

**MINUTES OF SPECIAL MEETING  
OF  
BOARD OF EDUCATION, SCHOOL DISTRICT NO. 172  
ADAMS COUNTY, ILLINOIS  
HELD ON DECEMBER 3, 2025 – 6:00 P.M.**

**Meeting Convened**

The Board of Education of School District No. 172, Adams County, Illinois, met in special session on December 3, 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, Petty, Sethaler, and Whitfield; and the following member was absent: Member Brock. Whereupon the President declared a quorum was present.

**Pledge of Allegiance**

The Pledge of Allegiance was led by President Arns.

**Arrival of Member Brock**

Member Brock arrived at 6:05 p.m., which was duly noted by the board secretary.

**Comments**

President Arns opened the meeting to comments to members of the Board, by members of the public. There were none.

**Superintendent Leadership Profile Report and Discussion**

Brian Harris and Karen Sullivan from Hazard Young Attea Associates (HYA) presented the Leadership Profile Report based on interviews, focus groups, and 260 survey responses, highlighting strong community pride, dedicated staff, and quality programs as district strengths. Key challenges identified include teacher retention and salaries, staff shortages, declining morale and trust, behavior and attendance issues, and long-term financial concerns. Stakeholders want the next Superintendent to be highly visible, rebuild trust, improve communication, address compensation and retention, and develop clear plans for student behavior and safety. Long-term priorities include strategic academic improvement, sustainable financial planning, stronger community engagement, and expanded workforce and career and technical education opportunities. HYA will present vetted candidates in closed session, and the Board will finalize interview questions and schedule upcoming interviews.

**Executive Session**

***At 6:22 p.m., it was moved by Member Petty and seconded by Member Sethaler 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.*** On the call of the roll, the following members voted Aye: Members Arns, Brock, Davis, Dodd, Petty, Sethaler, and Whitfield; and the following members were absent: None. Whereupon the President declared the motion carried.

### **Resumption of Rules**

***It was moved by Member Brock and seconded by Member Davis to resume the conduct of the special meeting under rules.*** On the call of the roll, the following members were present and answered to their names: Members Arns, Brock, Davis, Dodd, Petty, Sethaler, and Whitfield; and the following members were absent: None. Whereupon the President declared the motion carried.

### **Adjournment**

***At 8:00 p.m., it was moved by Member Sethaler and seconded by Member Davis that the special meeting adjourn.*** The motion carried with all in favor and the special meeting was duly adjourned.

/s/ Shelley Arns  
President

/s/ Kim Wert  
Secretary