

Regular Meeting  
Thursday, February 19, 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 President Scott Snyder at 6:00 p.m. on Thursday, February 19, 2026.

II. Roll Call

Dennis Anderson: Present  
Jake Anderson: Present  
Cindy Bailey: Present  
Dusty Kocher: Present  
Cindy Lockley: Present  
*Exited the meeting at 9:37 p.m.*  
Scott Snyder: Present  
Jeff Wilson: Present  
Present: 7.

III. Public Hearing

III.A. Hear testimony on the proposal to sell bonds of the District in an amount not to exceed \$9,000,000 for the purpose of altering, repairing and equipping school buildings and facilities and improving school sites.

No comments, No written testimony, and No oral testimony.

III.B. Adjourn Alternate Bonds Hearing and Convene to Regular Meeting

Motion to adjourn Alternate Bonds Hearing and convene to regular meeting at 6:02 p.m. This motion, made by Jeff Wilson and seconded by Cindy Bailey, Passed.

Dennis Anderson: Yea, Jake Anderson: Yea, Cindy Bailey: Yea, Dusty Kocher: Yea, Cindy Lockley: Yea, Scott Snyder: Yea, Jeff Wilson: Yea  
Yea: 7, Nay: 0

IV. Recognition and Comments from Employees and Public

IV.A. The board recognized RCHS Band Students Lila Balding, Jereme Higginbotham, and Emma Gilreath for being selected for the All-State Orchestra and Joshua Ochs for All-State Band.

V. Consent Agenda

Motion to approve the consent agenda as presented. This motion, made by Dennis Anderson and seconded by Cindy Lockley, Passed.

Dennis Anderson: Yea, Jake Anderson: Yea, Cindy Bailey: Yea, Dusty Kocher: Yea, Cindy Lockley: Yea, Scott Snyder: Yea, Jeff Wilson: Yea  
Yea: 7, Nay: 0

V.A. \* Minutes of Previous Meetings

V.A.1. \* Regular and Closed Minutes of the Regular Board Meeting of Thursday, January 15, 2026, and Special Board Meeting of February 2, 2026.

V.B. \* Closed Minutes

V.B.1. \* Approve Destruction of Audio Recordings of July 3, 2024 and July 18, 2024.

V.C. \* Communication

V.C.1. \* Thank-You Notes – We received thank-you notes for flowers sent, from Janice Pampe for the death of her father, Dale Tibbs, Melinda and Jason Smith for the death of her father, Don Dunahee, and Jennifer Burgener for the death of her father, Roger Charleston.

V.D. \* January FOIA Log – **Document Registry 26-02-01** A FOIA request from East Central Reporter requesting all vendor contracts over \$1000.00 for current fiscal year.

V.E. \* Building Reports – Submitted from Administration from each building.

V.E.1. \* RCELC

V.E.2. \* RCES

V.E.3. \* RCMS

V.E.4. \* RCHS

V.E.5. \* Special Education

V.E.6. \* RiseUp

V.F. \* Approve Fundraisers

VI. Financial Reports

Motion to approve financial reports as presented. This motion, made by Jeff Wilson and seconded by Dennis Anderson, Passed.

Dennis Anderson: Yea, Jake Anderson: Yea, Cindy Bailey: Yea, Dusty Kocher: Yea, Cindy

Lockley: Yea, Scott Snyder: Yea, Jeff Wilson: Yea

Yea: 7, Nay: 0

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

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

VI.C. Approval of Bills – The monthly bill listing in the amount of \$2,258,157.79 was presented for payment.

VI.D. All Other Financial Reports

VI.D.1. Comparison of Funds - January 2025 with January 2026

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

VI.D.3. Financial Update/Review – Mr. Rusk reviewed the financial reports and presented a Budget Fund Comparison as of January 31, 2026.

| FY26 Original Budget          |                           |                        |                        |                           |                      |
|-------------------------------|---------------------------|------------------------|------------------------|---------------------------|----------------------|
| Fund                          | Fund Balance July 1, 2025 | FY26 Revenue           | FY26 Expenditures      | Fund Balance July 1, 2026 | Difference           |
| 10-Education*                 | \$25,768,189.00           | \$26,830,026.00        | \$27,489,927.00        | \$25,108,288.00           | -\$659,901.00        |
| 20-Operations & Maintenance** | \$2,997,941.00            | \$1,902,000.00         | \$1,874,959.00         | \$3,024,982.00            | \$27,041.00          |
| 30-Debt Service               | \$257,114.00              | \$2,871,769.00         | \$2,831,140.00         | \$297,743.00              | \$40,629.00          |
| 40-Transportation***          | \$953,209.00              | \$1,552,700.00         | \$1,544,989.00         | \$960,920.00              | \$7,711.00           |
| 50-IMRF/SS                    | \$806,282.00              | \$1,083,050.00         | \$1,081,989.00         | \$807,343.00              | \$1,061.00           |
| 60-Capital Projects****       | \$1,029,516.00            | \$865,000.00           | \$840,000.00           | \$1,054,516.00            | \$25,000.00          |
| 70-Working Cash               | \$1,410,650.00            | \$217,170.00           | \$0.00                 | \$1,627,820.00            | \$217,170.00         |
| 80-Tort Immunity              | \$13,753.00               | \$1,728,400.00         | \$1,727,679.00         | \$14,474.00               | \$721.00             |
| 90-Fire Prevention & Safety   | \$213,878.00              | \$177,170.00           | \$75,000.00            | \$316,048.00              | \$102,170.00         |
|                               |                           |                        |                        |                           | \$0.00               |
| <b>Total</b>                  | <b>\$33,450,532.00</b>    | <b>\$37,227,285.00</b> | <b>\$37,465,683.00</b> | <b>\$33,212,134.00</b>    | <b>-\$238,398.00</b> |

  

| Current Revenue/Expenditure Compared to Budgeted |                 |                      |                     |                      |  |
|--|-----------------|----------------------|---------------------|----------------------|--|
| Fund   | Current Revenue | % Compared to Budget | Current Expenditure | % Compared to Budget |  |
| 10-Education                                     | \$15,079,596.00 | 56.20%               | \$15,455,063.00     | 56.22%               |  |
| 20-Operations & Maintenance                      | \$1,822,764.00  | 95.83%               | \$939,848.00        | 50.13%               |  |
| 30-Debt Service                                  | \$2,876,707.00  | 100.17%              | \$2,291,546.00      | 80.94%               |  |
| 40-Transportation                                | \$1,160,855.00  | 74.76%               | \$834,035.00        | 53.98%               |  |
| 50-IMRF/SS                                       | \$1,095,302.00  | 101.13%              | \$626,986.00        | 57.95%               |  |
| 60-Capital Projects                              | \$2,561,103.00  | 296.08%              | \$1,443,194.00      | 171.81%              |  |
| 70-Working Cash                                  | \$210,913.00    | 97.12%               | \$0.00              | 100%                 |  |
| 80-Tort Immunity                                 | \$1,712,967.00  | 99.11%               | \$568,960.00        | 32.93%               |  |
| 90-Fire Prevention & Safety                      | \$179,782.00    | 101.47%              | \$39,278.00         | 52.37%               |  |
|  | \$26,699,989.00 |                      | \$22,198,910.00     |                      |  |

  

| Total All Fund Comparison |                                  |                                      |  |  |  |
|---------------------------|----------------------------------|--------------------------------------|--|--|--|
|                           | Total Revenue Compared to Budget | Total Expenditure Compared to Budget |  |  |  |
| Total for All Funds       | 71.72%                           | 59.25%                               |  |  |  |

VII. Administrative Reports

VII.A. Superintendent's Report

VII.A.1. RCHS Graduation & RCMS Promotion Dates were discussed. RCHS Graduation will be May 17 – 3pm and RCMS Promotion will be May 19 – 6pm.

VII.A.2. Damon West Assembly will be held on February 23 in the Ron Herrin Gym and all RCMS and RCHS Students and Staff will attend.

VII.A.3. IASB Wabash Valley Spring Division Meeting for board members will be March 17, 2026 in Casey, IL.

VII.A.4. 5Essentials Survey window is open until March 13, 2026. This survey is taken by parents, guardians, staff and students.

The Athletic Building Pre-Bid Conference will be February 26 at 10:00 a.m. in the RCPAC. Bids will be accepted until 2:00 p.m. on March 12.

VII.B. Assistant Superintendent's Report

VII.B.1. Construction Update on the Athletic Complex by Houston Meyer with GeoSurfaces. He shared aerial pictures of the complex showing the work being done.

VII.B.2. Maintenance & Custodial Teams – Mr. Rusk commended and thanked the Maintenance and Custodial Teams for a job well done during the recent snow storm in January.

VII.B.3. High School Math Pathways was discussed by Mrs. Rodgers.

VII.B.4. Parent/Teacher Conferences were held on February 9 & 11 from 4 – 7:30 p.m. each evening. Mrs. Rodgers thanked everyone involved for their hard work.

VIII. Unfinished Business

IX. New Business

IX.A. Approve Amended 2025-2026 School Calendar – **Document Registry 26-02-02**  
Motion to approve the amended 2025-2026 school calendar to reflect 4 emergency days used on January 26, 27, 28, and 29. This motion, made by Dennis Anderson and seconded by Dusty Kocher, Passed.

Dennis Anderson: Yea, Jake Anderson: Yea, Cindy Bailey: Yea, Dusty Kocher: Yea, Cindy Lockley: Yea, Scott Snyder: Yea, Jeff Wilson: Yea  
Yea: 7, Nay: 0

IX.B. Approve RCHS Graduation Date of Sunday, May 17, 2026  
Motion to approve the Richland County High School graduation date of Sunday, May 17, 2026 at 3:00 p.m. This motion, made by Cindy Bailey and seconded by Cindy Lockley, Passed.

Dennis Anderson: Yea, Jake Anderson: Yea, Cindy Bailey: Yea, Dusty Kocher: Yea, Cindy Lockley: Yea, Scott Snyder: Yea, Jeff Wilson: Yea  
Yea: 7, Nay: 0

IX.C. Approve Performance Rankings File (Licensed Staff) – **Document Registry 26-02-03**  
Motion to approve the 2025-2026 Performance Rankings File as presented. This motion, made by Jeff Wilson and seconded by Cindy Lockley, Passed.

Dennis Anderson: Yea, Jake Anderson: Yea, Cindy Bailey: Yea, Dusty Kocher: Yea, Cindy Lockley: Yea, Scott Snyder: Yea, Jeff Wilson: Yea  
Yea: 7, Nay: 0

IX.D. Approve Educational Support Staff Seniority List – **Document Registry 26-02-04**  
Motion to approve the 2025-2026 Educational Support Staff Seniority List as presented. This motion, made by Cindy Lockley and seconded by Dennis Anderson, Passed.

Dennis Anderson: Yea, Jake Anderson: Yea, Cindy Bailey: Yea, Dusty Kocher: Yea, Cindy

Lockley: Yea, Scott Snyder: Yea, Jeff Wilson: Yea  
Yea: 7, Nay: 0

IX.E. Approve 2026-2027 RCHS Curriculum Guide – **Document Registry 26-02-05**

Motion to approve the 2026-2027 RCHS Curriculum Guide as presented. This motion, made by Dusty Kocher and seconded by Dennis Anderson, Passed.

Dennis Anderson: Yea, Jake Anderson: Yea, Cindy Bailey: Yea, Dusty Kocher: Yea, Cindy Lockley: Yea, Scott Snyder: Yea, Jeff Wilson: Yea  
Yea: 7, Nay: 0

The board asked if Admin could check on the possibility of a CNA class.

IX.F. Approve New Job Descriptions – **Document Registry 26-02-06**

Motion to approve the new job descriptions of Part-time Transportation Secretary and Noon Hour Supervision Aide as presented. This motion, made by Jeff Wilson and seconded by Dennis Anderson, Passed.

Dennis Anderson: Yea, Jake Anderson: Yea, Cindy Bailey: Yea, Dusty Kocher: Yea, Cindy Lockley: Yea, Scott Snyder: Yea, Jeff Wilson: Yea  
Yea: 7, Nay: 0

IX.G. Approve Revised Job Description – **Document Registry 26-02-07**

Motion to approve the revised job description of Supervision Aide as presented. This motion, made by Jeff Wilson and seconded by Dennis Anderson, Passed.

Dennis Anderson: Yea, Jake Anderson: Yea, Cindy Bailey: Yea, Dusty Kocher: Yea, Cindy Lockley: Yea, Scott Snyder: Yea, Jeff Wilson: Yea  
Yea: 7, Nay: 0

IX.H. Approve Purchase of Real Estate Property – **Document Registry 26-02-08**

Motion to approve the purchase of real estate property (vacant lot) located at 1126 E. Butler St., Olney, IL in the amount of \$30,000.00 plus closing costs. This motion, made by Dennis Anderson and seconded by Jeff Wilson, Passed.

Dennis Anderson: Yea, Jake Anderson: Yea, Cindy Bailey: Yea, Dusty Kocher: Yea, Cindy Lockley: Yea, Scott Snyder: Yea, Jeff Wilson: Yea  
Yea: 7, Nay: 0

IX.I. Approve RCMS BAS Delta Control Upgrade Agreement and RCMS three-year TSP Maintenance Agreement with ENTEC – **Document Registry 26-02-09**

Motion to approve with ENTEC the RCMS BAS Delta Control Upgrade Agreement for a total project cost for the scope of work in the amount of \$424,675.00 and RCMS three-year TSP Maintenance Agreement of a first year investment of \$28,200.00, second year \$29,046.00 and third year \$29,918.00. This motion, made by Dennis Anderson and seconded by Cindy Lockley, Passed.

Dennis Anderson: Yea, Jake Anderson: Yea, Cindy Bailey: Yea, Dusty Kocher: Yea, Cindy Lockley: Yea, Scott Snyder: Yea, Jeff Wilson: Yea  
Yea: 7, Nay: 0

Mr. Rusk said the system at RCMS is almost 17 years old. The estimated savings would be \$15,000.00 annually by installing a new system. The board would like to see a comparison study for RCES since they have already had the new system for a year. Mr. Rusk stated that A.J., Dan and Randy are very pleased with the new system and the efficiency at RCES.

IX.J. Approve Three-Year District Beverage Provider – Document Registry 26-02-10  
Motion to approve RCCU1 District Beverage Provider to Pepsi Mid America from July 1, 2026 through June 30, 2029. This motion, made by Dennis Anderson and seconded by Cindy Lockley, Passed.

Dennis Anderson: Yea, Jake Anderson: Yea, Cindy Bailey: Yea, Dusty Kocher: Yea, Cindy Lockley: Yea, Scott Snyder: Yea, Jeff Wilson: Yea  
Yea: 7, Nay: 0

IX.K. Approve Athletic Complex Change Order – Document Registry 26-02-11  
Motion to approve an Athletic Complex Change Order with GeoSurfaces for Baseball and Softball backstop extensions (additional 135' for baseball and 155' for softball) in the amount of \$34,800.00. This motion, made by Dennis Anderson and seconded by Jeff Wilson, Passed.

Dennis Anderson: Yea, Jake Anderson: Yea, Cindy Bailey: Yea, Dusty Kocher: Yea, Cindy Lockley: Yea, Scott Snyder: Yea, Jeff Wilson: Yea  
Yea: 7, Nay: 0

IX.L. Approve District Administration to begin work on the FY27 Budget  
Motion to approve District Administration to begin work on the FY27 Budget. This motion, made by Dennis Anderson and seconded by Jeff Wilson, Passed.

Dennis Anderson: Yea, Jake Anderson: Yea, Cindy Bailey: Yea, Dusty Kocher: Yea, Cindy Lockley: Yea, Scott Snyder: Yea, Jeff Wilson: Yea  
Yea: 7, Nay: 0

X. Enter Executive Session

Motion to enter executive session at 7:05 p.m. This motion, made by Cindy Bailey and seconded by Dennis Anderson, Passed.

Dennis Anderson: Yea, Jake Anderson: Yea, Cindy Bailey: Yea, Dusty Kocher: Yea, Cindy Lockley: Yea, Scott Snyder: Yea, Jeff Wilson: Yea  
Yea: 7, Nay: 0

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

X.B. 2(c)(5) To Discuss the Purchase or Lease of Real Property

X.C. 2(c)(9) To Discuss Student Disciplinary Cases

X.D. 2(c)(11) To Discuss Matters of Possible or Pending Litigation

X.E. 2(c)(21) To Discuss Matters of Closed Session Minutes

XI. Exit Executive Session

Motion to exit executive session at 11:12 p.m. This motion, made by Cindy Bailey and seconded by Dennis Anderson, Passed.

Cindy Lockley: (Absent), Dennis Anderson: Yea, Jake Anderson: Yea, Cindy Bailey: Yea, Dusty Kocher: Yea, Scott Snyder: Yea, Jeff Wilson: Yea  
Yea: 6, Nay: 0, Absent: 1

XII. Personnel Action

Motion to approve all personnel action as presented; the employment of Sierra Jade Heffron as RCES Paraprofessional and Kurtis Mehl as RCMS Head Custodian effective the completion of

new hire paperwork, Sierra Ellison as RCMS Family and Consumer Sciences Teacher for the 2026-2027 school year and the transfer of Darla Johnson from RCES Nurse to RCHS Nurse effective July 1, 2026, the extra-duty assignment of Jacob Pampe as RCHS Head Boys Soccer Coach for the 2026-2027 school year and volunteers of Casey Fulk - RCHS Bass Fishing and August Michels - RCMS Volleyball for the 2025-2026 school year and the resignation of Grace Painter as RCES K/1 Special Education Teacher effective March 6, 2026. This motion, made by Cindy Bailey and seconded by Dennis Anderson, Passed.

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

Yea: 6, Nay: 0, Absent: 1

Motion to approve the employment of Breanne Clark as RCES Assistant Principal effective July 1, 2026. This motion, made by Dennis Anderson and seconded by Jeff Wilson, Passed.

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

Yea: 5, Nay: 1, Absent: 1

Dusty Kocher: Nay

**XIII. Adjournment**

Motion to adjourn at 11:15 p.m. This motion, made by Jeff Wilson and seconded by Cindy Bailey, Passed.

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

Yea: 6, Nay: 0, Absent: 1

Approved:

President: \_\_\_\_\_

Secretary: \_\_\_\_\_