

EFFINGHAM COMMUNITY UNIT DISTRICT #40  
EFFINGHAM, ILLINOIS

**MINUTES**  
**REGULAR MEETING**  
**MONDAY, MARCH 16, 2026**

The Board of Education meeting will be held at the Unit #40 Board Office at 2803 S. Banker St., Effingham, IL, at 5:30 p.m. The Unit #40 board meeting will be streamed live on YouTube. Please use the following links to access the meeting:

Live stream starting at 5:30 p.m.: <https://youtube.com/live/5VthGEE9Kg?feature=share>

Live stream following closed session: <https://youtube.com/live/OfgDhWojcgl?feature=share>

1. Call to Order Regular Meeting/Pledge of Allegiance/Roll Call  
President Wendling called the Regular Meeting to order at 5:30 PM  
Secretary Willenborg called the roll.  
Members present: Andrew Altman, Erica Boone, Brandon Duncan, Chad Thompson, Jill Wendling, and Jane Willenborg  
Members absent: Desha Wear  
Members in attendance remotely: none  
Staff present: Andrew Johnson, Kelsey Baker, Michelle Morrissey
2. Acknowledgements
  - A. EHS Wrestlers – Kiela Allison, Morgan Banning, Brayden Baudier, Mason Bushue, Collin Cutright, Charlee Emmerich, Gage Emmerich, Harper Evans, Jeremiah Giles, Cole Henderson, Jacob Henderson, Haden Herman, Christopher Hurley, Xzaviour Layne, Jonah LeDuc, Noah Lee, Omar Lira Valdez, Jeremiah Lorton, Benjamin McDowell, Luke McNeil, Kaden Merritt, Isabella Newberry, Mason Overbeck, Gabriel Raddatz, Brendan Stewart, Keegan Woodall, Coaches Jeremy Patnaude, Devan Henderson, David Stewart, Brett Ward
  - B. EHS Winter Guard Team - State Champions 2026 – Leia Klein, Hanna Linton, Leela Volk, Maggie Jenkins, Briley Willis, Evie Macklin, Hollann Thoele, Madison Scouten, Helaina Longoria, Issie Jones, Aryana Hazelton, Madi Garrison, Gracie Parks, Libby Jones, Arlette Gonzalez, Madalyn Westendorf, Ella Knierem, Nora Jansen, Clara Westendorf, Jada Lira, Auslyn Beck, Payten Winchester, Coaches Erin Browne, Emilee Ross
3. Recognition of Visitors – Norene Ault, Cheryl Walker, Max Greenwood, and Taylor Sidwell
4. Financial Report  
Baker reported a net fund balance of \$28,421,050.65 and an operating funds net total of \$23,854,271.54. Reimburse the imprest account in the amount of \$2,109.59 and approve the bills as listed:  
Education Fund – \$155,967.67  
Little Hearts Daycare - \$13,067.70  
Operations, Building & Maintenance Fund – \$152,611.95  
Bonds & Interest - \$22,180.73  
Transportation Fund – \$74,713.41  
Tort Fund – \$52,132.71  
Capital Improvements - \$8,060.92

Total - \$478,735.09

Thompson made a motion and seconded by Altman, to approve the financial report and to reimburse the imprest account in the amount of \$2,109.59 and payment of bills in the amount of \$478,735.09.

Roll call vote

AYES: Altman, Boone, Duncan, Thompson, Wendling, Willenborg

NAYS: none

ABSTAIN: none

Motion Carried

5. Consent Agenda

A. Minutes: Enclosed - February 16, 2026, Regular & Closed Session Meeting Minutes and March 5, 2026, Curriculum Committee Meeting Minutes

B. Cafeteria Report: Enclosed

C. Student Teachers:

<b>Student</b>	<b>Type</b>	<b>Unit 40 Teacher</b>	<b>Grade/Subject</b>	<b>School</b>	<b>Date</b>
Lanie Carder	Extended Field Experience: Student Teaching	Abra Woomer	Grade 2	SS	Fall 2026

D. Fundraisers:

<b>Group</b>	<b>Event</b>	<b>Reason</b>	<b>Date</b>
HS Boys Track & Field	Raffle Tickets	Team builder, meals, snacks, equipment, etc.	March 16, 2026 - April 24, 2026
EHS Future Teachers Club	Selling T-Shirts and Sweatshirts	Raise money for state conferences, national conferences, and other club projects	March 17-23, 2026
EHS Football Cheer	Whole Hog Raffle	Raise funds for cheer costs	March 17, 2026 - May 26, 2026
EJHS Stu Co & Mustang Outreach	Sale of Fruit Smiles & T-Shirts	Raise money for staff members who are dealing with medical issues	March 23, 2026 - April 23, 2026
EHS Varsity Cheer	Dress Sale	Raise money for the cheer team, and help community get rid of old dresses/provide cheaper ones	August 7-8, 2026

E. Field Trips:

<b>Group</b>	<b>Event</b>	<b>Date</b>
EHS Winter Guard	MCCGA Championships – Springfield, MO	March 27-28, 2026
EJHS	Busch Stadium - Fundraiser Reward	April 15, 2026

F. Disposal of Equipment – EJHS: Enclosed

Boone made a motion, seconded by Duncan, to accept the Consent Agenda.

Roll call vote

AYES: Altman, Boone, Duncan, Thompson, Wendling, Willenborg

NAYS: none

ABSTAIN: none

Motion Carried

6. Correspondence: None

7. Superintendent's Report

A. Foundation Report: Enclosed

B. Enrollment: Enclosed (as of 2.27.26). Total enrollment is 2,308 (This is 4 more students than the previous month and 23 fewer students than the previous year).

C. Information – FOIA: Enclosed

D. EHS Semester Exams: Will be held on Friday, May 15<sup>th</sup>, and Monday, May 18<sup>th</sup>, 2026

E. Unit 40 Staff End of Year Dates to Work: Staff will work a full day on Monday, May 18, 2026, students will attend all day. Teachers Institute is on Tuesday, May 19, 2026.

F. Online Registration Information: Enclosed

G. Summer Bridge: Was a Grant Funded Program that started in 2021 with ESSER Funds. The revenue has run out, and therefore, the program is no longer being offered, effective immediately.

8. New Business

A. SEPCO Purchasing Cooperative Approval

Altman made a motion, seconded by Boone, to approve Unit #40's participation in the SEPCO Food Co-Op at a cost of \$100.

Roll call vote

AYES: Altman, Boone, Duncan, Thompson, Wendling, Willenborg

NAYS: none

ABSTAIN: none

Motion Carried

B. Approval of the 2026-27 School Calendar

Boone made a motion, seconded by Duncan, to approve the 2026-27 school calendar as presented.

Roll call vote

AYES: Altman, Boone, Duncan, Thompson, Wendling, Willenborg

NAYS: none

ABSTAIN: none

Motion Carried

C. 2026-27 Student Discipline/Handbook Changes for Presentation/Approval

Thompson made a motion, seconded by Boone, to approve the 2026-27 handbook changes as presented.

Roll call vote

AYES: Altman, Boone, Duncan, Thompson, Wendling, Willenborg

NAYS: none

ABSTAIN: none

Motion Carried

D. IHSA Membership Renewal

Boone made a motion, seconded by Thompson, to approve the District's annual membership in IHSA for 2026-27.

Roll call vote

AYES: Altman, Boone, Duncan, Thompson, Wendling, Willenborg

NAYS: none

ABSTAIN: none

Motion Carried

E. Student iPad and Laptop Manual for the 2026-27 School Year

Boone made a motion, seconded by Willenborg, to approve the 2026-27 version of the Student iPad and Laptop Manual.

Roll call vote

AYES: Altman, Boone, Duncan, Thompson, Wendling, Willenborg

NAYS: none

ABSTAIN: none

Motion Carried

F. Approval of the 10-Year HLS School Buildings Report

Altman made a motion, seconded by Thompson, to approve the 10-year Health Life Safety Report provided by BLDD Architects for ES, ELC, CGS, EJHS, and WS School buildings.

Roll call vote

AYES: Altman, Boone, Duncan, Thompson, Wendling, Willenborg

NAYS: none

ABSTAIN: none

Motion Carried

G. Approval to Purchase Auditorium Seating

Duncan made a motion, seconded by Altman, to approve the purchase of EJHS Auditorium seating at a total cost of \$15,000.

Roll call vote

AYES: Altman, Boone, Duncan, Thompson, Wendling, Willenborg

NAYS: none

ABSTAIN: none

Motion Carried

H. Approval of Memorandum of Understanding with ECTA

Thompson made a motion, seconded by Boone, to approve the MOU with the ECTA to eliminate EJHS B-Team Athletics until further notice.

Roll call vote

AYES: Altman, Boone, Duncan, Thompson, Wendling, Willenborg

NAYS: none

ABSTAIN: none

Motion Carried

I. Discussion about CORE Funding Proposal

J. Approval of Course Adoption to Begin 2026–2027

Altman made a motion, seconded by Thompson, to approve Agribusiness to begin in 2026-27 at EHS.

Roll call vote

AYES: Altman, Boone, Duncan, Thompson, Wendling, Willenborg

NAYS: none

ABSTAIN: none

Motion Carried

9. Adjournment to Closed Session

A. The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the District.

B. Student disciplinary cases.

C. Litigation, when an action against, affecting, or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting.

D. Security procedures, school building safety and security, and the use of personnel and equipment to respond to an actual, a threatened, or a reasonably potential danger to the safety of employees, students, staff, the public, or public property.

Duncan made a motion, seconded by Boone, to adjourn to Closed Session at 6:42 PM.

Roll call vote

AYES: Altman, Boone, Duncan, Thompson, Wendling, Willenborg

NAYS: none

ABSTAIN: none

Motion Carried

10. Return to Open Session

Duncan made a motion, seconded by Boone, to adjourn and return to open session at 8:47 PM.

Roll call vote

AYES: Altman, Boone, Duncan, Thompson, Wendling, Willenborg

NAYS: none

ABSTAIN: none

Motion Carried

11. Personnel List

<b>EMPLOYMENT:</b>	
Kevin Mante	P/T SSO
Mark Devall	7th Grade Boys Track Coach for the 2025-26 School Year
Cindy Curry	3 Hr. Cook at EJHS
Claire Beckman	SLP for the 2026-27 School Year
Aaron Adams, Abbey Armstrong, Brooke Bayles, Tracie Beard, Ryan Ervin, Julie Flack, Jenni Fritcher, Sara Mette, Jalana Robison	21st Century Grant Site supervisors for 4th Quarter
Ashley Delks, Alex Estes, Jill Feldhake	21st Century Grant Lead Instructors for 4th Quarter

Kayla Blair, Isabel Carter, Becky Daugherty, Patricia Day, Paige Gillmore, April Hardiek, Raylen Hardiek, Seth Hinson, Barb Jamison, Allison Kingery, Leslie Koester, Ana Macias, Kali Ort, Sidney Ritz, Elizabeth Russell, Brandon Wilson	21st Century Grant Facilitators for 4th Quarter
Kiersten Baker, Hannah Fouts, Madilyn Garrison, Gina Hewing, Leia Klein, Nora Mitchell	21st Century Grant Facilitator Assistants for 4th Quarter
Courtney Bushue, Sara Deters, Lori West	21st Century Grant Food Services for 4th Quarter
Cindy Curry, Nathan Delks	21st Century Grand Bus Drivers for 4th Quarter
Kelli Robertson	21st Century Grant Bus Aide for 4th Quarter
Mary Ann Case	3 Hr. Cashier at EHS
Keyara Tolch	P/T Teacher Assistant at LHECC
Rachel Roewe	Math & Ag Teacher at EHS for the 2026-27 School Year
Madison Thompson	English Teacher at EHS for the 2026-27 School Year
Violet Marshall	P/T Teacher Assistant at LHECC
<b>TRANSFER:</b>	
Adriana Monnet	6 Hr. Cook at EJHS
Peggy Manley	7 Hr. Cook at EHS
Mindy McCollum-Boswell	Math Interventionist for the 2026-27 School Year
Vince Rohr	District Athletic Director for the 2026-27 School Year
Marielle Abalos	Art Teacher at CGS for the 2026-27 School Year
Mikayla McWhorter	1st Grade Teacher at SS for the 2026-27 School Year
Talitha Wiedman	Assistant Principal at CGS for the 2026-27 School Year
Chelsea Wakefield	6 Hr. Cook @ EHS
<b>RESIGNATION:</b>	
Devynn Haslett	Parapro at LHECC
Micaela Zerrusen	F/S Volleyball Coach end of 2025-26 School Year
Rachel Bushue	Kindergarten Teacher end of 2025-26 School Year
Brynn Thompson	Parapro at Central end of 2025-26 School Year
Ashley Darden	7 Hr. Cook at EHS
Nancy Ervin	JH Pep Club end of 2025-26 School Year
Jill Feldhake	JH Cheer Coach
Grace Clark	HS Pom Coach
Marissa Gunn	HS Assistant Cheer Coach
Hailey Denton	HS English Teacher, HS Yearbook Sponsor, HS Head Cheer Coach
Mack Thompson	HS Head Boys Basketball Coach
John O'Dell	Special Education Teacher at EHS end of 2025-26 School Year

<b>VOLUNTEER:</b>	
Andrew Koester	JH Assistant Track Coach for the 2025-26 School Year
Marissa Gunn	HS Assistant Cheer Coach
Megan Parr	HS Assistant Volleyball Coach
<b>RETIREMENT:</b>	
Patty Keck	Paraprofessional end of 2025-26 School Year
<b>TERMINATION:</b>	
Ashlee Conder	Cashier

Boone made a motion, seconded by Altman, to approve the personnel list as presented.

Roll call vote

AYES: Altman, Boone, Duncan, Thompson, Wendling, Willenborg

NAYS: none

ABSTAIN: none

Motion Carried

12. Approval of ECTA Final Version of CBA for FY26-FY30

Altman made a motion, seconded by Willenborg, to approve the final version of the ECTA CBA for FY26 – FY30.

Roll call vote

AYES: Altman, Boone, Duncan, Thompson, Wendling, Willenborg

NAYS: none

ABSTAIN: none

Motion Carried

13. Approval of Honorable Dismissal of Teachers

Altman made a motion, seconded by Thompson, to approve the Resolution for the Honorable Dismissal of Teachers: Whitney Draear, Seth Hinson, Kaden Howard, Kenna Koester, and Autumn Peddycoart.

Roll call vote

AYES: Altman, Boone, Duncan, Thompson, Wendling, Willenborg

NAYS: none

ABSTAIN: none

Motion Carried

14. Approval of Honorable Dismissal of Educational Support Personnel Employee

Thompson made a motion, seconded by Boone, to approve the Resolution for the Honorable Dismissal of Educational Support Staff Employee Jon Suppelsa, Strength and Conditioning Coach.

Roll call vote

AYES: Altman, Boone, Duncan, Thompson, Wendling, Willenborg

NAYS: none

ABSTAIN: none

Motion Carried

15. Approval of Non-Renewal of Administrator's Contract  
 Boone made a motion, seconded by Thompson, to approve the non-renewal of Mack Thompson's Administrator Contract and dismissal of a second-year probationary teacher.  
 Roll call vote  
 AYES: Altman, Boone, Duncan, Thompson, Wendling, Willenborg  
 NAYS: none  
 ABSTAIN: none  
 Motion Carried
  
16. Approval of Deputy Superintendent (Assistant) Contract  
 Willenborg made a motion, seconded by Duncan, to approve the Deputy Superintendent contract as presented.  
 Roll call vote  
 AYES: Altman, Boone, Duncan, Thompson, Wendling, Willenborg  
 NAYS: none  
 ABSTAIN: none  
 Motion Carried
  
17. Adjourn  
 Thompson made a motion, seconded by Altman, to adjourn the meeting at 9:01 PM.  
 Roll call vote  
 AYES: Altman, Boone, Duncan, Thompson, Wendling, Willenborg  
 NAYS: none  
 ABSTAIN: none  
 Motion Carried

**Date of Minutes:** Monday, March 16, 2026

**Date of Approval:** \_\_\_\_\_

\_\_\_\_\_  
 President

\_\_\_\_\_  
 Secretary

**EFFINGHAM COMMUNITY UNIT SCHOOL DISTRICT #40**

**Effingham, Illinois**

**Motion to Adjourn to Closed Meeting**

**Date: March 16, 2026**

**Time: 6:42 PM**

A motion was made by Duncan, and seconded by Boone, to adjourn to closed meeting to discuss:

- The appointment, employment, compensation, discipline, performance, or dismissal of specific employees, specific individuals who serve as independent contractors, or specific volunteers of the District or legal counsel for the District, including hearing testimony on a complaint lodged against an employee, a specific individual who serves as an independent contractor, or a volunteer of the District or against legal counsel for the District to determine its validity. However, a meeting to consider an increase in compensation to a specific employee of a public body that is subject to the Local Government Wage Increase Transparency Act may not be closed and shall be open to the public and posted and held in accordance with this Act. 5 ILCS 120/2(c)(1).**
- Collective negotiating matters between the District and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees. 5 ILCS 120/2(c)(2).
- The selection of a person to fill a public office, including a vacancy in a public office, when the District is given power to appoint under law or ordinance, or the discipline, performance or removal of the occupant of a public office, when the District is given power to remove the occupant under law or ordinance. 5 ILCS 120/2(c)(3).
- Evidence or testimony presented in open hearing, or in closed hearing where authorized by law, to a quasi-adjudicative body, as defined in the Open Meetings Act, provided that the body prepares and makes available for public inspection a written decision with its determinative reasoning. 5 ILCS 120/2(c)(4).
- Evidence or testimony presented to the Board regarding denial of admission to school events or property pursuant to 105 ILCS 5/24-24, provided that the Board prepares and makes available for public inspection a written decision setting forth its determinative reasoning. 5 ILCS 120/2(c)(4.5), added by P.A. 103-311.
- The purchase or lease of real property for the use of the District, including meetings held for the purpose of discussing whether a particular parcel should be acquired. 5 ILCS 120/2(c)(5).
- The setting of a price for sale or lease of property owned by the District. 5 ILCS 120/2(c)(6).
- The sale or purchase of securities, investments, or investment contracts. 5 ILCS 120/2(c)(7).
- Security procedures, school building safety and security, and the use of personnel and equipment to respond to an actual, a threatened, or a reasonably potential danger to the safety of employees, students, staff, the public, or public property. 5 ILCS 120/2(c)(8).**
- Student disciplinary cases. 5 ILCS 120/2(c)(9).**
- The placement of individual students in special education programs and other matters relating to individual students. 5 ILCS 120/2(c)(10).
- Litigation, when an action against, affecting or on behalf of the particular District has been filed and is pending before a court or administrative tribunal, or when the District finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the closed meeting minutes. 5 ILCS 120/2(c)(11).**
- The establishment of reserves or settlement of claims as provided in the Local Government and Governmental Employees Tort Immunity Act, if otherwise the disposition of a claim or potential claim might be prejudiced, or the review or discussion of claims, loss or risk management information, records, data, advice or communications from or with respect to any insurer of the District or any intergovernmental risk management association or self-insurance pool of which the District is a member. 5 ILCS 120/2(c)(12).
- Self-evaluation, practices and procedures, or professional ethics, when meeting with a representative of a statewide association of which the District is a member. 5 ILCS 120/2(c)(16).
- Discussion of minutes of meetings lawfully closed, whether for purposes of approval by the body of the minutes or semi-annual review of the minutes as mandated by Section 2.06. 5 ILCS 120/2(c)(21).
- Meetings between internal or external auditors and governmental audit committees, finance committees, and their equivalents, when the discussion involves internal control weaknesses, identification of potential fraud risk areas, known or suspected frauds, and fraud interviews conducted in accordance with generally accepted auditing standards of the United States of America. 5 ILCS 120/2(c)(28).

**Closed Meeting Roll Call:**

<b>“Yeas” - 6</b>	<b>“Nays” - 0</b>
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Motion: Carried