Regular Meeting
Thursday, August 20, 2026 6:00 PM Central

Richland County High School
1200 E. Laurel St.
Olney, IL 62450

The meeting was open to the public and viewable via live stream at http://live.rccu1.net

I. Call to Order and Pledge of Allegiance – The regular meeting of the Richland County Board of Education was called to order by Vice President Jeff Wilson at 6:00 p.m. on Thursday, August 20, 2026.

II. Roll Call

Dennis Anderson:	Present
Jake Anderson:	Present
Cindy Bailey:	Present
Dusty Kocher:	Present
Cindy Lockley:	Present
Scott Snyder:	Absent
Jeff Wilson:	Present

Present: 6, Absent: 1.

III. Recognition and Comments from Employees and Public –

III.A. The board was presented the 2025-2026 Olnean Yearbook from Amy Rusk and Olnean Staff Member Ryen Gray. The theme is "Diary of a Tiger".

Tena Anderson, RCHS Paraprofessional, addressed the board about her concern of the new pay schedule, time clock system and lack of training.

Tim Anderson, community member, addressed the board with concern for his wife and support staff in regards to payroll changes, staff being bullied and staff morale.

Jacob Shewmake, community member, addressed the board about his petition and concerns of Superintendent Jason Fox with transparency, communication, and changes being made with payroll and the high school master schedule.

Hassan Steele; Head Wrestling Coach, Matt Davis; President of Kids Wrestling Club, Heather Curtis; community member, and Ben Curtis; Assistant Wrestling Coach addressed the board in regards to the South Building and the space allotted for wrestling and sharing the building with JROTC. They shared their concerns for the need of adequate space, the need for safe, clean and healthy wrestling conditions and to be able to accommodate both boys and girls wrestling. They were aware construction has already begun on the building but wanted to voice their concern to make changes before any more progress was made.

Before moving into the consent agenda, Mrs. Lockley asked to make a comment during this time regarding the August 7, 2026 special meeting. She stated she was personally embarrassed and disappointed by the behavior demonstrated. She did state she is only one of seven people so this was her personal opinion. Mrs. Lockley stated that she has received an enormous amount of phone calls, emails, text messages and being stopped on the street and people are asking for accountability and for the board to look into untruthful accusations and conflicting statements made during the special meeting. She stated they have requested internal emails and notes that were referred to during the meeting but have yet to receive from administration, she feels the board is being stonewalled. Mrs. Lockley feels as a board they have the responsibility to be transparent and examine what transpired between administration and the employees. Again, she stated this is only her opinion and if the community would like the board to pursue it, you would have to contact more than just me. I am only one of seven and we act as a board.

Mr. Wilson stated that he feels the special meeting of August 7th was a travesty in a number of ways.

Mr. Kocher stated the board needed to get involved.

Discussion among the board members continued in regards to the special meeting and the high school master scheduling.

IV. Consent Agenda

Motion to approve the consent agenda as presented except to pull out Policy 2.230 (see IV.H.1) and Policy 5.240 (see IV.H.6) and Policy 8.10 (see IV.H.13). This motion, made by Dusty Kocher and seconded by Dennis Anderson, Passed.

Scott Snyder: Absent, Dennis Anderson: Yea, Jake Anderson: Yea, Cindy Bailey: Yea, Dusty Kocher: Yea, Cindy Lockley: Yea, Jeff Wilson: Yea

Yea: 6, Nay: 0, Absent: 1

IV.A. * Minutes of Previous Meetings

IV.A.1. Regular and Closed Minutes of the Regular Board Meeting of July 16, 2026 and Special Board Meeting of August 7, 2026

IV.B. * Closed Minutes

IV.B.1. * Approve Destruction of Audio Recordings of January 8, 2025, January 9, 2025, January 13, 2025, January 16, 2025, January 20, 2025, and January 27, 2025.

IV.C. * Communication - None

IV.D. * July FOIA Log – ***Document Registry 26-08-01*** We received six FOIA requests in the month of July, all from The Data Branch requesting purchasing data from a variety of vendors.

IV.E. * Building Reports – Building Reports submitted by Administration from each building.

IV.E.1. * RCELC

IV.E.2. * RCES

IV.E.3. * RCMS

IV.E.4. * RCHS

IV.E.5. * RiseUp

IV.E.6. * Special Education

IV.F. * Approve Fundraisers – Fundraiser Requests submitted by Administration.

IV.G. Policy for Second Reading and Approval for Removal – ***Document Registry 26-08-02***

IV.G.1. * 5.310 Compensatory Time-Off (Removal)

IV.H. Policies for First Reading and Consideration – ***Document Registry 26-08-03***

IV.H.1. * 2.230 Public Participation
Motion to remove from any changes for Policy 2.230 and leave as it stands of 5-minute time limit. This motion, made by Jake Anderson and seconded by Cindy Bailey, Passed.
Scott Snyder: Absent, Dennis Anderson: Yea, Jake Anderson: Yea, Cindy Bailey: Yea, Dusty Kocher: Yea, Cindy Lockley: Yea, Jeff Wilson: Yea
Yea: 6, Nay: 0, Absent: 1

IV.H.2. * 3.70 Succession and Authority

IV.H.3. * 4.175 Convicted Child Sex offender; Screening Notifications

IV.H.4. * 5.40 Communicable and Chronic Infectious Disease

IV.H.5. * 5.70 Religious Holidays

IV.H.6. * 5.240 Suspension (***bring back for first reading***)

IV.H.7. * 6.80 Teaching About Controversial Issues

IV.H.8. * 6.190 Extracurricular and Co-Curricular Activities

IV.H.9. * 730 Student Assignment and Intra-District Transfer

IV.H.10. * 7.80 Release Time for Religious Instruction and Observance

IV.H.11. * 7.130 Student Rights and Responsibilities

IV.H.12. * 7.330 Student Use of Buildings - Equal Access

IV.H.13. * 8.10 Connections with the Community
Motion to approve Policy 8.10 for First Reading and Consideration. This motion, made by Dennis Anderson and seconded by Cindy Bailey, Passed.
Scott Snyder: Absent, Dennis Anderson: Yea, Jake Anderson: Yea, Cindy Bailey: Yea, Dusty Kocher: Yea, Cindy Lockley: Yea, Jeff Wilson: Yea
Yea: 6, Nay: 0, Absent: 1

IV.H.14. * 8.70 Accommodating Individuals with Disabilities

V. Financial Reports
Motion to approve financial reports as presented. This motion, made by Dennis Anderson and seconded by Cindy Lockley, Passed.
Scott Snyder: Absent, Dennis Anderson: Yea, Jake Anderson: Yea, Cindy Bailey: Yea, Dusty Kocher: Yea, Cindy Lockley: Yea, Jeff Wilson: Yea
Yea: 6, Nay: 0, Absent: 1

V.A. Treasurer's Report – The monthly treasurer's report was presented.

V.B. Balance Sheet – The monthly balance sheet was presented.

V.C. Approval of Bills and Payroll – The monthly bill listing to date in the amount of $3,458,743.93 was presented for payment.

V.D. All Other Financial Reports

V.D.1. Comparison of Funds - July 2025 with July 2026

V.D.2. Monthly Financial Report – The monthly financial report was presented.

V.D.3. Financial Update/Review – Mr. Rusk reviewed the financial reports.

VI. Administrative Reports

VI.A. Superintendent's Report

VI.A.1. Review of Bullying Policies 7.20 and 7.180 – Mr. Fox reviewed the districts bullying policies which is required every two years. ***Document Registry 26-08-04***

VI.A.2. Wabash Valley Division Fall Meeting – The meeting will be held on Tuesday, October 20 at 6pm hosted by Effingham CUSD40.

VI.A.3. Update on 2026-2027 Enrollment – Mr. Fox reviewed the enrollment numbers as of August 19th. The current enrollment is 2,139 and includes Birth to 3 Program through Grade 12.

Mr. fox brought up the support staff discussion on possible benefits of paid holidays that the board was inquiring about. David Braun, school attorney, was consulted and he stated that less than 12-month employees contracted and scheduled for a certain number of days (180, 200, etc.) and holidays are not scheduled days to work, technically by the policy they are not guaranteed days under the school code statute. Mr. Fox reviewed with the board approximate costs of adding in paid holidays. Inclement weather days and Christmas bonus were also discussed.

Mrs. Grove and Mrs. Klingler gave a presentation on Raptor SmartPass, which is a hallway pass system for students replacing the paper passes. It helps with excessive time outside of the classroom and monitors the number of students in the hallways at one time among other great benefits. The cost would be approximately $5300.00.

Thank you to Hometown Appliance for their generous donation of equipment to the new RCMS Food Lab.

Mr. Fox discussed the board election timeline. Petition circulation may begin on August 25th and filing may take place from November 16 - 23 and the election will be April 6, 2027.

Mr. Fox proposed to the board about forming Board Committees such as; Finance, Building and Grounds, Curriculum and Student Achievement, Safety and Transportation, Communications and Community Engagement, Policy, Personnel and Benefits. This is a way to open up transparency and communication. The public would be invited to the committee meetings.

VI.B. Assistant Superintendent's Report

Mr. Rusk reviewed the Current Projects Payments Summary

MEMO to Board of Education December 10, 2025 Original Budget of All projects (Total)								**$24,386,118.00**
Geo Surfaces	**Nevco**	**Athletic Building**	**RCMS-Solar**	**RCHS-Solar**	**South Building**	**Maint. Shed**		**TOTAL Revised Budget 6/24/2026**
$14,844,533.00	$408,550.00	$5,121,262.00	$762,663.00	$990,000.00	$1,349,000.00	$220,271.44		**$23,696,279.44**
								TOTAL Left to Spend
$2,562,081.80	$81,706.00	$3,959,306.94	$582,663.00	$500,000.00	$1,349,000.00	$179,271.44		**$9,214,029.18**
								Diff. From Budget
								$689,838.56
								TOTAL SPENT
								$14,482,250.26
Total incentives for RCHS--$803,352								
Total incentives for RCMS--$587,956								
							FY26	FY27
Year to Date Total of 1% Sales tax revenue into Fund 60 (Capital Projects)							$774,802.76	$0.00
Year to Date Total of EBF into Fund 60 (Capital Projects)							$7,607,106.68	$0.00
AR Bonds Directed into Fund 60							$9,001,531.20	$0.00
Information up to date 8/20/2026						TOTAL	$17,383,440.64	$0.00

GEO Surfaces Orginal Amount $14,546,959.61
*Change Order #1 Deduct for Demo and Recycling on 12/10/2025 of $30,000 making new amount $14,516,959.61
**Change Order #2 Backstop Extension on 2/13/2026 of $34,800 making new GEO Amount $14,551,759.61
***Change Order #3 Tennis Courts on 5/11/2026 of $200,000 making new GEO Amount $14,751,759.61
****Change Order #4 Relocate existing medium voltage on 6/17/2026 of $80,587.50 making new GEO Amount $14,832,347.11
*****Change Order #5 Retaining Wall Unsuitable Soils on 7/1/2026 of $15,645.50 making new GEO contract $14,844,533
******Change Order #6 Plumbing update to include plumbing for South Building with HMC on 7/16/26 new Maint. Shed $220,271.44

VI.B.1. Athletic Complex Update by GeoSurfaces

VI.B.2. Athletic Building Update by Poettker Construction

Mr. Rusk gave an update with pictures of the Athletic Complex and Athletic Building. The scoreboard just got turned on and Nevco has been on site working with the lights. Training on the lights and scoreboard will be next week. Mr. Kocher asked about selling sponsorships on the scoreboard. Mr. Fox stated we are not ready for that yet since the scoreboard was just turned on today, but there is a plan in place when we are comfortable with the board running. Mr. Jake Anderson inquired about grants and fundraising (selling bricks). The press box has been installed, tennis courts fencing going up, home bleachers are being completed. The athletic building plumbing in lockers rooms and restrooms are in progress.

While on the discussion of the Athletic Complex, the board wanted to discuss possible changes to the South Building (Wrestling/JROTC). The discussion was on the placement of restrooms, and the room divider between Wrestling and JROTC. The construction has started on the South Building and footing is being poured. There is some possibility of expansion. The current size is 6,636 sq. ft. and to keep within the current building codes it must be kept under 7,200 sq. ft. The board would like to see some alternate plans and halt construction with Grunloh until they can review the plans with FGMA with the possibility of expansion of the building and a new layout.

Mr. Jake Anderson took break from 8:31 p.m. – 8:35 p.m.
Mr. Kocher took break from 8:48 p.m. – 8:50 p.m.

VI.B.3. Mrs. Rodgers gave a slide show presentation on the Back-to-School Night Attendance, Kindergarten Meet the Teacher, 6th Grade Academy, and Freshman First.

VII. Unfinished Business

VIII. New Business

VIII.A. Approve FY27 Tentative Budget – ***Document Registry 26-08-05***
Motion to approve the FY27 Tentative Budget as presented. This motion, made by Dennis Anderson and seconded by Dusty Kocher, Passed.
Scott Snyder: Absent, Dennis Anderson: Yea, Jake Anderson: Yea, Cindy Bailey: Yea, Dusty Kocher: Yea, Cindy Lockley: Yea, Jeff Wilson: Yea
Yea: 6, Nay: 0, Absent: 1

FY27 Original Budget					
Fund	Fund Balance July 1, 2026	FY27 Revenue	FY27 Expenditures	Fund Balance July 1, 2027	Difference
10-Education*	$20,291,973.00	$23,084,039.00	$28,751,294.00	$14,624,718.00	-$5,667,255.00
20-Operations & Maintenance**	$3,530,290.24	$2,000,000.00	$1,883,681.00	$3,646,609.24	$116,319.00
30-Debt Service	$853,324.41	$3,080,000.00	$3,595,536.00	$337,788.41	-$515,536.00
40-Transportation***	$1,374,936.10	$1,716,800.00	$1,568,058.00	$1,523,678.10	$148,742.00
50-IMRF/SS	$843,573.54	$918,928.00	$1,073,460.00	$689,041.54	-$154,532.00
60-Capital Projects****	$7,152,559.76	$5,345,000.00	$11,997,000.00	$500,559.76	-$6,652,000.00
70-Working Cash	$1,648,690.45	$240,200.00	$0.00	$1,888,890.45	$240,200.00
80-Tort Immunity	$32,397.15	$1,765,200.00	$1,763,410.00	$34,187.15	$1,790.00
90-Fire Prevention & Safety	$333,401.99	$190,209.00	$165,000.00	$358,610.99	$25,209.00
					$0.00
Total	$36,061,146.64	$38,340,376.00	$50,797,439.00	$23,604,083.64	-$12,457,063.00

VIII.B. Approve Intergovernmental Agreement with Olney Public Library – ***Document Registry 26-08-06***
Motion to approve the 2026-2027 Intergovernmental Agreement with Olney Public Library as presented. This motion, made by Cindy Bailey and seconded by Dennis Anderson, Passed.
Scott Snyder: Absent, Dennis Anderson: Yea, Jake Anderson: Yea, Cindy Bailey: Yea, Dusty Kocher: Yea, Cindy Lockley: Yea, Jeff Wilson: Yea
Yea: 6, Nay: 0, Absent: 1

VIII.C. Approve Purchase of Kaplan ACT Test Prep Program – ***Document Registry 26-08-07***
Motion to approve the Kaplan ACT Test Prep Program in the amount of $16,842.00. This motion, made by Cindy Lockley and seconded by Jake Anderson, Passed.
Scott Snyder: Absent, Dennis Anderson: Yea, Jake Anderson: Yea, Cindy Bailey: Yea, Dusty Kocher: Yea, Cindy Lockley: Yea, Jeff Wilson: Yea
Yea: 6, Nay: 0, Absent: 1

VIII.D. Approve Administration to initiate a study on Serious Safety Hazard Finding through IDOT -
Motion to approve Administration to initiate a study on Serious Safety Hazard Finding through IDOT. This motion, made by Jake Anderson and seconded by Dennis Anderson, Passed.
Scott Snyder: Absent, Dennis Anderson: Yea, Jake Anderson: Yea, Cindy Bailey: Yea, Dusty Kocher: Yea, Cindy Lockley: Yea, Jeff Wilson: Yea
Yea: 6, Nay: 0, Absent: 1

VIII.E. Approve AirMedCare Network Agreement – ***Document Registry 26-08-08***
(Failed) Motion to approve a three-year agreement with AirMedCare Network Full Census Membership for all employees in the amount of $57,600.00. This motion, made by Dusty Kocher and seconded by Dennis Anderson, Failed.
Scott Snyder: Absent, Dennis Anderson: Nay, Jake Anderson: Nay, Cindy Bailey: Nay, Dusty Kocher: Nay, Cindy Lockley: Nay, Jeff Wilson: Nay
Yea: 0, Nay: 6, Absent: 1

VIII.F. Approve IRS Settlement for 2021
Motion to approve the IRS Settlement for 2021 in the amount of $49,140.00. This motion, made by Dennis Anderson and seconded by Jake Anderson, Passed.
Scott Snyder: Absent, Dennis Anderson: Yea, Jake Anderson: Yea, Cindy Bailey: Yea, Dusty Kocher: Yea, Cindy Lockley: Yea, Jeff Wilson: Yea
Yea: 6, Nay: 0, Absent: 1

IX. Enter Executive Session
Motion to enter executive session at 9:15 p.m. This motion, made by Cindy Bailey and seconded by Dusty Kocher, Passed.
Scott Snyder: Absent, Dennis Anderson: Yea, Jake Anderson: Yea, Cindy Bailey: Yea, Dusty Kocher: Yea, Cindy Lockley: Yea, Jeff Wilson: Yea
Yea: 6, Nay: 0, Absent: 1

IX.A. 2(c)(1) To Consider Information Regarding Appointment, Employment, Compensation, Discipline, Performance, or Dismissal of Individual Employees

IX.B. 2(c)(11) To Discuss Matters of Possible or Pending Litigation

IX.C. 2(c)(21) To Discuss Matters of Closed Session Minutes

X. Exit Executive Session
Motion to exit executive session at 10:08 p.m. This motion, made by Dennis Anderson and seconded by Cindy Bailey, Passed.
Scott Snyder: Absent, Dennis Anderson: Yea, Jake Anderson: Yea, Cindy Bailey: Yea, Dusty Kocher: Yea, Cindy Lockley: Yea, Jeff Wilson: Yea
Yea: 6, Nay: 0, Absent: 1

XI. Personnel Action
Motion to approve all personnel action as presented; the reinstatement of 32 sick days to David Angle, Bus Driver, used starting 04/07/2026 and 44 sick days to Heather Boose, RCES Teacher, used starting 12/02/2024, the resignations of Natalie Shryock as RCES Secretary effective July 14, 2026, Raven Watkins as Paraprofessional effective July 23, 2026 (never started), Michael

Groves as RCMS Teacher Assistant effective July 27, 2026, Edward Gonzalez as RCES Teacher effective August 7, 2026, Lisa Shilling as RiseUp Paraprofessional effective August 7, 2026, Angela Oliver as Special Education Paraprofessional effective August 7, 2026, Angelina Shewmake as RCES Paraprofessional effective August 7, 2026, Kaitlynn Burton as RCMS Paraprofessional effective August 7, 2026 (from rehire), Scott Williams as RCHS Custodian effective August 12, 2026, employment of Sierra Evans as RCMS Paraprofessional effective August 11, 2026, Juliet Graham as RCES Secretary effective August 24, 2026, Makenzie Kapper as RCELC Nurse effective August 10, 2026, Alexis Jenkins as RCES Teacher Assistant effective August 11, 2026, Saul Jones as Paraprofessional/Supervision Aide effective August 12, 2026, Edward Fitzgerald and Misty Hicks as Bus Drivers effective August 21, 2026, the extra-duty assignment of Lauren Eagleson as RCHS Head Girls Basketball Coach effective the 2026-2027 school year, and the following 2026-2027 volunteers of Sam Rodgers for RCHS Swimming, Kaiya Seessengood as RCMS Softball, Jesse Baker, Alex Schneider, Sherri Snider, Joyce Fritschle, Taylor Garrard, Colby Garrard, Matt Meredith, Maggie McKnight, Hunter Amaro and Angie Allen for RCHS Theater and Choir. This motion, made by Dennis Anderson and seconded by Cindy Lockley, Passed.
Scott Snyder: Absent, Dennis Anderson: Yea, Jake Anderson: Yea, Cindy Bailey: Yea, Dusty Kocher: Yea, Cindy Lockley: Yea, Jeff Wilson: Yea
Yea: 6, Nay: 0, Absent: 1

XII. Adjournment
Motion to adjourn at 10:09 p.m. This motion, made by Cindy Bailey and seconded by Dennis Anderson, Passed.
Scott Snyder: Absent, Dennis Anderson: Yea, Jake Anderson: Yea, Cindy Bailey: Yea, Dusty Kocher: Yea, Cindy Lockley: Yea, Jeff Wilson: Yea
Yea: 6, Nay: 0, Absent: 1

Approved:

President: ____

Secretary: ____