Naming of Official Newspaper
3. Designation of Legal Counsel

4. Meeting Schedule
5. Committee Appointments

[Board Designations.pdf](#) 

5.2 Minutes

Public and closed session minutes of the meeting on June 26, 2025.

[Minutes Jun 26 2025.pdf](#) 

5.3 Financial Matters

Paid Accounts Payable:

[FY26 July Executive Board Meeting Summary.pdf](#) 

[Paid AP Check Register - 07-24-25.pdf](#) 

[Paid AP Check Register - Payroll Liabilities 06-17-25.pdf](#) 

[Paid AP Check Register - Payroll Liabilities 06-18-25.pdf](#) 

[Paid AP Check Register - Payroll Liabilities 06-19-25.pdf](#) 

[Paid AP Check Register - Payroll Liabilities 06-29-25.pdf](#) 

[Paid AP Check Register - Payroll Liabilities 06-30-25.pdf](#) 

[Paid AP Check Register - Payroll Liabilities 07-14-25.pdf](#) 

[Paid AP Check Register - Payroll Liabilities 07-15-25 \(2\).pdf](#) 

[Paid AP Check Register - Payroll Liabilities 07-15-25.pdf](#) 

[Paid AP Check Run 07-24-25.pdf](#) 

[Paid AP Check Run Over \\$8,000 07-24-25.pdf](#) 


[Paid AP Manual Checks 06-18, 30-25.pdf](#) 

[Paid AP Manual Checks Over \\$8,000 06-18, 30-25.pdf](#) 

5.4 Personnel Matters

Recommend employment of the following applicants, with work assignment and start date as indicated, subject to completion of the physical examination and forms as required by Section 24-6 of the School Code, successful completion of a criminal background investigation as required by Section 10-21.9 of the School Code, a Child Abuse Registry check, and submission of all forms, documents, and certifications as required by law and/or requested by SEDOL for

the position.

[July 24, 2025 Personnel Recommendations & Vacancies \(1\).pdf](#) 

[July 24, 2025 Addendum.pdf](#) 

5.5 Policy Matters

Proposed revisions to the following policies have been reviewed by the Policy Committee. Administration requests approval to change the policies as presented.

[1- 2260 Uniform Grievance Jul 24 2025.doc](#) 

[2- 2265 Title IX Sexual Harassment Grievance Jul 24 2025.doc](#) 

[3- 0415 Identity Protection Jul 24 2025.docx](#) 

[4- 4120 Food Service Jul 24 2025.docx](#) 

[5- 0510 Equal Employment Jul 24 2025.docx](#) 

[6- 0520 Workplace Harassment Jul 24 2025.doc](#) 

[7- 0560 Expenses Jul 24 2025.doc](#) 

[8- 5100 Staff Dev Jul 24 2025.docx](#) 

[9- 6150 Home Hosp Instruction Jul 24 2025.docx](#) 

[10- 6310 HS Credit Jul 24 2025.doc](#) 

[11- 0710 Equal Ed Opp Jul 24 2025.doc](#) 

[12- 0720 Harassment of Stud Prohibited Jul 24 2025.doc](#) 

[13- 0750 School Admis & Student Trans Jul 24 2025.doc](#) 

[14- 0770 Attendance Truancy Jul 24 2025.doc](#) 

[15- 7180 Bully Intim Harassment Jul 24 2025.doc](#) 

[16- 7185 Teen Dating Jul 24 2025.doc](#) 

[17- 7190 Student Behavior Jul 24 2025.doc](#) 

[18- 7200 Suspension Procedures Jul 24 2025.doc](#) 

[19- 7210 Expulsion Procedures Jul 24 2025.doc](#) 

[20- 7250 Student Support Services Jul 24 2025.doc.doc](#) 

[21- 7270 Admin Meds to Students Jul 24 2025.docx](#) 

[22- 7310 Restrictions on Publications July 24 2025.doc](#) 

[23- 7315 Restrictions on Publications HS Jul 24 2025.doc](#) 

[24- 7340 Student Records Jul 24 2025.docx](#) 

[25- 0830 Visitors to and Conduct on Property Jul 24 2025.doc](#) 

6. RECOGNITION (Dr. Hackett/Dr. Thomas)

6.1 Vocational Students

Ms. Erin Tidd and Mr. Austin Robertson recognized the vocational student workers who contributed their efforts over the summer cleaning and sorting student devices, ensuring devices were updated to the latest software, notifying tech if a device needed to be replaced, and organizing the clothing closet and mailroom at Gages Lake School.

6.2 Special Recognition

Ms. Erin Tidd was recognized as having been elected to the Illinois Center for Transition and Work (ICTW) Regional Board.

6.3 Introduction of New Administrators

Ms. Jessica Palmer, Instructional Services Supervisor

Ms. Amy Timonen, John Powers Center Principal

7. PUBLIC COMMENT (Ms. McHugh)

There was no Public Comment.

8. SEDOL CONTINUOUS IMPROVEMENT PLAN (CIP) UPDATE - INFORMATIONAL (Dr. Hackett/Dr. Thomas)

Dr. Hackett presented on the SEDOL 2025-26 Continuous Improvement Plan Advanced Goal Efforts and how they align to continued objectives and future focus in the areas of:

1. Exceptional Programs and Services
2. Effective & Equitable Financial Structures
3. Advance High Standards and Expectations
4. Advance Effective Collaborative Team Practices

At the August 28, 2025 meeting, Dr. Hackett will present revised objectives and finalize evidence of progress. She will also seek Board perspective on 2025-26 priorities and measures of growth.

9. OLD BUSINESS

9.1 FY24 Audit Update - INFORMATIONAL (Dr. Johns/Ms. Allard)

Ms. Allard informed the Board that the FY24 audit is well underway and should be complete by September 2025. The auditors will then begin the FY25 audit.

9.2 Summer Project Update - INFORMATIONAL (Dr. Johns/Ms. Allard)

Dr. Johns provided an update to the Board on the summer projects happening throughout SEDOL.

- The SEDOL main campus landscape project is in the planning phase. This is a Foundation-funded project and will involve the vocational students.
- The Gages Lake School awning is in need of repair and is in the planning stages.
- The Seymour site is in the process of being closed down and relocated to John Powers Center.
- The maintenance department has been cleaning up the buses and painting as needed.
- John Powers Center has received new cabinets in their staff kitchen.
- The Fairhaven School roof project is on schedule and on budget.
- The Fairhaven School sensory garden is on schedule and on budget. This is a Foundation-funded project.

9.3 SEDOL Fiscal Forecast Update - INFORMATIONAL (Dr. Thomas)

Dr. Thomas updated the Board on the status of the SEDOL Tuition Advisory Committee that met July 9th and 16th. They were able to make a recommendation for a new membership fee model that will be presented to the SEDOL Tuition Steering Committee on July 24th. If the Steering Committee agrees with the Advisory Committees' recommendation, it will be presented to member district administration and then presented to both SEDOL Boards.

10. NEW BUSINESS

10.1 Modern Media Technology (MMT) Agreement - ACTION NEEDED (Mr. Crowley)

Mr. Crowley presented a proposal to the Board for the purchase/installation of updated A/V equipment, which would provide expanded opportunities for family/district engagement. This will be installed in one SEDOL school conference room per building. The cost would not exceed \$46,775 total and is 100% funded through a grant awarded by the SEDOL Foundation. The Board approved this proposal.

Motion to Approve Agreement - ROLL CALL VOTE

Moved by: Ms. Joanne Osmond

Seconded by: Ms. Odie Pahl

Aye Dr. Donn Mendoza, Dr. Jason Lind, Dr. Lynn Glickman, Ms. Carey McHugh, Ms. Joanne Osmond, and Ms. Odie Pahl

Carried 6-0

10.2 Start of 2025-26 School Year - INFORMATIONAL (Dr. Hackett/Dr. Thomas)

Dr. Hackett updated the Board on a few of the plans for the start of the 2025-26 school year:

- Advance efforts on SEDOL systems to streamline efficiency, safety systems and plans, and supports for students.
- Customized Board orientation - Aug. 6th for GB new and interested members
- Meeting with new superintendents
- Finalizing Tuition Restructuring Committee recommendations
- Host district stakeholder forum for tuition/budget updates
- Program tours to engage member districts (Sept. 2025)
- Engaged in the Superintendent Search process through HYA
- Recruit members for SEDOL parent council

Dr. Thomas provided a staffing update:

- 34 new staff hired for 2025-2026
- New staff orientation - August 8th, 11th, and 12th
- Staff institute days - August 13th-15th
- Systems Training, Professional Learning across programs
- Inspiration, Celebrations, and Student Highlights
- First day for students - August 18th

Remaining Staff Vacancies - Interviews in progress

- 6 teachers (including 1 district-wide behavior specialist)
- 2 paraprofessionals (including 1 para liaison)
- 5 part-time related service positions (SLP, PT, O&M, CDAC, VI)
- 2 full-time related services (social worker, SLP)
- Sign language interpreter
- Sign language interpreter executive assistant
- 2 registered nurses
- 2 assistant principals

10.3 Policy Updates- INFORMATIONAL (Mr. Crowley)

Mr. Crowley presented updates to PRESS policies: *04:80 Accounting and Audit*, *6:235 Access to Electronic Networks*, and *7:255 Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence*. These policies will be presented at the August 28th meeting for final review/approval.

[*0480 Accounting and Audit Aug 28 2025.docx](#) 

[*6235 Access to Elec Network rev Aug 28 2025.docx](#) 

[*7255 Student Support Services Jul 24 2025- New.doc](#) 

11. CLOSED SESSION - ACTION NEEDED (Ms. McHugh)

The Board entered into closed session at 9:13 a.m. to discuss:

1. The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity.
2. The placement of individual students on special education programs and other matters relating to individual students.

Motion to Enter Into Closed Session - ROLL CALL VOTE

Moved by: Ms. Joanne Osmond

Seconded by: Dr. Lynn Glickman

Aye Dr. Donn Mendoza, Dr. Jason Lind, Dr. Lynn Glickman, Ms. Carey McHugh, Ms. Joanne Osmond, and Ms. Odie Pahl

Carried 6-0

Motion to Return to Public Session - VOICE VOTE

Moved by: Ms. Joanne Osmond

Seconded by: Dr. Lynn Glickman

Aye Dr. Donn Mendoza, Dr. Jason Lind, Dr. Lynn Glickman, Ms. Carey McHugh, Ms. Joanne Osmond, and Ms. Odie Pahl

Carried 6-0

The Board returned to Public Session at 9:24 a.m.

12. OTHER BUSINESS

- 12.1 Request for Non-Member District Placement - ACTION NEEDED (Dr. Hackett/Dr. Thomas)

The Board approved continued placement of a Waukegan D60 student in the John Powers Center Deaf and Hard of Hearing program for the 2025-26 school year. The district will be billed based on the non-member district tuition schedule and will continue to be responsible for transportation costs and for the costs associated with any additional support needs as a result of the placement.

Motion to Approve Request - ROLL CALL VOTE

Moved by: Ms. Odie Pahl

Seconded by: Dr. Lynn Glickman

Aye Dr. Donn Mendoza, Dr. Jason Lind, Dr. Lynn Glickman, Ms. Carey McHugh, Ms. Joanne Osmond, and Ms. Odie Pahl

Carried 6-0

- 12.2 Request for Non-Member District Placement - ACTION NEEDED (Dr. Hackett/Dr. Thomas)

The Board approved continued placement of a Prairie View D103 student in the Fairhaven School LASSO 3 program for the 2025-26 school year. The district will be billed based on the non-member district tuition schedule and will continue to be responsible for transportation costs and for the costs associated with any additional support needs as a result of the placement.

Motion to Approve Request - ROLL CALL VOTE

Moved by: Dr. Lynn Glickman

Seconded by: Ms. Joanne Osmond

Aye Dr. Donn Mendoza, Dr. Jason Lind, Dr. Lynn Glickman, Ms. Carey McHugh, Ms. Joanne Osmond, and Ms. Odie Pahl

Carried 6-0

- 12.3 Salary Schedule for Registered Nurses - ACTION NEEDED (Ms. Allard)
The Board approved the 2025-26 salary schedule for registered nurses.
Motion to Approve Salary Schedule - ROLL CALL VOTE (Ms. McHugh)
Moved by: Ms. Joanne Osmond
Seconded by: Ms. Odie Pahl

Aye Dr. Donn Mendoza, Dr. Jason Lind, Dr. Lynn Glickman, Ms. Carey McHugh, Ms. Joanne Osmond, and Ms. Odie Pahl

Carried 6-0

13. INFORMATIONAL

- 13.1 SEDOL Foundation (Ms. Subry)
Upcoming Events
- Golf Invitational- September 8
 - 5K Run/Walk- September 13
 - One Special Night- November 8
- 13.2 Extended School Year (ESY) Overview (Dr. Jimenez-Captain)
Dr. Jimenez-Captain provided an overview of the Extended School Year (ESY).
This year SEDOL had 327 students within 53 classrooms participate in ESY. Cyd Lash Academy- 26 students, Fairhaven School- 60 students, John Powers Center- 26 students, Gages Lake School- 112 students, and Laremont School- 103 students. This year's theme was Amusement Park: Healthy Habits & Splash Into Summer. The buildings enjoyed academic instruction relating to IEP goals/objectives while having fun with the summer's theme.
- 13.3 Upcoming Board Orientation (Dr. Hackett)
August 6th at 5:30 p.m. (*prior to the start of the 7:00 p.m. Governing Board meeting*)
Board members are asked to RSVP to smartinez@sedol.us.
Gages Lake School Community Room
Program tours are planned to take place sometime in September.
- 13.4 Parent University Update - (Dr. Jimenez-Captain)
Dr. Jimenez-Captain shared with the Board information on a Parent University hosted by SEDOL on July 15th. The presentation from Protected Tomorrows was very well received by the families that attended. The workshop was presented in a family friendly way and covered government benefits, financial planning, and estate planning decisions as it relates to people with disabilities and families planning for the future. It was so well received that SEDOL would like to host another session in the Fall. This event was funded with help from the SEDOL Foundation.

14. EXECUTIVE BOARD MEMBER COMMENTS (Ms. McHugh)

Ms. McHugh thanked Mr. Saum and the maintenance team for their support and efforts.

15. ADJOURNMENT (Ms. McHugh)

With no other items to discuss, the meeting was adjourned at 9:36 a.m.

Respectfully submitted by,

Sara Martinez
Recording Secretary

Approved by:

Ms. Carey McHugh
Board President

Dr. Judy Hackett
Board Secretary