

NOTICE OF REGULAR BOARD OF EDUCATION MEETING

**JANUARY 12, 2026 - 6:30 PM - ADMINISTRATION CENTER - BOARD ROOM
131 MCKINLEY AVE.
LAKE VILLA, ILLINOIS 60046**

AGENDA

1. Call to Order

2. Roll Call

3. Electronic Participation of a Board Member (Roll Call Vote)

4. Closed Session (Roll Call Vote)

1. *Personnel — Appointment, Employment, Compensation, Discipline, Performance, or Dismissal of Specific Employees of Lake Villa District #41. 5 ILCS 120/2(c)(1)*
2. *Collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees. 5ILCS 120/2(c)(2)*
3. *Student Discipline Matters. 5 ILCS 120/2(c)(9)*

5. Resume Open Session at 7:00 p.m. (Voice Vote)

6. Approval of Agenda (Roll Call Vote)

7. Pledge of Allegiance

8. Communications

1. Hooper Elementary School Student Presentation

3

9. Public Comments

10. Consent Agenda A (Roll Call Vote)

1. Regular Board Meeting Minutes — *December 15, 2025*
2. Closed Session Meeting Minutes — *December 15, 2025, Early & December 15, 2025, Late*
3. Policy Committee Meeting Minutes — *December 17, 2025*
4. Finance Committee Meeting Minutes — *January 9, 2026*
5. Employment of Staff Plus Others as Needed — *Angel Velasquez, General Maintenance*
6. Termination of Staff — *Matthew Ano, General Maintenance*

7. Freedom of Information Act Requests	13
8. Electronic Communication Received by the Board	14
9. Destruction of Closed Session Audio Recordings — <i>May 20, 2024, Late</i>	
10. Policies for Approval:	
4. 2:260 Uniform Grievance Procedure	
5. 5:100 General Personnel	
6. 5:220 Professional Personnel — Substitute Teachers	
7. 7:180 Prevention of and Response to Bullying, Intimidation, and Harassment	
8. 7:190 Student Behavior	
9. 7:290 Suicide and Depression Awareness and Prevention	
11. Reports	
1. Superintendent's Report	
2. Artificial Intelligence Update Report	15
3. Operations-Community Relations Policies Compliance Report	16
12. Old Business	
13. New Business	
1. Doolittle Farmland Lease Renewal (Roll Call Vote)	18
14. Calendar Review	26
15. Public Comments	
16. Adjourn	

Leading the Hooper Hero Way!

A Look at What Makes Hooper Great!



Our Hooper Culture

As a building, we have fostered a positive culture by creating shared leadership and leading with celebrations.

- Structured our DEAL Days to support cross grade-level relationships while purposefully building in leadership opportunities.
- Created an environment where all staff have a voice and utilize common language to support all students.
- Designed a system to increase positive specific praise & cultivate genuine family-home connections.
- We are maintaining focus on intentionally connecting our “big rocks”.



Our Why

- We want students & staff to enjoy coming to Hooper everyday.
- When everyone has a voice, they feel empowered.
- As students see adults using consistent language & expectations, it minimizes confusion and fosters the growth of each individual student leader.
- By leading with positive culture, every Jaguar can feel the power of our collective success.

There's a Hooper Hero in all of us!



Tonight's Hooper Hero Leaders!

Charlotte



Abby

Miah



Loretta



Vivian



Zoe



Hooper Heroes in Action!



What do our Hooper Heroes Have to Say?



- The students in our school love...
 - ...their teachers--they are the best!
 - ... the activities our Specials teachers plan.
 - ...learning different subjects like science, reading, & math.



What do our Hooper Heroes Have to Say?

- Hooper Heroes love the parties our teachers throw for us and our spirit weeks!
- We enjoy our Music Concerts, games in Gym class, Square 1 Project in Art, and Family Dodgeball Night.
- Assemblies are fun to go to--like the Veteran's Day, Lakes High School Music Concert, and Palombi Choir assemblies!



What do our Hooper Heroes Have to Say?

- We enjoy the different curriculum we learn--like Illustrative Math, the novels we read, and UFLI & Morphemes!
- We love our mascot, Joey the Jaguar, our Hooper Hero!

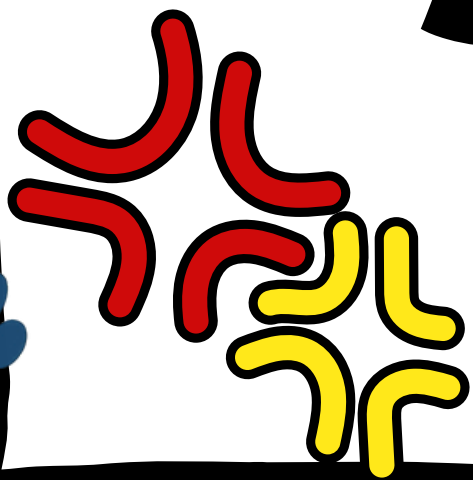


We Are Leading the Hooper Hero Way!

Does anyone
have any questions?



**THANK
YOU!**



FOIA REQUEST REPORT 01-12-2026

Request Date	Name / Company	Records Requested	Status	Status Date
12/9/2025	CT Mills Public Info Access LLC	<i>"Full Name; Title/Position; Work Email Address; Work Location (School Name or Central Office)"</i>	Response made	12/19/2025
12/31/2025	Owen Wang, Lake County Gazette	<i>"Copies of all active full-time aide contracts/collective bargaining agreements."</i>	Response made	1/8/2026
1/1/2026	Owen Wang, Lake County Gazette	<i>"Copies of all vendor contracts over \$1,000 for the current school fiscal year."</i>	Response Pending	1/12/2026
1/5/2026	Painters District Council #14 Enrique Campos	<i>" (...) copies of any purchase orders or invoices for paint made by the School District that exceeded \$1,000 within the past five (5) years."</i>	Response made	1/9/2026

Entries below submitted for BOE Meeting Packet on 01/12/26

Sender	Date & Time	Additional Information

*****Nothing to report*****

MEMO

Date: January 12, 2026

To: Dr. Sandra Keim-Bounds, Superintendent
Members of the Board of Education

From: Dr. Vic Wight, Assistant Superintendent of Teaching and Learning
Mr. Jonathan Chase, Director of Technology

RE: Update of Artificial Intelligence Planning

The purpose of this memo is to provide the Board of Education with an overview of a recent update Lake Villa shared with parents regarding artificial intelligence (AI) and the district's current work in this area.

Key components of the presentation included:

- A description of what artificial intelligence is and how it is currently being used around the world
- The benefits of AI, as well as common concerns related to its use in schools and at home
- Guidance for helping students use AI responsibly, including expectations for privacy and digital citizenship
- An emphasis that AI represents a **mindset shift**, not simply a new technology tool
- A focus on preparing students for future careers that require problem-solving, leadership, and empathy
- Strategies for families, including conversation starters and activities to support ongoing dialogue at home

The presentation also outlined the district's **Three-Year AI Action Plan (2025–2027)**, which includes:

- Development of Board policy and new AI guidelines for staff
- Pilot implementation of approved AI tools with the technology committee
- Professional learning for staff and discussion of possible student use
- Expansion and integration of successful practices across the district

Overall, the *Growing Together* presentation was intended to strengthen the partnership between home and school by helping families understand AI, encouraging responsible student use, and providing parents with an update on Lake Villa's current AI work and future planning.



Lake Villa School District #41

Community Relations Policies Compliance Report

These policies govern, define, and address:

- Use of facilities
- Code of Conduct
- Gifts to District
- Parent Involvement
- PTO/Booster Clubs

Compliance with these policies indicates that community presence on district property is appropriate if it does not disrupt the education of the children.

To monitor progress toward district ends and compliance with written board policy in the above named policy area; the school board requires the following indications and evidence of compliance from the superintendent.

Policy	Report	Y/N
2:230 – Public Participation at Board of Education Meetings and Petitions to the Board	<ul style="list-style-type: none"> ● Meeting Agenda ● Policy Review 	
2:250 – Access to District Public Records	<ul style="list-style-type: none"> ● FOIA Report (Meeting Agenda) ● Policy Review 	
8:20 – Community use of School Facilities	<ul style="list-style-type: none"> ● Annual Report of Building Usage ● Policy Review 	
8:25 – Advertising and Distributing Materials	<ul style="list-style-type: none"> ● Policy Review 	
8:30 – Visitors to and Conduct on School Property	<ul style="list-style-type: none"> ● Policy Review 	
8:70 – Accommodating Individuals with Disabilities	<ul style="list-style-type: none"> ● Policy Review 	
8:80 – Gifts to the District	<ul style="list-style-type: none"> ● Policy Review 	
8:90 – Parent Organization	<ul style="list-style-type: none"> ● PTO Report (June) ● Policy Review 	
8:95 – Parent Involvement	<ul style="list-style-type: none"> ● Communication Report ● Policy Review 	
8:110 – Public Suggestions and complaints	<ul style="list-style-type: none"> ● Policy Review 	

The District is not in compliance with the following policies in this area as demonstrated below:

Recommendations:

Timeline for achieving compliance:

I hereby certify that to the best of my knowledge the district is in compliance with all policies in this policy area, except as noted above.

SUPERINTENDENT

January 12, 2026

DATE

BOARD PRESIDENT

January 12, 2026

DATE

MEMO

Date: January 12, 2026

To: Dr. Sandra Keim-Bounds, Superintendent
Members of the Board of Education

From: Anna Kasprzyk, Chief School Business Official

RE: Doolittle Farmland Lease Renewal - Approval

Background and Discussion:

Doolittle Family has been leasing District property for farming purposes since 2006. The Doolittle family expressed interest in renewing the lease agreement. The lease is a one-year lease with the annual renewal terms. The Doolittle family pays \$200 annual rent payment to lease about 40-acre property but also makes an annual voluntary \$1,700 donation to District 41's PTO.

Recommendation:

It is recommended to approve the lease as presented for a one-year term from March 18, 2026, to March 17, 2027.

If you have any questions, please do not hesitate to contact me.

2026 FARM LEASE

This Farm Lease is entered into on this 12th day of January, 2026, between the Board of Education of Lake Villa Community Consolidated School District No. 41, Lake County, Illinois (hereinafter “Board”), and T& L Doolittle Farms, LLC (hereinafter, the “Tenant”).

WITNESSETH:

WHEREAS, the Board is the owner of a certain parcel of real estate legally described on Exhibit A attached hereto and incorporated herein (hereinafter, the “Real Estate”); and

WHEREAS, pursuant to Section 10-22.11(c) of the *School Code*, the Board may lease school land to suitable lessees for any purpose which serves the interests of the community when such land is declared to be unnecessary, unsuitable, or inconvenient for the uses of the Board during the term of the lease; and

WHEREAS, pursuant to Section 10-22.13 of the *School Code*, the Board has the power and authority to determine when a site has become unnecessary, unsuitable, or inconvenient for a school; and

WHEREAS, the Board, by entering into this Farm Lease, hereby determines that it has no immediate need or use for the Real Estate, and that for the term of this Farm Lease, the Real Estate is unnecessary, unsuitable, and inconvenient for use by the Board.

NOW, THEREFORE, in consideration of the terms and conditions contained in this Farm Lease, the parties hereto agree as follows:

1. **Consideration.** For cash rent payment of \$200, Tenant shall maintain the Real Estate in accordance with the terms of this Farm Lease, and shall farm approximately 35 acres of the Real Estate making this portion of the land productive. In addition to the cash rent payment of \$200 to the Board, the Tenant shall consider making a voluntary, optional donation to the Lake Villa Schools Parent Teacher Organization of up to \$1,700. Thus, the total benefit amount to the Board and Lake Villa Schools Parent Teacher Organization shall be up to \$1,900. Also, Tenant shall be responsible for the payment of any and all property taxes levied upon the Real Estate and/or upon Tenant’s leasehold interest thereon. In return, Tenant shall be entitled to farm the Real Estate in accordance with the terms hereof.
2. **Permitted Use.** Tenant may use the Real Estate for agricultural purposes only and shall be entitled to keep the proceeds from the sale of any crops harvested on the Real Estate.
3. **Term.** The term of this Farm Lease shall be from March 18, 2026, to March 17, 2027, and the Tenant shall surrender possession at the end of this term or at the end of any

extension thereof. Extensions must be agreed to by the parties in writing. Additionally, the parties agree that the failure to execute an extension at least two (2) months before the end of the current term shall be constructive notice of intent to allow the Farm Lease to expire. The Tenant waives all rights to notice of expiration of this Farm Lease under Section 9-206 of the *Code of Civil Procedure* (735 ILCS 5/9-206).

4. **No Guarantee of Access To Real Estate By Board.** The Tenant acknowledges that the Board owns no land that provides any access to the Real Estate. The Tenant agrees to be solely and exclusively responsible to negotiate any access rights to the Real Estate with neighboring property owners, and the Tenant agrees that the Board has no obligation, financial or otherwise, to contribute to or otherwise provide any such access.
5. **Tenant's Duties in Operating Farm.** The Tenant agrees that s/he will perform and carry out the stipulations below:

A. Activities required:

1. To cultivate, plant and harvest the farm faithfully and in a timely, thorough, and businesslike manner.
2. To prevent noxious weeds from going to seed on said Real Estate and to destroy the same and keep the weeds and grass cut.
3. To keep open ditches, tile drains, tile outlets, grass waterways, and terraces in good repair.
4. To preserve established watercourses or ditches and to refrain from any operation that will injure them.
5. To take proper care of all trees, vines, shrubs, and other foliage and to prevent injury to the same.
6. To prevent all unnecessary waste, loss, or damage to the property of the Board.
7. To comply with rules and regulations of the Illinois Pollution Control Board, and other governmental agencies or rules, regulations, or laws applicable to farming and the application of fertilizer and pesticides.

B. Activities restricted:

1. The Tenant further agrees, unless s/he shall first have obtained the written consent of the Board, which may be withheld in its sole discretion:

- a. Not to assign this Farm Lease to any person or entity or to sublet any part of the Real Estate.
- b. Not to erect or permit to be erected any structure or building or to incur any expense to the Board for such purpose.
- c. Not to permit, encourage, or invite other persons to use any part or all of the Real Estate for any purpose or activity not directly related to its use for agricultural production.
- d. Not to plow permanent pasture or meadowland.
- e. Not to cut live trees, shrubs, or foliage for sale purposes or personal uses.
- g. Not to permit the erection of any commercial advertising signs on the farm.
- h. Not to use any fertilizer, chemicals, pesticides, or any non-organic substances on the Real Estate that may adversely affect the future use of the Real Estate as a school site. Prior to using any fertilizers, chemicals, pesticides, or non-organic substances, Tenant shall notify the Board in writing of the nature of the substance contemplated to be used on the Real Estate. If the Board objects to Tenant's use of said substance, Tenant may not introduce said substance to the Real Estate.

6. **Environmental Compliance.** Upon the termination of this Farm Lease or vacation of the Real Estate, Tenant shall, at its sole expense, remediate and clean up any Hazardous Substances (as defined in 42 U.S.C. §9601(14), as amended) used or authorized by Tenant during the term of this Farm Lease that may affect the Board's use of the Real Estate as a school site. Tenant shall provide the Board with copies of all records, documents, and invoices relating to any substance placed on the Real Estate.

Tenant shall indemnify, defend, and hold harmless the Board from and against any and all liabilities, damages, suits, penalties, judgments, costs, including attorneys' fees, and environmental cleanup, removal, response, assessment, or remediation costs arising from or related to contamination of the Real Estate or the release of any Hazardous Substance during the term of this Farm Lease. This paragraph shall survive the expiration or sooner termination of the Term.

7. **Default.** In the event the Tenant fails to comply with any of the terms hereof, the Board may, upon demand, notify Tenant that he is in default of this Farm Lease and terminate this Farm Lease. In the event the Board terminates this Farm Lease as a result of a breach by Tenant, all rental payments due hereunder shall be accelerated and shall

become immediately due and payable. Moreover, Tenant shall immediately vacate the Real Estate upon notification of a termination by the Board. In the event of a default, the Tenant shall be responsible for all costs and expenses whatsoever incurred by the Board as a result of such breach, including, but not limited to, attorneys' fees.

8. **Board's Lien.** The Board's lien provided by law on crops grown or growing shall be the security for the consideration herein specified and for the faithful performance of the terms of the Farm Lease. If the Tenant fails to keep any of the agreements of this Farm Lease, all costs and attorneys' fees of the Board in enforcing collection or performance shall become obligations payable by the Tenant hereunder.
9. **Board's Right of Entry.** The Board reserves the right of itself, its agents, employees, or assigns to enter upon the Real Estate at any reasonable time for the purpose of viewing the same or of working or making repairs or improvements thereon. Additionally, Tenant is hereby placed on notice that the Board is assigning the right to enter upon that portion of the Real Estate agreed to by the parties to the Village of Lake Villa, the Lake Villa Chamber of Commerce, and the Lake Villa Township. Tenant acknowledges the aforesaid assignment by the Board to the Village of Lake Villa, the Lake Villa Chamber of Commerce, and the Lake Villa Township, and Tenant has no objection to said assignment. Furthermore, Tenant waives and forever relinquishes any right for reimbursement from the Board for any damages to crops that result from the assignment of the right to enter on the Real Estate to Village of Lake Villa, the Lake Villa Chamber of Commerce, and the Lake Villa Township for the above-stated purpose. Further, upon constructive notice of the parties' intent to allow the Farm Lease to expire and after the Tenant's harvesting of that year's crops, the Board or its agents, employees, or assigns may enter upon the Real Estate. If the entry by the Board or its agents, employees, or assigns, any time after a crop has been planted and or husbandry practices have been undertaken, damages growing crops, the Board agrees to reimburse Tenant \$400 per acre.
10. **Extent of Agreement.** The terms of this Farm Lease shall be binding on the heirs, executors, administrators, and assigns of both the Board and Tenant in like manner as upon the original parties.
11. **Insurance.** Tenant shall obtain general liability insurance insuring against any liability and property damage or loss arising from or related to Tenant's use or occupancy of the Real Estate with liability limits of not less than one million dollars (\$1,000,000) per occurrence, and total liability limits of not less than one million dollars (\$1,000,000) in the aggregate. All policies must be on an occurrence basis, not a claims-made basis. The Board, its individual Board members, agents, and employees shall be named as additional insureds on the general liability policy. Tenant shall keep such insurance in continuous force and effect throughout the term of this Farm Lease and any extensions thereof. Tenant shall provide a certificate of insurance upon the execution of this Farm Lease. Additionally, upon request by the Board, the Tenant shall provide the Board with a copy of the insurance policy and all endorsements thereto.

12. **Indemnity and Hold Harmless.** Tenant covenants and agrees to hold the Board and the Board's agents and employees harmless and to defend the Board and the Board's agents, board members, and employees from all losses, damages, liabilities, or expenses of any kind, including without limitation attorneys' fees and court costs incurred, suffered, or claimed by any person whatsoever, or for any damage or injury to any persons or property from any cause whatsoever, by reason of the use or occupancy by Tenant, its agents, employees, invitees, or visitors on the Real Estate, unless caused solely by the negligence of the Board.

The Board shall not be liable for any damage to, or loss of, property on the Real Estate belonging to Tenant, its employees, agents, visitors, licensees, or other persons in or about the Real Estate, or for damage or loss suffered by the business of Tenant, from any cause whatsoever, whether the damages or injuries result from conditions arising upon the Real Estate or from other sources. The Board shall not be liable in any manner to Tenant, its agents, employees, invitees, or visitors for any injury or damage to Tenant, Tenant's agents, employees, invitees, or visitors, or their property, caused by the criminal or intentional misconduct or by any act or neglect of third parties or of Tenant, Tenant's agents, employees, invitees, or visitors, or of any other Tenant. Tenant covenants that no claim shall be made against the Board by Tenant, or by any agent or servant of Tenant, or by others claiming the right to be on the Real Estate through or under Tenant, for any injury, loss, or damage, other than the gross negligence of the Board. In no event shall the Board be liable to Tenant for any consequential damages sustained by Tenant arising out of the loss or damage to any property of Tenant.

The provisions of this paragraph 12 shall survive the expiration or sooner termination of the Term.

13. **Assignment and Subletting.** Tenant shall not assign, transfer, mortgage, or encumber this Farm Lease or sublet the Real Estate without obtaining the prior written consent of the Board, nor shall any assignment or transfer of this Farm Lease be effectuated by operation of law or otherwise without the prior written consent of the Board; in any such case, such consent may be withheld in the sole and absolute subjective discretion of the Board.
14. **Waiver.** No waiver of any default of Tenant hereunder shall be implied from omission by the Board to take any action on account of such default, and no express waiver shall affect any default other than the default specified in the express waiver and then only for the time and to the extent herein stated.
15. **Incorporation.** The recitals set forth on page one above are hereby incorporated in and made a part of this Farm Lease as if they were specifically set forth herein.

BOARD:

**Board of Education of
Lake Villa Community Consolidated
School District No. 41, Lake County**

By: _____

Its: _____

ATTEST:

By: _____

Its: _____

TENANT:

**T & L Doolittle Farms, LLC
20142 Highway 173
Antioch, IL 60002**

By: _____

By: _____

EXHIBIT A

LEGAL DESCRIPTION

Parcel 1: The Northwest $\frac{1}{4}$ of the Southeast $\frac{1}{4}$ (except the North 330 feet) and the Southwest $\frac{1}{4}$ (except the North 645 feet of the East 355 feet) of Section 31, Township 46 North, Range 10, East of the Third Principal Meridian, in Lake County, Illinois

Parcel 2: The South 27.33 chains of the East 7.71 chains (except the South 500 feet of the West 100 feet thereof) of the Southwest $\frac{1}{4}$ of Section 31, Township 46 North, Range 10, East of the Third Principal Meridian, in Lake County, Illinois

1310709.2

12	JAN, MON	● 7 – 9pm	BOE Meeting - Hooper Culture Presentation
15	JAN, THU	● 6:30 – 7:30pm	OC Martin - 2nd Grade Music Concert
19	JAN, MON	● All day	Dr. Martin Luther King Jr. Day - No School
20	JAN, TUE	● 6 – 8pm	PTO Meeting Lake Villa District Library
21	JAN, WED	● 11:30am – 1pm	Policy Committee Meeting - Compliance Review
26	JAN, MON	● 12:30 – 2:30pm	Technology Committee
		● 6:30 – 9pm	BOE Meeting
29	JAN, THU	● 2 – 3pm	Lake Villa Foundation Meeting
		● 4:30 – 5:30pm	Hooper Building Tour
		● 6 – 7pm	WL Thompson 2nd Grade Music Concert
9	FEB, MON	● 7 – 9pm	BOE Meeting - Martin Culture Presentation
13	FEB, FRI	● All day	Teachers' Institute - No School
16	FEB, MON	● All day	Presidents' Day - No School
17	FEB, TUE	● 6 – 8pm	PTO Meeting Lake Villa District Library
18	FEB, WED	● 11:30am – 1pm	Policy Committee Meeting - Compliance Review
19	FEB, THU	● 4:30 – 5:30pm	Martin Building Tour
		● 6 – 7pm	WL Thompson 1st Grade Music Concert
26	FEB, THU	● 6:30 – 7:30pm	OC Martin - 3rd Grade Music Concert
27	FEB, FRI	● All day	Second Trimester Ends
2	MAR, MON	● 7 – 9pm	BOE Meeting - Thompson Culture Presentation
5	MAR, THU	● 4:30 – 5:30pm	Thompson Building Tour

12	MAR, THU	● All day	Evening Parent Teacher Conferences
13	MAR, FRI	● All day	No School - Non-Attendance Day
16	MAR, MON	● 6:30 – 9pm	BOE Meeting
17	MAR, TUE	● 6 – 8pm	PTO Meeting Lake Villa District Library
18	MAR, WED	● 11:30am – 1pm	Policy Committee Meeting - Compliance Review
19	MAR, THU	● 6 – 7pm	WL Thompson Kindergarten Music Concert
23	MAR, MON	● All day	Spring Break
24	MAR, TUE	● All day	Spring Break
25	MAR, WED	● All day	Spring Break
26	MAR, THU	● All day	Spring Break
27	MAR, FRI	● All day	Spring Break
6	APR, MON	● All day	No School
		● 6:30 – 9pm	BOE Meeting
15	APR, WED	● 11:30am – 1pm	Policy Committee Meeting - Compliance Review
16	APR, THU	● 4:30 – 5:30pm	Palombi Building Tour
20	APR, MON	● 6:30 – 9pm	BOE Meeting
21	APR, TUE	● 6 – 8pm	PTO Meeting Lake Villa District Library
28	APR, TUE	● 6 – 7pm	BJ Hooper Open House - EC - 2nd Grade
		● 6 – 7pm	OC Martin School - Open House Kindergarten
		● 6 – 7pm	WL Thompson Open House PreK - 2nd Grade
29	APR, WED	● 6 – 7pm	OC Martin School - Open House Grades 3 - 5