

**MINUTES OF REGULAR MEETING
OF
BOARD OF EDUCATION, SCHOOL DISTRICT NO. 172
ADAMS COUNTY, ILLINOIS
HELD ON SEPTEMBER 24, 2025 – 6:00 P.M.**

Meeting Convened

The Board of Education of School District No. 172, Adams County, Illinois, met in regular session on September 24, 2025, at 6:00 p.m. in the Board of Education Office, Room 214, 1416 Maine Street, Quincy, Illinois, in said school district.

Roll Call

The meeting was called to order by President Arns, who directed the secretary to call the roll. On the call of the roll, the following members were present and answered to their names: Members Arns, Davis, Dodd (telephonically), Petty, and Whitfield; and the following members were absent: Members Brock and Sethaler. Whereupon the President declared a quorum was present.

Moment of Silence

President Arns declared a moment of silence and reflection.

Pledge of Allegiance

The Pledge of Allegiance was led by President Arns.

Open Public Hearing

President Arns opened the public hearing on the 2025-2026 Quincy School District Budget. There were no comments on the budget at this time, but the hearing remained open for comments until closed later in the meeting.

Arrival of Member Brock

Member Brock arrived at 6:07 p.m., which was duly noted by the board secretary.

Questions and Comments

President Arns opened the meeting to questions and comments to members of the Board, by members of the public.

Karla Hildebrand (Parent)

Ms. Hildebrand criticized QPS for allegedly ignoring warnings about Denman Elementary and special education failures, which she said forced families to seek help from police, state agencies, and civil rights channels.

Discovery Works Community Engagement

Member Petty reported that the board previously approved partnering with Discovery Works, a consulting firm from St. Louis, to help address the district's projected operational deficit through a community engagement process. A committee has been formed to work with the consultants, ensuring that the district's goals reflect community aspirations rather than being dictated solely by the board. The first meeting was held this week to introduce members to the process, and the district is still seeking additional community participants. Interested individuals are encouraged to contact the board office or any board member for more information.

Consent Agenda

It was moved by Member Petty and seconded by Member Davis to approve the following items on the Consent Agenda:

- a. Treasurer's Report August 2025*
- b. Minutes – August 20, 2025*
- c. Check Register and JH/SH Activity Fund Reports*
- d. Acknowledge receipt of the Freedom of Information Log: August 16, 2025 – September 19, 2025 (Information Only)*

On the call of the roll, the following members voted Aye: Members Arns, Brock, Davis, Dodd, Petty, and Whitfield; and the following members voted Nay: None; and the following member was absent: Member Sethaler. Whereupon the President declared the motion carried.

Report of the Superintendent

Dr. Lee opened his Superintendent's Report by reflecting on his first six weeks back in Quincy Public Schools. Since August, he has visited every school, facility, and field, met individually with Board members and central office staff, and gathered input from principals, administrators, and community members. His goal has been to listen and learn, asking each leader to share their "three wishes" for the district and respond to three simple but important questions: Are our students learning? How do we know? And what are we doing about it?

The answers were encouraging. Most agreed that students are learning, and the data supports steady or improving achievement trends. Highlights included Advanced Placement results that compare well with top suburban districts. Dr. Lee noted that teachers across the district are using proven, research-based strategies to support students, and overall QPS performance today is stronger than when he last served the district in 2012 and 2015.

Looking ahead, Dr. Lee emphasized two immediate areas of need: facilities and staff retention. Recent audits show that our athletic, music, and vocational spaces require significant updates, and without consistent investment, conditions could become unsafe. At the same time, compensation gaps with other districts are making it harder to keep talented staff. A QPS teacher with 20 years of experience tops out around \$65,000, while colleagues in nearby districts earn \$80,000–\$124,000. These differences make it easier for teachers to leave for higher pay without moving their families.

Dr. Lee reminded the Board and staff that just as athletes succeed with the right coaching, facilities, and community support, every student can be an "all-stater" if given the right resources. To achieve that vision, QPS must continue investing in both people and places.

Despite the challenges, Dr. Lee expressed strong confidence in the district's future. He praised the commitment of staff, administrators, and Board members, and noted that the foundation for success is already in place. With thoughtful planning and shared effort, he believes QPS is positioned to meet its challenges head-on and provide the opportunities every student deserves.

Building Committee

Co-Chairperson Jim Whitfield noted that under New Business, the board will consider a Health Life Safety amendment regarding the Quincy High School electrical upgrade.

District Improvement Committee

Chairperson Arns shared that the District Improvement Committee reviewed the Summer Academy report, Teacher Retention report, and English Language Learner report. Summer Academy served K–12 students with strong attendance and programs ranging from skill support in reading, math, and STEM to enrichment activities such as eco exploration, entrepreneurship, and the arts. High school students earned 136 credits through credit recovery/new credit and 444 credits through credit catch-up opportunities. The district's teacher retention rate was approximately 88–89%. The ELL program currently serves 48 students across 12–14 languages, with Hungarian newly added this year.

Finance Committee

Chief of Business Operations Ryan Whicker reported that the District Budget, first presented last month, has undergone refinements. While the overall budget remains consistent with the prior presentation, adjustments were made to clarify spending allocations and finalize figures that were previously uncertain. The balanced budget now totals \$96.5 million.

Discipline Committee

Chairperson Petty shared that the committee reviewed 2024–25 discipline data, including office referrals, in-school suspensions, after-school suspensions, and expulsions from pre-K through grade 12 over the past five years. No significant new trends were identified, though student behavior issues continue to require interventions to support classroom learning. In addition, the group examined results from the annual 5Essentials survey, focusing on discipline-related items for the first time. Data on bullying, school safety, and student-to-student respect were reviewed from the perspectives of both students (grades 4–12) and families. A discussion was held regarding cell phone use in schools. While Illinois does not currently mandate a statewide policy, Missouri recently passed legislation prompting the committee to review current practices at the junior high and high school levels. Administrators shared input on existing procedures to ensure appropriate student cell phone use and to prepare for potential future state requirements.

Policy Committee

The Policy Committee did not meet in September.

Close Public Hearing

President Arns asked if there were any questions regarding the 2025-2026 Quincy District Budget prior to closing the hearing. There were none. President Arns closed the public hearing at 6:32 p.m.

Approve 2025-2026 Quincy School District Budget

It was moved by Member Davis and seconded by Member Arns to approve the 2025-2026 Quincy School District Budget (Doc. Reg. No. 3983). On the call of the roll, the following members voted Aye: Members Arns, Brock, Davis, Dodd, Petty, and Whitfield; and the following members voted Nay: None; and the following member was absent: Member Sethaler. Whereupon the President declared the motion carried.

Clarity Healthcare Agreement for School-Based Providers

It was moved by Member Arns and seconded by Member Brock to approve the Clarity Healthcare Agreement for School-Based Providers (Doc. Reg. No. 3984). On the call of the roll, the following members voted Aye: Members Arns, Brock, Davis, Dodd, Petty, and Whitfield; and the following members voted Nay: None; and the following member was absent: Member Sethaler. Whereupon the President declared the motion carried.

Golden Apple Scholar Partnership Agreement

It was moved by Member Brock and seconded by Member Dodd to approve the Golden Apple Partnership Agreement (Doc. Reg. No. 3985). On the call of the roll, the following members voted Aye: Members Arns, Brock, Davis, Dodd, Petty, and Whitfield; and the following members voted Nay: None; and the following member was absent: Member Sethaler. Whereupon the President declared the motion carried.

Health Life Safety Amendment for QHS Electrical Upgrade

Co-chairperson Whitfield shared information regarding transformer replacement at Quincy Senior High School. The building, which opened in 1974, continues to operate on its original transformers. It was noted that failure of these units is a matter of when, not if, and replacement could take 90–120 days if failure occurred. A Health Life Safety amendment will be pursued to allow design and bid processes to begin. The project will include installation of new switchgear and transition to current electrical standards, as the existing 4,000-volt infrastructure is in flood-prone basement vaults. Ameren will not engage until district-side work is complete. Bidding is anticipated for December so equipment may be secured in time for summer work. The project will require temporary power shutoffs; however, work will be phased so that the entire campus is not without power at the same time. It was confirmed that costs are the responsibility of the district, as the transformers are district-owned. *It was moved by Member Davis and seconded by Member Arns to approve the Health Life Safety Amendment for QHS Electrical Upgrade.* On the call of the roll, the following members voted Aye: Members Arns, Brock, Davis, Dodd, Petty, and Whitfield; and the following members voted Nay: None; and the following member was absent: Member Sethaler. Whereupon the President declared the motion carried.

Communications Technologies OPENGATE Weapons Detections System

QHS administration reported on the new OPENGATE security systems. The systems, already in use at airports and arenas, are designed to detect weapons and dense metal objects. Students are being educated on items that may trigger the system. The district will purchase seventeen (17) units, with each building receiving designated machines and additional mobile units available for events. The equipment will be funded through the tort fund under risk management/security. *It was moved by Member Whitfield and seconded by Member Arns to approve the quote from Communications Technologies for purchase of OPENGATE Weapons Detections System at a cost of \$296,754.22 (Doc. Reg. No. 3986).* On the call of the roll, the following members voted Aye: Members Arns, Brock, Davis, Dodd, Petty, and Whitfield; and

the following members voted Nay: None; and the following member was absent: Member Sethaler. Whereupon the President declared the motion carried.

Professional Search Firm for Superintendent Search Process Hazard, Young, Attea & Assoc.

The Board reviewed three proposals for superintendent search services, received from Illinois Association of School Boards (IASB), Student Centered Services, and Hazard, Young, Attea & Associates (HYA). Each firm offered different services and costs. IASB was the lowest cost but provided the least post-hire support. Student Centered Services, a newer firm, offered mentoring but had limited experience. HYA, the most experienced firm, offered extensive support, community input, and a candidate portal for board access, though at the highest cost. After discussion, HYA indicated a willingness to reduce their fee to approximately \$17,900. ***It was moved by Member Arns and seconded by Member Davis to approve the Professional Search Firm of Hazard Young, Attea & Associates to Conduct the Superintendent Search Process at an estimated cost of \$17,900. (Doc. Reg. No. 3987).*** On the call of the roll, the following members voted Aye: Members Arns, Brock, Davis, Dodd, Petty, and Whitfield; and the following members voted Nay: None; and the following member was absent: Member Sethaler. Whereupon the President declared the motion carried.

Executive Session

At 6:50 p.m., it was moved by Member Arns and seconded by Member Brock that the Board suspend the rules and go into executive session to discuss: a) the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the School District; b) collective negotiating matters between the School District and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees; f) evidence or testimony regarding denial of admission to school events or property; g) student disciplinary cases; i) pending, probable, or imminent litigation; and j) attorney/client privilege. On the call of the roll, the following members voted Aye: Members Arns, Brock, Davis, Dodd, Petty, and Whitfield; and the following members voted Nay: None; and the following member was absent: Member Sethaler. Whereupon the President declared the motion carried.

Resumption of Rules

It was moved by Member Petty and seconded by Member Whitfield to resume the conduct of the regular meeting under rules. On the call of the roll, the following members voted Aye: Members Arns, Brock, Davis, Dodd, Petty, and Whitfield; and the following members voted Nay: None; and the following member was absent: Member Sethaler. Whereupon the President declared the motion carried.

Student Discipline

It was moved by Member Petty and seconded by Member Arns to adopt the recommendation made in executive session for pre-expulsion agreements for two students from The Academy and expulsion for one student from QHS and a modified expulsion for one student from QHS. On the call of the roll, the following members voted Aye: Members Arns, Brock, Davis, Dodd, Petty, and Whitfield; and the following members voted Nay: None; and the following member was absent: Member Sethaler. Whereupon the President declared the motion carried.

Personnel Addendum

It was moved by Member Davis and seconded by Member Brock to approve the Personnel Addendum.
On the call of the roll, the following members voted Aye: Members Arns, Brock, Davis, Dodd, Petty, and Whitfield; and the following members voted Nay: None; and the following member was absent: Member Sethaler. Whereupon the President declared the motion carried.

PERSONNEL ADDENDUM QUINCY BOARD OF EDUCATION SEPTEMBER 24, 2025					PERSONNEL CODES \$\$ - New operating Fund Position (increase in FTE) B - Paid for by Booster Clubs C - Change in classification or position O - Other P - New Project Fund position PR - Replacement for Project Fund position R - Replacement for vacant Operating Fund Position S - Summer School
CERTIFIED					
APPOINTMENT					
1	R	CATHY GOODING - SPECIAL ED TEACHER- QJHS	08/25/2025	181 DAYS, BA, STEP 31, \$59,986.99 (171 DAYS)	
2	C/R	EMILY PURSLEY - 7TH GRADE ELA COMMUNICATION ARTS TEACHER - QJHS	08/26/2025	181 DAYS, BA, STEP 0, \$38,301.66 (170 DAYS)	
3	R	DENISE FRIYE - EC SPECIAL ED TEACHER - ECFC	08/29/2025	181 DAYS, MA, STEP 32.2, \$63,342.77 (167 DAYS)	
4	C	LORI MILES - PART-TIME CASE MANAGER – QJHS	09/05/2025	TIMESHEET, FROM 19.5 HRS/WK TO UP TO 30 HRS/WK.	
RESIGNATIONS					
5		ADAM STINSON – SPECIAL ED COORDINATOR – QJHS	09/03/2025		
6		BETH HAMMER – TEACHER – ECFC	08/29/2025		
7		KIMBERLY HAYS – TEACHER – BALDWIN	09/26/2025	NOT RETURNING FROM FMLA	
LEAVE OF ABSENCE					
8		BETH HAMMER – TEACHER – ECFC		INTERMITTENT, 08/11/2025 – 08/29/2025 (0 DAYS. RESIGNED)	
9		RICKI LUDWIG – TEACHER – LINCOLN-DOUGLAS	UPDATE	05/19/2025 – 09/03/2025	
10		KENNEDY (ALYX) HAWKINS – TEACHER - ILES		11/10/2025 – 01/06/2026	
11		ROBERTO HERNANDEZ – DEAN -QHS	UPDATE	08/11/2025 – 09/02/2025 (15 DAYS)	
12		BRENDA CAWTHON – NURSE – ILES		09/11/2025 – 09/19/2025	
13		KAILEY RECKERS – TEACHER - DENMAN	UPDATE	09/15/2025 – 12/16/2025	
14		MICHELLE (SHELLY) COBB – TEACHER - QHS		11/16/2025 – 12/19/2025	
15		SAMANTHA BURGE – TEACHER – LINCOLN-DOUGLAS	UPDATE	08/11/2025 – 09/22/2025	
16		HEATHER MASTON – TEACHER – QJHS	UPDATE	08/11/2025 – 09/22/2025	
17		CHERYL BURGHART – TEACHER – LINCOLN-DOUGLAS	UPDATE	08/12/2025 – 09/22/2025	
18		KIMBERLY HAYS – TEACHER – BALDWIN		09/12/2025 – 09/26/2025 (NOT RETURNING)	
19		MATTHEW SULLIVAN – SCHOOL PSYCHOLOGIST – ILES		10/22/2025 – 11/23/2025	
20		SHELBY SULLIVAN – TEACHER - ILES		10/22/2025 – 12/19/2025	
21		ALEXIS WILLIAMSON – TEACHER – ILES		10/31/2025 – 01/01/2026	
RETIREMENTS					
22		JAROD CLARK – PLTW TEACHER – QJHS	END OF 25-26 SCH YR		
23		MARCEY WELLS – DIRECTOR – THE ACADEMY	END OF 25-26 SCH YR	REQUESTING RETIREMENT INCENTIVE- APPROVED EFFECTIVE 9/15/25	
EDUCATIONAL SUPPORT					
CLASSIFIED					
APPOINTMENT					
24	C/R	GENAVIEVE ZENGEL – PARA – BALDWIN	08/18/2025	181 DAYS, LEVEL C, STEP 0, \$17.00/HR	
25	C/\$\$	LINDSI BIAS - ISS SUPERVISOR – LINCOLN-DOUGLAS	08/19/2025	181 DAYS, LEVEL C STUDENT SUPPORT, \$17.00/HR	
26	C/R	KENDRA HARBIN - CLASSIFIED NURSE – QJHS	08/20/2025	181 DAYS, BA, STEP 2, \$32,875.56 (174 DAYS)	
27	B	SAM SMITH - ASST. FOOTBALL COACH – QJHS	25-26 SCH YR	BOOSTER PAID, \$2,000.00 STIPEND	

28	B/R	JENNIFER SMITH - ASST. CROSS COUNTRY COACH – QJHS	25-26 SCH YR	BOOSTER PAID, \$750.00 STIPEND
29	R	TERRY ROBINSON - SECURITY GUARD – QJHS	09/03/2025	181 DAYS, STEP 5, \$17.07/HR
30	C/R	MORGAN BLACK – HEAD START TEACHER - ECFC	08/25/2025	181 DAYS, A, STEP 0, \$21.00/HR
31	C/R	AMANDA HUFF – RIDER – TRANSPORTATION	08/18/2025	166 DAY, STEP 1, ECFC SEUI, 5 HRS/DAY, \$16.10/HR
32	C/R	MICHELLE GRASSMUCK – RIDER – TRANSPORTATION	08/18/2025	176 DAY, STEP 0, 5 HRS/DAY, \$16.05/HR
33	R	HENRY WILSON – AM/PM DRIVER - TRANSPORTATION	08/19/2025	176 DAY, STEP 0, 5 HRS/DAY, \$20.50/HR
34	R	LISA SCHUCKMAN - ASST. VOLLEYBALL COACH – QJHS	25-26 SCH YR	BOOSTER PAID - \$1,500.00 STIPEND
35	O	KYLE SNIDER - ASST. VOLUNTEER GOLF COACH – QJHS	25-26 SCH YR	VOLUNTEER COACH
36	R	KATELYN ALLEN – OT - BALDWIN	09/02/2025	181 DAYS, DOCTORATE, STEP 5, \$53,153.20 (166 DAYS)
37	R	ANTOINETTE VIAR – PARA – QJHS	09/02/2025	181 DAYS, LEVEL C, STEP 0, \$17.00/HR
38	R	ETHAN ENSINGER – PARA - BALDWIN	09/02/2025	181 DAYS, LEVEL C, STEP 0, \$17.00/HR
39	C/R	WILLIAM NEESE - KITCHEN HELPER - DENMAN	08/29/2025	173 DAYS, TIMESHEET, 13.75 HRS/WK, \$16.05/HR
40	C/R	MONICA GILLE – DRIVER – TRANSPORTATION	08/18/2025	166 DAY, STEP 0, ECFC SEIU, 5 HRS/DAY, \$20.42/HR
41	C/R	BETTY GUTHRIE – DRIVER – TRANSPORTATION	08/18/2025	166 DAY, STEP 0, ECFC SEIU, 5 HRS/DAY, \$20.42/HR
42	R	DIANA BRADLEY – OCCUPATIONAL THERAPIST – DENMAN	09/02/2025	181 DAYS, TIMESHEET, UP TO 19.5 HRS/WK, \$49.87/HR
43	R	CHRISTOPHER WILKES - NIGHT CUSTODIAN – QJHS	09/03/2025	260 DAYS, STEP 0, \$27,477.60 (214 DAYS)
44	C/R	APRIL MOORE - KITCHEN HELPER – ROONEY	09/03/2025	173 DAYS, TIMESHEET, 2.75 HRS/DAY, \$16.05/HR.
45	C/R	MIKE TIMMONS – SECURITY – QJHS	09/11/2025	BUILDING CHANGE, NO CHANGE IN SALARY
46	C/R	TERRY ROBINSON – SECURITY – ROONEY	09/11/2025	181 DAYS, STEP 5, \$17.07/HR
47	C/R	KIMBERLY TUCKER – DRIVER – TRANSPORTATION	09/15/2025	166 DAY, STEP 3, ECFC SEUI, 5 HRS/DAY, \$20.67/HR
48	R	LISA BAKER – CAFETERIA COOK - ROONEY	09/15/2025	173 DAYS, STEP 5, 5.75 HRS/DAY, \$16.78/HR
49	R	CARSON NEALLY - ASST. WRESTLING COACH – QJHS	25-26 SCH YR	DISTRICT PAID – 9.57%, STEP 0, \$3,379.07 STIPEND
50	\$\$	RYANN ZIMMERMAN - COMMUNITY SCHOOL COORDINATOR – QJHS	09/22/2025	221 DAYS, LEVEL A STUDENT SUPPORT, STEP 0, \$27.00/HR, PLUS ANNUAL \$3,000 STIPEND (PRORATED \$2,334.84 172 DAYS)
51	R	DASHAVON GIVENS – PARA – ROONEY	09/22/2025	181 DAYS, LEVEL A, STEP 0, \$16.20/HR
52	R	DOROTHY MYERS - CAFETERIA COORDINATOR – ECFC	09/22/2025	173 DAYS, STEP 0, \$17.25/HR
53	C/R	RICARDO MARTINEZ – AM/PM DRIVER – TRANSPORTATION	09/18/2025	176 DAYS, STEP 0, 5 HRS/DAY, \$20.50/HR
RESIGNATIONS				
54		ALYCIN MARSHALL – CAFETERIA COOK - QHS	08/29/2025	
55		ASHLEY BUEHLER – CAFETERIA COOK – QHS	09/09/2025	
56		JENNIFER MARTIN – PARA – ECFC	09/02/2025	
57		CARRIE SMITH – PARA – ECFC	09/12/2025	
58		HALEY BROWN – SSFL – ROONEY	09/22/2025	NOT RETURNING FROM MATERNITY LEAVE
59		MONICA GILLE – DRIVER – TRANSPORTATION	09/05/2025	WILL REMAIN SUB DRIVER
60		RYAN OBERT – DRIVER – TRANSPORTATION	09/12/2025	WILL REMAIN SUB DRIVER
61		TERRY ROBINSON – SECURITY – QJHS	09/08/2025	(REHIRED 09/11/2025)
62		APRIL OBERLY – PARA – DENMAN	10/10/2025	
LEAVE OF ABSENCE				
63		AMANDA SMITH – PARA – ROONEY	UPDATE	08/11/2025 – 08/18/2025
64		JOHN PARKE – MAINTENANCE		08/11/2025 – 08/27/2025
65		JACKIE LOWENSTEIN – HR/CHILDCARE COORD. – BOE		12/17/2025 – 03/12/2026
66		JUSTIN TRAMMEL – CUSTODIAN – QJHS		09/08/2025 – 09/22/2025
67		HALEY BROWN – SSFL – ROONEY	UPDATE	08/01/2025 – 09/22/2025 (RESIGNED)
68		ELIZABETH KOCH – PARA – QHS		08/20/2025 – 09/03/2025
69		SHARON LABROO – PARA – BOE		10/08/2025 – 11/19/2025
70		TERRI MORRIS – TRANSPORTATION		10/09/2025 – 10/27/2025
71		ALEXA CLAIR – PARA – ROONEY		10/13/2025 – 01/02/2026
RETIREMENTS (NONE)				

Notice Not to Trespass/Ban from QPS Property

It was moved by Member Brock and seconded by Member Arns to adopt the recommendation banning a community member from school grounds from 9/10/25-9/10/26. On the call of the roll, the following members voted Aye: Members Arns, Brock, Davis, Dodd, Petty, and Whitfield; and the following members voted Nay: None; and the following member was absent: Member Sethaler. Whereupon the President declared the motion carried.

Adjournment

At 8:21 p.m., it was moved by Member Arns that the regular meeting adjourn. The motion carried with all in favor and the regular meeting was duly adjourned.

/s/ Shelley Arns
President

/s/ Kim Wert
Secretary