

**MINUTES OF REGULAR MEETING  
OF  
BOARD OF EDUCATION, SCHOOL DISTRICT NO. 172  
ADAMS COUNTY, ILLINOIS  
HELD ON DECEMBER 17, 2025 – 6:00 P.M.**

**Meeting Convened**

The Board of Education of School District No. 172, Adams County, Illinois, met in regular session on December 17, 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, Brock, Davis, Dodd, Petty, Sethaler, and Whitfield; and the following members were absent: None. 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 Superintendent Lee.

**Open Public Hearings**

President Arns opened the public hearings on the Proposed Tax Levy for 2025 and the Board's Intent to Sell \$20,000,000 School Fire Prevention and Safety Bonds at 6:04 p.m. She announced that the hearings would remain open for public comment on both items until formally closed later in the evening. No public comments were offered at this time.

**Questions and Comments**

President Arns opened the meeting to questions and comments to members of the Board, by members of the public and employees of the district, in compliance with state statutes.

Gabrielle Esselman (Bella Ease)

Ms. Esselman thanked the Board and Quincy Public Schools for their continued support of Bella Ease, including donations tied to the "You Matter" campaign. She reported that Bella Ease is currently serving approximately 23 students in alternative education settings, including assisting students with credit completion and graduation needs, and typically serves 8–10 expelled, truant, or suspended students daily. She also shared that programming would resume next semester with

a renewed focus on leadership and decision-making skills, noting increased student interest and engagement in returning to school.

### **Consent Agenda**

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

- a. Treasurer's Report – November 2025*
- b. Minutes – November 19, 2025, December 3, 2025, & December 13, 2025*
- c. Check Register and JH/SH Activity Fund Reports*
- d. Acknowledge receipt of the Freedom of Information Log: November 15 through December 12, 2025 (Information Only)*

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 a quorum was present.

### **Reports of the Superintendent**

Superintendent Lee shared that as we head into second semester, the District continues to face staffing challenges, with approximately 60 open positions and ongoing difficulties recruiting and retaining teachers. Filling classrooms and support roles remains a top priority.

Staffing shortages have particularly impacted special education, Early Childhood, and Quincy Junior High, requiring adjustments to service delivery while still meeting all student needs and legal obligations. Early Childhood classrooms are operating at maximum capacity, limiting enrollment despite the importance of early intervention.

In hard-to-fill areas such as math, Edgenuity is being used to maintain instructional access; however, we recognize that technology cannot replace the daily relationships and support provided by teachers.

Despite these challenges, student performance remains near the state average, reflecting the dedication and resilience of our staff. We appreciate the continued commitment, flexibility, and professionalism of our staff as we work together to support students and strengthen the District. Community engagement efforts are underway to inform the district's long-term planning. This next phase of work will include a series of five community engagement workshops, beginning with the first workshop on January 27 from 5:30–7:30 p.m. in the Quincy High School cafeteria. Doors will open at 5:00 p.m., and dinner will be provided.

The workshops will share the district's current challenges and ongoing efforts, feature presentations from staff and subject-matter experts, and actively seek community feedback on next steps. Broad community participation is encouraged, as input from these sessions will help shape a proposal the committee plans to bring forward in June, with an update on participation

shared at the January 28 Board meeting.

The superintendent search continues to move forward. HYA presented a strong slate of 10 candidates, double the number from the 2021 search, and initial interviews were conducted on December 13. The Board will debrief with HYA and select candidates for second interviews in early January, with the timeline accelerated due to a competitive statewide market and the goal of making an announcement earlier than originally planned.

### **Building Committee**

Chairperson Dodd shared that the committee discussed Health and Life Safety projects, with primary focus on the high school's main power connection, which went out to bid on December 12, and a review of additional needs across district buildings, including boilers, water heaters, and HVAC systems. During public comment, a Rooney School parent and PTO member, shared an update on a tree-planting initiative aimed at adding shade and windbreaks to the playground area using semi-mature trees. The goal is to plant 21 trees, with seven already installed, funded through community donations via the Rooney Trees initiative. The committee praised the project and noted its potential as a model for other schools.

### **District Improvement Committee**

The District Improvement Committee did not meet in December.

### **Discipline Committee**

The Discipline Committee did not meet in December.

### **Finance Committee**

The committee reviewed routine agenda items, noting no action items beyond the consent agenda and the tax levy resolution under new business. The 2025 levy projection is based on an intentionally overestimated 10% EAV increase, resulting in an estimated rate of \$3.81—about \$0.05 lower than last year—but the issuance of additional public safety bonds later will allow the levy to be amended closer to last year's rate. The Board approved the resolution to establish the 2025 levy and held a public hearing on the intent to sell up to \$20 million in school fire prevention and safety bonds, with the actual expected issuance closer to \$16.3 million. The bond strategy aims to address the majority of priority health and life safety projects at the high school while maintaining flexibility and potentially generating approximately \$484,000 in taxpayer savings, depending on market conditions.

### **Policy Committee**

The Policy Committee did not meet in December.

### **Close Hearings**

President Arns asked if there were any comments regarding the proposed tax levy for 2025 There were none. The public hearing was closed at 6:37 p.m.

President Arns asked if there were any comments regarding the Intent of the Board to Sell \$20,000,000 School Fire Prevention and Safety Bonds of the District. There were none. The public hearing was closed at 6:42 p.m.

### **Adopt Resolution Amount Necessary to be Levied**

*It was moved by Member Sethaler and seconded by Member Davis to approve the Resolution to Establish 2025 Tax Levy (Doc. Reg. No. 3998).* 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 a quorum was present.

### **Application for School Maintenance Project Grant**

This item is the annual application for the School Maintenance Project Grant. The State offered a \$50,000 matching grant for eligible projects. Because we already have an electrical upgrade at the high school that has been bid and budgeted, we plan to apply the grant toward that project. For qualifying projects totaling \$100,000, the district pays \$50,000 and the State provides a \$50,000 match, resulting in direct savings to local taxpayers. *It was moved by Member Petty and seconded by Member Sethaler to approve the Application for School Maintenance Project Grant.* 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 a quorum was present.

### **HLS Amendment for Baldwin Upper Bleacher Replacement**

The oldest set of bleachers is increasingly difficult and unsafe to operate due to a failing motor that no longer properly grips the floor. Extending the bleachers requires significant manual effort, often involving multiple staff members from across the district, and custodial staff are reluctant to perform the task due to safety and labor concerns. Given their age and the higher risk compared to newer stabilizers, replacement has been identified as a priority need within the next three years. *It was moved by Member Dodd and seconded by Member Arns to approve the HLS Amendment for Baldwin Upper Bleacher Replacement.* 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 a quorum was present.

### **Resolution Regarding Risk Management Program**

The District reviewed the annual Risk Management Program. No substantive changes were made; the resolution primarily updates dates and reaffirms existing provisions, including the allocation of a percentage of member salaries and other expenditures designated for risk mitigation purposes. *It was moved by Member Brock and seconded by Member Arns to approve*

***the Resolution Regarding Risk Management Program (Doc. Reg. No 3999).*** 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 a quorum was present.

### **Executive Session**

***At 6:46 p.m., it was moved by Member Arns and seconded by Member Davis 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; g) student disciplinary cases; i) pending, probable, or imminent litigation; j) attorney/client privilege; or other matters appropriate for a closed meeting pursuant to the Open Meetings Act.*** 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 a quorum was present.

### **Resumption of Rules**

***It was moved by Member Sethaler and seconded by Member Davis to resume the conduct of the regular 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 a quorum was present.

### **Student Discipline**

***It was moved by Member Davis and seconded by Member Arns to adopt the recommendation for a pre-expulsion agreement for one QHS student and the expulsion of one student from QHS.*** 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 a quorum was present.

### **Personnel Addendum**

***It was moved by Member Brock and seconded by Member Arns to approve the Revised Personnel Addendum.*** 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 a quorum was present.

#### **\*REVISED PERSONNEL ADDENDUM**

QUINCY BOARD OF EDUCATION

DECEMBER 17, 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	STEPHANIE OITKER - SPECIAL ED TEACHER- QJHS	11/24/2025	181 DAYS, MA+30, STEP 18, \$34,279.20 (108 DAYS)
2	PR	SAYLOR DRAWE - TITLE 1 EXTENDED DAY TEACHERS – BALDWIN	11/11/2025	TIMESHEET, 1 HR/DAY, \$30.00/HR, TITLE I ESSA GRANT
3	PR	WAYNE KRUS - TITLE 1 EXTENDED DAY TEACHERS – BALDWIN	11/11/2025	TIMESHEET, 1 HR/DAY, \$30.00/HR, TITLE I ESSA GRANT
4	PR	BETH JOHNSON - TITLE 1 EXTENDED DAY TEACHERS – BALDWIN	11/11/2025	TIMESHEET, 1 HR/DAY, \$30.00/HR, TITLE I ESSA GRANT
5	PR	HALLE BARNES - TITLE 1 EXTENDED DAY TEACHERS – BALDWIN	11/11/2025	TIMESHEET, 1 HR/DAY, \$30.00/HR, TITLE I ESSA GRANT
6	PR	FRANCIS REED - TITLE 1 EXTENDED DAY TEACHERS – BALDWIN	11/11/2025	TIMESHEET, 1 HR/DAY, \$30.00/HR, TITLE I ESSA GRANT
7	PR	JOANNA HOCHGRABER - TITLE 1 EXTENDED DAY TEACHERS – BALDWIN	11/11/2025	TIMESHEET, 1 HR/DAY, \$30.00/HR, TITLE I ESSA GRANT
8	PR	CATHERINE CASE - TITLE 1 EXTENDED DAY TEACHERS – BALDWIN	11/11/2025	TIMESHEET, 1 HR/DAY, \$30.00/HR, TITLE I ESSA GRANT
9	PR	CATHARINE MILLER - TITLE 1 EXTENDED DAY TEACHERS – BALDWIN	11/11/2025	TIMESHEET, 1 HR/DAY, \$30.00/HR, TITLE I ESSA GRANT
10	PR	ETHAN ENSINGER - TITLE 1 EXTENDED DAY TEACHERS – BALDWIN	11/11/2025	TIMESHEET, 1 HR/DAY, \$30.00/HR, TITLE I ESSA GRANT
11	PR	BETH IZZO - TITLE 1 EXTENDED DAY TEACHERS – ROONEY	11/18/2025	TIMESHEET, 1 HR/DAY, \$30.00/HR, TITLE I ESSA GRANT
12	PR	AMBER HOLTSCHLAG - TITLE 1 EXTENDED DAY TEACHERS – LINCOLN DOUGLAS	11/20/2025	TIMESHEET, 2 HRS/DAY, \$30.00/HR, TITLE I ESSA GRANT
13	PR	HANNAH KEMP - TITLE 1 EXTENDED DAY TEACHERS – LINCOLN DOUGLAS	11/20/2025	TIMESHEET, 2 HRS/DAY, \$30.00/HR, TITLE I ESSA GRANT
14	PR	JOANNE CONOYER - TITLE 1 EXTENDED DAY TEACHERS – LINCOLN DOUGLAS	11/20/2025	TIMESHEET, 2 HRS/DAY, \$30.00/HR, TITLE I ESSA GRANT
15	PR	SHELBY MYERS - TITLE 1 EXTENDED DAY TEACHERS – LINCOLN DOUGLAS	11/20/2025	TIMESHEET, 2 HRS/DAY, \$30.00/HR, TITLE I ESSA GRANT
16	PR	KEVNISHA SMITH - TITLE 1 EXTENDED DAY TEACHERS – LINCOLN DOUGLAS	11/20/2025	TIMESHEET, 2 HRS/DAY, \$30.00/HR, TITLE I ESSA GRANT
17	PR	HANNAH MARKS - TITLE 1 EXTENDED DAY TEACHERS – LINCOLN DOUGLAS	11/20/2025	TIMESHEET, 2 HRS/DAY, \$30.00/HR, TITLE I ESSA GRANT
18	R	CHRISTINA MEYER – DIRECTOR OF THE ACADEMY	07/01/2026	\$86,000 (221 DAYS)
*19	R	RICHARD PUGH – BALDWIN PRINCIPAL	<del>07/01/2026</del>	<del>\$95,000 (221 DAYS)</del>

**RESIGNATIONS**

20		AUSTIN RIESE – ENGLISH TEACHER - QHS	12/19/2025	
21		TAMMY FRENCH – SPECIAL ED TEACHER – DENMAN	01/07/2026	

**LEAVE OF ABSENCE**

22		LINDSAY STRUCK – TEACHER – BALDWIN	UPDATE	11/03/2025 – 11/17/2025 (5 DAYS)
23		CHAD STRUCK – COUNSELOR - QHS	UPDATE	11/03/2025 – 11/10/2025 (5 DAYS)
24		MATTHEW SULLIVAN – SCHOOL PSYCHOLOGIST – ILES	UPDATE	10/22/2025 – 11/20/2025 (23 DAYS)
25		CARLEY ENGELMEYER – TEACHER – ILES	UPDATE	09/15/2025 – 11/24/2025

**RETIREMENTS**

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**EDUCATIONAL SUPPORT****CLASSIFIED****APPOINTMENT**

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26	R	KATHERINE NUGENT- MID-DAY CUSTODIAN -LINCOLN-DOUGLAS	11/24/2025	260 DAY, STEP 0, \$16.05/HR
27	R	TRINA ROSENBERG - CAFETERIA COOK – ECFC	12/08/2025	173 DAYS, STEP 2, 6 HRS/DAY, \$16.57/HR
<b>RESIGNATIONS</b>				
28		BRIAN TEST – SECURITY GUARD – BALDWIN	01/30/2026	
29		ANTOINETTE VIAR – PARA – QJHS	11/25/2025	
30		REBECCA FRANKEL – PARA – DENMAN	12/19/2025	
31		ALEXA CLAIR – PARA – ROONEY	11/21/2025	
32		ANDREA FISHER – PARA – QJHS	12/19/2025	
33		SARAH SCHUCKMAN – PARA – LINCOLN-DOUGLAS	11/25/2025	
34		LEIGHA RINEY – PARA – QJHS	10/10/2025	ABANDONED POSITION
35		RYAN (RICCI) DULA – ASST. TRACK COACH	12/08/2025	
36		ANNA KAMMERER -BEFORE SCHOOL CHILD CARE ASST-ROONEY	11/10/2025	
<b>LEAVE OF ABSENCE</b>				
37		JANET SMITH – PARA – BALDWIN		10/23/2025 – 11/03/2025
38		AMBER SCHAFFER – SECRETARY – ILES		INTERMITTENT, 11/18/2025 - END OF 25-26 SCH YR
39		TERESA THOMPSON – FOOD SERVICE - QJHS	UPDATE	08/12/2025 – 11/15/2025 (62 DAYS)
40		MICHAEL FLOWERREE - TRANSPORTATION		11/26/2025 – 01/05/2026
41		DANNIELE ROBERTSON – COOK – QHS		11/19/2025 – 11/28/2025
42		DON BYRD – SECURITY – BALDWIN	UPDATE	INTERMITTENT, 06/01/2025 – END OF 25-26 SCH YR
43		DANNIELE ROBERTSON – COOK – QHS	UPDATE	11/19/2025 – 11/25/2025
44		DEREK O'BRIEN – PARA – ILES	UPDATE	10/27/2025 – 12/02/2025
45		DANA CASPERMEYER – PARA – ECFC	UPDATE	08/19/2025 – 12/02/2025
46		JOHANNA SHAW – DRIVER – TRANSPORTATION	UPDATE	10/20/2025 – 01/07/2026
47		RICHARD BLIVEN – DRIVER - TRANSPORTATION	UPDATE	10/22/2025 – 12/04/2025
48		KENDRA HARBIN – NURSE – QJHS		04/07/2026 – 05/20/2026
49		NANCY WELLS – FOOD SERVICE – DENMAN	UPDATE	11/20/2025 – 12/09/2025 (10 DAYS)
<b>RETIREMENTS</b>				
50		ROGER EDWARDS – DRIVER – TRANSPORTATION	12/18/2026	
51		STACEY SHEPHERD – SECRETARY - QHS	01/30/2026	

### Adjournment

*At 8:44 p.m., it was moved by Member Davis and seconded 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