

Regular Meeting of the Board of
Education
Tuesday, December 16, 2025 6:30 PM Central

Administrative Service Center
964 Spafford Street
Antioch, Illinois 60002

1. Call to Order
2. Pledge of Allegiance
3. Consideration to Approve: Agenda
4. Board Recognition
 - 4.A. Mary Kay McNeill Early Learning Center Students
 - 4.B. Hillcrest Staff Members
5. Superintendent's Report
6. Public Participation
7. Information/Discussion
 - 7.A. Policy | Press 120
 - 7.B. TIF Joint Review Board Meeting Update
8. Board Committee Reports
9. Donations Report
10. Closed Session - Per the Open Meetings Act for:
 - 10.A. The appointment, employment, compensation, discipline, performance, or dismissal of specific employees, specific individuals who serve as independent contractors in a park, recreational, or educational setting, or specific volunteers of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee, a specific individual who serves as an independent contractor in a park, recreational, or educational setting, or a volunteer of the public body or against legal counsel for the public body 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).
11. Reconvene to Open Session
12. Consideration to Approve: Consent Agenda
 - 12.A. Minutes
 - 12.A.1. Minutes | Regular Meeting | November 11, 2025
 - 12.A.2. Minutes | Closed Session Meeting | November 11, 2025
 - 12.B. Financial Reports
 - 12.B.1. Activity Fund Statement | November 2025
 - 12.B.2. Bills | November 2025
 - 12.B.3. Bills | December 2025
 - 12.B.4. Payroll Report | November 2025
 - 12.B.5. Treasurer's and Investment Report | November 2025
 - 12.C. Personnel Consent Agenda
 - 12.C.1. New Hires/Appointments, Leave of Absence Requests, Resignations, Notification of Intent to Retire, and Discharge of Staff
 - 12.C.2. Stipend Amounts for Individuals by Building

- 12.D. Enrollment Report
- 13. Consideration to Approve: Action Items
 - 13.A. New Early Learning Center for Preschool and Kindergarten Site Selection
 - 13.B. .4 FTE Request Bilingual Resource teacher
 - 13.C. Transfer of Legal Services Engagement
 - 13.D. Resolution to Dismiss
 - 13.E. Hillcrest Digital Sign
 - 13.F. Antioch Upper Grade School Roof Replacement
 - 13.G. Hillcrest Elementary School Sprinkler System Replacement
 - 13.H. Proposed 2025 Tax Levy
- 14. Closed Session – Per the Open Meetings Act for the purpose of:
 - 14.A. The appointment, employment, compensation, discipline, performance, or dismissal of specific employees, specific individuals who serve as independent contractors in a park, recreational, or educational setting, or specific volunteers of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee, a specific individual who serves as an independent contractor in a park, recreational, or educational setting, or a volunteer of the public body or against legal counsel for the public body 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).
 - 14.B. 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).
 - 14.C. 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)
 - 14.D. Student disciplinary cases. 5 ILCS 120/2(c)(9).
- 15. Reconvene to Open Session
- 16. Consideration to Approve: Action Items
 - 16.A. Destruction of Closed Session Recordings
 - 16.B. Review of Closed Session Minutes
- 17. Information/Discussion Items
 - 17.A. Future Agenda Items and Meeting Summary
- 18. Adjournment



BOARD MEETING MEMORANDUM

Board Meeting Date: December 16, 2025

From: Aron Borowiak, Superintendent

Re: Transfer of Legal Services Engagement

Attachment(s) Transfer of Engagement Letter
Resolution Authorizing Transfer Of Engagement / Appointment Of Legal Counsel

Agenda Location: Consideration to Approve: Action Items

Rationale:

The purpose of this memorandum is to provide the Board of Education with background information, rationale, and a recommendation regarding the announced combination of Kriha Boucek LLC with Fagen Friedman & Fulfroost, LLP (F3 Law), effective January 1, 2026, and to obtain authorization to transfer the District's legal services engagement to F3 Law as of that date.

Kriha Boucek LLC has recently announced that it will formally combine with Fagen Friedman & Fulfroost, LLP, a national education law firm operating as F3 Law, effective January 1, 2026. As part of the combination, all existing client relationships, attorneys, and legal work currently handled by Kriha Boucek will transition to F3 Law. The District's current legal team at Kriha Boucek is expected to continue its representation under the F3 Law umbrella.

Recommendation/Motion:

The administration recommends that the Board approve F3 Law to represent the Board and District in all matters previously handled by Kriha Boucek, LLC, as assigned by the Board President, the Superintendent, or the Superintendent's designee.