

ILLINOIS LAW ENFORCEMENT TRAINING AND STANDARDS BOARD
500 S. 9th Street, Springfield, Illinois 62701

MINUTES OF THE QUARTERLY BOARD MEETING
Regency O'Fallon, 400 Regency Park, O'Fallon, Illinois 62269

September 11, 2025
9:00 a.m.

I. CALL TO ORDER

Chairman Smoot opened with a tribute to the 24th anniversary of 9/11 and asked for a moment of silence. The September 11, 2025 Quarterly Board meeting was then called to order at 9:02 a.m.

II. PUBLIC MEETING ANNOUNCEMENT

The Public Meeting Announcement was read by John Keigher.

III. ROLL CALL ~ ESTABLISHMENT OF QUORUM

Roll was called by Michelle Mlinar, and a quorum of voting members was established.

Members in Attendance:

Sean Smoot
Jo Ann Armenta
Mitchell Davis
Nora Gomez
Carla Redd
Timothy Tyler
Richard Watson

Designees in Attendance:

Michael Schassburger for Thomas Dart
Steven Ryan for Latoya Hughes
Elias Voulgaris for Mariyana Spyropoulos

Members Absent:

John Idleburg
Brendan Kelly
Ghida Neukirch
Kwame Raoul
Larry Snelling

IV. PLEDGE OF ALLEGIANCE

V. MOMENT OF SILENCE FOR FALLEN OFFICERS

VI. INTRODUCTIONS OF GUESTS AND VISITORS

VII. CHAIRMAN'S REMARKS

Chairman Smoot welcomed everyone and moved to the approval of minutes.

VIII. APPROVAL OF MINUTES

Motion was made by Watson, seconded by Redd, and carried by all members present to approve the meeting minutes for the Curriculum and School Standards Advisory Committee Meeting from June 11, 2025.

Motion was made by Gomez, seconded by Watson, and carried by all members present to approve the meeting minutes for the Quarterly Board Meeting minutes from June 11, 2025.

IX. REPORT OF STANDING AND ADVISORY COMMITTEES

A. Curriculum and School Standards Advisory Committee ~ Mitchell Davis

Davis stated the Committee met yesterday and approved the In-Service, Advanced and Specialized courses submitted through the Mobile Team Units and the Executive Institute, and the Lead Homicide Investigators 32-Hour Continuing Education courses all submitted from May 15, 2025 through August 20, 2025.

Motion was made by Watson, seconded by Redd, and carried by all members present to approve the Curriculum and School Standards Advisory Committee report.

B. Joint Finance & Legislative and Executive Committee ~ Richard Watson

Watson stated the Committee met yesterday and did not have a quorum. However, they did hear the reports, and all were recommended to be moved on to the Full Board.

Motion was made by Redd, seconded by Davis, and carried by all members present to approve the Joint Finance & Legislative and Executive Committee report.

C. Waiver Review Committee ~ Brendan Kelly

This meeting was postponed until December.

X. EXECUTIVE MATTERS

A. Financial Items ~ Courtney Bott

Bott stated her report is under Tab E, and she is looking for approval of the FY26 Expenditures through August 21, 2025. As of August 21st, the Board has spent

about \$4M of the FY26 budget. The FY25 Recap shows the Board spent roughly \$48.8M of its budget for FY25 through August 21, 2025.

Bott moved to grants and reported for the Recruitment & Retention grant, staff awarded roughly \$6.7M to 59 agencies, with actual requests of over \$45M. All funds in appropriations for this grant were exhausted. For the NIBIN grants, staff awarded almost \$1.8M to 20 agencies, with actual requests over \$2.8M. All funds in appropriations for this grant were exhausted. Recruitment & Retention and NIBIN grants were not allocated any funds for FY26. For the Camera grant, staff awarded roughly \$3.2M to 125 agencies, with 215 agencies applying. Bott noted there were application issues with those agencies not awarded funds. Bott did note the unused money for FY25 camera grants was rolled into FY26 funds and commented that staff will continue to work with 33 agencies to award an additional \$2M. Bott stated staff has been working with IT to update the grant section of the website. Staff is also working with GATU and Amplifund to offer live trainings to grantees for FY26 to bridge the knowledge gap. Davis recommended staff utilize the Illinois Chiefs Association to help facilitate this training.

Motion was made by Watson, seconded by Redd, and carried by all members present to approve the FY26 Fiscal report.

Bott stated the Board was awarded roughly \$20M in appropriations for In-Service Training, she is asking for approval for FY26 In-Service spending, listed below, to be approved by the Board.

Mobile Training Units	\$11,501,087.93
Executive Institute	\$3,500,000.00
Crisis Intervention Team Trainings	\$2,100,000.00
School Resource Officer Trainings	\$695,000.00
Lead Homicide Investigator Trainings	\$642,000.00
Chicago Police Department In-Service	\$400,000.00
Illinois Computer Crime Institute	\$250,000.00
Professional Association Trainings/Support/Memberships	\$100,000.00
Total	\$19,188,087.93

Motion was made by Davis, seconded by Watson, and carried by all members present to approve the FY26 In-Service Funding.

B. Personnel Matters & DEIA Report ~ Ellen Petty

Petty noted her report can be found under Tab F in the Board book. Petty stated as of today the Board headcount is 53, and she expects to have ten additional employees onboarded by the December meeting. Petty stated there are currently eight hiring sequences in process at this time, and she expects to meet full headcount by early next spring. Petty described the Small Agency Resource Team and how our agency is utilizing that service offered by CMS. She noted

staff has onboarded six new people since the June meeting. Petty then discussed the new CMS initiative for employee engagement, and what her staff is beginning to do to implement this initiative.

C. Legislative and Litigation Update ~ John Keigher

Keigher noted there are four bills that staff is currently watching that have been signed into law and will go into effect the beginning of 2026:

- SB 1491 is now Public Act 104-106: This is the Board's bill which allows the Board to offer special certification to CIT officers and co-responders who utilize therapy canines in their work. It ensures the canines and handlers will meet minimum standards, and they may be called out for mutual aid in times of crisis. Staff is working with experts to develop these standards and drafting them as administrative rules.
- SB 1195 is now Public Act 104-84: This ensures that "trauma informed" practices are introduced at the basic academy and included in the in-service mandates. It also requires the sexual assault investigators course to include provisions regarding identifying conflicts of interest and options to address them. The Executive Institute is already working on curriculum revisions to address these requirements.
- SB 1953 is now Public Act 104-158: This revises the background checks required for new hires. It requires candidates to release all prior employment and disciplinary records and requires past employers to attest to a candidate's fitness for duty. It creates specific law enforcement exceptions to the Personal Record Review Act and creates a liability exemption for agencies disclosing information in good faith. This bill did not create any new mandates for the Board; however, staff is adjusting the appointment forms to ensure that these steps are followed.
- SB 2323 is now Public Act 104-159: This bill adds definitions for trauma and trauma informed responses to the Police Training Act. It requires the Board to update existing sexual assault and human trafficking courses to include trauma informed screening procedures developed with independent service providers. It also requires each agency to develop policies on human trafficking investigation procedures. The Illinois State Police has already provided some guidance on these new requirements, and the Executive Institute is exploring curriculum revisions to accommodate these changes.

Keigher noted there are currently five litigation cases. The employment contract case is in the discovery phase. The wrongful termination case is waiting on a revised demand. In the FOIA case, cross motions for summary judgment are pending. The IROCC case has had no activity for over a year, so staff is seeking an official dismissal, and in the Human Rights case all complaints have been determined in the Board's favor, and staff is awaiting appeals.

D. Division of Professional Standards

1. Professional Conduct Database Quarterly Report ~ *Anthony Cobb*

Cobb reported since the June Board meeting the agency has received 99 Notices of Violations for a total of 227 notices received as of September 5, 2025. During the same period in 2024 the Board received 163 notices.

Motion was made by Watson, seconded by Davis, and carried by all members present to approve the Professional Conduct Database Quarterly Report.

2. Waiver Disposition Quarterly Report ~ Anthony Cobb

Cobb noted the Waiver Reports could be found under Tab G in the Board book. He stated the reporting period for all reports is May 1, 2025 – July 31, 2025, and that his division processed 513 waiver requests during this period. The breakdown of the processed waivers is as follows:

- a. *Law Enforcement – Municipal*
318 waivers approved, 9 denied

Motion was made by Watson, seconded by Redd, with Tyler, Gomez, and Schassburger abstaining, and carried by all other members present to approve the Municipal Law Enforcement Waiver Disposition Report.

- b. *Law Enforcement – Counties*
65 waivers approved, 2 denied

Motion was made by Redd, seconded by Davis, with Schassburger, Voulgaris and Watson abstaining, and carried by all other members present to approve the Law Enforcement Waiver Disposition Report for Counties.

- c. *Law Enforcement – State and Others*
82 waivers approved, 3 denied

Motion was made by Watson, seconded by Davis, with Schassburger, Ryan and Voulgaris abstaining, and carried by all other members present to approve the Waiver Disposition Report for Law Enforcement State and Others.

- d. *Corrections*
26 waivers approved, 3 denied

Motion was made by Davis, seconded by Redd, with Watson, Schassburger and Voulgaris abstaining, and carried by all members present to approve the Waiver Disposition Report for Corrections.

- e. Court Security
4 waivers approved, 1 denied

Motion was made by Watson, seconded by Davis, and carried by all other members present to approve the Waiver Disposition Report for Court Security.

3. Decertification ~ Pat Hahn

Hahn introduced the Board members to Nick Kondelis, the newest attorney handling decertification hearings south of I-80. He then reminded the Board members their required annual trainings are coming due. Hahn stated his report, which lists the individuals recommended for removal from certification can be found under Tab H in the Board book. He stated notice was given to all, a chance to respond was given to all, and none responded. He presented the six officers listed in his report who have received convictions:

1. Steven W. Foulk (65030957)
2. Christopher J. Marvel (65061379)
3. Eric L. Tabb II (65159670)
4. Dylan Shane Aragon (65160831)
5. William Roland Busse (65012820)
6. Ricardo G. Hardy (65160831)

Hahn also stated there are three officers who have voluntarily surrendered their certification:

1. Craig D. Lancaster (65054844)
2. Joesph Leo Matuszyk (65061826)
3. Carl Scott (65087282)

Motion was made by Watson, seconded by Davis, with Smoot abstaining on the Galesburg officer, and carried by all members present to approve the above listed officers be stricken from the role of certified law enforcement officers of the state.

4. Certification Review Panel ~ Andrew Janetzke

Janetzke provided updated information on the Certification Review Panel, established under the SAFE-T Act. The Panel will review findings from

Administrative Law Judges (ALJs) before they are presented to the Board. The Panel held the required in-person training and meeting on August 26, 2025, with similar trainings held in 2023 and 2024. The Panel selected a chairperson and, due to the current lack of ALJs, authorized Board staff to assign three formal complaints to ALJs once they are hired. The Panel also authorized staff to serve formal complaints to the officers involved. The Panel currently has 11 members.

XI. PROGRAM PROGRESS REPORTS AND CONCEPTS

A. Illinois Law Enforcement Executive Institute ~ Heather Hotz

Hotz reported their fall in-person trainings are up 200% from last year this time. She stated she has just returned from the inaugural session of *Lady Justice Rising*, which is the Executive Institute's newest women's leadership workshop. It was developed in collaboration with Blue Line Training and Development and is designed to empower women in law enforcement leadership positions. Hotz also noted the Executive Institute is expanding their collaboration with the MTU's to offer more leadership development opportunities throughout the state.

B. A Statewide System of In-Service Training (ASSIST) Program ~ Paul Petty

Petty stated his report can be found under Tab J in the Board book. Petty reported June 30, 2025 was the end of the first three-year period for the SAFE-T Act mandate requirements. Petty also stated the training costs; hourly, daily, and instructional for officer training, are the lowest they have ever been due to the MTU's training a record number of officers due to the new mandates.

C. CIT, Mental Health Training & Therapy Dog Initiative Update ~ Jennifer Wooldridge

Wooldridge stated the CIT FY26 training is progressing well. The Co-Response models have had an increase in interest, and to meet this need a partnership has begun with Mike Schlosser to build a new Co-Response training course.

Wooldridge then discussed the recent CIT Conference titled *Building Bridges, Strengthening Collaborations and Crisis Intervention*. She highlighted the success of the convention and of the inclusion of therapy dogs in attendance. She thanked the Executive Institute for their invaluable assistance with the conference.

Regarding the Therapy Dog initiative, Wooldridge noted SB1491, now Public Act 104-106, was recently signed into law. She stated the team will bring the implementation plan to the Board at the December Board meeting to be ready by the January effective date. She then welcomed Ghost, and his handler Brian Fengel, from MTU 7 to the team. Wooldridge discussed the many events

Trooper is attending, and noted Trooper has been asked to become a regular visitor at the Hines VA long term care facility.

Wooldridge discussed her and Trooper's recent attendance and presentation at the CIT International Conference in Anaheim, California. Wooldridge and Trooper traveled with pound pups from the Tails of Redemption team to the conference to showcase the Illinois Law Enforcement Therapy Canine Initiative and presented a CIT breakout session where they highlighted all of the trainings that fall under the Illinois CIT umbrella. She noted various states have followed up requesting additional information. Wooldridge and Trooper also recently attended the Cook County Officer Wellness Symposium in Oak Brook, Illinois.

D. Specialized Programs Update ~ *Paul Petty for Barbara Wood*

Petty stated Wood's report is found under Tab L in the Board book. He noted since January 2021 the Board has approved and released 1,130 new certificates in the SRO program, and to date there are 780 active certified SRO's. This is the first year the Board has received more recertification requests than certification requests.

John Keigher advised Wood's report also includes 13 individuals who have passed the test to be approved by the Board as certified Crash Reconstruction Specialists.

E. Information Technology Update ~ *Kelly Ingram*

Ingram stated his report can be found under Tab M in the Board book. He went on to note the data expansion service that was started in April, and is now complete, will allow the agency to have room to store evidence intake, it houses the Legal Hearing System which is complete and went live two weeks ago, and it will house the digital archiving which employees will be able to access on a live basis. Ingram then recognized two of his team members, Andrew Oldfield and Jason Wolfe, for their continued hard work and dedication to the Board.

Motion was made by Watson, seconded by Gomez, and carried by all members present to approve the Program Progress Reports.

XII. UNFINISHED BUSINESS

SAFE-T Act Update ~ John Keigher

Keigher reported staff has been working with the Illinois Justice Project regarding the SAFE-T Act. Staff has been in discussions with them on body cameras, the decertification process, Use of Force trainings, and the mandatory verification process.

Motion was made by Redd, seconded by Watson, and carried by all members present to accept the SAFE-T Act Update.

XIII. NEW BUSINESS

PTI Presentation on Canvas App ~ Joe Gallo & Shannon Bridges

Gallo and Bridges gave a presentation on the steps they are taking to modernize the vetted delivery method of the BLE curriculum through the Canvas App at their academy for today's recruits. The presentation is attached.

XIV. PUBLIC INPUT

Sheriff Jeff Bullard, Jefferson County Sheriff's Office and MTU 15 Board Member. Bullard spoke to the Board regarding the MTU policy which does not allow an MTU Board member to be an instructor. He requested the Board change this policy to allow MTU Board members to continue be instructors for the MTU's. Smoot noted that the policy change request has been made and stated things such as conflict-of-interest checks, Illinois State Statute provision checks, and the procurement code, that the Board is bound by, must be reviewed before any policy can be presented to the Board for a change.

Chief Steve Johnson, Fairview Heights Police Department. Johnson reminded the members that the jobs they do at these meetings changes lives. He went on to discuss a recent tragedy which occurred at his police department and thanked the Board for granting his department the requested Recruitment and Retention grant which helped him navigate the tragedy in a positive way.

XV. ANNOUNCEMENTS

Smoot asked attendees to keep in mind the tragedy that occurred over two decades ago, 9/11 should never be forgotten. He then announced the next Committee meetings will be held on December 3, 2025, and the next Quarterly Board meeting will be held December 4, 2025 in Chicago.

XVI. ADJOURNMENT

Motion was made by Watson, seconded by Redd, and carried by all members present to adjourn the meeting at 10:24 a.m.



Quarterly Meeting Minutes Attachment

September 11, 2025

Diversifying Curriculum Delivery for Police Recruits



Diversifying Curriculum Delivery for Police Recruits

Explore innovative methods to improve learning outcomes and engagement for police recruits

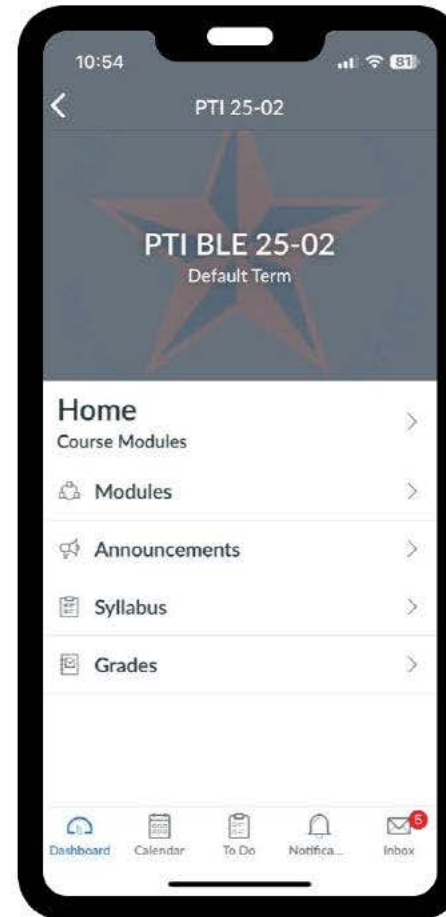
Today's Recruit

Today's police recruits come from a generation shaped by:

- The post-pandemic world
- Constant access to mobile technology
- A different relationship to authority and learning

Many recruits are digital natives who:

- Rely heavily on mobile apps
- Expect personalized, on-demand information in their training



Introducing Engaging Learning Methods

- **Pre-reads**

Provide pre-reading materials before each lesson to help recruits prepare and engage more effectively during instruction.

- **Quizzes**

Integrate regular quizzes throughout the curriculum to assess understanding and knowledge retention.

- **Podcasts**

Incorporate podcast-style audio recordings to supplement the curriculum and provide an alternative learning format.

- **Gamified Apps**

Utilize gamified mobile applications to engage recruits and reinforce key concepts through interactive, fun-based learning.

- [ILETSB Readings and Supplemental Materials](#)

- Home
- Modules
- Announcements
- Syllabus
- Grades

Pre-read Assignment: Theories of Crime & Index Crimes

Theories of Crime & Index Crimes

Criminological Perspectives

Criminological perspectives provide a comprehensive framework for understanding criminal behavior, including its origins, manifestations, and impacts on society. These perspectives draw from various disciplines such as psychology, sociology, biology, and law, offering a multi-faceted view of crime and its prevention. Here's a breakdown of the key elements in studying criminology from these perspectives:

Understanding Criminal Behavior

- **Causes of Crime:** Criminology seeks to uncover the root causes of criminal behavior, which may include social, economic, psychological, and biological factors. For example, poverty, lack of education, family history of criminality, and mental health issues are often explored as contributing factors.
- **Patterns of Crime:** Recognizing patterns in criminal behavior helps in understanding how and why certain crimes are more prevalent in specific contexts or among particular groups. This can involve analyzing crime rates over time, geographic crime mapping, and studying the characteristics of offenders and victims.

Effects on Society

- **Social Impact:** Crime affects communities and societies in profound ways, contributing to social instability, reducing quality of life, and increasing fear among citizens. Understanding the social impact of crime is crucial for developing effective policies and interventions.
- **Economic Costs:** Crime and efforts to combat it impose significant economic costs on society, including the expenses related to law enforcement, the judicial system, incarceration, and the rehabilitation of offenders. Additionally, crime can deter investment, reduce property values, and increase insurance costs.

The Role of Criminology in Law Enforcement

[Home](#)

Modules

Announcements



Syllabus

Grades

Test Your Knowledge

- [Self-Study Quiz Questions](#)
- [In-Class Quiz: Theories of Crime/Index Crime](#)
- [Supplemental Quiz: Theories of Crime/Index Crime](#)
- [Theories of Crime Scenario Quiz](#)

Resources

- [Course Slides PDF](#) 
- [Theories of Crime Podcast](#) 



In-Class Activity

- [Theories of Crime - Criminal Activity.](#) ↓
- [Crossword Answer Key.](#) ↓

Materials Needed

- Computer
- Notebook





Radio Skills Trainer

Police Phonetic Alphabet & 10-Codes Training

Quick Start Guide

1 Spell Out Letters


When you see letters, spell them using phonetic words. For example: A = Adam , B = Boy

2 Keep Numbers as Numbers

When you see numbers, just type the numeral. For example: 7 = 7 (not "seven")

3 Example in Action

License plate ABC 123 becomes:
"Adam Boy Charles 1 2 3"

 **Pro Tip:** Use the hint button if you need a reference! The system is designed to help you learn, not test you.

 **Let's Get Started!**

Ready to master police radio communication?

Leveraging Canvas for Activity Metrics









EveryoneGroups

+ Group Set

Q Search people

All Roles

+ People

Name	Login ID	SIS ID	Section	Role	Last Activity	Total Activity	
			BLE-XS		Jul 17 at 1:39pm	90:58:40	⋮
			BLE-XS		Feb 3 at 1:55pm	26:46:15	⋮
			BLE Exam 1 Material BLE-XS		Jun 22 at 11:48pm Jun 22 at 11:48pm	18:37:13	⋮
			BLE-XS		May 12 at 9:21am		⋮
			BLE-XS		May 13 at 2:00pm	10:57:26	⋮
			BLE-XS		Jul 16 at 4:59pm	20:01	⋮
			BLE-XS		Feb 21 at 11:50pm	23:39:54	⋮
			BLE-XS		May 19 at 2:34pm	38:09	⋮

BLE Extended Study

The screenshot displays a Blackboard LMS interface for a course titled "Course Modules: BLE-XS Ext". The browser's address bar is redacted with a black box. The top navigation bar includes a "Finish update" button and a list of bookmarks: eLibrary, Search, Email, Social, Local News, Tax Forms, Rutgers, PNRA, Montclair, Illinois, and Baruch. A sidebar on the left contains navigation links: Account, Dashboard, Courses, Calendar, Inbox (with a notification badge for 23), History, Commons, and Help (with a notification badge for 10). The main content area lists course modules, each with a status icon (green checkmark or red X), a plus icon, and a "View Assign To" link.

Module Name	Status	Action
Social Media Relations & Public Relations	✓	View Assign To
Theories of Crime	✓	View Assign To
Quick Read: Theories of Crime	✓	
Glossary of Terms: Theories of Crime	✓	
Study Questions with Answers: Theories of Crime	✓	
Scenario-based Quiz: Theories of Crime 5 pts	✓	
Instructor Key for Scenario-based Quiz: Theories of Crime	✗	
Traffic Crash Investigations	✓	View Assign To
Traffic Direction	✓	View Assign To
U.S. Constitutional Authority	✓	

Diversifying Curriculum Delivery for Police Recruits

Additional Classroom Block Adaptations

Expand the physical classroom infrastructure to accommodate more recruits and provide a more engaging learning environment.

Embedded App Gamification

Integrate gamified mobile applications within the curriculum to enhance engagement, reinforce learning, and make the training more interactive and enjoyable for recruits.

Leveraging AI + Human Vetting

Utilize a combination of AI-powered tools and human subject matter experts to streamline the curriculum development process, ensure content accuracy, and continuously improve the learning experience.

Continuing Research Collaborations

Research collaborations strengthen evidence-based recruit instruction by combining expertise, data, and methods to address training challenges.