HOMEWOOD-FLOSSMOOR HIGH SCHOOL
BOARD OF EDUCATION

Regular Meeting
Tuesday, 7:00 p.m.
The Viking Room

September 16, 2025

AGENDA

1. Call to order

2. Roll Call: Ms. Jackson, Mr. Legardy, Dr. Leonard, Dr. O'Quin, Mr. Riedel, Dr. Smith, Mr. Pauling

3. Public Hearing on Tentative Budget

4. Comments on Tentative Budget

5. Adjourn the Public Hearing on the Tentative Budget

6. Public Comments

7. Communications

- Student Representative
- Delegations
- Board Members
- Public Relations

8. Superintendent's Report

8.1 District Updates
- 8.1.1 Homecoming Game, September 19, 2025
- 8.1.2 Fall Festival, October 9, 2025

8.2 Executive Team Presentations
- 8.2.1 College Career & Life Ready: IB for All

9. Consent Agenda

Our adopted rules of Parliamentary Procedures, Robert's Rules and Bylaws, provide for a consent agenda listing for approval of the Board by a single motion. Most of the items listed under the consent agenda have gone through Board subcommittee review and recommendation. Documentation concerning these items has been provided to all Board members and the public in advance to assure an extensive and thorough review. Items may be removed from the consent agenda at the request of any board member.

Consider approval of Consent Agenda/Routine Business

9.1 Regular Board Meeting Minutes, August 19, 2025
9.2 2025-2026 Annual Tuition Rate, non-resident students at $25,323.11 per year, or $143.07 per day
9.3 Compensation Reports, Public Acts 97-0256 & 96-0434 Administrator and Teacher Salary and Benefit Report/Public Act 97-0609 IMRF Compensation Report
9.4 Approval of Expenditures, $1,788,091.43
9.5 Approval of Imprest Fund, $14,697.36
9.6 Ratification of August, 2025, Payroll, $2,066,495.75

9.7 **Personnel Report, as listed**

- 9.7.1 Resignations
- 9.7.2 Appointments
- 9.7.3 Adjusted Appointments
- 9.7.4 Per Diem
- 9.7.5 Leaves
- 9.7.6 Extra Responsibility/Stipends

10. Committee Reports

10.1 Finance Committee, Chair: Mr. Riedel
- 10.1.1 **Informational/Discussion Items:**
  - 10.1.1.1 Next Finance Committee Meeting – Tuesday, October, 7, 2025 at 7:45 am at HF High School Viking Room
- 10.1.2 **Action Items:**
  - 10.1.2.1 2025-2026 Budget Adoption

    Recommendation: That the Board of Education adopt the Budget Resolution for the fiscal year beginning July 1, 2025 and ending June 30, 2026. (Roll Call)

10.2 Planning Committee, Chair: Mr. Legardy
- 10.2.1 **Informational/Discussion Items:**
  - 10.2.1.1 Next Planning Committee Meeting – Tuesday, November 11, 2025 at 10:30 am HF High School Viking Room
  - 10.2.1.2 Approval of the Minutes of the May 20, 2025 Planning Committee Meeting
  - 10.2.1.3 Strategic Plan - Year 2
  - 10.2.1.4 Foundation Districts High School Course Update
  - 10.2.1.5 Summative Designation Scores Report (2024)
  - 10.2.1.6 Catalyst for Educational Change (CEC) Proposal
  - 10.2.1.7 New Leaders Proposal
  - 10.2.1.8 Discover U Program Proposal (You Matter 2)
  - 10.2.1.9 US News & World Report School Ranking
- 10.2.2 **Action Items:**
  - 10.2.2.1 Catalyst for Educational Change (CEC) Proposal

    Recommendation: That the Board of Education approve the contract with Catalyst for Educational Change in the amount of $32,650.00. (Roll Call)

  - 10.2.2.2 New Leaders Proposal

    Recommendation: That the Board of Education approve the contract with New Leaders in the amount of $34,300.00. (Roll Call)

  - 10.2.2.3 Discover U Program Proposal (You Matter 2)

    Recommendation: That the Board of Education approve the contract with You Matter 2 for the Discover U Program in the amount of $11,500.00. (Roll Call)

10.3 Personnel Committee, Chair: Ms. Jackson
- 10.3.1 **Informational/Discussion Items:**
  - 10.3.1.1 Next Personnel Committee Meeting – Tuesday, November 11, 2025 at 9:00 am at HF High School Superintendent's Conference Room
  - 10.3.1.2 Staffing Update
  - 10.3.1.3 Administrative Update on Absence Requests
  - 10.3.1.4 Informed K-12 Services
  - 10.3.1.5 Process for Service Contracts for Activities
  - 10.3.1.6 Review of Revisions to IASB PRESS Policies
  - 10.3.1.7 Review of District Unique Policy Edits to IASB PRESS Board Policies
    - 10.3.1.7.1 2:230 Public Participation at Board of Education Meetings and Petitions to the Board
    - 10.3.1.7.2 3:40 Superintendent
    - 10.3.1.7.3 5:30 Hiring Process & Criteria
    - 10.3.1.7.4 6:282 Weighting of Grades
  - 10.3.1.8 Request for one (1) 1.0 FTE Security Liaison for the Science Building
  - 10.3.1.9 Request for one (1) 1.0 FTE Dean's Assistant for the Science Building
  - 10.3.1.10 Request for one (1) hourly Student Textbook Center Worker

10.3.1.11 Request for the following sixth assignments:
10.3.1.11.1 One (1) 0.1 FTE for Accounting Honors/CP
10.3.1.11.2 One (1) 0.1 FTE IB Visual Art

10.3.2 **Action Items:**

10.3.2.1 Pre-Service Educator Agreements

Recommendation: That the Board of Education approve university partnerships to support Pre-Service Educator programming, current and future, that support a pipeline of highly qualified future employees and recruitment efforts. (Roll Call)

10.3.2.2 Informed K-12 Services

Recommendation: That the Board of Education approve the Informed K-12 Service Agreement in the Amount of $37,666.67. (Roll Call)

10.3.2.3 Board Policy Updates

Recommendation: That the Board of Education approve the Board policy updates as recommended by the Personnel Committee. (Roll Call)

10.3.2.4 Security Liaison for the Science Building

Recommendation: That the Board of Education approve the Request for One (1) 1.0 FTE School Security Liaison for the Science Building. (Roll Call)

10.3.2.5 Deans Assistant for the Science Building

Recommendation: That the Board of Education approve the Request for One (1) 1.0 FTE Dean's Assistant for the Science Building. (Roll Call)

10.3.2.6 Student Textbook Center Worker

Recommendation: That the Board of Education approve the Request for One (1) Hourly Student Textbook Center Assistant (Roll Call)

10.3.2.7 Sixth Assignments
10.3.2.8.1 One (1) 0.1 FTE for Accounting Honors/CP
10.3.2.8.2 One (1) 0.1 FTE IB Visual Arts

Recommendation: That the Board of Education approve the request for One (1) 0.1 FTE for Accounting Honors/CP and One (1) 0.1 FTE for IB Visual Arts. (Roll Call)

11. New Business

11.1 Donation of Unnecessary Personal Property

Recommendation: That the Board of Education approve the Resolution authorizing donation of a 1971 Yamaha G3 grand piano to Michael Rugen. (Roll Call)

12. Executive Session

12.1 Motion to enter into Executive Session pursuant to 5 ILCS 120/2(c) of the *Open Meetings Act* to discuss student disciplinary cases. (Roll Call)

12.2 Return to Open Session

13. Action Resulting from Executive Session

13.1 Student Agreement - Student #872469431

13.2 Resolution for Student #832026112

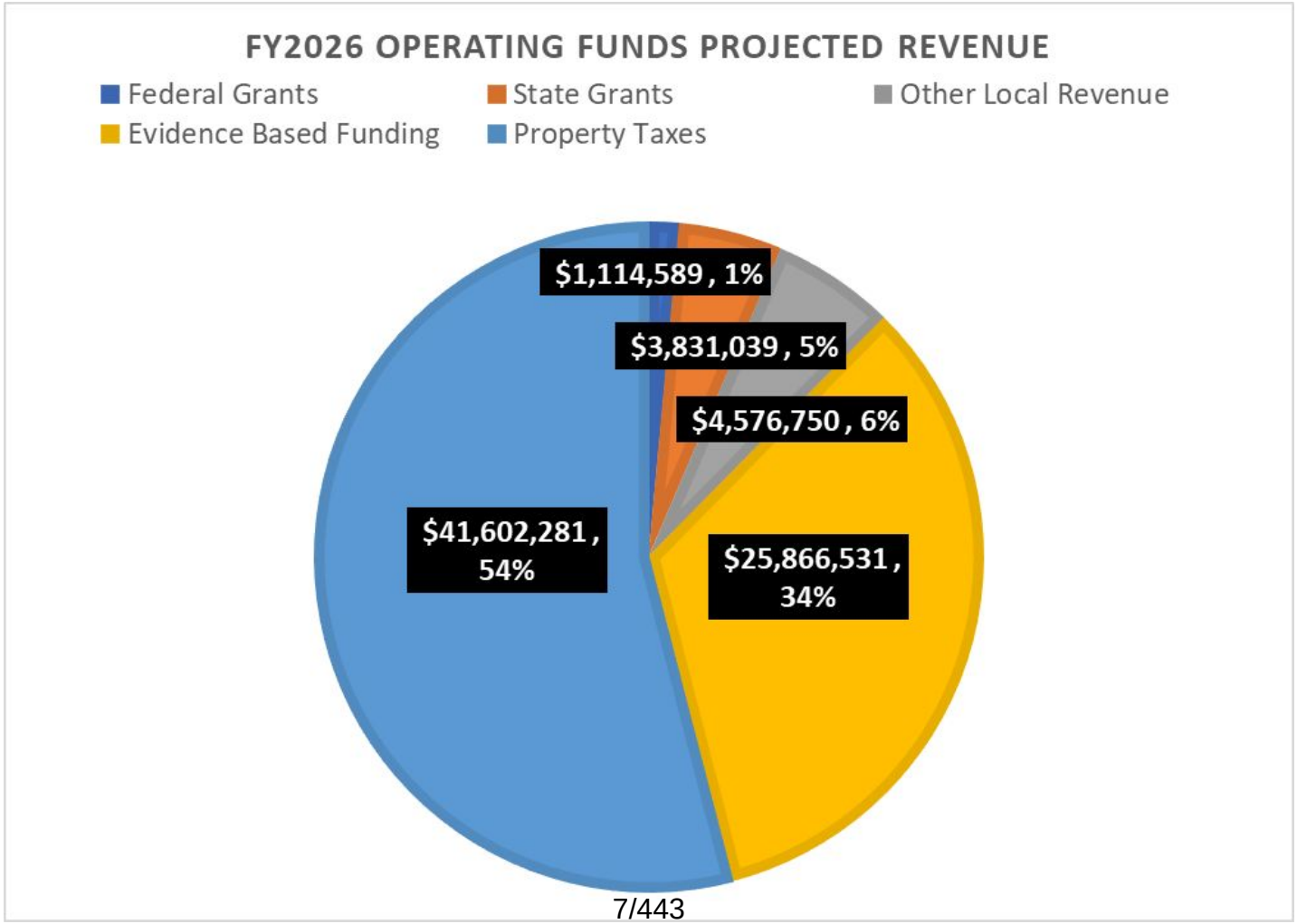
14. Adjournment

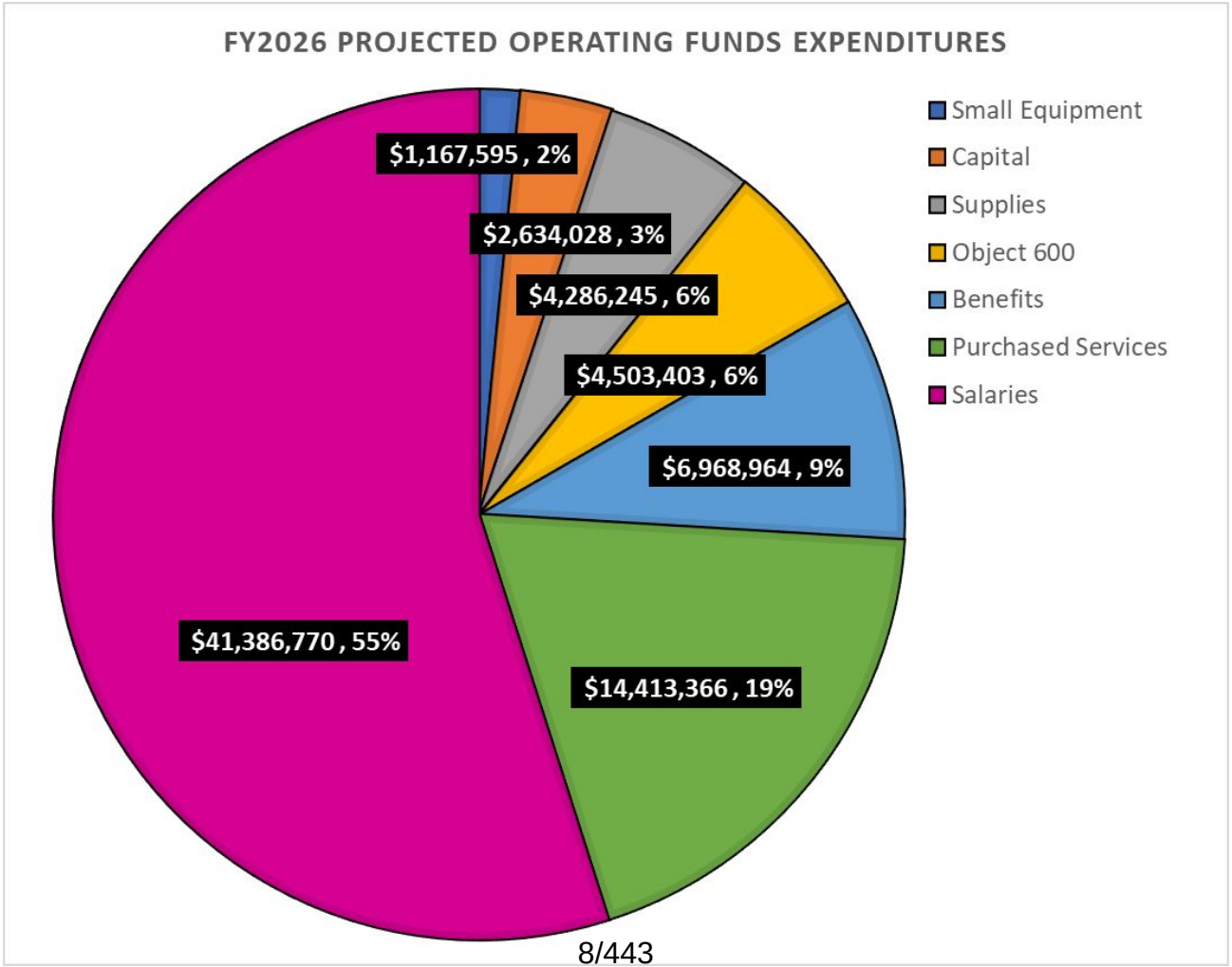
Next Regular Meeting: October 21, 2025
The Viking Room, 7:00 p.m.

Public Hearing on Tentative Budget

Homewood-Flossmoor D233 Public Hearing on the FY2026 Tentative Budget

Dr. Lawrence Cook, CSBO
LCook@hf233.org


FY2026 OPERATING FUNDS PROJECTED REVENUE
Federal Grants
State Grants
Other Local Revenue
Evidence Based Funding
Property Taxes
$1,114,589 , 1%
$3,831,039 , 5%
$4,576,750 , 6%
$25,866,531 , 34%
$41,602,281 , 54%


FY2026 PROJECTED OPERATING FUNDS EXPENDITURES
$1,167,595 , 2%
$2,634,028 , 3%
$4,286,245 , 6%
$4,503,403 , 6%
$6,968,964 , 9%
$14,413,366 , 19%
$41,386,770 , 55%
Small Equipment
Capital
Supplies
Object 600
Benefits
Purchased Services
Salaries

We must transfer from the ED Fund…

- $750,000 to the IMRF Fund
- $150,000 to the Social Security Fund

We may transfer from the ED Fund…

- Approximately $1,335,000 to the Debt Services Fund

We may also choose to transfer into the Capital Projects Fund…

- $7,000,000 from the ED Fund
- $1,000,000 from the Transportation Fund
- $2,000,000 from Working Cash

Operating Funds	Projected Revenues	Projected Expenditures	Transfers	Ending Balance	Months of Reserves
Scenario #1	$76,991,189	$75,360,371	$2,235,458	$49,675,187	7.9
Scenario #2	$76,991,189	$75,360,371	$12,235,458	$39,675,187	6.3

All Funds	Projected Revenues	Projected Expenditures	Transfers	Ending Balance	Months of Reserves
Scenario #1	$80,622,640	$86,791,258	$2,235,458	$52,635,343	7.3
Scenario #2	$80,622,640	$87,791,258	$12,235,458	$51,635,343	7.1

Requirements

- Budget must be on display for at least 30 days prior to public hearing ✔
- Public notice published in a local newspaper at least 30 days prior to public hearing ✔
- Board must adopt a budget by September 30th 🤞🏾
- Certified copy of the adopted budget must be filed with the county clerk's office within 30 days of the adoption
- Adopted budget must be submitted to ISBE by October 31st

End of Presentation

Regular Board Meeting Minutes, August 19, 2025

MINUTES OF BOARD OF EDUCATION MEETING
Homewood-Flossmoor High School, 999 Kedzie Avenue, Flossmoor, Illinois
August 19, 2025

The meeting to order at 7:08 p.m. Mr. Legardy noted that Mr. Pauling was delayed due to traffic and will be arriving shortly. The following Board members were present for all or part of the meeting:

Ms. Jackson	Mr. Riedel
Mr. Legardy	Dr. Smith
Dr. Leonard	Mr. Pauling (arrived at 7:20 p.m.)
Dr. O'Quin	

Student Board Representative Anaya Mootry was also in attendance.

The presence of a quorum was noted and the meeting declared duly convened. Superintendent Norrell, Chief School Business Official Cook, Curriculum, Instruction & Professional Development Assistant Superintendent Dallacqua, Staff Services Assistant Superintendent Martinez, Principal Alexander, Communications and Community Engagement Director Erdey and Director of Operations Patterson were also in attendance for all of the meeting.

Representatives of the Homewood Flossmoor Chronicle, HFEO and League of Women Voters were present, as well as, members of the public and members of the Administrative Leadership Team.

Public Comments. Ms. Beth Larocca, community member, addressed the board requesting a breakdown of the overall cost of the budget over actual. Dr. Cook will provide that information to Ms. Larocca. She also requested data on student supports that she is hoping is available. Mr. Legardy responded that this topic may be addressed at the August 28, 2025 Planning Committee meeting. Ms. Larocca referred to the district's recent settlement in a sexual assault lawsuit. She expressed that she feels it has damaged the district's reputation and wanted to know if the district's policies and procedures have changed to prevent this from happening in the future. Mr. Pauling stated that there were not any changes that occurred as a direct result of the lawsuit. However, he added that since that time our security video equipment has been updated and more cameras have been added around campus. In addition, the district is required to provide specific training at the beginning of each school year that centers on harassment and inappropriate behavior that teachers and staff participate in.

Pastor Doyle Landry addressed the board stating that this year his focus will be on the affordability of college whereas last year his focus was on the topic of mental health in black males. He shared his thoughts on the importance of finding the right college fit for high school students and introduced Mr. Andre Gill who provides college admissions counseling services for high school students.

Mr. Andre Gill spoke on the services his consulting company provides to high school students ranging from freshmen through seniors. He stated his consulting company was started in 2018 helping students achieve their dreams of getting into their choice schools. He can help to ensure that a student's college choice is the right fit and that they are taking appropriate courses. Tutoring services are also available if students need that extra help. He stated he is available after tonight's meeting if anyone would like more information on the services he provides.

Student Representative Comments. Student Representative Anaya Mootry shared a concern that was brought to her attention by several students who expressed their frustration regarding an email sent to Parker Junior High families today regarding Algebra I proficiency exams. Dr. Norrell responded that the district recently learned that the teacher who taught the course at Parker Junior High School was not certified to teach high school courses, which is required by the Illinois School Code 27-22.10 in order for students to count the course toward mandated high school graduation requirements. Dr. Norrell explained that students who participate in a course like Algebra 1 offered on Homewood-Flossmoor High School's campus, that course stands because they are taught by a certified high school teacher. The HF administration has worked with the Illinois State Board of Education, which will allow HF to give students two opportunities to take the proficiency exam in order to meet the graduation requirement. The exams will be required of approximately 125 HF students who took Algebra 1/ Integrated Math 1 as eighth graders at Parker Junior High School. She noted that nothing will change as far as the student's math course trajectory.

Delegation Comments. None

Board Comments. Mr. Legardy welcomed everyone back to school and stated he is looking forward to a great school year and each new year is a brand-new start. He shared that he had the pleasure of doing his second most favorite job as a board member of welcoming students back to school last Thursday. He noted the excitement in the air and the energy that could be felt from staff and students as they began their day. He also welcomed Dr. Norrell to her first board meeting along with the new administrators who have joined the team. Mr. Legardy also extended a welcome back to returning administrators also in attendance this evening.

Mr. Pauling shared that he has received very positive feedback from parents who attended Wednesday night's New Family Orientation. He offered his congratulations to everyone involved in making it a successful evening for our new Viking families.

Public Relations. Mrs. Erdey stated that she echoed Mr. Legardy's comments about the excitement and that was apparent with the start of the 2025-2026 school year. She shared a video clip of the first day of school as students were welcomed back. She reported that this fall, 601 freshmen and 160 transfer students were welcomed back on Wednesday with the remainder of the students returning on Thursday bringing total enrollment to 2,653 students. In addition, 372 enthusiastic staff members were present and are committed to preparing our students for success. Mrs. Erdey also spoke on key enhancements that have been made in communication and engagement with the continued implementation of a strategic plan, the expanded use of ParentSquare and a redesigned school website to better connect families with important resources and updates. In recognition of strategic communications programs in school public relations and engagement, the district received national recognition earning the Golden Achievement Award, a first in HF history. Mrs. Erdey also mentioned Dr. Norrell's plans to further community engagement through the implementation of community advisory groups.

Superintendent's Report:

District Updates. Dr. Norrell extended her appreciation to Mr. Patterson, Mr. Hamilton and the entire maintenance team for completing all the summer projects ahead of schedule. She noted the summer projects completed this summer included finalizing the new Science Building, Natatorium Boiler Replacement, Paving Project, A-Building Roof Replacement, New Flooring and the addition of the Discovery Graphic outside of The Viking Room. She recognized several members of the maintenance team present this evening including Ms. Candice Hall, Mr. Rikk Dunlap and Mr. John McKinley and thanked them for their hard work that was done over the summer in order to be prepared to welcome students and staff back to campus and for their continued dedication and efforts in maintaining our buildings and campus.

Dr. Norrell spoke on the district's Strategic Plan that is a living and breathing document. She noted that the Year 1 Plan is now truncated into three more bite-sized focus areas for Year 2 acknowledging one of the most powerful pieces of the plan, the "True North" which Dr. Norrell pointed out is really about academic equity. She emphasized that everything that they do is focused on preparing all students for success in college, career and life readiness. She highlighted the following Goal Areas for Year 2 of the Strategic Plan: Goal Area 1: Family, Community, and Partner Engagement - Partnerships with families remain a powerful way to impact student success. This year, the district is establishing Town Halls and Advisory Groups to strengthen collaboration and create new spaces for dialogue and input. Goal Area 2: Fiscal Equity and Student Voice - HF is committed to expanding access to International Baccalaureate (IB) programming for all students. By distributing the cost across the full student body of 2,700, the district can meet state career pathway guidelines while providing opportunities rooted in student interest. A new committee will guide this work, beginning with analyzing survey data on career interests, IB, and other programs to ensure pathways reflect students' future goals. Goal Area 3: Professional Excellence - The school is advancing professional excellence through the full implementation of Professional Learning Communities (PLCs). With training, resources, and a handbook in place, collaborative teams are set to focus on true student performance. Instructional Coaches, trained over the summer, play a key role in this effort, supporting teachers as they strengthen instructional practices. Dr. Norrell also spoke on initiatives to engage families in new ways. She is hoping to host a Fall Festival that will be funded through Title I family engagement resources. This event will provide an opportunity to connect parents while the weather is still warm. More information will be shared with the board once details become available. Dr. Norrell requested the green light from the board to proceed with hosting a Fall Festival. The board asked Dr. Norrell and team to move forward with their plan for the Fall Festival.

Executive Team Presentation. Dr. Cook provided an overview of the FY26 Tentative Budget that was presented at the Finance Committee on August 5. He noted a 30-day display of the budget has been available in the Business Office as well as on the district's website. He noted the information presented to the Finance committee and the

Executive Team Presentation (con't.) information he is presenting this evening to the board focuses on the budgeting of operational funds. He shared the ending audit numbers for Operating Revenues for the previous three fiscal years. Dr. Cook stated the audit numbers are the numbers presented to the Illinois State Board of Education (ISBE). He noted FY25 audited numbers are not available at this point. Dr. Cook referred to Board Policy 4:20 Fund Balances and noted the district's goal of retaining 6 months of reserves. He is projecting that Reserves will be at 7.1 months for all funds. He pointed out that Operating funds largest source of revenues is from property taxes which has declined proportionally over time, from 64% of revenues to 54%. State funding through Evidence-Based Funding (EBF) has increased from 26% to 34% and he anticipates it will remain flat. Property taxes are projected at $41.6 million for FY2025. He noted that there is not a Property Tax Relief Grant (PTRG) available for FY26 and pointed out that very little funds are received from federal grants. State grants are also projected to be flat as the district is currently designated as a Tier 2 school. He shared the ending audit numbers for Operating Expenses for the previous three years. He noted FY25 audited numbers are not available at this point. He noted that salaries and benefits are the biggest expenditure at 52%. Salaries are projected to rise 5.4–5.7%, while benefits, driven by health insurance, are projected to increase 8.7%. Dr. Cook also overviewed additional expenditures that included Purchased Services, Supplies, Capital Projects and Object 600. Dr. Cook is projecting that expenditures will be about the same as last year and there are various expenditure funds that may present potential significant savings by the end of the fiscal year. If the board chooses no capital improvement transfer, the district projects an ending fund balance of $52.7 million across all funds, equal to 7.3 months of reserves. Operating funds specifically would close at $49.7 million, or 7.9 months of reserves. If planned capital transfers occur, the district's ending balance would adjust to $51.6 million across all funds (7.1 months of reserves) and $39.7 million in operating funds (6.3 months of reserves). He noted that the Board will continue discussions on fund transfers at upcoming October and December Finance Committee meetings and the board will vote on the final budget at its September meeting. Dr. Cook pointed out that he must submit the tentative budget by September 30, 2025.

Consent Agenda. Mr. Pauling stated that our adopted rules of Parliamentary Procedures, Robert's Rules and Bylaws, provide for a consent agenda listing for approval of the Board by a single motion. Most of the items listed under the consent agenda have gone through board subcommittee review and recommendation. Documentation concerning these items has been provided to all board members and the public in advance to assure an extensive and thorough review. Items may be removed from the consent agenda at the request of any board member. Mr. Pauling asked if any board member requested any item on the consent agenda be removed from the consent agenda for further discussion. No request was made to remove any consent agenda items. Mr. Legardy moved, seconded by Ms. Jackson, that the Board of Education approve the Consent Agenda, as listed:

6.1 Special Board Meeting Minutes, July 18, 2025
6.2 Regular Board Meeting Minutes, June 17, 2025
6.3 Extended Field Trip - HF Fencing Out-of-State Competitions
6.4 Approval of Expenditures, $3,631,863.85
6.5 Approval of Imprest Fund, $15,933.33
6.6 Ratification of July, 2025, Payroll, $936,137.96
6.7 Donations as listed:
  6.7.1 Automobile for the Automotive Program
6.8 Personnel Report, as listed. The Personnel Report, that includes Resignations, Appointments, AdjustedAppointments, Per Diem, Retirements, Leaves and Extra Responsibility/Stipends is attached.

Roll Call: Ayes – Ms. Jackson, Mr. Legardy, Dr. Leonard, Dr. O'Quin, Mr. Riedel, Dr. Smith, Mr. Pauling. Nays - None. Motion carried.

Committee Reports:

Finance Committee. Chair: Mr. Riedel stated the Finance Committee met on August 5 and the next committee meeting will take place on Tuesday, October 7, 2025 at 7:45 a.m. in The Viking Room. Mr. Riedel shared an update on information presented at the August 5 meeting. Mr. Patterson was present at the August 5 meeting and updated the committee on FY 25 Capital Projects. The new Science Building is at its final end with the completion of some punch list items. The Natatorium Boiler System Project has been completed. The state required bottom drain cover upgrade was completed putting the district in compliance for another 15 years with the exception of yearly inspections. The pool re-opened on August 4th. The South Building Paving Project has been completed with only a

Finance Committee (con't.). few punch list items left. A-Building Room Roof Project was completed ahead of the original completion date of August 8. Mr. Patterson also presented on the installation of mechanical gates to secure the parking lot area. Two electric operating gates on Viking Drive near Door 9, along with a 12-foot sliding gate just north of that location are being proposed. This installation will provide an added layer of safety and security for students, staff, and vehicles during the school day. The electric gates that were selected are compatible with the district's existing Open Path electronic entry system, which all faculty and staff already use for secure building access. Mr. Riedel noted the costs below bid threshold and an important project. Mr. Patterson also spoke on the South Flooring Project that was completed also ahead of schedule before the students returned to school. Mr. Patterson also overviewed the district's Five Year Facilities Plan highlighting future projects. He spoke on the priority items and noted that the plan is a living document which can and will shift as new priorities arise. One of the top priorities is the renovation of the B and G Buildings and upon the request of the committee those costs will be broken out so the committee can see the projected cost of each. Mr. Riedel pointed out that the committee wanted to be clear that this is in the exploratory phase only and more detailed information will be available for the board's review. Mr. Riedel pointed out that it was also noted by Dr. Norrell that the renovation to the G building also has environmental and safety factors to consider as a priority project. Mr. Lyke also attended the Finance Committee meeting and updated the committee on summer 2025 sports camps offered on campus. All summer camps concluded in early August. He added that fall sports will begin on August 11. Over 1000 campers attended this summer, with an increase in enrollment by 200. Dr. Norrell presented the FY26 Counsel Agreements indicating to the committee that there are some rate modifications due to rate increases. She is also requesting approval for the district to enter into a new Agreement with the law firm of Himes, Petrarca and Fester. She noted the district engages law firms based on their expertise in certain areas. The approval of FY26 Counsel Agreements is on tonight's agenda and will be voted on next as an action item.

> FY26 Counsel Agreements. Mr. Riedel moved, seconded by Mr. Legardy, that the Board of Education approve agreements with the law firms Himes, Petrarca & Fester, Chtd., Petrarca, Gleason, Boyle & Izzo LLC, and Franczek P.C. Mr. Pauling stated the district engages a number of law firms and their expertise is based to match the district's needs. Ms. Jackson referred to the five hours of chalk time listed with the law firm of Himes, Petrarca and Fester and asked if that goes toward helping our staff. Dr. Norrell responded that it does and the firm will be providing a presentation on student discipline on August 26, 2025 to staff. There were no further questions or discussion. Roll Call: Ayes – Mr. Legardy, Dr. Leonard, Dr. O'Quin, Mr. Riedel, Dr. Smith, Ms. Jackson, Mr. Pauling. Nays – None. Motion carried.

Planning Committee. Mr. Legardy stated that the next meeting will take place on Thursday, August 28, 2025 at 11:00 am at HF High School South District Conference Room.

Personnel Committee. Ms. Jackson stated that the next meeting will take place on Tuesday, September 2, 2025 at 9:00 a.m. in the Superintendent's Conference Room located in the South Building.

Board Committee Chairs took an opportunity to introduce the members of their committees. Finance Committee members include Mr. Riedel - Chair, Dr. Leonard and Mr. Pauling. Planning Committee members include Mr. Legardy – Chair, Ms. Jackson and Dr. Smith. Personnel Committee members include Ms. Jackson – Chair, Mr. Legardy and Dr. O'Quin.

New Business:

Subject.com Subscription. Mr. Legardy moved, seconded by Dr. Smith, that the Board of Education approve the School-wide Subscription for *Subject.com* in the Amount of $74,800, paid for through local funds, as recommended by the Assistant Superintendent of Curriculum, Instruction & Professional Development and the Superintendent. Dr. Norrell stated Subject.com is an online platform subscription for high school students. Students may earn either units of recovery within specific courses, or they may credit for entire courses from start to finish. The change from our current online platform, *Acellus*, will provide our students greater flexibility with unit credit recovery in addition to full course access. Mr. Riedel asked what the cost difference is between *Subject.com* and *Acellus*. Ms. Rudan shared that there is approximately a $2,000 difference in the cost between *Subject.com* and *Acellus*. The *Subject.com* subscription is school-wide. *Acellus* is only limited to 150 licenses. Mr. Legardy asked if this online subscription will be used during e-learning Days. Dr. Norrell responded that e-learning days are asynchronous learning and *Subject.com* will not be used on those days; the day will be conducted with the work teachers have laid out for the day. Roll Call: Ayes –Dr. Leonard, Dr. O'Quin, Mr. Riedel, Dr. Smith, Ms. Jackson, Mr. Legardy, Mr. Pauling. Nays – None. Motion carried.

Department Lead Contract Agreement. Ms. Jackson moved, seconded by Mr. Legardy, that the Board of Education approve the amendment to the Department Lead Contract Agreement for the 2025-2026 school year, as recommended by the Chief School Business Official and the Superintendent. Dr. Norrell explained that an amendment to the Department Lead Contract Agreement is being proposed to adjust the benefit language. She noted this change will not result in any additional funding. Roll Call: Ayes – Dr. O'Quin, Mr. Riedel, Dr. Smith, Ms. Jackson, Mr. Legardy, Dr. Leonard, Mr. Pauling. Nays – None. Motion carried.

PRESS Policy Updates (April and June Issues 1st Read). Presented as an information item only and there were no questions or discussions.

Executive Session. Dr. Norrell announced that there will not be an Executive Session this evening.

Adjournment. Mr. Legardy moved, seconded by Mr. Riedel, that the Board of Education be adjourned at 8:26 p.m.

_____ _____

President Vice-President/Secretary

Personnel Report August 19, 2025 (3)

6.8.1 RESIGNATION

	NAME		Date
1	Zachary Wells	Dean of Students	Eff 6/2/2025
2	James Hill IV	Instructional Assistant	Eff 6/2/2025
3	Julia Glomb	Attendance Clerk	Eff 6/2/2025

6.8.2 APPOINTMENTS

	NAME		START DATE/SALARY
	Certified		
1	*Anna Bartels	Teacher, Math Department Iowa State University, Bachelor of Science in Mathematics National Louis University Master of Arts in Secondary Education	Eff 8/11/2025 $78,034.00
2	*Andrew Fentress	School Counselor Purdue University, Master of Science - Mental Health Counseling and School Counseling Indiana State University, Master of Educatin , Administration and Supervision Purdue University, Bachelor of Education Ciminal Justice Sociology	Eff 8/11/2025 $105,378.00
3	*Jeremy James	Teacher, Semester 1 Michigan State University, Bachelor of Arts Social Science **	TBD $59,500/prorated
	Support Staff		
4	*Richard Drummond	School Security Liaison	Eff 8/11/2025 $27.20/hr
5	*Joshua Evans	Dean's Assistant	Eff 8/11/2025 $22.88/hr
6	*LaVoise McCoy	Dean's Assistant	Eff 8/11/2025 $22.88/hr
7	*Shea Sumpter	Permanent Substitute Teacher	Eff 8/11/2025 $34,040.00
8	* Tiffany Weber	Attendance Clerk	Eff 8/18/2025 $23.40hr

*** Pending successful completion of all legally required background checks**
**** Pending Credentials**

6.8.3 ADJUSTED APPOINTMENTS

NAME		START DATE/SALARY
Courtney Alexander	From: Teacher, Career and Technical Education To: Department Lead for Career and Technical Education	Eff 8/11/2025 $130,000.00

6.8.4 PER DIEM

See Memo

6.8.5 RETIREMENTS

1	Lorrie Maul	School Counselor	Eff 6/4/2029
2	Stan Robinson	School Security Liaison	Eff 5/30/2026

6.8.6 LEAVES

Sara Brown	Teacher, World Language FMLA	Eff 9/25/2025 - 1/5/2026
Brian Eberle	IT Department FMLA	Eff 7/1/2025 - 8/25/2025
Regina Handson	Dean's Assistant Intermittent FMLA	Eff 8/11/2025
Jasmine Ogunleye	Teacher, English FMLA	Eff 8/11/2025 - 1/5/2026

Leah Sauvage	Teacher, English Intermittent FMLA	Eff 8/11/2025 - 1/5/2026

6.8.7 EXTRA RESPONSIBILITY / STIPENDS

See Memo Activities
See Memo Athletics
See Memo Auxillary
See Memo Exempt

ADMINISTRATIVE STAFF MEMORANDUM
August 19, 2025

EXTRA-RESPONSIBILITY CONTRACTS 2025-2026 (ACTIVITIES)

RECOMMENDATION: "That the Board of Education authorize the President and Secretary to sign extra-responsibility activities contracts with the following person(s) for the 2025-2026 school year, as recommended by the Assistant Superintendent of Staff Services and the Superintendent:

First Name	Last Name	Position	Stipend
Krystal	Davis	Anime Club - Sponsor	$1,632.00
Jackie	Wargo	Art Exhibition Coordinator	$6,194.60
Scott	Brousseau	Auto Club - Assistant Sponsor	$3,389.73
Daniel	Brown	Auto Club - Head Sponsor	$4,973.00
Christopher	Riedel	Band (Jazz) - Assistant Director	$2,895.00
Kelly	Cooper	Band (Jazz) - Head Director	$4,457.73
Sarah	Whitlock	Band (Jazz) - Head Director	$4,457.73
Kelly	Cooper	Band (Marching) - Head Director	$10,974.45
Sarah	Whitlock	Band (Marching) - Head Director	$10,974.45
Lauren	Howard	Broadcasting - Assistant Sponsor	$5,569.00
Nic	Jones	Broadcasting - Assistant Sponsor	$5,569.00
Matt	McLindon	Broadcasting - Assistant Sponsor	$7,101.00
Jake	Vallicelli	Broadcasting - Assistant Sponsor	$7,208.34
Robert	Wells, IV	Broadcasting - Assistant Sponsor	$7,101.00
Mark	Ciesielski	Broadcasting - Sponsor	$8,817.55
Chante	Andrews	Chess Club - Assistant Sponsor (0.5)	$816.00
Eric	Piros	Chess Club - Assistant Sponsor (0.5)	$816.00
Tiffany	Moo Young-White	Chess Club - Head Sponsor	$3,768.00
Tim	Tholl	Director	$7,208.34
Yin	Ding	Chinese Club - Sponsor	$2,541.00
Steven	Sifner	Choir (Treble/Viking Ensembles) - Director	$7,101.00
Ali	Farkos	Class Sponsor - Freshmen	$2,517.00
Courtney	Alexander	Class Sponsor - Junior	$6,194.46
Christina	Clark	Class Sponsor - Senior	$7,101.00
Alyssa	Marassa	Clothing Construction Club - Sponsor	$2,341.00
Elise	Meintanis	Debate - Assistant Coach (0.50)	$3,849.50
Tiana	Sharpe	Debate - Assistant Coach	$6,572.00
Dan	Bush	Debate - Assistant Coach (0.50)	$3,580.00
Emily	Carroll	Debate - Assistant Coach (0.50)	$3,849.50
Taylor	Nash	Debate - Assistant Coach (0.50)	$3,033.50
Katie	Cole	Debate - Head Coach	$10,974.45
Christina	Clark	DECA - Assistant Sponsor	$3,290.85

First Name	Last Name	Position	Stipend
Mike	O'Neill	DECA - Sponsor	$6,194.46
JR	Willard-Rose	Drama - Director (Children's Play)	$8,817.55
Anne	Calderon	Drama - Director (High School Play)	$7,699.00
Anne	Calderon	Drama - Director (Musical)	$7,699.00
Deena	Cassady	Drama - Director (Musical)	$1,600.00
JR	Willard-Rose	Drama - Director (New Faces)	$8,817.55
Kona	Burks	Drama - Group Interpretation Director (0.50)	$3,286.00
Kanoa	Mulling	Drama - Group Interpretation Director (0.50)	$3,580.00
Sahar	Mustafah	EDDA / Literary Magazine Sponsor	$7,208.34
Kimberly	Peterz	Educators Rising Club - Assistant Sponsor	$1,782.00
Kendra	McPheeters	Fencing - Assistant Sponsor	$6,088.00
Charlie	Rohrlack	Fencing - Assistant Sponsor	$6,043.50
David	Greene	Fencing - Sponsor	$7,101.00
Monica	Bell	French NHS - Sponsor	$2,341.00
Cara	Boss	Friends of Rachel - Assistant Sponsor	$2,517.00
Elizabeth	Hackett	Friends of Rachel - Sponsor	$5,214.00
Steve	Sifner	Illinois Music Honor Society - Sponsor	$2,161.00
Tremaine	Love	Inspirational Voices - Sponsor (0.50)	$2,071.00
Steven	Sifner	Inspirational Voices - Sponsor (0.50)	$2,174.50
Isaac	Roseborough	Inspirational Voices - Sponsor	$2,953.00
Tiffany	Mucha	Just Like You Club/SPOLY - Assistant Sponsor	$4,640.67
Kathryn	Nieckula	Just Like You Club/SPOLY - Assistant Sponsor	$4,457.73
Aimee	Veal	Just Like You Club/SPOLY - Assistant Sponsor (0.50)	$1,871.55
Katie	Rice	Just Like You Club/SPOLY - Sponsor	$7,208.34
Veronica	Vargas	Key Club - Assistant Sponsor	$2,541.00
Tanya	Kluth	Key Club - Sponsor	$6,194.46
Tiffany	Moo Young-White	Mathletes - Assistant Coach (0.5)	$1,637.50
Dana	Noble	Mathletes - Assistant Coach (0.5)	$1,694.35
Michael	Sacks	Mathletes - Head Coach	$4,457.73
Patrick	Johnson	Men's Gym - Fall	$1,500.00
Johnson	Patrick	Men's Gym - Spring	$1,500.00
Melissa	Jones	Mu Alpha Theta Honor Society Sponsor	$3,275.00
Tim	Tholl	Musical - Technical Director	$7,208.34
Steve	Sifner	Musical Choir Director	$2,541.00
Sarah	Whitlock	Musical Pit Band Director	$2,629.98
Melissa	Sauder	National Art Honor Society - Sponsor	$2,895.00
Lauren	Chasey	National Honor Society - Sponsor	$1,600.00
Michelle	Kozik	National Honor Society - Sponsor	$6,572.00
Tiffany	Stewart-Williams	National Honor Society - Sponsor	$7,160.00
Tim	Tholl	New Faces/Group Interpretation - Technical Director	$7,208.34
Deena	Cassady	Odin /Yearbook - Sponsor	$6,572.00
Lorrie	Maul	Operation Snowball - Finance Director	$8,817.34
Brittany	Dunn	Operation Snowball - Personnel Director	$4,973.00
Paul	Fasse	Operation Snowball - Programming Director	$7,208.34
Kristina	Zandi	Operation Snowball - Publicity Director	$4,973.00

First Name	Last Name	Position	Stipend
BJ	Engrav	Orchestra (Symphonic Strings) - Director	$7,208.34
Danielle	Mitchell	Peer Mediation - Sponsor (.05)	$891.00
Jeanne	Miller	Poetic Expressions - Sponsor	$2,629.59
Eric	Olson	Pool Manager	$5,450.00
Roberto	Suarez	Robotics Club - Sponsor	$2,629.59
Tiffany	Moo Young-White	Scholastic Bowl - Assistant Coach	$2,895.00
Michael	Sacks	Scholastic Bowl - Head Coach	$7,208.34
Caitlin	Gallagher	Science Olympiad - Sponsor (0.5)	$1,183.50
Jeanettra	Watkins	Science Olympiad - Sponsor (0.5)	$1,538.00
Bill	Merchantz	SkillsUSA - Sponsor	$4,458.15
Ashley	Mazzola	Spanish National Honor Society - Sponsor (0.5)	$1,538.00
Kia	London	Spanish National Honor Society - Sponsor (0.5)	$1,183.50
Kona	Burks	Speech - Assistant Coach	$6,197.00
Rita	Wicks	Speech - Assistant Coach	$4,973.00
Aundria	LaNier	Speech - Assistant Coach	$5,569.00
Kanoa	Mulling	Speech - Assistant Coach	$6,197.00
Angela	Rich	Speech - Assistant Coach	$7,101.00
Nia	DeRamus	Speech - Assistant Coach (0.50)	$2,486.50
Dairyon	Bolden	Speech - Assistant Coach (0.50)	$2,297.00
Zoe	Bridges	Speech - Assistant Coach (0.50)	$2,486.50
Prince	Lowe	Speech - Assistant Coach (0.50)	$3,604.17
Prince	Lowe	Speech - Head Coach	$9,571.28
Dairyon	Bolden	Speech PIR Director	$1,632.00
Lovie	Greer	Steppers - Assistant Coach	$2,517.00
Wesley	Stewart	Steppers - Head Coach	$6,088.00
Christina	Clark	Student Government-Executive Board	$6,088.00
Tim	Tholl	Thespians - Sponsor (0.50)	$1,315.00
JR	Willard-Rose	Thespians - Sponsor (0.50)	$1,315.00
Sarah	Youssef	Viking Law- Assistant Sponsor	$1,782.00
Mary	Day	Viking Law- Sponsor	$4,457.73
Rebecca	Healy	Visual Arts Club - Sponsor	$4,142.00
Rachael	Kucharski	Voyager / Newspaper - Sponsor	$7,699.00
Michelle	Kozik	ZooBot - Assistant Sponsor	$4,338.83
Chris	Stiglic	ZooBot - Sponsor	$6,194.60

$510,417.37

ADMINISTRATIVE STAFF MEMORANDUM
August 19, 2025

EXTRA-RESPONSIBILITY CONTRACTS 2025-2026 (ATHLETICS)

RECOMMENDATION: "That the Board of Education authorize the President and Secretary to sign extra-responsibility athletic contracts with the following person(s) for the 2025-2026 school year, as recommended by the Assistant Superintendent of Staff Services and the Superintendent:

First Name	Last Name	Position	Stipend
		Football	
Troy	McAllister	Football Head Varsity	$10,974.44
Alexander	Pratt	Football Varsity Assistant	$8,817.55
Matt	Ramos	Football Varsity Assistant	$8,817.55
Sam	Wilkerson	Football Varsity Assistant	$7,160.00
Tywon	Green	Football Varsity Assistant	$8,817.55
David	James	Football Varsity Assistant	$8,817.55
Joe	Tuttle	Football Varsity Assistant (.50)	$4,249.50
Tyler	Clark	Football Varsity Assistant	$8,140.00
Jim	Flynn	Football Varsity Assistant	$8,775.22
Nick	DeBenedetti	Football Varsity Assistant	$7,699.00
Billy	Bundy	Football Varsity Assistant	$7,296.68
Mark	Hill	Football Varsity Associate	$3,350.00
Cody	Rudnik	Football Head Sophomore	$6,572.00
James	Hill	Football Sophomore Assistant (.50)	$2,297.00
Kourtney	Young	Football Sophomore Assistant	$7,208.73
Debo	Olaleya	Football Sophomore Associate	$3,350.00
Jim	Sokoloski	Football Head Freshman	$8,817.55
Dave	Klawitter	Football Freshman Assistant	$7,697.78
Fernando	Matthews	Football Freshman Associate	$3,350.00
		Girls' Flag Football	
Walter	Collins, Jr.	Flag Football Head Varsity	$8,499.00
Evan	Bercot	Flag Football Assistant	$7,101.00
Alyssa	Marassa	Flag Football Assistant	$3,350.00
Hethon	Hurdle	Flag Football Head JV	$4,973.00
Tyrone	Brazelton	Flag Football Assistant	$6,786.00
Gaetana	Davis	Flag Football Head JV	$3,350.00
		Girls' Volleyball	
Nathan	Nesbit	Girls' Volleyball Head Varsity	$8,817.55
Kristy	Krywanio	Girls' Volleyball Assistant Varsity	$7,101.00
Jason	Volkman	Girls' Volleyball Head JV	$7,208.73
Corinne	Zimmerman	Girls' Volleyball Assistant JV	$7,208.73
Hunter	Brough	Girls' Volleyball Head Freshman	$4,594.00
Rorie	Dougherty	Girls' Volleyball Assistant Freshman	$4,594.00

First Name	Last Name	Position	Stipend
		Boys' Soccer	
Jairo	Garcia	Boys' Soccer Head Varsity	$8,140.00
Nick	Lackey	Boys' Soccer Varsity Assistant	$7,208.73
William	Polen	Boys' Soccer Head JV	$4,973.00
Chelsea	Jones	Boys' Soccer Assistant JV	$5,569.00
Armando	Lopez	Boys' Soccer Head Freshman	$7,101.00
John	Manthey	Boys' Soccer Assistant Freshman	$6,786.00
		Boys' Cross Country	
Brian	O'Donnell	Boys' Cross Country Head Varsity	$8,817.55
Matt	Anyiwo	Boys' Cross Country Associate	$4,973.00
		Girls' Cross Country	
Hailey	Baumstein	Girls' Cross Country Head Varsity	$8,140.00
Larry	Dawson	Girls' Cross Country Assistant	$7,208.73
		Boys' Golf	
Chris	Stiglic	Boys' Golf Head Varsity	$8,817.55
Keith	Dombkowski	Boys' Golf Assistant	$7,208.73
Eric	Olson	Boys' Golf Assistant	$7,208.73
		Girls' Golf	
Anthony	Kruse	Girls' Golf Head Varsity	$8,817.55
Chris	Maniatis	Girls' Golf Assistant	$7,208.73
		Girls' Swimming and Diving	
Jeannette	LaPlante	Girls' Swimming Head Varsity	$8,817.55
Chris	Baker	Girls' Swimming Assistant	$7,243.14
Pat	Duignan	Girls' Swimming Associate	$3,350.00
Kelsey	Sopron	Girls' Swimming Head Diving	$7,101.00
		Girls' Tennis	
Jeff	Cade	Girls' Tennis Head Varsity	$8,817.55
Ausra	Brooks	Girls' Tennis Assistant	$7,101.00
Brian	Johnson	Girls' Tennis Assistant	$7,208.73
Terri	Davis	Girls' Tennis Associate	$3,350.00
		Cheerleading (Sideline)	
Zenia	Smith	Cheerleading Head Varsity	$8,817.55
Elayne	Evans	Cheerleading Head JV	$7,208.73
Sabrina	Johnson	Cheerleading Head Freshman	$7,208.73
Khayla	Kelley-Morton	Cheerleading Associate	$3,350.00
		Dance (Sideline)	
Kari-Lynn	Burroughs	Dance Head Varsity	$8,499.00
Jerese	Twitty	Dance Assistant	$7,101.00
Asja	Stamps	Dance Assistant	$5,569.00
		Weight Room	
Adam	Vogel	Strength Coach	$7,208.73
Steve	Szymkowiak	Weight Room Coordinator (Fall) (.50)	$3,097.74
Anthony	Smith	Weight Room Coordinator (Fall) (.50)	$3,097.74

First Name	Last Name	Position	Stipend
Marcus	Rodgers	Weight Room Coordinator (Fall) (.25)	$1,548.65
Reggie	Barker	Weight Room Coordinator (Fall) (.25)	$1,548.65
Brandin	Brown	Weight Room Coordinator (Fall) (.50)	$3,104.88
Danielle	Werner	Athletic Trainer (Per Season)	$8,320.00

$442,638.78

ADMINISTRATIVE STAFF MEMORANDUM
August 19, 2025

EXTRA-RESPONSIBILITY CONTRACTS 2025-2026 (AUXILIARY)

RECOMMENDATION: "That the Board of Education authorize the President and Secretary to sign extra-responsibility staffing contracts with the following person(s) for the 2025-2026 school year, as recommended by the Assistant Superintendent of Staff Services and the Superintendent:

First Name	Last Name	Position	Stipend
Evan	Bercot	Case Manager	$1,300.00
Jennifer	Byrd	Case Manager	$1,300.00
Emily	Carroll	Case Manager	$1,300.00
Walter	Collins, Jr.	Case Manager	$1,300.00
Jena	Dudek	Case Manager	$1,300.00
John	Fitzgerald	Case Manager	$1,300.00
Amy	Garcia	Case Manager	$1,300.00
Andy	Gaus	Case Manager	$1,300.00
Rachel	Giddens	Case Manager	$1,378.00
Amanda	Harrington	Case Manager	$1,300.00
Shante	Jackson	Case Manager	$1,300.00
Nicolas	Jones	Case Manager	$1,300.00
Nicholas	Kapchinske	Case Manager	$1,300.00
Tanya	Kluth	Case Manager	$1,300.00
Shauna	Kuester	Case Manager	$1,300.00
Lindsey	Kulma	Case Manager	$1,300.00
Nicholas	Lackey	Case Manager	$1,300.00
Brian	McLaughlin	Case Manager	$1,300.00
Tiffany	Mucha	Case Manager	$1,123.60
Kathryn	Niekula	Case Manager	$1,300.00
Crystal	Perez	Case Manager	$1,300.00
Alexander	Pratt	Case Manager	$1,300.00
Matthew	Raglione	Case Manager	$1,300.00
Mylan	Reeves	Case Manager	$1,300.00
Christine	Richardson	Case Manager	$1,300.00
Kelly	Shereyk	Case Manager	$1,300.00
Fatima	Simmons	Case Manager	$1,300.00
Anna	Tenny	Case Manager	$1,300.00
Aimee	Veal	Case Manager	$1,244.44
Veronica	Zavala Vargas	Case Manager	$1,300.00
Kevin	Coy	Counselor	$2,000.00
Dawn	Edwards	Counselor	$2,000.00
Brad	Kain	Counselor	$2,000.00

First Name	Last Name	Position	Stipend
Ashley	Keca	Counselor	$2,000.00
Lindsay	Leverson	Counselor	$2,000.00
Lorrie	Maul	Counselor	$2,000.00
Brandi	Mathis	Counselor	$2,000.00
Danielle	Mitchell	Counselor	$2,000.00
Melissa	Sauder	Counselor	$2,000.00
Luke	Senffner	Counselor	$2,000.00
Tiphnee	Staples	Counselor	$2,000.00
Roberto	Suarez	Counselor	$2,000.00
Terrell	Alexander	Dean	$9,750.00
Catherine	Brown	Dean	$9,750.00
Brett	Geijer	Dean	$9,750.00
David	Klawitter	Dean	$10,070.00
Christopher	Maniatis	Dean	$9,750.00
Rockeya	Wilson	Dean	$9,750.00
Annette	Hall	IA Designated Voc. Bus Driver	$1,600.00
Mary	Day	IB Coordinator	$3,500.00
Butch	Acena	Model Teacher	$3,000.00
Emily	Carroll	Model Teacher	$3,000.00
Amy	Garcia	Model Teacher	$3,000.00
Tiffany	Madison	Model Teacher	$3,000.00
Christina	Richardson	Model Teacher	$3,000.00
Cody	Rudnik	Model Teacher	$3,000.00
Roberto	Suarez	Model Teacher	$3,000.00
Christina	Clark	Professional Development Coord.	$3,500.00
Sarah	Pittman	Professional Development Coord.	$3,500.00
Rachel	Giddons	Professional Development Coord.	$3,710.00
Kizawanda	Olowe	Doctorate	$2,500.00
Kimberly	Peterz	Doctorate	$2,500.00
Roberto	Suarez	Doctorate	$2,500.00
Kristina	Zandi	Alphabet Soup	$3,650.00
Danielle	Glicky-VanVliet	Alphabet Soup	$3,650.00
Jocelyn	Cowan	Student Assistant Education Program	$6,500.00
Lauren	White	Student Assistant Education Program	$6,500.00
Jocelyn	Cowan	Bring Change to Mind	$3,650.00
Lauren	White	Bring Change to Mind	$3,650.00

$193,576.04

Name	Hire Date	Primary Job Title	Employee Category	Current FTE
ROMANO, MICHAEL	1/1/1996	POLICE LIAISON	HOURLY - OTHER	0
SLINE, CRAIG	10/1/1996	POLICE LIAISON	HOURLY - OTHER	0
HABECKER, DAVID II	2/15/2007	POLICE LIAISON	HOURLY - OTHER	0
JACKSON, PHILLIP E	3/30/2015	POLICE LIAISON	HOURLY - OTHER	0
KIMES, COURTNEY R	12/19/2017	POLICE LIAISON	HOURLY - OTHER	0
WOOLERY-TERRY, MARY	4/8/2019	POLICE LIAISON	HOURLY - OTHER	0
BAKER, TAMMY L	7/15/2019	POLICE LIAISON	HOURLY - OTHER	0
OWENS, PATRICK	8/17/2021	POLICE LIAISON	HOURLY - OTHER	0
CRUMP, TARRANCE	9/20/2021	POLICE LIAISON	HOURLY - OTHER	0
MILLER, NATHANIEL	10/12/2021	POLICE LIAISON	HOURLY - OTHER	0
LOCKHART, JASMINE	11/8/2021	POLICE LIAISON	HOURLY - OTHER	0
HARRIS, VICTOR	12/7/2021	POLICE LIAISON	HOURLY - OTHER	0
GIPSON, KENNETH	1/20/2022	POLICE LIAISON	HOURLY - OTHER	0
KELLY, BERNARD	2/7/2022	POLICE LIAISON	HOURLY - OTHER	0
BUCKNER, GWENDOLYN	3/18/2022	POLICE LIAISON	HOURLY - OTHER	0
DIXON, MARTIN	3/18/2022	POLICE LIAISON	HOURLY - OTHER	0
VIOLETTO, RAYMOND JR.	4/12/2022	POLICE LIAISON	HOURLY - OTHER	0
PITTMAN, RONALD	8/22/2022	POLICE LIAISON	HOURLY - OTHER	0
NORWOOD, PAULETTE	10/3/2022	POLICE LIAISON	HOURLY - OTHER	0
ALLEN, DERRICK	10/25/2022	POLICE LIAISON	HOURLY - OTHER	0
MCCLAIN, MICHAEL	10/25/2022	POLICE LIAISON	HOURLY - OTHER	0
DEVRIES, DAVID	2/1/2023	POLICE LIAISON	HOURLY - OTHER	0
RODGERS, DORINDA	2/1/2023	POLICE LIAISON	HOURLY - OTHER	0
THOMAS, JENNIFER	2/2/2023	POLICE LIAISON	HOURLY - OTHER	0
BETZ, LAWRENCE	2/10/2023	POLICE LIAISON	HOURLY - OTHER	0
JOHNSON, APRIL	2/22/2023	POLICE LIAISON	HOURLY - OTHER	0
WILSON, DANIEL	6/27/2023	POLICE LIAISON	HOURLY - OTHER	0
CRUMP, TERRIUN	8/1/2023	POLICE LIAISON	HOURLY - OTHER	0
TAMBLING, ROGER P	1/8/2024	POLICE LIAISON	HOURLY - OTHER	0
KLAUSNER, JASON	1/26/2024	POLICE LIAISON	HOURLY - OTHER	0
JOHNSON, STACY	5/13/2024	POLICE LIAISON	HOURLY - OTHER	0
WRIGHT, RALPH	10/24/2024	POLICE LIAISON	HOURLY - OTHER	0
WALKER, WILLIE	10/30/2024	POLICE LIAISON	HOURLY - OTHER	0
HAWKINS, KENDRICK	2/4/2025	POLICE LIAISON	HOURLY - OTHER	0
MAYES, ALFRED	2/5/2025	POLICE LIAISON	HOURLY - OTHER	0
WILLIAMS, MARCUS	2/5/2025	POLICE LIAISON	HOURLY - OTHER	0
MOONEY, BERNARD	8/8/2025	POLICE LIAISON	HOURLY - OTHER	0
HOGENCAMP, BERNARD	8/11/2025	POLICE LIAISON	HOURLY - OTHER	0

ADMINISTRATIVE STAFF MEMORANDUM
August 19, 2025

2025-2026 Exempt Staff Stipends

RECOMMENDATION: "That the Board of Education authorize the President and Secretary to sign contracts with the following person(s) for the 2025-2026 school year, as recommended by the Assistant Superintendent of Staff Services and the Superintendent:

First Name	Last Name	Position	Stipend
Lisa	Caposey	Business Office Manager	$12,000.00
Suzette	Diaz	Executive Assistant Superintendent	$8,000.00
Candice	Hall	Transport/Logistics/Ops Coord	$12,000.00
Bradley	Hamilton	Maintenance & Operations Asst Dir	$5,000.00
Paula	Lueder	Human Resources Specialist	$12,000.00

$49,000.00

2025-2026 Annual Tuition Rate,

TUITION SCHEDULE 2025-2026

Month	Days	Daily Rate	Amount
August	13	$143.07	1,859.89
September	20	$143.07	2,861.37
October	20	$143.07	2,861.37
November	16	$143.07	2,289.09
December	14	$143.07	2,002.96
January	19	$143.07	2,718.30
February	18	$143.07	2,575.23
March	20	$143.07	2,861.37
April	18	$143.07	2,575.23
May	19	$143.07	2,718.30
June	-	$143.07	-
Totals	177		25,323.11

Full Year 2025 - 2026	**25,323.11**
Semester 1	**$11,874.68**
Semester 2	**$13,448.43**
Per Day	**$143.07**

Based upon June 30, 2024 Audit / AFR	
Per Capita Tuition Charge for 2023-2024	23,021.01
Multiplier	110.00%
Tuition charge for 2025-2026	25,323.11

Compensation Reports,

EIS Admin & Teacher SY2025

EIS Administrator and Teacher Salary and Benefits Report - School Year 2025

9/10/2025 6:02 PM

Homewood Flossmoor CHSD 233

999 Kedzie Ave, Flossmoor, IL 60422
070162330160000

Selection Criteria: (Employer) Employees = All

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
ACEBES, SHEILA	200-Teacher	$102,126.63	1.00	0	15	$0.00	$0.00	$0.00	$21,830.13
ACENA, BUTCH	200-Teacher	$85,026.12	1.00	0	12	$0.00	$0.00	$0.00	$21,830.13
ALEX, ASHLEY	200-Teacher	$87,889.00	1.00	0	12	$0.00	$0.00	$0.00	$7,678.14
ALEXANDER, CLINTON	103-Principal	$184,748.00	1.00	20	15	$0.00	$4,800.00	$0.00	$31,381.81
ALEXANDER, COURTNEY	208-Career and Technical Educator (CTE)	$122,320.62	1.00	0	15	$0.00	$0.00	$0.00	$8,073.69
ALEXANDER, TERRELL	124-Dean of Students Admin (admin endorsement held)	$109,460.03	1.00	0	12	$0.00	$0.00	$0.00	$8,073.69
ALEXANDER, TERRELL	200-Teacher	$62,138.00	1.00	0	12	$0.00	$0.00	$0.00	$8,073.69
ANDERSON, ROBERT	200-Teacher	$123,024.55	1.00	0	15	$0.00	$0.00	$0.00	$8,073.69
ANDREWS, CHANTE	208-Career and Technical Educator (CTE)	$75,871.11	1.00	0	12	$0.00	$0.00	$0.00	$8,073.69
ANELLO, NICHOLAS	200-Teacher	$97,189.74	1.00	0	15	$0.00	$0.00	$0.00	$21,830.13
ARONSON, SCOTT	200-Teacher	$132,489.91	1.00	0	15	$0.00	$0.00	$0.00	$21,830.13
ASSISE, ROBERT	200-Teacher	$125,418.88	1.00	0	15	$0.00	$0.00	$0.00	$0.00
BADGER, TRACY	200-Teacher	$118,410.53	1.00	0	15	$0.00	$0.00	$0.00	$0.00
BAILEY MOSS, JACALYN	127-Head of Gen Ed (Department chair no admin endorsement held)	$113,884.47	1.00	5	15	$0.00	$0.00	$8,010.00	$21,744.91
BANASIAK, STEPHEN	200-Teacher	$123,024.55	1.00	0	15	$0.00	$0.00	$0.00	$21,830.13
BARAJAS, ANTHONY	200-Teacher	$68,493.56	1.00	0	12	$0.00	$0.00	$0.00	$17,190.42
BAUMSTEIN, HAILEY	200-Teacher	$75,871.11	1.00	0	12	$0.00	$0.00	$0.00	$7.50
BEEBE, NATHAN	208-Career and Technical Educator (CTE)	$130,084.11	1.00	0	15	$0.00	$0.00	$0.00	$21,830.13
BELL, MONICA	200-Teacher	$97,189.74	1.00	0	12	$0.00	$0.00	$0.00	$21,830.13
BERCOT, EVAN S	250-Special Education Teacher	$99,611.13	1.00	0	15	$0.00	$0.00	$0.00	$21,830.13
BOSS, CARA	200-Teacher	$91,875.31	1.00	0	12	$0.00	$0.00	$0.00	$0.00
BROOKS, AUSRA	200-Teacher	$82,381.62	1.00	0	12	$0.00	$0.00	$0.00	$8,073.69
BROWN, CATHERINE	126-Dean of Students Teacher no admin endorsement)	$94,721.63	1.00	0	15	$0.00	$0.00	$0.00	$21,830.13
BROWN, DANIEL	208-Career and Technical Educator (CTE)	$63,878.12	1.00	0	12	$0.00	$0.00	$0.00	$2,824.38
BROWN, REGINALD	308-Instructional Coach	$79,740.01	0.80	0	12	$0.00	$0.00	$0.00	$17,464.09
BROWN, REGINALD	200-Teacher	$19,935.00	0.20	0	0	$0.00	$0.00	$0.00	$4,366.04

BROWN, SARA	200-Teacher	$105,315.37	1.00	0	15	$0.00	$0.00	$0.00	$3,434.88
BUNDY, BILLY	200-Teacher	$111,020.51	1.00	0	12	$0.00	$0.00	$0.00	$21,830.13
BURKS, KONA	200-Teacher	$85,026.12	1.00	0	12	$0.00	$0.00	$0.00	$21,830.13
BUSH, DANIEL	200-Teacher	$65,029.00	1.00	0	12	$0.00	$0.00	$0.00	$8,073.69
BYARS, MARY	200-Teacher	$150,924.00	1.00	0	12	$0.00	$0.00	$0.00	$20,779.00
BYRD, JENNIFER	250-Special Education Teacher	$89,785.62	1.00	0	15	$0.00	$0.00	$0.00	$21,830.13
CALDERON, ANNE	200-Teacher	$91,053.50	1.00	0	12	$0.00	$0.00	$0.00	$21,830.13
CAMP, MICHAEL	127-Head of Gen Ed (Department chair no admin endorsement held)	$117,722.85	1.00	5	15	$0.00	$0.00	$0.00	$22,220.40
CARROLL, EMILY	250-Special Education Teacher	$78,647.00	1.00	0	12	$0.00	$0.00	$0.00	$8,073.69
CASSADY, DEENA	200-Teacher	$94,721.63	1.00	0	12	$0.00	$0.00	$0.00	$21,616.11
CHAPEL, ROBERT	200-Teacher	$101,647.21	1.00	0	15	$0.00	$0.00	$0.00	$21,830.13
CICERO, THOMAS	200-Teacher	$101,647.21	1.00	0	15	$0.00	$0.00	$0.00	$21,830.13
CIESIELSKI, MARK	208-Career and Technical Educator (CTE)	$127,721.79	1.00	0	15	$0.00	$0.00	$0.00	$8,731.26
CLARK, CHRISTINA	308-Instructional Coach	$77,732.81	0.80	0	12	$0.00	$0.00	$0.00	$730.00
CLARK, CHRISTINA	200-Teacher	$19,433.21	0.20	0	0	$0.00	$0.00	$0.00	$182.57
COLE, KATHRYN	200-Teacher	$78,159.63	1.00	0	12	$0.00	$0.00	$0.00	$0.00
COLLINS, WALTER	250-Special Education Teacher	$75,641.00	1.00	0	12	$0.00	$0.00	$0.00	$8,073.69
CONDOTTI, MARC	200-Teacher	$130,084.11	1.00	0	15	$0.00	$0.00	$0.00	$21,830.13
COOK, LAWRENCE	114-Chief School Business Official	$196,630.00	1.00	20	15	$0.00	$5,393.28	$20,909.99	$31,402.68
COOPER, KELLY	200-Teacher	$102,126.63	1.00	0	12	$0.00	$0.00	$0.00	$8,073.69
CRISPE, KAREN	200-Teacher	$101,814.39	1.00	0	12	$0.00	$0.00	$0.00	$23,691.61
DAVIS, KRYSTAL	200-Teacher	$91,875.13	1.00	0	12	$0.00	$0.00	$0.00	$950.85
DAVIS, TERRI	200-Teacher	$71,175.51	1.00	0	15	$0.00	$0.00	$0.00	$8,073.69
DAY, AMIE	200-Teacher	$105,948.00	1.00	0	12	$0.00	$0.00	$0.00	$21,830.13
DAY, MARY	200-Teacher	$91,891.75	1.00	0	12	$0.00	$0.00	$0.00	$8,073.69
DEBENEDETTI, NICK	200-Teacher	$69,887.00	1.00	0	12	$0.00	$0.00	$0.00	$17,518.29
DIACHENKO, ADRIANA	605-Resource Teacher Reading	$130,084.11	1.00	0	15	$0.00	$0.00	$0.00	$950.85
DING, YIN	200-Teacher	$78,159.63	1.00	0	12	$0.00	$0.00	$0.00	$8,073.69
DISMUKES, JAMERE	200-Teacher	$62,796.00	1.00	0	12	$0.00	$0.00	$0.00	$905.00
DOMBKOWSKI, KEITH	200-Teacher	$144,494.07	1.00	0	15	$0.00	$0.00	$0.00	$7,780.41
DORE, DAVID	152-Special Education Director	$144,040.00	1.00	20	15	$0.00	$4,800.00	$0.00	$4,301.00
DRUDE, ALANA	200-Teacher	$105,647.97	1.00	0	15	$0.00	$0.00	$0.00	$21,830.13
DUDEK, JENA	250-Special Education Teacher	$99,926.17	1.00	0	12	$0.00	$0.00	$0.00	$0.00
DUIGNAN, PATRICK	200-Teacher	$123,632.50	1.00	0	15	$0.00	$0.00	$0.00	$21,830.13
ELFNER, JONATHAN	200-Teacher	$135,397.93	1.00	0	15	$0.00	$0.00	$0.00	$21,830.13
ENGRAV, BERNIE	200-Teacher	$113,434.87	1.00	0	15	$0.00	$0.00	$0.00	$20,970.17
FANTIN, CRAIG	104-Assistant Principal	$146,900.08	1.00	20	15	$0.00	$4,800.00	$16,364.00	$30,864.84
FARKOS, ALLISON	200-Teacher	$68,311.62	1.00	0	12	$0.00	$0.00	$0.00	$21,830.13
FASSE, PAUL	200-Teacher	$127,721.79	1.00	0	15	$0.00	$0.00	$0.00	$0.00

FINE, KAREN	200-Teacher	$127,721.79	1.00	0	15	$0.00	$0.00	$0.00	$21,830.13
FITZGERALD, JOHN	200-Teacher	$67,228.00	1.00	0	12	$0.00	$0.00	$0.00	$8,073.69
FREEMAN, LAUREN	127-Head of Gen Ed (Department chair no admin endorsement held)	$128,655.10	1.00	5	15	$0.00	$0.00	$0.00	$22,392.08
FURLONG, SCOTT	200-Teacher	$120,557.42	1.00	0	15	$0.00	$0.00	$0.00	$21,830.13
GALICH, KEVIN	200-Teacher	$93,906.11	1.00	0	12	$0.00	$0.00	$0.00	$21,830.13
GALLAGHER, CAITLIN	200-Teacher	$76,163.00	1.00	0	12	$0.00	$0.00	$0.00	$8,163.00
GARCIA, AMY	250-Special Education Teacher	$141,396.49	1.00	0	15	$0.00	$0.00	$0.00	$0.00
GARLAND, BRIAN	308-Instructional Coach	$66,729.72	0.80	0	12	$0.00	$0.00	$0.00	$17,464.11
GARLAND, BRIAN	250-Special Education Teacher	$16,682.42	0.20	0	0	$0.00	$0.00	$0.00	$4,326.02
GAUS, ANDREW	250-Special Education Teacher	$116,725.62	1.00	0	15	$0.00	$0.00	$0.00	$8,073.69
GAY, JAMES	107-General Administrator or General Supervisor	$30,000.00	0.18	0	0	$0.00	$0.00	$0.00	$0.00
GEIJER, BRETT	124-Dean of Students Admin (admin endorsement held)	$138,364.13	1.00	0	15	$0.00	$0.00	$0.00	$21,830.13
GIBSON, MATTHEW	200-Teacher	$130,440.93	1.00	0	15	$0.00	$0.00	$0.00	$20,679.34
GIDDENS, RACHEL	250-Special Education Teacher	$136,043.83	1.00	0	15	$0.00	$0.00	$0.00	$12,829.08
GIOIOSA, STEPHANIE	200-Teacher	$110,885.80	1.00	0	15	$0.00	$0.00	$0.00	$21,622.16
GRIFFIN, KIMBERLY	200-Teacher	$135,397.93	1.00	0	15	$0.00	$0.00	$0.00	$0.00
GRUBBS, JONTIL	208-Career and Technical Educator (CTE)	$61,592.21	1.00	0	12	$0.00	$0.00	$0.00	$0.00
HARRINGTON, AMANDA	250-Special Education Teacher	$107,747.88	1.00	0	15	$0.00	$0.00	$0.00	$21,830.13
HEALY, REBECCA	200-Teacher	$85,026.12	1.00	0	12	$0.00	$0.00	$0.00	$0.00
HELSEL WILK, CANDI	127-Head of Gen Ed (Department chair no admin endorsement held)	$120,773.10	1.00	5	15	$0.00	$0.00	$0.00	$1,550.84
HENDRICKS, COURTNEY	605-Resource Teacher Reading	$94,181.25	1.00	0	15	$0.00	$0.00	$0.00	$0.00
HERNANDEZ ROBINSON, ANGELICA	200-Teacher	$99,658.00	1.00	0	12	$0.00	$0.00	$0.00	$21,830.13
HOWARD, LAUREN	200-Teacher	$104,881.26	1.00	0	12	$0.00	$0.00	$0.00	$8,073.69
JACKSON, SHANTE	250-Special Education Teacher	$111,873.00	1.00	0	15	$0.00	$0.00	$0.00	$0.00
JAMES, DAVID	611-Resource Teacher Other	$69,640.00	1.00	0	12	$0.00	$0.00	$0.00	$8,073.69
JONES, CHELSEA	200-Teacher	$76,163.75	1.00	0	12	$0.00	$0.00	$0.00	$8,467.77
JONES, MELISSA	200-Teacher	$87,314.75	1.00	0	15	$0.00	$0.00	$0.00	$0.00
JONES, NICOLAS T	250-Special Education Teacher	$73,582.50	1.00	0	12	$0.00	$0.00	$0.00	$21,830.13
KAPCHINSKE, NICHOLAS	250-Special Education Teacher	$101,647.21	1.00	0	15	$0.00	$0.00	$0.00	$21,830.13
KAVANAUGH, KELLY	200-Teacher	$154,727.19	1.00	0	15	$0.00	$0.00	$0.00	$21,830.13
KELLEY MORTON, KHAYLA	208-Career and Technical Educator (CTE)	$69,005.37	1.00	0	12	$0.00	$0.00	$0.00	$8,073.69
KELLY, LAURA	200-Teacher	$130,084.11	1.00	0	15	$0.00	$0.00	$0.00	$21,830.13
KILREA, TIMOTHY	107-General Administrator or General Supervisor	$30,000.00	0.18	0	0	$0.00	$0.00	$0.00	$0.00
KIMBROUGH, SHARONDA	127-Head of Gen Ed (Department chair no admin endorsement held)	$108,157.50	1.00	5	15	$0.00	$0.00	$0.00	$8,073.69
KLAWITTER, DAVID	126-Dean of Students Teacher no admin endorsement)	$114,634.37	1.00	0	15	$0.00	$0.00	$0.00	$0.00
KLUTH, TANYA	250-Special Education Teacher	$135,397.93	1.00	0	15	$0.00	$0.00	$0.00	$0.00
KOZIK, MICHELLE	200-Teacher	$120,557.42	1.00	0	15	$0.00	$0.00	$0.00	$8,073.69
KRUSE, ANTHONY	200-Teacher	$120,557.42	1.00	0	15	$0.00	$0.00	$0.00	$21,830.13

KUCHARSKI, RACHAEL	200-Teacher	$69,872.93	1.00	0	12	$0.00	$0.00	$0.00	$21,830.13
KUESTER, SHAUNA	250-Special Education Teacher	$91,891.75	1.00	0	12	$0.00	$0.00	$0.00	$21,830.13
KUSH, DAVID	127-Head of Gen Ed (Department chair no admin endorsement held)	$120,773.10	1.00	0	15	$0.00	$0.00	$0.00	$21,830.13
LABA, TIMOTHY	200-Teacher	$123,024.55	1.00	0	15	$0.00	$0.00	$0.00	$309.00
LACKEY, NICHOLAS	250-Special Education Teacher	$99,573.98	1.00	0	12	$0.00	$0.00	$0.00	$986.37
LAPLANTE, JEANNETTE	200-Teacher	$34,925.90	0.40	0	12	$0.00	$0.00	$0.00	$0.00
LESSENTINE, SANDRA S	200-Teacher	$102,132.11	1.00	0	12	$0.00	$0.00	$0.00	$12,385.53
LONDON, KIA D	200-Teacher	$91,430.85	1.00	0	12	$0.00	$0.00	$0.00	$22,923.57
LOVE, TREMAINE	200-Teacher	$76,618.86	1.00	0	12	$0.00	$0.00	$0.00	$21.00
LOWE, PRINCE P	200-Teacher	$99,658.62	1.00	0	12	$0.00	$0.00	$0.00	$8,073.69
LYKE, MATTHEW	107-General Administrator or General Supervisor	$148,511.80	1.00	20	15	$0.00	$5,088.00	$17,570.39	$21,653.00
MADISON, TIFFANY	200-Teacher	$87,317.63	1.00	0	12	$0.00	$0.00	$0.00	$21,172.56
MANIATIS, CHRISTOPHER	124-Dean of Students Admin (admin endorsement held)	$138,364.07	1.00	0	15	$0.00	$0.00	$0.00	$21,830.13
MANTHEY, JOHN	200-Teacher	$58,165.36	1.00	0	12	$0.00	$0.00	$0.00	$8,467.77
MARASSA, ALYSSA	200-Teacher	$82,381.62	1.00	0	12	$0.00	$0.00	$0.00	$8,073.69
MATTIA, TERRENCE	200-Teacher	$135,397.93	1.00	0	15	$0.00	$0.00	$0.00	$21,830.13
MAZZOLA, ASHLEY	200-Teacher	$85,026.12	1.00	0	12	$0.00	$0.00	$0.00	$21,830.13
MCCABE, ELIZABETH	200-Teacher	$132,489.91	1.00	0	15	$0.00	$0.00	$0.00	$21,827.12
MCCLAIN, DANIEL	200-Teacher	$120,557.42	1.00	0	15	$0.00	$0.00	$0.00	$21,830.13
MCDERMOTT, CHARLES	200-Teacher	$108,321.00	1.00	0	12	$0.00	$0.00	$0.00	$8,500.00
MCLAUGHLIN, BRIAN	250-Special Education Teacher	$135,397.33	1.00	0	15	$0.00	$0.00	$0.00	$8,073.69
McLindon, Matthew	208-Career and Technical Educator (CTE)	$68,511.12	1.00	0	12	$0.00	$0.00	$0.00	$22,923.57
MEADOWS, MICHELLE	111-Director Area Voc Cent or Supervisor or More 1 field in CTE	$145,000.00	1.00	20	15	$0.00	$0.00	$14,340.00	$20,345.12
MERCHANTZ, WILLIAM P	208-Career and Technical Educator (CTE)	$109,709.22	1.00	0	42	$0.00	$0.00	$0.00	$21,830.13
MILLER, JASON	200-Teacher	$120,557.42	1.00	0	15	$0.00	$0.00	$0.00	$8,073.69
MILLER, JEANNE	127-Head of Gen Ed (Department chair no admin endorsement held)	$100,178.43	1.00	5	15	$0.00	$0.00	$0.00	$13,043.76
MILLER, JONATHAN	200-Teacher	$109,460.03	1.00	0	15	$0.00	$0.00	$0.00	$21,830.13
MILLS, SHANNON	200-Teacher	$62,400.24	1.00	0	12	$0.00	$0.00	$0.00	$8,073.69
MOO YOUNG WHITE, TIFFANY	200-Teacher	$39,844.46	0.40	0	0	$0.00	$0.00	$0.00	$8,870.69
MOO YOUNG WHITE, TIFFANY	208-Career and Technical Educator (CTE)	$59,766.67	0.60	0	12	$0.00	$0.00	$0.00	$13,306.00
MUCHA, TIFFANY	250-Special Education Teacher	$108,924.28	1.00	0	15	$0.00	$0.00	$0.00	$8,073.69
MULLER, JOSEPH	200-Teacher	$66,056.00	1.00	0	12	$0.00	$0.00	$0.00	$3,728.00
MULLING, KANOA	200-Teacher	$83,022.00	1.00	0	12	$0.00	$0.00	$0.00	$21,830.13
MUSTAFAH, SAHAR	200-Teacher	$144,494.07	1.00	0	15	$0.00	$0.00	$0.00	$21,830.13
NARDELLA, JODI	200-Teacher	$127,721.79	1.00	0	15	$0.00	$0.00	$0.00	$21,830.13
NESBIT, NATHANIEL	200-Teacher	$79,769.56	1.00	0	12	$0.00	$0.00	$0.00	$21,830.13
NIECKULA, KATHRYN	250-Special Education Teacher	$96,469.74	1.00	0	15	$0.00	$0.00	$0.00	$21,830.13
NOBLE, DANA	200-Teacher	$144,494.07	1.00	0	15	$0.00	$0.00	$0.00	$21,830.13

NOBLE, ROBIN	308-Instructional Coach	$73,513.41	0.80	0	12	$0.00	$0.00	$0.00	$0.00
NOBLE, ROBIN	200-Teacher	$18,378.34	0.20	0	0	$0.00	$0.00	$0.00	$0.00
ODEH, AMEERA	200-Teacher	$113,378.00	1.00	0	15	$0.00	$0.00	$0.00	$8,073.69
ODONNELL, BRIAN	200-Teacher	$80,112.93	1.00	0	12	$0.00	$0.00	$0.00	$21,830.13
OGUNLEYE, JASMINE	200-Teacher	$75,871.11	1.00	0	12	$0.00	$0.00	$0.00	$15,219.60
OLOWE, KIZAWANDA	127-Head of Gen Ed (Department chair no admin endorsement held)	$128,387.70	1.00	5	15	$0.00	$0.00	$0.00	$22,391.66
OLSON, ERIC	200-Teacher	$74,885.24	1.00	0	15	$0.00	$0.00	$0.00	$0.00
OLUMSTAD, JENNIFER	200-Teacher	$123,024.55	1.00	0	15	$0.00	$0.00	$0.00	$21,830.13
ONEILL, MICHAEL	208-Career and Technical Educator (CTE)	$107,615.55	1.00	0	15	$0.00	$0.00	$0.00	$21,830.13
ORTBERG, TIFFANY	208-Career and Technical Educator (CTE)	$102,795.01	1.00	0	12	$0.00	$0.00	$0.00	$22,923.57
PACK, MARY KATE	200-Teacher	$99,811.50	1.00	0	15	$0.00	$0.00	$0.00	$0.00
PAVINATO, RICK	200-Teacher	$154,727.19	1.00	0	15	$0.00	$0.00	$0.00	$21,830.13
PEREZ, CRYSTAL	250-Special Education Teacher	$82,737.62	1.00	0	12	$0.00	$0.00	$0.00	$8,073.69
PERISIN, KIMBERLY	201-Reading Teacher	$120,557.42	1.00	0	15	$0.00	$0.00	$0.00	$21,830.13
PERRY, WAYNE	200-Teacher	$80,328.75	1.00	0	12	$0.00	$0.00	$0.00	$290.83
PETECKI, GREGORY	200-Teacher	$132,489.91	1.00	0	15	$0.00	$0.00	$0.00	$8,073.69
PETERZ, KIMBERLY	208-Career and Technical Educator (CTE)	$113,873.00	1.00	0	12	$0.00	$0.00	$0.00	$21,830.13
PETO, AMY	200-Teacher	$116,725.62	1.00	0	15	$0.00	$0.00	$0.00	$21,830.13
PITTMAN, SARAH	308-Instructional Coach	$67,257.10	0.80	0	12	$0.00	$0.00	$0.00	$7,487.89
PITTMAN, SARAH	200-Teacher	$17,121.60	0.20	0	0	$0.00	$0.00	$0.00	$1,872.08
PONTOW, BRENDAN	200-Teacher	$100,315.00	1.00	0	12	$0.00	$0.00	$0.00	$8,073.69
PRATT, ALEXANDER	250-Special Education Teacher	$101,647.21	1.00	0	15	$0.00	$0.00	$0.00	$21,830.13
RAGLIONE, MATTHEW	250-Special Education Teacher	$91,875.13	1.00	0	12	$0.00	$0.00	$0.00	$8,073.69
RAMOS, MATTHEW	200-Teacher	$121,337.79	1.00	0	15	$0.00	$0.00	$0.00	$21,830.13
REID, CHRISTOPHER	201-Reading Teacher	$116,725.62	1.00	0	15	$0.00	$0.00	$0.00	$0.00
RICHARDSON, CHRISTINA	250-Special Education Teacher	$86,668.83	1.00	0	15	$0.00	$0.00	$0.00	$0.00
RIDGWAY, KENNETH	200-Teacher	$83,354.09	1.00	0	15	$0.00	$0.00	$0.00	$8,073.69
RIOS, RODOLFO	200-Teacher	$78,767.50	1.00	0	15	$0.00	$0.00	$0.00	$8,073.69
ROBERTS, EVAN	127-Head of Gen Ed (Department chair no admin endorsement held)	$110,587.44	1.00	5	15	$0.00	$0.00	$0.00	$21,830.13
RODGERS, MARCUS	200-Teacher	$65,077.00	1.00	0	12	$0.00	$0.00	$0.00	$21,830.13
ROSE, JAMES	200-Teacher	$127,721.79	1.00	0	15	$0.00	$0.00	$0.00	$21,830.13
ROSS COOK, CATHERINE	104-Assistant Principal	$127,000.00	1.00	20	15	$0.00	$0.00	$12,560.00	$20,345.12
RUDAN, JENNIFER	107-General Administrator or General Supervisor	$150,221.07	1.00	20	15	$0.00	$4,800.00	$0.00	$21,830.13
RUDNIK, CODY	200-Teacher	$66,715.99	1.00	0	12	$0.00	$0.00	$0.00	$22,923.57
SACKS, MICHAEL	200-Teacher	$111,790.02	1.00	0	15	$0.00	$0.00	$0.00	$22,177.20
SALVATO RODRIGUEZ, LAURA	200-Teacher	$116,899.26	1.00	0	15	$0.00	$0.00	$0.00	$8,073.69
SAUVAGE, LEAH	200-Teacher	$111,306.67	1.00	0	15	$0.00	$0.00	$0.00	$21,830.13
SCHALK, JENNIFER	107-General Administrator or General Supervisor	$192,815.25	1.00	20	15	$0.00	$4,800.00	$20,919.00	$31,659.60
SCHMIDT, ALYSSA	200-Teacher	$123,024.55	1.00	0	15	$0.00	$0.00	$0.00	$0.00

SCHMIDT, JAMES	104-Assistant Principal	$141,960.00	1.00	20	15	$0.00	$0.00	$15,873.00	$26,406.11
SCHMIDT, JOHN	200-Teacher	$130,084.11	1.00	0	15	$0.00	$0.00	$0.00	$21,830.13
SCOTT, LATASHA	208-Career and Technical Educator (CTE)	$65,376.55	1.00	0	12	$0.00	$0.00	$0.00	$3,831.57
SHEREYK, KELLY	250-Special Education Teacher	$87,317.63	1.00	0	12	$0.00	$0.00	$0.00	$2,754.66
SHERIFF, RYAN	200-Teacher	$141,396.49	1.00	0	15	$0.00	$0.00	$0.00	$0.00
SIFNER, STEVEN	200-Teacher	$71,793.70	1.00	0	12	$0.00	$0.00	$0.00	$8,073.69
SIMMONS, FATIMA	250-Special Education Teacher	$66,833.00	1.00	0	12	$0.00	$0.00	$0.00	$8,073.69
SIPPEL, TODD	200-Teacher	$157,070.20	1.00	0	15	$0.00	$0.00	$0.00	$20,879.28
SLUSINSKI, REGINA	200-Teacher	$132,489.91	1.00	0	15	$0.00	$0.00	$0.00	$8,073.69
SMALL, MATTHEW	200-Teacher	$81,045.00	1.00	0	12	$0.00	$0.00	$0.00	$0.00
SMIT, GILBERT	200-Teacher	$94,520.63	1.00	0	15	$0.00	$0.00	$0.00	$950.85
SMITH, ANTHONY	200-Teacher	$114,655.57	1.00	0	12	$0.00	$0.00	$0.00	$7,780.41
SMITH, GAIL	107-General Administrator or General Supervisor	$124,800.00	1.00	20	15	$0.00	$4,800.00	$14,713.10	$12,149.42
SMITH, KIMBERLY	200-Teacher	$138,364.07	1.00	0	15	$0.00	$0.00	$0.00	$8,073.69
SOKOLOSKI, JAMES	200-Teacher	$107,747.88	1.00	0	45	$0.00	$0.00	$0.00	$21,830.13
SOPRON, KELSEY	200-Teacher	$69,129.00	1.00	0	12	$0.00	$0.00	$0.00	$8,073.69
ST LEGER, ROBERT	200-Teacher	$99,573.98	1.00	0	15	$0.00	$0.00	$0.00	$21,830.13
STEWART WILLIAMS, TIFFANY	200-Teacher	$107,615.55	1.00	0	12	$0.00	$0.00	$0.00	$21,830.13
STIGLIC, CHRISTOPHER	200-Teacher	$151,239.50	1.00	0	15	$0.00	$0.00	$0.00	$21,830.13
STIGLIC, WENDY	200-Teacher	$125,548.84	1.00	0	15	$0.00	$0.00	$0.00	$0.00
STOLZENBACH, KATHRYN	200-Teacher	$116,725.62	1.00	0	15	$0.00	$0.00	$0.00	$0.00
SZYMKOWIAK, STEVEN	200-Teacher	$144,494.07	1.00	0	15	$0.00	$0.00	$0.00	$21,830.13
Tengesdal, Erika	200-Teacher	$62,599.00	1.00	0	12	$0.00	$0.00	$0.00	$8,467.77
TENNY, ANNA	605-Resource Teacher Reading	$71,921.00	1.00	0	12	$0.00	$0.00	$0.00	$8,073.69
THOMAS, KEVIN	201-Reading Teacher	$140,048.13	1.00	0	15	$0.00	$0.00	$0.00	$21,830.13
THOMPSON, KORY A	200-Teacher	$67,033.25	1.00	0	12	$0.00	$0.00	$0.00	$8,467.77
TORRES, CORINNE	200-Teacher	$69,194.08	1.00	0	12	$0.00	$0.00	$0.00	$0.00
TREPPA, JEFFREY	200-Teacher	$126,722.31	1.00	0	15	$0.00	$0.00	$0.00	$21,830.13
UPTON, JOSEPH	200-Teacher	$123,248.43	1.00	0	15	$0.00	$0.00	$0.00	$21,830.13
VALLICELLI, JACOB	200-Teacher	$135,397.93	1.00	0	15	$0.00	$0.00	$0.00	$21,830.13
VEAL, AIMEE	250-Special Education Teacher	$102,916.39	1.00	0	15	$0.00	$0.00	$0.00	$8,731.26
VELDBOOM, RICK	200-Teacher	$127,769.31	1.00	0	15	$0.00	$0.00	$0.00	$21,830.13
VENEGAS, TED A	200-Teacher	$90,908.20	1.00	0	12	$0.00	$0.00	$0.00	$21,830.13
VOGEL, ADAM	127-Head of Gen Ed (Department chair no admin endorsement held)	$100,022.85	1.00	5	15	$0.00	$0.00	$0.00	$21,569.61
WAKELEY, SCOTT	100-District Superintendent	$279,888.76	1.00	20	15	$0.00	$0.00	$27,681.36	$32,839.08
WARD, CHARLES	200-Teacher	$117,865.18	1.00	0	15	$0.00	$0.00	$0.00	$12,829.08
WARD, SARA	200-Teacher	$127,721.79	1.00	0	15	$0.00	$0.00	$0.00	$5,334.75
WARGO, JACLYN	200-Teacher	$105,647.97	1.00	0	15	$0.00	$0.00	$0.00	$8,073.69
WATKINS, JEANETTRA	200-Teacher	$127,721.79	1.00	0	15	$0.00	$0.00	$0.00	$950.85

WELLS, ZACHARY	126-Dean of Students Teacher no admin endorsement)	$111,694.00	1.00	0	12	$0.00	$0.00	$0.00	$20,779.08
WHITE, ROBERT	127-Head of Gen Ed (Department chair no admin endorsement held)	$114,912.23	1.00	5	15	$0.00	$0.00	$0.00	$22,374.56
WHITLOCK, SARAH	200-Teacher	$125,418.88	1.00	0	15	$0.00	$0.00	$0.00	$21,830.13
WOODS, BEVERLY	605-Resource Teacher Reading	$78,159.63	1.00	0	12	$0.00	$0.00	$0.00	$21,830.13
YOUSSEF, SARA	200-Teacher	$90,834.92	1.00	0	12	$0.00	$0.00	$0.00	$21,830.13
ZAVALA VARGAS, VERONICA	250-Special Education Teacher	$101,647.21	1.00	0	15	$0.00	$0.00	$0.00	$21,830.13
ZIMMERMAN, CORINNE	200-Teacher	$97,165.99	1.00	0	12	$0.00	$0.00	$0.00	$8,073.69

Totals

Distinct Employee Count: 226 **Distinct Positions Count:** 218 **Total Positions Count:** 221 **Vacation Days:** 290 **Sick Days:** 3051

Base Salary: $23,336,006.06 **Bonuses:** $0.00 **Annuities:** $39,281.28 **Retirement Enhancements:** $168,940.84 **Other Benefits:** $3,042,046.89

FY 24-25 IL Total Comp PA 97-0609

Disclosure of "Total Compensation"
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Name	Position Description	Annual Salary	Stipend / Annuity	Bonus	Benefits	Total Compensatio	Vacation Days	Sick Days
ACEBES, SHEILA MCGUIRE	TEACHER - WORLD LANGUAGE	$104,706.00	$0.00	$0.00	$23,964.24	$128,670.24	3.00	15.00
ACENA, BUTCH	TEACHER - SOCIAL SCIENCE	$97,620.60	$0.00	$0.00	$23,964.24	$121,584.84	3.00	12.00
ADAMS, BRIAN	WEB PGM DEVELOPER / SIS ADMIN	$88,308.81	$0.00	$0.00	$25,125.12	$113,433.93	20.00	15.00
ALEX, ASHLEY N	TEACHER - MATHEMATICS	$91,734.50	$0.00	$0.00	$0.00	$91,734.50	0.00	0.00
ALEXANDER, CLINTON	ADMINISTRATION	$188,300.85	$0.00	$0.00	$50,825.12	$239,125.97	20.00	20.00
ALEXANDER, COURTNEY J	TEACHER - BUSINESS EDUCATION	$142,319.14	$0.00	$0.00	$8,852.88	$151,172.02	3.00	15.00
ALEXANDER, TERRELL L	DEAN	$146,150.12	$0.00	$0.00	$8,852.88	$155,003.00	3.00	12.00
ALEXANDER, TERRELL L III	TEACHER - PHYSICAL EDUCATION	$84,682.78	$0.00	$0.00	$8,852.88	$93,535.66	3.00	12.00
ANDERSON, ROBERT	TEACHER - SCIENCE	$138,837.51	$0.00	$0.00	$8,852.88	$147,690.39	3.00	15.00
ANDREWS, CHANTE	TEACHER - BUSINESS EDUCATION	$92,088.79	$0.00	$0.00	$8,852.88	$100,941.67	3.00	12.00
ANELLO, NICHOLAS A	TEACHER - SOCIAL SCIENCE	$100,197.50	$0.00	$0.00	$23,964.24	$124,161.74	3.00	15.00
ARONSON, SCOTT	TEACHER - SOCIAL SCIENCE	$158,157.25	$0.00	$0.00	$23,964.24	$182,121.49	3.00	15.00
ASSISE, ROBERT	TEACHER - MATHEMATICS	$135,880.05	$0.00	$0.00	$0.00	$135,880.05	3.00	15.00
BADGER, TRACY	TEACHER - ENGLISH	$124,455.82	$0.00	$0.00	$0.00	$124,455.82	3.00	15.00
BAILEY, JACALYN S	DEPARTMENT LEAD - SPECIAL EDUCATION	$131,468.62	$0.00	$0.00	$0.00	$131,468.62	3.00	12.00
BANASIAK, STEPHEN	TEACHER - SCIENCE	$136,978.86	$0.00	$0.00	$23,964.24	$160,943.10	3.00	15.00
BARAJAS, ANTHONY W	TEACHER - MATHEMATICS	$92,844.96	$0.00	$0.00	$23,964.24	$116,809.20	3.00	15.00
BAUMSTEIN, HAILEY	TEACHER - SOCIAL SCIENCE	$94,132.00	$0.00	$0.00	$8,852.88	$102,984.88	3.00	12.00
BEEBE, NATHAN	TEACHER - INDUSTRIAL TECH	$142,375.71	$0.00	$0.00	$23,964.24	$166,339.95	3.00	15.00
BELL, MONICA J	TEACHER - WORLD LANGUAGE	$105,185.00	$0.00	$0.00	$23,964.24	$129,149.24	3.00	12.00
BERCOT, EVAN S	TEACHER - SPECIAL EDUCATION	$139,837.84	$0.00	$0.00	$23,964.24	$163,802.08	3.00	15.00
BERGER, CHRISTINA J	PSYCHOLOGIST	$68,081.00	$0.00	$0.00	$8,852.88	$76,933.88	3.00	12.00
BOSCO, TRACY	TRANSPORTATION & REIMBURSEMENT SECRETARY	$74,524.15	$0.00	$0.00	$8,736.48	$83,260.63	20.00	15.00
BOSS, CARA	TEACHER - HEALTH	$99,550.25	$0.00	$0.00	$0.00	$99,550.25	3.00	12.00
BROOKS, AUSRA	TEACHER - PHYS ED / HEALTH / DRIVER ED	$115,483.37	$0.00	$0.00	$8,852.88	$124,336.25	3.00	12.00
BROSSEAU, SCOTT	MAINTENANCE	$95,043.00	$0.00	$0.00	$8,953.20	$103,996.20	20.00	15.00
BROWN, CATHERINE	DEAN	$121,948.62	$0.00	$0.00	$23,964.24	$145,912.86	3.00	15.00
BROWN, DANIEL	TEACHER - CAREER & TECHNICAL ED	$83,744.70	$0.00	$0.00	$3,752.16	$87,496.86	3.00	12.00
BROWN, REGINALD JR	INSTRUCTIONAL COACH	$105,885.60	$0.00	$0.00	$23,964.24	$129,849.84	3.00	15.00
BROWN, SARA D	TEACHER - WORLD LANGUAGE	$109,716.50	$0.00	$0.00	$3,434.88	$113,151.38	3.00	15.00
BUNDY, BILLY S	TEACHER - PHYSICAL EDUCATION	$133,883.55	$0.00	$0.00	$23,964.24	$157,847.79	3.00	12.00
BURKS, KONA N	TEACHER - ENGLISH	$100,133.50	$0.00	$0.00	$23,964.24	$124,097.74	3.00	12.00
BUSH, DANIEL	TEACHER - ENGLISH	$78,181.50	$0.00	$0.00	$8,852.88	$87,034.38	3.00	12.00
BUTLER, MICHAEL	MAINTENANCE	$79,333.68	$0.00	$0.00	$8,953.20	$88,286.88	20.00	15.00
BYARS, MARY	TEACHER - MATHEMATICS	$187,354.27	$0.00	$0.00	$23,964.24	$211,318.51	3.00	15.00
BYRD, JENNIFER C	TEACHER - SPECIAL EDUCATION	$105,764.40	$0.00	$0.00	$23,964.24	$129,728.64	3.00	12.00
CALDERON, ANNE L	TEACHER - ENGLISH	$109,417.00	$0.00	$0.00	$23,964.24	$133,381.24	3.00	15.00
CAMP, MICHAEL D III	DEPARTMENT LEAD - WORLD LANGUAGE	$137,560.86	$0.00	$0.00	$23,964.24	$161,525.10	3.00	12.00
CAPOSEY, LISA J	BUSINESS OFFICE MANAGER	$112,941.41	$0.00	$0.00	$9,053.76	$121,995.17	20.00	15.00
CARROLL, EMILY A	TEACHER - SPECIAL EDUCATION	$104,488.05	$0.00	$0.00	$8,852.88	$113,340.93	3.00	12.00
CASSADY, DEENA	TEACHER - FINE ARTS	$108,993.00	$0.00	$0.00	$23,964.24	$132,957.24	3.00	12.00

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CAVAZOS, MYRNA	SOCIAL WORKER	$90,662.76	$0.00	$0.00	$8,852.80	$99,515.56	3.00	12.00
CHAPEL, ROBERT	TEACHER - MATHEMATICS	$118,287.30	$0.00	$0.00	$23,964.24	$142,251.54	3.00	15.00
CHASEY, LAUREN	SPEECH/LANGUAGE PATHOLOGIST	$130,665.57	$0.00	$0.00	$8,852.88	$139,518.45	3.00	15.00
CICERO, THOMAS	TEACHER - TLC (CREDIT RECOVERY)	$134,007.24	$0.00	$0.00	$23,964.24	$157,971.48	3.00	15.00
CIESIELSKI, MARK	TEACHER - BROADCASTING & FILM	$155,117.07	$0.00	$0.00	$9,562.56	$164,679.63	3.00	15.00
CLARK, CHRISTINA	INSTRUCTIONAL COACH	$120,336.50	$0.00	$0.00	$1,026.96	$121,363.46	3.00	12.00
COLE, KATHRYN	TEACHER - PERSONALIZED LEARNING TIME	$94,027.50	$0.00	$0.00	$0.00	$94,027.50	3.00	15.00
COLLINS, WALTER C JR	TEACHER - SPECIAL EDUCATION	$124,121.25	$0.00	$0.00	$8,852.88	$132,974.13	3.00	12.00
CONDOTTI, MARC	TEACHER - PHYS ED / HEALTH / DRIVER ED	$147,681.38	$0.00	$0.00	$23,964.24	$171,645.62	3.00	15.00
COOK, LAWRENCE THORNTON III	ADMINISTRATION	$200,411.34	$5,393.28	$5,618.00	$30,825.12	$242,247.74	20.00	20.00
COOPER, KELLY	TEACHER - MUSIC	$120,166.00	$0.00	$0.00	$8,852.88	$129,018.88	3.00	12.00
COWAN, JOCELYN Y	SOCIAL WORKER	$113,953.50	$0.00	$0.00	$1,026.96	$114,980.46	3.00	12.00
COY, KEVIN	GUIDANCE COUNSELOR	$128,100.76	$0.00	$0.00	$8,852.88	$136,953.64	3.00	15.00
CRISPE, KAREN	TEACHER - FINE ARTS	$105,206.28	$0.00	$0.00	$23,964.24	$129,170.52	3.00	12.00
DAVIS, ANDREA	SECRETARY - ASSISTANT PRINCIPAL	$65,491.90	$0.00	$0.00	$25,125.12	$90,617.02	15.00	15.00
DAVIS, KENNETH	CAMPUS STORE COORDINATOR	$54,934.33	$0.00	$0.00	$24,098.16	$79,032.49	12.00	15.00
DAVIS, KRYSTAL J	TEACHER - SOCIAL SCIENCE	$107,700.25	$0.00	$0.00	$1,026.96	$108,727.21	3.00	12.00
DAVIS, TERRI J	TEACHER - SOCIAL SCIENCE	$84,403.86	$0.00	$0.00	$8,852.88	$93,256.74	3.00	15.00
DAWSON, LARRY D	INSTRUCT ASSIST - SPECIAL ED	$68,112.69	$0.00	$0.00	$25,426.56	$93,539.25	0.00	15.00
DAY, AMIE	TEACHER - ENGLISH	$109,938.66	$0.00	$0.00	$23,964.24	$133,902.90	3.00	12.00
DAY, MARY E	TEACHER - SOCIAL SCIENCE	$113,167.35	$0.00	$0.00	$8,852.88	$122,020.23	3.00	12.00
DEBENEDETTI, NICK	TEACHER - PHYSICAL EDUCATION	$84,041.00	$0.00	$0.00	$23,964.24	$108,005.24	3.00	12.00
DIACHENKO, ADRIANA	TEACHER - READING	$132,367.38	$0.00	$0.00	$1,026.96	$133,394.34	3.00	15.00
DIACHENKO, BRIAN	AV SPECIALIST	$71,097.76	$0.00	$0.00	$24,098.16	$95,195.92	20.00	15.00
DIAZ, SUZETTE M	EXECUTIVE ASSISTANT - SUPERINTENDENT	$87,205.94	$0.00	$0.00	$25,125.12	$112,331.06	20.00	15.00
DING, YIN	TEACHER - WORLD LANGUAGE	$85,713.25	$0.00	$0.00	$8,852.88	$94,566.13	3.00	15.00
DISMUKES, JAMERE	TEACHER - PERSONALIZED LEARNING TIME	$84,338.95	$0.00	$0.00	$1,026.96	$85,365.91	3.00	12.00
DOMBKOWSKI, KEITH	TEACHER - PHYS ED / HEALTH / DRIVER ED	$168,958.60	$0.00	$0.00	$8,535.60	$177,494.20	3.00	15.00
DORE, DAVID	DIRECTOR OF SPECIAL EDUCATION	$166,810.00	$4,800.00	$0.00	$1,580.88	$173,190.88	20.00	20.00
DRUDE, ALANA	TEACHER - ENGLISH	$107,212.45	$0.00	$0.00	$23,964.24	$131,176.69	3.00	15.00
DUDEK, JENA	TEACHER - SPECIAL EDUCATION	$103,602.41	$0.00	$0.00	$0.00	$103,602.41	3.00	12.00
DUIGNAN, PATRICK	TEACHER - SOCIAL SCIENCE	$137,278.22	$0.00	$0.00	$23,964.24	$161,242.46	3.00	15.00
DUNLAP, RICHARD W	MAINTENANCE	$96,352.02	$0.00	$0.00	$8,953.20	$105,305.22	15.00	15.00
DVORKIN, BRIAN	TEACHER - COMPUTER SERVICES	$144,919.06	$0.00	$0.00	$23,964.24	$168,883.30	3.00	15.00
EBERLE, BRIAN S	HARDWARE / SOFTWARE TECHNICIAN	$50,450.40	$0.00	$0.00	$25,125.12	$75,575.52	15.00	15.00
EDWARDS, DAWN C	GUIDANCE COUNSELOR	$115,829.00	$0.00	$0.00	$23,964.24	$139,793.24	3.00	15.00
ELFNER, JONATHAN	TEACHER - SOCIAL SCIENCE	$137,306.04	$0.00	$0.00	$23,964.24	$161,270.28	3.00	15.00
ENGRAV, BERNIE J	TEACHER - MUSIC	$124,264.92	$0.00	$0.00	$23,254.40	$147,519.32	3.00	15.00
ESPARZA, VICTOR	MAINTENANCE	$80,607.81	$0.00	$0.00	$24,832.80	$105,440.61	18.00	15.00
FANTIN, CRAIG	ASSOCIATE PRINCIPAL	$149,725.08	$4,800.00	$0.00	$50,825.12	$205,350.20	20.00	20.00
FARKOS, ALLISON J	TEACHER - SOCIAL SCIENCE	$89,435.24	$0.00	$0.00	$23,964.24	$113,399.48	3.00	12.00
FASSE, PAUL	TEACHER - MATHEMATICS	$139,691.95	$0.00	$0.00	$0.00	$139,691.95	3.00	15.00
FERREE, BOBBI	DEPARTMENT SECRETARY	$54,369.88	$0.00	$0.00	$24,098.20	$78,468.08	0.00	15.00

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FINE, KAREN	TEACHER - WORLD LANGUAGE	$133,212.82	$0.00	$0.00	$23,964.24	$157,177.06	3.00	15.00
FITZGERALD, JOHN L	TEACHER - VIKING ACADEMY	$84,306.00	$0.00	$0.00	$8,852.88	$93,158.88	3.00	12.00
FREEMAN, LAUREN	DEPARTMENT LEAD - READING	$144,460.10	$0.00	$0.00	$23,964.24	$168,424.34	3.00	15.00
FURLONG, SCOTT	TEACHER - MATHEMATICS	$127,662.21	$0.00	$0.00	$23,964.24	$151,626.45	3.00	15.00
GALICH, KEVIN M	TEACHER - SCIENCE	$96,799.75	$0.00	$0.00	$23,964.24	$120,763.99	3.00	15.00
GALLAGHER, CAITLIN S	TEACHER - SCIENCE	$82,992.50	$0.00	$0.00	$8,535.60	$91,528.10	3.00	12.00
GARCIA, AMY	TEACHER - SPECIAL EDUCATION	$149,128.95	$0.00	$0.00	$0.00	$149,128.95	3.00	15.00
GARLAND, BRIAN	INSTRUCTIONAL COACH	$92,044.91	$0.00	$0.00	$23,964.24	$116,009.15	3.00	12.00
GAUS, ANDREW	TEACHER - SPECIAL EDUCATION	$120,001.75	$0.00	$0.00	$8,852.88	$128,854.63	3.00	15.00
GEIJER, BRETT D	DEAN	$151,871.64	$0.00	$0.00	$23,964.24	$175,835.88	3.00	15.00
GIBSON, MATTHEW A	TEACHER - SCIENCE	$132,687.94	$0.00	$0.00	$22,937.20	$155,625.14	3.00	15.00
GIDDENS, RACHEL DENISE	TEACHER - SPECIAL EDUCATION	$151,952.27	$0.00	$0.00	$9,562.56	$161,514.83	3.00	15.00
GILL, BRITTANY	PSYCHOLOGIST	$73,394.50	$0.00	$0.00	$23,964.24	$97,358.74	3.00	12.00
GIOIOSA, STEPHANIE	TEACHER - SCIENCE	$113,167.00	$0.00	$0.00	$23,964.20	$137,131.20	3.00	15.00
GLICKLEY-VAN VLIET, DANIELLE P	SOCIAL WORKER	$107,858.00	$0.00	$0.00	$23,964.24	$131,822.24	3.00	12.00
GOULD, DANIEL	CURRICULUM & INSTRUCT SPECIALIST	$107,321.44	$0.00	$0.00	$22,937.28	$130,258.72	3.00	12.00
GREEN, EDDIE JR	MAINTENANCE	$109,110.23	$0.00	$0.00	$8,953.20	$118,063.43	20.00	15.00
GRIFFIN, KIMBERLY	TEACHER - MATHEMATICS	$136,958.54	$0.00	$0.00	$0.00	$136,958.54	3.00	15.00
HALL, CANDICE C	TRANSPORT / LOGISTICS / OPS COORD	$77,301.71	$0.00	$0.00	$9,053.76	$86,355.47	15.00	15.00
HAMILTON, BRADLEY	MAINTENANCE & OPERATIONS - ASSIST. DIRECTOR	$110,522.40	$0.00	$0.00	$8,953.20	$119,475.60	20.00	15.00
HARRINGTON, AMANDA	TEACHER - SPECIAL EDUCATION	$112,752.00	$0.00	$0.00	$23,964.24	$136,716.24	3.00	15.00
HARRIS, THERA	DEANS' ASSISTANT	$63,135.23	$0.00	$0.00	$25,125.12	$88,260.35	0.00	15.00
HEALY, REBECCA C	TEACHER - ART	$88,186.00	$0.00	$0.00	$0.00	$88,186.00	3.00	12.00
HELSEL-WILK, CANDI	DEPARTMENT LEAD - FINE ARTS	$142,390.21	$0.00	$0.00	$0.00	$142,390.21	3.00	15.00
HENDRICKS, COURTNEY L	TEACHER - READING	$95,103.00	$0.00	$0.00	$0.00	$95,103.00	3.00	15.00
HERNANDEZ-ROBINSON, ANGELICA	TEACHER - WORLD LANGUAGE	$106,103.00	$0.00	$0.00	$23,964.24	$130,067.24	3.00	12.00
HEYWARD, ANATHAYEE	HUMAN RESOURCES ASSISTANT	$73,591.71	$0.00	$0.00	$25,125.12	$98,716.83	12.00	15.00
HICKS, JANET	OCCUPATIONAL THERAPIST	$90,317.36	$0.00	$0.00	$23,964.24	$114,281.60	3.00	12.00
HOWARD, LAUREN	TEACHER - ENGLISH	$114,974.73	$0.00	$0.00	$8,852.88	$123,827.61	3.00	12.00
HURDLE, HEITHON JR.	SOCIAL WORKER	$73,396.00	$0.00	$0.00	$8,852.88	$82,248.88	3.00	12.00
JACKSON, SHANTE	TEACHER - SPECIAL EDUCATION	$126,004.85	$0.00	$0.00	$0.00	$126,004.85	3.00	15.00
JAMES, DAVID C	TEACHER - IN-SCHOOL DETENTION	$100,793.57	$0.00	$0.00	$23,964.24	$124,757.81	3.00	12.00
JANAC, MARY	DEANS' ASSISTANT	$64,650.77	$0.00	$0.00	$25,125.12	$89,775.89	0.00	15.00
JOHNSON, PATRICK	MAINTENANCE	$106,914.07	$0.00	$0.00	$24,832.80	$131,746.87	20.00	15.00
JONES, CHELSEA	TEACHER - PHYSICAL EDUCATION	$92,050.00	$0.00	$0.00	$8,852.88	$100,902.88	3.00	12.00
JONES, GREGORY L	SOCIAL WORKER	$87,232.71	$0.00	$0.00	$23,964.24	$111,196.95	3.00	12.00
JONES, MELISSA	TEACHER - MATHEMATICS	$94,496.00	$0.00	$0.00	$0.00	$94,496.00	3.00	15.00
JONES, NICOLAS T	TEACHER - SPECIAL EDUCATION	$81,440.50	$0.00	$0.00	$23,964.24	$105,404.74	3.00	12.00
JORDAN, PAUL	RESIDENCY INVESTIGATOR	$55,646.75	$0.00	$0.00	$25,125.12	$80,771.87	12.00	15.00
KAIN, BRAD	GUIDANCE COUNSELOR	$131,307.51	$0.00	$0.00	$0.00	$131,307.51	3.00	15.00
KAPCHINSKE, NICHOLAS	TEACHER - SPECIAL EDUCATION	$132,718.24	$0.00	$0.00	$23,964.24	$156,682.48	3.00	15.00
KAVANAUGH, KELLY	TEACHER - PHYSICAL EDUCATION	$168,446.10	$0.00	$0.00	$23,964.24	$192,410.34	3.00	15.00
KECA, ASHLEY N	GUIDANCE COUNSELOR	$87,957.38	$0.00	$0.00	$23,964.24	$111,921.62	3.00	15.00

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KELLEY-MORTON, KHAYLA	TEACHER - FAMILY & CONSUMER SCIENCE	$81,483.75	$0.00	$0.00	$8,852.88	$90,336.63	3.00	12.00
KELLY, LAURA	TEACHER - SOCIAL SCIENCE	$133,107.38	$0.00	$0.00	$23,964.24	$157,071.62	3.00	15.00
KIMBROUGH, SHARONDA M	DEPARTMENT LEAD - SOCIAL SCIENCE	$119,395.01	$0.00	$0.00	$8,852.88	$128,247.89	3.00	12.00
KIRKPATRICK, DON R	MAINTENANCE	$92,112.07	$0.00	$0.00	$24,832.80	$116,944.87	20.00	15.00
KLAWITTER, DAVID	DEAN	$151,836.67	$0.00	$0.00	$0.00	$151,836.67	3.00	15.00
KLUTH, TANYA	TEACHER - SPECIAL EDUCATION	$151,380.79	$0.00	$0.00	$0.00	$151,380.79	3.00	15.00
KNOPP, TARA K	PAYROLL / BENEFITS COORDINATOR	$89,890.99	$0.00	$0.00	$25,125.12	$115,016.11	12.00	15.00
KOBLICK, VICTORIA I	ADMINISTRATION	$85,003.85	$4,800.00	$0.00	$30,825.12	$120,628.97	20.00	20.00
KOZIK, MICHELLE	TEACHER - SCIENCE	$149,203.02	$0.00	$0.00	$8,852.88	$158,055.90	3.00	15.00
KRUSE, ANTHONY	TEACHER - PHYSICAL EDUCATION	$134,733.21	$0.00	$0.00	$23,964.24	$158,697.45	3.00	15.00
KUCHARSKI, RACHAEL A	TEACHER - ENGLISH	$79,512.74	$0.00	$0.00	$0.00	$79,512.74	3.00	12.00
KUESTER, SHAUNA	TEACHER - SPECIAL EDUCATION	$101,575.00	$0.00	$0.00	$23,964.24	$125,539.24	3.00	12.00
KULMA, LINDSEY	SPEECH/LANGUAGE PATHOLOGIST	$87,740.00	$0.00	$0.00	$23,964.24	$111,704.24	3.00	12.00
KUSH, DAVID	ASSESSMENT COORDINATOR	$133,773.10	$0.00	$0.00	$23,964.24	$157,737.34	3.00	15.00
LABA, TIMOTHY	TEACHER - MATHEMATICS	$125,331.51	$0.00	$0.00	$0.00	$125,331.51	3.00	15.00
LACKEY, NICHOLAS	TEACHER - SPECIAL EDUCATION	$115,669.11	$0.00	$0.00	$1,026.96	$116,696.07	3.00	12.00
LEAK, VALARIE	SCHOOL NURSE	$66,990.22	$0.00	$0.00	$25,125.12	$92,115.34	0.00	15.00
LESSENTINE, SANDRA S	TEACHER - MATHEMATICS	$119,696.05	$0.00	$0.00	$8,852.88	$128,548.93	3.00	12.00
LEVERSON, LINDSAY J	GUIDANCE COUNSELOR	$135,544.01	$0.00	$0.00	$23,964.24	$159,508.25	3.00	12.00
LEWIS, RIONNE	SECRETARY - PRINCIPAL	$67,030.38	$0.00	$0.00	$25,125.12	$92,155.50	12.00	15.00
LONDON, KIA D	TEACHER - WORLD LANGUAGE	$96,026.00	$0.00	$0.00	$23,964.24	$119,990.24	3.00	12.00
LOVE, TREMAINE	TEACHER - MUSIC	$79,992.86	$0.00	$0.00	$23,964.24	$103,957.10	3.00	12.00
LOWE, PRINCE P	TEACHER - MATHEMATICS	$126,316.75	$0.00	$0.00	$8,852.88	$135,169.63	3.00	12.00
LUEDER, PAULA	HUMAN RESOURCES SPECIALIST	$79,267.11	$0.00	$0.00	$25,125.12	$104,392.23	20.00	15.00
LUKAS, MATTHEW	MAINTENANCE	$85,073.17	$0.00	$0.00	$24,832.80	$109,905.97	15.00	15.00
LYKE, MATTHEW J	ADMINISTRATION	$172,567.80	$5,088.00	$0.00	$1,580.88	$179,236.68	20.00	20.00
MADISON, TIFFANY U	TEACHER - MATHEMATICS	$94,547.00	$0.00	$0.00	$23,254.56	$117,801.56	3.00	12.00
MANIATIS, CHRISTOPHER	DEAN	$163,228.64	$0.00	$0.00	$23,964.24	$187,192.88	3.00	15.00
MANTHEY, JOHN R	TEACHER - ENGLISH	$67,810.00	$0.00	$0.00	$8,852.88	$76,662.88	3.00	12.00
MARASSA, ALYSSA N	TEACHER - FAMILY & CONSUMER SCIENCE	$101,865.75	$0.00	$0.00	$8,852.88	$110,718.63	3.00	12.00
MATHIS, BRANDI	GUIDANCE COUNSELOR	$113,199.00	$0.00	$0.00	$23,964.24	$137,163.24	3.00	12.00
MATTIA, TERRENCE	TEACHER - MATHEMATICS	$143,824.04	$0.00	$0.00	$23,964.24	$167,788.28	3.00	15.00
MAUL, LORRIE	GUIDANCE COUNSELOR	$168,948.38	$0.00	$0.00	$23,964.24	$192,912.62	3.00	15.00
MAZZOLA, ASHLEY R	TEACHER - WORLD LANGUAGE	$91,105.00	$0.00	$0.00	$23,964.24	$115,069.24	3.00	15.00
MCCABE, ELIZABETH	TEACHER - MATHEMATICS	$136,971.96	$0.00	$0.00	$23,964.24	$160,936.20	3.00	15.00
MCCLAIN, DANIEL	TEACHER - MATHEMATICS	$129,449.97	$0.00	$0.00	$23,964.24	$153,414.21	3.00	15.00
MCCONNAUGHAY, LINDA	DEPARTMENT SECRETARY	$61,912.72	$0.00	$0.00	$25,125.12	$87,037.84	20.00	15.00
MCDAVID, MICHELLE	DEAF INTERPRETER	$89,737.84	$0.00	$0.00	$9,354.96	$99,092.80	0.00	0.00
MCDERMOTT, CHARLES A	TEACHER - ART	$109,349.43	$0.00	$0.00	$8,852.88	$118,202.31	0.00	12.00
MCINTYRE, RHYS	VIDEO & COMMUNICATIONS SPECIALIST	$87,153.00	$0.00	$0.00	$25,125.12	$112,278.12	0.00	15.00
MCKINLEY, JOHN IV	MAINTENANCE	$97,082.22	$0.00	$0.00	$24,832.80	$121,915.02	20.00	15.00
MCLAUGHLIN, BRIAN	TEACHER - SPECIAL EDUCATION	$158,397.24	$0.00	$0.00	$8,852.88	$167,250.12	3.00	15.00
MCLINDON, MATTHEW	TEACHER - BROADCASTING & FILM	$79,199.00	$0.00	$0.00	$23,964.24	$103,163.24	3.00	12.00

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MEADOWS, MICHELLE	DIRECTOR OF CAREER PATHWAYS	$167,788.45	$4,800.00	$0.00	$0.00	$172,588.45	20.00	15.00
MERCHANTZ, WILLIAM P	TEACHER - INDUSTRIAL TECH	$129,148.20	$0.00	$0.00	$23,964.24	$153,112.44	3.00	12.00
MILLER, JASON	TEACHER - ENGLISH	$121,643.21	$0.00	$0.00	$8,852.88	$130,496.09	3.00	15.00
MILLER, JEANNE	DEPARTMENT LEAD - ENGLISH	$117,731.43	$0.00	$0.00	$8,535.60	$126,267.03	3.00	15.00
MILLER, JONATHAN	TEACHER - WORLD LANGUAGE	$115,603.02	$0.00	$0.00	$23,964.24	$139,567.26	3.00	15.00
MILLS, SHANNON	TEACHER - SOCIAL SCIENCE	$70,806.00	$0.00	$0.00	$8,852.88	$79,658.88	3.00	12.00
MITCHELL, DANIELLE	GUIDANCE COUNSELOR	$111,714.00	$0.00	$0.00	$8,852.88	$120,566.88	3.00	12.00
MOO YOUNG-WHITE, TIFFANY	TEACHER - INDUSTRIAL TECH	$131,208.70	$0.00	$0.00	$23,964.20	$155,172.90	3.00	12.00
MUCHA, TIFFANY	TEACHER - SPECIAL EDUCATION	$122,440.86	$0.00	$0.00	$8,852.88	$131,293.74	3.00	15.00
MULLING, KANOA L	TEACHER - ENGLISH	$97,316.50	$0.00	$0.00	$23,964.24	$121,280.74	3.00	12.00
MUSTAFAH, SAHAR	TEACHER - ENGLISH	$153,258.85	$0.00	$0.00	$23,964.24	$177,223.09	3.00	15.00
NARDELLA, JODI	TEACHER - MATHEMATICS	$136,982.57	$0.00	$0.00	$23,964.24	$160,946.81	3.00	12.00
NESBIT, NATHANIEL	TEACHER - SCIENCE	$92,828.50	$0.00	$0.00	$23,964.24	$116,792.74	3.00	12.00
NIECKULA, KATHRYN	TEACHER - SPECIAL EDUCATION	$109,292.75	$0.00	$0.00	$23,964.24	$133,256.99	3.00	15.00
NOBLE, DANA A	TEACHER - MATHEMATICS	$164,079.91	$0.00	$0.00	$23,964.24	$188,044.15	3.00	15.00
NOBLE, ROBIN	INSTRUCTIONAL COACH	$95,564.50	$0.00	$0.00	$0.00	$95,564.50	3.00	12.00
ODEH, AMEERA	TEACHER - ENGLISH	$117,855.00	$0.00	$0.00	$8,852.88	$126,707.88	3.00	15.00
O'DONNELL, BRIAN	TEACHER - SOCIAL SCIENCE	$100,209.48	$0.00	$0.00	$23,964.24	$124,173.72	3.00	12.00
OGUNLEYE, JASMINE	TEACHER - ENGLISH	$77,933.00	$0.00	$0.00	$23,964.24	$101,897.24	3.00	12.00
OLOWE, KIZAWANDA	DEPARTMENT LEAD - GUIDANCE	$150,171.70	$0.00	$0.00	$23,964.24	$174,135.94	3.00	12.00
OLSON, ERIC D	TEACHER - PHYSICAL EDUCATION	$91,419.95	$0.00	$0.00	$0.00	$91,419.95	3.00	15.00
OLSON, KAREN	GUIDANCE COUNSELOR	$152,905.62	$0.00	$0.00	$0.00	$152,905.62	0.00	0.00
OLUMSTAD, JENNIFER	TEACHER - PHYSICAL EDUCATION	$140,953.38	$0.00	$0.00	$23,964.24	$164,917.62	3.00	15.00
O'NEILL, MICHAEL	TEACHER - BUSINESS EDUCATION	$119,397.43	$0.00	$0.00	$23,964.24	$143,361.67	3.00	15.00
ORTBERG, TIFFANY A	TEACHER - FAMILY & CONSUMER SCIENCE	$105,398.00	$0.00	$0.00	$23,964.24	$129,362.24	3.00	12.00
PACK, MARY KATE	TEACHER - ENGLISH	$105,655.00	$0.00	$0.00	$0.00	$105,655.00	3.00	15.00
PALERMO, DANA L	504 COORDINATOR	$117,405.00	$0.00	$0.00	$0.00	$117,405.00	0.00	0.00
PANOZZO, KIM	RETRO	$86,481.04	$0.00	$0.00	$9,354.80	$95,835.84	0.00	15.00
PARKER, LOTTIE M	SCHOOL NURSE	$90,121.00	$0.00	$0.00	$23,964.24	$114,085.24	3.00	12.00
PATTERSON, JAMES	ADMINISTRATION	$143,145.54	$4,800.00	$0.00	$30,825.12	$178,770.66	20.00	20.00
PAVINATO, RICK	TEACHER - SCIENCE	$156,525.10	$0.00	$0.00	$23,964.24	$180,489.34	3.00	15.00
PEREZ, CRYSTAL	TEACHER - SPECIAL EDUCATION	$89,463.50	$0.00	$0.00	$8,852.88	$98,316.38	3.00	12.00
PERISIN, KIMBERLY	TEACHER - READING	$122,098.21	$0.00	$0.00	$23,964.24	$146,062.45	3.00	15.00
PEROZZI, DION	NETWORK SPECIALIST	$99,184.37	$0.00	$0.00	$9,053.76	$108,238.13	20.00	15.00
PERRY, WAYNE	TEACHER - DRIVER EDUCATION	$94,020.75	$0.00	$0.00	$317.20	$94,337.95	3.00	12.00
PETECKI, GREGORY	TEACHER - ART	$134,353.71	$0.00	$0.00	$8,852.88	$143,206.59	3.00	15.00
PETERZ, KIMBERLY	TEACHER - FAMILY & CONSUMER SCIENCE	$125,778.91	$0.00	$0.00	$23,964.24	$149,743.15	3.00	12.00
PETO, AMY	TEACHER - SCIENCE	$119,361.00	$0.00	$0.00	$23,964.24	$143,325.24	3.00	15.00
PHELAN-ERDEY, CARLA	ADMINISTRATION	$153,824.00	$4,800.00	$0.00	$30,825.12	$189,449.12	20.00	20.00
PITTMAN, SARAH E	INSTRUCTIONAL COACH	$91,326.87	$0.00	$0.00	$9,436.08	$100,762.95	3.00	12.00
POLEN, WILLIAM	PSYCHOLOGIST	$83,378.75	$0.00	$0.00	$8,852.88	$92,231.63	3.00	12.00
PONTOW, BRENDAN	TEACHER - SCIENCE	$100,740.57	$0.00	$0.00	$23,254.56	$123,995.13	3.00	12.00
PRATT, ALEXANDER	TEACHER - SPECIAL EDUCATION	$123,599.44	$0.00	$0.00	$23,964.24	$147,563.68	3.00	15.00

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RAGLIONE, MATTHEW J	TEACHER - SPECIAL EDUCATION	$94,815.00	$0.00	$0.00	$8,852.88	$103,667.88	3.00	12.00
RAMOS, MATTHEW	TEACHER - PHYS ED / HEALTH / DRIVER ED	$153,234.55	$0.00	$0.00	$23,964.24	$177,198.79	3.00	15.00
RAY, OPAL	SECRETARY - DIRECTOR OF CIPD	$58,527.40	$0.00	$0.00	$25,125.12	$83,652.52	12.00	15.00
REID, CHRISTOPHER	TEACHER - READING	$120,534.00	$0.00	$0.00	$0.00	$120,534.00	3.00	15.00
RICHARDSON, CHRISTINA	TEACHER - SPECIAL EDUCATION	$93,340.33	$0.00	$0.00	$0.00	$93,340.33	3.00	15.00
RICHARDSON, STEVEN	ADMINISTRATION	$156,814.81	$4,800.00	$0.00	$30,825.12	$192,439.93	20.00	20.00
RIDGWAY, KENNETH	TEACHER - PHYSICAL EDUCATION	$100,013.61	$0.00	$0.00	$8,852.88	$108,866.49	3.00	15.00
RIOS, RODOLFO	TEACHER - WORLD LANGUAGE	$80,699.15	$0.00	$0.00	$8,852.88	$89,552.03	3.00	15.00
ROBERTS, EVAN	DEPARTMENT LEAD - SCIENCE	$132,141.70	$0.00	$0.00	$0.00	$132,141.70	3.00	15.00
RODGERS, MARCUS	TEACHER - DELTA	$91,897.99	$0.00	$0.00	$23,254.56	$115,152.55	3.00	12.00
RODRIGUEZ, ALICIA	TEACHER - INSTRUCTIONAL MEDIA CENTER	$121,683.21	$0.00	$0.00	$8,852.88	$130,536.09	3.00	15.00
ROSE, JAMES III	TEACHER - ENGLISH	$157,577.90	$0.00	$0.00	$23,964.24	$181,542.14	3.00	15.00
ROSS-COOK, CATHERINE	ASSIST DIR - CURRICULUM & INSTRUCT. EQUITY	$149,442.30	$4,600.00	$0.00	$0.00	$154,042.30	20.00	20.00
RUDAN, JENNIFER	DIRECTOR OF STUDENT SUPPORTS	$148,075.40	$4,800.00	$0.00	$50,825.12	$203,700.52	20.00	20.00
RUDNIK, CODY	TEACHER - PHYS ED / HEALTH / DRIVER ED	$83,033.50	$0.00	$0.00	$23,964.24	$106,997.74	3.00	12.00
SACKS, MICHAEL	TEACHER - MATHEMATICS	$128,066.88	$0.00	$0.00	$23,964.20	$152,031.08	3.00	15.00
SALAAM, MALIK	DEANS' ASSISTANT	$82,171.45	$0.00	$0.00	$9,053.76	$91,225.21	0.00	15.00
SALVATO RODRIGUEZ, LAURA	TEACHER - WORLD LANGUAGE	$119,921.03	$0.00	$0.00	$8,852.88	$128,773.91	3.00	15.00
SANTACATERINA, ANNA P	PSYCHOLOGIST	$93,720.00	$0.00	$0.00	$0.00	$93,720.00	0.00	0.00
SAUDER, MELISSA	GUIDANCE COUNSELOR	$156,063.04	$0.00	$0.00	$8,852.88	$164,915.92	3.00	15.00
SAUVAGE, LEAH	TEACHER - ENGLISH	$121,737.88	$0.00	$0.00	$23,964.24	$145,702.12	3.00	15.00
SCHALK, JENNIFER	ADMINISTRATION	$196,523.25	$4,800.00	$0.00	$50,825.12	$252,148.37	20.00	15.00
SCHMIDT, ALYSSA	TEACHER - SOCIAL SCIENCE	$124,803.01	$0.00	$0.00	$0.00	$124,803.01	3.00	15.00
SCHMIDT, JAMES	ASSISTANT PRINCIPAL	$144,690.00	$4,800.00	$0.00	$50,825.12	$200,315.12	20.00	20.00
SCHMIDT, JOHN	TEACHER - SOCIAL SCIENCE	$131,987.38	$0.00	$0.00	$23,964.24	$155,951.62	3.00	15.00
SCOTT, LATASHA C	TEACHER - FAMILY & CONSUMER SCIENCE	$67,562.00	$0.00	$0.00	$9,562.56	$77,124.56	3.00	12.00
SENFFNER, LUKE	GUIDANCE COUNSELOR	$115,788.36	$0.00	$0.00	$23,964.24	$139,752.60	3.00	12.00
SENNE, SCOTT	ASSIST DIR INFO SERVICES & NETWORK ADMIN	$82,890.19	$0.00	$0.00	$25,125.12	$108,015.31	12.00	15.00
SHEREYK, KELLY K	TEACHER - SPECIAL EDUCATION	$92,616.00	$0.00	$0.00	$0.00	$92,616.00	3.00	12.00
SHERIFF, RYAN	TEACHER - SCIENCE	$143,281.95	$0.00	$0.00	$0.00	$143,281.95	3.00	15.00
SHUCK, KOFI	PSYCHOLOGIST	$106,483.00	$0.00	$0.00	$23,964.24	$130,447.24	3.00	15.00
SIFNER, STEVEN T	TEACHER - MUSIC	$88,291.63	$0.00	$0.00	$8,852.88	$97,144.51	3.00	12.00
SIMMONS, FATIMA	TEACHER - SPECIAL EDUCATION	$71,045.00	$0.00	$0.00	$8,852.88	$79,897.88	3.00	12.00
SIPPEL, TODD	TEACHER - SCIENCE	$157,555.95	$0.00	$0.00	$22,937.28	$180,493.23	3.00	15.00
SLUSINSKI, REGINA	TEACHER - SCIENCE	$133,719.96	$0.00	$0.00	$8,852.88	$142,572.84	3.00	15.00
SMALL, MATTHEW W	TEACHER - SOCIAL SCIENCE	$92,539.00	$0.00	$0.00	$0.00	$92,539.00	0.00	0.00
SMIT, GILBERT	TEACHER - SOCIAL SCIENCE	$96,116.00	$0.00	$0.00	$1,026.96	$97,142.96	3.00	15.00
SMITH, ANTHONY	TEACHER - PHYS ED / HEALTH / DRIVER ED	$146,846.35	$0.00	$0.00	$8,535.60	$155,381.95	3.00	15.00
SMITH, GAIL	ADMINISTRATION	$127,200.00	$4,800.00	$0.00	$30,676.40	$162,676.40	20.00	20.00
SMITH, KIMBERLY	TEACHER - SCIENCE	$140,344.64	$0.00	$0.00	$8,852.88	$149,197.52	3.00	15.00
SNYDER, PAULA M	SECRETARY - DIRECTOR OF SPECIAL EDUCATION	$62,056.99	$0.00	$0.00	$25,125.12	$87,182.11	20.00	15.00
SOKOLOSKI, JAMES II	TEACHER - MATHEMATICS	$137,944.20	$0.00	$0.00	$23,964.24	$161,908.44	3.00	15.00
SOPRON, KELSEY D	TEACHER - PHYSICAL EDUCATION	$87,665.83	$0.00	$0.00	$8,852.88	$96,518.71	3.00	12.00

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ST. LEGER, ROBERT	TEACHER - SOCIAL SCIENCE	$122,999.86	$0.00	$0.00	$23,964.24	$146,964.10	3.00	15.00
STAPLES, TIPHNEE	GUIDANCE COUNSELOR	$135,183.21	$0.00	$0.00	$23,964.24	$159,147.45	3.00	15.00
STEWART-WILLIAMS, TIFFANY	TEACHER - ENGLISH	$118,043.59	$0.00	$0.00	$23,964.24	$142,007.83	3.00	12.00
STIGLIC, CHRISTOPHER	TEACHER - SCIENCE	$168,724.67	$0.00	$0.00	$23,964.24	$192,688.91	3.00	15.00
STIGLIC, WENDY	TEACHER - WORLD LANGUAGE	$130,618.56	$0.00	$0.00	$0.00	$130,618.56	3.00	15.00
STOLZENBACH, KATHRYN	TEACHER - SCIENCE	$124,781.76	$0.00	$0.00	$0.00	$124,781.76	3.00	15.00
SUAREZ, ROBERTO	GUIDANCE COUNSELOR	$127,007.00	$0.00	$0.00	$0.00	$127,007.00	3.00	15.00
SZYMKOWIAK, STEVEN	TEACHER - PHYS ED / HEALTH / DRIVER ED	$157,363.85	$0.00	$0.00	$23,964.24	$181,328.09	3.00	15.00
TENGESDAL, ERIKA N	TEACHER - ENGLISH	$70,231.16	$0.00	$0.00	$8,852.88	$79,084.04	3.00	12.00
TENNY, ANNA E	TEACHER - SEMINAR	$80,158.00	$0.00	$0.00	$8,852.88	$89,010.88	3.00	12.00
THOLL, TIMOTHY J	AUDITORIUM MGR / TECH DIRECTOR	$92,366.81	$0.00	$0.00	$9,053.76	$101,420.57	20.00	15.00
THOMAS, KEVIN	TEACHER - READING	$144,510.26	$0.00	$0.00	$23,964.24	$168,474.50	3.00	15.00
THOMPSON, KORY A	TEACHER - PHYSICAL EDUCATION	$79,363.50	$0.00	$0.00	$8,852.88	$88,216.38	3.00	12.00
TREPPA, JEFFREY	TEACHER - SOCIAL SCIENCE	$136,390.02	$0.00	$0.00	$23,964.24	$160,354.26	3.00	15.00
UPTON, JOSEPH	TEACHER - ENGLISH	$126,564.86	$0.00	$0.00	$23,964.24	$150,529.10	3.00	15.00
VALLICELLI, JACOB	TEACHER - ENGLISH	$150,309.29	$0.00	$0.00	$23,964.24	$174,273.53	3.00	15.00
VEAL, AIMEE	TEACHER - SPECIAL EDUCATION	$110,874.63	$0.00	$0.00	$9,562.56	$120,437.19	3.00	15.00
VELDBOOM, RICK	TEACHER - MATHEMATICS	$139,202.00	$0.00	$0.00	$23,964.24	$163,166.24	3.00	15.00
VENEGAS, TED A	TEACHER - SOCIAL SCIENCE	$93,903.00	$0.00	$0.00	$23,964.20	$117,867.20	3.00	12.00
VOGEL, ADAM	DEPARTMENT LEAD - PHYS ED / DRIVER ED	$140,457.62	$0.00	$0.00	$23,254.56	$163,712.18	3.00	12.00
WAKELEY, SCOTT	ADMINISTRATION	$301,889.72	$0.00	$0.00	$30,825.12	$332,714.84	20.00	20.00
WARD, CHARLES	TEACHER - MATHEMATICS	$119,388.29	$0.00	$0.00	$9,562.56	$128,950.85	3.00	15.00
WARD, SARA	TEACHER - MATHEMATICS	$148,114.00	$0.00	$0.00	$8,535.60	$156,649.60	3.00	15.00
WARGO, JACLYN	TEACHER - ART	$113,852.58	$0.00	$0.00	$8,852.88	$122,705.46	3.00	15.00
WATKINS, JEANETTRA	TEACHER - SCIENCE	$152,039.07	$0.00	$0.00	$1,026.96	$153,066.03	3.00	12.00
WEBER, MICHAEL	MAINTENANCE	$84,552.21	$0.00	$0.00	$24,832.80	$109,385.01	15.00	15.00
WELLS, ZACHARY T	DEAN	$123,944.00	$0.00	$0.00	$0.00	$123,944.00	0.00	0.00
WERNICKE, JOHN	SIS SUPPORT	$50,450.40	$0.00	$0.00	$25,125.12	$75,575.52	12.00	15.00
WHITE, LAUREN S	SOCIAL WORKER	$116,984.00	$0.00	$0.00	$23,964.24	$140,948.24	3.00	12.00
WHITE, ROBERT	DEPARTMENT LEAD - MATHEMATICS	$132,948.79	$0.00	$0.00	$23,964.24	$156,913.03	3.00	12.00
WHITLOCK, SARAH R	TEACHER - MUSIC	$144,960.92	$0.00	$0.00	$23,964.24	$168,925.16	3.00	15.00
WILSON, ROCKEYA	GUIDANCE COUNSELOR	$109,645.50	$0.00	$0.00	$8,852.88	$118,498.38	3.00	12.00
WOODS, BEVERLY	TEACHER - READING	$83,959.00	$0.00	$0.00	$23,964.24	$107,923.24	3.00	12.00
YOUSSEF, SARA	TEACHER - SOCIAL SCIENCE	$95,407.97	$0.00	$0.00	$23,964.24	$119,372.21	3.00	12.00
ZANDI, KRISTINA	SOCIAL WORKER	$81,429.91	$0.00	$0.00	$0.00	$81,429.91	3.00	12.00
ZAVALA VARGAS, VERONICA	TEACHER - SPECIAL EDUCATION	$106,842.94	$0.00	$0.00	$23,964.24	$130,807.18	3.00	15.00
ZIMMERMAN, CORINNE	TEACHER - SCIENCE	$127,328.41	$0.00	$0.00	$8,852.88	$136,181.29	3.00	12.00

Approval of Expenditures,

Homewood-Flossmoor High School District 233

Disbursement Detail Listing

Fiscal Year: 2025-2026

Bank Name: Expense Bank Account
Bank Account: 181 477 1
Date Range: 07/01/2025 - 06/30/2026
Voucher Range: 1062 - 1087
Sort By: Vendor
Dollar Limit: $0.00

☑ Print Employee Vendor Names ☑ Exclude Voided Checks ☑ Exclude Manual Checks ☐ Include Non Check Batches

Bank Name: Expense Bank Account Bank Account: 181 477 1

Check Number	Date	Voucher	Payee	Invoice	Account	Description	Amount
233079322	08/27/2025	1072	7-ELEVEN MASTERCARD	07/26/25 - 08/25/25	10.5.1700.464.0000.00.00	SUPPLIES: GASOLINE – DRIVERS EDUC	$101.52
233079322	08/27/2025	1072	7-ELEVEN MASTERCARD	07/26/25 - 08/25/25	10.5.2546.464.0000.00.00	SUPPLIES: GASOLINE	$274.58
233079322	08/27/2025	1072	7-ELEVEN MASTERCARD	07/26/25 - 08/25/25	40.5.2550.464.0000.16.00	SUPPLIES: GASOLINE – SPEC EDUC	$92.74
						Check Total:	$468.84
233079433	09/16/2025	1087	A & M PRODUCTS CO	79916	10.5.1500.416.0000.30.00	SUPPLIES: AWARDS – ATHLETICS	$2,260.00
						Check Total:	$2,260.00
233079434	09/16/2025	1087	ACACIA ACADEMY	45732	10.5.1912.670.0000.16.00	TUITION – SPECIAL EDUCATION	$3,700.08
						Check Total:	$3,700.08
233079435	09/16/2025	1087	ACP CREATIVIT, LLC	INV330621	10.5.2660.311.0000.00.00	ONLINE SERVICES – COMPUTER SRVS	$30.00
233079435	09/16/2025	1087	ACP CREATIVIT, LLC	INV335818	10.5.2660.319.0000.00.00	CONTRACTUAL – COMPUTER SRVS	$4,845.15
						Check Total:	$4,875.15
233079412	09/10/2025	1086	ADVOCATE OCCUPATIONAL HEALTH	20432178	40.5.2550.314.0000.00.00	PROFESSIONAL SERVICES/INSTRUCT	$206.00
						Check Total:	$206.00
233079436	09/16/2025	1087	AGPARTS WORLDWIDE, INC.	AR020286	10.5.2660.410.0000.00.00	SUPPLIES: COMPUTER SRVS	$219.50
						Check Total:	$219.50
233079395	08/28/2025	1075	AIRFARE - P-CARD	MIDWAY 07.17 5888	10.5.2210.332.0000.70.00	PROF DEV – IB	$60.00
233079395	08/28/2025	1075	AIRFARE - P-CARD	SOUTHWEST 07.11 1769	10.5.2630.332.0000.00.00	TRAVEL – INFORMATION	$180.00
233079395	08/28/2025	1075	AIRFARE - P-CARD	SOUTHWEST 07.14 0268	10.5.2410.332.0000.40.00	TRAVEL – PRINCIPAL	$95.00
233079395	08/28/2025	1075	AIRFARE - P-CARD	SOUTHWEST 07.20 1769	10.5.2630.332.0000.00.00	TRAVEL – INFORMATION	($50.00)
						Check Total:	$285.00

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Check Number	Date	Voucher	Payee	Invoice	Account	Description	Amount
233079270	08/20/2025	1062	ALEXANDER ATTEA	07302025	10.5.1500.325.0000.20.36	RENTALS – COMMUNITY	$225.00
						Check Total:	$225.00
233079437	09/16/2025	1087	ALPHA SCHOOL BUS, INC	RTINV1006310	40.5.2550.333.0000.00.00	TRANSP – SPEC EDUC	$27,768.00
						Check Total:	$27,768.00
233079438	09/16/2025	1087	ALTA EQUIPMENT HOLDINGS, INC.	SS3/148365	20.5.2540.320.0000.00.00	REPAIRS – OPER & MAINT	$3,264.77
						Check Total:	$3,264.77
233079439	09/16/2025	1087	ALTA LANGUAGE SERVICES, INC.	IS787996	10.5.1100.410.0000.06.00	SUPPLIES: WORLD	$138.00
						Check Total:	$138.00
233079413	09/10/2025	1086	ALYSSA MARASSA	15733457	10.5.1400.417.0000.09.00	SUPPLIES: CLOTHING	$210.93
233079413	09/10/2025	1086	ALYSSA MARASSA	64436851	10.5.1400.417.0000.09.00	SUPPLIES: CLOTHING	$196.97
233079413	09/10/2025	1086	ALYSSA MARASSA	87624050	10.5.1400.417.0000.09.00	SUPPLIES: CLOTHING	$19.69
233079413	09/10/2025	1086	ALYSSA MARASSA	CG-408954	10.5.1400.417.0000.09.00	SUPPLIES: CLOTHING	$216.56
233079413	09/10/2025	1086	ALYSSA MARASSA	CG-409525	10.5.1400.417.0000.09.00	SUPPLIES: CLOTHING	$75.88
233079413	09/10/2025	1086	ALYSSA MARASSA	QI094YLE8	10.5.1400.417.0000.09.00	SUPPLIES: CLOTHING	$15.00
						Check Total:	$735.03
233079271	08/20/2025	1062	AMAZON CAPITAL SERVICES	1YH3-9QXG-6Y1M	10.5.2210.411.0000.00.00	SUPPLIES: IN DIST MEETING	$32.68
233079271	08/20/2025	1062	AMAZON CAPITAL SERVICES	1YH3-9QXG-6Y1M	10.5.2210.411.0000.00.00	SUPPLIES: IN DIST MEETING	$27.43
233079271	08/20/2025	1062	AMAZON CAPITAL SERVICES	1YH3-9QXG-6Y1M	10.5.2210.411.0000.00.00	SUPPLIES: IN DIST MEETING	$39.24
						Check Total:	$99.35
233079272	08/20/2025	1062	AMAZON CAPITAL SERVICES INC.	116L-JCVH-JTFL	10.5.1100.410.0000.01.00	SUPPLIES – READING	$38.08
233079272	08/20/2025	1062	AMAZON CAPITAL SERVICES INC.	11X9-6HPV-MHP3	10.5.1100.419.0000.12.00	SUPPLIES/RESALE – MUSIC	$29.50
233079272	08/20/2025	1062	AMAZON CAPITAL SERVICES INC.	14J7-FV74-YV6W	10.5.1200.410.0000.16.00	SUPPLIES: SPEC EDUC	$39.99
233079272	08/20/2025	1062	AMAZON CAPITAL SERVICES INC.	16WM-9WCP-46JV	10.5.1200.410.0000.16.00	SUPPLIES: SPEC EDUC	$130.80
233079272	08/20/2025	1062	AMAZON CAPITAL SERVICES INC.	16WM-9WCP-46JV	10.5.1200.410.0000.16.00	SUPPLIES: SPEC EDUC	$21.92
233079272	08/20/2025	1062	AMAZON CAPITAL SERVICES INC.	16WM-9WCP-46JV	10.5.1200.410.0000.16.00	SUPPLIES: SPEC EDUC	$27.99
233079272	08/20/2025	1062	AMAZON CAPITAL SERVICES INC.	16WM-9WCP-46JV	10.5.1200.410.0000.16.00	SUPPLIES: SPEC EDUC	$19.98

Disbursement Detail Listing

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Check Number	Date	Voucher	Payee	Invoice	Account	Description	Amount
233079272	08/20/2025	1062	AMAZON CAPITAL SERVICES INC.	16WM-9WCP-46JV	10.5.1200.410.0000.16.00	SUPPLIES: SPEC EDUC	$18.99
233079272	08/20/2025	1062	AMAZON CAPITAL SERVICES INC.	16WM-9WCP-46JV	10.5.1200.410.0000.16.00	SUPPLIES: SPEC EDUC	$20.70
233079272	08/20/2025	1062	AMAZON CAPITAL SERVICES INC.	16WM-9WCP-46JV	10.5.1200.410.0000.16.00	SUPPLIES: SPEC EDUC	$12.03
233079272	08/20/2025	1062	AMAZON CAPITAL SERVICES INC.	16WM-9WCP-46JV	10.5.2330.410.0000.16.00	SUPPLIES – SPECIAL AREA ADMIN	$27.60
233079272	08/20/2025	1062	AMAZON CAPITAL SERVICES INC.	16WM-9WCP-46JV	10.5.2330.410.0000.16.00	SUPPLIES – SPECIAL AREA ADMIN	$45.94
233079272	08/20/2025	1062	AMAZON CAPITAL SERVICES INC.	19QX-WC41-J419	10.5.1100.410.0000.12.00	SUPPLIES: MUSIC	$487.90
233079272	08/20/2025	1062	AMAZON CAPITAL SERVICES INC.	1C94-6PQJ-6LPC	10.5.2210.411.0000.00.00	SUPPLIES: IN DIST MEETING	$56.90
233079272	08/20/2025	1062	AMAZON CAPITAL SERVICES INC.	1C94-6PQJ-6LPC	10.5.2210.411.0000.00.00	SUPPLIES: IN DIST MEETING	$97.44
233079272	08/20/2025	1062	AMAZON CAPITAL SERVICES INC.	1F4G-J4YM-TDD4	10.5.2210.410.4300.00.PY	SUPPLIES – TITLE I (Prior Yr)	$6.84
233079272	08/20/2025	1062	AMAZON CAPITAL SERVICES INC.	1F4G-J4YM-TDD4	10.5.2210.410.4300.00.PY	SUPPLIES – TITLE I (Prior Yr)	$6.99
233079272	08/20/2025	1062	AMAZON CAPITAL SERVICES INC.	1F4G-J4YM-TDD4	10.5.2210.410.4300.00.PY	SUPPLIES – TITLE I (Prior Yr)	$6.66
233079272	08/20/2025	1062	AMAZON CAPITAL SERVICES INC.	1F4G-J4YM-TDD4	10.5.2210.410.4300.00.PY	SUPPLIES – TITLE I (Prior Yr)	$19.52
233079272	08/20/2025	1062	AMAZON CAPITAL SERVICES INC.	1F4G-J4YM-TDD4	10.5.2210.410.4300.00.PY	SUPPLIES – TITLE I (Prior Yr)	$34.54
233079272	08/20/2025	1062	AMAZON CAPITAL SERVICES INC.	1F4G-J4YM-TDD4	10.5.2210.410.4300.00.PY	SUPPLIES – TITLE I (Prior Yr)	$20.99
233079272	08/20/2025	1062	AMAZON CAPITAL SERVICES INC.	1F4G-J4YM-TDD4	10.5.2210.410.4300.00.PY	SUPPLIES – TITLE I (Prior Yr)	$19.79
233079272	08/20/2025	1062	AMAZON CAPITAL SERVICES INC.	1F4G-J4YM-TDD4	10.5.2210.410.4300.00.PY	SUPPLIES – TITLE I (Prior Yr)	$8.97

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Sort By: Vendor
Dollar Limit: $0.00

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Check Number	Date	Voucher	Payee	Invoice	Account	Description	Amount
233079272	08/20/2025	1062	AMAZON CAPITAL SERVICES INC.	1F4G-J4YM-TDD4	10.5.2210.410.4300.00.PY	SUPPLIES – TITLE I (Prior Yr)	$19.90
233079272	08/20/2025	1062	AMAZON CAPITAL SERVICES INC.	1F4G-J4YM-TDD4	10.5.2210.410.4300.00.PY	SUPPLIES – TITLE I (Prior Yr)	$19.98
233079272	08/20/2025	1062	AMAZON CAPITAL SERVICES INC.	1F4G-J4YM-TDD4	10.5.2210.410.4300.00.PY	SUPPLIES – TITLE I (Prior Yr)	$19.59
233079272	08/20/2025	1062	AMAZON CAPITAL SERVICES INC.	1F4G-J4YM-TDD4	10.5.2210.410.4300.00.PY	SUPPLIES – TITLE I (Prior Yr)	$21.99
233079272	08/20/2025	1062	AMAZON CAPITAL SERVICES INC.	1F4G-J4YM-TDD4	10.5.2210.410.4300.00.PY	SUPPLIES – TITLE I (Prior Yr)	$19.99
233079272	08/20/2025	1062	AMAZON CAPITAL SERVICES INC.	1F4G-J4YM-TDD4	10.5.2210.410.4300.00.PY	SUPPLIES – TITLE I (Prior Yr)	$15.45
233079272	08/20/2025	1062	AMAZON CAPITAL SERVICES INC.	1F4G-J4YM-TDD4	10.5.2210.410.4300.00.PY	SUPPLIES – TITLE I (Prior Yr)	$28.49
233079272	08/20/2025	1062	AMAZON CAPITAL SERVICES INC.	1FMQ-XN9M-MKR1	10.5.2660.410.0000.00.00	SUPPLIES: COMPUTER SRVS	$270.60
233079272	08/20/2025	1062	AMAZON CAPITAL SERVICES INC.	1JPF-FGQ6-CVQH	10.5.2210.410.0000.00.00	SUPPLIES: IMPRV OF INSTRUCTION	$120.35
233079272	08/20/2025	1062	AMAZON CAPITAL SERVICES INC.	1NP3-VWJP-HXH9	10.5.1100.410.0000.02.00	SUPPLIES: ART	($90.24)
233079272	08/20/2025	1062	AMAZON CAPITAL SERVICES INC.	1NP3-VWJP-QJRF	10.5.1500.410.0000.30.74	SUPPLIES – FLAG FOOTBALL	$47.48
233079272	08/20/2025	1062	AMAZON CAPITAL SERVICES INC.	1NP3-VWJP-QJRF	10.5.1500.410.0000.30.74	SUPPLIES – FLAG FOOTBALL	$89.99
233079272	08/20/2025	1062	AMAZON CAPITAL SERVICES INC.	1NTK-4WHW-943X	10.5.1100.410.0000.01.00	SUPPLIES – READING	$17.99
233079272	08/20/2025	1062	AMAZON CAPITAL SERVICES INC.	1NTK-4WHW-943X	10.5.1100.410.0000.01.00	SUPPLIES – READING	$31.95
233079272	08/20/2025	1062	AMAZON CAPITAL SERVICES INC.	1PPX-GH46-6734	10.5.1400.410.0000.25.00	SUPPLIES: BROADCASTING	$6.84
233079272	08/20/2025	1062	AMAZON CAPITAL SERVICES INC.	1PPX-GH46-6734	10.5.1400.410.0000.25.00	SUPPLIES: BROADCASTING	$27.76
233079272	08/20/2025	1062	AMAZON CAPITAL SERVICES INC.	1PPX-GH46-6734	10.5.1400.410.0000.25.00	SUPPLIES: BROADCASTING	$68.55

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Check Number	Date	Voucher	Payee	Invoice	Account	Description	Amount
233079272	08/20/2025	1062	AMAZON CAPITAL SERVICES INC.	1Q63-P6VJ-4V64	10.5.2610.410.0000.45.00	SUPPLIES: STUDENT SUPPORTS	$30.00
233079272	08/20/2025	1062	AMAZON CAPITAL SERVICES INC.	1QGQ-JJM9-6M43	10.5.1100.410.0000.12.00	SUPPLIES: MUSIC	$179.95
233079272	08/20/2025	1062	AMAZON CAPITAL SERVICES INC.	1TKP-CPMV-3GPJ	10.5.1100.410.0000.12.00	SUPPLIES: MUSIC	$212.72
233079272	08/20/2025	1062	AMAZON CAPITAL SERVICES INC.	1TKP-CPMV-61FG	10.5.1200.410.0000.16.00	SUPPLIES: SPEC EDUC	($39.99)
233079272	08/20/2025	1062	AMAZON CAPITAL SERVICES INC.	1V6X-TW79-FCK1	10.5.1100.410.0000.01.00	SUPPLIES – READING	$6.99
233079272	08/20/2025	1062	AMAZON CAPITAL SERVICES INC.	1W1Q-RKT7-44KD	10.5.2610.410.0000.45.00	SUPPLIES: STUDENT SUPPORTS	$77.36
						Check Total:	$2,403.75
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	113P-LCRQ-K3FW	10.5.2330.410.0000.00.00	CTE – SUPPLIES	$39.99
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	116X-9TT1-1VGH	10.5.2630.410.0000.00.00	SUPPLIES: INFORMATION SRVS	$59.00
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	13JJ-6P79-CMK1	10.5.1400.410.0000.10.00	SUPPLIES: INDUST TECH	$133.80
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	13JJ-6P79-CMK1	10.5.1400.410.0000.10.00	SUPPLIES: INDUST TECH	($2.68)
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	143L-PCYK-YQVV	10.5.1400.410.0000.09.00	SUPPLIES: CULINARY	$83.94
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	143L-PCYK-YQVV	10.5.1400.410.0000.09.00	SUPPLIES: CULINARY	$190.10
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	143L-PCYK-YQVV	10.5.1400.410.0000.09.00	SUPPLIES: CULINARY	($1.40)
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	169X-YY49-XVMF	10.5.1400.410.0000.09.00	SUPPLIES: CULINARY	$8.25
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	16F1-CW16-Q64Y	10.5.2630.410.0000.00.00	SUPPLIES: INFORMATION SRVS	$13.71
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	16F1-CW16-Q64Y	10.5.2630.410.0000.00.00	SUPPLIES: INFORMATION SRVS	$17.59
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	16F1-CW16-Q64Y	10.5.2630.410.0000.00.00	SUPPLIES: INFORMATION SRVS	$12.98

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Check Number	Date	Voucher	Payee	Invoice	Account	Description	Amount
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	16F1-CW16-Q64Y	10.5.2630.410.0000.00.00	SUPPLIES: INFORMATION SRVS	$24.95
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	16F1-CW16-Q64Y	10.5.2630.410.0000.00.00	SUPPLIES: INFORMATION SRVS	$18.99
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	16F1-CW16-Q64Y	10.5.2630.410.0000.00.00	SUPPLIES: INFORMATION SRVS	$39.00
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	16F1-CW16-Q64Y	10.5.2630.410.0000.00.00	SUPPLIES: INFORMATION SRVS	$14.98
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	16F1-CW16-Q64Y	10.5.2630.410.0000.00.00	SUPPLIES: INFORMATION SRVS	$215.99
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	16F1-CW16-Q64Y	10.5.2630.410.0000.00.00	SUPPLIES: INFORMATION SRVS	$167.31
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	16F1-CW16-Q64Y	10.5.2630.410.0000.00.00	SUPPLIES: INFORMATION SRVS	$166.00
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	16L1-Q4QV-PRF6	10.5.1400.410.0000.09.00	SUPPLIES: CULINARY	$78.96
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	16L1-Q4QV-PRF6	10.5.1400.410.0000.09.00	SUPPLIES: CULINARY	$7.99
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	16L1-Q4QV-PRF6	10.5.1400.410.0000.09.00	SUPPLIES: CULINARY	$23.25
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	16Q1-GJFN-FT76	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$44.94
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	16Q1-GJFN-FT76	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$126.00
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	16Q1-GJFN-FT76	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$23.98
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	16Q1-GJFN-FT76	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$29.94
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	16Q1-GJFN-FT76	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$65.00
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	16Q1-GJFN-FT76	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$36.72
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	16Q1-GJFN-FT76	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$103.80

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Check Number	Date	Voucher	Payee	Invoice	Account	Description	Amount
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	16Q1-GJFN-FT76	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$17.99
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	16Q1-GJFN-FT76	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$26.98
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	16Q1-GJFN-FT76	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$19.48
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	16Q1-GJFN-FT76	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$30.95
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	16Q1-GJFN-FT76	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$20.28
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	16Q1-GJFN-FT76	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$79.08
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	16Q1-GJFN-FT76	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$86.72
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	16Q1-GJFN-FT76	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$29.76
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	16Q1-GJFN-FT76	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$39.72
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	16Q1-GJFN-FT76	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$48.08
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	16Q1-GJFN-FT76	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$23.74
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	16Q1-GJFN-FT76	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$20.82
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	16Q1-GJFN-FT76	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$26.44
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	16Q1-GJFN-FT76	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$41.24
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	16Q1-GJFN-FT76	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$22.99
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	16Q1-GJFN-FT76	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$89.70
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	16Q1-GJFN-FT76	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$53.85
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	16Q1-GJFN-FT76	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$50.68
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	16Q1-GJFN-FT76	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$34.04

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233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	16Q1-GJFN-FT76	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$69.97
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	16Q1-GJFN-FT76	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$69.99
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1CVD-9FYY-KC9G	10.5.1100.410.0000.08.00	SUPPLIES: PHYSICAL EDUCATION	$154.69
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1CVD-9FYY-KC9G	10.5.1100.410.0000.08.00	SUPPLIES: PHYSICAL EDUCATION	$39.98
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1CVD-9FYY-KC9G	10.5.1100.410.0000.08.00	SUPPLIES: PHYSICAL EDUCATION	$4.76
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1CVD-9FYY-KC9G	10.5.1100.410.0000.08.00	SUPPLIES: PHYSICAL EDUCATION	$45.89
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1CVD-9FYY-KC9G	10.5.1100.410.0000.08.00	SUPPLIES: PHYSICAL EDUCATION	$13.67
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1CVD-9FYY-KC9G	10.5.1100.410.0000.08.00	SUPPLIES: PHYSICAL EDUCATION	$24.78
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1CVD-9FYY-KC9G	10.5.1100.410.0000.08.00	SUPPLIES: PHYSICAL EDUCATION	$26.60
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1CVD-9FYY-KC9G	10.5.1100.410.0000.08.00	SUPPLIES: PHYSICAL EDUCATION	$104.85
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1CVD-9FYY-KC9G	10.5.1100.410.0000.08.00	SUPPLIES: PHYSICAL EDUCATION	$46.80
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1CVD-9FYY-KC9G	10.5.1100.410.0000.08.00	SUPPLIES: PHYSICAL EDUCATION	$11.10
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1DC6-FKXD-4J9Q	10.5.2210.410.4300.00.PY	SUPPLIES – TITLE I (Prior Yr)	$9.86
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1DC6-FKXD-4J9Q	10.5.2210.410.4300.00.PY	SUPPLIES – TITLE I (Prior Yr)	$19.99
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1DC6-FKXD-4J9Q	10.5.2210.410.4300.00.PY	SUPPLIES – TITLE I (Prior Yr)	$30.49

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Check Number	Date	Voucher	Payee	Invoice	Account	Description	Amount
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1DC6-FKXD-4J9Q	10.5.2210.410.4300.00.PY	SUPPLIES – TITLE I (Prior Yr)	$30.36
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1DC6-FKXD-4J9Q	10.5.2210.410.4300.00.PY	SUPPLIES – TITLE I (Prior Yr)	$20.43
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1DC6-FKXD-4J9Q	10.5.2210.410.4300.00.PY	SUPPLIES – TITLE I (Prior Yr)	$36.05
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1DC6-FKXD-4J9Q	10.5.2210.410.4300.00.PY	SUPPLIES – TITLE I (Prior Yr)	$34.39
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1DC6-FKXD-4J9Q	10.5.2210.410.4300.00.PY	SUPPLIES – TITLE I (Prior Yr)	$31.96
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1DC6-FKXD-4J9Q	10.5.2210.410.4300.00.PY	SUPPLIES – TITLE I (Prior Yr)	$25.01
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1DC6-FKXD-4J9Q	10.5.2210.410.4300.00.PY	SUPPLIES – TITLE I (Prior Yr)	$26.51
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1DC6-FKXD-4J9Q	10.5.2210.410.4300.00.PY	SUPPLIES – TITLE I (Prior Yr)	$24.40
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1DK7-HN13-J76P	10.5.1100.410.0000.12.00	SUPPLIES: MUSIC	$4.89
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1DK7-HN13-J76P	10.5.1100.410.0000.12.00	SUPPLIES: MUSIC	$9.49
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1FJY-J71X-W4QJ	10.5.1100.410.0000.12.00	SUPPLIES: MUSIC	$17.98
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1FJY-J71X-W4QJ	10.5.1100.410.0000.12.00	SUPPLIES: MUSIC	$9.49
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1FJY-J71X-W4QJ	10.5.1100.410.0000.12.00	SUPPLIES: MUSIC	$25.16
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1FY4-DWX7-R6P4	10.5.2120.410.0000.00.00	SUPPLIES: GUIDANCE	$41.34
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1FY4-DWX7-R6P4	10.5.2120.410.0000.00.00	SUPPLIES: GUIDANCE	$159.99
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1FY4-DWX7-R6P4	10.5.2120.410.0000.00.00	SUPPLIES: GUIDANCE	$26.83
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1GJF-FKYP-4DWF	10.5.2120.410.0000.00.00	SUPPLIES: GUIDANCE	$13.99

Disbursement Detail Listing

Fiscal Year: 2025-2026

Bank Name: Expense Bank Account
Bank Account: 181 477 1
Date Range: 07/01/2025 - 06/30/2026
Voucher Range: 1062 - 1087
Sort By: Vendor
Dollar Limit: $0.00

☑ Print Employee Vendor Names ☑ Exclude Voided Checks ☑ Exclude Manual Checks ☐ Include Non Check Batches

Check Number	Date	Voucher	Payee	Invoice	Account	Description	Amount
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1GJF-FKYP-4DWF	10.5.2120.410.0000.00.00	SUPPLIES: GUIDANCE	$21.95
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1GJF-FKYP-4DWF	10.5.2120.410.0000.00.00	SUPPLIES: GUIDANCE	$20.48
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1GJF-FKYP-4DWF	10.5.2120.410.0000.00.00	SUPPLIES: GUIDANCE	$20.69
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1GJF-FKYP-4DWF	10.5.2120.410.0000.00.00	SUPPLIES: GUIDANCE	$18.99
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1GJF-FKYP-4DWF	10.5.2120.410.0000.00.00	SUPPLIES: GUIDANCE	$52.04
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1GJF-FKYP-4DWF	10.5.2120.410.0000.00.00	SUPPLIES: GUIDANCE	$26.67
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1GJF-FKYP-4DWF	10.5.2120.410.0000.00.00	SUPPLIES: GUIDANCE	$19.99
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1GJF-FKYP-4DWF	10.5.2120.410.0000.00.00	SUPPLIES: GUIDANCE	$18.99
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1GJF-FKYP-4DWF	10.5.2120.410.0000.00.00	SUPPLIES: GUIDANCE	$134.99
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1GJF-FKYP-4DWF	10.5.2120.410.0000.00.00	SUPPLIES: GUIDANCE	$17.24
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1GJF-FKYP-4DWF	10.5.2120.410.0000.00.00	SUPPLIES: GUIDANCE	$55.96
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1GJF-FKYP-4DWF	10.5.2120.410.0000.00.00	SUPPLIES: GUIDANCE	$42.98
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1GJF-FKYP-4DWF	10.5.2120.410.0000.00.00	SUPPLIES: GUIDANCE	$27.99
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1GJF-FKYP-4DWF	10.5.2120.410.0000.00.00	SUPPLIES: GUIDANCE	$25.99
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1GJF-FKYP-4DWF	10.5.2120.410.0000.00.00	SUPPLIES: GUIDANCE	$15.89
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1GJF-FKYP-4DWF	10.5.2120.410.0000.00.00	SUPPLIES: GUIDANCE	$68.34
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1GJF-FKYP-4DWF	10.5.2120.410.0000.00.00	SUPPLIES: GUIDANCE	$20.04
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1GJF-FKYP-4DWF	10.5.2120.410.0000.00.00	SUPPLIES: GUIDANCE	$16.27
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1GJF-FKYP-4DWF	10.5.2120.410.0000.00.00	SUPPLIES: GUIDANCE	$9.28

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Sort By: Vendor
Dollar Limit: $0.00

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Check Number	Date	Voucher	Payee	Invoice	Account	Description	Amount
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1GJF-FKYP-4DWF	10.5.2120.410.0000.00.00	SUPPLIES: GUIDANCE	$27.92
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1GJF-FKYP-4DWF	10.5.2120.410.0000.00.00	SUPPLIES: GUIDANCE	$16.84
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1GJF-FKYP-4DWF	10.5.2120.410.0000.00.00	SUPPLIES: GUIDANCE	$9.61
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1GJF-FKYP-4DWF	10.5.2120.410.0000.00.00	SUPPLIES: GUIDANCE	$8.97
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1GJF-FKYP-4DWF	10.5.2120.410.0000.00.00	SUPPLIES: GUIDANCE	$83.97
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1GJF-FKYP-4DWF	10.5.2120.410.0000.00.00	SUPPLIES: GUIDANCE	$16.99
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1GJF-FKYP-4DWF	10.5.2120.410.0000.00.00	SUPPLIES: GUIDANCE	($4.30)
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1H1N-WQLR-161J	10.5.2630.410.0000.00.00	SUPPLIES: INFORMATION SRVS	$83.00
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1H1N-WQLR-161J	10.5.2630.410.0000.00.00	SUPPLIES: INFORMATION SRVS	$41.13
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1HHD-RNH3-KNT6	10.5.1400.410.0000.10.00	SUPPLIES: INDUST TECH	$15.98
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1HHD-RNH3-KNT6	10.5.1400.410.0000.10.00	SUPPLIES: INDUST TECH	$52.43
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1HHD-RNH3-KNT6	10.5.1400.410.0000.10.00	SUPPLIES: INDUST TECH	$25.74
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1HHD-RNH3-KNT6	10.5.1400.410.0000.10.00	SUPPLIES: INDUST TECH	$18.99
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1JKX-Y6TK-4F3T	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$166.59
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1JKX-Y6TK-4F3T	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$129.84
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1JKX-Y6TK-4F3T	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$77.31
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1JKX-Y6TK-4F3T	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$17.08
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1JKX-Y6TK-4F3T	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$34.99
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1JKX-Y6TK-4F3T	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$325.75

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Sort By: Vendor
Dollar Limit: $0.00

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Check Number	Date	Voucher	Payee	Invoice	Account	Description	Amount
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1JKX-Y6TK-4F3T	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$69.90
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1JKX-Y6TK-4F3T	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$29.99
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1JKX-Y6TK-4F3T	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$175.80
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1JKX-Y6TK-4F3T	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$46.98
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1JKX-Y6TK-4F3T	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$47.97
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1JKX-Y6TK-4F3T	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$35.88
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1JKX-Y6TK-4F3T	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$79.98
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1JKX-Y6TK-4F3T	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$679.90
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1JKX-Y6TK-4F3T	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$164.20
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1JKX-Y6TK-4F3T	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	($6.99)
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1JLG-KNDW-JHHR	10.5.1100.410.0000.02.00	SUPPLIES: ART	$107.97
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1JLG-KNDW-JHHR	10.5.1100.410.0000.02.00	SUPPLIES: ART	($2.52)
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1K1K-PRMF-PDD4	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$39.98
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1K1K-PRMF-PDD4	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$7.99
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1K1K-PRMF-PDD4	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$7.99
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1K1K-PRMF-PDD4	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$7.99
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1K1K-PRMF-PDD4	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$7.99
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1K1K-PRMF-PDD4	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$118.20
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1NK1-7VMN-63FG	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$255.96

Disbursement Detail Listing

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Sort By: Vendor
Dollar Limit: $0.00

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Check Number	Date	Voucher	Payee	Invoice	Account	Description	Amount
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1NK1-7VMN-63FG	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$22.57
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1NK1-7VMN-63FG	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$31.99
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1NK1-7VMN-63FG	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$69.99
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1NK1-7VMN-63FG	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$299.95
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1NK1-7VMN-63FG	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$174.90
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1NK1-7VMN-63FG	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$29.96
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1NK1-7VMN-63FG	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$74.85
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1NK1-7VMN-63FG	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$70.55
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1NK1-7VMN-63FG	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$62.10
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1NK1-7VMN-63FG	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$33.24
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1NK1-7VMN-63FG	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$77.16
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1NK1-7VMN-63FG	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$78.00
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1NK1-7VMN-63FG	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$38.97
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1NK1-7VMN-63FG	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$18.42
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1NK1-7VMN-63FG	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$26.56
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1NK1-7VMN-63FG	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$23.13
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1NK1-7VMN-63FG	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$6.64
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1NK1-7VMN-63FG	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$5.99
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1NK1-7VMN-63FG	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$4.99

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Check Number	Date	Voucher	Payee	Invoice	Account	Description	Amount
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1NK1-7VMN-63FG	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$28.49
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1Q7F-NQYQ-4GFR	10.5.1500.410.0000.30.80	SUPPLIES: TENNIS	$267.00
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1QXF-Q3H1-4J9Q	10.5.1100.410.0000.05.00	SUPPLIES: ENGLISH	$79.99
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1QXF-Q3H1-4J9Q	10.5.1100.410.0000.05.00	SUPPLIES: ENGLISH	$37.04
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1QXF-Q3H1-4J9Q	10.5.1100.410.0000.05.00	SUPPLIES: ENGLISH	$59.99
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1QXF-Q3H1-4J9Q	10.5.1100.410.0000.05.00	SUPPLIES: ENGLISH	$12.99
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1QXF-Q3H1-4J9Q	10.5.1100.410.0000.05.00	SUPPLIES: ENGLISH	$71.94
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1RDJ-C1XH-4JYV	10.5.2330.410.0000.00.00	CTE – SUPPLIES	$39.99
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1TMV-G3NF-1L7W	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$17.96
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1TMV-G3NF-1L7W	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$84.95
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1TMV-G3NF-1L7W	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$39.58
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1TMV-G3NF-1L7W	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$133.56
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1TMV-G3NF-1L7W	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$91.98
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1TMV-G3NF-1L7W	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$44.94
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1TMV-G3NF-1L7W	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$28.48
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1VHP-GX4K-NVPV	10.5.2210.410.4932.00.PY	SUPPLIES – TITLE II (PRIOR YR)	$359.50
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1VHP-GX4K-NVPV	10.5.2210.410.4932.00.PY	SUPPLIES – TITLE II (PRIOR YR)	$323.90
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1VHP-GX4K-NVPV	10.5.2210.410.4932.00.PY	SUPPLIES – TITLE II (PRIOR YR)	$362.30

Disbursement Detail Listing

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233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1VHP-GX4K-NVPV	10.5.2210.410.4932.00.PY	SUPPLIES – TITLE II (PRIOR YR)	$329.50
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1VHP-GX4K-NVPV	10.5.2210.410.4932.00.PY	SUPPLIES – TITLE II (PRIOR YR)	$9.86
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1VHP-GX4K-NVPV	10.5.2210.410.4932.00.PY	SUPPLIES – TITLE II (PRIOR YR)	$35.10
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1VHP-GX4K-NVPV	10.5.2210.410.4932.00.PY	SUPPLIES – TITLE II (PRIOR YR)	$36.74
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1VHP-GX4K-NVPV	10.5.2210.410.4932.00.PY	SUPPLIES – TITLE II (PRIOR YR)	$34.00
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1VPV-V6HQ-143H	10.5.2320.410.0000.00.00	SUPPLIES: SUPT OFC	$11.73
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1VPV-V6HQ-143H	10.5.2320.410.0000.00.00	SUPPLIES: SUPT OFC	$25.99
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1VPV-V6HQ-143H	10.5.2320.410.0000.00.00	SUPPLIES: SUPT OFC	$25.99
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1VPV-V6HQ-143H	10.5.2320.410.0000.00.00	SUPPLIES: SUPT OFC	$18.99
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1VPV-V6HQ-143H	10.5.2320.410.0000.00.00	SUPPLIES: SUPT OFC	$34.99
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1VPV-V6HQ-143H	10.5.2320.410.0000.00.00	SUPPLIES: SUPT OFC	$63.12
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1VPV-V6HQ-143H	10.5.2320.410.0000.00.00	SUPPLIES: SUPT OFC	($3.00)
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1W6L-KKWV-PW6P	10.5.1100.410.0000.01.00	SUPPLIES – READING	$22.41
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1WHJ-WL41-NDWY	10.5.1100.410.0000.12.00	SUPPLIES: MUSIC	$26.64
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1WHJ-WL41-NDWY	10.5.1100.410.0000.12.00	SUPPLIES: MUSIC	$9.31
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1WHJ-WL41-NDWY	10.5.1100.410.0000.12.00	SUPPLIES: MUSIC	$2.07
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1WHJ-WL41-NDWY	10.5.1100.410.0000.12.00	SUPPLIES: MUSIC	$22.06
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1WHJ-WL41-VGFM	10.5.1500.410.0000.30.69	SUPPLIES: CROSS COUNTRY	$119.76

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Bank Name: Expense Bank Account
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Sort By: Vendor
Dollar Limit: $0.00

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Check Number	Date	Voucher	Payee	Invoice	Account	Description	Amount
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1WYT-WDKV-6PFV	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$18.80
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1WYT-WDKV-6PFV	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$47.96
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1WYT-WDKV-6PFV	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$34.95
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1WYT-WDKV-6PFV	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$25.90
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1WYT-WDKV-6PFV	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$18.10
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1WYT-WDKV-6PFV	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$37.62
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1WYT-WDKV-6PFV	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$79.28
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1WYT-WDKV-6PFV	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$568.80
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1WYT-WDKV-6PFV	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$29.98
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1WYT-WDKV-6PFV	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$53.68
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1WYT-WDKV-6PFV	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$48.18
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1WYT-WDKV-6PFV	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$299.70
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1WYT-WDKV-6PFV	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$43.98
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1WYT-WDKV-6PFV	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$33.48
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1WYT-WDKV-6PFV	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$44.64
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1WYT-WDKV-6PFV	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$377.80
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1WYT-WDKV-6PFV	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	($8.76)
233079323	08/27/2025	1072	AMAZON CAPITAL SERVICES INC.	1XWR-J93Y-KFLW	10.5.1100.410.0000.51.00	SUPPLIES: COPIER PAPER	$1,160.99
						Check Total:	$14,350.95
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	11MW-LKYK-G97L	10.5.1100.410.0000.51.00	SUPPLIES: COPIER PAPER	$264.48

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Check Number	Date	Voucher	Payee	Invoice	Account	Description	Amount
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	11QC-FRWN-19VL	10.5.1100.410.0000.01.00	SUPPLIES – READING	$29.60
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	11QC-FRWN-19VL	10.5.1100.410.0000.01.00	SUPPLIES – READING	$42.39
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	11QC-FRWN-19VL	10.5.1100.410.0000.01.00	SUPPLIES – READING	$34.95
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	11QC-FRWN-19VL	10.5.1100.410.0000.01.00	SUPPLIES – READING	$36.95
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	11QC-FRWN-19VL	10.5.1100.410.0000.01.00	SUPPLIES – READING	$34.94
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	11QC-FRWN-19VL	10.5.1100.410.0000.01.00	SUPPLIES – READING	$40.36
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	16FC-NGRX-6HGH	10.5.1400.410.0000.09.00	SUPPLIES: CULINARY	$32.34
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	16FC-NGRX-6HGH	10.5.1400.410.0000.09.00	SUPPLIES: CULINARY	$9.99
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	16FC-NGRX-6HGH	10.5.1400.410.0000.09.00	SUPPLIES: CULINARY	$9.99
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	16FC-NGRX-6HGH	10.5.1400.410.0000.09.00	SUPPLIES: CULINARY	$9.98
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	16FC-NGRX-6HGH	10.5.1400.410.0000.09.00	SUPPLIES: CULINARY	$12.80
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	16FC-NGRX-6HGH	10.5.1400.410.0000.09.00	SUPPLIES: CULINARY	$12.99
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	16FC-NGRX-6HGH	10.5.1400.410.0000.09.00	SUPPLIES: CULINARY	$17.99
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	16FC-NGRX-6HGH	10.5.1400.410.0000.09.00	SUPPLIES: CULINARY	$6.57
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	16FC-NGRX-6HGH	10.5.1400.410.0000.09.00	SUPPLIES: CULINARY	$4.15
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	16FC-NGRX-6HGH	10.5.1400.410.0000.09.00	SUPPLIES: CULINARY	$2.14
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	16FC-NGRX-6HGH	10.5.1400.410.0000.09.00	SUPPLIES: CULINARY	$8.98
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	16HP-13J1-H7TT	10.5.1100.410.0000.08.00	SUPPLIES: PHYSICAL EDUCATION	($104.85)
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	17C3-PJ1F-WXCX	10.5.2410.410.0000.42.00	SUPPLIES: ASS'T PRINCP – NORTH	$83.68

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Check Number	Date	Voucher	Payee	Invoice	Account	Description	Amount
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	17C3-PJ1F-WXCX	10.5.2410.410.0000.42.00	SUPPLIES: ASS'T PRINCP – NORTH	$17.30
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	17C3-PJ1F-WXCX	10.5.2410.410.0000.42.00	SUPPLIES: ASS'T PRINCP – NORTH	$47.60
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	17Q7-XVJ9-6JPD	10.5.1100.410.0000.01.00	SUPPLIES – READING	$50.88
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	19TV-Q7LP-4VKW	10.5.1100.410.0000.15.00	SUPPLIES: SOC SCI	$19.92
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	19TV-Q7LP-4VKW	10.5.1100.410.0000.15.00	SUPPLIES: SOC SCI	$23.77
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	19TV-Q7LP-4VKW	10.5.1100.410.0000.15.00	SUPPLIES: SOC SCI	$11.25
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	19TV-Q7LP-4VKW	10.5.1100.410.0000.15.00	SUPPLIES: SOC SCI	$14.16
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	19TV-Q7LP-4VKW	10.5.1100.410.0000.15.00	SUPPLIES: SOC SCI	$24.99
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	19TV-Q7LP-4VKW	10.5.1100.410.0000.15.00	SUPPLIES: SOC SCI	$25.99
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	19TV-Q7LP-4VKW	10.5.1100.410.0000.15.00	SUPPLIES: SOC SCI	$17.19
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	19TV-Q7LP-4VKW	10.5.1100.410.0000.15.00	SUPPLIES: SOC SCI	$9.99
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	19TV-Q7LP-4VKW	10.5.1100.410.0000.15.00	SUPPLIES: SOC SCI	$12.34
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	19TV-Q7LP-4VKW	10.5.1100.410.0000.15.00	SUPPLIES: SOC SCI	$12.99
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	19TV-Q7LP-4VKW	10.5.1100.410.0000.15.00	SUPPLIES: SOC SCI	($3.59)
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	1CTW-M7CW-LMYV	10.5.2410.410.0000.42.00	SUPPLIES: ASS'T PRINCP – NORTH	$6.84
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	1CTW-M7CW-LMYV	10.5.2410.410.0000.42.00	SUPPLIES: ASS'T PRINCP – NORTH	$13.99
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	1CTW-M7CW-LMYV	10.5.2410.410.0000.42.00	SUPPLIES: ASS'T PRINCP – NORTH	$10.78
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	1CTW-M7CW-LMYV	10.5.2410.410.0000.42.00	SUPPLIES: ASS'T PRINCP – NORTH	$61.37

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233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	1CTW-M7CW-LMYV	10.5.2410.410.0000.42.00	SUPPLIES: ASS'T PRINCP – NORTH	$7.91
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	1CTW-M7CW-LMYV	10.5.2410.410.0000.42.00	SUPPLIES: ASS'T PRINCP – NORTH	$13.88
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	1CTW-M7CW-LMYV	10.5.2410.410.0000.42.00	SUPPLIES: ASS'T PRINCP – NORTH	$19.88
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	1CTW-M7CW-LMYV	10.5.2410.410.0000.42.00	SUPPLIES: ASS'T PRINCP – NORTH	$42.78
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	1CTW-M7CW-LMYV	10.5.2410.410.0000.42.00	SUPPLIES: ASS'T PRINCP – NORTH	($2.14)
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	1CVD-9FYY-JT1G	10.5.1400.410.0000.10.00	SUPPLIES: INDUST TECH	$13.13
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	1CVD-9FYY-JT1G	10.5.1400.410.0000.10.00	SUPPLIES: INDUST TECH	$13.51
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	1DH1-HJ44-3L7G	10.5.2610.410.0000.45.00	SUPPLIES: STUDENT SUPPORTS	$25.96
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	1DQ7-DGPF-4N6G	10.5.1100.410.0000.15.00	SUPPLIES: SOC SCI	$14.99
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	1FTY-YL1W-4YR3	10.5.1100.410.0000.12.00	SUPPLIES: MUSIC	$27.98
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	1G9F-K1Q1-NCV6	10.5.2410.410.0000.42.00	SUPPLIES: ASS'T PRINCP – NORTH	($17.30)
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	1GLT-XMF3-7MGW	10.5.1100.410.0000.01.00	SUPPLIES – READING	$28.76
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	1GLT-XMF3-7MGW	10.5.1100.410.0000.01.00	SUPPLIES – READING	$29.60
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	1PXP-YCMQ-4YWR	10.5.1100.410.0000.91.00	SUPPLIES – VIKING	$25.99
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	1PXP-YCMQ-4YWR	10.5.1100.410.0000.91.00	SUPPLIES – VIKING	$39.98
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	1PXP-YCMQ-4YWR	10.5.1100.410.0000.91.00	SUPPLIES – VIKING	$21.88
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	1PXP-YCMQ-4YWR	10.5.1100.410.0000.91.00	SUPPLIES – VIKING	$14.99

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233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	1PXP-YCMQ-4YWR	10.5.1100.410.0000.91.00	SUPPLIES – VIKING	$14.99
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	1PXP-YCMQ-4YWR	10.5.1100.410.0000.91.00	SUPPLIES – VIKING	$9.95
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	1PXP-YCMQ-4YWR	10.5.1100.410.0000.91.00	SUPPLIES – VIKING	$8.24
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	1PXP-YCMQ-4YWR	10.5.1100.410.0000.91.00	SUPPLIES – VIKING	$18.99
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	1PXP-YCMQ-4YWR	10.5.1100.410.0000.91.00	SUPPLIES – VIKING	$8.97
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	1V4L-H311-9QCY	10.5.2410.410.0000.42.00	SUPPLIES: ASS'T PRINCP – NORTH	$23.30
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	1VPV-V6HQ-4TJQ	10.5.2660.410.0000.00.00	SUPPLIES: COMPUTER SRVS	$9.99
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	1VPV-V6HQ-4TJQ	10.5.2660.410.0000.00.00	SUPPLIES: COMPUTER SRVS	$5.98
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	1VPV-V6HQ-4TJQ	10.5.2660.410.0000.00.00	SUPPLIES: COMPUTER SRVS	$9.99
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	1VPV-V6HQ-4TJQ	10.5.2660.410.0000.00.00	SUPPLIES: COMPUTER SRVS	$12.99
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	1VPV-V6HQ-4TJQ	10.5.2660.410.0000.00.00	SUPPLIES: COMPUTER SRVS	$7.59
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	1VPV-V6HQ-4TJQ	10.5.2660.410.0000.00.00	SUPPLIES: COMPUTER SRVS	$11.49
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	1VPV-V6HQ-4TJQ	10.5.2660.410.0000.00.00	SUPPLIES: COMPUTER SRVS	$20.67
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	1VPV-V6HQ-4TJQ	10.5.2660.410.0000.00.00	SUPPLIES: COMPUTER SRVS	$9.98
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	1VPV-V6HQ-4TJQ	10.5.2660.410.0000.00.00	SUPPLIES: COMPUTER SRVS	$10.39
233079397	09/03/2025	1082	AMAZON CAPITAL SERVICES INC.	1VPV-V6HQ-4TJQ	10.5.2660.410.0000.00.00	SUPPLIES: COMPUTER SRVS	$16.49
						Check Total:	$1,489.96
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	111W-CC6F-66QY	10.5.1500.410.0000.30.91	SUPPLIES: TRAINER	$25.62
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	11ML-W3G3-XPPQ	20.5.2540.410.0000.00.00	SUPPLIES: OPER & MAINT	$117.90
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	16CW-L9JC-JR1F	10.5.2660.410.0000.00.00	SUPPLIES: COMPUTER SRVS	$14.24

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233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	16CW-L9JC-JR1F	10.5.2660.410.0000.00.00	SUPPLIES: COMPUTER SRVS	$147.00
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	16GX-1X7P-YTHQ	20.5.2540.410.0000.00.00	SUPPLIES: OPER & MAINT	$1,541.70
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	179T-TVV1-3GPN	10.5.2660.410.0000.00.00	SUPPLIES: COMPUTER SRVS	$2.50
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	179T-TVV1-3GPN	10.5.2660.410.0000.00.00	SUPPLIES: COMPUTER SRVS	$34.98
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	179T-TVV1-3GPN	10.5.2660.410.0000.00.00	SUPPLIES: COMPUTER SRVS	$9.79
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	179T-TVV1-6YNY	10.5.1100.410.0000.06.00	SUPPLIES: WORLD	$49.99
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1914-4GTV-4RRC	10.5.2220.410.0000.35.00	SUPPLIES: AUDIO/VISUAL SERVICES	$151.90
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1DP6-TV61-6FW6	10.5.1100.410.0000.06.00	SUPPLIES: WORLD	$40.99
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1DP6-TV61-6FW6	10.5.1100.410.0000.06.00	SUPPLIES: WORLD	$12.99
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1DYT-XM3Y-66X9	10.5.1100.410.0000.06.00	SUPPLIES: WORLD	$125.99
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1GW4-CC7F-7MYJ	20.5.2540.700.0000.00.00	NON-CAP EQUIP: O&M	$509.99
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1H3V-RQRR-6MN1	10.5.1100.410.0000.12.00	SUPPLIES: MUSIC	$9.99
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1H3V-RQRR-6MN1	10.5.1100.410.0000.12.00	SUPPLIES: MUSIC	$18.99
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1H3V-RQRR-6MN1	10.5.1100.410.0000.12.00	SUPPLIES: MUSIC	$6.99
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1H3V-RQRR-6MN1	10.5.1100.410.0000.12.00	SUPPLIES: MUSIC	$6.98
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1H3V-RQRR-6MN1	10.5.1100.410.0000.12.00	SUPPLIES: MUSIC	$4.74
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1H4P-YRPJ-4RHJ	10.5.1500.410.0000.30.80	SUPPLIES: TENNIS	$595.00
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1HKR-QXCL-CVFG	10.5.2660.410.0000.00.00	SUPPLIES: COMPUTER SRVS	$242.58
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1HKR-QXCL-CVFG	10.5.2660.410.0000.00.00	SUPPLIES: COMPUTER SRVS	$233.95

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Dollar Limit: $0.00

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Check Number	Date	Voucher	Payee	Invoice	Account	Description	Amount
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1J3T-H6LJ-719G	10.5.1500.410.0000.30.91	SUPPLIES: TRAINER	$79.19
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1J3T-H6LJ-719G	10.5.1500.410.0000.30.91	SUPPLIES: TRAINER	$5.49
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1J3T-H6LJ-719G	10.5.1500.410.0000.30.91	SUPPLIES: TRAINER	$15.38
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1J3T-H6LJ-719G	10.5.1500.410.0000.30.91	SUPPLIES: TRAINER	$18.50
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1JK6-PNHG-4HYN	10.5.2220.410.0000.35.00	SUPPLIES: AUDIO/VISUAL SERVICES	$14.38
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1JK6-PNHG-4HYN	10.5.2220.410.0000.35.00	SUPPLIES: AUDIO/VISUAL SERVICES	$12.95
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1JK6-PNHG-4HYN	10.5.2220.410.0000.35.00	SUPPLIES: AUDIO/VISUAL SERVICES	$18.99
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1JK6-PNHG-4HYN	10.5.2220.410.0000.35.00	SUPPLIES: AUDIO/VISUAL SERVICES	$18.99
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1JK6-PNHG-4HYN	10.5.2220.410.0000.35.00	SUPPLIES: AUDIO/VISUAL SERVICES	($1.52)
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1JK6-PNHG-JMLL	10.5.2520.110.0000.00.00	SALARIES: CLERICAL BUSINESS OFC	$7.19
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1JK6-PNHG-JMLL	10.5.2520.110.0000.00.00	SALARIES: CLERICAL BUSINESS OFC	$8.39
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1JK6-PNHG-JMLL	10.5.2520.110.0000.00.00	SALARIES: CLERICAL BUSINESS OFC	$29.95
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1JK6-PNHG-JMLL	10.5.2520.110.0000.00.00	SALARIES: CLERICAL BUSINESS OFC	$164.52
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1JK6-PNHG-JMLL	10.5.2520.110.0000.00.00	SALARIES: CLERICAL BUSINESS OFC	$15.99
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1JK6-PNHG-JMLL	10.5.2520.410.0000.00.00	SUPPLIES: BUSINESS OFC	$15.19
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1JK6-PNHG-JMLL	10.5.2520.410.0000.00.00	SUPPLIES: BUSINESS OFC	$8.39

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233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1ML6-4H37-NCJW	10.5.1100.410.0000.06.00	SUPPLIES: WORLD	$43.69
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1ML6-4H37-NCJW	10.5.1100.410.0000.06.00	SUPPLIES: WORLD	$29.99
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1ML6-4H37-NCJW	10.5.1100.410.0000.06.00	SUPPLIES: WORLD	$15.15
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1ML6-4H37-NCJW	10.5.1100.410.0000.06.00	SUPPLIES: WORLD	$16.95
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1ML6-4H37-NCJW	10.5.1100.410.0000.06.00	SUPPLIES: WORLD	$33.30
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1ML6-4H37-NCJW	10.5.1100.410.0000.06.00	SUPPLIES: WORLD	$32.99
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1ML6-4H37-NCJW	10.5.1100.410.0000.06.00	SUPPLIES: WORLD	$17.52
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1ML6-4H37-NCJW	10.5.1100.410.0000.06.00	SUPPLIES: WORLD	$6.00
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1ML6-4H37-NCJW	10.5.1100.410.0000.06.00	SUPPLIES: WORLD	$12.40
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1ML6-4H37-NCJW	10.5.1100.410.0000.06.00	SUPPLIES: WORLD	$9.09
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1ML6-4H37-NCJW	10.5.1100.410.0000.06.00	SUPPLIES: WORLD	$24.29
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1ML6-4H37-NCJW	10.5.1100.410.0000.06.00	SUPPLIES: WORLD	$53.98
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1ML6-4H37-NCJW	10.5.1100.410.0000.06.00	SUPPLIES: WORLD	$28.19
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1ML6-4H37-NCJW	10.5.1100.410.0000.06.00	SUPPLIES: WORLD	$3.11
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1ML6-4H37-NCJW	10.5.1100.410.0000.06.00	SUPPLIES: WORLD	$26.40
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1NCM-4CGN-LGRJ	10.5.1100.410.0000.08.00	SUPPLIES: PHYSICAL EDUCATION	$16.40
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1NCM-4CGN-LGRJ	10.5.1100.410.0000.08.00	SUPPLIES: PHYSICAL EDUCATION	$16.21
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1NCM-4CGN-LGRJ	10.5.1100.410.0000.08.00	SUPPLIES: PHYSICAL EDUCATION	$55.98

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Check Number	Date	Voucher	Payee	Invoice	Account	Description	Amount
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1NCM-4CGN-LGRJ	10.5.1100.410.0000.08.00	SUPPLIES: PHYSICAL EDUCATION	$7.74
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1NCM-4CGN-LGRJ	10.5.1100.410.0000.08.00	SUPPLIES: PHYSICAL EDUCATION	$12.41
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1NCM-4CGN-LGRJ	10.5.1100.410.0000.08.00	SUPPLIES: PHYSICAL EDUCATION	$11.47
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1NCM-4CGN-LGRJ	10.5.1100.410.0000.08.00	SUPPLIES: PHYSICAL EDUCATION	$100.90
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1NCM-4CGN-LGRJ	10.5.1100.410.0000.08.00	SUPPLIES: PHYSICAL EDUCATION	$35.56
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1NJT-GVPJ-73QH	10.5.1100.410.0000.05.00	SUPPLIES: ENGLISH	$29.60
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1NJT-GVPJ-73QH	10.5.1100.410.0000.05.00	SUPPLIES: ENGLISH	$15.69
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1NJT-GVPJ-73QH	10.5.1100.410.0000.05.00	SUPPLIES: ENGLISH	$32.98
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1W4R-K4QQ-4YD9	10.5.1100.410.0000.01.00	SUPPLIES – READING	$76.23
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1WYT-WDKV-LJ9H	10.5.2660.410.0000.00.00	SUPPLIES: COMPUTER SRVS	$207.87
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1WYT-WDKV-LJ9H	10.5.2660.410.0000.00.00	SUPPLIES: COMPUTER SRVS	$467.87
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1WYT-WDKV-LJ9H	10.5.2660.410.0000.00.00	SUPPLIES: COMPUTER SRVS	$2,709.00
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1XPK-L7K1-9664	10.5.1100.410.0000.05.00	SUPPLIES: ENGLISH	$53.49
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1Y1M-LRLJ-KXDJ	10.5.2660.410.0000.00.00	SUPPLIES: COMPUTER SRVS	$26.99
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1Y1M-LRLJ-KXDJ	10.5.2660.410.0000.00.00	SUPPLIES: COMPUTER SRVS	$151.95
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1YW7-F6KL-6937	10.5.2660.410.0000.00.00	SUPPLIES: COMPUTER SRVS	$22.99
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1YW7-F6KL-6937	10.5.2660.410.0000.00.00	SUPPLIES: COMPUTER SRVS	$19.20
233079414	09/10/2025	1086	AMAZON CAPITAL SERVICES INC.	1YW7-F6KL-6937	10.5.2660.410.0000.00.00	SUPPLIES: COMPUTER SRVS	$476.74

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Check Number	Date	Voucher	Payee	Invoice	Account	Description	Amount
						Check Total:	$9,237.09
233079440	09/16/2025	1087	AMAZON WEB SERVICES INC.	2291256597	10.5.2660.311.0000.00.00	ONLINE SERVICES – COMPUTER SRVS	$1,236.98
						Check Total:	$1,236.98
233079441	09/16/2025	1087	AMERGIS HEALTHCARE STAFFING, INC.	E17016140366	10.5.2130.319.0000.00.00	CONTRACTUAL – HEALTH SERVICES	$690.30
233079441	09/16/2025	1087	AMERGIS HEALTHCARE STAFFING, INC.	E17074000366	10.5.2130.319.0000.00.00	CONTRACTUAL – HEALTH SERVICES	$675.00
						Check Total:	$1,365.30
233079442	09/16/2025	1087	AMERICAN BUTTON MACHINES	276878	10.5.2220.410.0000.00.00	SUPPLIES: MEDIA SERVICES	$234.04
						Check Total:	$234.04
233079443	09/16/2025	1087	AMERICAN SEAL COATING LLC	7892	20.5.2530.530.0000.63.00	PAVING TENNIS COURTS	$28,500.00
						Check Total:	$28,500.00
233079273	08/20/2025	1062	AMERICAN WELDING & GAS, INC	0011031626	10.5.1100.325.0000.13.00	RENTALS – SCIENCE	$106.97
						Check Total:	$106.97
233079444	09/16/2025	1087	AQUA PURE ENTERPRISES, INC	0155231-IN	20.5.2540.410.0000.00.00	SUPPLIES: OPER & MAINT	$732.42
233079444	09/16/2025	1087	AQUA PURE ENTERPRISES, INC	0155231-IN	20.5.2540.410.0000.00.00	SUPPLIES: OPER & MAINT	$19.95
						Check Total:	$752.37
233079445	09/16/2025	1087	ARROW PEST CONTROL	41134504	20.5.2540.319.0000.00.00	OTHER PROF/TECHNICAL SERVICES	$147.00
233079445	09/16/2025	1087	ARROW PEST CONTROL	41134505	20.5.2540.319.0000.00.00	OTHER PROF/TECHNICAL SERVICES	$217.00
233079445	09/16/2025	1087	ARROW PEST CONTROL	41134506	20.5.2540.319.0000.00.00	OTHER PROF/TECHNICAL SERVICES	$217.00
						Check Total:	$581.00
233079324	08/27/2025	1072	ASHLEY MAZZOLA R	304566	10.5.2210.311.3962.00.00	ONLINE SERVICES – ARTS COUNCIL GRANT	$510.00
						Check Total:	$510.00
233079446	09/16/2025	1087	AUBURN SUPPLY COMPANY	S442494	20.5.2540.410.0000.00.00	SUPPLIES: OPER & MAINT	$14.48
						Check Total:	$14.48
233079447	09/16/2025	1087	AVERUS, INC.	1209775	20.5.2540.410.0000.00.00	SUPPLIES: OPER & MAINT	$134.50

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Check Number	Date	Voucher	Payee	Invoice	Account	Description	Amount
233079447	09/16/2025	1087	AVERUS, INC.	8311183	20.5.2540.319.0000.00.00	OTHER PROF/TECHNICAL SERVICES	$2,285.00
233079447	09/16/2025	1087	AVERUS, INC.	8311183	20.5.2540.410.0000.00.00	SUPPLIES: OPER & MAINT	$74.50
						Check Total:	$2,494.00
233079448	09/16/2025	1087	B & H PHOTO/VIDEO	236436474	10.5.1400.410.0000.25.00	SUPPLIES: BROADCASTING	$105.00
233079448	09/16/2025	1087	B & H PHOTO/VIDEO	236436474	10.5.1400.410.0000.25.00	SUPPLIES: BROADCASTING	$25.40
233079448	09/16/2025	1087	B & H PHOTO/VIDEO	236516098	10.5.1400.700.0000.25.00	NON-CAP EQUIP: BROADCASTING	$2,275.56
233079448	09/16/2025	1087	B & H PHOTO/VIDEO	236603305	10.5.2630.410.0000.00.00	SUPPLIES: INFORMATION SRVS	$225.99
						Check Total:	$2,631.95
233079325	08/27/2025	1072	B P	68986168	20.5.2540.464.0000.00.00	SUPPLIES: GASOLINE - OPER & MAINT	$2,023.28
233079325	08/27/2025	1072	B P	68986168	20.5.2540.464.0000.30.00	FUEL & TOLLS - ACTIVITY BUSES	$118.71
						Check Total:	$2,141.99
233079449	09/16/2025	1087	B S N SPORTS	929472985	10.5.1500.410.0000.30.82	SUPPLIES: VOLLEYBALL	$1,498.00
233079449	09/16/2025	1087	B S N SPORTS	929472985	10.5.1500.410.0000.30.82	SUPPLIES: VOLLEYBALL	$1,638.00
233079449	09/16/2025	1087	B S N SPORTS	929472985	10.5.1500.410.0000.30.82	SUPPLIES: VOLLEYBALL	$560.00
233079449	09/16/2025	1087	B S N SPORTS	929472985	10.5.1500.410.0000.30.82	SUPPLIES: VOLLEYBALL	$184.80
233079449	09/16/2025	1087	B S N SPORTS	930501012	10.5.1500.410.0000.30.74	SUPPLIES - FLAG FOOTBALL	$1,513.00
233079449	09/16/2025	1087	B S N SPORTS	930501012	10.5.1500.410.0000.30.74	SUPPLIES - FLAG FOOTBALL	$1,513.00
233079449	09/16/2025	1087	B S N SPORTS	930501012	10.5.1500.410.0000.30.74	SUPPLIES - FLAG FOOTBALL	$267.00
233079449	09/16/2025	1087	B S N SPORTS	930501012	10.5.1500.410.0000.30.74	SUPPLIES - FLAG FOOTBALL	$222.50
233079449	09/16/2025	1087	B S N SPORTS	930501012	10.5.1500.410.0000.30.74	SUPPLIES - FLAG FOOTBALL	$133.50
233079449	09/16/2025	1087	B S N SPORTS	930501012	10.5.1500.410.0000.30.74	SUPPLIES - FLAG FOOTBALL	$1,445.00
233079449	09/16/2025	1087	B S N SPORTS	930501012	10.5.1500.410.0000.30.74	SUPPLIES - FLAG FOOTBALL	$1,445.00
233079449	09/16/2025	1087	B S N SPORTS	930501012	10.5.1500.410.0000.30.74	SUPPLIES - FLAG FOOTBALL	$255.00
233079449	09/16/2025	1087	B S N SPORTS	930501012	10.5.1500.410.0000.30.74	SUPPLIES - FLAG FOOTBALL	$212.50
233079449	09/16/2025	1087	B S N SPORTS	930501012	10.5.1500.410.0000.30.74	SUPPLIES - FLAG FOOTBALL	$127.50
233079449	09/16/2025	1087	B S N SPORTS	930501012	10.5.1500.410.0000.30.74	SUPPLIES - FLAG FOOTBALL	$499.38

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233079449	09/16/2025	1087	B S N SPORTS	930547997	10.5.1500.410.0000.30.76	SUPPLIES: DANCE	$47.94
233079449	09/16/2025	1087	B S N SPORTS	930547997	10.5.1500.410.0000.30.76	SUPPLIES: DANCE	$16.99
233079449	09/16/2025	1087	B S N SPORTS	930547997	10.5.1500.410.0000.30.76	SUPPLIES: DANCE	$12.99
233079449	09/16/2025	1087	B S N SPORTS	930547997	10.5.1500.410.0000.30.76	SUPPLIES: DANCE	$27.96
233079449	09/16/2025	1087	B S N SPORTS	930547997	10.5.1500.410.0000.30.76	SUPPLIES: DANCE	$10.59
233079449	09/16/2025	1087	B S N SPORTS	930548031	10.5.1500.700.0000.30.00	NON-CAP EQUIP: ATHLETICS	$1,760.00
233079449	09/16/2025	1087	B S N SPORTS	930755046	10.5.1500.700.0000.30.00	NON-CAP EQUIP: ATHLETICS	$2,829.98
233079449	09/16/2025	1087	B S N SPORTS	930755046	10.5.1500.700.0000.30.00	NON-CAP EQUIP: ATHLETICS	$1,563.98
233079449	09/16/2025	1087	B S N SPORTS	930755046	10.5.1500.700.0000.30.00	NON-CAP EQUIP: ATHLETICS	$815.92
233079449	09/16/2025	1087	B S N SPORTS	930774847	10.5.1500.410.0000.30.74	SUPPLIES - FLAG FOOTBALL	$869.20
233079449	09/16/2025	1087	B S N SPORTS	930918139	10.5.1500.410.0000.30.82	SUPPLIES: VOLLEYBALL	$370.00
233079449	09/16/2025	1087	B S N SPORTS	930918139	10.5.1500.410.0000.30.82	SUPPLIES: VOLLEYBALL	$648.00
233079449	09/16/2025	1087	B S N SPORTS	930918139	10.5.1500.410.0000.30.82	SUPPLIES: VOLLEYBALL	$180.00
233079449	09/16/2025	1087	B S N SPORTS	930918139	10.5.1500.410.0000.30.82	SUPPLIES: VOLLEYBALL	$50.00
233079449	09/16/2025	1087	B S N SPORTS	930918139	10.5.1500.410.0000.30.82	SUPPLIES: VOLLEYBALL	$198.00
233079449	09/16/2025	1087	B S N SPORTS	930918139	10.5.1500.410.0000.30.82	SUPPLIES: VOLLEYBALL	$899.50
233079449	09/16/2025	1087	B S N SPORTS	930918139	10.5.1500.410.0000.30.82	SUPPLIES: VOLLEYBALL	$785.98
233079449	09/16/2025	1087	B S N SPORTS	930918139	10.5.1500.410.0000.30.82	SUPPLIES: VOLLEYBALL	$320.00
233079449	09/16/2025	1087	B S N SPORTS	930918139	10.5.1500.410.0000.30.82	SUPPLIES: VOLLEYBALL	$172.57
233079449	09/16/2025	1087	B S N SPORTS	930931295	10.5.1500.700.0000.30.00	NON-CAP EQUIP: ATHLETICS	$4,278.25
233079449	09/16/2025	1087	B S N SPORTS	930962552	10.5.1500.410.0000.30.71	SUPPLIES: FOOTBALL	$480.00
233079449	09/16/2025	1087	B S N SPORTS	930962552	10.5.1500.410.0000.30.71	SUPPLIES: FOOTBALL	$960.00
233079449	09/16/2025	1087	B S N SPORTS	930962552	10.5.1500.410.0000.30.71	SUPPLIES: FOOTBALL	$960.00
233079449	09/16/2025	1087	B S N SPORTS	930962552	10.5.1500.410.0000.30.71	SUPPLIES: FOOTBALL	$120.00
						Check Total:	$29,892.03
233079450	09/16/2025	1087	B&H PHOTO-VIDEO	236961617	10.5.2220.410.0000.35.00	SUPPLIES: AUDIO/VISUAL SERVICES	$233.60
						Check Total:	$233.60
233079451	09/16/2025	1087	BANNERVILLE USA, INC.	038385	20.5.2540.319.0000.00.00	OTHER PROF/TECHNICAL SERVICES	$750.00

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Dollar Limit: $0.00

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Check Number	Date	Voucher	Payee	Invoice	Account	Description	Amount
233079451	09/16/2025	1087	BANNERVILLE USA, INC.	038385	20.5.2540.550.0000.00.00	CAPITALIZED EQUIPMENT: O&M	$8,725.00
233079451	09/16/2025	1087	BANNERVILLE USA, INC.	038385	20.5.2540.700.0000.00.00	NON-CAP EQUIP: O&M	$4,080.00
						Check Total:	$13,555.00
233079452	09/16/2025	1087	BARRY SPERTI MUSIC	16603	10.5.1100.320.0000.12.00	REPAIRS - MUSIC	$90.00
233079452	09/16/2025	1087	BARRY SPERTI MUSIC	16604	10.5.1100.320.0000.12.00	REPAIRS - MUSIC	$90.00
233079452	09/16/2025	1087	BARRY SPERTI MUSIC	16609	10.5.1100.320.0000.12.00	REPAIRS - MUSIC	$90.00
233079452	09/16/2025	1087	BARRY SPERTI MUSIC	16611	10.5.1100.320.0000.12.00	REPAIRS - MUSIC	$90.00
233079452	09/16/2025	1087	BARRY SPERTI MUSIC	16614	10.5.1100.320.0000.12.00	REPAIRS - MUSIC	$90.00
233079452	09/16/2025	1087	BARRY SPERTI MUSIC	16637	10.5.1100.320.0000.12.00	REPAIRS - MUSIC	$90.00
233079452	09/16/2025	1087	BARRY SPERTI MUSIC	16646	10.5.1100.320.0000.12.00	REPAIRS - MUSIC	$67.50
233079452	09/16/2025	1087	BARRY SPERTI MUSIC	16653	10.5.1100.320.0000.12.00	REPAIRS - MUSIC	$135.00
233079452	09/16/2025	1087	BARRY SPERTI MUSIC	16662	10.5.1100.320.0000.12.00	REPAIRS - MUSIC	$90.00
233079452	09/16/2025	1087	BARRY SPERTI MUSIC	16668	10.5.1100.320.0000.12.00	REPAIRS - MUSIC	$90.00
233079452	09/16/2025	1087	BARRY SPERTI MUSIC	16680	10.5.1100.320.0000.12.00	REPAIRS - MUSIC	$90.00
233079452	09/16/2025	1087	BARRY SPERTI MUSIC	16682	10.5.1100.320.0000.12.00	REPAIRS - MUSIC	$90.00
						Check Total:	$1,102.50
233079326	08/27/2025	1072	BENET ACADEMY	BASKETBALL F B	10.5.1500.640.0000.30.67	DUES AND FEES:	$275.00
						Check Total:	$275.00
233079327	08/27/2025	1072	BETHANY WISZ	USPS 08/22/25 SAM CL	10.5.2630.341.0000.00.00	POSTAGE	$31.40
						Check Total:	$31.40
233079398	09/03/2025	1082	BETHANY WISZ	USPS 08/28/25	10.5.2630.341.0000.00.00	POSTAGE	$31.40
233079398	09/03/2025	1082	BETHANY WISZ	USPS 08/28/25	10.5.2630.341.0000.00.00	POSTAGE	$31.40
						Check Total:	$62.80
233079453	09/16/2025	1087	BIOZONE CORPORATION	INV-15979	10.5.1100.419.0000.13.00	SUPPLIES/RESALE - SCIENCE	$894.40
233079453	09/16/2025	1087	BIOZONE CORPORATION	INV-15979	10.5.1100.419.0000.13.00	SUPPLIES/RESALE - SCIENCE	$0.00
233079453	09/16/2025	1087	BIOZONE CORPORATION	INV-15979	10.5.1100.419.0000.13.00	SUPPLIES/RESALE - SCIENCE	$0.00
233079453	09/16/2025	1087	BIOZONE CORPORATION	INV-15979	10.5.1100.419.0000.13.00	SUPPLIES/RESALE - SCIENCE	$122.54
						Check Total:	$1,016.94
233079328	08/27/2025	1072	BLOOM TOWNSHIP HIGH SCHOOL	BASKETBALL FR B	10.5.1500.640.0000.30.67	DUES AND FEES:	$500.00
						Check Total:	$500.00

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Check Number	Date	Voucher	Payee	Invoice	Account	Description	Amount
233079274	08/20/2025	1062	BLUE CROSS BLUE SHIELD OF IL	SEPT 25 HMO MED INSU	10.2.0489.000.0000.00.00	EE – ER LIABILITIES – OTHER	$7,204.03
						Check Total:	$7,204.03
233079395	08/28/2025	1075	BMO FINANCIAL GROUP	CHATGPT 07.13 1452	10.5.2660.311.0000.00.00	ONLINE SERVICES – COMPUTER SRVS	$20.00
233079395	08/28/2025	1075	BMO FINANCIAL GROUP	CHATGPT 07.14 1452	10.5.2230.311.0000.00.00	ONLINE SERVICES – ASSESSMENT	$20.00
233079395	08/28/2025	1075	BMO FINANCIAL GROUP	CHATGPT 07.26 1976	10.5.2520.311.0000.00.00	ONLINE SERVICES – BUSINESS OFC	$20.00
233079395	08/28/2025	1075	BMO FINANCIAL GROUP	CHATGPT 07.31 1769	10.5.2630.311.0000.00.00	ONLINE SERVICES – INFORMATION SERVICES	$20.00
233079395	08/28/2025	1075	BMO FINANCIAL GROUP	CHI TRIB 07.31 1769	10.5.2630.410.0000.00.00	SUPPLIES: INFORMATION SRVS	$44.00
233079395	08/28/2025	1075	BMO FINANCIAL GROUP	COSN 07.08 0711	10.5.2660.640.0000.00.00	DUES & FEES – COMPUTER SERVICES	$1,020.00
233079395	08/28/2025	1075	BMO FINANCIAL GROUP	COSN 07.16 0711	10.5.2660.319.0000.00.00	CONTRACTUAL – COMPUTER SRVS	$119.00
233079395	08/28/2025	1075	BMO FINANCIAL GROUP	HF CHRON 07.28 3932	10.5.2620.319.0000.53.00	CONTRACTUAL – ALUMNI & GRANT DEVELOP	$79.00
233079395	08/28/2025	1075	BMO FINANCIAL GROUP	IASB 07.14 4233	10.5.2510.332.0000.00.00	TRAVEL – DIRECTOR OF BUS SRVS	$762.20
233079395	08/28/2025	1075	BMO FINANCIAL GROUP	IASB 07.14 4233	10.5.2640.332.0000.00.00	TRAVEL – STAFF SERVICES	$762.20
233079395	08/28/2025	1075	BMO FINANCIAL GROUP	JEWEL 07.17 4233	10.5.2320.410.0000.00.00	SUPPLIES: SUPT OFC	$262.27
233079395	08/28/2025	1075	BMO FINANCIAL GROUP	LENNYS 07.22 1071	20.5.2540.410.0000.00.00	SUPPLIES: OPER & MAINT	$88.04
233079395	08/28/2025	1075	BMO FINANCIAL GROUP	LENNYS 07.22 1071	20.5.2540.410.0000.00.00	SUPPLIES: OPER & MAINT	$69.24
233079395	08/28/2025	1075	BMO FINANCIAL GROUP	MEIJER 08.04 4233	10.5.2320.410.0000.00.00	SUPPLIES: SUPT OFC	$8.18
233079395	08/28/2025	1075	BMO FINANCIAL GROUP	UBER 07.14 0268	10.5.2410.332.0000.40.00	TRAVEL – PRINCIPAL	$48.63
233079395	08/28/2025	1075	BMO FINANCIAL GROUP	UBER 07.14 0268	10.5.2410.332.0000.40.00	TRAVEL – PRINCIPAL	$7.00
233079395	08/28/2025	1075	BMO FINANCIAL GROUP	UBER 07.15 0268	10.5.2410.332.0000.40.00	TRAVEL – PRINCIPAL	$86.45
233079395	08/28/2025	1075	BMO FINANCIAL GROUP	UBER 07.17 0268	10.5.2410.332.0000.40.00	TRAVEL – PRINCIPAL	$15.01

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Check Number	Date	Voucher	Payee	Invoice	Account	Description	Amount
233079395	08/28/2025	1075	BMO FINANCIAL GROUP	UBER 07.17 0268	10.5.2410.332.0000.40.00	TRAVEL – PRINCIPAL	$14.65
233079395	08/28/2025	1075	BMO FINANCIAL GROUP	UBER 07.17 0268	10.5.2410.332.0000.40.00	TRAVEL – PRINCIPAL	($30.00)
233079395	08/28/2025	1075	BMO FINANCIAL GROUP	UBER 07.17 0268	10.5.2410.332.0000.40.00	TRAVEL – PRINCIPAL	$76.27
233079395	08/28/2025	1075	BMO FINANCIAL GROUP	UBER 07.17 0268	10.5.2410.332.0000.40.00	TRAVEL – PRINCIPAL	$30.00
233079395	08/28/2025	1075	BMO FINANCIAL GROUP	UBER 07.18 0268	10.5.2410.332.0000.40.00	TRAVEL – PRINCIPAL	$46.95
233079395	08/28/2025	1075	BMO FINANCIAL GROUP	UBER 07.24 0268	10.5.2410.332.0000.40.00	TRAVEL – PRINCIPAL	$8.00
233079395	08/28/2025	1075	BMO FINANCIAL GROUP	WASBO 07.29 1071	20.5.2540.332.0000.00.00	TRAVEL – OPER & MAINT	$330.00
233079395	08/28/2025	1075	BMO FINANCIAL GROUP	ZOOM 07.16 1452	10.5.2660.311.0000.00.00	ONLINE SERVICES – COMPUTER SRVS	$389.91
						Check Total:	$4,317.00
233079329	08/27/2025	1072	BRADLEY-BOURBONNAIS HIGH SCHOOL	WRESTLING JV B	10.5.1500.640.0000.30.84	DUES AND FEES: WRESTLING	$350.00
						Check Total:	$350.00
233079454	09/16/2025	1087	BRAUN GROUP, THE	31003	60.5.2530.700.0000.13.00	CAPITAL PROJECT NON-CAP – SCIENCE WING	$6,664.00
233079454	09/16/2025	1087	BRAUN GROUP, THE	31007	20.5.2540.410.0000.00.00	SUPPLIES: OPER & MAINT	$1,926.00
233079454	09/16/2025	1087	BRAUN GROUP, THE	31007	60.5.2530.480.0000.13.00	FURNISHINGS & SUPPLIES – SCIENCE ADD'N	$1,444.00
						Check Total:	$10,034.00
233079275	08/20/2025	1062	BREEZIN' THRU INC.	BZ 1203	10.5.1100.311.0000.00.00	ONLINE SERVICES & SUBSCRIPTIONS	$275.00
						Check Total:	$275.00
233079330	08/27/2025	1072	BREMEN HIGH SCHOOL	BASKETBALL JV B	10.5.1500.640.0000.30.67	DUES AND FEES:	$450.00
						Check Total:	$450.00
233079455	09/16/2025	1087	BREX SOLUTIONS INC.	INV-65475	40.5.2550.333.0000.00.00	TRANSP – SPEC EDUC	$12,464.00
						Check Total:	$12,464.00
233079456	09/16/2025	1087	BRITTEN SCHOOL	16617	10.5.1912.670.0000.16.00	TUITION – SPECIAL EDUCATION	$1,400.25
						Check Total:	$1,400.25
233079457	09/16/2025	1087	CALUMET PAINT & WALLPAPER, INC.	C0193141	20.5.2540.410.0000.00.94	SUPPLIES: PAINTING	$703.59
233079457	09/16/2025	1087	CALUMET PAINT & WALLPAPER, INC.	C0193439	20.5.2540.410.0000.00.94	SUPPLIES: PAINTING	$498.85

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233079457	09/16/2025	1087	CALUMET PAINT & WALLPAPER, INC.	C0193530	20.5.2540.410.0000.00.94	SUPPLIES: PAINTING	$279.60
						Check Total:	$1,482.04
233079276	08/20/2025	1062	CAMELOT THERAPEUTIC SCHOOLS, LLC.	INV226833	10.5.1912.670.0000.16.00	TUITION - SPECIAL EDUCATION	$3,304.34
						Check Total:	$3,304.34
233079415	09/10/2025	1086	CARL SANDBURG HIGH SCHOOL	JV WRESTING SWSC B	10.5.1500.640.0000.30.84	DUES AND FEES: WRESTLING	$500.00
						Check Total:	$500.00
233079458	09/16/2025	1087	CARROLL CONSTRUCTION SERVICES, LLC	465	20.5.2540.319.0000.00.94	CONTRACTUAL - PAINTING	$9,667.00
233079458	09/16/2025	1087	CARROLL CONSTRUCTION SERVICES, LLC	466	20.5.2540.319.0000.00.94	CONTRACTUAL - PAINTING	$7,445.00
						Check Total:	$17,112.00
233079459	09/16/2025	1087	CENTRAL RODDING SERV, INC	17923	20.5.2540.320.0000.00.00	REPAIRS - OPER & MAINT	$6,810.00
233079459	09/16/2025	1087	CENTRAL RODDING SERV, INC	17952	20.5.2540.320.0000.00.00	REPAIRS - OPER & MAINT	$375.00
						Check Total:	$7,185.00
233079460	09/16/2025	1087	CHICAGO AUTISM ACADEMY, INC. (THE)	5909	10.5.1912.670.0000.16.00	TUITION - SPECIAL EDUCATION	$2,845.70
233079460	09/16/2025	1087	CHICAGO AUTISM ACADEMY, INC. (THE)	5936	10.5.1912.670.0000.16.00	TUITION - SPECIAL EDUCATION	$1,293.50
						Check Total:	$4,139.20
233079461	09/16/2025	1087	CHICAGO COMMUNICATIONS LLC	362714	20.5.2540.319.0000.00.00	OTHER PROF/TECHNICAL SERVICES	$150.00
233079461	09/16/2025	1087	CHICAGO COMMUNICATIONS LLC	362714	20.5.2540.410.0000.00.00	SUPPLIES: OPER & MAINT	$1,620.00
						Check Total:	$1,770.00
233079462	09/16/2025	1087	CHICAGO HOME TUTOR	37566	10.5.1200.314.0000.16.00	HOME-HOSPITAL / SPEC	$248.00
						Check Total:	$248.00
233079463	09/16/2025	1087	CHORAL TRACKS LLC	11092	10.5.1100.311.0000.12.00	ONLINE SERVICES - MUSIC	$699.99
						Check Total:	$699.99
233079277	08/20/2025	1062	CLAUSING INDUSTRIAL LLC	8152025-IN	10.5.1400.550.3220.00.00	CAPITALIZED EQUIP: CTEI GRANT	$18,900.00
233079277	08/20/2025	1062	CLAUSING INDUSTRIAL LLC	8152025-IN	10.5.1400.700.3220.00.00	NON-CAP EQUIP: CTEI	$1,510.00

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233079277	08/20/2025	1062	CLAUSING INDUSTRIAL LLC	8152025-IN	10.5.1400.700.3220.00.00	NON-CAP EQUIP: CTEI	$655.00
233079277	08/20/2025	1062	CLAUSING INDUSTRIAL LLC	8152025-IN	10.5.1400.700.3220.00.00	NON-CAP EQUIP: CTEI	$750.00
233079277	08/20/2025	1062	CLAUSING INDUSTRIAL LLC	8152025-IN	10.5.1400.700.3220.00.00	NON-CAP EQUIP: CTEI	$4,120.00
						Check Total:	$25,935.00
233079416	09/10/2025	1086	COMCAST	250046563	10.5.2190.342.0000.00.00	TELEPHONE	$3,704.95
						Check Total:	$3,704.95
233079278	08/20/2025	1062	COMCAST CABLE COMMUNICATIONS MANAGEMENT	08/11/25-09/10/25	10.5.2190.342.0000.00.00	TELEPHONE	$320.29
						Check Total:	$320.29
233079417	09/10/2025	1086	COMPASS VIRTUAL HEALTH CENTER PLLC	1410060	10.5.1100.314.0000.00.00	HOME-HOSPITAL / REG	$2,704.00
						Check Total:	$2,704.00
233079331	08/27/2025	1072	CONANT HIGH SCHOOL	WRESTLING F B	10.5.1500.640.0000.30.84	DUES AND FEES: WRESTLING	$375.00
						Check Total:	$375.00
233079464	09/16/2025	1087	CPM EDUCATIONAL PROGRAM	2502720-IN	10.5.1100.421.0000.11.00	TEXTBOOKS - ADD'L / REPLACE - MATH	$225.00
233079464	09/16/2025	1087	CPM EDUCATIONAL PROGRAM	2502720-IN	10.5.1100.421.0000.11.00	TEXTBOOKS - ADD'L / REPLACE - MATH	$375.00
						Check Total:	$600.00
233079465	09/16/2025	1087	CROSSMARK PRINTING, INC.	101121	10.5.1100.410.0000.02.00	SUPPLIES: ART	$65.00
233079465	09/16/2025	1087	CROSSMARK PRINTING, INC.	101121	10.5.1100.410.0000.08.00	SUPPLIES: PHYSICAL EDUCATION	$65.00
233079465	09/16/2025	1087	CROSSMARK PRINTING, INC.	101121	10.5.1100.410.0000.11.00	SUPPLIES: MATH	$65.00
233079465	09/16/2025	1087	CROSSMARK PRINTING, INC.	101121	10.5.1100.410.0000.15.00	SUPPLIES: SOC SCI	$65.00
233079465	09/16/2025	1087	CROSSMARK PRINTING, INC.	101121	10.5.2110.410.0000.00.00	SUPPLIES - DEANS / ATTEND	$65.00
233079465	09/16/2025	1087	CROSSMARK PRINTING, INC.	101121	10.5.2120.410.0000.00.00	SUPPLIES: GUIDANCE	$65.00
233079465	09/16/2025	1087	CROSSMARK PRINTING, INC.	101121	10.5.2120.410.0000.00.00	SUPPLIES: GUIDANCE	$65.00
233079465	09/16/2025	1087	CROSSMARK PRINTING, INC.	101121	10.5.2120.410.0000.00.00	SUPPLIES: GUIDANCE	$65.00
233079465	09/16/2025	1087	CROSSMARK PRINTING, INC.	101121	10.5.2120.410.0000.00.00	SUPPLIES: GUIDANCE	$65.00
233079465	09/16/2025	1087	CROSSMARK PRINTING, INC.	101121	10.5.2120.410.0000.00.00	SUPPLIES: GUIDANCE	$65.00

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233079465	09/16/2025	1087	CROSSMARK PRINTING, INC.	101121	10.5.2210.410.0000.00.00	SUPPLIES: IMPRV OF INSTRUCTION	$65.00
233079465	09/16/2025	1087	CROSSMARK PRINTING, INC.	101121	10.5.2320.410.0000.00.00	SUPPLIES: SUPT OFC	$65.00
233079465	09/16/2025	1087	CROSSMARK PRINTING, INC.	101121	10.5.2330.410.0000.00.00	CTE – SUPPLIES	$65.00
233079465	09/16/2025	1087	CROSSMARK PRINTING, INC.	101121	10.5.2410.410.0000.40.00	SUPPLIES: PRINCIPAL	$65.00
233079465	09/16/2025	1087	CROSSMARK PRINTING, INC.	101121	10.5.2410.410.0000.40.00	SUPPLIES: PRINCIPAL	$65.00
233079465	09/16/2025	1087	CROSSMARK PRINTING, INC.	101121	10.5.2640.410.0000.00.00	SUPPLIES: STAFF SERVICES	$65.00
233079465	09/16/2025	1087	CROSSMARK PRINTING, INC.	101121	10.5.2660.410.0000.00.00	SUPPLIES: COMPUTER SRVS	$65.00
233079465	09/16/2025	1087	CROSSMARK PRINTING, INC.	101135	10.5.2630.360.0000.00.00	PRINTING & BINDING – INFOR SRVS	$1,891.65
						Check Total:	$2,996.65
233079466	09/16/2025	1087	CURRICULUM ASSOCIATES, LLC	90904798	10.5.1200.311.0000.16.00	ONLINE SERVICES – SPEC EDUC	$140.00
233079466	09/16/2025	1087	CURRICULUM ASSOCIATES, LLC	90904798	10.5.1200.311.0000.16.00	ONLINE SERVICES – SPEC EDUC	$945.00
233079466	09/16/2025	1087	CURRICULUM ASSOCIATES, LLC	90904798	10.5.1200.311.0000.16.00	ONLINE SERVICES – SPEC EDUC	$9,350.00
233079466	09/16/2025	1087	CURRICULUM ASSOCIATES, LLC	90904798	10.5.1200.311.0000.16.00	ONLINE SERVICES – SPEC EDUC	$180.00
233079466	09/16/2025	1087	CURRICULUM ASSOCIATES, LLC	90904798	10.5.1200.311.0000.16.00	ONLINE SERVICES – SPEC EDUC	$1,215.00
						Check Total:	$11,830.00
233079279	08/20/2025	1062	CURRIE MOTORS FORD	663758	10.5.1700.320.0000.00.00	REPAIRS – DRIVERS EDUC	$81.55
233079279	08/20/2025	1062	CURRIE MOTORS FORD	663783	10.5.1700.320.0000.00.00	REPAIRS – DRIVERS EDUC	$81.55
233079279	08/20/2025	1062	CURRIE MOTORS FORD	663852	10.5.1700.320.0000.00.00	REPAIRS – DRIVERS EDUC	$77.56
						Check Total:	$240.66
233079467	09/16/2025	1087	CURRIE MOTORS FORD	659994	10.5.2546.320.0000.00.00	REPAIRS – SECURITY	$4,305.74
						Check Total:	$4,305.74
233079332	08/27/2025	1072	DAILY SOUTHTOWN	08/04/25	10.5.2320.410.0000.00.00	SUPPLIES: SUPT OFC	$435.99
						Check Total:	$435.99

Disbursement Detail Listing

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Bank Name: Expense Bank Account
Bank Account: 181 477 1
Date Range: 07/01/2025 - 06/30/2026
Voucher Range: 1062 - 1087
Sort By: Vendor
Dollar Limit: $0.00

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Check Number	Date	Voucher	Payee	Invoice	Account	Description	Amount
233079468	09/16/2025	1087	DALECO. TRANSPORTATION, INC.	00425	40.5.2550.331.0000.00.00	PUPIL TRANSPORTATION – REGULAR	$1,625.00
233079468	09/16/2025	1087	DALECO. TRANSPORTATION, INC.	00425	40.5.2550.333.0000.00.00	TRANSP – SPEC EDUC	$1,375.00
						Check Total:	$3,000.00
233079469	09/16/2025	1087	DALMATIAN FIRE EQUIPMENT LTD	69471	20.5.2540.319.0000.00.00	OTHER PROF/TECHNICAL SERVICES	$3,704.00
						Check Total:	$3,704.00
233079280	08/20/2025	1062	DANIELLE WERNER	WALTS 08/05/25	10.5.2130.410.0000.00.00	SUPPLIES: HEALTH SERVICES	$12.25
						Check Total:	$12.25
233079470	09/16/2025	1087	DCG ROOFING SOLUTIONS, INC.	#3 FINAL	60.5.2530.530.0000.60.00	LONG-RANGE PLAN ROOF REPLACE	$108,319.70
						Check Total:	$108,319.70
233079471	09/16/2025	1087	DE JONG EQUIPMENT CO	CR67956	20.5.2540.410.0000.00.00	SUPPLIES: OPER & MAINT	$723.89
233079471	09/16/2025	1087	DE JONG EQUIPMENT CO	CR67956	20.5.2540.410.0000.00.00	SUPPLIES: OPER & MAINT	$21.50
						Check Total:	$745.39
233079472	09/16/2025	1087	DEMCO, INC	7682406	10.5.2220.410.0000.55.00	SUPPLIES: TEXTBOOK	$19.26
233079472	09/16/2025	1087	DEMCO, INC	7682406	10.5.2220.410.0000.55.00	SUPPLIES: TEXTBOOK	$8.19
233079472	09/16/2025	1087	DEMCO, INC	7682406	10.5.2220.410.0000.55.00	SUPPLIES: TEXTBOOK	$4.22
233079472	09/16/2025	1087	DEMCO, INC	7682406	10.5.2220.410.0000.55.00	SUPPLIES: TEXTBOOK	$95.98
233079472	09/16/2025	1087	DEMCO, INC	7682406	10.5.2220.410.0000.55.00	SUPPLIES: TEXTBOOK	$45.92
233079472	09/16/2025	1087	DEMCO, INC	7682406	10.5.2220.410.0000.55.00	SUPPLIES: TEXTBOOK	$15.89
233079472	09/16/2025	1087	DEMCO, INC	7682406	10.5.2220.410.0000.55.00	SUPPLIES: TEXTBOOK	$115.30
233079472	09/16/2025	1087	DEMCO, INC	7682406	10.5.2220.410.0000.55.00	SUPPLIES: TEXTBOOK	$20.27
						Check Total:	$325.03
233079473	09/16/2025	1087	DIGITAL ARTS	4528	10.5.1400.319.0000.25.00	CONTRACTUAL – BROADCASTING	$640.00
						Check Total:	$640.00
233079418	09/10/2025	1086	DIRECT ENERGY BUSINESS, LLC	252460057688437	20.5.2540.466.0000.00.00	SUPPLIES: ELECTRICITY	$106,064.86
233079418	09/10/2025	1086	DIRECT ENERGY BUSINESS, LLC	252460057689291	20.5.2540.466.0000.00.00	SUPPLIES: ELECTRICITY	$166.61
						Check Total:	$106,231.47
233079419	09/10/2025	1086	DIVA HOSIERY, LLC.	270954	10.5.1500.410.0000.30.76	SUPPLIES: DANCE	$74.25

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Check Number	Date	Voucher	Payee	Invoice	Account	Description	Amount
233079419	09/10/2025	1086	DIVA HOSIERY, LLC.	270954	10.5.1500.410.0000.30.76	SUPPLIES: DANCE	$40.50
233079419	09/10/2025	1086	DIVA HOSIERY, LLC.	270954	10.5.1500.410.0000.30.76	SUPPLIES: DANCE	$54.00
233079419	09/10/2025	1086	DIVA HOSIERY, LLC.	270954	10.5.1500.410.0000.30.76	SUPPLIES: DANCE	$20.25
233079419	09/10/2025	1086	DIVA HOSIERY, LLC.	270954	10.5.1500.410.0000.30.76	SUPPLIES: DANCE	$27.00
233079419	09/10/2025	1086	DIVA HOSIERY, LLC.	270954	10.5.1500.410.0000.30.76	SUPPLIES: DANCE	$20.25
						Check Total:	$236.25
233079333	08/27/2025	1072	DOWNERS GROVE SOUTH HIGH SCHOOL	SWIMMING VAR B	10.5.1500.640.0000.30.79	DUES AND FEES: SWIMMING	$300.00
						Check Total:	$300.00
233079334	08/27/2025	1072	DT SPORTS GROUPS LLC	BASKETBALL FR/SOPH G	10.5.1500.640.0000.30.67	DUES AND FEES:	$600.00
						Check Total:	$600.00
233079474	09/16/2025	1087	EASTER SEALS METRO CHICAGO	32590	10.5.1912.670.0000.16.00	TUITION – SPECIAL EDUCATION	$23,108.37
						Check Total:	$23,108.37
233079475	09/16/2025	1087	EBEL'S ACE HARDWARE	352699/3	20.5.2540.410.0000.00.00	SUPPLIES: OPER & MAINT	$13.49
233079475	09/16/2025	1087	EBEL'S ACE HARDWARE	352700/3	20.5.2540.410.0000.00.00	SUPPLIES: OPER & MAINT	$49.50
233079475	09/16/2025	1087	EBEL'S ACE HARDWARE	352711/3	20.5.2540.410.0000.00.00	SUPPLIES: OPER & MAINT	$21.58
233079475	09/16/2025	1087	EBEL'S ACE HARDWARE	352715/3	20.5.2540.410.0000.00.00	SUPPLIES: OPER & MAINT	$12.58
233079475	09/16/2025	1087	EBEL'S ACE HARDWARE	352717/3	20.5.2540.410.0000.00.00	SUPPLIES: OPER & MAINT	$16.19
233079475	09/16/2025	1087	EBEL'S ACE HARDWARE	352723/3	20.5.2540.410.0000.00.00	SUPPLIES: OPER & MAINT	$5.33
233079475	09/16/2025	1087	EBEL'S ACE HARDWARE	352734/3	20.5.2540.410.0000.00.00	SUPPLIES: OPER & MAINT	$6.56
233079475	09/16/2025	1087	EBEL'S ACE HARDWARE	352746/3	20.5.2540.410.0000.00.00	SUPPLIES: OPER & MAINT	$30.18
233079475	09/16/2025	1087	EBEL'S ACE HARDWARE	352755/3	20.5.2540.410.0000.00.00	SUPPLIES: OPER & MAINT	$7.73
233079475	09/16/2025	1087	EBEL'S ACE HARDWARE	352757/3	20.5.2540.410.0000.00.00	SUPPLIES: OPER & MAINT	$7.19
233079475	09/16/2025	1087	EBEL'S ACE HARDWARE	352773/3	20.5.2540.410.0000.00.00	SUPPLIES: OPER & MAINT	$17.26
233079475	09/16/2025	1087	EBEL'S ACE HARDWARE	352787/3	20.5.2540.410.0000.00.00	SUPPLIES: OPER & MAINT	$26.78
233079475	09/16/2025	1087	EBEL'S ACE HARDWARE	352791/3	20.5.2540.410.0000.00.00	SUPPLIES: OPER & MAINT	$2.14
233079475	09/16/2025	1087	EBEL'S ACE HARDWARE	352798/3	20.5.2540.410.0000.00.00	SUPPLIES: OPER & MAINT	$62.99
233079475	09/16/2025	1087	EBEL'S ACE HARDWARE	352804/3	20.5.2540.410.0000.00.00	SUPPLIES: OPER & MAINT	$80.15
						Check Total:	$359.65
233079476	09/16/2025	1087	ELECTRICAL SYSTEMS, INC.	11368	20.5.2540.320.0000.00.00	REPAIRS – OPER & MAINT	$1,598.04

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Dollar Limit: $0.00

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Check Number	Date	Voucher	Payee	Invoice	Account	Description	Amount
						Check Total:	$1,598.04
233079477	09/16/2025	1087	ELIM CHRISTIAN SCHL INC.	1010163-INV	10.5.1912.670.0000.16.00	TUITION – SPECIAL EDUCATION	$26,589.98
233079477	09/16/2025	1087	ELIM CHRISTIAN SCHL INC.	1010163-INV	40.5.2550.333.0000.00.00	TRANSP – SPEC EDUC	$4,954.50
						Check Total:	$31,544.48
233079335	08/27/2025	1072	EWR TRANSIT SOLUTIONS LLC	0011_25	40.5.2550.334.0000.00.00	TRAVEL – HOMELESS	$2,600.00
						Check Total:	$2,600.00
233079478	09/16/2025	1087	EWR TRANSIT SOLUTIONS LLC	0012_25	40.5.2550.334.0000.00.00	TRAVEL – HOMELESS	$7,566.00
						Check Total:	$7,566.00
233079479	09/16/2025	1087	EXECWEYES LLC	01152	10.5.2310.319.0000.00.00	CONTRACTUAL – BD OF	$3,333.00
						Check Total:	$3,333.00
233079480	09/16/2025	1087	EXPERT CHEMICAL & SUPPLY	966270	10.5.1100.410.0000.51.00	SUPPLIES: COPIER PAPER	$398.00
233079480	09/16/2025	1087	EXPERT CHEMICAL & SUPPLY	966270	10.5.1100.410.0000.51.00	SUPPLIES: COPIER PAPER	$796.00
233079480	09/16/2025	1087	EXPERT CHEMICAL & SUPPLY	966270	10.5.1100.410.0000.51.00	SUPPLIES: COPIER PAPER	$796.00
233079480	09/16/2025	1087	EXPERT CHEMICAL & SUPPLY	966270	10.5.1100.410.0000.51.00	SUPPLIES: COPIER PAPER	$796.00
233079480	09/16/2025	1087	EXPERT CHEMICAL & SUPPLY	966270	10.5.1100.410.0000.51.00	SUPPLIES: COPIER PAPER	$2,425.00
233079480	09/16/2025	1087	EXPERT CHEMICAL & SUPPLY	966270	10.5.1100.410.0000.51.00	SUPPLIES: COPIER PAPER	$390.00
233079480	09/16/2025	1087	EXPERT CHEMICAL & SUPPLY	966447	10.5.1100.410.0000.51.00	SUPPLIES: COPIER PAPER	$2,425.00
233079480	09/16/2025	1087	EXPERT CHEMICAL & SUPPLY	966448	10.5.1100.410.0000.51.00	SUPPLIES: COPIER PAPER	$994.00
233079480	09/16/2025	1087	EXPERT CHEMICAL & SUPPLY	966448	10.5.1100.410.0000.51.00	SUPPLIES: COPIER PAPER	$697.50
233079480	09/16/2025	1087	EXPERT CHEMICAL & SUPPLY	966448	10.5.1100.410.0000.51.00	SUPPLIES: COPIER PAPER	$717.00
233079480	09/16/2025	1087	EXPERT CHEMICAL & SUPPLY	966448	10.5.1100.410.0000.51.00	SUPPLIES: COPIER PAPER	$717.00
233079480	09/16/2025	1087	EXPERT CHEMICAL & SUPPLY	966448	10.5.1100.410.0000.51.00	SUPPLIES: COPIER PAPER	$717.00
233079480	09/16/2025	1087	EXPERT CHEMICAL & SUPPLY	966448	10.5.1100.410.0000.51.00	SUPPLIES: COPIER PAPER	$717.00
233079480	09/16/2025	1087	EXPERT CHEMICAL & SUPPLY	966448	10.5.2660.410.0000.00.00	SUPPLIES: COMPUTER SRVS	$290.00
233079480	09/16/2025	1087	EXPERT CHEMICAL & SUPPLY	966646	10.5.1100.410.0000.51.00	SUPPLIES: COPIER PAPER	$199.00
233079480	09/16/2025	1087	EXPERT CHEMICAL & SUPPLY	966646	10.5.1100.410.0000.51.00	SUPPLIES: COPIER PAPER	$398.00
233079480	09/16/2025	1087	EXPERT CHEMICAL & SUPPLY	966646	10.5.1100.410.0000.51.00	SUPPLIES: COPIER PAPER	$298.50
233079480	09/16/2025	1087	EXPERT CHEMICAL & SUPPLY	966646	10.5.1100.410.0000.51.00	SUPPLIES: COPIER PAPER	$298.50
233079480	09/16/2025	1087	EXPERT CHEMICAL & SUPPLY	966646	10.5.1100.410.0000.51.00	SUPPLIES: COPIER PAPER	$2,425.00
233079480	09/16/2025	1087	EXPERT CHEMICAL & SUPPLY	966646	10.5.1100.410.0000.51.00	SUPPLIES: COPIER PAPER	$418.50

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Check Number	Date	Voucher	Payee	Invoice	Account	Description	Amount
233079480	09/16/2025	1087	EXPERT CHEMICAL & SUPPLY	966646	10.5.1100.410.0000.51.00	SUPPLIES: COPIER PAPER	$358.50
233079480	09/16/2025	1087	EXPERT CHEMICAL & SUPPLY	966646	10.5.1100.410.0000.51.00	SUPPLIES: COPIER PAPER	$358.50
						Check Total:	$17,630.00
233079420	09/10/2025	1086	FINDLAY HIGH SCHOOL	V WRESTLING INVITE G	10.5.1500.640.0000.30.84	DUES AND FEES: WRESTLING	$550.00
						Check Total:	$550.00
233079481	09/16/2025	1087	FOLLETT CONTENT SOLUTIONS, LLC.	612681F	10.5.1100.311.0000.13.00	ONLINE SERVICES – SCIENCE	$219.99
						Check Total:	$219.99
233079482	09/16/2025	1087	FOLLETT SOFTWARE,LLC	1591248	10.5.2220.311.0000.00.00	ONLINE SERVICES – MEDIA SERVICES	$199.00
233079482	09/16/2025	1087	FOLLETT SOFTWARE,LLC	1591248	10.5.2220.311.0000.00.00	ONLINE SERVICES – MEDIA SERVICES	$1,218.96
233079482	09/16/2025	1087	FOLLETT SOFTWARE,LLC	1591248	10.5.2220.311.0000.00.00	ONLINE SERVICES – MEDIA SERVICES	$156.72
233079482	09/16/2025	1087	FOLLETT SOFTWARE,LLC	1591248	10.5.2220.311.0000.00.00	ONLINE SERVICES – MEDIA SERVICES	$499.00
						Check Total:	$2,073.68
233079483	09/16/2025	1087	FORD OF HOMEWOOD	6034025/1	10.5.2546.320.0000.00.00	REPAIRS – SECURITY	$201.50
						Check Total:	$201.50
233079484	09/16/2025	1087	FOREVER GREEN LAWN CARE, INC	635905	20.5.2540.319.0000.00.95	CONTRACTUAL – FERTILIZATION	$5,213.47
						Check Total:	$5,213.47
233079485	09/16/2025	1087	FOUR POINT O, INC	13981	20.5.2540.410.0000.00.00	SUPPLIES: OPER & MAINT	$14,995.00
233079485	09/16/2025	1087	FOUR POINT O, INC	13982	20.5.2540.410.0000.00.00	SUPPLIES: OPER & MAINT	$850.00
						Check Total:	$15,845.00
233079336	08/27/2025	1072	FREMD HIGH SCHOOL	BASKETBALL V G	10.5.1500.640.0000.30.67	DUES AND FEES:	$300.00
						Check Total:	$300.00
233079486	09/16/2025	1087	FRONTLINE EDUCATION	INVUS231869	10.5.2640.311.0000.00.00	ONLINE SERVICES – STAFF SERVICES	$11,578.70
233079486	09/16/2025	1087	FRONTLINE EDUCATION	INVUS231939	10.5.2640.311.0000.00.00	ONLINE SERVICES – STAFF SERVICES	$5,786.06
						Check Total:	$17,364.76

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Check Number	Date	Voucher	Payee	Invoice	Account	Description	Amount
233079399	09/03/2025	1082	GAIL SMITH	MENARDS 08/28/25	10.5.1500.410.0000.20.00	SUPPLIES: ACTIVITIES	$164.84
						Check Total:	$164.84
233079487	09/16/2025	1087	GIANT STEPS ILLINOIS, INC.	233H-0825S	10.5.1912.670.0000.16.00	TUITION – SPECIAL EDUCATION	$4,159.10
						Check Total:	$4,159.10
233079337	08/27/2025	1072	GLENBROOK SOUTH HIGH SCHOOL	WRESTLING V B	10.5.1500.640.0000.30.84	DUES AND FEES: WRESTLING	$425.00
						Check Total:	$425.00
233079488	09/16/2025	1087	GORMAN CONSTRUCTION CO, INC	2973	60.5.2530.319.0000.13.00	CAPITAL PROJECT CONTRACTUAL – SCIENCE	$25,565.00
233079488	09/16/2025	1087	GORMAN CONSTRUCTION CO, INC	2976	20.5.2540.319.0000.00.00	OTHER PROF/TECHNICAL SERVICES	$26,585.00
233079488	09/16/2025	1087	GORMAN CONSTRUCTION CO, INC	2986	20.5.2540.319.0000.00.00	OTHER PROF/TECHNICAL SERVICES	$8,750.00
						Check Total:	$60,900.00
233079489	09/16/2025	1087	GRAINGER	9619676365	20.5.2540.410.0000.00.00	SUPPLIES: OPER & MAINT	$269.08
						Check Total:	$269.08
233079490	09/16/2025	1087	GREEN KITCHEN CONCEPTS, INC.	300-2505567	10.5.2560.319.0000.84.00	OTHER PROF/TECHNICAL SERVICES	$270.00
233079490	09/16/2025	1087	GREEN KITCHEN CONCEPTS, INC.	300-2505672	10.5.2560.319.0000.84.00	OTHER PROF/TECHNICAL SERVICES	$202.50
						Check Total:	$472.50
233079491	09/16/2025	1087	H AND G TRANSPORTATION LLC	000001347	40.5.2550.333.0000.00.00	TRANSP – SPEC EDUC	$44,280.00
						Check Total:	$44,280.00
233079400	09/03/2025	1082	HAILEY BAUMSTEIN	26MQE2DFE	10.5.1500.332.0000.30.00	TRAVEL – CLINICS	$35.00
233079400	09/03/2025	1082	HAILEY BAUMSTEIN	8HCVNN0XY	10.5.1500.332.0000.30.00	TRAVEL – CLINICS	$65.00
233079400	09/03/2025	1082	HAILEY BAUMSTEIN	DEG2MDEJ2	10.5.1500.332.0000.30.00	TRAVEL – CLINICS	$20.00
233079400	09/03/2025	1082	HAILEY BAUMSTEIN	RP1D0ZWKF	10.5.1500.332.0000.30.00	TRAVEL – CLINICS	$50.00
						Check Total:	$170.00
233079421	09/10/2025	1086	HARVARD HIGH SCHOOL	V WRESTLING OPEN G	10.5.1500.640.0000.30.84	DUES AND FEES: WRESTLING	$200.00
						Check Total:	$200.00

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Dollar Limit: $0.00

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Check Number	Date	Voucher	Payee	Invoice	Account	Description	Amount
233079281	08/20/2025	1062	HEALTH CARE SERVICE CORPORATION	INV25.07	10.2.0489.000.0000.00.00	EE – ER LIABILITIES – OTHER	$75.00
						Check Total:	$75.00
233079492	09/16/2025	1087	HELSEL JEPPERSON, INC	964613	20.5.2540.410.0000.00.00	SUPPLIES: OPER & MAINT	$942.92
233079492	09/16/2025	1087	HELSEL JEPPERSON, INC	964848	20.5.2540.410.0000.00.00	SUPPLIES: OPER & MAINT	$50.50
233079492	09/16/2025	1087	HELSEL JEPPERSON, INC	965137	20.5.2540.410.0000.00.00	SUPPLIES: OPER & MAINT	$45.06
233079492	09/16/2025	1087	HELSEL JEPPERSON, INC	965385	20.5.2540.410.0000.00.00	SUPPLIES: OPER & MAINT	$48.28
233079492	09/16/2025	1087	HELSEL JEPPERSON, INC	965617	20.5.2540.410.0000.00.00	SUPPLIES: OPER & MAINT	$12.73
233079492	09/16/2025	1087	HELSEL JEPPERSON, INC	965921	20.5.2540.410.0000.00.00	SUPPLIES: OPER & MAINT	$36.72
						Check Total:	$1,136.21
233079493	09/16/2025	1087	HES FACILITIES, LLC	117854	20.5.2540.322.0000.00.00	CLEANING SERVICES	$128,319.09
						Check Total:	$128,319.09
233079338	08/27/2025	1072	HILLCREST HIGH SCHOOL	BASKETBALL V G	10.5.1500.640.0000.30.67	DUES AND FEES:	$400.00
						Check Total:	$400.00
233079494	09/16/2025	1087	HILLMANN PEDIATRIC THERAPY	13344	10.5.2130.319.0000.16.00	HEALTH SERVICES SPEC ED – CONTRACTUAL	$539.00
						Check Total:	$539.00
233079495	09/16/2025	1087	HIMES, PETRARCA & FESTER ATTY AT LAW	56394	10.5.2310.318.0000.00.00	LEGAL SERVICES – BD OF EDUC	$9,750.00
						Check Total:	$9,750.00
233079282	08/20/2025	1062	HOMEWOOD FLOSSMOOR HIGH SCHL DIST	TRA SP DIST DE 4/25	10.4.0000.000.1999.02.00	TELECHECK	$16,497.10
						Check Total:	$16,497.10
233079411	08/31/2025	1083	HOMEWOOD FLOSSMOOR IMPREST FUND	V884243	10.7.0123.000.0000.00.00	Undesignated	$14,697.36
						Check Total:	$14,697.36
233079496	09/16/2025	1087	HOPEWELL CAREER ACADEMY	5004	10.5.1912.670.0000.16.00	TUITION – SPECIAL EDUCATION	$4,753.37
						Check Total:	$4,753.37
233079339	08/27/2025	1072	HOUSTON, FELICIA	6502	10.5.2210.332.4620.00.00	PROF DEV – IDEA GRANT	$350.00
						Check Total:	$350.00
233079497	09/16/2025	1087	HUBERT CO	260609B7	10.5.2560.410.0000.84.00	SUPPLIES: FOOD SERVICES	$31.68
						Check Total:	$31.68

Disbursement Detail Listing

Fiscal Year: 2025-2026

Bank Name: Expense Bank Account
Bank Account: 181 477 1
Date Range: 07/01/2025 - 06/30/2026
Voucher Range: 1062 - 1087
Sort By: Vendor
Dollar Limit: $0.00

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233079340	08/27/2025	1072	HYDE PARK HIGH SCHOOL	BASKETBALL SOP B	10.5.1500.640.0000.30.67	DUES AND FEES:	$150.00
						Check Total:	$150.00
233079498	09/16/2025	1087	HYDRO MANAGEMENT, INC	10486	20.5.2540.319.0000.00.00	OTHER PROF/TECHNICAL SERVICES	$3,289.00
						Check Total:	$3,289.00
233079283	08/20/2025	1062	I A D A	25-26 DUAL IADA/NIAA	10.5.1500.640.0000.30.00	DUES AND FEES: ATHLETICS	$150.00
						Check Total:	$150.00
233079341	08/27/2025	1072	IACAC	300004568	10.5.2120.640.0000.00.00	DUES AND FEES: GUIDANCE	$80.00
						Check Total:	$80.00
233079342	08/27/2025	1072	IASBO	0070401	10.5.2520.640.0000.00.00	DUES AND FEES: BUSINESS OFC	$340.00
						Check Total:	$340.00
233079499	09/16/2025	1087	ICAN DREAM CENTER	082225 AUG	10.5.4220.670.0000.16.00	TUITION - PUBLIC - SPEC EDUC	$19,809.46
						Check Total:	$19,809.46
233079284	08/20/2025	1062	ILLINOIS LIBRARY ASSOCIATION	318138	10.5.2220.640.0000.00.00	DUES AND FEES: MEDIA SERVICES	$100.00
						Check Total:	$100.00
233079500	09/16/2025	1087	ILLINOIS RECORD POOL, INC.	IDJPOOL 08/25-08/26	10.5.1400.319.0000.25.00	CONTRACTUAL - BROADCASTING	$360.00
						Check Total:	$360.00
233079422	09/10/2025	1086	ILLINOIS STATE BOARD OF EDUCATION	FY23 TITLE II	10.4.0000.000.1950.00.00	REFUND OF PRIOR YEARS EXPENDITURES	$100.00
						Check Total:	$100.00
233079401	09/03/2025	1082	ILLINOIS STATE POLICE	20250701744	10.5.2640.319.0000.00.00	CONTRACTUAL - STAFF SERVICES	$540.00
						Check Total:	$540.00
233079501	09/16/2025	1087	IN TUNE PIANO CARE	1500	10.5.1100.320.0000.12.00	REPAIRS - MUSIC	$700.00
						Check Total:	$700.00
233079502	09/16/2025	1087	INSIGHT PUBLIC SECTOR	1101299125	10.5.2660.490.0000.00.00	OTHER SUPPLIES (TECH BUDGET)	$954.00
233079502	09/16/2025	1087	INSIGHT PUBLIC SECTOR	1101299125	10.5.2660.790.0000.00.00	NON-CAP (TECH BUDGET)	$57,726.00

Disbursement Detail Listing

Fiscal Year: 2025-2026

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Sort By: Vendor
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Check Number	Date	Voucher	Payee	Invoice	Account	Description	Amount
233079502	09/16/2025	1087	INSIGHT PUBLIC SECTOR	1101301542	10.5.2660.319.0000.00.00	CONTRACTUAL – COMPUTER SRVS	$174.29
233079502	09/16/2025	1087	INSIGHT PUBLIC SECTOR	1101305392	10.5.2660.410.0000.00.00	SUPPLIES: COMPUTER SRVS	$252.00
						Check Total:	$59,106.29
233079395	08/28/2025	1075	INSTACART (VIA BMO)	FOOD4LESS 07.15 7571	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$5.99
233079395	08/28/2025	1075	INSTACART (VIA BMO)	FOOD4LESS 07.15 7571	10.5.1100.418.0000.13.00	SUPPLIES: ZOO/BOT	$25.54
233079395	08/28/2025	1075	INSTACART (VIA BMO)	FOOD4LESS 07.29 7571	10.5.1100.418.0000.13.00	SUPPLIES: ZOO/BOT	$36.45
						Check Total:	$67.98
233079343	08/27/2025	1072	IRONMAN TOURNAMENTS, LLC	WRESTLING VAR B	10.5.1500.640.0000.30.84	DUES AND FEES: WRESTLING	$450.00
						Check Total:	$450.00
233079503	09/16/2025	1087	IXL LEARNING, INC.	S538015	10.5.1100.311.0000.00.00	ONLINE SERVICES & SUBSCRIPTIONS	$59,193.75
						Check Total:	$59,193.75
233079504	09/16/2025	1087	J & F CHIATTELLO CONSTRUCTION INC.	000017	20.5.2540.320.0000.00.00	REPAIRS – OPER & MAINT	$2,870.00
233079504	09/16/2025	1087	J & F CHIATTELLO CONSTRUCTION INC.	81425	20.5.2540.320.0000.00.00	REPAIRS – OPER & MAINT	$1,675.00
						Check Total:	$4,545.00
233079344	08/27/2025	1072	JOLIET CENTRAL HIGH SCHOOL	WRESTLING VAR B	10.5.1500.640.0000.30.84	DUES AND FEES: WRESTLING	$175.00
						Check Total:	$175.00
233079345	08/27/2025	1072	JOLIET CENTRAL HIGH SCHOOL	WRESTLING V B	10.5.1500.640.0000.30.84	DUES AND FEES: WRESTLING	$370.00
						Check Total:	$370.00
233079346	08/27/2025	1072	JOLIET CENTRAL HIGH SCHOOL	BASKETBALL SOP B	10.5.1500.640.0000.30.67	DUES AND FEES:	$375.00
						Check Total:	$375.00
233079347	08/27/2025	1072	JOLIET WEST HIGH SCHOOL	FLAG FOOTBALL JAMB	10.5.1500.640.0000.30.74	DUES AND FEES – FLAG FOOTBALL	$150.00
						Check Total:	$150.00
233079505	09/16/2025	1087	JOSEPH ACADEMY MELROSE PARK	233-082025	10.5.1912.670.0000.16.00	TUITION – SPECIAL EDUCATION	$4,325.60
						Check Total:	$4,325.60
233079506	09/16/2025	1087	JOSTENS, INC	37374756	10.5.2190.410.0000.44.00	SUPPLIES: GRADUATION	$142.50
233079506	09/16/2025	1087	JOSTENS, INC	37374756	10.5.2190.410.0000.44.00	SUPPLIES: GRADUATION	$142.50
233079506	09/16/2025	1087	JOSTENS, INC	37374756	10.5.2190.410.0000.44.00	SUPPLIES: GRADUATION	$14.25

Disbursement Detail Listing

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Check Number	Date	Voucher	Payee	Invoice	Account	Description	Amount
						Check Total:	$299.25
233079423	09/10/2025	1086	JUDITH SOLTIS	3QTRREIM25	10.5.2190.222.0000.00.00	MEDICAL INSURANCE	$4,143.00
						Check Total:	$4,143.00
233079507	09/16/2025	1087	K E I / KWASIGROCH ELECTRIC, INC	23186	10.5.2660.319.0000.00.00	CONTRACTUAL – COMPUTER SRVS	$1,395.00
233079507	09/16/2025	1087	K E I / KWASIGROCH ELECTRIC, INC	23186	10.5.2660.410.0000.00.00	SUPPLIES: COMPUTER SRVS	$125.00
						Check Total:	$1,520.00
233079508	09/16/2025	1087	KAHOOT! AS	9418379	10.5.1100.311.0000.00.00	ONLINE SERVICES & SUBSCRIPTIONS	$1,049.40
						Check Total:	$1,049.40
233079348	08/27/2025	1072	KELLY COLLEGE PREP	WRESTLING VAR G	10.5.1500.640.0000.30.84	DUES AND FEES: WRESTLING	$350.00
						Check Total:	$350.00
233079509	09/16/2025	1087	KICKERT BUS LINES INC	RTINV1006778	40.5.2550.333.0000.00.00	TRANSP – SPEC EDUC	$11,876.80
233079509	09/16/2025	1087	KICKERT BUS LINES INC	RTINV1006778	40.5.2550.339.0000.00.00	FIELD TRIPS: TRANSPORTSERVICES –	$38,126.40
233079509	09/16/2025	1087	KICKERT BUS LINES INC	RTINV1006806	40.5.2550.331.0000.00.00	PUPIL TRANSPORTATION – REGULAR	$89,491.42
233079509	09/16/2025	1087	KICKERT BUS LINES INC	RTINV1006807	40.5.2550.333.0000.00.00	TRANSP – SPEC EDUC	$35,860.44
						Check Total:	$175,355.06
233079510	09/16/2025	1087	KIRTLEY TECHNOLOGY CORP	93240	10.5.2660.319.0000.00.00	CONTRACTUAL – COMPUTER SRVS	$250.00
						Check Total:	$250.00
233079349	08/27/2025	1072	KIZAWANDA OLOWE	10225	10.5.2120.640.0000.00.00	DUES AND FEES: GUIDANCE	$60.00
						Check Total:	$60.00
233079285	08/20/2025	1062	KRIHA BOUCEK LLC	8975	10.5.1200.318.0000.16.00	LEGAL SERVICES – SPEC EDUC	$55.00
233079285	08/20/2025	1062	KRIHA BOUCEK LLC	8975	10.5.2310.318.0000.00.00	LEGAL SERVICES – BD OF EDUC	$88.50
						Check Total:	$143.50
233079286	08/20/2025	1062	LAUREN CHASEY	22887838	10.5.2150.640.0000.16.00	DUES & FEES – SLP	$102.25
						Check Total:	$102.25

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Check Number	Date	Voucher	Payee	Invoice	Account	Description	Amount
233079350	08/27/2025	1072	LAUREN CHASEY	WALMART 08/19/25	10.5.2150.410.0000.16.00	SUPPLIES – SLP	$18.54
						Check Total:	$18.54
233079424	09/10/2025	1086	LAUREN CHASEY	WALMART 09/04/25	10.5.2150.410.0000.16.00	SUPPLIES – SLP	$15.00
						Check Total:	$15.00
233079402	09/03/2025	1082	LAUREN FREEMAN	STARBUCKS 08/29/25	10.5.1100.410.0000.01.00	SUPPLIES – READING	$19.20
						Check Total:	$19.20
233079425	09/10/2025	1086	LAUREN FREEMAN	DUNNINGS 09/03/25	10.5.1100.410.0000.01.00	SUPPLIES – READING	$130.50
						Check Total:	$130.50
233079426	09/10/2025	1086	LEAF	18919449	10.5.2660.325.0000.00.00	RENTALS – COMPUTER SRVS	$6,098.90
233079426	09/10/2025	1086	LEAF	18919450	10.5.2660.325.0000.00.00	RENTALS – COMPUTER SRVS	$1,941.00
						Check Total:	$8,039.90
233079511	09/16/2025	1087	LEARN BY DOING	55936	10.5.1100.311.0000.00.00	ONLINE SERVICES & SUBSCRIPTIONS	$3,764.00
233079511	09/16/2025	1087	LEARN BY DOING	55936	10.5.1100.311.0000.00.00	ONLINE SERVICES & SUBSCRIPTIONS	$265.00
233079511	09/16/2025	1087	LEARN BY DOING	55936	10.5.1100.311.0000.00.00	ONLINE SERVICES & SUBSCRIPTIONS	$750.00
233079511	09/16/2025	1087	LEARN BY DOING	56138	10.5.1200.311.0000.16.00	ONLINE SERVICES – SPEC EDUC	$1,183.00
233079511	09/16/2025	1087	LEARN BY DOING	56138	10.5.1200.311.0000.16.00	ONLINE SERVICES – SPEC EDUC	$90.00
						Check Total:	$6,052.00
233079512	09/16/2025	1087	LEARNWELL	INV264290	10.5.1100.314.0000.00.00	HOME–HOSPITAL / REG	$85.12
						Check Total:	$85.12
233079513	09/16/2025	1087	LEXIA VOYAGER SOPRIS INC.	8798984	10.5.1100.410.0000.01.00	SUPPLIES – READING	$229.00
233079513	09/16/2025	1087	LEXIA VOYAGER SOPRIS INC.	8798984	10.5.1100.410.0000.01.00	SUPPLIES – READING	$229.00
						Check Total:	$458.00
233079514	09/16/2025	1087	LINCOLN LIBRARY PRESS	34145	10.5.2220.311.0000.00.00	ONLINE SERVICES – MEDIA SERVICES	$945.00
						Check Total:	$945.00
233079351	08/27/2025	1072	LINCOLN WAY CENTRAL	WRESTLING JV B	10.5.1500.640.0000.30.84	DUES AND FEES: WRESTLING	$375.00
						Check Total:	$375.00

Disbursement Detail Listing

Fiscal Year: 2025-2026

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Check Number	Date	Voucher	Payee	Invoice	Account	Description	Amount
233079352	08/27/2025	1072	LINDA MCCONNAUGHAY	DOLLAR TREE 08/07/25	10.5.2120.410.0000.00.00	SUPPLIES: GUIDANCE	$15.81
						Check Total:	$15.81
233079403	09/03/2025	1082	LINDA MCCONNAUGHAY	DOLLAR TREE 08/28/25	10.5.2120.410.0000.00.00	SUPPLIES: GUIDANCE	$26.68
233079403	09/03/2025	1082	LINDA MCCONNAUGHAY	DOMINOS 09/02/25	10.5.2120.410.0000.00.00	SUPPLIES: GUIDANCE	$53.85
						Check Total:	$80.53
233079427	09/10/2025	1086	LINDA MCCONNAUGHAY	MEIJER 09/03/25	10.5.2120.410.0000.00.00	SUPPLIES: GUIDANCE	$4.94
						Check Total:	$4.94
233079515	09/16/2025	1087	LINDE GAS & EQUIPMENT, INC.	51693496	10.5.1400.550.3220.00.00	CAPITALIZED EQUIP: CTEI GRANT	$5,479.82
						Check Total:	$5,479.82
233079516	09/16/2025	1087	LITTLE CITY FOUNDATION	1009002	10.5.1912.670.0000.16.00	TUITION – SPECIAL EDUCATION	$10,778.13
233079516	09/16/2025	1087	LITTLE CITY FOUNDATION	1009844	10.5.1912.670.0000.16.00	TUITION – SPECIAL EDUCATION	$45,775.53
						Check Total:	$56,553.66
233079353	08/27/2025	1072	LOCKPORT HIGH SCHOOL	DIVING -SWSC JV/V B	10.5.1500.640.0000.30.79	DUES AND FEES: SWIMMING	$100.00
						Check Total:	$100.00
233079354	08/27/2025	1072	LOCKPORT HIGH SCHOOL	SWIM - SWSC VAR B	10.5.1500.640.0000.30.79	DUES AND FEES: SWIMMING	$295.00
						Check Total:	$295.00
233079395	08/28/2025	1075	LODGING - PCARD	KALAHARI 07.30 1071	20.5.2540.332.0000.00.00	TRAVEL – OPER & MAINT	$189.00
233079395	08/28/2025	1075	LODGING - PCARD	MARRIOTT 07.17 0268	10.5.2410.332.0000.40.00	TRAVEL – PRINCIPAL	$753.98
233079395	08/28/2025	1075	LODGING - PCARD	MARRIOTT 07.17 2923	10.5.2210.332.0000.70.00	PROF DEV – IB	$741.03
233079395	08/28/2025	1075	LODGING - PCARD	MARRIOTT 07.17 2923	10.5.2210.332.0000.70.00	PROF DEV – IB	$741.03
233079395	08/28/2025	1075	LODGING - PCARD	MARRIOTT 07.17 5888	10.5.2210.332.0000.70.00	PROF DEV – IB	$741.03
233079395	08/28/2025	1075	LODGING - PCARD	MARRIOTT 07.18 0335	10.5.2120.332.0000.00.00	TRAVEL – GUIDANCE	$741.03
233079395	08/28/2025	1075	LODGING - PCARD	MARRIOTT 07.30 0234	10.5.2210.332.4300.00.PY	PROF DEV – TITLE I (PY)	$854.71
233079395	08/28/2025	1075	LODGING - PCARD	SHERATON 07.18 2923	10.5.2210.332.0000.70.00	PROF DEV – IB	$1,021.31
233079395	08/28/2025	1075	LODGING - PCARD	SONESTA 07.19 1769	10.5.2630.332.0000.00.00	TRAVEL – INFORMATION	$387.27
233079395	08/28/2025	1075	LODGING - PCARD	SPRNGHILL 07.30 2923	10.5.2210.332.4300.00.PY	PROF DEV – TITLE I (PY)	$736.43
233079395	08/28/2025	1075	LODGING - PCARD	SPRNGHILL 07.30 2923	10.5.2210.332.4300.00.PY	PROF DEV – TITLE I (PY)	$736.43
						Check Total:	$7,643.25

Disbursement Detail Listing

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Check Number	Date	Voucher	Payee	Invoice	Account	Description	Amount
233079517	09/16/2025	1087	MACMILLAN HOLDINGS LLC	68569327	10.5.1100.421.0000.15.00	TEXTBOOKS - ADD'L / REPLACE - SOCIAL SCIENE	$4,229.90
						Check Total:	$4,229.90
233079355	08/27/2025	1072	MAINE WEST HIGH SCHOOL	BASKETBALL F/S G	10.5.1500.640.0000.30.67	DUES AND FEES:	$325.00
						Check Total:	$325.00
233079518	09/16/2025	1087	MARATHON SPORTSWEAR	104543	10.5.2190.410.0000.46.00	SUPPLIES - STUDENT RECOGNITION	$938.24
						Check Total:	$938.24
233079404	09/03/2025	1082	MARCIA BRENNER ASSOCIATES	INV-252622	10.5.1100.311.0000.00.00	ONLINE SERVICES & SUBSCRIPTIONS	$2,100.00
						Check Total:	$2,100.00
233079356	08/27/2025	1072	MARK CIESIELSKI	CD301616232	10.5.1400.311.0000.25.00	ONLINE SERVICES - BROADCASTING	$257.18
						Check Total:	$257.18
233079428	09/10/2025	1086	MATTHEW GIBSON	198713	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$59.35
						Check Total:	$59.35
233079519	09/16/2025	1087	MELODY MART	255161	10.5.1100.421.0000.12.00	TEXTBOOKS REPLACEMENTS - MUSIC	$2,798.60
						Check Total:	$2,798.60
233079520	09/16/2025	1087	MENARDS	6365	20.5.2540.410.0000.00.00	SUPPLIES: OPER & MAINT	$65.48
233079520	09/16/2025	1087	MENARDS	6541	20.5.2540.410.0000.00.00	SUPPLIES: OPER & MAINT	$29.90
233079520	09/16/2025	1087	MENARDS	6634	20.5.2540.410.0000.00.00	SUPPLIES: OPER & MAINT	$259.98
233079520	09/16/2025	1087	MENARDS	6634	20.5.2540.700.0000.00.00	NON-CAP EQUIP: O&M	$798.00
233079520	09/16/2025	1087	MENARDS	6918	20.5.2540.410.0000.00.00	SUPPLIES: OPER & MAINT	$70.86
233079520	09/16/2025	1087	MENARDS	7243	20.5.2540.410.0000.00.00	SUPPLIES: OPER & MAINT	$49.80
233079520	09/16/2025	1087	MENARDS	7471	20.5.2540.410.0000.00.00	SUPPLIES: OPER & MAINT	$9.99
233079520	09/16/2025	1087	MENARDS	7623	20.5.2540.410.0000.00.00	SUPPLIES: OPER & MAINT	$43.55
233079520	09/16/2025	1087	MENARDS	7788	20.5.2540.410.0000.00.00	SUPPLIES: OPER & MAINT	$33.16
						Check Total:	$1,360.72
233079429	09/10/2025	1086	MORTON HIGH SCHOOL	V WREST INVITE G	10.5.1500.640.0000.30.84	DUES AND FEES: WRESTLING	$375.00
						Check Total:	$375.00

Disbursement Detail Listing

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Bank Name: Expense Bank Account
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Sort By: Vendor
Dollar Limit: $0.00

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Check Number	Date	Voucher	Payee	Invoice	Account	Description	Amount
233079287	08/20/2025	1062	MUSIC THEATRE INTERNATIONAL, INC	7068031	10.5.1500.325.0000.20.57	RENTALS – MUSICAL	$3,677.50
						Check Total:	$3,677.50
233079288	08/20/2025	1062	NALCO COMPANY LLC	6660373192	10.5.1100.325.0000.13.00	RENTALS – SCIENCE	$41.12
233079288	08/20/2025	1062	NALCO COMPANY LLC	6660373242	10.5.1100.325.0000.13.00	RENTALS – SCIENCE	$47.45
						Check Total:	$88.57
233079357	08/27/2025	1072	NAPERVILLE CENTRAL HIGH SCHOOL	BASKETBALL VAR G	10.5.1500.640.0000.30.67	DUES AND FEES:	$500.00
						Check Total:	$500.00
233079289	08/20/2025	1062	NATALIE LACHENBERG	16N9816457	10.5.1400.410.0000.09.00	SUPPLIES: CULINARY	$25.00
						Check Total:	$25.00
233079290	08/20/2025	1062	NEXTERA ENERGY SERVICES MIDWEST, LLC	G400122080825	20.5.2540.465.0000.00.00	SUPPLIES: NATURAL GAS	$4,204.00
						Check Total:	$4,204.00
233079521	09/16/2025	1087	NIX NAX	24386	10.5.2120.410.0000.00.38	SUPPLIES – AMBASSADOR	$745.00
233079521	09/16/2025	1087	NIX NAX	24468	10.5.2120.410.0000.00.38	SUPPLIES – AMBASSADOR	$590.00
233079521	09/16/2025	1087	NIX NAX	24887	10.5.1100.410.0000.08.00	SUPPLIES: PHYSICAL EDUCATION	$425.00
233079521	09/16/2025	1087	NIX NAX	24888	10.5.1100.410.0000.08.00	SUPPLIES: PHYSICAL EDUCATION	$510.00
						Check Total:	$2,270.00
233079522	09/16/2025	1087	NOODLE TOOLS, INC	201-789-R19	10.5.2220.311.0000.00.00	ONLINE SERVICES – MEDIA SERVICES	$480.00
						Check Total:	$480.00
233079358	08/27/2025	1072	NORMAL COMMUNITY HIGH SCHOOL	WRESTLING VAR G	10.5.1500.640.0000.30.84	DUES AND FEES: WRESTLING	$150.00
						Check Total:	$150.00
233079359	08/27/2025	1072	O'BOYE SALES AND PRODUCTION, LLC	BASKETBALL VAR G	10.5.1500.640.0000.30.67	DUES AND FEES:	$115.00
						Check Total:	$115.00
233079360	08/27/2025	1072	OAK LAWN COMMUNITY SCHOOL DISTRICT 229	WRESTLING JV B	10.5.1500.640.0000.30.84	DUES AND FEES: WRESTLING	$300.00
						Check Total:	$300.00
233079405	09/03/2025	1082	ODYSSEY GOLF FOUNDATION	08/16/25	10.5.1500.325.0000.30.72	RENTALS – GOLF	$2,800.00
						Check Total:	$2,800.00

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Dollar Limit: $0.00

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Check Number	Date	Voucher	Payee	Invoice	Account	Description	Amount
233079523	09/16/2025	1087	ONE STEP, INC.	N231801	10.5.2120.410.0000.00.00	SUPPLIES: GUIDANCE	$845.00
233079523	09/16/2025	1087	ONE STEP, INC.	N231801	10.5.2120.410.0000.00.00	SUPPLIES: GUIDANCE	$10.00
						Check Total:	$855.00
233079361	08/27/2025	1072	OSWEGO EAST HIGH SCHOOL	WRESTLING JV B	10.5.1500.640.0000.30.84	DUES AND FEES: WRESTLING	$350.00
						Check Total:	$350.00
233079362	08/27/2025	1072	OSWEGO EAST HIGH SCHOOL	WRESTLING VAR G	10.5.1500.640.0000.30.84	DUES AND FEES: WRESTLING	$350.00
						Check Total:	$350.00
233079524	09/16/2025	1087	OVERDRIVE, INC.	05346MG25262900	10.5.2220.430.0000.00.00	SUPPLIES: LIBRARY BOOKS – MEDIA SERVICES	$1,250.00
233079524	09/16/2025	1087	OVERDRIVE, INC.	H-0117349	10.5.2220.430.0000.00.00	SUPPLIES: LIBRARY BOOKS – MEDIA SERVICES	$1,500.00
						Check Total:	$2,750.00
233079363	08/27/2025	1072	PALATINE HIGH SCHOOL	WRESTLING VAR G	10.5.1500.640.0000.30.84	DUES AND FEES: WRESTLING	$275.00
						Check Total:	$275.00
233079525	09/16/2025	1087	PARKLAND PREPARATORY ACADEMY SOUTH, INC.	4194	10.5.1912.670.0000.16.00	TUITION – SPECIAL EDUCATION	$8,567.64
						Check Total:	$8,567.64
233079291	08/20/2025	1062	PAULA LUEDER	10974887SUR	10.5.2640.410.0000.00.00	SUPPLIES: STAFF SERVICES	$2.26
233079291	08/20/2025	1062	PAULA LUEDER	COSTCO 07/07/25	10.5.2640.410.0000.00.00	SUPPLIES: STAFF SERVICES	$86.01
233079291	08/20/2025	1062	PAULA LUEDER	R2518921182408	10.5.2640.410.0000.00.00	SUPPLIES: STAFF SERVICES	$19.25
233079291	08/20/2025	1062	PAULA LUEDER	R2521721182408	10.5.2640.410.0000.00.00	SUPPLIES: STAFF SERVICES	$18.69
233079291	08/20/2025	1062	PAULA LUEDER	T252173011009	10.5.2640.410.0000.00.00	SUPPLIES: STAFF SERVICES	$56.92
						Check Total:	$183.13
233079364	08/27/2025	1072	PAULA SNYDER	DOLLAR GEN. 08/08/24	10.5.1200.410.0000.16.00	SUPPLIES: SPEC EDUC	$3.24
233079364	08/27/2025	1072	PAULA SNYDER	WALTS 08/10/25	10.5.1200.410.0000.16.00	SUPPLIES: SPEC EDUC	$14.64
						Check Total:	$17.88
233079526	09/16/2025	1087	PAVEMENT MAINTENANCE SOLUTIONS, INC	5463	20.5.2540.319.0000.00.00	OTHER PROF/TECHNICAL SERVICES	$22,192.00
						Check Total:	$22,192.00
233079406	09/03/2025	1082	PENSKE TRUCK LEASING CO., L.P.	C011722212	10.5.1500.410.0000.20.32	SUPPLIES: CHILDREN'S PLAY	$134.30
						Check Total:	$134.30

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Check Number	Date	Voucher	Payee	Invoice	Account	Description	Amount
233079527	09/16/2025	1087	PERRY WEATHER LLC	10890	10.5.1500.311.0000.30.00	ONLINE SERVICES – ATHLETICS	$3,348.32
						Check Total:	$3,348.32
233079528	09/16/2025	1087	PERSPECTIVES, LTD.	PER-IN-105824	10.5.2640.319.0000.00.00	CONTRACTUAL – STAFF SERVICES	$6,673.46
						Check Total:	$6,673.46
233079292	08/20/2025	1062	PETRARCA, GLEASON, BOYLE & IZZO, LLC	38966	10.5.2310.318.0000.00.00	LEGAL SERVICES – BD OF EDUC	$318.00
233079292	08/20/2025	1062	PETRARCA, GLEASON, BOYLE & IZZO, LLC	38967	10.5.2310.318.0000.00.00	LEGAL SERVICES – BD OF EDUC	$5,618.00
						Check Total:	$5,936.00
233079529	09/16/2025	1087	PLS 3RD LEARNING	PS-INV002867	10.5.2310.311.0000.00.00	ONLINE SERVICES – BD OF EDUC	$1,890.00
						Check Total:	$1,890.00
233079530	09/16/2025	1087	PLUM GROVE MUSIC	271358	10.5.1100.320.0000.12.00	REPAIRS – MUSIC	$10,731.21
233079530	09/16/2025	1087	PLUM GROVE MUSIC	281950	10.5.1100.410.0000.12.00	SUPPLIES: MUSIC	$209.94
233079530	09/16/2025	1087	PLUM GROVE MUSIC	281950	10.5.1100.410.0000.12.00	SUPPLIES: MUSIC	$139.96
						Check Total:	$11,081.11
233079531	09/16/2025	1087	POLAR ELECTRO, INC.	331737184	10.5.1100.311.0000.00.00	ONLINE SERVICES & SUBSCRIPTIONS	$350.00
233079531	09/16/2025	1087	POLAR ELECTRO, INC.	331737184	10.5.1100.311.0000.00.00	ONLINE SERVICES & SUBSCRIPTIONS	$750.00
						Check Total:	$1,100.00
233079532	09/16/2025	1087	PRECISION CONTROL SYSTEMS, INC	24143-04	60.5.2530.530.0000.00.00	BUILDINGS IMPROVEMENTS	$38,000.00
233079532	09/16/2025	1087	PRECISION CONTROL SYSTEMS, INC	SV54119	20.5.2540.320.0000.00.00	REPAIRS – OPER & MAINT	$152.00
233079532	09/16/2025	1087	PRECISION CONTROL SYSTEMS, INC	SV54120	20.5.2540.319.0000.00.00	OTHER PROF/TECHNICAL SERVICES	$304.00
						Check Total:	$38,456.00
233079533	09/16/2025	1087	PRESENCELEARNING, INC.	INV81908	10.5.2140.319.0000.16.00	PSYCH SERVICES	$2,693.50
						Check Total:	$2,693.50

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233079534	09/16/2025	1087	PRICE BROTHERS TRANSPORTATION LLC	4258	40.5.2550.333.0000.00.00	TRANSP – SPEC EDUC	$2,599.04
						Check Total:	$2,599.04
233079535	09/16/2025	1087	PROQUEST/SCA LLC	70910013	10.5.2220.311.0000.00.00	ONLINE SERVICES – MEDIA SERVICES	$3,911.28
233079535	09/16/2025	1087	PROQUEST/SCA LLC	70910013	10.5.2220.311.0000.00.00	ONLINE SERVICES – MEDIA SERVICES	$6,052.49
233079535	09/16/2025	1087	PROQUEST/SCA LLC	70910013	10.5.2220.311.0000.00.00	ONLINE SERVICES – MEDIA SERVICES	$885.04
						Check Total:	$10,848.81
233079407	09/03/2025	1082	PROVEN BUSINESS SYSTEMS	1360579	10.5.2660.700.0000.00.00	NON-CAP EQUIP: COMPUTER SRVS	$1,690.00
233079407	09/03/2025	1082	PROVEN BUSINESS SYSTEMS	1361984	10.5.2660.319.0000.00.00	CONTRACTUAL – COMPUTER SRVS	$1,472.00
						Check Total:	$3,162.00
233079536	09/16/2025	1087	QUEST FOOD MANAGEMENT SERVICES, INC.	IN130997	10.5.2210.411.0000.00.00	SUPPLIES: IN DIST MEETING	$48.60
233079536	09/16/2025	1087	QUEST FOOD MANAGEMENT SERVICES, INC.	IN130999	10.5.2210.411.0000.00.00	SUPPLIES: IN DIST MEETING	$220.70
233079536	09/16/2025	1087	QUEST FOOD MANAGEMENT SERVICES, INC.	IN131000	10.5.2410.409.0000.46.00	SUPPLIES: SUMMER REGISTRATION	$186.00
233079536	09/16/2025	1087	QUEST FOOD MANAGEMENT SERVICES, INC.	IN131001	10.5.2410.409.0000.46.00	SUPPLIES: SUMMER REGISTRATION	$83.00
233079536	09/16/2025	1087	QUEST FOOD MANAGEMENT SERVICES, INC.	IN131002	10.5.2210.411.0000.00.00	SUPPLIES: IN DIST MEETING	$26.25
233079536	09/16/2025	1087	QUEST FOOD MANAGEMENT SERVICES, INC.	IN131003	10.5.2410.409.0000.46.00	SUPPLIES: SUMMER REGISTRATION	$27.90
233079536	09/16/2025	1087	QUEST FOOD MANAGEMENT SERVICES, INC.	IN131004	10.5.2410.409.0000.46.00	SUPPLIES: SUMMER REGISTRATION	$37.50
233079536	09/16/2025	1087	QUEST FOOD MANAGEMENT SERVICES, INC.	IN131005	10.5.2410.409.0000.46.00	SUPPLIES: SUMMER REGISTRATION	$700.00
233079536	09/16/2025	1087	QUEST FOOD MANAGEMENT SERVICES, INC.	IN131096	10.5.2210.411.0000.00.00	SUPPLIES: IN DIST MEETING	$1,438.75

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Check Number	Date	Voucher	Payee	Invoice	Account	Description	Amount
233079536	09/16/2025	1087	QUEST FOOD MANAGEMENT SERVICES, INC.	IN131098	10.5.2410.409.0000.46.00	SUPPLIES: SUMMER REGISTRATION	$20.00
233079536	09/16/2025	1087	QUEST FOOD MANAGEMENT SERVICES, INC.	IN131099	10.5.2410.409.0000.46.00	SUPPLIES: SUMMER REGISTRATION	$30.00
233079536	09/16/2025	1087	QUEST FOOD MANAGEMENT SERVICES, INC.	IN131100	10.5.2410.409.0000.46.00	SUPPLIES: SUMMER REGISTRATION	$186.00
233079536	09/16/2025	1087	QUEST FOOD MANAGEMENT SERVICES, INC.	IN131101	10.5.2410.409.0000.46.00	SUPPLIES: SUMMER REGISTRATION	$83.00
233079536	09/16/2025	1087	QUEST FOOD MANAGEMENT SERVICES, INC.	IN131102	10.5.2310.410.0000.00.00	SUPPLIES: BD OF EDUC	$62.00
233079536	09/16/2025	1087	QUEST FOOD MANAGEMENT SERVICES, INC.	IN131103	10.5.2320.410.0000.00.00	SUPPLIES: SUPT OFC	$60.50
233079536	09/16/2025	1087	QUEST FOOD MANAGEMENT SERVICES, INC.	IN131193	10.5.2210.411.0000.00.00	SUPPLIES: IN DIST MEETING	$15.00
233079536	09/16/2025	1087	QUEST FOOD MANAGEMENT SERVICES, INC.	IN131195	10.5.2320.410.0000.00.00	SUPPLIES: SUPT OFC	$201.25
233079536	09/16/2025	1087	QUEST FOOD MANAGEMENT SERVICES, INC.	IN131196	10.5.2210.411.0000.00.00	SUPPLIES: IN DIST MEETING	$6,543.75
233079536	09/16/2025	1087	QUEST FOOD MANAGEMENT SERVICES, INC.	IN131527	10.5.2320.410.0000.00.00	SUPPLIES: SUPT OFC	$64.00
233079536	09/16/2025	1087	QUEST FOOD MANAGEMENT SERVICES, INC.	IN131528	10.5.2310.410.0000.00.00	SUPPLIES: BD OF EDUC	$49.60
233079536	09/16/2025	1087	QUEST FOOD MANAGEMENT SERVICES, INC.	IN131529	10.5.2320.410.0000.00.00	SUPPLIES: SUPT OFC	$114.98
						Check Total:	$10,198.78
233079293	08/20/2025	1062	RACHEL'S CHALLENGE	INV-15519-0	10.5.1500.316.0000.20.00	CONTRACTUAL – FRIENDS OF RACHEL	$3,600.00
						Check Total:	$3,600.00
233079537	09/16/2025	1087	RAILS	14184	10.5.2220.311.0000.00.00	ONLINE SERVICES – MEDIA SERVICES	$1,404.00
233079537	09/16/2025	1087	RAILS	14375	10.5.2220.311.0000.00.00	ONLINE SERVICES – MEDIA SERVICES	$2,688.00
						Check Total:	$4,092.00
233079538	09/16/2025	1087	RAVISLOE COUNTRY CLUB	11152024-C	10.5.1500.325.0000.30.72	RENTALS – GOLF	($240.00)

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233079538	09/16/2025	1087	RAVISLOE COUNTRY CLUB	921179433	10.5.1500.410.0000.30.72	SUPPLIES: GOLF	$2,910.60
						Check Total:	$2,670.60
233079365	08/27/2025	1072	REAVIS HIGH SCHOOL	WRESTLING JV B	10.5.1500.640.0000.30.84	DUES AND FEES: WRESTLING	$350.00
						Check Total:	$350.00
233079539	09/16/2025	1087	REDEYE NETWORK SOLUTIONS, LLC	13409	10.5.2660.311.0000.00.00	ONLINE SERVICES – COMPUTER SRVS	$499.00
						Check Total:	$499.00
233079294	08/20/2025	1062	RELIASTAR LIFE INSURANCE COMPANY	12A8235395	10.2.0489.000.0000.00.00	EE – ER LIABILITIES – OTHER	$12,466.34
233079294	08/20/2025	1062	RELIASTAR LIFE INSURANCE COMPANY	12A8235395	20.2.0489.000.0000.00.00	EE – ER LIABILITIES – OTHER	$519.97
233079294	08/20/2025	1062	RELIASTAR LIFE INSURANCE COMPANY	12A8235395	40.2.0489.000.0000.00.00	EE – ER LIABILITIES – OTHER	$13.00
						Check Total:	$12,999.31
233079395	08/28/2025	1075	RESTAURANTS - P-CARD	3EMBERS 07.31 0234	10.5.2210.332.4300.00.PY	PROF DEV – TITLE I (PY)	$20.54
233079395	08/28/2025	1075	RESTAURANTS - P-CARD	ALLEYGRLL 07.16 4233	10.5.2320.410.0000.00.00	SUPPLIES: SUPT OFC	$51.50
233079395	08/28/2025	1075	RESTAURANTS - P-CARD	BALAGIO 07.30 2923	10.5.2210.411.0000.00.00	SUPPLIES: IN DIST MEETING	$432.25
233079395	08/28/2025	1075	RESTAURANTS - P-CARD	BERGSTEIN 07.14 0268	10.5.2410.332.0000.40.00	TRAVEL – PRINCIPAL	$30.95
233079395	08/28/2025	1075	RESTAURANTS - P-CARD	CONTERIE 07.15 5888	10.5.2210.332.0000.70.00	PROF DEV – IB	$60.32
233079395	08/28/2025	1075	RESTAURANTS - P-CARD	COTERIE 07.15 0268	10.5.2410.332.0000.40.00	TRAVEL – PRINCIPAL	$26.20
233079395	08/28/2025	1075	RESTAURANTS - P-CARD	CREOLE 07.17 5888	10.5.2210.332.0000.70.00	PROF DEV – IB	$69.75
233079395	08/28/2025	1075	RESTAURANTS - P-CARD	DEL NRTH 07.17 5888	10.5.2210.332.0000.70.00	PROF DEV – IB	$12.09
233079395	08/28/2025	1075	RESTAURANTS - P-CARD	DEL NRTH 07.17 5888	10.5.2210.332.0000.70.00	PROF DEV – IB	$22.76
233079395	08/28/2025	1075	RESTAURANTS - P-CARD	DORITE 08.01 2923	10.5.2210.411.0000.00.00	SUPPLIES: IN DIST MEETING	$210.45
233079395	08/28/2025	1075	RESTAURANTS - P-CARD	KENNER 07.17 0268	10.5.2410.332.0000.40.00	TRAVEL – PRINCIPAL	$34.79
233079395	08/28/2025	1075	RESTAURANTS - P-CARD	NAPOLEON 07.16 0268	10.5.2410.332.0000.40.00	TRAVEL – PRINCIPAL	$39.28
233079395	08/28/2025	1075	RESTAURANTS - P-CARD	NAPOLEON 07.16 5888	10.5.2210.332.0000.70.00	PROF DEV – IB	$27.08
233079395	08/28/2025	1075	RESTAURANTS - P-CARD	PANERA 07.30 2923	10.5.2210.411.0000.00.00	SUPPLIES: IN DIST MEETING	$356.13
233079395	08/28/2025	1075	RESTAURANTS - P-CARD	PANERA 07.31 2923	10.5.2210.411.0000.00.00	SUPPLIES: IN DIST MEETING	($356.13)
233079395	08/28/2025	1075	RESTAURANTS - P-CARD	RUBY 07.17 0268	10.5.2410.332.0000.40.00	TRAVEL – PRINCIPAL	$27.14
233079395	08/28/2025	1075	RESTAURANTS - P-CARD	WILLIEMAE 07.17 0268	10.5.2410.332.0000.40.00	TRAVEL – PRINCIPAL	$33.20

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Bank Name: Expense Bank Account
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Date Range: 07/01/2025 - 06/30/2026
Voucher Range: 1062 - 1087
Sort By: Vendor
Dollar Limit: $0.00

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Check Number	Date	Voucher	Payee	Invoice	Account	Description	Amount
233079395	08/28/2025	1075	RESTAURANTS - P-CARD	WILLIEMAE 07.17 0268	10.5.2410.332.0000.40.00	TRAVEL – PRINCIPAL	$42.13
233079395	08/28/2025	1075	RESTAURANTS - P-CARD	WILLIEMAE 07.17 0268	10.5.2410.332.0000.40.00	TRAVEL – PRINCIPAL	$21.12
233079395	08/28/2025	1075	RESTAURANTS - P-CARD	WILLIES 07.14 0268	10.5.2410.332.0000.40.00	TRAVEL – PRINCIPAL	$25.09
233079395	08/28/2025	1075	RESTAURANTS - P-CARD	WRIGHTS 07.31 0234	10.5.2210.332.4300.00.PY	PROF DEV – TITLE I (PY)	$20.44
						Check Total:	$1,207.08
233079366	08/27/2025	1072	RICH TOWNSHIP HIGH SCHOOL	WRESTLING F B	10.5.1500.640.0000.30.84	DUES AND FEES: WRESTLING	$400.00
						Check Total:	$400.00
233079367	08/27/2025	1072	RICK PAVINATO	COSTCO 06/01/25	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$8.99
						Check Total:	$8.99
233079368	08/27/2025	1072	RIGHTSIZE FACILITY PERFORMANCE OF IL, LL	INV66490	60.5.2530.319.0000.13.00	CAPITAL PROJECT CONTRACTUAL – SCIENCE	$4,863.97
233079368	08/27/2025	1072	RIGHTSIZE FACILITY PERFORMANCE OF IL, LL	INV66490	60.5.2530.319.0000.13.00	CAPITAL PROJECT CONTRACTUAL – SCIENCE	$47.30
233079368	08/27/2025	1072	RIGHTSIZE FACILITY PERFORMANCE OF IL, LL	INV66490	60.5.2530.480.0000.13.00	FURNISHINGS & SUPPLIES – SCIENCE ADD'N	$450.00
233079368	08/27/2025	1072	RIGHTSIZE FACILITY PERFORMANCE OF IL, LL	INV66490	60.5.2530.480.0000.13.00	FURNISHINGS & SUPPLIES – SCIENCE ADD'N	$2,817.36
233079368	08/27/2025	1072	RIGHTSIZE FACILITY PERFORMANCE OF IL, LL	INV66490	60.5.2530.480.0000.13.00	FURNISHINGS & SUPPLIES – SCIENCE ADD'N	$149.99
233079368	08/27/2025	1072	RIGHTSIZE FACILITY PERFORMANCE OF IL, LL	INV66490	60.5.2530.480.0000.13.00	FURNISHINGS & SUPPLIES – SCIENCE ADD'N	$437.84
233079368	08/27/2025	1072	RIGHTSIZE FACILITY PERFORMANCE OF IL, LL	INV66490	60.5.2530.480.0000.13.00	FURNISHINGS & SUPPLIES – SCIENCE ADD'N	$1,263.60
233079368	08/27/2025	1072	RIGHTSIZE FACILITY PERFORMANCE OF IL, LL	INV66490	60.5.2530.480.0000.13.00	FURNISHINGS & SUPPLIES – SCIENCE ADD'N	$324.74
233079368	08/27/2025	1072	RIGHTSIZE FACILITY PERFORMANCE OF IL, LL	INV66490	60.5.2530.480.0000.13.00	FURNISHINGS & SUPPLIES – SCIENCE ADD'N	$1,477.50
233079368	08/27/2025	1072	RIGHTSIZE FACILITY PERFORMANCE OF IL, LL	INV66490	60.5.2530.480.0000.13.00	FURNISHINGS & SUPPLIES – SCIENCE ADD'N	$393.80
233079368	08/27/2025	1072	RIGHTSIZE FACILITY PERFORMANCE OF IL, LL	INV66490	60.5.2530.480.0000.13.00	FURNISHINGS & SUPPLIES – SCIENCE ADD'N	$796.00

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Check Number	Date	Voucher	Payee	Invoice	Account	Description	Amount
233079368	08/27/2025	1072	RIGHTSIZE FACILITY PERFORMANCE OF IL, LL	INV66490	60.5.2530.700.0000.13.00	CAPITAL PROJECT NON-CAP - SCIENCE WING	$397.50
233079368	08/27/2025	1072	RIGHTSIZE FACILITY PERFORMANCE OF IL, LL	INV66490	60.5.2530.700.0000.13.00	CAPITAL PROJECT NON-CAP - SCIENCE WING	$495.37
233079368	08/27/2025	1072	RIGHTSIZE FACILITY PERFORMANCE OF IL, LL	INV66490	60.5.2530.700.0000.13.00	CAPITAL PROJECT NON-CAP - SCIENCE WING	$2,281.60
233079368	08/27/2025	1072	RIGHTSIZE FACILITY PERFORMANCE OF IL, LL	INV66490	60.5.2530.700.0000.13.00	CAPITAL PROJECT NON-CAP - SCIENCE WING	$4,941.99
233079368	08/27/2025	1072	RIGHTSIZE FACILITY PERFORMANCE OF IL, LL	INV66490	60.5.2530.700.0000.13.00	CAPITAL PROJECT NON-CAP - SCIENCE WING	$1,694.66
233079368	08/27/2025	1072	RIGHTSIZE FACILITY PERFORMANCE OF IL, LL	INV66490	60.5.2530.700.0000.13.00	CAPITAL PROJECT NON-CAP - SCIENCE WING	$1,569.18
233079368	08/27/2025	1072	RIGHTSIZE FACILITY PERFORMANCE OF IL, LL	INV66490	60.5.2530.700.0000.13.00	CAPITAL PROJECT NON-CAP - SCIENCE WING	$1,948.44
						Check Total:	$26,350.84
233079540	09/16/2025	1087	RIVAL5 TECHNOLOGIES CORPORATION	25520	10.5.2190.342.0000.00.00	TELEPHONE	$8,637.18
233079540	09/16/2025	1087	RIVAL5 TECHNOLOGIES CORPORATION	25630	10.5.2190.410.0000.00.00	SUPPLIES	$763.94
						Check Total:	$9,401.12
233079369	08/27/2025	1072	RIVERSIDE BROOKFIELD HIGH SCHOOL	GYMNASTICS VAR G	10.5.1500.640.0000.30.73	DUES AND FEES:	$275.00
						Check Total:	$275.00
233079370	08/27/2025	1072	RIVERSIDE BROOKFIELD HIGH SCHOOL	SWIM/DIVING VAR B	10.5.1500.640.0000.30.79	DUES AND FEES: SWIMMING	$275.00
						Check Total:	$275.00
233079295	08/20/2025	1062	ROBERT ASSISE	09/25 COACHING EDUCA	10.5.1500.332.0000.30.00	TRAVEL - CLINICS	$899.10
						Check Total:	$899.10
233079541	09/16/2025	1087	ROLLING R GOLF CART RENTALS	11821	20.5.2530.552.0000.00.00	CAP EQUIP: VEHICLES 5 YR CYCLE	$12,000.00
						Check Total:	$12,000.00
233079542	09/16/2025	1087	RUTLEDGE PRINTING COMPANY	146117	10.5.2110.410.0000.00.00	SUPPLIES - DEANS / ATTEND	$726.70

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Check Number	Date	Voucher	Payee	Invoice	Account	Description	Amount
233079542	09/16/2025	1087	RUTLEDGE PRINTING COMPANY	146117	10.5.2110.410.0000.00.00	SUPPLIES – DEANS / ATTEND	$405.30
233079542	09/16/2025	1087	RUTLEDGE PRINTING COMPANY	146117	10.5.2110.410.0000.00.00	SUPPLIES – DEANS / ATTEND	$364.30
						Check Total:	$1,496.30
233079543	09/16/2025	1087	RYCOR SOLUTIONS	1011	10.5.2520.311.0000.00.00	ONLINE SERVICES – BUSINESS OFC	$9,397.60
						Check Total:	$9,397.60
233079544	09/16/2025	1087	SAFETY FIRST TRANSPORTATION CORP.	HF080125	40.5.2550.333.0000.00.00	TRANSP – SPEC EDUC	$5,520.00
						Check Total:	$5,520.00
233079408	09/03/2025	1082	SAFETY TRANSPORTATION INC	235	40.5.2550.331.0000.00.00	PUPIL TRANSPORTATION – REGULAR	$7,400.00
233079408	09/03/2025	1082	SAFETY TRANSPORTATION INC	235	40.5.2550.333.0000.00.00	TRANSP – SPEC EDUC	$19,900.00
						Check Total:	$27,300.00
233079545	09/16/2025	1087	SAFETY TRANSPORTATION INC	246	40.5.2550.331.0000.00.00	PUPIL TRANSPORTATION – REGULAR	$3,900.00
233079545	09/16/2025	1087	SAFETY TRANSPORTATION INC	246	40.5.2550.333.0000.00.00	TRANSP – SPEC EDUC	$17,100.00
233079545	09/16/2025	1087	SAFETY TRANSPORTATION INC	246	40.5.2550.334.0000.00.00	TRAVEL – HOMELESS	$1,250.00
						Check Total:	$22,250.00
233079296	08/20/2025	1062	SARAH WHITLOCK	646396428289	10.5.1500.410.0000.20.29	SUPPLIES: FRESHMAN ORIENTATION	$171.94
233079296	08/20/2025	1062	SARAH WHITLOCK	733638180867	10.5.1500.410.0000.20.29	SUPPLIES: FRESHMAN ORIENTATION	$34.39
						Check Total:	$206.33
233079371	08/27/2025	1072	SCHAUMBURG HIGH SCHOOL	WRESTLING VAR G	10.5.1500.640.0000.30.84	DUES AND FEES: WRESTLING	$275.00
						Check Total:	$275.00
233079546	09/16/2025	1087	SCHOOL HEALTH CORPORATION	SO000196701-1	10.5.1100.311.0000.00.00	ONLINE SERVICES & SUBSCRIPTIONS	$129.99
						Check Total:	$129.99
233079372	08/27/2025	1072	SCHOOLINKS, INC.	INV-2377	10.5.2120.311.0000.00.00	ONLINE SERVICES – GUIDANCE	$1,939.14
						Check Total:	$1,939.14

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233079547	09/16/2025	1087	SCHOOLINKS, INC.	INV-3102	10.5.2120.311.0000.00.00	ONLINE SERVICES – GUIDANCE	$2,345.00
						Check Total:	$2,345.00
233079548	09/16/2025	1087	SEAL SOUTH, INC.	10368	10.5.1912.670.0000.16.00	TUITION – SPECIAL EDUCATION	$3,363.84
						Check Total:	$3,363.84
233079430	09/10/2025	1086	SECRETARY OF STATE	DRI REN FEE S KUESTE	40.5.2550.314.0000.00.00	PROFESSIONAL SERVICES/INSTRUCT	$4.00
						Check Total:	$4.00
233079549	09/16/2025	1087	SERVICE SANITATION INC.	9164165	20.5.2540.325.0000.00.00	RENTALS – OPER & MAINT	$1,044.76
233079549	09/16/2025	1087	SERVICE SANITATION INC.	9171533	20.5.2540.325.0000.00.00	RENTALS – OPER & MAINT	$177.99
						Check Total:	$1,222.75
233079550	09/16/2025	1087	SHEDTHEMUSIC LLC	1436	10.5.1100.311.0000.00.00	ONLINE SERVICES & SUBSCRIPTIONS	$450.00
						Check Total:	$450.00
233079551	09/16/2025	1087	SOLIANT HEALTH, LLC.	21252081	10.5.1200.319.0000.16.00	CONTRACTUAL – SPEC	$546.00
233079551	09/16/2025	1087	SOLIANT HEALTH, LLC.	21256094	10.5.1200.319.0000.16.00	CONTRACTUAL – SPEC	$2,496.00
						Check Total:	$3,042.00
233079297	08/20/2025	1062	SOLUTION TREE	S327306	10.5.2210.410.4300.00.PY	SUPPLIES – TITLE I (Prior Yr)	$1,713.25
233079297	08/20/2025	1062	SOLUTION TREE	S328661	10.5.2210.410.4300.00.PY	SUPPLIES – TITLE I (Prior Yr)	$926.62
233079297	08/20/2025	1062	SOLUTION TREE	S328661	10.5.2210.410.4300.00.PY	SUPPLIES – TITLE I (Prior Yr)	$856.62
						Check Total:	$3,496.49
233079552	09/16/2025	1087	SPECIAL EDUCATION SERVICES	SESINV-051691	10.5.1912.670.0000.16.00	TUITION – SPECIAL EDUCATION	$2,277.60
						Check Total:	$2,277.60
233079553	09/16/2025	1087	SPECIAL EDUCATION SYSTEMS	SYSINV-018812	40.5.2550.333.0000.00.00	TRANSP – SPEC EDUC	$921.50
						Check Total:	$921.50
233079554	09/16/2025	1087	SPECIALIZED EDUCATION OF ILLINOIS INC.	INV226741	10.5.1912.670.0000.16.00	TUITION – SPECIAL EDUCATION	$1,717.35

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Check Number	Date	Voucher	Payee	Invoice	Account	Description	Amount
						Check Total:	$1,717.35
233079555	09/16/2025	1087	SPEECH THERAPY DUNN, PLLC	261	10.5.2150.319.0000.16.00	CONTRACTUAL – SPEECH – SPEC EDUC:	$2,160.20
						Check Total:	$2,160.20
233079556	09/16/2025	1087	SPENCER'S BOOKS, LLC	090225	10.5.1100.419.0000.06.00	SUPPLIES/RESALE – WORLD LANGUAGE	$700.00
						Check Total:	$700.00
233079557	09/16/2025	1087	SPRINGSHARE, LLC.	25-R4581	10.5.2220.311.0000.00.00	ONLINE SERVICES – MEDIA SERVICES	$1,107.00
						Check Total:	$1,107.00
233079298	08/20/2025	1062	STEPHEN MENARD	07/28/25	10.5.1500.319.0000.20.32	CONTRACTUAL – CHILDREN'S PLAY	$900.00
						Check Total:	$900.00
233079373	08/27/2025	1072	STEVENSON HIGH SCHOOL	WRESTLING 12/20/25 B	10.5.1500.640.0000.30.84	DUES AND FEES: WRESTLING	$200.00
						Check Total:	$200.00
233079409	09/03/2025	1082	STEVENSON HIGH SCHOOL FOUNDATION	400	10.5.2210.332.0000.00.00	TRAVEL – PROF DEV	$1,700.00
						Check Total:	$1,700.00
233079431	09/10/2025	1086	T-MOBILE USA INC.	7/21/25 - 8/20/25	10.5.2660.470.0000.00.00	COMP SOFTWARE: COMPUTER SRVS	$31.00
						Check Total:	$31.00
233079558	09/16/2025	1087	T-MOBILE USA INC.	7/21/25 - 8/20/25 S	10.5.2660.470.0000.00.00	COMP SOFTWARE: COMPUTER SRVS	$84.00
						Check Total:	$84.00
233079559	09/16/2025	1087	TEACHSTONE, INC.	SIN143526	10.5.2210.319.0000.00.00	CONTRACT – IMPRV OF INSTRUCTION	$10,750.00
						Check Total:	$10,750.00
233079560	09/16/2025	1087	TECHNOLOGY MANAGEMENT REV FUND	T2526658	10.5.2660.470.0000.00.00	COMP SOFTWARE: COMPUTER SRVS	$25.00
						Check Total:	$25.00
233079561	09/16/2025	1087	TEXTBOOK WAREHOUSE LLC	SI1056802	10.5.1100.421.0000.05.00	TEXTBOOKS – ADD'L / REPLACE – ENGLISH	$2,766.00

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233079561	09/16/2025	1087	TEXTBOOK WAREHOUSE LLC	SI1056802	10.5.1100.421.0000.05.00	TEXTBOOKS – ADD'L / REPLACE – ENGLISH	$5,880.00
233079561	09/16/2025	1087	TEXTBOOK WAREHOUSE LLC	SI1058761	10.5.1100.420.0000.05.00	TEXTBOOKS – ENGLISH	$94.50
233079561	09/16/2025	1087	TEXTBOOK WAREHOUSE LLC	SI1058761	10.5.1100.420.0000.05.00	TEXTBOOKS – ENGLISH	$5,253.60
233079561	09/16/2025	1087	TEXTBOOK WAREHOUSE LLC	SI1058761	10.5.1100.421.0000.05.00	TEXTBOOKS – ADD'L / REPLACE – ENGLISH	$4,023.00
233079561	09/16/2025	1087	TEXTBOOK WAREHOUSE LLC	SI1058761	10.5.1100.421.0000.05.00	TEXTBOOKS – ADD'L / REPLACE – ENGLISH	$4,444.00
233079561	09/16/2025	1087	TEXTBOOK WAREHOUSE LLC	SI1058761	10.5.1100.421.0000.05.00	TEXTBOOKS – ADD'L / REPLACE – ENGLISH	$926.10
233079561	09/16/2025	1087	TEXTBOOK WAREHOUSE LLC	SI1059128	10.5.1100.421.0000.05.00	TEXTBOOKS – ADD'L / REPLACE – ENGLISH	$496.00
233079561	09/16/2025	1087	TEXTBOOK WAREHOUSE LLC	SI1062457	10.5.1100.421.0000.05.00	TEXTBOOKS – ADD'L / REPLACE – ENGLISH	$1,826.00
233079561	09/16/2025	1087	TEXTBOOK WAREHOUSE LLC	SI1064172	10.5.1100.420.0000.05.00	TEXTBOOKS – ENGLISH	$367.85
233079561	09/16/2025	1087	TEXTBOOK WAREHOUSE LLC	SI1064172	10.5.1100.420.0000.05.00	TEXTBOOKS – ENGLISH	$388.15
233079561	09/16/2025	1087	TEXTBOOK WAREHOUSE LLC	SI1064172	10.5.1100.420.0000.05.00	TEXTBOOKS – ENGLISH	$326.55
233079561	09/16/2025	1087	TEXTBOOK WAREHOUSE LLC	SI1064178	10.5.1100.421.0000.05.00	TEXTBOOKS – ADD'L / REPLACE – ENGLISH	$447.00
233079561	09/16/2025	1087	TEXTBOOK WAREHOUSE LLC	SI1065004	10.5.1100.420.0000.05.00	TEXTBOOKS – ENGLISH	$532.35
233079561	09/16/2025	1087	TEXTBOOK WAREHOUSE LLC	SI1065004	10.5.1100.420.0000.05.00	TEXTBOOKS – ENGLISH	$471.10
233079561	09/16/2025	1087	TEXTBOOK WAREHOUSE LLC	SI1065004	10.5.1100.420.0000.05.00	TEXTBOOKS – ENGLISH	$533.40
233079561	09/16/2025	1087	TEXTBOOK WAREHOUSE LLC	SI1066982	10.5.1100.421.0000.05.00	TEXTBOOKS – ADD'L / REPLACE – ENGLISH	$2,232.00
233079561	09/16/2025	1087	TEXTBOOK WAREHOUSE LLC	SI1066983	10.5.1100.420.0000.05.00	TEXTBOOKS – ENGLISH	$4,202.80
233079561	09/16/2025	1087	TEXTBOOK WAREHOUSE LLC	SI1068223	10.5.1100.420.0000.05.00	TEXTBOOKS – ENGLISH	$6,335.00
233079561	09/16/2025	1087	TEXTBOOK WAREHOUSE LLC	SI1068241	10.5.1100.420.0000.05.00	TEXTBOOKS – ENGLISH	$513.10
						Check Total:	$42,058.50
233079374	08/27/2025	1072	TF NORTH HIGH SCHOOL	BASKETBALL F G	10.5.1500.640.0000.30.67	DUES AND FEES:	$250.00
						Check Total:	$250.00

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233079375	08/27/2025	1072	THORNTON HIGH SCHOOL	BASKETBALL SOP G	10.5.1500.640.0000.30.67	DUES AND FEES:	$300.00
						Check Total:	$300.00
233079376	08/27/2025	1072	TINLEY PARK HIGH SCHOOL	WRESTLING JV B	10.5.1500.640.0000.30.84	DUES AND FEES: WRESTLING	$475.00
						Check Total:	$475.00
233079377	08/27/2025	1072	TINLEY PARK HIGH SCHOOL	BASKETBALL F B	10.5.1500.640.0000.30.67	DUES AND FEES:	$450.00
						Check Total:	$450.00
233079562	09/16/2025	1087	TRAVERS TOOL CO, INC	24418915-00	10.5.1400.410.0000.10.00	SUPPLIES: INDUST TECH	$201.88
233079562	09/16/2025	1087	TRAVERS TOOL CO, INC	24418915-01	10.5.1400.410.0000.10.00	SUPPLIES: INDUST TECH	$28.89
233079562	09/16/2025	1087	TRAVERS TOOL CO, INC	24418915-02	10.5.1400.410.0000.10.00	SUPPLIES: INDUST TECH	$220.58
233079562	09/16/2025	1087	TRAVERS TOOL CO, INC	24418915-02	10.5.1400.410.0000.10.00	SUPPLIES: INDUST TECH	$91.80
233079562	09/16/2025	1087	TRAVERS TOOL CO, INC	24418915-02	10.5.1400.410.0000.10.00	SUPPLIES: INDUST TECH	$45.36
						Check Total:	$588.51
233079563	09/16/2025	1087	TROPHYS ARE US INC	32685	10.5.1500.416.0000.30.00	SUPPLIES: AWARDS – ATHLETICS	$27.65
						Check Total:	$27.65
233079564	09/16/2025	1087	ULINE	196612099	10.5.1100.410.0000.13.00	SUPPLIES: SCIENCE	$367.90
233079564	09/16/2025	1087	ULINE	197145772	20.5.2540.410.0000.00.00	SUPPLIES: OPER & MAINT	$56.86
						Check Total:	$424.76
233079299	08/20/2025	1062	US OMNI	2508-7172	10.5.2520.319.0000.00.00	CONTRACTUAL – BUSINESS OFC	$5.50
						Check Total:	$5.50
233079410	09/03/2025	1082	VERIZON WIRELESS	6121241617	10.5.2640.319.0000.00.00	CONTRACTUAL – STAFF SERVICES	$1,131.95
						Check Total:	$1,131.95
233079378	08/27/2025	1072	VICTOR J ANDREW HIGH SCHOOL	WRESTLING 12/06/25 B	10.5.1500.640.0000.30.84	DUES AND FEES: WRESTLING	$225.00
						Check Total:	$225.00
233079565	09/16/2025	1087	VILLAGE OF FLOSSMOOR	0000002674	20.5.2540.319.0000.00.00	OTHER PROF/TECHNICAL SERVICES	$450.00
233079565	09/16/2025	1087	VILLAGE OF FLOSSMOOR	0000002721	10.5.2560.319.0000.84.00	OTHER PROF/TECHNICAL SERVICES	$125.00

Disbursement Detail Listing

Fiscal Year: 2025-2026

Bank Name: Expense Bank Account
Bank Account: 181 477 1
Date Range: 07/01/2025 - 06/30/2026
Voucher Range: 1062 - 1087
Sort By: Vendor
Dollar Limit: $0.00

☑ Print Employee Vendor Names ☑ Exclude Voided Checks ☑ Exclude Manual Checks ☐ Include Non Check Batches

Check Number	Date	Voucher	Payee	Invoice	Account	Description	Amount
233079565	09/16/2025	1087	VILLAGE OF FLOSSMOOR	0000002722	10.5.2560.319.0000.84.00	OTHER PROF/TECHNICAL SERVICES	$125.00
						Check Total:	$700.00
233079300	08/20/2025	1062	VISION SERVICE PLAN (IL)	823436095	10.2.0489.000.0000.00.00	EE – ER LIABILITIES – OTHER	$2,314.76
233079300	08/20/2025	1062	VISION SERVICE PLAN (IL)	823436095	20.2.0489.000.0000.00.00	EE – ER LIABILITIES – OTHER	$144.16
						Check Total:	$2,458.92
233079301	08/20/2025	1062	VISION SERVICE PLAN (IL)	823436090	10.2.0489.000.0000.00.00	EE – ER LIABILITIES – OTHER	$1,919.22
233079301	08/20/2025	1062	VISION SERVICE PLAN (IL)	823436090	20.2.0489.000.0000.00.00	EE – ER LIABILITIES – OTHER	$35.71
						Check Total:	$1,954.93
233079566	09/16/2025	1087	WALTON'S WAY TRANSPORTATION	000002025-08	40.5.2550.331.0000.00.00	PUPIL TRANSPORTATION – REGULAR	$4,875.00
233079566	09/16/2025	1087	WALTON'S WAY TRANSPORTATION	000002025-08	40.5.2550.333.0000.00.00	TRANSP – SPEC EDUC	$24,075.00
233079566	09/16/2025	1087	WALTON'S WAY TRANSPORTATION	000002025-08	40.5.2550.334.0000.00.00	TRAVEL – HOMELESS	$3,000.00
						Check Total:	$31,950.00
233079302	08/20/2025	1062	WALTS FOOD CENTER	9275	10.5.1400.410.0000.09.00	SUPPLIES: CULINARY	$104.39
						Check Total:	$104.39
233079379	08/27/2025	1072	WALTS FOOD CENTER	2710	10.5.1200.410.0000.16.00	SUPPLIES: SPEC EDUC	$55.18
233079379	08/27/2025	1072	WALTS FOOD CENTER	5113	10.5.1200.410.0000.16.00	SUPPLIES: SPEC EDUC	$146.73
233079379	08/27/2025	1072	WALTS FOOD CENTER	7068	10.5.1200.410.0000.16.00	SUPPLIES: SPEC EDUC	$43.99
233079379	08/27/2025	1072	WALTS FOOD CENTER	9873	10.5.1200.410.0000.16.00	SUPPLIES: SPEC EDUC	$41.15
						Check Total:	$287.05
233079432	09/10/2025	1086	WALTS FOOD CENTER	7259	10.5.1200.410.0000.16.00	SUPPLIES: SPEC EDUC	$159.35
						Check Total:	$159.35
233079567	09/16/2025	1087	WELDSALE COMPANY LLC	607405	10.5.1400.410.4745.00.00	SUPPLIES: CTE PERKINS	$247.00
233079567	09/16/2025	1087	WELDSALE COMPANY LLC	607405	10.5.1400.410.4745.00.00	SUPPLIES: CTE PERKINS	$319.20
233079567	09/16/2025	1087	WELDSALE COMPANY LLC	607405	10.5.1400.410.4745.00.00	SUPPLIES: CTE PERKINS	$19.00

Disbursement Detail Listing

Fiscal Year: 2025-2026

Bank Name: Expense Bank Account
Bank Account: 181 477 1
Date Range: 07/01/2025 - 06/30/2026
Voucher Range: 1062 - 1087
Sort By: Vendor
Dollar Limit: $0.00

☑ Print Employee Vendor Names ☑ Exclude Voided Checks ☑ Exclude Manual Checks ☐ Include Non Check Batches

Check Number	Date	Voucher	Payee	Invoice	Account	Description	Amount
233079567	09/16/2025	1087	WELDSALE COMPANY LLC	607405	10.5.1400.410.4745.00.00	SUPPLIES: CTE PERKINS	$642.20
233079567	09/16/2025	1087	WELDSALE COMPANY LLC	607405	10.5.1400.410.4745.00.00	SUPPLIES: CTE PERKINS	$457.90
233079567	09/16/2025	1087	WELDSALE COMPANY LLC	607405	10.5.1400.410.4745.00.00	SUPPLIES: CTE PERKINS	$248.90
233079567	09/16/2025	1087	WELDSALE COMPANY LLC	607405	10.5.1400.410.4745.00.00	SUPPLIES: CTE PERKINS	$691.60
233079567	09/16/2025	1087	WELDSALE COMPANY LLC	607405	10.5.1400.410.4745.00.00	SUPPLIES: CTE PERKINS	$342.00
233079567	09/16/2025	1087	WELDSALE COMPANY LLC	607405	10.5.1400.410.4745.00.00	SUPPLIES: CTE PERKINS	$448.40
233079567	09/16/2025	1087	WELDSALE COMPANY LLC	607405	10.5.1400.410.4745.00.00	SUPPLIES: CTE PERKINS	$245.10
233079567	09/16/2025	1087	WELDSALE COMPANY LLC	607405	10.5.1400.410.4745.00.00	SUPPLIES: CTE PERKINS	$611.80
233079567	09/16/2025	1087	WELDSALE COMPANY LLC	607405	10.5.1400.410.4745.00.00	SUPPLIES: CTE PERKINS	$492.00
233079567	09/16/2025	1087	WELDSALE COMPANY LLC	607405	10.5.1400.410.4745.00.00	SUPPLIES: CTE PERKINS	$661.20
233079567	09/16/2025	1087	WELDSALE COMPANY LLC	607405	10.5.1400.700.4745.00.00	NON-CAP EQUIP: CTE PERKINS	$511.67
233079567	09/16/2025	1087	WELDSALE COMPANY LLC	607405	10.5.1400.700.4745.00.00	NON-CAP EQUIP: CTE PERKINS	$2,299.00
233079567	09/16/2025	1087	WELDSALE COMPANY LLC	607405	10.5.1400.700.4745.00.00	NON-CAP EQUIP: CTE PERKINS	$1,222.65
						Check Total:	$9,459.62
233079303	08/20/2025	1062	WEX HEALTH, INC.	2200929-IN	10.5.2520.319.0000.00.00	CONTRACTUAL - BUSINESS OFC	$400.50
						Check Total:	$400.50
233079568	09/16/2025	1087	WILLSCOT	9024406289	20.5.2540.325.0000.00.00	RENTALS - OPER & MAINT	$247.00
						Check Total:	$247.00
233079569	09/16/2025	1087	X-PERT AUTO & TRUCK REPAIR	010840	20.5.2540.320.0000.30.00	REPAIRS - ACTIVTY BUSES	$1,425.51
233079569	09/16/2025	1087	X-PERT AUTO & TRUCK REPAIR	010873	40.5.2550.323.0000.00.00	REPAIRS	$220.50
						Check Total:	$1,646.01
233079570	09/16/2025	1087	YONDR INC.	00002287	10.5.1200.410.0000.16.00	SUPPLIES: SPEC EDUC	$620.00
233079570	09/16/2025	1087	YONDR INC.	00002287	10.5.1200.640.0000.16.00	DUES AND FEES: SPEC EDUC	$199.99
						Check Total:	$819.99
233079571	09/16/2025	1087	ZARLENGO INC.	19210	10.5.2610.410.0000.45.00	SUPPLIES: STUDENT SUPPORTS	$690.52
						Check Total:	$690.52

Disbursement Detail Listing

Fiscal Year: 2025-2026

Bank Name: Expense Bank Account
Bank Account: 181 477 1
Date Range: 07/01/2025 - 06/30/2026
Voucher Range: 1062 - 1087
Sort By: Vendor
Dollar Limit: $0.00

☑ Print Employee Vendor Names ☑ Exclude Voided Checks ☑ Exclude Manual Checks ☐ Include Non Check Batches

Check Number	Date	Voucher	Payee	Invoice	Account	Description	Amount
						Bank Total:	$1,788,091.43

Fund	Amount
10	$778,153.95
20	$434,529.60
40	$369,064.34
60	$206,343.54
Fund Totals:	$1,788,091.43

End of Report

Disbursements Grand Total: $1,788,091.43

Approval of Imprest Fund,

Homewood-Flossmoor High School District 233

Disbursement Detail Listing

Fiscal Year: 2025-2026

Bank Name: First Midwest Imprest Account
Bank Account: 0102124998
Date Range: 08/01/2025 - 08/31/2025
Voucher Range: -
Sort By: Check
Dollar Limit: $0.00

☐ Print Employee Vendor Names ☐ Exclude Voided Checks ☐ Exclude Manual Checks ☐ Include Non Check Batches

Bank Name: First Midwest Imprest Account Bank Account: 0102124998

Check Number	Date	Voucher	Payee	Invoice	Account	Description	Amount
120355	08/13/2025	1059	Employee Vendor	SB - 07.15.25 IB GLO	10.5.2210.332.0000.00.00	TRAVEL – PROF DEV	$814.60
						Check Total:	$814.60
120356	08/13/2025	1059	MICHAEL CAMP	SB - 11.17.25 ACTFL	10.5.2210.332.0000.00.00	TRAVEL – PROF DEV	$1,321.18
						Check Total:	$1,321.18
120357	08/22/2025	1063	AMY PETO	SB - 07.28.25 PLC	10.5.2210.332.4300.00.PY	PROF DEV – TITLE I (PY)	$166.73
						Check Total:	$166.73
120358	08/22/2025	1063	ANTHONY BARAJAS	SB - 07.28.25 PLC	10.5.2210.332.4300.00.PY	PROF DEV – TITLE I (PY)	$371.28
						Check Total:	$371.28
120359	08/22/2025	1063	BRIAN GARLAND	SB - 07.28.25 PLC	10.5.2210.332.4300.00.PY	PROF DEV – TITLE I (PY)	$236.88
						Check Total:	$236.88
120360	08/22/2025	1063	Employee Vendor	SB - 07.28.25 PLC	10.5.2210.332.4300.00.PY	PROF DEV – TITLE I (PY)	$233.76
						Check Total:	$233.76
120361	08/22/2025	1063	CANDI HELSEL-WILK	SB - 07.28.25 PLC	10.5.2210.332.4300.00.PY	PROF DEV – TITLE I (PY)	$119.36
						Check Total:	$119.36
120362	08/22/2025	1063	CETERA, STEVE	V SOCCER 07.28.25	10.5.1500.319.0000.30.77	CONTRACTUAL – SOCCER	$84.00
						Check Total:	$84.00
120363	08/22/2025	1063	CHRISTOPHER O'HARA	V SOCCER 07.28.25	10.5.1500.319.0000.30.77	CONTRACTUAL – SOCCER	$84.00
						Check Total:	$84.00
120364	08/22/2025	1063	DAVID KUSH	SB - 07.28.25 PLC	10.5.2210.332.4300.00.PY	PROV DEV – TITLE I (PY)	$180.87
						Check Total:	$180.87
120365	08/22/2025	1063	EVAN ROBERTS	SB - 07.28.25 PLC	10.5.2210.332.4300.00.PY	PROF DEV – TITLE I (PY)	$117.44
						Check Total:	$117.44
120366	08/22/2025	1063	GORDON FOOD SERVICE	767180606	10.5.1400.410.0000.09.00	SUPPLIES: CULINARY	$225.46
120366	08/22/2025	1063	GORDON FOOD SERVICE	767180675	10.5.1400.410.0000.09.00	SUPPLIES: CULINARY	$114.50
						Check Total:	$339.96
120367	08/22/2025	1063	JACALYN BAILEY	SB - 07.28.25 PLC	10.5.2210.332.4300.00.PY	PROF DEV – TITLE I (PY)	$197.21
						Check Total:	$197.21
120368	08/22/2025	1063	JEANNE MILLER	SB - 07.28.25 PLC	10.5.2210.332.4300.00.PY	PROF DEV – TITLE I (PY)	$168.81
						Check Total:	$168.81
120369	08/22/2025	1063	JENNIFER JONES	SB - 07.19.25 NSPRA	10.5.2630.332.0000.00.00	TRAVEL – INFORMATION	$263.25

Disbursement Detail Listing

Fiscal Year: 2025-2026

Bank Name: First Midwest Imprest Account
Bank Account: 0102124998
Date Range: 08/01/2025 - 08/31/2025
Voucher Range: -
Sort By: Check
Dollar Limit: $0.00

☐ Print Employee Vendor Names ☐ Exclude Voided Checks ☐ Exclude Manual Checks ☐ Include Non Check Batches

Check Number	Date	Voucher	Payee	Invoice	Account	Description	Amount
						Check Total:	$263.25
120370	08/22/2025	1063	JOHN SCHMIDT	SB - 07.28.25 PLC	10.5.2210.332.4300.00.PY	PROF DEV – TITLE I (PY)	$235.20
						Check Total:	$235.20
120371	08/22/2025	1063	KIZAWANDA OLOWE	SB - 07.28.25 PLC	10.5.2120.332.0000.00.00	TRAVEL – GUIDANCE	$753.29
120371	08/22/2025	1063	KIZAWANDA OLOWE	SB - 07.28.25 PLC	10.5.2120.410.0000.00.00	SUPPLIES: GUIDANCE	$326.34
						Check Total:	$1,079.63
120372	08/22/2025	1063	LEAH SAUVAGE	SB - 06.23.25 AP SUM	10.5.2210.332.0000.00.00	TRAVEL – PROF DEV	$260.96
						Check Total:	$260.96
120373	08/22/2025	1063	NELSON, KEVIN	V SOCCER 06.30.25	10.5.1500.319.0000.30.77	CONTRACTUAL – SOCCER	$84.00
						Check Total:	$84.00
120374	08/22/2025	1063	SAM'S CLUB	10222202993 REISSUE	10.4.0000.000.1950.00.00	REFUND OF PRIOR YEARS EXPENDITURES	$126.84
120374	08/22/2025	1063	SAM'S CLUB	10224299896 REISSUE	10.4.0000.000.1950.00.00	REFUND OF PRIOR YEARS EXPENDITURES	$62.86
120374	08/22/2025	1063	SAM'S CLUB	10244603113 REISSUE	10.4.0000.000.1950.00.00	REFUND OF PRIOR YEARS EXPENDITURES	$103.68
120374	08/22/2025	1063	SAM'S CLUB	10261160009 REISSUE	10.4.0000.000.1950.00.00	REFUND OF PRIOR YEARS EXPENDITURES	$647.96
120374	08/22/2025	1063	SAM'S CLUB	P9280002K0197KZKN	10.5.2190.410.0000.00.00	SUPPLIES	$95.00
120374	08/22/2025	1063	SAM'S CLUB	PO 0110 REISSUE	10.4.0000.000.1950.00.00	REFUND OF PRIOR YEARS EXPENDITURES	$104.54
120374	08/22/2025	1063	SAM'S CLUB	PO 0112 REISSUE	10.4.0000.000.1950.00.00	REFUND OF PRIOR YEARS EXPENDITURES	$73.92
120374	08/22/2025	1063	SAM'S CLUB	PO 1024 REISSUE	10.4.0000.000.1950.00.00	REFUND OF PRIOR YEARS EXPENDITURES	$801.64
120374	08/22/2025	1063	SAM'S CLUB	PO 1025 REISSUE	10.4.0000.000.1950.00.00	REFUND OF PRIOR YEARS EXPENDITURES	$440.36
						Check Total:	$2,456.80
120375	08/22/2025	1063	TERRI DAVIS	SB - 06.17.25 IB PSY	10.5.2210.332.0000.70.00	PROF DEV – IB	$1,434.62
						Check Total:	$1,434.62
120376	08/22/2025	1063	ZACK, STEVEN	V SOCCER 06.30.25	10.5.1500.319.0000.30.77	CONTRACTUAL – SOCCER	$84.00
						Check Total:	$84.00

Disbursement Detail Listing

Bank Name: First Midwest Imprest Account
Bank Account: 0102124998
Date Range: 08/01/2025 - 08/31/2025
Voucher Range: -
Sort By: Check
Dollar Limit: $0.00
Fiscal Year: 2025-2026

☐ Print Employee Vendor Names ☐ Exclude Voided Checks ☐ Exclude Manual Checks ☐ Include Non Check Batches

Check Number	Date	Voucher	Payee	Invoice	Account	Description	Amount
120377	08/26/2025	1071	Employee Vendor	SB - 07.28.25 PLC	10.5.2210.332.4300.00.PY	PROF DEV – TITLE I (PY)	$233.14
						Check Total:	$233.14
120378	08/29/2025	1079	BEVERLY WOODS	SB - 07.21.25 WILSON	10.5.2210.332.3999.00.00	PROF DEV – LITERACY	$1,754.67
120378	08/29/2025	1079	BEVERLY WOODS	SB - 07.28.25 PLC	10.5.2210.332.4300.00.PY	PROF DEV – TITLE I (PY)	$103.96
						Check Total:	$1,858.63
120379	08/29/2025	1079	DEENA CASSADY	SB - 07.28.25 PLC	10.5.2210.332.4300.00.PY	PROF DEV – TITLE I (PY)	$220.22
						Check Total:	$220.22
120380	08/29/2025	1079	JENNIFER BYRD	SB - 07.28.25 PLC	10.5.2210.332.4300.00.PY	PROF DEV – TITLE I (PY)	$155.97
						Check Total:	$155.97
120381	08/29/2025	1079	JOSEPH UPTON	SB - 07.28.25 PLC	10.5.2210.332.4300.00.PY	PROF DEV – TITLE I (PY)	$141.10
						Check Total:	$141.10
120382	08/29/2025	1079	KIZAWANDA OLOWE	SB - 07.15.25 IB ADJ	10.5.2210.332.0000.70.00	PROF DEV – IB	$20.02
						Check Total:	$20.02
120383	08/29/2025	1079	Employee Vendor	SB - 07.28.25 PLC	10.5.2210.332.4300.00.PY	PROF DEV – TITLE I (PY)	$170.45
						Check Total:	$170.45
120384	08/29/2025	1079	LAUREN FREEMAN	SB - 07.28.25 PLC	10.5.2210.332.4932.00.PY	PROF DEV – TITLE II (PRIOR YR)	$203.22
						Check Total:	$203.22
120385	08/29/2025	1079	Employee Vendor	SB - 07.15.25 IB ADJ	10.5.2210.332.0000.00.00	TRAVEL – PROF DEV	$6.40
						Check Total:	$6.40
120386	08/29/2025	1079	MARY ELIZABETH DAY	SB - 07.15.25 IB ADJ	10.5.2210.332.0000.70.00	PROF DEV – IB	$4.80
						Check Total:	$4.80
120387	08/29/2025	1079	MICHAEL CAMP	SB - 07.28.25 PLC	10.5.2210.332.4300.00.PY	PROF DEV – TITLE I (PY)	$17.22
						Check Total:	$17.22
120388	08/29/2025	1079	PRINCE LOWE	SB - 07.28.25 PLC	10.5.2210.332.4300.00.PY	PROF DEV – TITLE I (PY)	$88.90
						Check Total:	$88.90
120389	08/29/2025	1079	SARA BROWN	SB - 07.28.25 PLC	10.5.2210.332.4300.00.PY	PROF DEV – TITLE I (PY)	$87.08
						Check Total:	$87.08
120390	08/29/2025	1079	SARA YOUSSEF	SB - 07.28.25 PLC	10.5.2210.332.4300.00.PY	PROF DEV – TITLE I (PY)	$372.96
						Check Total:	$372.96
120391	08/29/2025	1079	SARAH PITTMAN	SB - 07.28.25 PLC	10.5.2210.332.4300.00.PY	PROF DEV – TITLE I (PY)	$253.68
						Check Total:	$253.68

Disbursement Detail Listing

Fiscal Year: 2025-2026

Bank Name: First Midwest Imprest Account
Bank Account: 0102124998
Date Range: 08/01/2025 - 08/31/2025
Voucher Range: -
Sort By: Check
Dollar Limit: $0.00

☐ Print Employee Vendor Names ☐ Exclude Voided Checks ☐ Exclude Manual Checks ☐ Include Non Check Batches

Check Number	Date	Voucher	Payee	Invoice	Account	Description	Amount
120392	08/29/2025	1079	SHAUNA KUESTER	SB - 07.28.25 PLC	10.5.2210.332.4300.00.PY	PROF DEV – TITLE I (PY)	$346.76
						Check Total:	$346.76
120393	08/29/2025	1079	TIPHNEE STAPLES	SB - 07.28.25 PLC	10.5.2210.332.4300.00.PY	PROF DEV – TITLE I (PY)	$184.47
						Check Total:	$184.47
						Bank Total:	$14,699.56

Fund	Amount
10	$14,699.56
Fund Totals:	$14,699.56

End of Report

Disbursements Grand Total:	$14,699.56
Interest	($2.20)
Net Disbursements:	$14,697.36

Ratification of August, 2025, Payroll,

ADMINISTRATIVE STAFF MEMORANDUM

PAYROLL RATIFICATION AND ACCEPTANCE OF PAYROLL REPORT

RECOMMENDATION: "that the Board of Education ratify the Aug2025 payroll of : $2,066,495.75 "

	Aug 2025	July 2025	Aug 2024
Certified Staff / Faculty	$ 1,220,486.27	$ 239,803.19	$ 1,128,067.50
Administration	$ 257,686.36	$ 232,011.66	$ 232,818.62
Clerical, Subs & Other	$ 439,942.12	$ 339,440.95	$ 385,020.88
Instructional Assistants	$ 54,804.18	$ 21,844.25	$ 59,591.93
Building & Grounds	$ 93,576.82	$ 103,037.91	$ 94,336.78
	$2,066,495.75	$936,137.96	$1,899,835.71

2025-2026 Budget Adoption

District Type:

[X] School District
[ ] Joint Agreement

ILLINOIS STATE BOARD OF EDUCATION
School Business Services Division

SCHOOL DISTRICT/JOINT AGREEMENT BUDGET FORM *
July 1, 2025 - June 30, 2026

Accounting Basis:

[X] Cash
[ ] Accrual

Is this an amended budget? No

Date of Amended Budget: _____ *(MM/DD/YY)*

District Name: **Homewood Flossmoor CHSD 233**

District RCDT No: **07016233016**

Unbalanced budget; however, a Deficit Reduction Plan is not required at this time.

If your FY2025 AFR states that you need to do a deficit reduction plan and your FY2026 budget is balanced, please state the measures you took to have your budget become balanced. (Bckgrnd-Assumpt 25-26)

Budget of Homewood Flossmoor CHSD 233 *, County of* Cook *,*
State of Illinois, for the Fiscal Year beginning July 1, 2025 *and ending* June 30, 2026 *.*

WHEREAS the Board of Education of Homewood Flossmoor CHSD 233 *,*
County of Cook *, State of Illinois, caused to be prepared in tentative form a budget, and the Secretary of this Board has made the same conveniently available to public inspection for at least thirty days prior to final action thereon;*

AND WHEREAS a public hearing was held as to such budget on the 16th *day of* September *, 20* 25 *,*
notice of said hearing was given at least thirty days prior thereto as required by law, and all other legal requirements have been complied with;

NOW, THEREFORE, Be it resolved by the Board of Education of said district as follows:

Section 1: That the fiscal year of this school district be and the same hereby is fixed and declared to be beginning July 1, 2025 *and ending* June 30, 2026 *.*

Section 2: That the following budget containing an estimate of amounts available in each Fund, separately, and expenditures from each be and the same is hereby adopted as the budget of this school district for said fiscal year.

ADOPTION OF BUDGET

The budget shall be approved and signed below by members of the School Board. Adopted this 16th *day of* September *, 20* 25
by a roll call vote of _____ *Yeas, and* _____ *Nays, to wit:*

** MEMBERS VOTING YEA:	** MEMBERS VOTING NAY:

* Based on the 23 Illinois Administrative Code-Part 100 and inconformity with Section 17-1 of the School Code.

** Type in the members who voted "YEA" nor "NAY". Actual school board member signatures are not required for electronic submission.

(1) A certified copy of this document must be filed with the county clerk within 30 days of adoption as required by Section 18-50 of the Property Tax Code (35 ILCS 200/18-50).

(2) Districts are required to submit the adopted/amended budget electronically to ISBE within 30 days of adoption or by October 30, whichever comes first. Budgets are submitted through IWAS: https://apps.isbe.net/iwas/asp/login.asp?js=true

Please type the member signatures before submitting to ISBE. We do not accept PDF copies.

	A	B	C	D	E	F	G	H	I	J	K	L
1	*Begin entering data on EstRev 6-11 and EstExp 12-20 tabs.*	Acct #	(10) Educational	(20) Operations & Maintenance	(30) Debt Service	(40) Transportation	(50) Municipal Retirement/ Social Security	(60) Capital Projects	(70) Working Cash	(80) Tort	(90) Fire Prevention & Safety	
2	**Description: Enter Whole Numbers Only**											
3	**ESTIMATED BEGINNING FUND BALANCE (without Student Activity Funds)1 as of July 1, 2025**		38,818,379	4,166,641	501,591	3,643,544	436,519	7,266,004	3,701,263	266,012	4,008	
4	**RECEIPTS/REVENUES (without Student Activity Funds)**											
5	**LOCAL SOURCES**	**1000**	38,503,420	3,947,215	1,501,362	2,665,644	1,630,090	0	372,753	0	0	
6	**FLOW-THROUGH RECEIPTS/REVENUES FROM ONE DISTRICT TO ANOTHER DISTRICT**	**2000**	0	0		0	0					
7	**STATE SOURCES**	**3000**	22,114,031	3,050,000	1,330,000	2,643,539	560,000	0	0	0	0	
8	**FEDERAL SOURCES**	**4000**	1,114,589	0	0	0	0	0	0	0	0	
9	**Total Direct Receipts/Revenues** [8]		61,732,040	6,997,215	2,831,362	5,309,183	2,190,090	0	372,753	0	0	
10	Receipts/Revenues for "On Behalf" Payments [2]	3998										
11	**Total Receipts/Revenues**		61,732,040	6,997,215	2,831,362	5,309,183	2,190,090	0	372,753	0	0	
12	**DISBURSEMENTS/EXPENDITURES (without Student Activity Funds)**											
13	**INSTRUCTION**	**1000**	38,859,102				1,582,388			0		
14	**SUPPORT SERVICES**	**2000**	21,127,540	8,860,076		5,130,805	1,043,318	5,473,954		0	0	
15	**COMMUNITY SERVICES**	**3000**	20,475	0		0	448			0		
16	**PAYMENTS TO OTHER DISTRICTS & GOVT UNITS**	**4000**	647,000	0	0	0	0	0		0	0	
17	**DEBT SERVICES**	**5000**	0	0	3,330,779	0	0			0	0	
18	**PROVISION FOR CONTINGENCIES**	**6000**	0	0	0	0	0	0		0	0	
19	**Total Direct Disbursements/Expenditures** [9]		60,654,117	8,860,076	3,330,779	5,130,805	2,626,154	5,473,954		0	0	
20	Disbursements/Expenditures for "On Behalf" Payments [2]	4180	0	0	0	0	0	0		0	0	
21	**Total Disbursements/Expenditures**		60,654,117	8,860,076	3,330,779	5,130,805	2,626,154	5,473,954		0	0	
22	**Excess of Direct Receipts/Revenues Over (Under) Direct Disbursements/Expenditures**		1,077,923	(1,862,861)	(499,417)	178,378	(436,064)	(5,473,954)	372,753	0	0	
23	**OTHER SOURCES/USES OF FUNDS**											
24	**OTHER SOURCES OF FUNDS (7000)**											
25	**PERMANENT TRANSFER FROM VARIOUS FUNDS**											
26	Abolishment the Working Cash Fund [16]	7110										
27	Abatement of the Working Cash Fund [16]	7110										
28	Transfer of Working Cash Fund Interest	7120										
29	Transfer Among Funds	7130										
30	Transfer of Interest	7140										
31	Transfer from Capital Projects Fund to O&M Fund	7150		0								
32	Transfer of Excess Fire Prev & Safety Tax & Interest [3] Proceeds to O&M Fund	7160		0								
33	Transfer of Excess Accumulated Fire Prev & Safety Bond and Int [3a] Proceeds to Debt Service Fund	7170			0							
34	**SALE OF BONDS (7200)**											
35	Principal on Bonds Sold [4]	7210										
36	Premium on Bonds Sold	7220										
37	Accrued Interest on Bonds Sold	7230										
38	Sale or Compensation for Fixed Assets [5]	7300										
39	Transfer to Debt Service to Pay Principal on Leases	7400			0							
40	Transfer to Debt Service to Pay Interest on Leases	7500			0							
41	Transfer to Debt Service Fund to Pay Principal on Revenue Bonds	7600			0							
42	Transfer to Debt Service Fund to Pay Interest on Revenue Bonds	7700			0							
43	Transfer to Capital Projects Fund	7800						0				
44	ISBE Loan Proceeds	7900										
45	Other Sources Not Classified Elsewhere	7990										
46	**Total Other Sources of Funds** [8]		0	0	0	0	0	0	0	0	0	

	A	B	C	D	E	F	G	H	I	J	K	L
1	*Begin entering data on EstRev 6-11 and EstExp 12-20 tabs.*		(10)	(20)	(30)	(40)	(50)	(60)	(70)	(80)	(90)	
2	**Description: Enter Whole Numbers Only**	**Acct #**	**Educational**	**Operations & Maintenance**	**Debt Service**	**Transportation**	**Municipal Retirement/ Social Security**	**Capital Projects**	**Working Cash**	**Tort**	**Fire Prevention & Safety**	
47	**OTHER USES OF FUNDS (8000)**											
49	**TRANSFER TO VARIOUS OTHER FUNDS (8100)**											
50	Abolishment or Abatement of the Working Cash Fund [16]	8110							0			
51	Transfer of Working Cash Fund Interest	8120							0			
52	Transfer Among Funds	8130										
53	Transfer of Interest [6]	8140										
54	Transfer from Capital Projects Fund to O&M Fund	8150										
55	Transfer of Excess Fire Prev & Safety Tax & Interest [3] Proceeds to O&M Fund	8160										
56	Transfer of Excess Accumulated Fire Prev & Safety Bond [3a] and Int Proceeds to Debt Service Fund	8170										
57	Taxes Pledged to Pay Principal on Leases	8410										
58	Grants/Reimbursements Pledged to Pay Principal on Leases	8420										
59	Other Revenues Pledged to Pay Principal on Leases	8430										
60	Fund Balance Transfers Pledged to Pay Principal on Leases	8440										
61	Taxes Pledged to Pay Interest on Leases	8510										
62	Grants/Reimbursements Pledged to Pay Interest on Leases	8520										
63	Other Revenues Pledged to Pay Interest on Leases	8530										
64	Fund Balance Transfers Pledged to Pay Interest on Leases	8540										
65	Taxes Pledged to Pay Principal on Revenue Bonds	8610										
66	Grants/Reimbursements Pledged to Pay Principal on Revenue Bonds	8620										
67	Other Revenues Pledged to Pay Principal on Revenue Bonds	8630										
68	Fund Balance Transfers Pledged to Pay Principal on Revenue Bonds	8640										
69	Taxes Pledged to Pay Interest on Revenue Bonds	8710										
70	Grants/Reimbursements Pledged to Pay Interest on Revenue Bonds	8720										
71	Other Revenues Pledged to Pay Interest on Revenue Bonds	8730										
72	Fund Balance Transfers Pledged to Pay Interest on Revenue Bonds	8740										
73	Taxes Transferred to Pay for Capital Projects	8810										
74	Grants/Reimbursements Pledged to Pay for Capital Projects	8820										
75	Other Revenues Pledged to Pay for Capital Projects	8830										
76	Fund Balance Transfers Pledged to Pay for Capital Projects	8840										
77	Transfer to Debt Service Fund to Pay Principal on ISBE Loans	8910										
78	Other Uses Not Classified Elsewhere	8990										
79	**Total Other Uses of Funds** [9]		0	0	0	0	0	0	0	0	0	
80	**Total Other Sources/Uses of Fund**		0	0	0	0	0	0	0	0	0	
81	**ESTIMATED ENDING FUND BALANCE (without Student Activity Funds) as of June 30, 2026**		39,896,302	2,303,780	2,174	3,821,922	455	1,792,050	4,074,016	266,012	4,008	
82												
83	**Student Activity (Fund 11) ESTIMATED BEGINNING FUND BALANCE as of July 1, 2025**		1,193,429									
84	**RECEIPTS/REVENUES (For Student Activity Funds)**											
85	**Total Student Activity Direct Receipts/Revenues (Local Sources)**	1799	0									
86	**DISBURSEMENTS/EXPENDITURES (For Student Activity Funds)**											
87	**Total Student Activity Direct Disbursements/Expenditures**	1999	0									
88	**Excess of Direct Receipts/Revenues Over (Under) Direct Disbursements/Expenditures**		0									
89	**Student Activity ESTIMATED ENDING FUND BALANCE as of June 30, 2026**		1,193,429									
90												

	A	B	C	D	E	F	G	H	I	J	K	L
1	*Begin entering data on EstRev 6-11 and EstExp 12-20 tabs.*	Acct #	(10) Educational	(20) Operations & Maintenance	(30) Debt Service	(40) Transportation	(50) Municipal Retirement/ Social Security	(60) Capital Projects	(70) Working Cash	(80) Tort	(90) Fire Prevention & Safety	
2	Description: Enter Whole Numbers Only											
91	**Total ESTIMATED BEGINNING FUND BALANCE (All Sources Including Student Activity Funds) as of July 1, 2025**		40,011,808	4,166,641	501,591	3,643,544	436,519	7,266,004	3,701,263	266,012	4,008	
92	**RECEIPTS/REVENUES (All Sources with Student Activity Funds)**											
93	**LOCAL SOURCES**	1000	38,503,420	3,947,215	1,501,362	2,665,644	1,630,090	0	372,753	0	0	
94	**FLOW-THROUGH RECEIPTS/REVENUES FROM ONE DISTRICT TO ANOTHER DISTRICT**	2000	0	0		0	0					
95	**STATE SOURCES**	3000	22,114,031	3,050,000	1,330,000	2,643,539	560,000	0	0	0	0	
96	**FEDERAL SOURCES**	4000	1,114,589	0	0	0	0	0	0	0	0	
97	**Total Direct Receipts/Revenues** [8]		61,732,040	6,997,215	2,831,362	5,309,183	2,190,090	0	372,753	0	0	
98	Receipts/Revenues for "On Behalf" Payments [2]	3998	0	0	0	0	0	0		0	0	
99	**Total Receipts/Revenues**		61,732,040	6,997,215	2,831,362	5,309,183	2,190,090	0	372,753	0	0	
100	**DISBURSEMENTS/EXPENDITURES (All Sources with Student Activity Funds)**											
101	**INSTRUCTION**	1000	38,859,102				1,582,388			0		
102	**SUPPORT SERVICES**	2000	21,127,540	8,860,076		5,130,805	1,043,318	5,473,954		0	0	
103	**COMMUNITY SERVICES**	3000	20,475	0		0	448			0		
104	**PAYMENTS TO OTHER DISTRICTS & GOVT UNITS**	4000	647,000	0	0	0	0	0		0	0	
105	**DEBT SERVICES**	5000	0	0	3,330,779	0	0			0	0	
106	**PROVISION FOR CONTINGENCIES**	6000	0	0	0	0	0	0		0	0	
107	**Total Direct Disbursements/Expenditures** [9]		60,654,117	8,860,076	3,330,779	5,130,805	2,626,154	5,473,954		0	0	
108	Disbursements/Expenditures for "On Behalf" Payments [2]	4180	0	0	0	0	0	0		0	0	
109	**Total Disbursements/Expenditures**		60,654,117	8,860,076	3,330,779	5,130,805	2,626,154	5,473,954		0	0	
110	**Excess of Direct Receipts/Revenues Over (Under) Direct Disbursements/Expenditures**		1,077,923	(1,862,861)	(499,417)	178,378	(436,064)	(5,473,954)	372,753	0	0	
111	**OTHER SOURCES/USES OF FUNDS**											
112	**OTHER SOURCES OF FUNDS (7000)**											
113	**Total Other Sources of Funds** [8]		0	0	0	0	0	0	0	0	0	
114	**OTHER USES OF FUNDS (8000)**											
116	**Total Other Uses of Funds** [9]		0	0	0	0	0	0	0	0	0	
117	**Total Other Sources/Uses of Fund**		0	0	0	0	0	0	0	0	0	
118	**ESTIMATED ENDING FUND BALANCE (All Sources with Student Activity Funds) as of June 30, 2026**		41,089,731	2,303,780	2,174	3,821,922	455	1,792,050	4,074,016	266,012	4,008	
119												
120	**SUMMARY OF EXPENDITURES Without Student Activity Funds (by Major Object)**											
121			(10)	(20)	(30)	(40)	(50)	(60)	(70)	(80)	(90)	
122	Description	Acct #	Educational	Operations & Maintenance	Debt Service	Transportation	Municipal Retirement/ Social Security	Capital Projects	Working Cash	Tort	Fire Prevention & Safety	Total By Object
123	**Object Name**											
124	Salaries	100	39,930,642	1,387,408		68,720		0		0	0	41,386,770
125	Employee Benefits	200	6,733,195	233,064		2,705	2,626,154	0		0	0	9,595,118
126	Purchased Services	300	5,731,812	3,514,500	0	5,051,380		115,000		0	0	14,412,692
127	Supplies & Materials	400	2,404,870	1,873,000		8,000		55,000		0	0	4,340,870
128	Capital Outlay	500	346,000	1,721,104		0		5,248,954		0	0	7,316,058
129	Other Objects	600	4,470,003	1,000	3,330,779	0	0	0		0	0	7,801,782
130	Non-Capitalized Equipment	700	1,037,595	130,000		0		55,000		0	0	1,222,595
131	Termination Benefits	800	0	0		0				0		0
132	**Total Expenditures**		60,654,117	8,860,076	3,330,779	5,130,805	2,626,154	5,473,954		0	0	86,075,885

	A	B	C	D	E	F	G	H	I	J	K
1			(10)	(20)	(30)	(40)	(50)	(60)	(70)	(80)	(90)
2	Description: Enter Whole Numbers Only	Acct #	Educational	Operations & Maintenance	Debt Service	Transportation	Municipal Retirement/ Social Security	Capital Projects	Working Cash	Tort	Fire Prevention & Safety
3	**BEGINNING CASH BALANCE ON HAND (without Student Activity Funds)7 as of July 1, 2025**		38,818,379	4,166,641	501,591	3,643,544	436,519	7,266,004	3,701,264	266,012	4,008
4	**Total Direct Receipts & Other Sources** [8]		61,732,040	6,997,215	2,831,362	5,309,183	2,190,090	0	372,753	0	0
5	**OTHER RECEIPTS**										
6	Interfund Loans Payable (Loans from Other Funds)	411									
7	Interfund Loans Receivable (Repayment of Loans)	141									
8	Notes and Warrants Payable	433									
9	Other Current Assets	199									
10	**Total Other Receipts**		0	0	0	0	0	0	0	0	0
11	**Total Direct Receipts, Other Sources, & Other Receipts**		61,732,040	6,997,215	2,831,362	5,309,183	2,190,090	0	372,753	0	0
12	**Total Amount Available**		100,550,419	11,163,856	3,332,953	8,952,727	2,626,609	7,266,004	4,074,017	266,012	4,008
13	**Total Direct Disbursements & Other Uses** [9]		60,654,117	8,860,076	3,330,779	5,130,805	2,626,154	5,473,954	0	0	0
14	**OTHER DISBURSEMENTS**										
15	Interfund Loans Receivable (Loans to Other Funds) [10]	141									
16	Interfund Loans Payable (Repayment of Loans)	411									
17	Notes and Warrants Payable	433									
18	Other Current Liabilities	499									
19	**Total Other Disbursements**		0	0	0	0	0	0	0	0	0
20	**Total Direct Disbursements, Other Uses, & Other Disbursements**		60,654,117	8,860,076	3,330,779	5,130,805	2,626,154	5,473,954	0	0	0
21	**ENDING CASH BALANCE ON HAND (without Student Activity Funds) as of June 30, 2026**		39,896,302	2,303,780	2,174	3,821,922	455	1,792,050	4,074,017	266,012	4,008
22											
23	**Activity Funds BEGINNING CASH BALANCE ON HAND7 as of July 1, 2025**		1,193,429								
24	**Total Direct Receipts & Other Sources** [8]		0								
25	**Total Amount Available**		1,193,429								
26	**Total Direct Disbursements & Other Uses** [9]		0								
27	**Activity funds ENDING CASH BALANCE ON HAND7 as of June 30, 2026**		1,193,429								
28											
29	**Total BEGINNING CASH BALANCE ON HAND (with Student Activity Funds)7 as of July 1, 2025**		40,011,808	4,166,641	501,591	3,643,544	436,519	7,266,004	3,701,264	266,012	4,008
30	**Total Direct Receipts & Other Sources** [8]		61,732,040	6,997,215	2,831,362	5,309,183	2,190,090	0	372,753	0	0
31	**Total Other Receipts**		0	0	0	0	0	0	0	0	0
32	**Total Direct Receipts, Other Sources, & Other Receipts**		61,732,040	6,997,215	2,831,362	5,309,183	2,190,090	0	372,753	0	0
33	**Total Amount Available**		101,743,848	11,163,856	3,332,953	8,952,727	2,626,609	7,266,004	4,074,017	266,012	4,008
34	**Total Direct Disbursements & Other Uses** [9]		60,654,117	8,860,076	3,330,779	5,130,805	2,626,154	5,473,954	0	0	0
35	**Total Other Disbursements**		0	0	0	0	0	0	0	0	0
36	**Total Direct Disbursements, Other Uses, & Other Disbursements**		60,654,117	8,860,076	3,330,779	5,130,805	2,626,154	5,473,954	0	0	0
37	**Total ENDING CASH BALANCE ON HAND (with Student Activity Funds)7 as of June 30, 2026**		41,089,731	2,303,780	2,174	3,821,922	455	1,792,050	4,074,017	266,012	4,008

	A	B	C	D	E	F	G	H	I	J	K
1			(10)	(20)	(30)	(40)	(50)	(60)	(70)	(80)	(90)
2	Description: Enter Whole Numbers Only	Acct #	Educational	Operations & Maintenance	Debt Service	Transportation	Municipal Retirement/ Social Security	Capital Projects	Working Cash	Tort	Fire Prevention & Safety
3	**RECEIPTS/REVENUES FROM LOCAL SOURCES (1000)**										
4	**AD VALOREM TAXES LEVIED BY LOCAL EDUCATION AGENCY**	**1100**									
5	Designated Purposes Levies [11] (1110-1120)	-	34,734,170	3,912,215	1,501,362	2,608,144	543,363		347,753		
6	Leasing Purposes Levy [12]	1130									
7	Special Education Purposes Levy	1140									
8	FICA and Medicare Only Levies	1150					1,086,727				
9	Area Vocational Construction Purposes Levy	1160									
10	Summer School Purposes Levy	1170									
11	Other Tax Levies *(Describe & Itemize)*	1190									
12	**Total Ad Valorem Taxes Levied by District**		34,734,170	3,912,215	1,501,362	2,608,144	1,630,090	0	347,753	0	0
13	**PAYMENTS IN LIEU OF TAXES**	**1200**									
14	Mobile Home Privilege Tax	1210									
15	Payments from Local Housing Authority	1220									
16	Corporate Personal Property Replacement Taxes[13]	1230	700,000								
17	Other Payments in Lieu of Taxes *(Describe & Itemize)*	1290									
18	**Total Payments in Lieu of Taxes**		700,000	0	0	0	0	0	0	0	0
19	**TUITION**	**1300**									
20	Regular Tuition from Pupils or Parents (In State)	1311									
21	Regular Tuition from Other Districts (In State)	1312									
22	Regular Tuition from Other Sources (In State)	1313									
23	Regular Tuition from Other Sources (Out of State)	1314									
24	Summer School Tuition from Pupils or Parents (In State)	1321	95,000								
25	Summer School Tuition from Other Districts (In State)	1322									
26	Summer School Tuition from Other Sources (In State)	1323									
27	Summer School Tuition from Other Sources (Out of State)	1324									
28	CTE Tuition from Pupils or Parents (In State)	1331									
29	CTE Tuition from Other Districts (In State)	1332									
30	CTE Tuition from Other Sources (In State)	1333									
31	CTE Tuition from Other Sources (Out of State)	1334									
32	Special Education Tuition from Pupils or Parents (In State)	1341									
33	Special Education Tuition from Other Districts (In State)	1342									
34	Special Education Tuition from Other Sources (In State)	1343									
35	Special Education Tuition from Other Sources (Out of State)	1344									
36	Adult Tuition from Pupils or Parents (In State)	1351									
37	Adult Tuition from Other Districts (In State)	1352									
38	Adult Tuition from Other Sources (In State)	1353									
39	Adult Tuition from Other Sources (Out of State)	1354									
40	**Total Tuition**		95,000								
41	**TRANSPORTATION FEES**	**1400**									
42	Regular Transportation Fees from Pupils or Parents (In State)	1411									
43	Regular Transportation Fees from Other Districts (In State)	1412				7,500					
44	Regular Transportation Fees from Other Sources (In State)	1413									
45	Regular Transportation Fees from Co-curricular Activities (In State)	1415				7,500					
46	Regular Transportation Fees from Other Sources (Out of State)	1416									
47	Summer School Transportation Fees from Pupils or Parents (In State)	1421				7,500					
48	Summer School Transportation Fees from Other Districts (In State)	1422									
49	Summer School Transportation Fees from Other Sources (In State)	1423									
50	Summer School Transportation Fees from Other Sources (Out of State)	1424									
51	CTE Transportation Fees from Pupils or Parents (In State)	1431									
52	CTE Transportation Fees from Other Districts (In State)	1432									
53	CTE Transportation Fees from Other Sources (In State)	1433									
54	CTE Transportation Fees from Other Sources (Out of State)	1434									
55	Special Education Transportation Fees from Pupils or Parents (In State)	1441									
56	Special Education Transportation Fees from Other Districts (In State)	1442									

	A	B	C	D	E	F	G	H	I	J	K
1			(10)	(20)	(30)	(40)	(50)	(60)	(70)	(80)	(90)
2	Description: Enter Whole Numbers Only	Acct #	Educational	Operations & Maintenance	Debt Service	Transportation	Municipal Retirement/ Social Security	Capital Projects	Working Cash	Tort	Fire Prevention & Safety
57	Special Education Transportation Fees from Other Sources (In State)	1443									
58	Special Education Transportation Fees from Other Sources (Out of State)	1444									
59	Adult Transportation Fees from Pupils or Parents (In State)	1451									
60	Adult Transportation Fees from Other Districts (In State)	1452									
61	Adult Transportation Fees from Other Sources (In State)	1453									
62	Adult Transportation Fees from Other Sources (Out of State)	1454									
63	**Total Transportation Fees**					22,500					
64	**EARNINGS ON INVESTMENTS**	**1500**									
65	Interest on Investments	1510	1,850,000			35,000			25,000		
66	Gain or Loss on Sale of Investments	1520									
67	Unrealized Gain or Loss on Investments	1530									
68	**Total Earnings on Investments**		1,850,000	0	0	35,000	0	0	25,000	0	0
69	**FOOD SERVICE**	**1600**									
70	Sales to Pupils - Lunch	1611									
71	Sales to Pupils - Breakfast	1612	10,500								
72	Sales to Pupils - A la Carte	1613									
73	Sales to Pupils - Other *(Describe & Itemize)*	1614									
74	Sales to Adults	1620									
75	Other Food Service *(Describe & Itemize)*	1690									
76	**Total Food Service**		10,500								
77	**DISTRICT/SCHOOL ACTIVITY INCOME**	**1700**									
78	Admissions - Athletic	1711									
79	Admissions - Other	1719	0								
80	Fees	1720	80,000								
81	Book Store Sales	1730	25,000								
82	Other District/School Activity Revenue *(Describe & Itemize)*	1790	5,000								
83	Student Activity Fund Revenues	1799									
84	**Total District/School Activity Income (without Student Activity Funds 1799)**		110,000	0							
85	**Total District/School Activity Income (with Student Activity Funds 1799)**		110,000								
86	**TEXTBOOK INCOME**	**1800**									
87	Textbook Rentals - Regular Textbooks	1811									
88	Textbook Rentals - Summer School Textbooks	1812									
89	Textbook Rentals - Adult/Continuing Education Textbooks	1813									
90	Textbook Rentals - Other *(Describe & Itemize)*	1819									
91	Textbook Sales - Regular Textbooks	1821									
92	Textbook Sales - Summer School	1822									
93	Textbook Sales - Adult/Continuing Education	1823									
94	Textbook Sales - Other *(Describe & Itemize)*	1829									
95	Other Textbook Income *(Describe & Itemize)*	1890									
96	**Total Textbooks**		0								
97	**OTHER REVENUE FROM LOCAL SOURCES**	**1900**									
98	Rentals	1910		30,000							
99	Contributions and Donations from Private Sources	1920									
100	Impact Fees from Municipal or County Governments	1930									
101	Services Provided Other Districts	1940	0								
102	Refund of Prior Years' Expenditures	1950	750,000								
103	Payments of Surplus Moneys from TIF Districts	1960	0								
104	Drivers' Education Fees	1970	33,250								
105	Proceeds from Vendors' Contracts	1980									
106	School Facility Occupation Tax Proceeds	1983									
107	Payment from Other Districts	1991									
108	Sale of Vocational Projects	1992									
109	Other Local Fees *(Describe & Itemize)*	1993	0	0							
110	Other Local Revenues *(Describe & Itemize)*	1999	220,500	5,000							
111	**Total Other Revenue from Local Sources**		1,003,750	35,000	0	0	0	0	0	0	0

	A	B	C	D	E	F	G	H	I	J	K
1			(10)	(20)	(30)	(40)	(50)	(60)	(70)	(80)	(90)
2	Description: Enter Whole Numbers Only	Acct #	Educational	Operations & Maintenance	Debt Service	Transportation	Municipal Retirement/ Social Security	Capital Projects	Working Cash	Tort	Fire Prevention & Safety
112	**Total Receipts/Revenues from Local Sources (without Student Activity Funds 1799)**	**1000**	38,503,420	3,947,215	1,501,362	2,665,644	1,630,090	0	372,753	0	0
113	**Total Receipts/Revenues from Local Sources (with Student Activity Funds 1799)**		38,503,420								
114	**FLOW-THROUGH RECEIPTS/REVENUES FROM ONE DISTRICT TO ANOTHER DISTRICT (2000)**										
115	Flow-Through Revenue from State Sources	2100									
116	Flow-Through Revenue from Federal Sources	2200									
117	Other Flow-Through Revenue *(Describe & Itemize)*	2300									
118	**Total Flow-Through Receipts/Revenues From One District to Another District**	**2000**	0	0		0	0				
119	**RECEIPTS/REVENUES FROM STATE SOURCES (3000)**										
120	**UNRESTRICTED GRANTS-IN-AID (3001-3099)**										
121	Evidence Based Funding Formula (Section 18-8.15)	3001	20,976,531	3,000,000	1,330,000		560,000				
122	Reorganization Incentives (Accounts 3005-3021)	3005									
123	Other Unrestricted Grants-In-Aid From State Sources *(Describe & Itemize)*	3099									
124	**Total Unrestricted Grants-In-Aid**		20,976,531	3,000,000	1,330,000	0	560,000	0		0	0
125	**RESTRICTED GRANTS-IN-AID (3100-3900)**										
126	**SPECIAL EDUCATION**										
127	Special Education - Private/Public Facility Tuition	3100	925,000								
128	Special Education - Orphanage - Individual	3120	100,000								
129	Special Education - Orphanage - Summer Individual	3130									
130	Special Education - Other *(Describe & Itemize)*	3199									
131	**Total Special Education**		1,025,000	0		0					
132	**CAREER AND TECHNICAL EDUCATION (CTE)**										
133	CTE - Technical Education - Tech Prep	3200									
134	CTE - Secondary Program Improvement (CTEI)	3220	45,000								
135	CTE - WECEP	3225									
136	CTE - Agriculture Education	3235									
137	CTE - Instructor Practicum	3240									
138	CTE - Student Organizations	3270									
139	CTE - Other *(Describe & Itemize)*	3299									
140	**Total Career and Technical Education**		45,000	0			0				
141	State Free Lunch & Breakfast	3360									
142	School Breakfast Initiative	3365									
143	Driver Education	3370	67,500								
144	Adult Education (from ICCB)	3410									
145	Adult Education - Other *(Describe & Itemize)*	3499									
146	**TRANSPORTATION**										
147	Transportation - Regular and Vocational	3500				1,662,497					
148	Transportation - Special Education	3510				981,042					
149	Transportation - Other *(Describe & Itemize)*	3599									
150	**Total Transportation**		0	0		2,643,539	0				
151	Learning Improvement - Change Grants	3610									
152	Scientific Literacy	3660									
153	Truant Alternative/Optional Education	3695									
154	Early Childhood - Block Grant	3705									
155	Chicago General Education Block Grant	3766									
156	Chicago Educational Services Block Grant	3767									
157	School Safety & Educational Improvement Block Grant	3775									
158	Technology - Technology for Success	3780									
159	State Charter Schools	3815									
160	Extended Learning Opportunities - Summer Bridges	3825									
161	Infrastructure Improvements - Planning/Construction	3920									

	A	B	C	D	E	F	G	H	I	J	K
1			(10)	(20)	(30)	(40)	(50)	(60)	(70)	(80)	(90)
2	Description: Enter Whole Numbers Only	Acct #	Educational	Operations & Maintenance	Debt Service	Transportation	Municipal Retirement/ Social Security	Capital Projects	Working Cash	Tort	Fire Prevention & Safety
162	School Infrastructure - Maintenance Projects	3925		50,000							
163	Other Restricted Revenue from State Sources *(Describe & Itemize)*	3999									
164	**Total Restricted Grants-In-Aid**		1,137,500	50,000	0	2,643,539	0	0	0	0	0
165	**Total Receipts/Revenues from State Sources**	**3000**	22,114,031	3,050,000	1,330,000	2,643,539	560,000	0	0	0	0
166	**RECEIPTS/REVENUES FROM FEDERAL SOURCES (4000)**										
167	**UNRESTRICTED GRANTS-IN-AID RECEIVED DIRECTLY FROM FEDERAL GOVT. (4001-4009)**										
168	Federal Impact Aid	4001									
169	Other Unrestricted Grants-In-Aid Received from Fed. Govt. *(Describe & Itemize)*	4009									
170	**Total Unrestricted Grants-In-Aid Received Directly from Fed Govt**		0	0	0	0	0	0	0	0	0
171	**RESTRICTED GRANTS-IN-AID RECEIVED DIRECTLY FROM FEDERAL GOVT (4045-4090)**										
172	Head Start	4045									
173	Construction (Impact Aid)	4050									
174	MAGNET	4060									
175	Other Restricted Grants-In-Aid Received from Fed. Govt. *(Describe & Itemize)*	4090									
176	**Total Restricted Grants-In-Aid Received Directly from Federal Govt.**		0	0		0	0	0			0
177	**RESTRICTED GRANTS-IN-AID RECEIVED FROM FEDERAL GOVT. THRU THE STATE (4100-4999)**										
178	**TITLE V**										
179	Title V - Flexibility and Accountability	4100									
180	Title V - SEA Projects	4105									
181	Title V - Rural Education Initiative (REI)	4107									
182	Title V - Other *(Describe & Itemize)*	4199									
183	**Total Title V**		0	0		0	0				
184	**FOOD SERVICE**										
185	Breakfast Start-Up Expansion	4200									
186	National School Lunch Program	4210									
187	Special Milk Program	4215									
188	School Breakfast Program	4220									
189	Summer Food Service Admin/Program	4225									
190	Child and Adult Care Food Program	4226									
191	Fresh Fruit and Vegetables	4240									
192	Food Service - Other *(Describe & Itemize)*	4299									
193	**Total Food Service**		0				0				
194	**TITLE I**										
195	Title I - Low Income	4300	291,475								
196	Title I - Low Income - Neglected, Private	4305									
197	Title I - Migrant Education	4340									
198	Title I - Other *(Describe & Itemize)*	4399									
199	**Total Title I**		291,475	0		0	0				
200	**TITLE IV**										
201	Title IV - Student Support & Academic Enrichment Grant	4400	19,859								
202	Title IV - Part A – Student Support & Academic Enrichment Grants Safe and Drug Free Schools	4415									
203	Title IV - 21st Century	4421									
204	Title IV - Other *(Describe & Itemize)*	4499									
205	**Total Title IV**		19,859	0		0	0				
206	**FEDERAL - SPECIAL EDUCATION**										
207	Federal Special Education - Preschool Flow-Through	4600									
208	Federal Special Education - Preschool Discretionary	4605									
209	Federal Special Education - IDEA Flow Through	4620	528,255								
210	Federal Special Education - IDEA Room & Board	4625	85,000								

	A	B	C	D	E	F	G	H	I	J	K
1			(10)	(20)	(30)	(40)	(50)	(60)	(70)	(80)	(90)
2	**Description: Enter Whole Numbers Only**	**Acct #**	**Educational**	**Operations & Maintenance**	**Debt Service**	**Transportation**	**Municipal Retirement/ Social Security**	**Capital Projects**	**Working Cash**	**Tort**	**Fire Prevention & Safety**
211	Federal Special Education - IDEA Discretionary	4630									
212	Federal Special Education - IDEA - Other *(Describe & Itemize)*	4699									
213	**Total Federal Special Education**		613,255	0		0	0				
214	**CTE - PERKINS**										
215	CTE - Perkins-Title IIIE Tech Prep	4770									
216	CTE - Other *(Describe & Itemize)*	4799									
217	**Total CTE - Perkins**		0	0			0				
218	Federal - Adult Education	4810									
219	Qualified Zone Academy Bond Tax Credits	4866									
220	Qualified School Construction Bond Credits	4867									
221	Build America Bond Tax Credits	4868									
222	Build America Bond Interest Reimbursement	4869	75,000								
223	**Total Stimulus Programs**		75,000	0	0	0	0	0		0	0
224	Race to the Top Program	4901									
225	Race to the Top - Preschool Expansion Grant	4902									
226	Title III - Instruction for English Learners & Immigrant Students	4905									
227	Title III - English Language Acquistion	4909									
228	McKinney Education for Homeless Children	4920									
229	Title II - Eisenhower - Professional Development Formula	4930									
230	Title II - Teacher Quality	4932									
231	Title II - Part A – Supporting Effective Instruction – State Grants	4935									
232	Federal Charter Schools	4960									
233	State Assessment Grants	4981									
234	Grant for State Assessments and Related Activities	4982									
235	Medicaid Matching Funds - Administrative Outreach	4991	80,000								
236	Medicaid Matching Funds - Fee-For-Service Program	4992	35,000								
237	Other Restricted Grants Received from Fed. Govt. thru State *(Describe & Itemize)*	4998									
238	**Total Restricted Grants-In-Aid Received from Federal Govt. Thru the State**		1,114,589	0	0	0	0	0		0	0
239	**TOTAL RECEIPTS/REVENUES FROM FEDERAL SOURCES**	**4000**	1,114,589	0	0	0	0	0	0	0	0
240	**TOTAL DIRECT RECEIPTS/REVENUES (without Student Activity Funds 1799)**		61,732,040	6,997,215	2,831,362	5,309,183	2,190,090	0	372,753	0	0
241	**TOTAL DIRECT RECEIPTS/REVENUES (with Student Activity Funds 1799)**		61,732,040								

	A	B	C	D	E	F	G	H	I	J	K
1			(100)	(200)	(300)	(400)	(500)	(600)	(700)	(800)	(900)
2	Description: Enter Whole Numbers Only	Funct #	Salaries	Employee Benefits	Purchased Services	Supplies & Materials	Capital Outlay	Other Objects	Non-Capitalized Equipment	Termination Benefits	Total
3	**10 - EDUCATIONAL FUND (ED)**										
4	**INSTRUCTION (ED)**	**1000**									
5	Regular Programs	1100	17,538,879	3,294,538	394,865	811,127	125,000	10,720	56,495		22,231,624
6	Tuition Payment to Charter Schools	1115									0
7	Pre-K Programs	1125									0
8	Special Education Programs (Functions 1200 - 1220)	1200	4,423,156	726,338	288,550	66,500		1,000	2,000		5,507,544
9	Special Education Programs Pre-K	1225									0
10	Remedial and Supplemental Programs K-12	1250									0
11	Remedial and Supplemental Programs Pre-K	1275									0
12	Adult/Continuing Education Programs	1300									0
13	CTE Programs	1400	1,887,040	261,794	50,000	135,000	6,000	5,750	102,000		2,447,584
14	Interscholastic Programs	1500	2,479,144	107,803	623,400	349,358	55,000	119,150	36,500		3,770,355
15	Summer School Programs	1600	375,750	18,195	1,500	4,530					399,975
16	Gifted Programs	1650									0
17	Driver's Education Programs	1700	525,000	60,370	13,500	12,700		450			612,020
18	Bilingual Programs	1800									0
19	Truant Alternative & Optional Programs	1900									0
20	Pre-K Programs - Private Tuition	1910									0
21	Regular K-12 Programs Private Tuition	1911						140,000			140,000
22	Special Education Programs K-12 Private Tuition	1912						3,750,000			3,750,000
23	Special Education Programs Pre-K Tuition	1913									0
24	Remedial/Supplemental Programs K-12 Private Tuition	1914									0
25	Remedial/Supplemental Programs Pre-K Private Tuition	1915									0
26	Adult/Continuing Education Programs Private Tuition	1916									0
27	CTE Programs Private Tuition	1917									0
28	Interscholastic Programs Private Tuition	1918									0
29	Summer School Programs Private Tuition	1919									0
30	Gifted Programs Private Tuition	1920									0
31	Bilingual Programs Private Tuition	1921									0
32	Truants Alternative/Opt Ed Programs Private Tuition	1922									0
33	Student Activity Fund Expenditures	1999									0
34	**Total Instruction[14] (Without Student Activity Funds 1999)**	**1000**	27,228,969	4,469,038	1,371,815	1,379,215	186,000	4,027,070	196,995	0	38,859,102
35	**Total Instruction (With Student Activity Funds 1999)**	**1000**	27,228,969	4,469,038	1,371,815	1,379,215	186,000	4,027,070	196,995	0	38,859,102
36	**SUPPORT SERVICES (ED)**	**2000**									
37	**Support Services - Pupil**	**2100**									
38	Attendance & Social Work Services	2110	1,850,553	302,366	1,450	17,750					2,172,119
39	Guidance Services	2120	2,284,882	339,918	31,000	28,050		880			2,684,730
40	Health Services	2130	302,014	82,666	230,990	18,825					634,495
41	Psychological Services	2140	422,250	78,899	10,350	2,250					513,749
42	Speech Pathology & Audiology Services	2150	231,314	35,243	44,390	2,700		620			314,267
43	Other Support Services - Pupils *(Describe & Itemize)*	2190	822,169	252,167	205,250	162,500					1,442,086
44	**Total Support Services - Pupil**	**2100**	5,913,182	1,091,259	523,430	232,075	0	1,500	0	0	7,761,446
45	**Support Services - Instructional Staff**	**2200**									
46	Improvement of Instruction Services	2210	1,263,885	204,277	442,000	54,800		29,628			1,994,590
47	Educational Media Services	2220	339,802	51,425	56,050	40,600		330	51,200		539,407
48	Assessment & Testing	2230	231,692	33,380	186,070	5,980		250			457,372
49	**Total Support Services - Instructional Staff**	**2200**	1,835,379	289,082	684,120	101,380	0	30,208	51,200	0	2,991,369
50	**Support Services - General Administration**	**2300**									
51	Board of Education Services	2310			930,500	12,500		18,600	5,000		966,600
52	Executive Administration Services	2320	445,512	96,482	88,530	30,000		5,000	5,000		670,524
53	Special Area Administration Services	2330	238,664	41,202	30,500	4,500		1,325	1,000		317,191
54	Tort Immunity Services	2361, 2365			456,982						456,982
55	**Total Support Services - General Administration**	**2300**	684,176	137,684	1,506,512	47,000	0	24,925	11,000	0	2,411,297
56	**Support Services - School Administration**	**2400**									
57	Office of the Principal Services	2410	875,607	240,424	37,725	69,600		3,750	2,250		1,229,356
58	Other Support Services - School Administration *(Describe & Itemize)*	2490									0
59	**Total Support Services - School Administration**	**2400**	875,607	240,424	37,725	69,600	0	3,750	2,250	0	1,229,356
60	**Support Services - Business**	**2500**									

	A	B	C	D	E	F	G	H	I	J	K
1			(100)	(200)	(300)	(400)	(500)	(600)	(700)	(800)	(900)
2	**Description: Enter Whole Numbers Only**	**Funct #**	**Salaries**	**Employee Benefits**	**Purchased Services**	**Supplies & Materials**	**Capital Outlay**	**Other Objects**	**Non-Capitalized Equipment**	**Termination Benefits**	**Total**
61	Direction of Business Support Services	2510	224,108	58,631				800			283,539
62	Fiscal Services	2520	395,830	58,697	46,050	4,000		1,000	2,500		508,077
63	Operation & Maintenance of Plant Services	2540	915,000	32,433	119,500	37,500			90,000		1,194,433
64	Pupil Transportation Services	2550	7,200								7,200
65	Food Services	2560			85,000	10,000	25,000		20,000		140,000
66	Internal Services	2570									0
67	**Total Support Services - Business**	**2500**	1,542,138	149,761	250,550	51,500	25,000	1,800	112,500	0	2,133,249
68	**Support Services - Central**	**2600**									
69	Direction of Central Support Services	2610	220,408	53,474		12,500		750			287,132
70	Planning, Research, Development & Evaluation Services	2620	92,498	30,344	16,450	6,500		800	500		147,092
71	Information Services	2630	285,095	59,547	127,660	19,050		1,850	1,400		494,602
72	Staff Services	2640	355,190	41,634	74,500	65,000		1,200	2,750		540,274
73	Data Processing Services	2660	890,750	170,823	857,000	418,000	135,000	1,150	659,000		3,131,723
74	**Total Support Services - Central**	**2600**	1,843,941	355,822	1,075,610	521,050	135,000	5,750	663,650	0	4,600,823
75	**Other Support Services - Misc.** *(Describe & Itemize)*	**2900**									0
76	**Total Support Services**	**2000**	12,694,423	2,264,032	4,077,947	1,022,605	160,000	67,933	840,600	0	21,127,540
77	**COMMUNITY SERVICES (ED)**	**3000**	7,250	125	10,050	3,050					20,475
78	**PAYMENTS TO OTHER DIST & GOVT UNITS (ED)**	**4000**									
79	**Payments to Other Dist & Govt Units (In-State)**	**4100**									
80	Payments for Regular Programs	4110									0
81	Payments for Special Education Programs	4120			272,000						272,000
82	Payments for Adult/Continuing Education Programs	4130									0
83	Payments for CTE Programs	4140									0
84	Payments for Community College Programs	4170									0
85	Other Payments to In-State Govt Units - Programs *(Describe & Itemize)*	4190									0
86	**Total Payments to Other Dist & Govt Units (In-State)**	**4100**			272,000			0			272,000
87	Payments for Regular Programs - Tuition	4210						50,000			50,000
88	Payments for Special Education Programs - Tuition	4220						325,000			325,000
89	Payments for Adult/Continuing Education Programs - Tuition	4230									0
90	Payments for CTE Programs - Tuition	4240									0
91	Payments for Community College Programs - Tuition	4270									0
92	Payments for Other Programs - Tuition	4280									0
93	Other Payments to In-State Govt Units - Tuition *(Describe & Itemize)*	4290									0
94	**Total Payments to Other Dist & Govt Units - Tuition (In State)**	**4200**						375,000			375,000
95	Payments for Regular Programs - Transfers	4310									0
96	Payments for Special Education Programs - Transfers	4320									0
97	Payments for Adult/Continuing Ed Programs - Transfers	4330									0
98	Payments for CTE Programs - Transfers	4340									0
99	Payments for Community College Program - Transfers	4370									0
100	Payments for Other Programs - Transfers	4380									0
101	Other Payments to In-State Govt Units - Transfers *(Describe & Itemize)*	4390									0
102	**Total Payments to Other Dist & Govt Units-Transfers (In State)**	**4300**			0			0			0
103	Payments to Other Dist & Govt Units (Out of State)	4400									0
104	**Total Payments to Other Dist & Govt Units**	**4000**			272,000			375,000			647,000
105	**DEBT SERVICE (ED)**	**5000**									
106	**Debt Service - Interest on Short-Term Debt**	**5100**									
107	Tax Anticipation Warrants	5110									0
108	Tax Anticipation Notes	5120									0
109	Corporate Personal Property Repl Tax Anticipated Notes	5130									0
110	State Aid Anticipation Certificates	5140									0
111	Other Interest on Short-Term Debt *(Describe & Itemize)*	5150									0
112	**Total Debt Service - Interest on Short-Term Debt**	**5100**						0			0
113	**Debt Service - Interest on Long-Term Debt**	**5200**									0
114	**Total Debt Service**	**5000**						0			0
115	**PROVISION FOR CONTINGENCIES (ED)**	**6000**									0
116	**Total Direct Disbursements/Expenditures (without Student Activity Funds (1999)**		39,930,642	6,733,195	5,731,812	2,404,870	346,000	4,470,003	1,037,595	0	60,654,117
117	**Total Direct Disbursements/Expenditures (with Student Activity Funds (1999)**		39,930,642	6,733,195	5,731,812	2,404,870	346,000	4,470,003	1,037,595	0	60,654,117

	A	B	C	D	E	F	G	H	I	J	K
1			(100)	(200)	(300)	(400)	(500)	(600)	(700)	(800)	(900)
2	Description: Enter Whole Numbers Only	Funct #	Salaries	Employee Benefits	Purchased Services	Supplies & Materials	Capital Outlay	Other Objects	Non-Capitalized Equipment	Termination Benefits	Total
118	**Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures (without Student Activity Funds 1999)**										1,077,923
119	**Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures (with Student Activity Funds 1999)**										1,077,923
120											
121	**20 - OPERATIONS AND MAINTENANCE FUND (O&M)**										
122	**SUPPORT SERVICES (O&M)**	**2000**									
123	**Support Services - Pupil**	**2100**									
124	Other Support Services - Pupils *(Describe & Itemize)*	2190									0
125	**Support Services - Business**	**2500**									
126	Direction of Business Support Services	2510									0
127	Facilities Acquisition & Construction Services	2530			545,000		1,671,104		5,000		2,221,104
128	Operation & Maintenance of Plant Services	2540	1,387,408	233,064	2,969,500	1,873,000	50,000	1,000	125,000		6,638,972
129	Pupil Transportation Services	2550									0
130	Food Services	2560									0
131	**Total Support Services - Business**	**2500**	1,387,408	233,064	3,514,500	1,873,000	1,721,104	1,000	130,000	0	8,860,076
132	**Other Support Services - Misc.** *(Describe & Itemize)*	**2900**									0
133	**Total Support Services**	**2000**	1,387,408	233,064	3,514,500	1,873,000	1,721,104	1,000	130,000	0	8,860,076
134	**COMMUNITY SERVICES (O&M)**	**3000**									0
135	**PAYMENTS TO OTHER DIST & GOVT UNITS (O&M)**	**4000**									
136	**Payments to Other Dist & Govt Units (In-State)**	**4100**									
137	Payments for Regular Programs	4110									0
138	Payments for Special Education Programs	4120									0
139	Payments for CTE Program	4140									0
140	Other Payments to In-State Govt Units - Programs *(Describe & Itemize)*	4190									0
141	**Total Payments to Other Dist & Govt Units (In-State)**	**4100**			0			0			0
142	Payments to Other Dist & Govt Units (Out of State) [14]	4400									0
143	**Total Payments to Other Dist & Govt Unit**	**4000**			0			0			0
144	**DEBT SERVICE (O&M)**	**5000**									
145	**Debt Service - Interest on Short-Term Debt**	**5100**									
146	Tax Anticipation Warrants	5110									0
147	Tax Anticipation Notes	5120									0
148	Corporate Personal Prop Repl Tax Anticipated Notes	5130									0
149	State Aid Anticipation Certificates	5140									0
150	Other Interest on Short-Term Debt *(Describe & Itemize)*	5150									0
151	**Total Debt Service - Interest on Short-Term Debt**	**5100**						0			0
152	**Debt Service - Interest on Long-Term Debt**	**5200**									0
153	**Total Debt Service**	**5000**						0			0
154	**PROVISION FOR CONTINGENCIES (O&M)**	**6000**									0
155	**Total Direct Disbursements/Expenditures**		1,387,408	233,064	3,514,500	1,873,000	1,721,104	1,000	130,000	0	8,860,076
156	**Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures**										(1,862,861)
157											
158	**30 - DEBT SERVICE FUND (DS)**										
159	**PAYMENTS TO OTHER DIST & GOVT UNITS (DS)**	**4000**									
160	**Payments to Other Dist & Govt Units (In-State)**	**4100**									
161	Payments for Regular Programs	4110									0
162	Payments for Special Education Programs	4120									0
163	Other Payments to In-State Govt Units - Programs *(Describe & Itemize)*	4190									0
164	**Total Payments to Other Dist & Govt Units (In-State)**	**4000**						0			0
165	**DEBT SERVICE (DS)**	**5000**									
166	**Debt Service - Interest on Short-Term Debt**	**5100**									
167	Tax Anticipation Warrants	5110									0
168	Tax Anticipation Notes	5120									0
169	Corporate Personal Prop Repl Tax Anticipation Notes	5130									0
170	State Aid Anticipation Certificates	5140									0
171	Other Interest on Short-Term Debt *(Describe & Itemize)*	5150									0
172	**Total Debt Service - Interest On Short-Term Debt**	**5100**						0			0

	A	B	C	D	E	F	G	H	I	J	K
1			(100)	(200)	(300)	(400)	(500)	(600)	(700)	(800)	(900)
2	Description: Enter Whole Numbers Only	Funct #	Salaries	Employee Benefits	Purchased Services	Supplies & Materials	Capital Outlay	Other Objects	Non-Capitalized Equipment	Termination Benefits	Total
173	**Debt Service - Interest on Long-Term Debt**	**5200**						840,004			840,004
174	**Debt Service - Payments of Principal on Long-Term Debt [15] (Lease/Purchase Principal Retired)** *(Describe & Itemize)*	**5300**						2,490,000			2,490,000
175	**Debt Service - Other** *(Describe & Itemize)*	**5400**						775			775
176	**Total Debt Service**	**5000**			0			3,330,779			3,330,779
177	**PROVISION FOR CONTINGENCIES (DS)**	**6000**									0
178	**Total Direct Disbursements/Expenditures**				0			3,330,779			3,330,779
179	**Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures**										(499,417)
180											
181	**40 - TRANSPORTATION FUND (TR)**										
182	**SUPPORT SERVICES (TR)**	**2000**									
183	**Support Services - Pupils**	**2100**									
184	Other Support Services - Pupils *(Describe & Itemize)*	2190									0
185	**Support Services - Business**										
186	Pupil Transportation Services	2550	68,720	2,705	5,051,380	8,000					5,130,805
187	Other Support Services - Business *(Describe & Itemize)*	2900									0
188	**Total Support Services**	**2000**	68,720	2,705	5,051,380	8,000	0	0	0	0	5,130,805
189	**COMMUNITY SERVICES (TR)**	**3000**									0
190	**PAYMENTS TO OTHER DIST & GOVT UNITS (TR)**	**4000**									
191	**Payments to Other Dist & Govt Units (In-State)**	**4100**									
192	Payments for Regular Program	4110									0
193	Payments for Special Education Programs	4120									0
194	Payments for Adult/Continuing Education Programs	4130									0
195	Payments for CTE Programs	4140									0
196	Payments for Community College Programs	4170									0
197	Other Payments to In-State Govt Units - Programs *(Describe & Itemize)*	4190									0
198	**Total Payments to Other Dist & Govt Units (In-State)**	**4100**			0			0			0
199	**Payments to Other Dist & Govt Units (Out-of-State)** *(Describe & Itemize)*	**4400**									0
200	**Total Payments to Other Dist & Govt Units**	**4000**			0			0			0
201	**DEBT SERVICE (TR)**	**5000**									
202	**Debt Service - Interest on Short-Term Debt**	**5100**									
203	Tax Anticipation Warrants	5110									0
204	Tax Anticipation Notes	5120									0
205	Corporate Personal Prop Repl Tax Anticipation Notes	5130									0
206	State Aid Anticipation Certificates	5140									0
207	Other Interest on Short-Term Debt *(Describe & Itemize)*	5150									0
208	**Total Debt Service - Interest On Short-Term Debt**	**5100**						0			0
209	**Debt Service - Interest on Long-Term Debt**	**5200**									0
210	**Debt Service - Payments of Principal on Long-Term Debt [15] (Lease/Purchase Principal Retired)** *(Describe & Itemize)*	**5300**									0
211	**Debt Service - Other** *(Describe & Itemize)*	**5400**									0
212	**Total Debt Service**	**5000**						0			0
213	**PROVISION FOR CONTINGENCIES (TR)**	**6000**									0
214	**Total Direct Disbursements/Expenditures**		68,720	2,705	5,051,380	8,000	0	0	0	0	5,130,805
215	**Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures**										178,378
216											
217	**50 - MUNICIPAL RETIREMENT/SOC SEC FUND (MR/SS)**										
218	**INSTRUCTION (MR/SS)**	**1000**									
219	Regular Program	1100		312,957							312,957
220	Pre-K Programs	1125									0
221	Special Education Programs (Functions 1200-1220)	1200		1,092,176							1,092,176
222	Special Education Programs Pre-K	1225									0
223	Remedial and Supplemental Programs K-12	1250									0
224	Remedial and Supplemental Programs Pre-K	1275									0
225	Adult/Continuing Education Programs	1300									0
226	CTE Programs	1400		29,194							29,194

	A	B	C	D	E	F	G	H	I	J	K
1			(100)	(200)	(300)	(400)	(500)	(600)	(700)	(800)	(900)
2	Description: Enter Whole Numbers Only	Funct #	Salaries	Employee Benefits	Purchased Services	Supplies & Materials	Capital Outlay	Other Objects	Non-Capitalized Equipment	Termination Benefits	Total
227	Interscholastic Programs	1500		130,300							130,300
228	Summer School Programs	1600		10,042							10,042
229	Gifted Programs	1650									0
230	Driver's Education Programs	1700		7,719							7,719
231	Bilingual Programs	1800									0
232	Truant Alternative & Optional Programs	1900									0
233	**Total Instruction**	**1000**		1,582,388							1,582,388
234	**SUPPORT SERVICES (MR/SS)**	**2000**									
235	**Support Services - Pupil**	**2100**									
236	Attendance & Social Work Services	2110		65,637							65,637
237	Guidance Services	2120		56,831							56,831
238	Health Services	2130		31,235							31,235
239	Psychological Services	2140		6,013							6,013
240	Speech Pathology & Audiology Services	2150		3,268							3,268
241	Other Support Services - Pupils *(Describe & Itemize)*	2190		81,362							81,362
242	**Total Support Services - Pupil**	**2100**		244,346							244,346
243	**Support Services - Instructional Staff**	**2200**									
244	Improvement of Instruction Services	2210		33,277							33,277
245	Educational Media Services	2220		31,947							31,947
246	Assessment & Testing	2230		5,812							5,812
247	**Total Support Services - Instructional Staff**	**2200**		71,036							71,036
248	**Support Services - General Administration**	**2300**									
249	Board of Education Services	2310									0
250	Executive Administration Services	2320		23,397							23,397
251	Special Area Administrative Services	2330		12,873							12,873
252	Claims Paid from Self Insurance Fund	2361									0
253	Risk Management and Claims Services Payments	2365									0
254	**Total Support Services - General Administration**	**2300**		36,270							36,270
255	**Support Services - School Administration**	**2400**									
256	Office of the Principal Services	2410		60,983							60,983
257	Other Support Services - School Administration *(Describe & Itemize)*	2490									0
258	**Total Support Services - School Administration**	**2400**		60,983							60,983
259	**Support Services - Business**	**2500**									
260	Direction of Business Support Services	2510		3,620							3,620
261	Fiscal Services	2520		59,244							59,244
262	Facilities Acquisition & Construction Services	2530									0
263	Operation & Maintenance of Plant Service	2540		328,860							328,860
264	Pupil Transportation Services	2550		6,531							6,531
265	Food Services	2560									0
266	Internal Services	2570									0
267	**Total Support Services - Business**	**2500**		398,255							398,255
268	**Support Services - Central**	**2600**									
269	Direction of Central Support Services	2610		12,326							12,326
270	Planning, Research, Development & Evaluation Services	2620		19,421							19,421
271	Information Services	2630		52,496							52,496
272	Staff Services	2640		25,157							25,157
273	Data Processing Services	2660		123,028							123,028
274	**Total Support Services - Central**	**2600**		232,428							232,428
275	**Other Support Services - Misc.** *(Describe & Itemize)*	**2900**									0
276	**Total Support Services**	**2000**		1,043,318							1,043,318
277	**COMMUNITY SERVICES (MR/SS)**	**3000**		448							448
278	**PAYMENTS TO OTHER DIST & GOVT UNITS (MR/SS)**	**4000**									
279	Payments for Regular Programs	4110									0
280	Payments for Special Education Programs	4120									0
281	Payments for CTE Programs	4140									0
282	**Total Payments to Other Dist & Govt Units**	**4000**		0							0
283	**DEBT SERVICE (MR/SS)**	**5000**									
284	**Debt Service - Interest on Short-Term Debt**	**5100**									

	A	B	C	D	E	F	G	H	I	J	K
1			(100)	(200)	(300)	(400)	(500)	(600)	(700)	(800)	(900)
2	**Description: Enter Whole Numbers Only**	**Funct #**	**Salaries**	**Employee Benefits**	**Purchased Services**	**Supplies & Materials**	**Capital Outlay**	**Other Objects**	**Non-Capitalized Equipment**	**Termination Benefits**	**Total**
285	Tax Anticipation Warrants	5110									0
286	Tax Anticipation Notes	5120									0
287	Corporate Personal Prop Repl Tax Anticipation Notes	5130									0
288	State Aid Anticipation Certificates	5140									0
289	Other Interest on Short-Term Debt *(Describe & Itemize)*	5150									0
290	**Total Debt Service**	**5000**						0			0
291	**PROVISION FOR CONTINGENCIES (MR/SS)**	**6000**									0
292	**Total Direct Disbursements/Expenditures**			2,626,154				0			2,626,154
293	**Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures**										(436,064)
294											
295	**60 - CAPITAL PROJECTS (CP)**										
296	**SUPPORT SERVICES (CP)**	**2000**									
297	**Support Services - Business**										
298	Facilities Acquisition & Construction Services	2530			115,000	55,000	5,248,954		55,000		5,473,954
299	Other Support Services - Business *(Describe & Itemize)*	2900									0
300	**Total Support Services**	**2000**	0	0	115,000	55,000	5,248,954	0	55,000		5,473,954
301	**PAYMENTS TO OTHER DIST & GOVT UNITS (CP)**	**4000**									
302	**Payments to Other Dist & Govt Units (In-State)**	**4100**									
303	Payments to Regular Programs	4110									0
304	Payment for Special Education Programs	4120									0
305	Payment for CTE Programs	4140									0
306	Payments to Other Govt Units - Programs (In-State) *(Describe & Itemize)*	4190									0
307	**Total Payments to Other Districts & Govt Units**	**4000**			0			0			0
308	**PROVISION FOR CONTINGENCIES (CP)**	**6000**									0
309	**Total Direct Disbursements/Expenditures**		0	0	115,000	55,000	5,248,954	0	55,000		5,473,954
310	**Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures**										(5,473,954)
311											
312	**70 WORKING CASH FUND (WC)**										
313											
314	**80 - TORT FUND (TF)**										
315	**INSTRUCTION (TF)**	**1000**									
316	Regular Programs	1100									0
317	Tuition Payment to Charter Schools	1115									0
318	Pre-K Programs	1125									0
319	Special Education Programs (Functions 1200 - 1220)	1200									0
320	Special Education Programs Pre-K	1225									0
321	Remedial and Supplemental Programs K-12	1250									0
322	Remedial and Supplemental Programs Pre-K	1275									0
323	Adult/Continuing Education Programs	1300									0
324	CTE Programs	1400									0
325	Interscholastic Programs	1500									0
326	Summer School Programs	1600									0
327	Gifted Programs	1650									0
328	Driver's Education Programs	1700									0
329	Bilingual Programs	1800									0
330	Truant Alternative & Optional Programs	1900									0
331	Pre-K Programs - Private Tuition	1910									0
332	Regular K-12 Programs Private Tuition	1911									0
333	Special Education Programs K-12 Private Tuition	1912									0
334	Special Education Programs Pre-K Tuition	1913									0
335	Remedial/Supplemental Programs K-12 Private Tuition	1914									0
336	Remedial/Supplemental Programs Pre-K Private Tuition	1915									0
337	Adult/Continuing Education Programs Private Tuition	1916									0
338	CTE Programs Private Tuition	1917									0
339	Interscholastic Programs Private Tuition	1918									0
340	Summer School Programs Private Tuition	1919									0
341	Gifted Programs Private Tuition	1920									0
342	Bilingual Programs Private Tuition	1921									0

	A	B	C	D	E	F	G	H	I	J	K
1			(100)	(200)	(300)	(400)	(500)	(600)	(700)	(800)	(900)
2	**Description: Enter Whole Numbers Only**	**Funct #**	**Salaries**	**Employee Benefits**	**Purchased Services**	**Supplies & Materials**	**Capital Outlay**	**Other Objects**	**Non-Capitalized Equipment**	**Termination Benefits**	**Total**
343	Truants Alternative/Opt Ed Programs Private Tuition	1922									0
344	**Total Instruction**[14]	**1000**	0	0	0	0	0	0	0	0	0
345	**SUPPORT SERVICES (TF)**	**2000**									
346	**Support Services - Pupil**	**2100**									
347	Attendance & Social Work Services	2110									0
348	Guidance Services	2120									0
349	Health Services	2130									0
350	Psychological Services	2140									0
351	Speech Pathology & Audiology Services	2150									0
352	Other Support Services - Pupils *(Describe & Itemize)*	2190									0
353	**Total Support Services - Pupil**	**2100**	0	0	0	0	0	0	0	0	0
354	**Support Services - Instructional Staff**	**2200**									
355	Improvement of Instruction Services	2210									0
356	Educational Media Services	2220									0
357	Assessment & Testing	2230									0
358	**Total Support Services - Instructional Staff**	**2200**	0	0	0	0	0	0	0	0	0
359	**Support Services - General Administration**	**2300**									
360	Board of Education Services	2310									0
361	Executive Administration Services	2320									0
362	Special Area Administration Services	2330									0
363	Claims Paid from Self Insurance Fund	2361									0
364	Risk Management and Claims Services Payments	2365									0
365	**Total Support Services - General Administration**	**2300**	0	0	0	0	0	0	0	0	0
366	**Support Services - School Administration**	**2400**									
367	Office of the Principal Services	2410									0
368	Other Support Services - School Administration *(Describe & Itemize)*	2490									0
369	**Total Support Services - School Administration**	**2400**	0	0	0	0	0	0	0	0	0
370	**Support Services - Business**	**2500**									
371	Direction of Business Support Services	2510									0
372	Fiscal Services	2520									0
373	Facilities Acquisition & Construction Services	2530									0
374	Operation & Maintenance of Plant Services	2540									0
375	Pupil Transportation Services	2550									0
376	Food Services	2560									0
377	Internal Services	2570									0
378	**Total Support Services - Business**	**2500**	0	0	0	0	0	0	0	0	0
379	**Support Services - Central**	**2600**									
380	Direction of Central Support Services	2610									0
381	Planning, Research, Development & Evaluation Services	2620									0
382	Information Services	2630									0
383	Staff Services	2640									0
384	Data Processing Services	2660									0
385	**Total Support Services - Central**	**2600**	0	0	0	0	0	0	0	0	0
386	**Other Support Services - Misc.** *(Describe & Itemize)*	**2900**									0
387	**Total Support Services**	**2000**	0	0	0	0	0	0	0	0	0
388	**COMMUNITY SERVICES (TF)**	**3000**									0
389	**PAYMENTS TO OTHER DIST & GOVT UNITS (TF)**	**4000**									
390	**Payments to Other Dist & Govt Units (In-State)**	4100									
391	Payments for Regular Programs	4110									0
392	Payments for Special Education Programs	4120									0
393	Payments for Adult/Continuing Education Programs	4130									0
394	Payments for CTE Programs	4140									0
395	Payments for Community College Programs	4170									0
396	Other Payments to In-State Govt Units - Programs *(Describe & Itemize)*	4190									0
397	**Total Payments to Other Dist & Govt Units (In-State)**	**4100**			0			0			0
398	Payments for Regular Programs - Tuition	4210									0
399	Payments for Special Education Programs - Tuition	4220									0
400	Payments for Adult/Continuing Education Programs - Tuition	4230									0

	A	B	C	D	E	F	G	H	I	J	K
1			(100)	(200)	(300)	(400)	(500)	(600)	(700)	(800)	(900)
2	**Description: Enter Whole Numbers Only**	**Funct #**	**Salaries**	**Employee Benefits**	**Purchased Services**	**Supplies & Materials**	**Capital Outlay**	**Other Objects**	**Non-Capitalized Equipment**	**Termination Benefits**	**Total**
401	Payments for CTE Programs - Tuition	4240									0
402	Payments for Community College Programs - Tuition	4270									0
403	Payments for Other Programs - Tuition	4280									0
404	Other Payments to In-State Govt Units - Tuition *(Describe & Itemize)*	4290									0
405	**Total Payments to Other Dist & Govt Units - Tuition (In State)**	**4200**						0			0
406	Payments for Regular Programs - Transfers	4310									0
407	Payments for Special Education Programs - Transfers	4320									0
408	Payments for Adult/Continuing Ed Programs - Transfers	4330									0
409	Payments for CTE Programs - Transfers	4340									0
410	Payments for Community College Program - Transfers	4370									0
411	Payments for Other Programs - Transfers	4380									0
412	Other Payments to In-State Govt Units - Transfers *(Describe & Itemize)*	4390									0
413	**Total Payments to Other Dist & Govt Units-Transfers (In State)**	**4300**			0			0			0
414	Payments to Other Dist & Govt Units (Out of State)	4400									0
415	**Total Payments to Other Dist & Govt Units**	**4000**			0			0			0
416	**DEBT SERVICE (TF)**	**5000**									
417	**Debt Service - Interest on Short-Term Debt**										
418	Tax Anticipation Warrants	5110									0
419	Tax Anticipation Notes	5120									0
420	Corporate Personal Property Replacement Tax Anticipation Notes	5130									0
421	State Aid Anticipation Certificates	5140									0
422	Other Interest or Short-Term Debt *(Describe & Itemize)*	5150									0
423	**Debt Service - Interest on Long-Term Debt**	**5200**									0
424	**Debt Service - Payments of Principal on Long-Term Debt [15] (Lease/Purchase Principal Retired)** *(Describe & Itemize)*	**5300**									0
425	**Debt Service - Other** *(Describe & Itemize)*	**5400**									0
426	**Total Debt Service**	**5000**			0			0			0
427	**PROVISION FOR CONTINGENCIES (TF)**	**6000**									0
428	**Total Direct Disbursements/Expenditures**		0	0	0	0	0	0	0	0	0
429	**Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures**										0
430											
431	**90 - FIRE PREVENTION & SAFETY FUND (FP&S)**										
432	**SUPPORT SERVICES (FP&S)**	**2000**									
433	**Support Services - Business**	**2500**									
434	Facilities Acquisition & Construction Services	2530									0
435	Operation & Maintenance of Plant Service	2540									0
436	**Total Support Services - Business**	**2500**	0	0	0	0	0	0	0		0
437	**Other Support Services - Misc.** *(Describe & Itemize)*	**2900**									0
438	**Total Support Services**	**2000**	0	0	0	0	0	0	0		0
439	**PAYMENTS TO OTHER DISTRICTS & GOVT UNITS (FP&S)**	**4000**									
440	Payments to Regular Programs	4110									0
441	Payments to Special Education Programs	4120									0
442	Other Payments to In-State Govt Units - Programs *(Describe & Itemize)*	4190									0
443	**Total Payments to Other Districts & Govt Units (FPS)**	**4000**						0			0
444	**DEBT SERVICE (FP&S)**	**5000**									
445	**Debt Service - Interest on Short-Term Debt**	**5100**									
446	Tax Anticipation Warrants	5110									0
447	Other Interest on Short-Term Debt *(Describe & Itemize)*	5150									0
448	**Total Debt Service - Interest on Short-Term Debt**	**5100**						0			0
449	**Debt Service - Interest on Long-Term Debt**	**5200**									0
450	**Debt Service - Payments of Principal on Long-Term Debt [15] (Lease/Purchase Principal Retired)** *(Describe & Itemize)*	**5300**									0
451	**Total Debt Service**	**5000**						0			0
452	**PROVISIONS FOR CONTINGENCIES (FP&S)**	**6000**									0
453	**Total Direct Disbursements/Expenditures**		0	0	0	0	0	0	0		0
454	**Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures**										0

	B	C	D	E	F	G	H
1	**If there is an amount in column C or column G, please describe the type of revenue or expenditure in column D or column H**						
2	**Revenue Check:**	OK					
3	**Expenditure Check:**	OK					
4	**Revenues Acct. (EstRev tab)**	**Amount**	**Describe Revenue**		**Expenditures Fund-Function (EstExp tab)**	**Amount**	**Describe Expenditures**
5	**1190**				**10-2190**	**$ 1,442,086**	These are other pupil support services such as café supervision, co
6	**1290**				**10-2490**		
7	**1614**				**10-2900**		
8	**1690**				**10-4190**		
9	**1790**	**$ 5,000**	Transcript Fees		**10-4290**		
10	**1819**				**10-4390**		
11	**1829**				**10-4400**		
12	**1890**				**10-5150**		
13	**1993**				**20-2190**		
14	**1999**	**$ 225,500**	Teacher Union reimb partial salary of Union Pres; Energy & recy		**20-2900**		
15	**2300**				**20-4190**		
16	**3099**				**20-4400**		
17	**3199**				**20-5150**		
18	**3299**				**30-4190**		
19	**3499**				**30-5150**		
20	**3599**				**30-5300**	**$ 2,490,000**	Redemption of Bond principal
21	**3999**				**30-5400**	**$ 775**	Bank fee respective of Bonds
22	**4009**				**40-2190**		
23	**4090**				**40-2900**		
24	**4199**				**40-4190**		
25	**4299**				**40-4400**		
26	**4399**				**40-5150**		
27	**4499**				**40-5300**		
28	**4699**				**40-5400**		
29	**4799**				**50-2190**	**$ 81,362**	IMRF costs for other pupil support salaries
30	**4998**				**50-2490**		
31					**50-2900**		
32					**50-5150**		
33					**60-2900**		
34					**60-4190**		
35					**80-2190**		
36					**80-2490**		
37					**80-2900**		
38					**80-4190**		
39					**80-4290**		
40					**80-4390**		
41					**80-4400**		
42					**80-5150**		
43					**80-5300**		
44					**80-5400**		
45					**90-2900**		
46					**90-4190**		
47					**90-5150**		
48					**90-5300**		

DEFICIT BUDGET SUMMARY INFORMATION - Operating Funds Only (School Districts Only)					
Description	**EDUCATIONAL FUND (10)**	**OPERATIONS & MAINTENANCE FUND (20)**	**TRANSPORTATION FUND (40)**	**WORKING CASH FUND (70)**	**TOTAL**
Direct Revenues	61,732,040	6,997,215	5,309,183	372,753	**74,411,191**
Direct Expenditures	60,654,117	8,860,076	5,130,805		**74,644,998**
Difference	1,077,923	(1,862,861)	178,378	372,753	**(233,807)**
Estimated Fund Balance - June 30, 2026	39,896,302	2,303,780	3,821,922	4,074,016	**50,096,020**

Unbalanced budget; however, a Deficit Reduction Plan is not required at this time.

A deficit reduction plan is required if the local board of education adopts (or amends) the 2025-202(school district budget in which the "operating funds' listed above result in direct revenues (line 9, BudgetSum 2-4) being less than direct expenditures (line 19, BudgetSum 2-4) by an amount equal to or greater than one-third (1/3) of the ending fund balance (line 81, BudgetSum 2-4).

***Note:** The balance is determined using only the four funds listed above. That is, if the estimated ending fund balance is less than three times the deficit spending, the district must adopt and file with ISBE a deficit reduction plan to balance the shortfall within three years.*

Per School Code (105 ILCS 5/17-1) - If the Deficit AFR Summary Information tab from the 2024-2025 Annual Financial Report (AFR) reflects a deficit as defined above, then the school district shall adopt and submit a deficit reduction plan (found here on page 23-27) to ISBE within 30 days after acceptance of the AFR.

The deficit reduction plan, if required, is developed using ISBE guidelines and format.

	A	B	C	D	E	F	G
1	**School Districts Only*		**DEFICIT REDUCTION PLAN**				
2			**ESTIMATED BUDGET**				
3	***07016233016***		**FY2025-2026**				
4	*District Number*						
5	***Homewood Flossmoor CHSD 233***						
6	*District Name*		**Educational Fund**	**Operations & Maintenance Fund**	**Transportation Fund**	**Working Cash Fund**	**Total**
7	**ESTIMATED BEGINNING FUND BALANCE** ***(must equal prior Ending Fund Balance)***		38,818,379	4,166,641	3,643,544	3,701,263	50,329,827
8	**RECEIPTS/REVENUES**	**Acct #**					
9	**LOCAL SOURCES**	**1000**	38,503,420	3,947,215	2,665,644	372,753	45,489,032
10	**FLOW-THROUGH RECEIPTS/REVENUES FROM ONE DISTRICT TO ANOTHER DISTRICT**	**2000**	0	0	0		0
11	**STATE SOURCES**	**3000**	22,114,031	3,050,000	2,643,539	0	27,807,570
12	**FEDERAL SOURCES**	**4000**	1,114,589	0	0	0	1,114,589
13	**Total Receipts/Revenues**		61,732,040	6,997,215	5,309,183	372,753	74,411,191
14	**DISBURSEMENTS/EXPENDITURES**	**Funct #**					
15	**INSTRUCTION**	**1000**	38,859,102				38,859,102
16	**SUPPORT SERVICES**	**2000**	21,127,540	8,860,076	5,130,805		35,118,421
17	**COMMUNITY SERVICES**	**3000**	20,475	0	0		20,475
18	**PAYMENTS TO OTHER DISTRICTS & GOVT. UNITS**	**4000**	647,000	0	0		647,000
19	**DEBT SERVICES**	**5000**	0	0	0		0
20	**PROVISION FOR CONTINGENCIES**	**6000**	0	0	0		0
21	**Total Disbursements/Expenditures**		60,654,117	8,860,076	5,130,805		74,644,998
22	**Excess of Receipts/Revenue Over/(Under) Disbursements/Expenditures**		1,077,923	(1,862,861)	178,378	372,753	(233,807)
23	**OTHER SOURCES/USES OF FUNDS**						
24	**OTHER SOURCES OF FUNDS (7000)**		0	0	0	0	0
25	**OTHER USES OF FUNDS (8000)**		0	0	0	0	0
26	**TOTAL OTHER SOURCES/USES OF FUNDS**		0	0	0	0	0
27	**ESTIMATED ENDING FUND BALANCE**		39,896,302	2,303,780	3,821,922	4,074,016	50,096,020

	A	B	H	I	J	K	L
1	**School Districts Only*		ESTIMATED BUDGET FY2026-2027				
2							
3	*07016233016*						
4	*District Number*						
5	*Homewood Flossmoor CHSD 233*						
6	*District Name*		Educational Fund	Operations & Maintenance Fund	Transportation Fund	Working Cash Fund	Total
7	ESTIMATED BEGINNING FUND BALANCE *(must equal prior Ending Fund Balance)*		39,896,302	2,303,780	3,821,922	4,074,016	50,096,020
8	RECEIPTS/REVENUES	Acct #					
9	LOCAL SOURCES	1000					0
10	FLOW-THROUGH RECEIPTS/REVENUES FROM ONE DISTRICT TO ANOTHER DISTRICT	2000					0
11	STATE SOURCES	3000					0
12	FEDERAL SOURCES	4000					0
13	Total Receipts/Revenues		0	0	0	0	0
14	DISBURSEMENTS/EXPENDITURES	Funct #					
15	INSTRUCTION	1000					0
16	SUPPORT SERVICES	2000					0
17	COMMUNITY SERVICES	3000					0
18	PAYMENTS TO OTHER DISTRICTS & GOVT. UNITS	4000					0
19	DEBT SERVICES	5000					0
20	PROVISION FOR CONTINGENCIES	6000					0
21	Total Disbursements/Expenditures		0	0	0		0
22	Excess of Receipts/Revenue Over/(Under) Disbursements/Expenditures		0	0	0	0	0
23	OTHER SOURCES/USES OF FUNDS						
24	OTHER SOURCES OF FUNDS (7000)						0
25	OTHER USES OF FUNDS (8000)						0
26	TOTAL OTHER SOURCES/USES OF FUNDS		0	0	0	0	0
27	ESTIMATED ENDING FUND BALANCE		39,896,302	2,303,780	3,821,922	4,074,016	50,096,020

	A	B	M	N	O	P	Q
1	**School Districts Only*		ESTIMATED BUDGET FY2027-2028				
2							
3	*07016233016*						
4	*District Number*						
5	*Homewood Flossmoor CHSD 233*						
6	*District Name*		Educational Fund	Operations & Maintenance Fund	Transportation Fund	Working Cash Fund	Total
7	ESTIMATED BEGINNING FUND BALANCE *(must equal prior Ending Fund Balance)*		39,896,302	2,303,780	3,821,922	4,074,016	50,096,020
8	RECEIPTS/REVENUES	Acct #					
9	LOCAL SOURCES	1000					0
10	FLOW-THROUGH RECEIPTS/REVENUES FROM ONE DISTRICT TO ANOTHER DISTRICT	2000					0
11	STATE SOURCES	3000					0
12	FEDERAL SOURCES	4000					0
13	Total Receipts/Revenues		0	0	0	0	0
14	DISBURSEMENTS/EXPENDITURES	Funct #					
15	INSTRUCTION	1000					0
16	SUPPORT SERVICES	2000					0
17	COMMUNITY SERVICES	3000					0
18	PAYMENTS TO OTHER DISTRICTS & GOVT. UNITS	4000					0
19	DEBT SERVICES	5000					0
20	PROVISION FOR CONTINGENCIES	6000					0
21	Total Disbursements/Expenditures		0	0	0		0
22	Excess of Receipts/Revenue Over/(Under) Disbursements/Expenditures		0	0	0	0	0
23	OTHER SOURCES/USES OF FUNDS						
24	OTHER SOURCES OF FUNDS (7000)						0
25	OTHER USES OF FUNDS (8000)						0
26	TOTAL OTHER SOURCES/USES OF FUNDS		0	0	0	0	0
27	ESTIMATED ENDING FUND BALANCE		39,896,302	2,303,780	3,821,922	4,074,016	50,096,020

	A	B	R	S	T	U	V
1	**School Districts Only*		ESTIMATED BUDGET FY2028-2029				
2							
3	*07016233016*						
4	*District Number*						
5	*Homewood Flossmoor CHSD 233*						
6	*District Name*		Educational Fund	Operations & Maintenance Fund	Transportation Fund	Working Cash Fund	Total
7	ESTIMATED BEGINNING FUND BALANCE *(must equal prior Ending Fund Balance)*		39,896,302	2,303,780	3,821,922	4,074,016	50,096,020
8	RECEIPTS/REVENUES	Acct #					
9	LOCAL SOURCES	1000					0
10	FLOW-THROUGH RECEIPTS/REVENUES FROM ONE DISTRICT TO ANOTHER DISTRICT	2000					0
11	STATE SOURCES	3000					0
12	FEDERAL SOURCES	4000					0
13	Total Receipts/Revenues		0	0	0	0	0
14	DISBURSEMENTS/EXPENDITURES	Funct #					
15	INSTRUCTION	1000					0
16	SUPPORT SERVICES	2000					0
17	COMMUNITY SERVICES	3000					0
18	PAYMENTS TO OTHER DISTRICTS & GOVT. UNITS	4000					0
19	DEBT SERVICES	5000					0
20	PROVISION FOR CONTINGENCIES	6000					0
21	Total Disbursements/Expenditures		0	0	0		0
22	Excess of Receipts/Revenue Over/(Under) Disbursements/Expenditures		0	0	0	0	0
23	OTHER SOURCES/USES OF FUNDS						
24	OTHER SOURCES OF FUNDS (7000)						0
25	OTHER USES OF FUNDS (8000)						0
26	TOTAL OTHER SOURCES/USES OF FUNDS		0	0	0	0	0
27	ESTIMATED ENDING FUND BALANCE		39,896,302	2,303,780	3,821,922	4,074,016	50,096,020

	A	B	W	X	Y	Z
1	**School Districts Only*		**SUMMARY**			
2			**BUDGET ADDENDUM - DEFICIT REDUCTION PLAN**			
3	*07016233016*		**ESTIMATED BUDGET**			
4	*District Number*		*Date of Adoption:*			
5	*Homewood Flossmoor CHSD 233*				*(Enter as MM/DD/YY)*	
6	*District Name*		**FY2025-2026**	**FY2026-2027**	**FY2027-2028**	**FY2028-2029**
7	**ESTIMATED BEGINNING FUND BALANCE** *(must equal prior Ending Fund Balance)*		50,329,827	50,096,020	50,096,020	50,096,020
8	**RECEIPTS/REVENUES**	**Acct #**				
9	**LOCAL SOURCES**	**1000**	45,489,032	0	0	0
10	**FLOW-THROUGH RECEIPTS/REVENUES FROM ONE DISTRICT TO ANOTHER DISTRICT**	**2000**	0	0	0	0
11	**STATE SOURCES**	**3000**	27,807,570	0	0	0
12	**FEDERAL SOURCES**	**4000**	1,114,589	0	0	0
13	**Total Receipts/Revenues**		74,411,191	0	0	0
14	**DISBURSEMENTS/EXPENDITURES**	**Funct #**				
15	**INSTRUCTION**	**1000**	38,859,102	0	0	0
16	**SUPPORT SERVICES**	**2000**	35,118,421	0	0	0
17	**COMMUNITY SERVICES**	**3000**	20,475	0	0	0
18	**PAYMENTS TO OTHER DISTRICTS & GOVT. UNITS**	**4000**	647,000	0	0	0
19	**DEBT SERVICES**	**5000**	0	0	0	0
20	**PROVISION FOR CONTINGENCIES**	**6000**	0	0	0	0
21	**Total Disbursements/Expenditures**		74,644,998	0	0	0
22	**Excess of Receipts/Revenue Over/(Under) Disbursements/Expenditures**		(233,807)	0	0	0
23	**OTHER SOURCES/USES OF FUNDS**					
24	**OTHER SOURCES OF FUNDS (7000)**		0	0	0	0
25	**OTHER USES OF FUNDS (8000)**		0	0	0	0
26	**TOTAL OTHER SOURCES/USES OF FUNDS**		0	0	0	0
27	**ESTIMATED ENDING FUND BALANCE**		50,096,020	50,096,020	50,096,020	50,096,020

Deficit Reduction Plan-Background/Assumptions (School Districts Only)
Fiscal Year 2025-2026
through Fiscal Year 2028-2029

Homewood Flossmoor CHSD 233 ***07016233016***

Please complete the following schedule and include a brief description to identify any areas of the budget that will be impacted from one year to the next. If the deficit reduction plan relies upon new local revenues, identify contingencies for further budget reductions which will be enacted in the event those new revenues are not available.

1. **Background and Narrative of Budget Reductions:**

2. **Assumptions Used in the Deficit Reduction Plan:**

- EBF and Estimated New Tier Funding:

- Equal Assessed Valuation and Tax Rates:

- Employee Salaries and Benefits:

Deficit Reduction Plan-Background/Assumptions (School Districts Only)
Fiscal Year 2025-2026
through Fiscal Year 2028-2029

- Short- and Long-Term Borrowing:

- Educational Impact:

- Other Assumptions:

- Has the district considered shared services or outsourcing (Ex: Transportation, Insurance)? If yes, please explain:

Evidence-Based Funding: Fiscal Year 2026 Spending Plan
Homewood Flossmoor CHSD 233

Part I: Achieving Student Growth and Making Progress Toward State Education Goals

The questions below allow you to indicate the strategic priorities and strategies that will drive your efforts to achieve student growth and make progress toward state education goals. These may involve investing in any combination of an Organizational Unit's core resources: time, money, people, and programs.

Collaboration Opportunity - Organizational Units may find that Part I is most easily and effectively completed if led by program leaders in consultation with finance leaders.

1) What are the Organizational Unit's strategic goals for student success for the 2025-26 school year? What measures will be used to evaluate progress? (*No more than 2000 characters, including spaces.*)

By the end of the 2025–26 school year, at least 80% of district students will meet the Illinois College and Career Readiness Indicator (CCRI), making them eligible for the Illinois Distinguished Scholar Distinction. This reflects the district's commitment to academic excellence and postsecondary readiness.
All district staff will engage in comprehensive professional learning focused on culturally proficient instructional practices. In alignment with the strategic priority of cultivating a diverse and inclusive workforce, the district will continue to recruit, hire, and retain highly qualified educators reflective of the student community.
The district will enhance collaboration with partner schools and families by providing tools and resources that support student learning. Success will be measured by at least 85% of staff and families reporting that communication helps them support student achievement, and 85% of students reporting they know how to access academic support.
All students will have equitable opportunities to provide input on key school decisions that impact their educational experience. The district will implement systems that elevate student voice in meaningful and inclusive ways.
Progress will be measured through key data sources:
Percentage of teachers completing Proficiency Scale, Assessment, and ACT instructional modules

	Top Strategy 1	Top Strategy 2	Top Strategy 3
2) Select the top three strategies that the Organizational Unit will employ to achieve student growth and make progress toward state education goals. (Select three different responses from the dropdown list.)	Maintain or expand college and career readiness options (e.g., CTE programming, AP/IB programming, dual credit/dual enrollment programming)	Provide interventions and services to reduce truancy or dropout rates	Provide alternative learning programs and models to address unique student needs
If "Other" was selected in question 2, please describe. (*No more than 1000 characters, including spaces.*)			

Part II: Planned Use of Evidence-Based Funding

The questions below provide an opportunity to document the stakeholders with whom you consulted and the data you analyzed as you determined your strategic allocations of FY 2026 EBF dollars. Key statistics related to EBF distributions are provided for your reference. Form 50-36/50-39 is typically released before current-year appropriations are known. Therefore, the figures provided are for the prior fiscal year.

Collaboration Opportunity *- Organizational Units may find that questions in this section are most easily and effectively completed if led by finance leaders in consultation with program leaders.*

Evidence-Based Funding Organizational Unit Results (FY 2025)	*Final Resources / Adequacy Target =* ***Percent of Adequacy***	**Average Student Enrollment**	*2,801.50*	**Adequacy Target**	*$44,332,527*
		Final Resources	*$34,650,583*	**Percent of Adequacy**	*78%*
	Base Funding Minimum + Tier Funding = ***Gross State Contribution***	**Tier Assignment**	*2*	**Gross State Contribution**	*$23,173,896*
		FY25 Base Funding Minimum	*$22,785,138*	**FY 2025 Tier Funding**	*$388,757*
	Within FY 2025 Gross State Contribution, Resources Attributable to ***Specific Populations***	**Low-Income Students**	*$613,738*		
		English Learners (ELs)	*$2,644*		
		Special Education	*$1,181,976*		

	FY 2026 Tier Funding	Funding Type (Select)	
1) FY 2026 Tier Funding Allocation*: Enter the dollar amount of Tier Funding (e.g., NEW MONEY only) allocated to the Organizational Unit for FY 2026. Select whether the amount is estimated or actual funding.	*$350,000*	Estimated	**Note: Tier Funding allocations are published annually at https://www.isbe.net/Pages/ebfdistribution.aspx . Amounts are available in early August. Districts must use actual funding amounts if they are available before submitting the budget to ISBE.*

	Data Source 1	Data Source 2	Data Source 3
2) Select the top three sources of data used to inform the Organizational Unit's planned allocation of EBF dollars. (Select three different responses.)	Attendance data (e.g., chronic absenteeism, graduation or dropout rates)	Student growth and achievement data, disaggregated by student groups	Student grades or other local academic performance data

3)	**Indicate with which groups the Organizational Unit engaged to inform its intended allocation of EBF dollars. (Select any that apply; otherwise leave blank.)**	Bilingual Program Director(s)		Principals	Yes	Bilingual Parent Advisory Committee	
		Special Ed. Program Director(s)	Yes	School Improvement Teams	Yes	Other Parent Group(s)	Yes
		Other Program Leaders	Yes	Teacher or Support Staff Unions	Yes	Community Focus Group(s)	
		School Board Members	Yes	Other School Staff	Yes	Other	
	[Optional] Provide a brief description of the Organizational Unit's process for consulting with internal and external stakeholders in determining the allocation of EBF dollars. (*No more than 1000 characters, including spaces.*)						

		Priority Investment 1	Priority Investment 2	Priority Investment 3
4)	**Given the data analyzed, the stakeholders consulted, and the priorities identified in Part I, indicate the top three priority investments the Organizational Unit will make with its FY 2026 Base Funding Minimum (e.g., excluding Tier Funding). Choose "Other" if investments do not match the provided list. (Select three different responses. "Other" may be selected more than once if needed.)**	School Site Staff	Professional Development	Supervisory Aide
	If "Other" was selected in question 4, please describe. (*No more than 1000 characters, including spaces.*)	Department Lead Position for Career and College Readiness		

5)

Cost Factor Table

The table below presents the regionally adjusted amount embedded in the Organizational Unit's FY 2025 Adequacy Target for each of the 34 cost factors in the Evidence-Based Funding model (Column F). Column G is required for all Organizational Units that receive at least $5,000 in Tier Funding, while column H is optional. Organizational Units may choose to provide additional narrative context in Columns I-M to elaborate on the figures included in the table. ISBE has produced guidance for populating the cost factor table. The guidance includes a definition for each cost factor, along with suggestions for using Employee Information System position codes and common expenditure accounts to support a determination of expenditures. This guidance is available at https://www.isbe.net/ebfspendingplan.

Column G: If the Organizational Unit will receive at least $5,000 in FY 2026 Tier Funding (as entered in Q2.1/cell G31), column G is required. Please indicate the Organizational Unit's planned expenditures in FY 2026 from Tier Funds only. Organizational Units are not expected to place a value in each cell. Rather, the table allows for the communication of priority investments with new state resources for the current fiscal year. During years in which there is no new Tier Funding, column G will not be required. During years in which Tier Funding is available, the amount of new Tier Funding entered in Q2.1/cell G31 above must equal the sum in cell G90 below. If some or all Tier Funding is invested outside of the cost factors, enter a dollar amount in cell G89 and provide additional context in the space for a narrative beginning in row 93.

Column H: Optionally, Organizational Units may populate column H with total planned expenditures in FY 2026 for each cost factor from all revenue sources (e.g., not just from EBF). By comparing the figures in column F to the figures entered in column H, the Organizational Unit may engage local stakeholders in productive dialogue about resource allocation decisions.

Cost Factors		Amount in FY 2025 Adjusted Adequacy Target	Budgeted FY 2026 Investments with New Tier Funding [Required]	Budgeted FY 2026 Expenditures (All Resources) [Optional]	Optional District Narratives
Core Investments	Core Teachers	$10,237,690			*Enter optional context for core investment decisions.*
	Specialist Teachers	$3,412,222			
	Instructional Facilitator	$1,216,910			
	Core Intervention Teacher	$405,057			
	Substitute Teachers	$329,879			
	Guidance Counselor	$1,043,891			
	Nurse	$244,996			
	Supervisory Aide	$459,149	$120,000		
	Librarian	$405,244			
	Librarian Aide	$305,990			
	Principal	$597,406			
	Assistant Principal	$520,327			
	School Site Staff	$550,952	$150,000		
	Subtotal	$19,729,714	**$270,000**		

Per Student Investments	Gifted	$252,135			*Enter optional context for per student investment decisions.*
	Professional Development	$350,188	$80,000		
	Instructional Materials	$910,488			
	Assessments	$95,251			
	Computer & Tech Equipment	$1,599,657			
	Student Activities	$2,594,189			
	Maintenance & Operations	$4,205,052			
	Central Office	$2,802			
	Employee Benefits	$7,515,849			
	Subtotal*	$20,510,471	**$80,000**		
Additional Investments	Low-Income Intervention Teacher	$364,270			*Enter optional context for additional investment decisions.*
	Low-Income Pupil Support Staff	$364,270			
	Low-Income Extended Day Teacher	$379,415			
	Low-Income Summer School Teacher	$379,415			
	EL Intervention Teacher	$23,116			
	EL Pupil Support Staff	$23,116			
	EL Extended Day Teacher	$23,913			
	EL Summer School Teacher	$23,913			
	EL Core Teacher	$28,695			
	Sp Ed Teacher	$1,583,022			
	Sp Ed Instructional Assistant	$651,336			
	Sp Ed Psychologist	$247,863			
	Subtotal	**$4,092,342**			
	Other Investments				$350,000.00
	Total**	**$44,332,527**	**$350,000**		**Tier Funding Check (Cell G90)** **Complete, G90=G31**

*The subtotal for Per Student Investments is a calculated figure that adjusts salary portions of Central Office and Maintenance & Operations to account for regional salary differences. As a result, the sum of each individual cost factor will not equal the subtotal.
**The total is the Final Adequacy Target (adjusted for Regionalization Factor) calculated in the Full FY 2025 EBF Calculation file. Due to differences in rounding, this figure may vary slightly from the sum of the subtotals in this table.

If some or all Tier Funding was invested outside of the cost factors, please describe. (*No more than 1000 characters, including spaces.*)

Part III: Support for Special Student Groups

EBF statute sets aside specific allocations to be spent for special education, English learners, and low-income students. Per statue these designated funds must be spent on programs and services benefiting these specific student groups. Funds for English learners and low-income students must be spent in addition to, and not in lieu of, funding that supports general programs of instruction for all students. Funds attributable to special education must be used for the provision of special education facilities and services as outlined in ILCS 14-1.08. Current-year EBF amounts attributable to each of the special student groups must be reported in Question 1 below (cells G100-G102). If the Organizational Unit received at least $5,000 for any of the student groups, a response to Questions 2 through 4 below is required. For amounts less than $5,000, a response is optional for those questions. All other EBF funds may be spent in any manner deemed appropriate by the school district.

Collaboration Opportunity *- Organizational Units may find that questions in this section are most easily and effectively completed through collaboration between program leaders affiliated with each student group and finance leaders.*

			Enter Amounts	Select type	
1)	**FY 2026 Student Population Allocations*: Enter the dollar amount of resources attributable to Specific Populations within the FY26 Gross State Contribution. Enter "0" if no funds are allocated for a student group. Select whether amounts are estimated or actual.**	**Low-Income Students**	*$600,000*	Estimated	**Note: Allocations for each of the three student groups are published annually at isbe.net/ebfdist under "Reports." Amounts are typically available by September 1. Districts must use actual funding amounts if they are available before submitting the budget to ISBE.*
		English Learners	*$2,600*	Estimated	
		Special Education	*$1,182,000*	Estimated	

2)	**Organizational Unit investment of EBF dollars for low-income students: Select the investments that apply. (Optionally, dollar amounts for each investment may be entered.)** **Response Required**	Low-Income Intervention Teacher	Yes	Low-Income Extended Day Teacher	Yes	Other Investments	
		[Optional - Enter $]		*[Optional - Enter $]*		*[Optional - Enter $]*	
		Low-Income Pupil Support Staff	Yes	Low-Income Summer School Teacher	Yes		
		[Optional - Enter $]		*[Optional - Enter $]*			
	Additional context for the Organizational Unit's planned use of dollars attributable to low-income students in FY 2026. (*Required if "Other Investments" selected above. No more than 500 characters, including spaces.*)						
3)	**Organizational Unit investment of EBF dollars for English learners: Select the investments that apply. (Optionally, dollar amounts for each investment may be entered.)** **Response Optional**	English Learner Intervention Teacher	Yes	English Learner Extended Day Teacher		English Learner Core Teacher	
		[Optional - Enter $]		*[Optional - Enter $]*		*[Optional - Enter $]*	
		English Learner Pupil Support Staff		English Learner Summer School Teacher		Other Investments	
		[Optional - Enter $]		*[Optional - Enter $]*		*[Optional - Enter $]*	
	Additional context for the Organizational Unit's planned use of dollars attributable to English learners in FY 2026. (*Required if "Other Investments" selected above. No more than 500 characters, including spaces.*)						
4)	**Organizational Units investment of EBF dollars for Special Education: Select the investments that apply. (Optionally, dollar amounts for each investment may be entered.)** **Response Required**	Special Education Teacher	Yes	Special Education Psychologist			
		[Optional - Enter $]		*[Optional - Enter $]*			
		Special Education Instructional Assistant	Yes	Other Investments			
		[Optional - Enter $]		*[Optional - Enter $]*			
	Additional context for the Organizational Unit's planned use of dollars attributable to Special Education students in FY 2026. (*Required if "Other Investments" selected above. No more than 500 characters, including spaces.*)						

Plan Assurances

Please complete the assurances below related to Article 14C of the Illinois School Code, which contains provisions for EL services, parent participation, and the use of EBF dollars provided for English learners. It is the joint responsibility of home and serving entities to ensure compliance related to the use of state funding provided for English learners. Organizational Units should maintain supporting documentation (e.g., sign-in sheets, meeting agendas) to affirm the veracity of the below assurances. Responses in this section are only required if an Organizational Unit receives any amount of EBF dollars attributable to English learners.

Collaboration Opportunity *- Organizational Units may find that the plan assurances are most easily and effectively completed if led by program leaders.*

1). "I hereby affirm that at least 60% of the school district's state funds attributable to English learners will be used for instructional costs of programs and services for English learners (function 1000), in accordance with Article 14C of the Illinois School Code. The remaining balance of state funds attributable to English learners will also be used to serve English learners."

Required Yes

2). "My school district has at least one attendance center with 20 or more English learners (including parental refusals) who speak the same home language other than English in grades K-12. Alternatively and/or additionally, my school district has at least one attendance center with 20 or more English learners (including parent refusals) who speak the same home language other than English in pre-K."

Required Yes

3). "I hereby affirm that the school district's BPAC will review this EBF Spending Plan by or before October 31, 2025."

Required Yes

4). Enter the anticipated date on which the BPAC review will take place and the name of the BPAC chair for SY 2025-26.

Required	**BPAC Meeting (MM/DD/YYYY)**	10/15/2025
	Name of Chair	Michael Camp

Spending Plan Completion Tracker		
Use the information below to confirm completion of all required questions. Note that the "status" column adjusts to responses, so the tracker is most helpful to consult after you have completed the spending plan.		
Question	**Status**	**Acceptance Criteria**
Part 1, Q1	Complete	Character length of response must be >10 and <=2000, including spaces.
Part 1, Q2	Complete	A different response must be selected in G11, I11, and L11; cells cannot be blank.
Part 1, Q2 (Narrative)	Complete	Response required only if "Other" selected in G11, I11, or L11; character length of response must be >10 and <=1000, including spaces.
Part 2, Q1	Complete	A numeric value must be entered in cell G31 (estimated or actual Tier Funding, or 0 if appropriations did not include Tier Funding). A type must be selected in cell H31.
Part 2, Q2	Complete	A different response must be selected in G35, I35, and L35; cells cannot be blank.
Part 2, Q3	Complete	At least one response must be selected.
Part 2, Q4	Complete	Cells G43, I43, and L43 cannot be blank. "Other" may be selected more than once, but other responses may not be repeated.
Part 2, Q4 (Narrative)	Complete	Response required only if "Other" selected in G43, I43, or L43; character length of response must be >10 and <=1000, including spaces.
Part 2, Q5 (Cell G90)	Complete	Cell G90 must be equal to the value in cell G31.
Part 2, Q5 (Narrative)	Complete	Response required only if a value was entered in cell G89; character length of response must be >10 and <=1000, including spaces.
Part 3, Q1 Low-Income Funds	Complete	A numeric value must be entered. A type must be selected in cell H100.
Part 3, Q1 English Learner Funds	Complete	A numeric value must be entered, which may be "0" if the organizational unit received no funding for the specified student group. A type must be selected in cell H101.
Part 3, Q1 Spec. Ed. Funds	Complete	A numeric value must be entered. A type must be selected in cell H102.
Part 3, Q2	Complete	At least one response must be selected.
Part 3, Q2 (Narrative)	Complete	Response required only if "Other Investments" was selected in the previous question; character length of response must be >10 and <=500, including spaces.
Part 3, Q3	Complete	At least one response must be selected.
Part 3, Q3 (Narrative)	Complete	Response required only if "Other Investments" was selected in the previous question; character length of response must be >10 and <=500, including spaces.
Part 3, Q4	Complete	At least one response must be selected.
Part 3, Q4 (Narrative	Complete	Response required only if "Other Investments" was selected in the previous question; character length of response must be >10 and <=500, including spaces.
Assurances 1	Complete	Response required if the value entered in cell G101>0.
Assurances 2	Complete	Response required if the value entered in cell G101>0.
Assurances 3	Complete	Response required if "Yes" selected in cell E133.
Assurances 4 (Meeting Date)	Complete	Response required if "Yes" selected in cell E133; enter date in MM/DD/YYYY format.
Assurances 4 (Name of Chair)	Complete	Response required if "Yes" selected in cell E133.

ESTIMATED LIMITATION OF ADMINISTRATIVE COSTS (School Districts Only)

(For Local Use Only)

This is an estimated Limitation of Administrative Costs Worksheet only and will not be accepted for Official Submission of the Limitation of Administrative Costs Worksheet.

The worksheet is intended for use during the budgeting process to estimate the district's percent increase of FY2026 budgeted expenditures over actual FY2025 expenditures.
Budget information is copied to this page. Insert the prior year estimated actual expenditures to compute the estimated percentage increase (decrease).

The official Limitation of Administrative Costs Worksheet is attached to the end of the Annual Financial Report (ISBE Form 50-35) and must be submitted in conjunction with that report.
An official Limitation of Administrative Costs Worksheet can also be found on the ISBE website at: Limitation of Administrative Costs

ESTIMATED LIMITATION OF ADMINISTRATIVE COSTS WORKSHEET
(Section 17-1.5 of the School Code)

School District Name: **Homewood Flossmoor CHSD 233**
RCDT Number: **07016233016**

			Estimated Actual Expenditures, Fiscal Year 2025				Budgeted Expenditures, Fiscal Year 2026			
			(10)	(20)	(80)		(10)	(20)	(80)	
	Description	Funct. No.	Educational Fund	Operations & Maintenance Fund	Tort Fund	Total	Educational Fund	Operations & Maintenance Fund	Tort Fund	Total
1.	Executive Administration Services	2320	547,116		0	547,116	670,524		0	670,524
2.	Special Area Administration Services	2330	331,025		0	331,025	317,191		0	317,191
3.	Other Support Services - School Administration	2490	0		0	0	0		0	0
4.	Direction of Business Support Services	2510	293,626	0	0	293,626	283,539	0	0	283,539
5.	Internal Services	2570	0		0	0	0		0	0
6.	Direction of Central Support Services	2610	275,221		0	275,221	287,132		0	287,132
7.	Deduct - Early Retirement or other pension obligations required by state law and included above.					0				0
8.	**Totals**		1,446,988	0	0	1,446,988	1,558,386	0	0	1,558,386
9.	**Estimated Percent Increase (Decrease) for FY2026 (Budgeted) over (Actual) FY 2025**									8%

REPORTING OF PUBLIC VENDOR CONTRACTS OF $1,000 OR MORE (School Districts Only)

*In accordance with the School Code, Section 10-20.21, all **school districts** are required to file a report listing 'vendor contracts' as an attachment to their budget. In this context, the term "vendor contracts" refers to "all contracts and agreements that pertain to goods and services that were intended to generate additional revenue and other remunerations for the **school district** in excess of $1,000, including without limitation vending machine contracts, sports and other attire, class rings, and photographic services.* ***The report is to list information regarding such contracts for the fiscal year immediately preceding the fiscal year of the budget.*** *All such contracts executed on or after July 1, 2007 must be approved by the school board.*

See: School Code, Section 10-20.21 - Contracts

Name of Vendor	Product or Service Provided	Net Revenue	Non-Monetary Remuneration	Purpose of Proceeds	Distribution Method and Recipient of Non-Monetary Remunerations Distributed

Reference Description

1 Each fund balance should correspond to the fund balance reflected on the books as of June 30th - Balance Sheet Accounts #720 and #730 (audit figures, i available).

2 Accounting and Financial Reporting for Certain Grants and Other Financial Assistance. The "On-Behalf" Payments should only be reflected on this page (Budget Summary, Lines 10 and 20).

3 Requires the secretary of the school board to notify the county clerk (within 30 days of the transfer approval) to abate an equal amount of taxes to b next extended. See Sec. 10-22.14 & 17-2.11.

3a Requires notification to the county clerk to abate an equal amount from taxes next extended. See section 10-22.14

4 Principal on Bonds Sold:

(1) Funding Bonds are to be entered in the fund or funds in which the liability occurs.

(2) Refunding Bonds can be entered in the Debt Services Fund only.

(3) Building Bonds can be entered in the Capital Projects Fund only.

(4) Fire Prevention and Safety Bonds can be entered in the Fire Prevention & Safety Fund only.

5 The proceeds from the sale of school sites, buildings, or other real estate shall be used first to pay the principal and interest on any outstanding bonds on the property being sold, and after all such bonds have been retired, the remaining proceeds from the sale next shall be used by the school board to meet any urgent district needs as determined under Sections 2-3.12 and 17-2.11 of the School Code. Once these issues have been addressed, any remaining proceeds may be used for any other authorized purpose and for deposit into any district fund.

6 The School Code, Section 10-22.44 prohibits the transfer of interest earned on the investment of "any funds for purposes of Illinois Municipal Retirement under the Pension Code." This prohibition does not include funds for Social Security and Medicare-only purposes. For additional requirements on interest earnings, see 23 Illinois Administrative Code, Part 100, Section 100.50.

7 Cash plus investments must be greater than or equal to zero.

8 For cash basis budgets, this total will equal the Budget Summary - Total Direct Receipts/Revenues (Line 9) plus Total Other Sources of Funds (Line 46).

9 For cash basis budgets, this total will equal the Budget Summary - Total Direct Disbursements/Expenditures (Line 19) plus Total Other Uses of Funds (Line 79).

10 Working Cash Fund loans may be made to any district fund for which taxes are levied (Section 20-5 of the School Code).

11 Include revenue accounts 1110 through 1115, 1117,1118 & 1120.

12 The School Code Section 17-2.2c. Tax for leasing educational facilities or computer technology or both, and for temporary relocation expense purposes.

13 Corporate personal property replacement tax revenue must be first applied to the Municipal Retirement/Social Security Fund to replace tax revenue lost due to the abolition of the corporate personal property tax (30 ILCS 115/12). This provision does not apply to taxes levied for Medicare-Only purposes.

14 Only tuition payments made to private facilities. See Functions 4200 or 4400 for estimated public facility disbursements/expenditures.

15 Payment towards the retirement of lease/purchase agreements or bonded/other indebtedness (principal only) otherwise reported within the fund - e.g.: alternate revenue bonds. (Describe & Itemize)

16 Only abolishment of Working Cash Fund must transfer its funds directly to the Educational Fund upon adoption of a resolution and at the close of the current school Year (see 105 ILCS 5/20-8 for further explanation)

Only abatement of working cash fund can transfer its funds to any fund in most need of money (see 105 ILCS 5/20-10 for further explanation)

CHECK FOR ERRORS

This worksheet checks various cells to assure that selected items are in balance.

Please fix errors below before submitting to ISBE.

Budget Item References	Message
1. Deficit Reduction Plan (DefReductPlan 23-27 tab)	
Is Deficit Reduction Plan Required? **(Joint Agreements do not complete Deficit Reduction Plan.)**	Deficit Reduction Plan is not required
If required, is Deficit Reduction Plan completed? **(DefReductPlan 23-27 tab)**	
2. Cover Page (Cover tab)	
District Name must be selected from **drop-down**. **(Cell H13)**	OK
Accounting Basis must be selected on Cover sheet.	OK
Dates **(Day, Month, Year)** must be input on Cover sheet.	OK
Board Names must be typed on Cover sheet.	ERROR - TYPE BOARD NAMES
3. Budget Summary: Other Sources (BudgetSum 2-4 tab - Acct 7000) must equal Other Uses (BudgetSum 2-4 tab - Acct 8000).	
Estimated Beginning Fund Balance July, 1 2025 for all Funds **(Cells C3 - K3)** **(Line must have a number or zero. Do not leave blank.)**	OK
Estimated Activity Fund Beginning Fund Balance July, 1 2025 **(Cell C83)** **(Cell must have a number or zero. Do not leave blank.)**	OK
Transfer Among Funds **(Funds 10, 20, 40 - Acct 7130 - Cells C29, D29, F29)**, must equal **(Funds 10, 20 & 40 - Acct 8130 - Cells C52, D52, F52)**.	OK
Transfer of Interest **(Funds 10 thru 90 - Acct 7140 - Cells C30:K30)**, must equal **(Funds 10 thru 60, & 80 - Acct 8140 - Cells C53:H53, J53)**.	OK
Transfer to Debt Service to Pay Principal on GASB 87 Leases **(Fund 30 - Acct 7400 - Cell E39)** must equal **(Funds 10, 20 & 60 - Acct 8400 Cells C57:H60)**.	OK
Transfer to Debt Service to Pay Interest on GASB 87 Leases **(Fund 30 - Acct 7500 - Cell E40)** must equal **(Funds 10, 20 & 60 - Acct 8500 - Cells C61:H64)**.	OK
Transfer to Debt Service Fund to Pay Principal on Revenue Bonds **(Fund 30 - Acct 7600 - Cell E41)** must equal **(Funds 10 & 20 - Acct 8600 - Cells C65:D68)**.	OK
Transfer to Debt Service to Pay Interest on Revenue Bonds **(Fund 30 - Acct 7700 - Cell E42)** must equal **(Funds 10 & 20 - Acct 8700 - Cells C69:D72)**.	OK
Transfer to Capital Projects Fund **(Fund 60 - Acct 7800 - Cell H43)** must equal **(Fund 10 & 20, Acct 8800 - Cells C73:D76)**.	OK
4. Summary of Cash Transactions: Beginning Cash Balance on Hand July 1, 2024 (CashSum 5 tab, All Funds) cannot be negative.	
Educational **(Fund 10 - Cell C3)**	OK
Operations & Maintenance **(Fund 20 - Cell D3)**	OK
Debt Service **(Fund 30 - Cell E3)**	OK
Transportation **(Fund 40 - Cell F3)**	OK
Municipal Retirement/Social Security **(Fund 50 - Cell G3)**	OK
Capital Projects **(Fund 60 - Cell H3)**	OK
Working Cash **(Fund 70 - Cell I3)**	OK
Tort **(Fund 80 - Cell J3)**	OK
Fire Prevention & Safety **(Fund 90 - Cell K3)**	OK
Activity Funds **(Cell C23)**	OK
5. Summary of Cash Transactions: Ending Cash Balance on Hand June 30, 2024 (CashSum 5 tab - All Funds) cannot be negative.	
Educational **(Fund 10 - Cell C21)**	OK
Operations & Maintenance **(Fund 20 - Cell D21)**	OK
Debt Service **(Fund 30 - Cell E21)**	OK
Transportation **(Fund 40 - Cell F21)**	OK
Municipal Retirement/Social Security **(Fund 50 - Cell G21)**	OK
Capital Projects **(Fund 60 - Cell H21)**	OK
Working Cash **(Fund 70 - Cell I21)**	OK
Tort **(Fund 80 - Cell J21)**	OK
Fire Prevention & Safety **(Fund 90 - Cell K21)**	OK
6. Summary of Cash Transactions: Other Receipts (CashSum 5 tab) must equal Other Disbursements (CashSum 5 tab).	
Interfund Loans Payable **(Funds 10:60, 80, 90 - Acct 411 - Cells C6:H6, J6:K6)** must equal Interfund Loans Receivable **(Funds 10:20, 40, 70 - Acct 141 - Cells C15:D15, F15, I15)**.	OK
Interfund Loans Receivable **(Funds 10, 20, 40, 70 - Acct 141 - Cells C7:D7, F7, I7)** must equal Interfund Loans Payable **(Funds 10:60, 80, 90 - Acct 411 - Cells C16:H16, J16, K16)**.	OK
7. Estimated Revenue (EstRev 6-11 tab)	
Amounts must be input for revenue.	OK
8. Estimated Expenditures (EstExp 12-20 tab)	
Amounts must be input for expenditures.	OK
9. Itemization Notes: Revenues/Expenditures reported that require note on Itemize 21 tab.	
Include brief note(s) describing revenue source.	OK
Include brief note(s) describing expenditure use.	OK
10. EBF Spending Plan	
All required questions have been answered.	OK

End of Balancing

Catalyst for Educational Change (CEC) Proposal

MEMO

To: Dr. Jennifer Norrell, Superintendent for Homewood-Flossmoor 233
From: Dr. Lisa Dallacqua, Assistant Superintendent for Curriculum, Instruction & Professional Learning
Date: August 28th, 2025
Subject: Recommendation to Approve Contract with Catalyst for Educational Change

---

Background: Catalyst for Educational Change provides services for school districts in a variety of educational areas. This proposal contains contractual support through both a comprehensive needs assessment and professional learning series in the following areas:

- Multi-tiered Systems of Support (MTSS) Needs Assessment: Data Review, Self-Assessment, Focus Groups, Report Writing and Delivery of Findings
- Assessment Literacy Professional Development for Department Leads and Collaborative Team Leads
- Rubric Design Professional Development for Department Leads and Collaborative Team Leads
- Asynchronous Assessment Literacy Course for All Staff

The focus groups and professional learning series will be conducted in person with our teachers and administrators over the course of the school year. The pacing of learning will reflect our place in the Collaborative Team Planning Calendar in order to provide timely support for teachers and administrators during the first year of Collaborative Team implementation.

Total Cost for services: $32,650.00, paid for through local funds.

Recommendation: It is recommended that the Board of Education of Homewood-Flossmoor Community High School District approve the contract with Catalyst for Educational Change in the amount of $32,650.00.

Please let me know if you would like to discuss this recommendation further or need additional details.



TOGETHER,

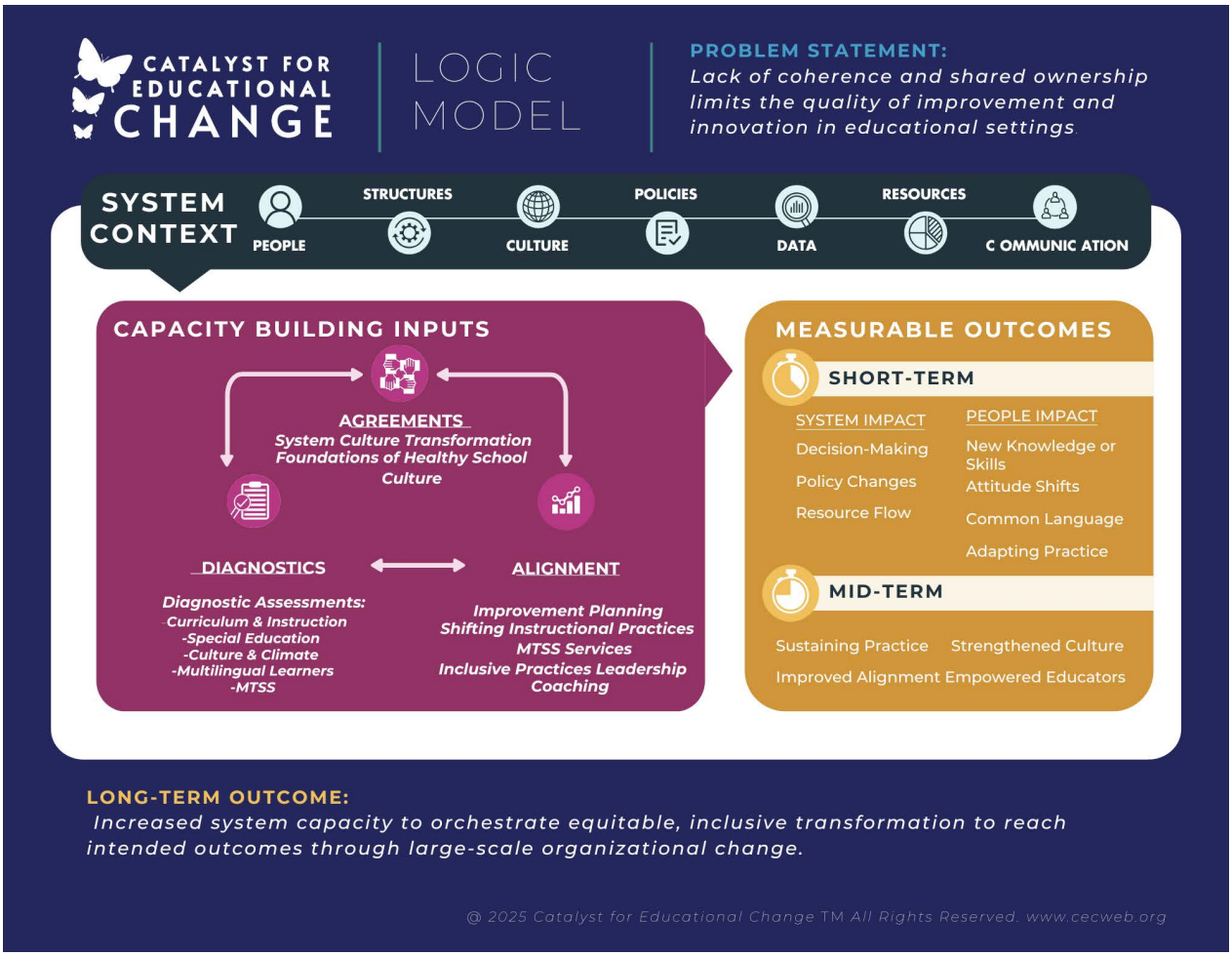
ALL EDUCATORS AND SCHOOL LEADERS CAN MAKE EQUITABLE, INCLUSIVE, AND STUDENT-CENTERED LARGE-SCALE

ORGANIZATIONAL CHANGE.

CATALYST FOR EDUCATIONAL CHANGE

We are committed to change management and that starts with identifying your unique strengths and areas for improvement.

CEC works with school districts across the country to implement measurable change. Our mission and vision direct us to work with organizations using a systems orientation process to help them build collaborative cultures, and equitable, evidence-based practices that empower adults and students to deepen their learning and thrive.





CORE OFFERINGS

DIAGNOSTICS

CEC's approach is to begin by carefully assessing the district or school's needs. Our diagnostic tools are designed to accurately identify the strengths and opportunities to tailor services to be most effective.

SYSTEM ASSESSMENTS

TARGETED NEEDS ASSESSMENTS

SYSTEM ALIGNMENT

CEC engages schools and districts in a process that identifies effective practices and areas for improvement. We use methods that result in thoughtful guidance that sets the direction for the work in a district or school, including a scope and sequence for services that most effectively builds capacity for long-term improvement.

STRATEGIC PLANNING

EMPOWERED TEAMS

- **DISTRICT (DLT)**
- **SCHOOL (SLT)**
- **TEACHER (TLT)**

COMPREHENSIVE SCHOOL IMPROVEMENT

MULTI-TIERED SYSTEM OF SUPPORT (MTSS)

TARGETED INSTRUCTIONAL LEADERSHIP

INCLUSION/ CO-TEACHING

- **MATHEMATICS**
- **LITERACY**
- **ASSESSMENT & GRADING**

SYSTEM AGREEMENTS

A commitment to school improvement requires carefully built structures for communication and collaboration among three anchors of the school system: union/teacher associations, school/management boards, and administration. We work with districts to build and maintain collaborative structures for turning collaborative commitments into ongoing collaborative action, resulting in the anchors working together to set, carry out, and monitor progress toward organizational priorities.

CULTURE AND CLIMATE INTERVENTION

WORKING RELATIONSHIPS

CONFLICT RESOLUTION & DIFFICULT CONVERSATIONS

INTEREST-BASED PROBLEM-SOLVING (IBPS) / INTEREST-BASED BARGAINING (IBB)

STAKEHOLDER FACILITATION OF TOPIC-BASED INNOVATIONS


“CEC heard our wants and worked to craft services that met our unique needs. By working with CEC, we have been able to fully align and can now better collaborate to meet students’ needs.”
—Principal
CATALYST FOR EDUCATIONAL CHANGE
www.cecweb.org

Our Partner School Systems

Catalyst for Educational Change (CEC) partners with a wide range of school districts and schools across Illinois and beyond. Our clients represent diverse communities - urban, suburban, and rural - each with unique strengths, challenges, and aspirations. What unites them is a shared commitment to continuous improvement, instructional excellence, and equitable outcomes for all students.

CEC clients range from small elementary districts to large high school systems. Many are repeat partners who have engaged with us across multiple years and multiple projects, building a track record of trust and results.

Examples of Engagements

- La Grange SD 105 – 51 projects
- Berkeley SD 87 – 36 projects
- District 45 – 35 projects
- Crete-Monee CUSD 201U – 26 projects
- West Chicago ESD 33 – 24 projects
- Joliet PSD 86 – 24 projects
- Decatur SD 61 – 21 projects
- Hinsdale Twp HSD 86 – 21 projects
- Barrington CUSD 220 – 20 projects
- North Chicago SD 187 – 18 projects
- North Boone CUSD 200 – 17 projects
- Des Plaines CCSD 62 – 17 projects
- Berwyn South SD 100 – 15 projects
- Elgin SD U-46 – 14 projects

In summary, our clients include districts and schools of every size and context, ranging from high-profile suburban systems to diverse urban communities and close-knit rural schools. What they share is trust in Catalyst for Educational Change as a partner to support leadership growth, instructional improvement, and student success.

Homewood-Flossmoor HS

Homewood-Flossmoor Community High School
Flossmoor, IL 60422

Lisa Dallacqua
lisa.dallacqua@hf233.org
708-335-5330

Reference: 20250818-133710700
Quote created: August 18, 2025
Quote expires: November 16, 2025
Quote created by: Elisa Brente
Managing Director
elisa.brente@cecweb.org

Comments from Elisa Brente

This is an exciting opportunity for us to collaborate and achieve great results together. Please note that this will serve as our service agreement. If you have any questions or require further clarification, feel free to reach out. Thank you for your trust in us. We look forward to working together!

Best regards,

Products & Services

Item & Description	Quantity	Unit Price	Total
MTSS Needs Assessment-Readiness This virtual meeting with key stakeholders is to discuss the purpose and anticipated outcomes of the needs assessment process. The CEC consultants will review the needs assessment process, ensure clarity around the next steps, and begin pre-paredness steps for the work.	1	$1,450.00	$1,450.00
MTSS Needs Assessment-Self-Assessment The CEC consultant will work with district contact to plan for distribution of the self-assessment to stakeholders. CEC will then review the findings as data toward the fi-nal report.	1	$1,750.00	$1,750.00

Item & Description	Quantity	Unit Price	Total
MTSS Needs Assessment- Focus Groups These 1-hour virtual focus groups are designed to engage a range of key stakeholder groups to provide a comprehensive and nuanced understanding of the needs assessment focus. Stakeholder groups may include, but are not limited to, special education teachers, general education teachers, paraprofessionals, LEAs/coordinators, district special education staff, district leaders, parents, and students (if desired). The exact number of focus groups will be determined in collaboration with the client to ensure all relevant perspectives are included. A minimum of 10 sessions will be conducted, facilitated by two experienced CEC consultants, ensuring thorough and impactful data collection.	1	$8,750.00	$8,750.00
MTSS Needs Assessment: Data Review The support includes one consultant day for an in-depth review of policies, processes, and curriculum implementation.	1	$3,500.00	$3,500.00
MTSS Needs Assessment-Report Writing This dedicated support empowers the CEC consulting team to conduct comprehensive analysis and develop a strategic final report that evaluates organizational strengths, identifies opportunities, and provides actionable recommendations for future strategic initiatives.	1	$3,500.00	$3,500.00
MTSS Needs Assessment-Delivery of Findings The CEC Consultant will lead a virtual meeting with key stakeholders to facilitate an open, in-depth discussion of the needs assessment findings and recommendations. This session will provide a platform for transparent dialogue, ensuring all perspectives are considered in shaping the next steps forward.	1	$1,750.00	$1,750.00
Assessment Literacy 3 half days to train Collaborative Team Leads and Department Leads	3	$1,750.00	$5,250.00
Asynchronous Assessment Literacy Course Asynchronous Assessment Literacy Course for the district to use with educators. This course will be available for the SY 25/26.	1	$1,450.00	$1,450.00
Rubric Design Course 3 half days to work with CTLs and the DLs.	3	$1,750.00	$5,250.00
	One-time subtotal		$32,650.00
	Total		**$32,650.00**

Purchase terms

Service Agreement Summary

The District agrees to compensate CEC for services outlined in the Quote of Services, plus any mutually approved expenses and materials. CEC will invoice monthly; payment is due within 30 days, in accordance with the Illinois Prompt Payment Act. Both parties will provide appropriate staff to support fulfillment of services.

This Agreement is valid upon signature through June 30. Services begin only after execution of this Agreement. If required, the District must provide a Purchase Order, to be sent to info@cecweb.org.

Partnership Flexibility

CEC offers flexibility to support evolving district needs:

- **Additional Services**: Subject to fee adjustments.
- **Schedule Adjustments**: No fee change.
- **Service Topic Changes**: No fee change.
- **Expertise Adaptation**: Additional specialists provided as needed, no fee change.

Cancellations & Termination

Both parties agree to provide at least 72 hours' notice for cancellations. Late cancellations by the District (within 72 hours) will incur full charges per the Quote of Services. This Agreement may be terminated by either party via written notice. The District is responsible for payment of services rendered up to the termination date.

Materials & Content

The District must supply any required materials and equipment one week in advance. Materials may only be reproduced for the specified sessions. All content is copyrighted by Catalyst for Educational Change and may not be reused or distributed without prior written consent.

Prepaid Hours

Prepaid hours are non-refundable and must be used within the agreed term. CEC will collaborate with the District to schedule and optimize use of these hours.

Signature

Choose a profile to start the e-signature process.

Lisa Dallacqua

lisa.dallacqua@hf233.org

[sig|req|signer1]

Questions? Contact me

Elisa Brente
Managing Director
elisa.brente@cecweb.org

Catalyst for Educational Change
205 N. Michigan Ave
Suite 801
Chicago, IL 60601

New Leaders Proposal

MEMO

To: Dr. Jennifer Norrell, Superintendent for Homewood-Flossmoor 233
From: Dr. Lisa Dallacqua, Assistant Superintendent for Curriculum, Instruction & Professional Learning
Date: August 28th, 2025
Subject: Recommendation to Approve Contract with New Leaders

Background: New Leaders provides services for school districts in the area of school leadership. This includes, but is not limited to, school leadership at both the building and district office level. This proposal contains contractual support through school leadership coaching and mentoring for administrators at both the district office and school-based level.

New Leaders offers evidence-based leadership counsel, grounding their support in best practices for leveraging leadership to increase student achievement, to focus school leaders on data-driven results and sustained student outcomes. Through their Transformational Leadership Framework (TLF), school leaders receive actionable coaching and support in the categories of:

- Learning and Teaching
- School Culture
- Talent Management
- Planning and Operations
- Personal Leadership

This video clip provides testimonies of New Leaders who have experienced the benefits of the professional development services.

Total Cost for services:$34,300.00, paid for through local funds.

Recommendation: It is recommended that the Board of Education of Homewood-Flossmoor Community High School District approve the contract with New Leaders in the amount of $34,300.

Please let me know if you would like to discuss this recommendation further or need additional details.

New Leaders Proposal for Homewood-Flossmoor Community High School District

Championing Educational Excellence

August 15, 2025

New Leaders

www.newleaders.org ©2025

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Executive Summary

Transformational Leadership Pathway in Homewood-Flossmoor High School District

New Leaders is pleased to propose a partnership with Homewood-Flossmoor High School District to provide our Transformational Leadership Pathway—Improving Outcomes through Observation and Coaching —to a cohort of 4 senior leaders for a six-month engagement.

Our leadership development enhances proven leadership skills that drive school improvement. We combine cohort-based learning with one-on-one coaching to ensure your leaders receive expert guidance and actionable feedback. By pathway completion, your leaders will develop leadership skills to deepen their impact and demonstrate measurable results.

IMPROVING OUTCOMES THROUGH OBSERVATION AND COACHING (SCHOOL LEADERS)

Impact & Accountability

As New Leaders works alongside Homewood-Flossmoor to provide our Transformational Leadership Pathway services, we expect to see changes in leadership practices that can improve teaching and learning outcomes. To that end, we will develop a Learning and Impact data report at the end of the engagement that describes metrics our partners have found most beneficial, including:

- The degree to which participants were engaged and satisfied with the learning experience;
- Self-reported and demonstrated changes in practice against targeted leadership skills; and
- Self-reported outcomes at the system, school, and student level.

At the end of the program year, New Leaders will provide a comprehensive Learning and Impact data report, demonstrating progress against key performance indicators and metrics. This report will be discussed during a partner impact meeting with senior district leaders.

Proposed Services

Transformational Leadership Pathway

Ensure every leader in your system can be a change agent. Our Transformational Leadership Pathways enable school leaders to develop and enhance proven leadership skills that drive school improvement.

DEVELOP leaders who know how to drive meaningful change
PRIORITIZE areas of highest-need and impact in schools
BUILD collective action to bring best practices to scale
DELIVER measurable results to accelerate student learning

Improving Outcomes through Observation and Coaching

Working in tandem, observation and coaching are two powerful tools that strengthen teacher practice and deepen student learning. Observation offers a window into day-to-day instruction, and coaching illuminates how teachers can overcome challenges, shift mindsets, and improve their practice to the benefit of all students. This transformational leadership pathway prepares leaders to be highly effective coaches. Participants learn how to:

- Forge collaborative coaching relationships, rooted in trust, that push past compliance to drive meaningful change
- Unpack what to look for in classrooms, how to prioritize coaching opportunities, why effective feedback matters, and how to coach with an equity lens
- Lead coaching conversations and gain strategies to navigate resistance and track growth over time

Examine and leverage the impact of personal leadership to advance instructional excellence. Actionable and timely observation and coaching provide teachers with the support they need to bring best practices to scale in their classrooms—and accelerate student learning.

The Power of School Leaders

At New Leaders, we believe school leadership matters. In fact, we were founded on that very principle. We were the first organization in the country to concentrate exclusively on the professional development of school leaders. Here's why.

Research from the Wallace Foundation shows that a strong, equity-focused school leader accounts for 25 percent of a school's impact on student learning. A high-quality teacher influences 20-30 students; a strong principal, upwards of 500 students on average. The most effective principals attract and develop great teachers too. They create the culture and working conditions that keep great teachers in the field.

Similar research also finds that assistant principals are uniquely positioned to drive learning gains. Why? Their interactions with students, teachers, and families put them on the ground, every day, working to improve learning and teaching outcomes. In fact, research shows that when assistant principals received PD on instructional leadership practices, student achievement in their schools rose.

Effective teacher leadership combined with strong instructional leadership from the principal is also linked to improved student achievement outcomes in ELA and math. Those gains are even more significant when teacher leaders are involved in schoolwide decision-making processes—which have been shown to lead to higher teacher motivation, retention, and overall job satisfaction.

We know school leadership can be a lonely place. Many leaders report leaving the field due to a lack of support or access to ongoing professional development. Investing in leadership development for a cohort of your leaders is an easy and impactful way to reverse that trend.

Transformational Leadership Pathway Scope

Our job-embedded approach combines cohort-based learning with one-on-one coaching to grow your leaders. Over the course of six months, leaders receive expert guidance and actionable feedback from our New Leaders coaches, all former school and district leaders. Each pathway includes:

- Interactive professional learning communities to build shared language and co-create solutions
- Authentic practice via job-embedded exercises to demonstrate proficiency with new skills
- Personalized coaching to develop a leader's capacity to reflect, analyze, and problem solve independently

All of our pathways and leadership development programming are grounded in our Transformational Leadership Framework™ (TLF™) which identifies five evidence-based domains and leadership actions that are central to driving and sustaining district improvement.

Our Pathway Program Components

Program Orientation: To kick off our engagement and ensure the best participant experience, our asynchronous program orientation will introduce participants to New Leaders, outline the program components and expectations, and define roles and responsibilities. The orientation also explores our online platform where participants can access important resources throughout the engagement.

Communities of Practice: Four monthly community of practice sessions engage participants in cohort-based professional development to build and enhance effective data-driven leadership practices. Working collaboratively, each four-hour virtual session provides participants with:

- Actionable and practical learning, including opportunities to address school-based challenges
- Tools, resources, and strategies to improve student achievement
- Planning strategies to distribute and leverage leadership across teams
- Continuous professional learning and mentoring from peers

These sessions will strengthen the collective capacity of participants to use data to diagnose and solve school-based challenges that accelerate or impede learning in ELA and math. For a full list of the four community of practice sessions, see the Scope and Sequence in the Appendix.

One-on-One Coaching: Over the six-month engagement, each participant works towards a specific coaching goal to enhance leadership practices. The New Leaders coach will create a customized coaching experience that is personalized to each participant's unique context, areas of strength, and areas for growth. Key coaching components include:

- **Introductory Meeting and Goal Setting**: Based on an initial self-assessment completed by the participant prior to this conversation, the 90-minute introductory meeting sets the foundation. The New Leaders coach and participant discuss high priority areas of focus. Together, they begin co-constructing a

SMARTER coaching goal and action plan, aligned to the priority area of focus, that will be tracked and reported on over the course of the engagement. SMARTER goals are: specific, measurable, achievable, relevant, timely, and able to be evaluated and revised.

- **One-on-One Coaching Sessions**: Three 60-minute leadership coaching sessions are scheduled over the six-month engagement. All sessions are virtual. During each session, the New Leaders coach uses a cycle of inquiry and data to drive deep thinking, shift practice, and build the capacity of participants to reflect, analyze, and problem solve independently. Together, they monitor progress toward the goal and course-correct the action plan, as needed.

- **Closing Meetin**g: The final 90-minute closing meeting requires each participant to reflect and share progress toward the SMARTER coaching goal and then build a plan that sustains the integration of new learning and practices moving forward. The plan must cite concrete action steps to drive systemic decision-making and fuel continuous improvement.

Reflective Learning Exercise: To calibrate their lens to effective data practices, participants complete four reflective learning exercises. These job-embedded tasks allow participants to drive impact by translating theory into practice at their schools and demonstrate proficiency with their newly acquired skills. For this pathway, the reflective learning exercises focus on facilitating effective data meetings and executing against the SMARTER coaching goal (detailed above).

Participant Surveys: Each participant completes surveys to capture insights and reflections on their participant experience as well as leadership growth, progress to goals, and impact of coaching. Data from these surveys is aggregated and included in progress reports and our comprehensive Learning and Impact Report at the end of the engagement.

Sample Pathway Implementation Calendar

Component	Location	Total Sessions	Session Length	Month 1	Month 2	Month 3	Month 4	Month 5	Month 6
Program Orientation	Asynchronous	1	30 minutes	●					
Communities of Practice	Virtual	4	4 hours		●	●	●	●	●
One-on-One Coaching	Virtual	5	6	●	●		●		●
Reflective Learning Exercises	Virtual	4	Up to 2 hours	●	●			●	●

Topical Scope and Sequence

Orientation (Asynchronous)	**Session Topics** • Introduction to New Leaders • Program expectations and components • Clarity in roles and responsibilities, New Leaders policies • Technology platform: The Learning Hub
Introductory Meeting	**Session Topics** • Foster strong and trusting relationships between Program Director and participants receiving coaching Learn about the participant's district context • Explore the participant's personal practice - strengths and growth areas using the self-assessment tool • Describe the coaching process and establish norms for working together
BoP: 360/Coaching Goal	
Workshop 1: The Power of Personal Leadership to Advance Educational Excellence **Overview:** Tap into the power of personal leadership skills and build a school culture in which all students and adults excel.	
Community of Practice	**Session Topics** • Personal Leadership • Facilitating necessary conversations • Leadership actions that educational excellence
Coaching Conversation	
Workshop 2: How to Build Trust and Lay the Foundations for Effective Coaching **Overview:** Discover how to build powerful and trusting coaching relationship to drive meaningful change and advance more equitable outcomes	

Community of Practice	**Session Topics** • Building trust • Knowing self as a coach • Understanding the professional capacity of coachees • Leveraging relationships for coaching
Coaching Conversation	
Workshop 3: How to Coach Teachers and Improve Learning Outcomes **Overview:** Establish equitable systems and structures to effectively coach teachers and deepen their capacity to advance student achievement.	
Community of Practice	**Session Topics** • Shifting mindsets • Coaching Cycles • Observation and coaching for educational excellence • Targeted and actionable feedback
Coaching Conversation	
Workshop 4: Instructional Coaching: The Art of a Coaching Conversation **Overview**: Uncover the art of the coaching conversation and how to drive shifts in teacher practice that yield more equitable student learning outcomes.	
Community of Practice	**Session Topics** • Coaching cycles • Providing meaningful feedback • Coaching plans
EoP: 360/Coaching Goal	
Closing Conversation	**Session Topics** • Progress to goals • Sustaining the work

What Makes PD Effective–and Lasting

Results-driven leadership development is essential to retaining your best leaders and giving them the working conditions in which they thrive—and their teachers and students too. Your investment sends a message that your leaders are valued, offering them professional learning pathways that show them how to achieve their goals. This kind of real-time support can transform student achievement gains.

At New Leaders, we equip leaders to be powerful and positive forces for change. Here are four proven practices we use that drive high-impact—and sustainable—professional growth.

Continuous, job-embedded PD. When school leaders are able to apply what they've learned through incremental and targeted practice, it becomes an embedded part of their daily work. Individualized coaching allows leaders to reflect, consider more perspectives, and move toward solutions faster.

Community of learners. Cohort-based learning promotes collaborative problem solving. Communities of practice offer trusted spaces to explore bold ideas and strategies with fellow leaders who understand the obstacles. These collaborative professional networks fuel continuous improvement.

High-quality feedback. Adult learning is dynamic, and the feedback your leaders receive needs to be rooted in evidence that illuminates the gap between their practice and transformational leadership skill being learned. With this kind of objective guidance, leaders can quickly take action to improve.

Opportunities for self-reflection. Self-awareness, sometimes called a hidden superpower, is essential for leaders to cultivate. It allows leaders to do the inner work and let go of limiting actions or beliefs. In return, their newly acquired leadership practices can remove barriers and drive better outcomes.

> "New Leaders defines coherence. The scope of our professional learning is so intentional, so strategic that it gives us a vision for where we are going."

Dr. Bernadette Lucas
Chief Academic Officer
Inglewood Unified School District

Our Research and Program Design

Our Evidence Base

We lead the field with evidence of impact.

Our leaders drive quantifiable outcomes in learning, teaching, and educational excellence and get results where it matters most: in schools, for students. According to the RAND Corporation, **New Leaders has the strongest evidence base of any education leadership program in the country.**

Multiple independent evaluations have proven that in schools led by a New Leaders principal:



Students perform better in reading and math



Students gain additional months of learning



Students have better attendance rates



And principals themselves stay in their roles longer

We drive sustainable results.

Because the leaders we develop stay in their roles longer, they attract and retain high-quality teachers. This helps ensure that school improvement gains endure, long after our partnership.

Research shows that a strong school leader accounts for about 25% of a school's impact on student learning. Research also shows that there are better school and student outcomes, especially for teachers and children of color, when a principal of color is at the helm.

We know effective leadership.

Our work is rooted in five evidence-based leadership domains proven to drive school improvement and accelerate student success. These domains, as outlined in our Transformational Leadership Framework™, identify highly effective leadership actions and guide our approach to professional learning.



New Leaders Transformational Leadership Framework™

Evaluating our Impact

As New Leaders works alongside Homewood-Flossmoor High School District to provide our Transformational Leadership Pathway services to your leadership team, we expect to see changes in leadership practices that can improve teaching and learning outcomes.

We know from experience that transformational change takes time; therefore, when looking to understand impact—either growth of a leader's practice or improvement of student performance on standardized assessment measure—it is essential to consider the right cadence, methods and expectations that account for local context.

To that end we develop learning and impact data reports that describe metrics our partners have found most beneficial, including:

- The degree to which participants were engaged and satisfied with the learning experience;
- Self-reported and demonstrated changes in practice against select leadership skills; and
- Self-reported outcomes at the system, school, and student level.

At the end of the engagement, New Leaders will prepare a comprehensive Homewood-Flossmoor Learning and Impact report, that outlines the key performance indicators and metrics for our engagement. Reporting will be discussed during a closing partner impact meeting.

Evaluation Measures

Participant Engagement and Satisfaction

- % of participants planning leadership actions and implementing commitments
- % of participants recommending the learning experience to colleagues

Participant Learning

- Knowledge and skills that have been acquired or enhanced
- Confidence in core leadership actions has improved

Participant Change in Practice

- Capacity to plan and implement knowledge, leadership skills, and actions to see results
- Demonstrated evidence of impact related to pathway leadership skills and coaching goal

Participant Outcomes

- Participant reported improvement in student outcomes as a result of the engagement

Partner Commitments

To facilitate our work together, New Leaders requests that Homewood-Flossmoor commit to supporting program participants and the overall program delivery in the following ways.

Participant Selection
Encourage full participation, including participant accountability toward goal setting, attendance at community of practice and coaching sessions, and execution of action items identified in coaching

Scheduling
Coordinate with New Leaders to identify a mutually acceptable implementation calendar prior to the launch of services, including participant availability to participate in one-on-one coaching sessions.

Logistics
Coordinate logistics for all in-person sessions, including the meeting space, technology, catering, and/or other set-up needs.

Access to Data
Make certain participant and district data are available to New Leaders for programmatic purposes as well as to support the impact and evaluation of the Transformational Leadership Pathway services.

Check-Ins
Plan for district leadership to make themselves available to engage in monthly check-ins and a formal Partner Impact meeting over the course of the six-month engagement to ensure overall impact, alignment and satisfaction.

Investment

The table below provides the cost summary:

Transformational Leadership Pathway	Cost
Improving Outcomes through Observation & Coaching • 4 virtual workshops • 5 coaching sessions (6 hours total) for each program participant	$34,300
Total	$34,300

At New Leaders, we believe education leaders, in partnership with the communities they serve, have an unparalleled impact on the academic success and well-being of their students.

Thank you for the opportunity to serve your school leaders and their communities.

LEADERSHIP CHANGES EVERYTHING

Discover U Program Proposal (You Matter 2)

MEMO

To: Dr. Jennifer Norrell, Superintendent for Homewood-Flossmoor 233
From: Dr. Lisa Dallacqua, Assistant Superintendent for Curriculum, Instruction & Professional Learning
Date: August 28th, 2025
Subject: Recommendation to Approve Contract with You Matter 2

Background: You Matter 2 (YM2) is a community-rooted nonprofit dedicated to empowering high school students, particularly those from underserved backgrounds, through mentorship, leadership development, and experiential learning. Their flagship program, *Discover U*, provides structured opportunities for students to build college, career, and life readiness skills. Through a blend of workshops, internships, and enrichment programs, YM2 helps students gain confidence, professional exposure, and practical skills that prepare them for post-secondary success. A central feature of Discover U is its integration of Education Design Lab's *Durable Skills Micro-Credentials*, which certify student achievement in competencies like collaboration, oral communication, resilience, and critical thinking.

YM2's programs address a critical need: ensuring students leave high school not only with academic knowledge but also with the skills, networks, and confidence to thrive in college, careers, and life. Many students report that participation in YM2 programs has been their first exposure to college campuses, structured professional experiences, and mentorship. Through interactive learning, performance-based assessments, and real-world applications such as mock interviews, internships, and goal-setting plans, Discover U provides students with tangible proof of readiness. These verifiable digital credentials strengthen college applications, internship prospects, and job portfolios. By focusing on skills that employers and higher education institutions consistently value, the program ensures students can compete and excel beyond high school.

For the 2025–26 academic year, YM2 proposes to run Discover U at Homewood-Flossmoor High School on Wednesdays after school. Students will take part in monthly, themed workshop series—such as Career Exploration, Communication Skills, and Job Readiness—each culminating in a micro-credential. The program includes trained facilitators, low student-to-staff ratios, curriculum design, assessment tools, reporting systems, and optional enhancements like site visits and college tours. YM2 handles registration, program delivery, data tracking, and evaluation, while the school provides space, a staff liaison, and promotional support. Students benefit from free access to Discover U and additional YM2 enrichment programs, with progress monitored through digital portfolios and regular reporting to the district.

Total Cost for services: $11,500.00, paid for through local funds.

Recommendation: It is recommended that the Board of Education of Homewood-Flossmoor Community High School District approve the contract with You Matter 2 in the amount of $11,500.00.

Please let me know if you would like to discuss this recommendation further or need additional details.



EMPOWERING YOUTH TRANSFORMING COMMUNITIES

YOU MATTER 2

A vibrant community committed to fostering leadership and personal growth among South Suburban youth. Through dynamic programs and initiatives, we empower young minds, celebrate cultural heritage, and inspire community engagement. Join us in shaping a future filled with brighter possibilities for our youth and communities.

You Matter 2, where potential meets opportunity.

2218 Hutchison Rd, Room 22
Flossmoor, IL 60422

www.youmatter2.org






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Who We Are
You Matter 2

You Matter 2 is a South Suburban youth development organization committed to empowering students in **grades 6–12** to become leaders, critical thinkers, and compassionate changemakers.

We were founded in **2014 by Destiny Watson during her junior year at Homewood-Flossmoor High School.** What began as a student-led initiative to uplift youth voices and promote community service has grown into a thriving nonprofit serving youth across multiple school districts.

Our mission is to **close opportunity gaps and empower South Suburban youth to become confident leaders, engaged citizens, and future changemakers.** Through structured enrichment programs, career readiness initiatives, and community engagement opportunities, we equip students with the skills, mentorship, and real-world experiences they need to **thrive—academically, professionally, and personally.**

Today, Destiny continues to lead the organization as **Founder & CEO**—returning to HF to invest in the next generation of students, right where the journey began.



Our Community Reach

Over the past **10 years,** You Matter 2 has actively engaged **Homewood-Flossmoor High School students,** beginning with our founder's own journey as a student leader at HF. In just the **last three years,** we've provided HF students with:

- **Spring Break College Tours**
- **Career Exploration Visits**
- **Summer Internship Opportunities**
- **Art Therapy Sessions**

In addition to direct programming, **HF has also served as the host venue for the annual Homewood-Flossmoor Juneteenth Festival** for the **past four consecutive years.** This community-wide event, organized by You Matter 2, draws thousands of attendees and celebrates Black history, culture, and unity—further reinforcing HF's role as a valued and visible partner in our work.

While many of our initiatives have engaged HF students through community access, the **Discover U Workshop Series** will represent our **first formal, in-school partnership**—creating an opportunity to expand our impact in a structured and sustained way.

We also support or engage with the following school communities:

- **Rich Township High School District 227** (Contracted Discover U Workshops, Spring Semester 2025)
- **Homewood SD 153 & Flossmoor SD 161** (6th–8th grade students participate in our IGNITE after-school program as indirect community partners)








Yale
Date 05/30/2024
$1,000
THOUSAND DOLLARS
Destiny Watson
05/30/2024
Pay to the Order of CHAYSE SELVIE $1,000
Amount ONE THOUSAND DOLLARS
LAWRENCE WATSON MEMORIAL SCHOLARSHIP
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CELEBRATING
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About Discover U

Discover U is a **career and college readiness program** that equips high school students with the **knowledge, skills, and confidence** needed to make informed post-secondary decisions. The program is delivered through **weekly, themed workshops** that focus on the **real-life application** of college, career, and life readiness concepts.

Each month, students engage in a **four-session workshop series** that aligns with one of the nine nationally recognized durable skills as defined by **Education Design Lab**—a national leader in innovative, evidence-based workforce credentialing. These durable skills are essential for success in college, the workplace, and beyond.

Students who demonstrate competency in all areas of a selected skill will **earn a digital micro-credential badge**, which they can showcase on **college applications, internship submissions, or job portfolios.** These badges validate a student's ability to apply key 21st-century skills in real-world settings, helping them stand out in an increasingly competitive academic and professional landscape.

Why It Works – Research-Based Impact

Discover U is built on the durable skills framework developed by **Education Design Lab**, a nationally recognized leader in post-secondary and workforce innovation. Their work is grounded in extensive research and collaboration with employers, educators, and students to define and validate the **core competencies** needed for success in both college and the evolving workforce.

These durable skills—sometimes referred to as "soft skills" or "human skills"—are consistently ranked by employers as essential yet underdeveloped in entry-level candidates. Discover U bridges that gap by equipping students with the knowledge, practice, and support to build these skills through structured, experiential learning.

The nine **durable skills** defined by Education Design Lab are:

- **Initiative**
- **Collaboration**
- **Creative Problem-Solving**
- **Intercultural Fluency**
- **Empathy**
- **Resilience**
- **Critical Thinking**
- **Oral Communication**
- **Self-Directed Learning**

Discover U's integration of this framework ensures that students are:

✓ **Learning skills that are in demand across industries**
✓ **Building competencies aligned with employer expectations**
✓ **Earning micro-credentials** that signal readiness for college, careers, and internships
✓ **Gaining real-world experience and mentorship** to apply these skills meaningfully

By aligning our workshops with this nationally validated model, Discover U not only supports students in post-secondary planning—it also prepares them to lead, collaborate, and thrive in whatever path they choose next.



Destiny Watson

Founder & CEO

Meet the Founder & CEO

Destiny Watson is a social activist, entrepreneur, and inspirational leader from the South Suburbs of Chicago. She has been involved in the nonprofit sector for 10 years, making an impact through her organization You Matter 2 that she founded at the young age of 16, initially with the goal to get her peers involved in service. After her club success as a teenager, Magic Johnson offered her a full-ride scholarship to any college of her choice. Destiny has since received her Bachelor's degree in Human Rights Studies and a Minor in Entrepreneurship from the University of Dayton, as well as a Master's in Nonprofit Administration from North Park University.

In addition to her success, she was awarded and named Dayton's 2022 10 under 10 alumni, WDB Marketing's 2022 Young Entrepreneur of the Year, and WVON's Class of 2022 40 Gamechangers Under 40. As a proud member of Delta Sigma Theta Sorority, Incorporated, Destiny aims to bring awareness to the social injustices that plague her community and expose her peers to opportunities and experiences beyond what they're used to.

Destiny is working hard to provide resources and support to families in South Suburbs, from organizing the largest Chicago Southland Juneteenth Celebration to inspiring youth to become leaders and make a positive impact in their communities. Her commitment and hard work have led her to become a source of inspiration and a source of investment for others.



Stay Connected With Us!

Our Contact

708-996-0871

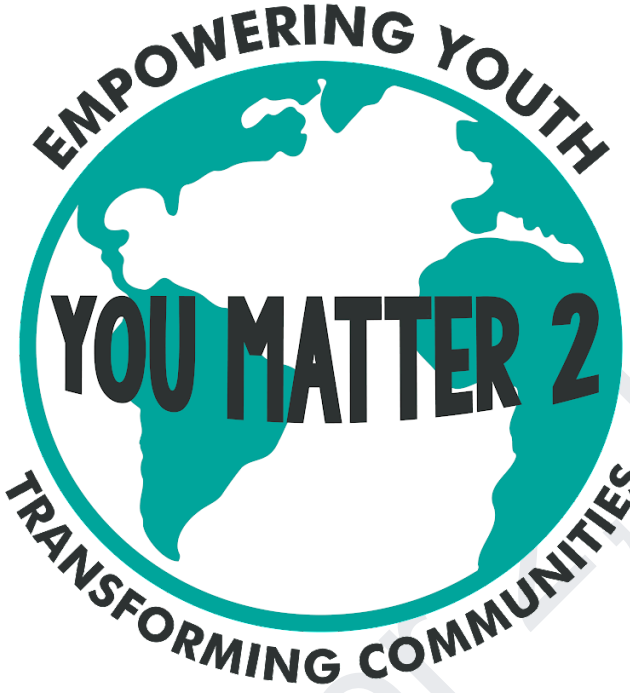
info@youmatter2.org

www.youmatter2.org

2218 Hutchison Rd, Flossmoor, IL

You Matter 2 Inc.

@youmatter_2



You Matter 2

Discover U Program Proposal

2025 - 2026 Academic School Year

Point of Contact:

Destiny Watson | Founder & CEO

708-996-0871 | dwatson@youmatter2.org

Program Lead:

Kalyn Victor, High School Program Worker

708-996-1043 | kvictor@youmatter2.org

You Matter 2 Inc.

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Youth Matter 2, Inc.

Section 1: Introduction & Background

About You Matter 2 (YM2)
You Matter 2 is a community-rooted nonprofit organization dedicated to empowering youth from underserved communities through mentorship, leadership development, and transformative educational experiences. Our mission is to equip students with the confidence, skills, and networks to thrive academically, personally, and professionally. By fostering spaces where young people feel seen, supported, and challenged, we prepare them to step into their futures with clarity and purpose.

High School Engagement & Impact
Over the past year, YM2 has directly served over **50 high school students** through immersive programming such as **Discover U College Tours**, **Future Forward**, and the **NextGEN Summer Internship**. These experiences have targeted students' college and career readiness, professional development, and personal growth.

Quantitative Highlights

Discover U: College Tour

- **23 Students (Grades 10–12)** from Homewood-Flossmoor High School
    - 3 - 10th grade
    - 17 - 11th grade
    - 3 - 12th grade
- **100%** said they enjoyed the experience and found it helpful
- **45%** reported it was their **first time ever visiting a college campus**
- **100%** expressed interest in continuing with YM2 programs
- Top-rated experiences included:
    - Interacting with college students
    - Bonding with peers
    - Exploring new cities

NextGEN Summer Internship (8 weeks)14 Students (including graduates from HF, Rich Township, and Hillcrest)

    - HF Students: 9 (3 Class of 2025 Grads)
    - Rich Township HS: 3 Class of 2025 Grads
- Received mentorship, industry exposure, and led student-run departments
- **Professional Skills Growth (resume building, research, goal-setting):** 70.3%
- **Soft Skills Growth (public speaking, teamwork, confidence):** 84.4%
- Participants cited key takeaways like:

You Matter 2, Inc.

- Improved public speaking
- Stronger time management
- Networking and professionalism
- Increased self-confidence and life direction

Student Voices

> “This internship has taught me great professional and life skills that I will harbor for the rest of my life.”

> “Going on this tour opened my eyes to a lot of information about college. It helped bring me out of my shell.”

> “I feel like I have grown more as a person and mentally thanks to this internship, I started off not knowing exactly what impact I wanted to make in the world or just on my life and now I feel like my mind is clearer with a straight path to success.”

> “The healthcare panel impacted me the most because I heard about non-traditional career paths.”

Section 2: Discover U Program Overview

Program Summary

Discover U is a career and college readiness program that equips high school students with the knowledge, skills, and confidence needed to make informed post-secondary decisions. Delivered through weekly, themed workshops, Discover U focuses on **real-life application of college, career, and life readiness**.

Each month, students participate in a four-session workshop series that aligns with one of the **nine nationally recognized durable skills** defined by **Education Design Lab**, a leader in innovative, evidence-based workforce credentialing. Students who demonstrate competency in all areas of a selected skill earn a **digital micro-credential badge** they can showcase in college applications, internships, or job portfolios.

You Matter 2, Inc.

About the Micro-Credentials

Discover U utilizes **The Lab's Durable Skills Micro-credentials**, developed by **Education Design Lab** after years of collaboration with students, employers, academic institutions, and workforce experts.

> These credentials transform the way students **recognize, activate, and display in-demand skills**, and are designed to certify real-world readiness in key 21st-century competencies such as **initiative, collaboration, oral communication, resilience**, and **critical thinking**.

Each micro-credential represents one core skill, broken down into **four clearly defined sub-competencies** (e.g., "Listen Actively" or "Demonstrate Self-Awareness"). Mastery of **all four sub-competencies** is required to earn the full credential.

Assessment Model: How Students Earn a Micro-Credential

Throughout the month, students are guided through interactive lessons, reflection, and skill practice tied to the sub-competencies. To demonstrate proficiency, students must complete:

- A **performance-based "proving ground" assessment** for **each sub-competency**
- **Self-assessment and reflection** activities to build self-awareness
- **Facilitator or peer evaluation**, depending on the session structure

> Proving grounds are carefully designed to **activate the skill in real-world contexts** (e.g., mock interviews, elevator pitches, goal-setting plans, or collaboration on a team project). Each is scored using a standards-aligned rubric to ensure rigor and reliability.

Students who meet proficiency on all four proving ground tasks earn a **verifiable, portable digital badge** to document their success.

Skill Development Integrated with College, Career, and Life Readiness

Each monthly workshop series is organized around a **student-relevant life theme**, such as financial literacy, communication, or career pathways. While sessions focus on **practical content and real-life application**, each theme is **strategically mapped to a core durable skill**. These skills are drawn from Education Design Lab's nationally recognized framework, ensuring alignment with what employers, colleges, and communities value most.

You Matter 2, Inc.

By linking applied learning to skill certification, students not only gain knowledge — they earn credentials that **prove** their readiness for what comes next.

Standard Schedule (Fall 2025 Launch)

To kick off the 2025–26 academic year, we propose the following three workshop series and associated micro-credentials:

Month	Workshop Theme	Micro-Credential Focus	Real-World Outcome
September	Career Exploration	Self-Directed Learning	Students explore personal interests, set meaningful goals, and build agency around future planning
October	Communication Skills	Oral Communication	Students build confidence in public speaking, active listening, and presenting ideas effectively
Nov–Dec	Job Readiness	Collaboration	Students strengthen their ability to work on teams, communicate professionally, and prepare for job settings

Optional Themes for Future Monthly Series

Schools participating in Discover U will also have the opportunity to **select additional monthly workshop topics** later in the school year. These options are designed to support a wide range of life-readiness goals and are each paired with a corresponding micro-credential:

Workshop Theme	Description	Suggested Micro-Credential(s)

You Matter 2, Inc.

Financial Literacy	Learn to budget, manage credit, save, and make responsible financial decisions	Critical Thinking or Resilience
College Knowledge	Explore college types, application strategies, scholarships, and FAFSA	Initiative or Oral Communication
Self-Leadership	Strengthen motivation, time management, and personal goal-setting	Initiative or Resilience
Entrepreneurship 101	Build entrepreneurial thinking, pitch ideas, and learn branding basics	Creative Problem Solving or Initiative
Life Skills for Adulting	Develop real-world skills like meal planning, renting, and digital safety	Critical Thinking or Resilience
Civic Engagement & Community Impact	Cultivate student voice, leadership, and local activism	Empathy or Intercultural Fluency

Each of these themes has been designed to support both personal growth and post-secondary readiness. The final selection and scheduling of additional monthly topics can be determined collaboratively with each school site based on student needs and interests.

Why This Approach Works

Discover U isn't just informative — it's **transformational**. By combining active learning with validated credentialing, students:

- Gain **tangible proof of critical soft skills**
- Build a **personal skill portfolio** to use beyond high school
- Experience **relevant learning connected to their future**

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- Learn to **self-evaluate, collaborate, lead, and reflect** — skills that translate to any path

This structure ensures that Discover U aligns with **school goals for college and career readiness**, while offering **personalized, competency-based growth** for each participant.

Section 3: Implementation & Delivery Plan

Program Format & Delivery Structure

Discover U offers a **flexible delivery model** that allows schools to choose a schedule that fits their calendar while still ensuring all students earn a durable skill micro-credential. Each credential requires completion of **4 sessions** (aligned to 4 sub-competencies) and a **performance-based assessment** ("proving ground").

Partner schools may choose one of two delivery options:

Delivery Model	Session Frequency	Credential Pacing	Best Fit For
Standard (Weekly)	1 session per week	1 micro-credential per month	Schools with consistent weekly after-school time
Extended (Bi-Weekly)	2 sessions per month	1 micro-credential every 2 months	Schools with limited availability or on block scheduling

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Program Sites & Schedules

Discover U will run across **three delivery sites**, each offering students consistent access to programming:

Site	Schedule	Notes
Rich Township HS	Tuesdays (after school)	On-site delivery in partnership with school leadership
Homewood-Floss moor HS (HF)	Wednesdays (after school)	On-site delivery in partnership with school leadership
YM2 Headquarters (HQ)	Mondays or Tuesdays, 6:00–7:30pm	Open to students not enrolled at Rich or HF and to accommodate current Discover U participants with after-school conflicts

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Note: The HQ evening session is designed to **complement, not compete** with school-based offerings. Students who attend Rich or HF will be encouraged to attend their school's session. The HQ session provides expanded access for other students or those with extracurricular obligations.

Program Calendar

Discover U will run from **September through May**, excluding major school breaks and holidays.

Month	Workshop Theme	Credential Focus
September	Career Exploration	Self-Directed Learning
October	Communication Skills	Oral Communication
November–Dec	Job Readiness	Collaboration
Jan–May	Additional themes selected by district from Discover U Workshop Menu	

Additional sessions and themes can be selected and scheduled in collaboration with each partner school.

Facilitator Model & Staffing

Each session is facilitated by trained **YM2 (You Matter 2) staff** members with experience in youth development, college and career readiness, and culturally responsive instruction.

Staffing Ratio:

Student Count	Staffing Model
Up to 15 students	1 YM2 Staff Member
16–30 students	1 YM2 Staff Member + 1 School Faculty Member

This staffing structure ensures a **low student-to-staff ratio** for individualized support, safe supervision, and quality engagement.

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Facilitators are responsible for:

- Delivering each session based on the selected workshop theme
- Supporting students through reflection, assessment, and credentialing
- Leading “proving ground” assessment activities with rubric scoring

- Managing attendance, badge submissions, and reporting to schools

All facilitators are trained in:

- Education Design Lab’s Durable Skills Micro-Credentials
- Performance-based assessments and rubrics
- Youth-centered facilitation and trauma-informed practices

Program Materials & Supplies

YM2 will provide all necessary materials and logistics support, including:

- Workshop curriculum and handouts
- Rubrics and assessment tools
- Kits for interactive and simulation-based activities
- Badge tracking and issuing system
- Optional student folders or digital portfolios

Flexibility & Equity Considerations

To ensure equitable access and full participation:

- **Make-up opportunities** or asynchronous alternatives are available for excused absences
- **Transportation support** may be coordinated for students attending HQ sessions
- All materials and activities are designed to be **inclusive, culturally relevant, and youth-centered**

Section 4: Registration Rollout

Registration Process & Access

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To ensure ease of access and clear communication with students and families, Discover U uses a centralized, rolling registration system housed on the **YM2 website**, integrated with **Salesforce** for enrollment tracking and management.

Registration Channels

- **Initial Registration Launch**: Open online registration will be available for all sites (Rich Township, HF, and YM2 HQ) via the **YM2 website** prior to the program start.
- **Ongoing Monthly Registration**: Registration will remain open on a **rolling monthly basis**, allowing students to register **only for the monthly series they're interested in** — promoting flexibility and engagement without requiring semester-long commitment.

Monthly Promotion & Reminders

- **Mid-Month Outreach**: Approximately **2 weeks prior to the end of each month**, a new round of flyers, email/text reminders, and school-based promotional materials will be distributed to encourage registration for the upcoming month's workshop theme.
- Materials will include:
    - Theme overview
    - Session dates/times
    - Skill focus (durable skill + micro-credential)
    - Link to registration page

  This approach allows students and families to make informed decisions each month while keeping the program responsive and relevant to student interests and availability.

Student Commitment & Flexibility

- Students may **register month-to-month** based on interest and schedule — they are not required to commit to an entire semester or year.
- Each monthly workshop series is self-contained and includes 4 sessions (1 per sub-competency) leading to a **standalone micro-credential**.
- This model respects student autonomy, extracurricular commitments, and seasonal obligations (sports, jobs, etc.).

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YM2 Headquarters (HQ) Site Enrollment Guidelines

- A **minimum of 10 students** must be enrolled in the monthly series for that HQ cohort to run.
- If fewer than 10 students are registered 72 hours before the first session of the month, that month's HQ session may be canceled or combined with another site. Registrants will be notified and given alternate participation options.

  Note: Due to Discover U's contracted partnership with participating school districts, students from Rich Township or HF who choose to attend the HQ evening session will **not be charged a registration fee.**

This ensures that all students have full, equitable access to Discover U programming — whether at their school site or HQ — regardless of their scheduling needs.

Section 5: Roles & Responsibilities

This section outlines the distinct but collaborative roles of **You Matter 2 (YM2)** and each **partner school/district** in delivering the Discover U program. Shared responsibility ensures high-quality programming, efficient logistics, and strong student outcomes.

YM2 Responsibilities

YM2 will provide full program implementation, including:

Program Design & Curriculum

- Develop and deliver monthly workshop series aligned to college, career, and life readiness
- Align all content to Education Design Lab's durable skills micro-credentials and sub-competencies
- Design performance-based assessments ("proving grounds") and scoring rubrics
- Continuously update curriculum to ensure cultural relevance and student engagement

Facilitation & Staffing

- Recruit, train, and manage experienced youth facilitators
- Maintain facilitator-to-student ratio as follows:
    - **1 YM2 staff per 15 students**

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    - **1 YM2 staff + 1 school staff per 30 students**
- Train facilitators in trauma-informed practices, credential assessments, and youth-centered delivery

Logistics & Operations

- Manage site logistics including supplies, attendance, technology, and setup
- Coordinate transportation support for HQ students (as needed)
- Track student progress toward micro-credentials
- Handle registration, rosters, attendance, and digital badge issuing via Salesforce

Marketing & Outreach

- Develop and distribute registration flyers and workshop announcements
- Conduct mid-month outreach to drive monthly enrollment
- Maintain centralized online registration portal via YM2 website

Evaluation & Reporting

- Conduct pre/post student reflections or assessments to measure skill growth
- Track micro-credential completion rates and workshop attendance
- Provide mid-semester and end-of-semester reports to school leadership
- Collect feedback from students and school partners for continuous improvement

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Partner School/District Responsibilities

The partner school or district agrees to:

Site Support

- Identify and confirm a consistent after-school space for workshop delivery (e.g., classroom, library, or multipurpose space)
- Ensure access to basic technology needs (e.g., projector, Wi-Fi, power access)
- Assign a school staff member (e.g., liaison, counselor, faculty advisor) to support student oversight

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Student Engagement

- Promote Discover U programming through school announcements, staff, and internal communication channels

- Support student recruitment and encourage consistent attendance
- Assist with registration promotion using provided flyers and messaging
- Offer insight on student needs and schedules to inform session planning

On-Site Safety & Compliance

- Ensure that a school staff member is present during each session when group size exceeds 15 students
- Communicate school-specific policies and emergency procedures to YM2 staff
- Assist with any disciplinary concerns or behavioral issues if they arise

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Shared Commitments

Both YM2 and school partners agree to:

- Foster a safe, inclusive, and welcoming learning environment
- Communicate regularly on student progress, scheduling, and concerns
- Collaborate to resolve challenges and ensure program fidelity
- Prioritize equitable access for all students, especially those from underserved backgrounds

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Section 6: Budget & Cost Breakdown

The following cost structure reflects the comprehensive delivery of Discover U, including facilitation, durable skill micro-credentials, assessment tracking, mentorship, and materials. This model ensures high-quality programming with measurable student outcomes while offering flexibility and value to each school partner.

Discover U Monthly Program Package

For High School (1 Session/Week + Micro-Credential Delivery)

Item	Description	Pilot *(3 months - 12 sessions)*
Program Facilitation	4 sessions/month × $125/session	$1,500
Micro-Credential Access	Student licenses for Education Design Lab platform	$3,000
Program Manager Oversight	Curriculum design, quality control, and mentorship	$1,750
Admin & Operations Support	Scheduling, communication, reporting	$1,250
Industry Exposure & Site Visits	Field trips, panels, transportation, coordination	$2,000

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Materials & Student Incentives	Workshop supplies, certificates, incentives	$2,000
Total Fee (per site)		**$11,500**

Included Student Benefits

Students registered through Discover U (Rich Township or HF sites) will also receive access to the following **YM2 enrichment programs and supports**:

Program	Access Level
Expressions Unleashed	Available with separate registration & program fee
Study Break on Us	Free drop-in homework and wellness sessions
Teen Night	Access to exclusive events at discounted member rate

This cross-program access supports holistic student development and encourages further connection to leadership, arts, wellness, and enrichment.

> **Note:** Students participating through school-based contracts (Rich Township or HF) will **not be charged any registration fee** for Discover U programming, including if they attend HQ sessions due to schedule conflicts.

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Add-On Optional Enhancements

YM2 offers a range of enrichment options to deepen impact and extend engagement.

Add-On	Description	Cost
Additional Weekly Session	Adds 1 weekly session (e.g. IGNITE or additional Discover U)	+$1,250/month per site
Spring Break College Tour	Multi-state campus experience organized and staffed by YM2	$15,000 – $25,000

> **Note:** Sites participating in Discover U through district contract agreements will not charge students registration fees, including those opting to attend sessions at YM2 HQ.

Section 7: Evaluation & Reporting

Discover U is committed to measurable outcomes, continuous improvement, and shared accountability. We utilize both quantitative and qualitative data collection methods to monitor student progress, evaluate program quality, and ensure alignment with college, career, and life readiness benchmarks.

Key Evaluation Metrics

Category	What We Measure
Skill Development	Pre- and post-program assessments to track growth in durable skills & sub-competencies
Micro-Credential Completion	Number of micro-credentials awarded per student; sub-competency progress rates
Engagement & Participation	Attendance, session completion, active participation in discussions/activities
Student Reflection & Self-Assessment	Guided journaling, proving ground reflections, and confidence/goal-setting surveys

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Facilitator Observation	Session logs, rubric-based evaluations, qualitative notes
Real-World Readiness	Resume updates, mock interviews, elevator pitches, and applied project performance
Student Feedback	End-of-month feedback surveys on workshop content, facilitator quality, and relevance
School Partner Feedback	Mid- and end-of-semester check-ins to assess partnership experience and logistics

Reporting Schedule

Report Type	Contents	Timing
Monthly Site Report	Attendance, micro-credential progress, session notes, key highlights	By 1st week of following month
Semester Summary Report	Aggregate metrics, student growth insights, testimonials, and school feedback	Mid-Year & End-of-Year
Customized Reports (Optional)	Tailored insights per district request (e.g. SEL indicators, subgroup data)	Upon request

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Data Collection Methods

- **Salesforce-Integrated Registration & Attendance System**
- **Student Digital Portfolios** tracking proving ground assessments and reflections
- **Education Design Lab Badge Platform** for issuing and managing micro-credentials
- **Google Forms + Surveys** for student/family/facilitator feedback

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Continuous Improvement Process

We analyze data monthly to:

- Adjust content pacing based on student understanding and facilitator insights
- Adapt engagement strategies based on student feedback
- Ensure equitable access and relevance across school sites

YouMatter 2, Inc.

Pre-Service Educator Agreements

MEMO

To: Dr. Jennifer Norrell, Superintendent for Homewood-Flossmoor 233
From: Jalitza Colón Martinez, Assistant Superintendent for Staff Services
Date: September 2, 2025
Subject: Pre-Service Educator Agreements

Background:
Each year, HF partners with local universities to host student teachers/interns across various content areas. These partnerships provide future educators with valuable, real world classroom experience under the guidance of our staff, while also supporting our mission to strengthen the educator pipeline. Hosting student teachers benefits our District by fostering professional collaboration, introducing innovative instructional practices, and creating opportunities to identify and recruit talented future educators. Below is a list of the current student teachers, including their content area, cooperating teacher, and university affiliation.

Student Teacher/Interns	**Cooperating Teacher/Educator** (subject to modification based on need)	**Type of Placement and Duration**	**Content Area**	**University Affiliation**
Student Teacher	Kara Boss and Keith Dombkowski	Student Teaching 1st Semester	Physical Education	Illinois State University
Student Teacher	Allison Farkos and Gil Smit	Student Teaching 1st Semester	Social Science	Trinity Christian College
Intern	Kristina Zandi	MSW Field Practicum Fall 2025	School Social Work	Southern Illinois University
Intern	Kizawanda Olowe	BSW Field Practicum	School Social	St Mary's College

		1st and 2nd semester	Work	

**The above reflect Fall placements, we will continue to work with these universities, and future partnerships to build relationships that support our recruitment efforts at HF. Future students will be placed for Spring placements.*

Total Cost:
These experiences typically do not require student teachers or interns to be compensated. Some may be eligible to apply for positions outside of the work hours through the normal HR hiring processes.

Recommendation:

It is recommended that the Board of Education of Homewood-Flossmoor Community High School District approve university partnerships to support Pre Service Educator programming, current and future, that support a pipeline of highly qualified future employees and recruitment efforts.

Please let me know if you would like to discuss this recommendation further or need additional details.

Informed K-12 Services

MEMO

To: Dr. Jennifer Norrell, Superintendent for Homewood-Flossmoor 233
From: Jalitza Colón Martinez, Assistant Superintendent for Staff Services
Date: September 2, 2025
Subject: Informed K12 Service Contract Agreement

Background:
The District has begun utilizing Informed K-12, a digital workflow platform, to support Human Resources and Finance operations. This tool streamlines processes such as timesheet submissions and activity/athletic position requests, reducing paperwork and improving accuracy. By continuing to expand its use, the District aims to enhance efficiency, ensure compliance, and promote professional excellence in managing employee and financial workflows. The original proposal was submitted in April of 2025, and the Contract was executed in May 2025. As per Board Policy 4:60 Purchases and Contracts, work involving an expenditure in excess of $35,000.00 must comply with school code requirements.

Total Cost for services: $37,666.67, paid for through local funds. (Original proposal demonstrates $25,000/year assuming a 2,750 student population, with a one time implementation fee of $8,500.

Recommendation: It is recommended that the Board of Education of Homewood-Flossmoor Community High School District approve the Informed K12 Service Agreement in the Amount of $37,666.67. This recommendation will be presented to the Board on September 16, 2025.

Please let me know if you would like to discuss this recommendation further or need additional details.

Informed K12 Proposal

Prepared for: Steve Richardson, Director of IT, Homewood-Flossmoor Community High School District 233
Prepared by: Jason Dolan, Sr. District Partnership Manager || Informed K12
Date: 4/23/2025

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1. Overview

At Informed K12, we understand that K-12 school districts are entering a new era of financial pressure, and every dollar must go further than before. As a result, districts can no longer afford fragmented systems, paper-based forms, and slow manual processes that obscure where money is going or delay access to critical funding.

Informed K12 is designed to modernize and streamline administrative processes for K-12 school districts by eliminating paper-based inefficiencies, reducing manual workload, and ensuring transparency and accountability across departments and school sites.

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2. Key Benefits & Impact

- **Increased Efficiency:** Automate and accelerate approval workflows, reducing processing time by up to 35x and saving hundreds of hours per month.
    - Example: 2-minute snippet of one of our partners discussing how they have automated their timesheets on Informed K12.
- **Cost Reduction:** Lower operational costs by eliminating manual paperwork and redundant processes, saving up to 100% on material costs. And through tighter internal controls and budget visibility, uncover additional funds (i.e., eliminate manual errors and duplicate entries).
    - Example: In just the first two months of working with Informed K12, Yakima School District uncovered $44,000 in duplicate timesheet entries that their existing systems missed — simply because those processes had no budget controls on them and no one had end-to-end visibility.
- **Compliance & Security:** Ensures adherence to district policies and regulatory requirements while providing audit trails and secure document management.

- **Rapid Implementation:** High-priority processes are deployed within weeks with dedicated training, onboarding, and support.
- **Proven Success:** Informed K12 is trusted by hundreds of K-12 districts and Educational Boards across the U.S. with a 99.1% retention rate (Ed Tech average is 73%) and a Net Promoter Score of 74 (Ed Tech average is 47).

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3. Investment & Pricing

Item	Cost	Notes
Unlimited License Subscription Fee	$25,000/year (assumes 2,750 students)	Includes unlimited digital form processing and workflow automation.
Implementation Fee	$8,500 One-time fee	Initial scope of priority forms to be determined.
Total	**$33,500**	

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4. Why Now?

Based on our conversations with the Homewood-Flossmoor Community High School District 233 team, we have provided below our understanding of the district's current state, problems with the current state, desired impact with Informed K12, and project timeline:

Current State within Homewood-Flossmoor Community High School District 233

- Digitization is fragmented: DocuSign used only by SPED department, experimented with ReadySign for forms, and still heavily reliant on paper-based forms circulating through interoffice mail.
- In-house programmer potentially looking to build a solution for timesheets (not currently digitized).
- The district is moving to Skyward for Finance and HR (launching in October).

Problems with the Current State

- ReadySign lacks conditional routing for complex forms (i.e., conference requests) and centralized tracking, leading to forms lost in email inboxes and delayed approvals.
- Staff dissatisfaction: frequent complaints about outdated paper processes and the inefficiency it causes ("Why is it 2025 and we are still using paper?").
- Overly manual processes are resulting in errors and forms getting lost and/or sitting on a person's desk for too long.

Desired Impact with Informed K12

- Implementing a robust digital forms solution (conditional routing, central visibility) would streamline approvals, saving significant staff time and reducing errors.
- The district wants a solution that is easy enough for any end user to be able to build out their own forms after some training.
- Looking for a system to support the Superintendent's office, IT, HR, business office, and guidance department.

Project Timeline

- Would like to get a solution in place in May or June and start building out the forms, workflows, and integrations over the summer (before school starts).

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5. Next Steps

1. Budget Meeting: April 28th
2. Contract Signature: by May 15th
3. Contract Start Date: May 15th
4. Project Kickoff: Week of May 19th
5. Dedicated Point of Contact: Jason Dolan, Sr. District Partnerships Manager || jason@informedk12.com || (703.400.4132)

Emics, Inc. DBA Informed K12
555 12th St Ste 1670
Oakland, CA 94607
contracts@informedk12.com
www.informedk12.com

Invoice 3652

BILL TO
Homewood-Flossmoor Community
High School District 233
999 Kedzie Ave
Flossmoor, IL 60422

DATE	PLEASE PAY	DUE DATE
07/01/2025	$37,666.67	07/31/2025

ACTIVITY	QTY	RATE	AMOUNT
Full District License Form manager accounts and submissions for unlimited district-wide workflow processes from May 2025 - June 2026	1	29,166.67	29,166.67
5 Processes Implementation Dedicated implementation manager to support set up of up to 5 processes (May - July)	1	8,500.00	8,500.00

If paying by check, please make checks out to Emics, Inc.

Information for paying by ACH/Wire:
Bank: Bridge Bank a Division of Western Alliance
Swift Code: BBFXUS6S
Routing Number (ACH): 121143260
Bank Address: 55 Almaden Blvd. San Jose, CA 95113
Beneficiary Account Name: Emics Inc
Beneficiary Account Number: 8845321959
Beneficiary Address: 555 12th St Suite 1670, Oakland, CA 94607-3623

TOTAL DUE $37,666.67

THANK YOU.

If paying electronically, please confirm the transaction date by emailing contracts@informedk12.com so we can properly apply the payment.

Please contact contracts@informedk12.com if you have any questions or need any additional paperwork.

Thank you!

Board Policy Updates

PRESS Issue 113

MEMO

To: Dr. Jennifer Norrell, Superintendent for Homewood-Flossmoor 233
From: Jalitza Colón Martinez, Assistant Superintendent for Staff Services
Date: September 2, 2025
Subject: IASB PRESS Policy Revisions - Issue 113 - 1st Read

Background:
The District utilizes IASB PRESS policy services to ensure policy updates to ensure ongoing compliance with state and federal law. Certain policies require review on specific timelines, modified language, and updated cross/legal references to name a few, while others include specific questions that must be addressed by the Board. In alignment with best practice, proposed policy updates are first reviewed by the Personnel Committee for a first read, and then brought to the full Board for a second reading. This process allows time for review and discussion prior to action at a duly convened meeting. In some cases such as compliance deadlines or emergency situations, policies may be advanced for action after a first reading. This process ensures that District policies remain current, legally sound, and aligned with Board governance responsibilities.

The following policies from Issue 113 (October 2023) are due for review/revision and changes are summarized:

i. **2:220-E2, Motion to Adjourn to Closed Meeting**, minor update, and added language on closed session eligible topic regarding denial of admission to school events.
ii. **2:220-E6, Log of Closed Meeting Minutes,** minor update, and added language on closed session eligible topic regarding denial of admission to school events.

Recommendation: It is recommended that the Board of Education of Homewood-Flossmoor Community High School District approve the Revisions to the IASB Issue 113 Press Policy Revisions on September 16, 2025.

Please let me know if you would like to discuss this recommendation further or need additional details.

Document Status: Draft Update

Board of Education Meeting Procedure

2:220-E2 Exhibit - Motion to Adjourn to Closed Meeting

Motion to Adjourn to Closed Meeting

Date: _____ Time: _____

Location: _____

A motion was made by _____ , and seconded by _____, 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), amended by P.A. 101-459.

□ 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.PRESSPlus1

□ 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. 5ILCS 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)(29).

Closed Meeting Roll Call:

"Yeas"	"Nays"

Motion: ☐ Carried ☐ Failed

~~DATED: August 16, 2022~~

PRESSPlus Comments

PRESSPlus 1. Updated in response to the Open Meetings Act (OMA), 5 ILCS 120/2(c)(4.5), added by P.A. 103-311. **Issue 113, October 2023**

Document Status: Draft Update

Board of Education Meeting Procedure

2:220-E6 Exhibit - Log of Closed Meeting Minutes

The purpose of this log is to facilitate the Board's semi-annual review of closed meeting minutes. *Semi-annual* means every six months, or as soon after as is practicable, taking into account the nature and meeting schedule of the board. 5 ILCS 120/2.06(d), amended by P.A. 102-653. See 2:220-E5, *Semi-Annual Review of Closed Meeting Minutes*.

The Board Secretary or Recording Secretary shall maintain a list of closed meeting minutes, arranged according to the reason for the closed meeting, that have not been released for public inspection.

Closed Session Held to Discuss:	**Dates of Closed Sessions**		
Specific employee(s), specific independent contractors, specific volunteers, or District legal counsel; 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 [the Open Meetings Act]. 5 ILCS 120/2(c)(1), amended by P.A. 101-459.			
Collective negotiating matters or deliberations concerning salary schedules for one or more classes of employees. 5 ILCS 120/2(c)(2).			
Selection of a person to fill a vacancy on the Board. 5 ILCS 120/2(c)(3).			
Evidence or testimony presented in a hearing where authorized by law. 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.PRESSPlus1			
Purchase or lease of real property. 5 ILCS 120/2(c)(5).			
Setting of a price for sale or lease of District property. 5ILCS 120/2(c)(6).			
Sale or purchase of securities, investments, or investment contracts. 5 ILCS 120/2(c)(7).			
Security procedures and the use of personnel and equipment to respond to an actual, a threatened, or a reasonably potential danger. 5 ILCS 120/2(c)(8).			
Student disciplinary cases. 5 ILCS 120/2(c)(9). *Minutes of meetings held for this reason shall never be released to protect the individual student's privacy.*			
Any matter involving an individual student. 5 ILCS 120/2(c)(10). *Minutes of meetings held for this reason shall never be released to protect the individual student's privacy.*			
Litigation, when an action against, affecting, or on behalf of the District has been filed and is pending before a court or administrative tribunal, or when the Board finds that an action is probable or imminent. 5 ILCS 120/2(c)(11).			
Establishment of reserves or settlement of claims as provided in the Local Government and Governmental Employees Tort Immunity Act 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. 5 ILCS 120/2(c)(12).			
Self-evaluation, practices and procedures or professional ethics, when meeting with an IASB representative. 5 ILCS 120/2(c)(16).			
Minutes of meetings lawfully closed, whether for purposes of approval or semi-annual review. 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)(29).			

~~DATED: August 16, 2022~~

PRESSPlus Comments

PRESSPlus 1. Updated in response to the Open Meetings Act (OMA), 5 ILCS 120/2(c)(4.5), added by P.A. 103-311. **Issue 113, October 2023**

PRESS Issue 114

MEMO

To: Dr. Jennifer Norrell, Superintendent for Homewood-Flossmoor 233
From: Jalitza Colón Martinez, Assistant Superintendent for Staff Services
Date: September 2, 2025
Subject: IASB PRESS Policy Revisions - Issue 114 - 1st Read

Background:
The District utilizes IASB PRESS policy services to ensure policy updates to ensure ongoing compliance with state and federal law.

The following policies from Issue 114 (March 2024) are due for review/revision and changes are summarized:

i. **6:40, Curriculum Development,** no proposed changes, up for review and monitoring
ii. **7:10-E, Equal Educational Opportunities within the School Community,** updated to include policies 2:265 and 2:270, and includes language recognizing hairstyles historically associated with race, ethnicity, hair texture, and wearing of accessories for student graduation attire.

Recommendation: It is recommended that the Board of Education of Homewood-Flossmoor Community High School District approve the Revisions to the IASB Issue 114 Press Policy Revisions on September 16, 2025.

Please let me know if you would like to discuss this recommendation further or need additional details.

Document Status: Review and Monitoring

INSTRUCTION

6:40 Curriculum Development

Adoption[PRESSPlus1]

The Superintendent shall recommend a comprehensive curriculum that is aligned with:

1. The District's educational philosophy and goals,
2. Student needs as identified by research, demographics, and student achievement and other data,
3. The knowledge, skills, and abilities required for students to become life-long learners,
4. The minimum requirements of State and federal law and regulations for curriculum and graduation requirements,
5. The curriculum of non-District schools that feed into or from a District school, provided that the necessary cooperation and information is available,
6. The Illinois State Learning Standards and any District learning standards, and
7. Any required State or federal student testing.

The Board of Education will adopt, upon recommendation of the Superintendent, a curriculum that meets the above criteria.

Experimental Educational Programs and Pilot Projects

The Superintendent may recommend experimental educational programs and/or pilot projects for Board consideration. Proposals must include goals, material needs, anticipated expenses, and an evaluation process. The Superintendent shall submit to the Board periodic progress reports for programs that exceed one year in duration and a final evaluation with recommendation upon the program's completion.

Single-Gender Classes and Activities

The Superintendent may recommend a program of nonvocational single-gender classes and/or activities to provide diverse educational opportunities and/or meet students' identified educational needs. Participation in the classes or activities must be voluntary, both genders must be treated with substantial equality, and the program must otherwise comply with State and federal law and with Board policy 7:10, *Equal Educational Opportunities*. The Superintendent must periodically evaluate any single-gender class or activity to ensure that: (1) it does not rely on overly broad generalizations about the different talents, capabilities, or preferences of either gender, and (2) it continues to comply with State and federal law and with Board policy 7:10, *Equal Educational Opportunities*.

Development

The Superintendent shall develop a curriculum review program to monitor the current curriculum and promptly suggest changes to make the curriculum more effective, to take advantage of improved teaching methods and materials, and to be responsive to social change, technological developments,

student needs, and community expectations.

The Superintendent shall report to the Board as appropriate, the curriculum review program's efforts to:

1. Regularly evaluate the curriculum and instructional program.
2. Ensure the curriculum continues to meet the stated adoption criteria.
3. Include input from a cross-section of teachers, administrators, parents/guardians, and students, representing all grade levels, disciplines, and specialized and alternative programs.
4. Coordinate with the process for evaluating the instructional program and materials.

Curriculum Guides and Course Outlines

The Superintendent shall develop and provide subject area curriculum guides to appropriate staff members.

LEGAL REF.:

20 U.S.C. §1681, Title IX of the Education Amendments of 1972, implemented by 34 C.F.R. Part 106.

105 ILCS 5/10-20.8 and 5/10-19.

CROSS REF.: 6:60 (Curriculum Content), 6:65 (Student Social and Emotional Development), 6:70 (Teaching About Religions), 6:80 (Teaching About Controversial Issues) 6:100 (Using Animals in the Educational Program), 6:110 (Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program), 6:120 (Education of Children with Disabilities), 6:135 (Accelerated Placement Program), 6:140 (Education of Homeless Children), 6:145 (Migrant Students), 6:150 (Home and Hospital Instruction), 6:160 (English Learners), 6:170 (Title I Programs), 6:180 (Extended Instructional Programs), 7:10 (Equal Educational Opportunities), 7:15 (Student and Family Privacy Rights)

~~ADOPTED: August 16, 2022~~

PRESSPlus Comments

PRESSPlus 1. This policy is suggested to be reviewed by the Board. According to policy 2:240, *Board Policy Development*, "[t]he Board will periodically review its policies for relevancy, monitor its policies for effectiveness, and consider whether any modifications are required." IASB suggests that each policy in the Board's policy manual be reviewed at a minimum of every five years. As part of the review, the Board may choose to:

- Compare the adopted version to the current PRESS sample (available at PRESS Online by logging in at www.iasb.com), discussing any differences and/or options noted in the footnotes to determine whether local changes are necessary
- Update the policy language due to changes in local conditions
- Make no changes, but update the adoption date to reflect that the policy has been reviewed and re-adopted

Issue 114, March 2024

Document Status: Draft Update

Equal Educational Opportunities

7:10-E Exhibit - Equal Educational Opportunities within the School Community

The School District welcomes diversity in its schools. Board Ppolicy 7:10, *Equal Educational Opportunities* cites the many civil rights laws that guarantee equal education opportunities to all students. In addition, the policies below address the equal educational opportunities, health, safety, and general welfare of students within the District. These policies are not a complete list, and depending on the factual context, another policy not specifically listed may apply:

1. 2:260, *Uniform Grievance Procedure*, contains the process for an individual to seek resolution of a complaint. A student may use this policy to complain about bullying. The District Complaint Manager shall address the complaint promptly and equitably.
2. 2:265, *Title IX Grievance Procedure*, contains the process that must be followed for complaints of Title IX harassment.PRESSPlus1
3. 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*, prohibits any person from discriminating against or harassing a student based on race, color, or national origin.
4. 6:65, *Student Social and Emotional Development*, requires that social and emotional learning be incorporated into the District's curriculum and other educational programs.
5. 7:10, *Equal Educational Opportunities*, requires that equal educational and extracurricular opportunities be available to all students without regard to, among other protected statuses, sex, sexual orientation, and gender identity.
6. 7:20, *Harassment of Students Prohibited*, prohibits any person from harassing, intimidating, or bullying a student based on an actual or perceived characteristic that is identified in the policy including, among other protected statuses, sex, sexual orientation, and gender identity.
7. 7:130, *Student Rights and Responsibilities*, recognizes that all students are entitled to rights protected by the U.S. and Illinois Constitutions and laws for persons of their age and maturity in a school setting.
8. 7:160, *Student Appearance*, prohibits students from dressing or grooming in such a way as to disrupt the educational process, interfere with a positive teaching/learning climate, or compromise reasonable standards of health, safety, and decency. It recognizes that students have the right to wear hairstyles historically associated with race, ethnicity, or hair texture, and to wear or accessorize the student's graduation attire with items associated with the student's cultural, ethnic, or religious identity, or other characteristic protected by State law.
9. 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*, contains the comprehensive structure for the District's bullying prevention program.
10. 7:250, *Student Support Services*, directs the Superintendent to develop protocols for responding to students' social, emotional, or mental health needs that impact learning.
11. 7:330, *Student Use of Buildings - Equal Access*, grants student-initiated groups or clubs the free use of school premises for their meetings, under specified conditions.
12. 7:340, *Student Records*, contains the comprehensive structure for managing school student records, keeping them confidential, and providing access as allowed or required.

DATED : February 20, 2024

PRESSPlus Comments

PRESSPlus 1. Updated in response to a five-year review. **Issue 114, March 2024**

PRESS Issue 115

MEMO

To: Dr. Jennifer Norrell, Superintendent for Homewood-Flossmoor 233
From: Jalitza Colón Martinez, Assistant Superintendent for Staff Services
Date: September 2, 2025
Subject: IASB PRESS Policy Revisions - Issue 115 - 1st Reading

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Background:
The District utilizes IASB PRESS policy services to ensure policy updates to ensure ongoing compliance with state and federal law.

The following policies from Issue 115 (June 2024) are due for review/revision and changes are summarized:

i. **2:70-E, Checklist for Filing Board Vacancies by Appointment,** rewritten for a five year review, minor updates
ii. **2:160-E, Checklist for Selecting a Board Attorney,** minor updates, corrected link to Attorney Registration and Disciplinary Commission.

Recommendation: It is recommended that the Board of Education of Homewood-Flossmoor Community High School District approve the Revisions to the IASB Issue 115 Press Policy Revisions on September 16, 2025.

Please let me know if you would like to discuss this recommendation further or need additional details.

Document Status: Draft Update - Rewritten

Vacancies on the Board of Education - Filling Vacancies

2:70-E Exhibit - Checklist for Filling Board Vacancies by Appointment

The Board of Education fills a vacancy by either appointment or election. The Board uses this checklist for guidance when it must fill a vacancy by appointment. Some items contain guidelines along with explanations. For more information, see *Answers to FAQs: Vacancies on the Board of Education*, published by a committee of the Ill. Council of School Attorneys (ICSA), and available at: www.iasb.com/law/vacancies.cfm.PRESSPlus1

☐ **Confirm that the Board must fill the vacancy by appointment.**

Guidelines	Explanation
Review Board policy 2:70, *Vacancies on the School Board - Filling Vacancies*, to determine if a vacancy on the Board occurred and, if so, whether the successor will be selected by election or Board appointment. Consult the Board Attorney as needed.	Filling a vacancy by Board appointment or election depends upon when the vacancy occurred. If a vacancy occurs with less than: (1) 868 days remaining in the term of office, or (2) 88 days before the next regularly scheduled election for the vacant office, no election to fill the vacancy is held and the appointee serves the remainder of the term. At all other times, an appointee serves until the next regular school election, at which election a successor is elected to serve the remainder of the unexpired term. See 105 ILCS 5/10-10.
In the event a seat on the board goes unfilled at an election, consult the Board Attorney to determine (1) how long the seat can be *held over* by the incumbent member, and (2) the process by which the Board will fill the seat.	The School Code partially addresses the concept of a *holdover seat*; it states "no elective office…becomes vacant until the successor of the incumbent of such office has been appointed or elected, as the case may be, and qualified." 105 ILCS 5/10-11.

☐ **Notify the Regional Superintendent of the vacancy within five days of its occurrence (105 ILCS 5/10-10).**

☐ **Develop a list of qualifications for appointment of a person to fill the vacancy.**

Guidelines	Explanation
At a minimum, a candidate must meet the following qualifications: • Be a United States citizen	

• Be at least 18 years of age • Be a resident of Illinois and District for at least one year immediately preceding the appointment • Be a registered voter • Not be a child sex offender • Not hold an incompatible public office • Not have a prohibited interest in any contract with the District • Not be a school trustee • Not hold certain types of prohibited State or federal employment	While the School Code does not expressly set forth eligibility requirements for appointment to a Board vacancy, the Board may want to use the qualifications for elected Board members listed in 105 ILCS 5/10-3 and 5/10-10. For guidance discussing other qualifications that the Board may want to consider, see IASB's *Recruiting School Board Candidates*, available at: www.iasb.com/training/recruiting.cfm For guidance regarding conflict of interest and incompatible offices, see *Answers to FAQs Regarding Conflict of Interest and Incompatible Offices* (ICSA), available at: www.iasb.com/IASB/media/Documents/COI_FAQ.pdf.
When additional qualifications apply, the following items may be included in the Board's list of qualifications: • Meet all qualifications based upon the distribution of population among congressional townships in the district. • Meet all qualifications based upon the distribution of population among incorporated and unincorporated areas.	Board members of some community unit school districts may be subject to historical residential qualifications based on the distribution of population among congressional townships in the district or between the district's incorporated and unincorporated areas. 105 ILCS 5/10-11. **Note:** If a vacancy for an area of residence remains unfilled, a board must submit a proposition at the next general election for the election of a board member at large. 105 ILCS 5/10-10.5(c).

☐ **Decide who will receive completed vacancy applications.**

Guidelines	Explanation
The Board	

The Board President will accept applications. The Board will discuss, at an open meeting, its process to review the applications and who will contact applicants for an interview.	Who accepts vacancy applications is at the Board's sole discretion. According to Board policy 2:110, *Qualifications, Term, and Duties of Board Officers*, the Board President is a logical officer to accept the applications, but this task may be delegated to the Secretary or Superintendent's secretary if the Board determines that it is more convenient. Who accepts the applications must be decided prior to posting the vacancy announcement.

☐ **Create the Board member vacancy announcement.**

Announcement	**Explanation**
School District _____ Board Member Vacancy The School District is accepting applications to fill the vacancy resulting from [*reason for vacancy*] of [*former Board member's name*].	The contents of a vacancy announcement, how it is announced, and where it is posted are at the Board's sole discretion. The Board may want to announce the vacancy and its intent to fill it by appointment during an open meeting. The announcement may be posted on the District's website and in the local newspaper(s).
The individual selected will serve on the School Board from the date of appointment to [*date*].	The length of the appointment depends upon when during the term of office the vacancy occurred. See 105 ILCS 5/10-10 and Board policy 2:70, *Vacancies on the School Board - Filling Vacancies*, to determine the length of the appointment.
The School District [*School District's philosophy or mission statement*].	See Board policy 1:30, *School District Philosophy*, for the District's mission statement that is specific to the community's goals.
Applicants for the Board vacancy must be: [*Board's list of qualifications*].	See checklist item titled *Develop a list of qualifications for appointment of a person to fill the vacancy* above.
Applicants should show familiarity with the Board's policies regarding general duties and responsibilities of a Board and a Board member, including fiduciary responsibilities, conflict of interest, ethics and gift ban. The Board's policies are available at [*locations*].	Listing this along with the Board's list of qualifications assists candidates in understanding a Board member's duties and responsibilities and may facilitate a better conversation during the interview process. See Board policies: 2:20, *Powers and Duties of the School Board; Indemnification*; 2:80, *Board Member Oath and Conduct*; 2:100, *Board Member Conflict of Interest*; 2:105 *Ethics and Gift Ban*; and 2:120, *Board Member Development*.
Applications may be obtained at [*location and address and/or website*] beginning on [*date and time*].	See action item titled *Decide who will receive completed*

Completed applications may be turned in by [*time and date*] to [*name and title of person receiving applications*].	*vacancy applications* above.

☐ **Publicize the vacancy announcement by placing it on the District's website, announcing it at a meeting, and/or advertising it in the local newspaper(s).**

☐ **Accept and review applications from prospective candidates (see Decide who will receive completed vacancy applications above).**

☐ **Contact appropriate applicants for interviews (see Decide who will receive completed vacancy applications above).**

☐ **Develop interview questions.**

Interview Questions	**Explanation**
Why do you want to be a Board member? What specific skills would you bring to the Board? Please give specific examples of your ability in interpersonal relationships and teamwork. What do you see as the role of a Board member? What have you done to prepare yourself for the challenges of being a Board member? Please describe your previous community or nonprofit experiences. What areas in the district would you like to see the Board strengthen?	Interview questions are at the Board's sole discretion. This list is not exhaustive, but it may help the Board tailor its questions toward finding a candidate who will approach Board membership with a clear understanding of its demands and expectations along with a constructive attitude toward the challenge. The Board may also want to consider allowing an equal amount of time for each interview. See IASB's Recruiting School Board Candidates, available at: www.iasb.com/training/recruiting.cfm A prospective candidate to fill a vacancy may raise other specific issues that the Board will want to cover during an interview.

What is your availability to meet the time, training commitments, and other responsibilities required for Board membership? Describe what legacy you would like to leave behind.	

☐ **Conduct interviews with candidates (interviews may occur in closed session pursuant to 5 ILCS 120/2(c)(3)).**

Interview Plan	**Explanation**
In each interview, the Board President will: Introduce Board members to the candidate at the beginning of the interview. Describe the Board's interview process, selection process, and ask the candidate if he or she has questions about the Board's process for filling a vacancy by appointment. Describe the District's philosophy or mission statement. Describe the vacancy for the candidate by reviewing the: (1) qualifications, and (2) general duties and responsibilities of the Board and the Board members, including fiduciary responsibilities, conflict of interest, ethics and gift ban, and general Board member development. Begin asking the interview questions that the Board developed. Ask the candidate whether he or she has any questions for the Board. Thank the candidate and inform the candidate when the Board expects to make a decision and how the candidate will be contacted regarding the Board's decision.	The Board President will lead the Board as it interviews prospective candidates. See Board policy 2:110, *Qualifications, Term, and Duties of Board Officers*. The president presides at all meetings. 105 ILCS 5/10-13. The Board may also want to consider allowing an equal amount of time for each interview.

☐ **Fill vacancy by a vote during an open meeting of the Board before the 60th day (105 ILCS 5/10-10).**

☐ **Assist the appointed Board member in filing his or her statement of economic interest (5 ILCS 420/4A-105(c)).**

☐ **Announce the appointment to District staff and community.**

Announcement	Explanation
The Board appointed [*appointee's name*] to fill the vacancy on the Board. The appointment will be from [*date*] to [*date*]. The Board previously established qualifications for the appointee in a careful and thoughtful manner. [*Appointee's name*] meets these qualifications and has demonstrated the willingness to accept the duties and responsibilities of a Board member. [*Appointee's name*] brings a clear understanding of the demands and expectations of being a Board member along with a constructive attitude toward the challenge.	The contents of the appointment announcement and length of time it is displayed are at the Board's sole discretion. The Board may want to consider announcing the appointment during its meeting and also by posting it in the same places that it posted the vacancy announcement. See Board policy 8:10, *Connection with the Community*.

☐ **Administer the Oath of Office and begin orientation.**

Guidelines	Explanation
See Board policy 2:80, *Board Member Oath and Conduct*.	Each individual, before taking his or her seat on the Board, must take an oath in substantially the form given in 105 ILCS 5/10-16.5.
See Board policy 2:120, *Board Member Development*, and exhibit 2:120-E1, *Guidelines for Serving as a Mentor to a New School Board Member*.	Orientation assists new Board members to learn, understand, and practice effective governance principles. See the IASB Foundational Principles of Effective Governance, available at: www.iasb.com/principles_popup.cfm.

☐ **Inform IASB of the newly appointed Board member's name and directory information.**

PRESSPlus Comments

PRESSPlus 1. This Board exhibit is **Rewritten** for PRESS Plus Issue 115. Minor updates were made to the **PRESS** sample in response to a five-year review. A redlined version showing the changes made is available at **PRESS** Online by logging in at www.iasb.com. **Issue 115, June 2024**

Document Status: Draft Update - Rewritten

Board Attorney

2:160-E Exhibit - Checklist for Selecting a Board Attorney

The Board of Education selects and retains the Board Attorney(s). The Board may use this checklist for guidance when it selects and retains attorney(s) and/or law firms for legal services. This checklist is designed for the Board to use a request for proposal (RFP) process to seek outside attorneys/law firms. The Board may also select an attorney without using an RFP process and adapt this checklist. The Board may also adapt this checklist and use it for an application process, if the Board seeks an inhouse attorney. For more information, call the Ill. Association of School Board's (IASB) Office of General Counsel; see its current phone numbers at www.iasb.com/about-us/staff/#office-general-counsel.PRESSPlus1

☐ **Determine what type of legal services the District needs.**

1. Review Board policy 2:160, *Board Attorney*. **Note:** Critically analyze whether the District's legal needs are best served by in-house attorneys or outside attorneys/law firms. Many districts use a combination of these services. Many districts also use multiple attorneys/law firms for their specialties, e.g., different law firms for bond counsel, special education, or labor law. Some boards also approve a panel of attorneys and allow the administration to choose which attorney to use.
2. Consider the following factors to analyze the type(s) of legal services needed for the District including, but are not limited to:

    - District's size;
    - Any past and current experiences with legal matters;
    - Complexity of the District's legal needs;
    - Availability of expertise; and
    - Cost of outside fees compared to internal staff expenses for an in-house arrangement.

☐ **Develop a list of qualifications necessary for providing quality legal services to the District.**

1. Review Board policy 4:60, *Purchases and Contracts*. **Note:** While State law exempts hiring an attorney from bidding requirements (105 ILCS 10-20.21(a)), the Board may want to review its procurement processes and align procurement for legal services to its non-bidding-related standards for purchases, e.g., avoiding favoritism, staying within the District's budget, etc.
2. Develop the list of qualifications. The major qualifications include, but are not limited to:

    - Licensed to practice law in Illinois and in good standing with the Ill. Attorney Registration and Disciplinary Commission (ARDC) (see checklist item *Conduct a reference check and other background investigations*, below)
    - Member of the District's assigned United States district court and the Seventh Circuit Court of Appeals

- Substantive knowledge and experience in the legal areas matching District's needs, e.g., bidding, civil rights, collective bargaining, education reform, employment law, Freedom of Information Act, Open Meetings Act, other records laws, special education, student rights, etc. **Note:** This list of knowledge and experience must be created by the District's identified needs and may change from time to time.
- Experience in all aspects of contract, employment, and school law
- Experience that meets the District's needs, including litigation experience in State and federal courts
- Membership in professional associations, such as, the Ill. Council of School Attorneys (ICSA) and education law sections of bar associations, etc.
- Demonstrated knowledge of and ability to apply professional responsibility rules
- Accessibility for the District's identified needs, e.g., evening Board meetings, phone calls, etc.
- Ability to declare that representation of the District will be to the exclusion of all other clients having potential conflicts with the District's interests
- When additional qualifications apply, list those qualifications for providing legal services. This may include specialties such as bond counsel, etc.

☐ **Develop the RFP.**

1. Insert the list of qualifications that the Board developed.
2. Include the following information:

    - The deadline for responses to be submitted
    - The location (address or email) where responses should be sent
    - A statement that the Board is soliciting proposals from qualified lawyers and law firms to provide legal services to the School District
    - Significant information about the District (see Board policy 1:30, *School District Philosophy*, for the District's mission statement that is specific to the community's goals)
    - The scope of work, e.g., "The Board Attorney will provide legal advice concerning [*typical duties, specific duties, excluded duties]."*
    - Qualifications
    - Details about interviews and presentations

3. Specify what responders must include in their responses, such as the following:

    - Cover letter, complete name, address, and legal structure (if the responder is a law firm)
    - The individuals who prepared the response, including their titles
    - If different from above, the identity of and directory information for the individuals who have authority to answer questions regarding the submitted proposal
    - A proposed fee schedule, e.g., "Respondents may combine set fees and hourly fees. If hourly fees are proposed, please provide the minimum time increment for billing purposes. If a retainer agreement is proposed, please specifically describe options."
    - A summary of the responder's relevant experience representing public schools
    - A writing sample
    - An assurance that the responder meets the RFP's qualifications
    - References including current or past clients

☐ **Announce the RFP.**

1. Title the announcement. **Note:** How and where the RFP is announced are at the Board's sole discretion. The Board may want to announce the RFP during an open meeting, post it on the District's website, mail or email it to local law firms, and/or place it in the local newspaper(s) or other legal publications. A directory of those lawyers belonging to the ICSA is on the IASB website, www.iasb.com. A printed copy is available upon request. Inclusion in the directory does not represent an IASB endorsement. Some attorneys who practice school law do not belong to ICSA. Other online sources, such as the Ill. State Bar Association, also maintain directories of information about attorneys. The Board may want to title the announcement "The [*Insert District's name*] School Board Requests Proposals to Provide Legal Services."
2. Announce that the Board seeks an attorney or law firm to serve as its Board Attorney.
3. Inform the reader that the attorney or law firm selected will serve either *at will* or from the date of appointment to [*date*]. The length of the appointment is at the Board's discretion.
4. State the School District's philosophy or mission statement.
5. Insert the RFP location and contact information with the beginning date and time.
6. Tell prospective responders that completed RFPs must be returned by [*certain time and date*] to [*name and title of person receiving applications*].

☐ **Receive and manage responses to the RFP.**

1. Review Board policy 2:110, *Qualifications, Term, and Duties of Board Officers*. The Board President is a logical officer to accept the applications, but this task may be delegated to the Secretary or Superintendent's secretary if the Board determines that it is more convenient. Who accepts applications is at the Board's sole discretion and should be decided by the Board prior to posting the RFP announcement.
2. The Board will discuss, at an open meeting, its process to review the applications and who will contact RFP responders for an interview.
3. The designated person will contact RFP responders for interviews.

☐ **Develop interview questions if the Board interviews attorneys or law firms.**

1. Interview questions are at the Board's discretion.
2. A prospective attorney or law firm to fill the Board Attorney position may raise other specific issues that the Board will want to cover during an interview.
3. The following non-exhaustive list of interview questions may help the Board tailor its questions toward finding an attorney or law firm with an approach to the role of the Board Attorney that the Board desires:

    - What do you see as your role as Board Attorney?
    - How many other school districts do you currently represent?
    - What kind of legal services do you provide to your school clients? Please explain how your other experience is relevant to this position.
    - How many years of experience does your firm (or, the attorney) have? How long have you been practicing law? How long have you been representing school districts?
    - What methods will you use to ensure all members of the Board, which is your client, remain informed? See the discussion about the *Ill. Professional Rules of Conduc*t in f/n 2 of sample policy 2:160, *Board Attorney*.
    - How would you manage a situation in which the Board feels strongly about its position but

you believe that position is not legally supportable? The *Ill. Rules of Professional Conduct*, at www.illinoiscourts.gov/supremecourt/rules/art_viii/default_new.asp, require attorneys to represent the Board in its capacity as the governing body for the District. The responders should be discussing these rules, specifically Rule 1.7 (Conflict of Interest: Current Clients) and Rule 1.13 (Organization as Client), among others, in their answers to this question. See also, sample policy 2:160, *Board Attorney*.

- How would you manage a situation in which the Board's interest may be or become adverse to one or more of its members? See the discussion about the Ill*. Professional Rules of Conduct* in f/n 2 of sample policy 2:160, *Board Attorney*.
- How would you manage a situation in which the Board and Superintendent are in conflict? How about a divided Board? See the discussion about the *Ill. Professional Rules of Conduct* in f/n 2 of sample policy 2:160, *Board Attorney*.
- If the Board did something that you had advised against, could you still defend the Board's action? See the discussion about the *Ill. Professional Rules of Conduct* in f/n 2 of sample policy 2:160, *Board Attorney*.
- Will you try to shape Board decisions or do you have a whatever the Board decides philosophy? See the discussion about the *Ill. Professional Rules of Conduct* in f/n 2 of sample policy 2:160, *Board Attorney*.
- Do you give clients specific recommendations or do you advise them of the available options and let the client decide? See the discussion about the *Ill. Professional Rules of Conduct* in f/n 2 of sample policy 2:160, *Board Attorney*.
- Do you provide your school Board clients with any updating services gratis?
- How do you keep your Board clients apprised of litigation and other legal matters you are handling for them?
- Will you be handling this business personally, i.e., will you delegate to your associates or partners?
- Can anyone else in your firm handle our inquiries when you are unavailable?
- How do you keep current on school law?
- When do you tell your school clients to contact you regarding a matter with possible legal repercussions?
- Have you represented a school district in a matter involving the rights of disabled students? …involving disabled employees? ... involving a student expulsion? … involving a teacher dismissal? … involving an employee's contract or dismissal? … involving a building contract or bidding matter? … Can you tell us about that case?
- How do you bill? How are you to be paid? Please explain your rates and/or fees. The subject of billing should cover whether the attorney or law firm prepares a budget for representation and its method for billing in detail, including the date and time, what work was performed, and who worked on the project, along with expenses.
- Did you bring a written agreement for legal services, engagement letter, or a retainer agreement? If yes, please review it for us now. If not, please explain the options for a written agreement for legal services, engagement letter, or a retainer agreement.

☐ **Develop an interview protocol.** Interviews may occur in closed session pursuant to 5 ILCS 120/2(c)(1).

1. The Board President will lead the Board as it interviews responders to its RFP. See 105 ILCS 5/10-13 stating that the Board President presides at all meetings and Board policy 2:110, *Qualifications, Term, and Duties of Board Officers*.

2. The Board may also want to consider allowing an equal amount of time for each interview.
3. Discuss the following items with each responder during the interview:

    - Introduce Board members to the responder
    - Describe the Board's interview process, selection process, and ask the responder if he or she has questions about the Board's process for selecting its attorney
    - Describe the District's philosophy or mission statement
    - Describe the Board Attorney position by reviewing the RFP
    - Begin asking the interview questions (see *Develop interview questions*, above)
    - Ask the responder whether he or she has any questions for the Board
    - Thank the responder and inform him or her when the Board expects to make its decision and how the responder will be contacted regarding the Board's decision

☐ **Conduct a reference check and other background investigation(s).**

1. The Board President may perform this check or direct the Superintendent to:

    - Check the ARDC's master roll of attorneys as "Authorized to Practice Law" (To do this, enter the attorney's name into the ARDC's registration and public disciplinary records database at: www.iardc.org/Lawyer/Search.)
    - Click on the attorney's name to review whether any disciplinary actions are pending or resolved; current and prior actions will appear at the bottom of the screen
    - If disciplinary actions are listed, ask the attorney or law firm for more information

2. There are other online attorney review services available. These services may be overly subjective and/or the attorney may have control over the content in these services. Always check with the ARDC.
3. Call references provided by the responder.

☐ **Enter into a written agreement or engagement letter with the selected attorney or law firm.**

1. All *agreements for legal services* should be in writing. At minimum, the agreement should provide the fee arrangement and the scope of services. *Agreements for legal services* and individual billing statements form the Board Attorney are subject to disclosure pursuant to a Freedom of Information Act request (PAO 14-02).
2. Discuss the fee arrangements with the responder and decide:

    - Whether to enter into a fee arrangement and/or a retainer agreement (**Note:** Attorneys typically bill by a pre-determined percentage of the hour, e.g., in one-tenth of an hour increments. Many districts enter into a retainer agreement for legal services or an engagement letter that requires them to pay the attorney a pre-determined fee every month. In return, the attorney provides a pre-determined amount of legal services whenever the district needs him or her. Districts find this useful because (1) they can budget for legal expenses, (2) legal advice is available up to the pre-determined amount for lower fees, and (3) this arrangement often provides for an enhanced, long-term relationship with the attorney.)
    - The appropriate scope of services

3. Review the written contract or memorialized relationship (*agreement for legal services or engagement letter*) for these provisions:

- Fee arrangement
- Scope of services
- Which attorneys will be providing legal services
- A statement that the Board controls all legal decisions
- A statement that the attorney and his or her law firm have no conflicts of interest or, if a conflict exists, that the Board understands the conflict and waives it
- Board's right to terminate the services of the attorney and law firm at any time for any reason

4. Approve the *agreement for legal services or engagement letter* during an open Board meeting.

☐ **Announce the appointment to District staff and community.**

1. The contents of the announcement and length of time it is displayed are at the Board's sole discretion.
2. The Board may want to consider announcing during an open meeting. See Board policy 8:10, *Connection with the Community*.
3. The Board may want to include the following information in its announcement:

    - The Board appointed [attorney's name or law firm name] as the Board Attorney
    - The appointment will begin on [*date*] for [*length of time*]
    - The Board previously established qualifications for the Board Attorney in a careful and thoughtful manner, e.g., "[*Attorney or lawfirm's name*] meets these qualifications and has demonstrated the willingness to accept its duties and responsibilities. [*Attorney or law firm's name*] brings a clear understanding of the demands and expectations of the Board Attorney position along with a constructive attitude toward the challenge."

PRESSPlus Comments

PRESSPlus 1. This Board exhibit is **Rewritten** for PRESS Plus Issue 115. Minor updates were made to the **PRESS** sample, including a corrected link to the Ill. Attorney Registration and Disciplinary Commission. A redlined version showing the changes made is available at **PRESS** Online by logging in at www.iasb.com. **Issue 115, June 2024**

PRESS Issue 118

MEMO

To: Dr. Jennifer Norrell, Superintendent for Homewood-Flossmoor 233
From: Jalitza Colón Martinez, Assistant Superintendent for Staff Services
Date: September 2, 2025
Subject: IASB PRESS Policy Revisions - Issue 118 - 2nd Read

Background:
The District utilizes IASB PRESS policy services to ensure policy updates to ensure ongoing compliance with state and federal law.

The following policies from Issue 118 (April 2025) are due for review/revision and changes are summarized:

i. **2:260, Uniform Grievance Procedure, updated to add Title IX,** minor language change to appoint Title IX coordinator, updated name of District employee
ii. **2:265, Title IX Grievance Procedure,** updated to reflect changes in legislation restoring 2020 Title IX regulations
iii. **4:15, Identity Protection,** minor language updates
iv. **4:80 Accounting and Audits,** change in capitalization threshold from $5,000 to $10,000, minor language update regarding retention of property
v. **5:10, Equal Employment Opportunity and Minority Recruitment,** minor language change to appoint Title IX coordinator, updated name of District employee
vi. **5:20, Workplace Harassment Prohibited,** minor language change to appoint Title IX coordinator, updated name of District employee
vii. **5:60, Expenses,** legal reference updates
viii. **5:100, Staff Development Program,** minor language to include all school personnel and trauma responsive learning, language added training for at least one staff member in each school related to domestic or sexual violence, legal and cross reference updates

ix. **6:150, Home and Hospital Instruction,** language updates to include pregnancy related conditions and safety concerns arising from domestic and sexual violence under updated circumstances, updated cross references,

x. **6:235, Access to Electronic Networks,** updated to include use of AI enabled tools

xi. **7:10, Equal Educational Opportunities,** minor language changes, legal and cross references updated

xii. **7:20, Harassment of Students Prohibited,** minor language removal, addition of Title IX Coordinator language, minor language change to appoint Title IX coordinator, updated name of District employee, legal and cross references updated

xiii. **7:50, School Admissions and Student Transfers To and From Non-District Schools,** added language on considering mitigating factors relating to suspension or expulsion

xiv. **7:60, Residence,** updated language on residence of students with disabilities to include agreement for interdistrict transfers who are parents, expectant parents, vicitms of domestic or sexual violence, updated legal and cross references

xv. **7:70, Attendance and Truancy,** updated language regarding attendance at a verified medical appointment, and language updated regarding students who are parents or victims of domestic or sexual violence, other minor language changes, updated legal and cross references

xvi. **7:180, Prevention of and Response to Bullying, Intimidation, and Harassment,** minor language updates, updated name of District employee, legal and cross references updated

xvii. **7:185, Teen Dating Violence Prohibited,** minor language updates

xviii. **7:190, Student Behavior,** language updates on sexting, updated language on corporal punishment being prohibited in all circumstances, legal reference update

xix. **7:200, Suspension Procedures,** updated language to allow parent to appear to hearing with representative of their choice, and language added regarding this representatives involvement in the meeting

xx. **7:210, Expulsion Procedures,** updated language regarding representative and support person at the proceedings

xxi. **7:250, Student Support Services,** updates language regarding annual notice of availability of counseling without parental consent for students 12 and older to parent/guardians, requires one staff member in each school to be designated as a

resource person for students who are parents, expectant parents or victims of sexual or domestic violence, updated legal references

xxii. **7:255, Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence,** new policy regarding students who are parents, expectant parents, or victims of domestic or sexual violence, individual employee names will be added once adopted to serve as Nondiscrimination Coordinator, Title IX coordinator, and Complaint Managers

xxiii. **7:270, Administering Medicines to Students,** updated language for diabetes care plan related to supplies and equipment, updated legal references

xxiv. **7:315, Restrictions on Publications; High Schools,** minor language update, updated cross reference

xxv. **7:340, Student Records,** updated legal and cross references

Recommendation: It is recommended that the Board of Education of Homewood-Flossmoor Community High School District approve the Revisions to the IASB Issue 118 Press Policy Revisions on September 16, 2025.

Please let me know if you would like to discuss this recommendation further or need additional details.

Document Status: District Use Only

SECTION 2- BOARD OF EDUCATION

2:260 Uniform Grievance Procedure

A student, parent/guardian, employee, or community member should notify any District Complaint Manager if he or she believes that the Board of Education, its employees, or its agents have violated his or her rights guaranteed by the State or federal Constitution, State or federal statute, or Board policy, or has a complaint regarding any one of the following:

1. Title II of the Americans with Disabilities Act, 42 U.S.C. §12101 *et seq*.
2. Title IX of the Education Amendments of 1972, 20 U.S.C. §1681 et seq., excluding Title IX complaints governed by Board policy 2:265, *Title IX Grievance Procedure*[PRESSPlus1]
3. Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. §791 *et seq*.
4. Discrimination and/or harassment on the basis of race, color, or national origin prohibited by the Illinois Human Rights Act, 775 ILCS 5/; Title VI of the Civil Rights Act of 1964, 42 U.S.C. §2000d *et seq*.; and/or Title VII of the Civil Rights Act of 1964, 42 U.S.C. §2000e *et seq*. (see Board policy 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*)
5. Title VII of the Civil Rights Act of 1964, 42 U.S.C. §2000e *et seq*. (see also number 4, above, for discrimination and/or harassment on the basis of race, color, or national origin)
6. Sexual harassment prohibited by the State Officials and Employees Ethics Act, 5 ILCS 430/70-5(a); Illinois Human Rights Act, 775 ILCS 5/; and Title VII of the Civil Rights Act of 1964, 42 U.S.C. §2000e *et seq*. (Title IX sexual harassment complaints are addressed under Board policy 2:265, *Title IX Grievance Procedure*)
7. Breastfeeding accommodations for students, 105 ILCS 5/10-20.60
8. Bullying, 105 ILCS 5/27-23.7
9. Misuse of funds received for services to improve educational opportunities for educationally disadvantaged or deprived children
10. Curriculum, instructional materials, and/or programs
11. Victims' Economic Security and Safety Act, 820 ILCS 180/
12. Illinois Equal Pay Act of 2003, 820 ILCS 112/
13. Provision of services to homeless students
14. Illinois Whistleblower Act, 740 ILCS 174/
15. Misuse of genetic information prohibited by the Illinois Genetic Information Privacy Act, 410 ILCS 513/; and Titles I and II of the Genetic Information Nondiscrimination Act, 42 U.S.C. §2000ff *et seq*.
16. Employee Credit Privacy Act, 820 ILCS 70/

The Complaint Manager will first attempt to resolve complaints without resorting to this grievance procedure. If a formal complaint is filed under this policy, the Complaint Manager will address the complaint promptly and equitably. A student and/or parent/guardian filing a complaint under this policy may forego any informal suggestions and/or attempts to resolve it and may proceed directly to this

grievance procedure. The Complaint Manager will not require a student or parent/guardian complaining of any form of harassment to attempt to resolve allegations directly with the accused (or the accused's parent(s)/guardian(s)); this includes mediation.

Right to Pursue Other Remedies Not Impaired

The right of a person to prompt and equitable resolution of a complaint filed under this policy shall not be impaired by the person's pursuit of other remedies, e.g., criminal complaints, civil actions, etc. Use of this grievance procedure is not a prerequisite to the pursuit of other remedies and use of this grievance procedure does not extend any filing deadline related to the pursuit of other remedies. If a person is pursuing another remedy subject to a complaint under this policy, the District will continue with a simultaneous investigation under this policy.

Deadlines

All deadlines under this policy may be extended by the Complaint Manager as he or she deems appropriate. As used in this policy, *school business days* means days on which the District's main office is open.

Filing a Complaint

A person (hereinafter Complainant) who wishes to avail him or herself of this grievance procedure may do so by filing a complaint with any District Complaint Manager. The Complainant shall not be required to file a complaint with a particular Complaint Manager and may request a Complaint Manager of the same gender. The Complaint Manager may request the Complainant to provide a written statement regarding the nature of the complaint or require a meeting with a student's parent(s)/guardian(s). The Complaint Manager shall assist the Complainant as needed.

For any complaint alleging bullying and/or cyberbullying of students, the Complaint Manager or designee shall process and review the complaint under Board policy 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*, in addition to any response required by this policy.

For any complaint alleging sex discrimination that, if true, would implicate Title IX of the Education Amendments of 1972 (20 U.S.C. §1681 *et seq*.), the Title IX Coordinator or designee shall process and review the complaint under Board policy 2:265, *Title IX Grievance Procedure*.

For any complaint alleging harassment on the basis of race, color, or national origin, the Nondiscrimination Coordinator or a Complaint Manager or designee shall process and review the complaint under Board policy 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*, in addition to any response required by this policy.

For any complaint alleging sexual harassment or other violation of Board policy 5:20, *Workplace Harassment Prohibited*, the Nondiscrimination Coordinator or a Complaint Manager or designee shall process and review the complaint according to that policy, in addition to any response required by this policy, and shall consider whether an investigation under Board policy 5:120, *Employee Ethics; Code of Professional Conduct; and Conflict of Interest*, should be initiated.

Investigation Process

The Complaint Manager will investigate the complaint or appoint a qualified person to undertake the investigation on his or her behalf. The Complaint Manager shall ensure both parties have an equal opportunity to present evidence during an investigation. The complaint and identity of the Complainant will not be disclosed except: (1) as required by law, this policy, or any collective bargaining agreement,

(2) as necessary to fully investigate the complaint, or (3) as authorized by the Complainant.

The identity of any student witnesses will not be disclosed except: (1) as required by law, this policy, or any collective bargaining agreement, (2) as necessary to fully investigate the complaint, or (3) as authorized by the parent/guardian of the student witness, or by the student if the student is 18 years of age or older.

The Complaint Manager will inform, at regular intervals, the person(s) filing a complaint under this policy about the status of the investigation. Within 30 school business days after the date the complaint was filed, the Complaint Manager shall file a written report of his or her findings with the Superintendent. The Complaint Manager may request an extension of time from the Superintendent.

The Superintendent will keep the Board informed of all complaints.

If a complaint contains allegations involving the Superintendent or Board member(s), the written report shall be filed directly with the Board, which will make a decision in accordance with paragraph four of the following section of this policy.

Decision and Appeal

Within five school business days after receiving the Complaint Manager's report, the Superintendent shall provide his or her written decision to the Complainant and the accused as well as to the Complaint Manager. All decisions shall be based upon the *preponderance of evidence* standard.

Within 10 school business days after receiving the Superintendent's decision, the Complainant or the accused may appeal the decision to the Board by making a written request to the Complaint Manager. The Complaint Manager shall promptly forward all materials relative to the complaint and appeal to the Board.

Within 30 school business days after an appeal of the Superintendent's decision, the Board shall affirm, reverse, or amend the Superintendent's decision or direct the Superintendent to gather additional information. Within five school business days after the Board's decision, the Superintendent shall inform the Complainant and the accused of the Board's action.

For complaints containing allegations involving the Superintendent or Board member(s), within 30 school business days after receiving the Complaint Manager's or outside investigator's report, the Board shall provide its written decision to the Complainant and the accused, as well as to the Complaint Manager.

This policy shall not be construed to create an independent right to a hearing before the Superintendent or Board. The failure to strictly follow the timelines in this grievance procedure shall not prejudice any party.

Appointing a Nondiscrimination Coordinator, Title IX Coordinator, and Complaint Managers[PRESSPlus2]

The Superintendent shall appoint a Nondiscrimination Coordinator to manage the District's efforts to provide equal opportunity employment and educational opportunities and prohibit the harassment of employees, students, and others.

The ~~Nondiscrimination Coordinator also serves as the District's~~Superintendent shall appoint a Title IX Coordinator to coordinate the District's efforts to comply with Title IX.[PRESSPlus3]

The Superintendent shall appoint at least one Complaint Manager to administer this policy. If possible,

the Superintendent will appoint two Complaint Managers, each of a different gender. The District's Nondiscrimination Coordinator may be appointed as one of the Complaint Managers.

The Superintendent shall insert into this policy and keep current the names, office addresses, email addresses, and telephone numbers of the Nondiscrimination Coordinator, Title IX Coordinator, and the Complaint Managers.

Nondiscrimination Coordinators:

Jalitza Martinez, Assistant Superintendent for Staff Services~~Dr. Jennifer Hester - CIPD Director~~

Name

800 Governor's Highway,

Flossmoor, IL 60422

Address

jalitza.martinez@hf233.org

Email

708-335-5330

Telephone

Complaint Managers:

Jennifer Rudan	Craig Fantin - Associate Principal
Name	Name
999 Kedzie Avenue,	999 Kedzie Avenue,
Flossmoor, IL 60422	Flossmoor, IL 60422
Address	Address
jrudan@hf233.org	cfantin@hf233.org
Email	Email
708-335-5725	708-335-5604
Telephone	Telephone

LEGAL REF.:

8 U.S.C. §1324a *et seq.*, Immigration Reform and Control Act.

20 U.S.C. §1232g, Family Education Rights Privacy Act.

20 U.S.C. §1400, The Individuals with Disabilities Education Act.

20 U.S.C. §1681 *et seq.*, Title IX of the Education Amendments; 34 C.F.R. Part 106.

29 U.S.C. §206(d), Equal Pay Act.

29 U.S.C. §621 *et seq.*, Age Discrimination in Employment Act.

29 U.S.C. §791 *et seq.*, Rehabilitation Act of 1973.

29 U.S.C. §2612, Family and Medical Leave Act.

42 U.S.C. §2000d *et seq.*, Title VI of the Civil Rights Act of 1964.

42 U.S.C. §2000e *et seq.*, Title VII of the Civil Rights Act of 1964.

42 U.S.C. §2000ff *et seq.*, Genetic Information Nondiscrimination Act.

42 U.S.C. §11431 *et seq.*, McKinney-Vento Homeless Assistance Act.

42 U.S.C. §12101 *et seq.*, Americans With Disabilities Act; 28 C.F.R. Part 35.

105 ILCS 5/2-3.8, 5/3-10, 5/10-20, 5/10-20.5, 5/10-20.7a, 5/10-20.60, 5/10-20.69, 5/10-20.75, 5/10-22.5, 5/22-19, 5/22-95 (final citation pending), 5/24-4, 5/27-1, 5/27-23.7, and 45/1-15.

5 ILCS 415/10(a)(2), Government Severance Pay Act.

5 ILCS 430/70-5(a), State Officials and Employees Ethics Act.

410 ILCS 513/, Ill. Genetic Information Privacy Act.

740 ILCS 174/, Whistleblower Act.

740 ILCS 175/, Ill. False Claims Act.

775 ILCS 5/, Ill. Human Rights Act.

820 ILCS 70/, Employee Credit Privacy Act.

820 ILCS 112/, Equal Pay Act of 2003.

820 ILCS 180/, Victims' Economic Security and Safety Act; 56 Ill.Admin.Code Part 280.

23 Ill.Admin.Code §§1.240, 200.40, 226.50, and 226.570.

CROSS REF.: 2:105 (Ethics and Gift Ban), 2:265 (Title IX Grievance Procedure), 2:270 (Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited), 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:20 (Workplace Harassment Prohibited), 5:30 (Hiring Process and Criteria), 5:90 (Abused and Neglected Child Reporting), 6:120 (Education of Children with Disabilities), 6:140 (Education of Homeless Children), 6:170 (Title I Programs), 6:260 (Complaints About Curriculum, Instructional Materials, and Programs), 7:10 (Equal Educational Opportunities), 7:15 (Student and Family Privacy Rights), 7:20 (Harassment of Students Prohibited), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:315 (Restrictions on Publications; High Schools), 8:70 (Accommodating Individuals with Disabilities), 8:95 (Parental Involvement), 8:110 (Public Suggestions and Concerns)

PRESSPlus Comments

PRESSPlus 1. Updated throughout in response to *State of Tennessee v. Cardona*, striking down the 2024 Title IX sex discrimination regulations and restoring the 2020 Title IX regulations. **Issue 118, April 2025**

PRESSPlus 2. While the names and contact information are required by law to be listed, they are not part of the adopted policy and do not require board action. It is important for updated names and contact information to be inserted into this policy and regularly monitored.

Please click here to submit the name and contact information that will be applied to each of the following policies: 2:260, 2:265, 5:10, 5:20, 7:20, 7:180, and 7:255. Following the form's submission, IASB will add the Title IX Coordinator's name and contact information to this policy. **Issue 118, April 2025**

PRESSPlus 3. A district must prominently display its Title IX nondiscrimination policies (this policy 2:260, *Uniform Grievance Procedure*, and policy 2:265, *Title IX Grievance Procedure*) and contact information for its Title IX Coordinator on its website, if any, and in each handbook made available to students, applicants for employment, parents/guardians, employees, and collective bargaining units. 34 C.F.R. §106.8(a) and (b). Notifications must state that nondiscrimination extends to employment, and that inquiries about the application of Title IX and its regulations may be referred to the district's Title IX coordinator, to the U.S. Dept. of Education's Assistant Secretary of Education, or both. 34 C.F.R. §106.8(b). See sample exhibit 2:250-E2, *Immediately Available District Public Records and Web-Posted Reports and Records*, available at PRESS Online by logging in at www.iasb.com. **Issue 118, April 2025**

Document Status: Draft Update - Rewritten

SECTION 2- BOARD OF EDUCATION

2:265 Title IX Grievance Procedure

Sexual harassment affects a student's ability to learn and an employee's ability to work. Providing an educational and workplace environment free from sexual harassment is an important District goal. The District does not discriminate on the basis of sex in any of its education programs or activities, and it complies with Title IX of the Education Amendments of 1972 (Title IX)[PRESSPlus1] and its implementing regulations (34 C.F.R. Part 106) concerning everyone in the District's education programs and activities, including applicants for employment, students, parents/guardians, employees, and third parties.

Title IX Sexual Harassment Prohibited

Sexual harassment as defined in Title IX (Title IX Sexual Harassment) is prohibited. Any person, including a District employee or agent, or student, engages in Title IX Sexual Harassment when that person engages in conduct on the basis of an individual's sex that satisfies one or more of the following:

1. A District employee conditions the provision of an aid, benefit, or service on an individual's participation in unwelcome sexual conduct; or
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the District's educational program or activity; or
3. *Sexual assault* as defined in 20 U.S.C. §1092(f)(6)(A)(v), *dating violence* as defined in 34 U.S.C. §12291(a)(11), *domestic violence* as defined in 34 U.S.C. §12291(a)(12), or *stalking* as defined in 34 U.S.C. §12291(a)(36).

Examples of sexual harassment include, but are not limited to, touching, rape, sexual battery, sexual abuse, sexual coercion, crude jokes or pictures, discussions of sexual experiences, teasing related to sexual characteristics, and spreading rumors related to a person's alleged sexual activities.

Definitions from 34 C.F.R. §106.30

Complainant means an individual who is alleged to be the victim of conduct that could constitute sexual harassment.

Education program or activity includes locations, events, or circumstances where the District has substantial control over both the *Respondent* and the context in which alleged sexual harassment occurs.

Formal Title IX Sexual Harassment Complaint means a document filed by a *Complainant* or signed by the Title IX Coordinator alleging sexual harassment against a *Respondent* and requesting that the District investigate the allegation.

Respondent means an individual who has been reported to be the perpetrator of the conduct that could constitute sexual harassment.

Supportive measures mean non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the *Complainant* or the *Respondent* before or after the filing of a Formal Title IX Sexual Harassment Complaint or where no Formal Title IX Sexual Harassment Complaint has been filed.

Title IX Sexual Harassment Prevention and Response

The Superintendent or designee will ensure that the District prevents and responds to allegations of Title IX Sexual Harassment as follows:

1. Ensures that the District's comprehensive health education program in Board policy 6:60, *Curriculum Content*, incorporates (a) age-appropriate sexual abuse and assault awareness and prevention programs in grades pre-K through 12, and (b) age-appropriate education about the warning signs, recognition, dangers, and prevention of teen dating violence in grades 7-12. This includes incorporating student social and emotional development into the District's educational program as required by State law and in alignment with Board policy 6:65, *Student Social and Emotional Development*.
2. Incorporates education and training for school staff as recommended by the Superintendent, Title IX Coordinator, Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students,PRESSPlus2 or a Complaint Manager.
3. Notifies applicants for employment, students, parents/guardians, employees, and collective bargaining units of this policy and contact information for the Title IX Coordinator by, at a minimum, prominently displaying them on the District's website, if any, and in each handbook made available to such persons.

Making a Report

A person who wishes to make a report under this Title IX grievance procedure may make a report to the Title IX Coordinator, Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students,PRESSPlus3 a Complaint Manager, or any employee with whom the person is comfortable speaking.

School employees shall respond to incidents of sexual harassment by promptly making or forwarding the report to the Title IX Coordinator. An employee who fails to promptly make or forward a report may be disciplined, up to and including discharge.

The Superintendent shall insert into this policy and keep current the name, office address, email address, and telephone number of the Title IX Coordinator.PRESSPlus4

Title IX Coordinator:

Name

Address

Email

Telephone

Processing and Reviewing a Report

Upon receipt of a report made under this Title IX grievance procedure, the Title IX Coordinator and/or designee will promptly contact the Complainant to: (1) discuss the availability of supportive measures, (2) consider the *Complainant's* wishes with respect to *supportive measures*, (3) inform the

Complainant of the availability of supportive measures with or without the filing of a Formal Title IX Sexual Harassment Complaint, and (4) explain to the Complainant the process for filing a Formal Title IX Sexual Harassment Complaint.

Further, the Title IX Coordinator will analyze the report to identify and determine whether there is another or an additional appropriate method(s) for processing and reviewing it. For any report received, the Title IX Coordinator shall review Board policies 2:260, *Uniform Grievance Procedure*; 5:20, *Workplace Harassment Prohibited*; 5:90, *Abused and Neglected Child Reporting*; 5:120, *Employee Ethics; Code of Professional Conduct; and Conflict of Interest*; 7:20, *Harassment of Students Prohibited*; 7:180*, Prevention of and Response to Bullying, Intimidation, and Harassment*; 7:185, *Teen Dating Violence Prohibited*; and 7:190, *Student Behavior*, to determine if the allegations in the report require further action.

Reports of alleged sexual harassment will be confidential to the greatest extent practicable, subject to the District's duty to investigate and maintain an educational program or activity that is productive, respectful, and free of sexual harassment.

Formal Title IX Sexual Harassment Complaint Grievance Process

When a Formal Title IX Sexual Harassment Complaint is filed, the Title IX Coordinator will investigate it or appoint a qualified person to undertake the investigation.

The Superintendent or designee shall implement procedures to ensure that all Formal Title IX Sexual Harassment Complaints are processed and reviewed according to a Title IX grievance process that fully complies with 34 C.F.R. §106.45. The District's grievance process shall, at a minimum:

1. Treat *Complainants* and *Respondents* equitably by providing remedies to a *Complainant* where the *Respondent* is determined to be responsible for sexual harassment, and by following a grievance process that complies with 34 C.F.R. §106.45 before the imposition of any disciplinary sanctions or other actions against a *Respondent*.

2. Require an objective evaluation of all relevant evidence – including both inculpatory and exculpatory evidence – and provide that credibility determinations may not be based on a person's status as a *Complainant, Respondent,* or witness.
3. Require that any individual designated by the District as a Title IX Coordinator, investigator, decision-maker, or any person designated by the District to facilitate an informal resolution process:
    a. Not have a conflict of interest or bias for or against complainants or respondents generally or an individual *Complainant* or *Respondent*.
    b. Receive training on the definition of sexual harassment, the scope of the District's education program or activity, how to conduct an investigation and grievance process (including hearings, appeals, and informal resolution processes, as applicable), and how to serve impartially.
4. Require that any individual designated by the District as an investigator receiving training on issues of relevance to create an investigative report that fairly summarizes relevant evidence.
5. Require that any individual designated by the District as a decision-maker receive training[PRESSPlus5] on issues of relevance of questions and evidence, including when questions and evidence about the *Complainant's* sexual predisposition or prior sexual behavior are not relevant.
6. Include a presumption that the *Respondent* is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process.

7. Include reasonably prompt timeframes for conclusion of the grievance process.
8. Describe the range of possible disciplinary sanctions and remedies the District may implement following any determination of responsibility.
9. Base all decisions upon the *preponderance of evidence* standard.[PRESSPlus6]
10. Include the procedures and permissible bases for the *Complainant* and *Respondent* to appeal.
11. Describe the range of *supportive measures* available to *Complainants* and *Respondents*.
12. Not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege.

Enforcement

Any District employee who is determined, at the conclusion of the grievance process, to have engaged in sexual harassment will be subject to disciplinary action up to and including discharge. Any third party who is determined, at the conclusion of the grievance process, to have engaged in sexual harassment will be addressed in accordance with the authority of the Board in the context of the relationship of the third party to the District, e.g., vendor, parent, invitee, etc. Any District student who is determined, at the conclusion of the grievance process, to have engaged in sexual harassment will be subject to disciplinary action, including, but not limited to, suspension and expulsion consistent with student behavior policies. Any person making a knowingly false accusation regarding sexual harassment will likewise be subject to disciplinary action.

This policy does not increase or diminish the ability of the District or the parties to exercise any other rights under existing law.

Retaliation Prohibited

The District prohibits any form of retaliation against anyone who, in good faith, has made a report or complaint, assisted, or participated or refused to participate in any manner in a proceeding under this policy. Any person should report claims of retaliation using Board policy 2:260, *Uniform Grievance Procedure*.

Any person who retaliates against others for reporting or complaining of violations of this policy or for participating in any manner under this policy will be subject to disciplinary action, up to and including discharge, with regard to employees, or suspension and expulsion, with regard to students.

LEGAL REF.:

20 U.S.C. §1681 et seq., Title IX of the Educational Amendments of 1972; 34 C.F.R. Part 106.

Davis v. Monroe County Bd. of Educ., 526 U.S. 629 (1999).

Gebser v. Lago Vista Independent Sch. Dist., 524 U.S. 274 (1998).

CROSS REF.: 2:260 (Uniform Grievance Procedure), 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:20 (Workplace Harassment Prohibited), 5:90 (Abused and Neglected Child Reporting), 5:100 (Staff Development Program), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 6:60 (Curriculum Content), 6:65 (Student Social and Emotional Development), 7:10 (Equal Educational Opportunities), 7:20 (Harassment of Students Prohibited), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:190 (Student Behavior), 7:255 (Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence)

PRESSPlus Comments

PRESSPlus 1. Rewritten in response to *State of Tennessee v. Cardona*, striking down the 2024 Title IX sex discrimination regulations and restoring the 2020 Title IX regulations. See the sample policy 2:265's footnotes, available at PRESS Online by logging in at www.iasb.com, for more information. **Issue 118, April 2025**

PRESSPlus 2. If the district does not an employ an Assistant Building Principal and/or Dean of Students, strike the title(s) that do not apply, and use the Save Status "Adopted with Additional District Edits." **Issue 118, April 2025**

PRESSPlus 3. If the district does not an employ an Assistant Building Principal and/or Dean of Students, strike the title(s) that do not apply, and use the Save Status "Adopted with Additional District Edits." **Issue 118, April 2025**

PRESSPlus 4. While the name and contact information is required by law to be listed, it is not part of the adopted policy and does not require board action. It is important for the updated name and contact information to be inserted into this policy and regularly monitored. A district's Nondiscrimination Coordinator often also serves as its Title IX Coordinator. If the district has more than one Title IX Coordinator, it should designate one of its Title IX Coordinators to retain ultimate oversight to ensure the district's consistent compliance with its responsibilities under Title IX and its implementing regulations. The Title IX Coordinator with ultimate oversight should be listed in this policy.

Please click here to submit the name and contact information that will be applied to each of the following policies: 2:260, 2:265, 5:10, 5:20, 7:20, 7:180, and 7:255. Following the form's submission, IASB will add the Title IX Coordinator's name and contact information to this policy. **Issue 118, April 2025**

PRESSPlus 5. While live hearings are only required for postsecondary institutions, elementary and secondary schools may choose to offer them as part of their grievance process. **Consult the board attorney** if the board wants the district to use a live hearing in its grievance process.

If using a live hearing during the grievance process, amend #5 by inserting the following underscored text: “Require that any individual designated by the District as a decision-maker receive training on any technology to be used at a live hearing and on issues of relevance of questions and evidence, including when questions and evidence about the Complainant’s sexual predisposition or prior sexual behavior are not relevant.” After inserting the underscored text, use the Save Status "Adopted with Additional District Edits." **Issue 118, April 2025**

PRESSPlus 6. 34 C.F.R. §106.45(b)(1)(vii) requires the Title IX sexual harassment grievance process to state the standard of proof it will use to determine responsibility of the respondent. The standard of proof selected must be applied “consistently to formal complaints alleging Title IX sexual harassment regardless of whether the respondent is a student or an employee.” 85 Fed. Reg. 30373. *Preponderance of evidence* is a standard of proof used in civil cases. It means “the greater weight of the evidence, not necessarily established by the greater number of witnesses testifying to a fact but by evidence that has the most convincing force.” See *Black’s Law Dictionary*, *11th ed. 2019*. *Preponderance of evidence* is the standard of proof used in sample policy 2:260, *Uniform Grievance Procedure*.

Clear and convincing is a higher standard of proof, requiring more than *preponderance of evidence* but less than proof beyond a reasonable doubt. It means "evidence indicating that the thing to be proved is highly probable or reasonably certain." See *Black's Law Dictionary*, *11th ed. 2019*. **Consult the board attorney regarding the appropriate standard of proof for the district, as well as implications if a different standard of proof is used in this policy than in 2:260, *Uniform Grievance Procedure*.** For boards that choose the *clear and convincing evidence* standard of proof, delete "~~*preponderance of*~~" and insert "*clear and convincing*." Ensure the same standard of proof is used in 2:265-AP2, *Formal Title IX Complaint Grievance Process*, available at PRESS Online by logging in at www.iasb.com. **Issue 118, April 2025**

Document Status: Draft Update

OPERATIONAL SERVICES

4:15 Identity Protection

The collection, storage, use, and disclosure of social security numbers by the School District shall be consistent with State and federal laws. The goals for managing the District's collection, storage, use, and disclosure of social security numbers are to:

1. Limit all activities involving social security numbers to those circumstances that are authorized by State or federal law.
2. Protect each social security number collected or maintained by the District from unauthorized disclosure.

The Superintendent is responsible for ensuring that the District complies with the Identity Protection Act, 5 ILCS 179/. Compliance measures shall include each of the following:

1. All employees having access to social security numbers in the course of performing their duties shall be trained to protect the confidentiality of social security numbers. Training should include instructions on the proper handling of information containing social security numbers from the time of collection through the destruction of the information.
2. Only employees who are required to use or handle information or documents that contain social security numbers shall have access to such information or documents.
3. Social security numbers requested from an individual shall be provided in a manner that makes the social security number easily redacted if the record is required to be released as part of a public records request.
4. When collecting a social security number or upon request by an individual, a statement of the purpose(s) for which the District is collecting and using the social security number shall be provided. The stated reason for collection of the social security number must be relevant to the documented purpose.
5. All employees must be advised of this policy's existence, and a copy of the policy must be made available to each employee. The policy must also be made available to any member of the public, upon request.
6. If this policy is amended, employees will be advised of the existence of the amended policy and a copy of the amended policy will be made available to each employee.

No District employee shall collect, store, use, or disclose an individual's social security number unless specifically authorized by the Superintendent. This policy shall not be interpreted as a guarantee of the confidentiality of social security numbers and/or other personal information. The District will use best efforts to comply with this policy, but this policy should not be construed to convey any rights to protection of information not otherwise afforded by law.

Treatment of Personally Identifiable Information Under Grant Awards

The Superintendent ensures that the District takes reasonable cybersecurity and other measures to safeguard information including:PRESSPlus1 (1) *protected personally identifiable information*, (2) other

types of information that a federal ~~awarding~~ agency, pass-through ~~agency~~entity, or State awarding agency designates as sensitive, such as *personally identifiable information* (PII) and (3) information that the District considers to be sensitive consistent with applicable laws regarding privacy and confidentiality (collectively, *sensitive information)*, when administering federal grant awards and State grant awards governed by the Grant Accountability and Transparency Act (30 ILCS 708/).

The Superintendent shall establish procedures for the identification, handling, storage, access, disposal and overall confidentiality of sensitive information. The Superintendent shall ensure that employees and contractors responsible for the administration of a federal or State award for the District receive regular training in the safeguarding of sensitive information. Employees mishandling sensitive information are subject to discipline, up to and including dismissal.

LEGAL REF.:

2 C.F.R. §200.303(e).

5 ILCS 179/, Identity Protection Act.

30 ILCS 708/, Grant Accountability and Transparency Act.

50 ILCS 205/3, Local Records Act.

105 ILCS 10/, Illinois School Student Records Act.

CROSS REF: 2:250 (Access to District Public Records), 5:150 (Personnel Records), 7:340 (Student Records), 7:345 (Use of Educational Technologies; Student Data Privacy and Security)

Adopted: September 17, 2024

PRESSPlus Comments

PRESSPlus 1. Updated in response to 2 C.F.R Part 200, amended by 89 Fed. Reg 30046, addressing the safeguarding of information under grant awards and updating the definitions for *personally identifiable information* and *protected personally identifiable information*.

*Personally Identifiable Information (*PII) means information that can be used to distinguish or trace an individual's identity, either alone or when combined with other personal or identifying information that is linked or linkable to a specific individual. Some PII is available in public sources such as telephone books and websites. This was previously defined as *public personally identifiable information* (Public PII), but 2024 revisions to 2 C.F.R. Part 200 have deleted Public PII as a definition. The definition of PII is not attached to any single category of information or technology. Instead, it requires a case-by-case assessment of the specific risk that an individual can be identified. Non-PII can become PII whenever additional information is made publicly available, in any medium and from any source, that could be used to identify an individual when combined with other available information. 2 C.F.R. §200.1.

Protected personally identifiable information (Protected PII) means PII, except for certain types of PII that must be disclosed by law. 2024 revisions to 2 C.F.R. Part 200 eliminated examples of Protected PII and instead only list examples of PII within the definition of Protected PII at 2 C.F.R. §200.1, which may indicate broadening of the definition of Protected PII. See 89 Fed. Reg. 79732. Before the 2024 revisions, examples of Protected PII contained in the regulation included, but were not limited to, social security number, passport number, credit card numbers, clearances, bank numbers, biometrics, date and place of birth, mother's maiden name, criminal records, medical records, financial records,

and educational transcripts. 2 C.F.R. §200.1. Consult the board attorney for guidance in this area. See sample administrative procedure 4:15-AP2, *Treatment of Personally Identifiable Information Under Grant Awards*, available at PRESS Online by logging in at www.iasb.com. Protected PII is similar to, but broader than, the definition of *personal information* under PIPA. **Issue 118, April 2025**

Document Status: Draft Update

OPERATIONAL SERVICES

4:80 Accounting and Audits

The School District's accounting and audit services shall comply with the *Requirements for Accounting, Budgeting, Financial Reporting, and Auditing,* as adopted by the Ill. State Board of Education (ISBE), State and federal laws and regulations, and generally accepted accounting principles. Determination of liabilities and assets, prioritization of expenditures of governmental funds, and provisions for accounting disclosures shall be made in accordance with government accounting standards as directed by the auditor designated by the Board. The Superintendent or designee, in addition to other assigned financial responsibilities, shall report monthly on the District's financial performance, both income and expense, in relation to the financial plan represented in the budget.

Annual Audit

At the close of each fiscal year, the Superintendent or designee shall arrange an audit of the District funds, accounts, statements, and other financial matters. The audit shall be performed by an independent certified public accountant designated by the Board and be conducted in conformance with prescribed standards and legal requirements. A complete and detailed written audit report shall be provided to each Board member and to the Superintendent. The Superintendent or designee shall annually, on or before October 15, submit an original and one copy of the audit to the appropriate Intermediate Service Center Executive Director.

Annual Financial Report

The Superintendent or designee shall annually prepare and submit the Annual Financial Report on a timely basis using the form adopted by the ISBE. The Superintendent shall review and discuss the Annual Financial Report with the Board before it is submitted.

Inventories

The Superintendent or designee is responsible for establishing and maintaining accurate inventory records. The inventory record of supplies and equipment shall include a description of each item, quantity, location, purchase date, and cost or estimated replacement cost, unless the supplies and equipment are acquired by the District pursuant to a federal or State grant award, in which case the inventory record shall also include the information required by 2 C.F.R. §200.313, if applicable. The Superintendent or designee shall establish procedures for the management of property acquired by the District under grant awards that comply with federal and State law.

Capitalization Threshold

To be considered a capital asset for financial reporting purposes, a capital item must be at or above a capitalization threshold of $~~5~~10,000[PRESSPlus1] and have an estimated useful life greater than one year.

Disposition of District Property

The Superintendent or designee shall notify the Board, as necessary, of the following so that the Board

may consider its disposition: (1) District personal property (property other than buildings and land) that is no longer needed for school purposes, and (2) school site, building, or other real estate that is unnecessary, unsuitable, or inconvenient. Notwithstanding the above, the Superintendent or designee may unilaterally dispose of personal property of a diminutive value. The Superintendent or designee shall establish procedures for the disposition and, when permitted by the terms and conditions of the award, the retention[PRESSPlus2] of property acquired by the District under grant awards that comply with federal and State law.

Taxable Fringe Benefits

The Superintendent or designee shall: (1) require that all use of District property or equipment by employees is for the District's convenience and best interests unless it is a Board-approved fringe benefit, and (2) ensure compliance with the Internal Revenue Service regulations regarding when to report an employee's personal use of District property or equipment as taxable compensation.

Controls for Revolving Funds and Petty Cash

Revolving funds and the petty cash system are established in Board policy 4:50, *Payment Procedures*. The Superintendent or designee shall: (1) designate a custodian for each revolving fund and petty cash fund, (2) obtain a bond for each fund custodian, and (3) maintain the funds in compliance with this policy, State law, and ISBE rules. A check for the petty cash fund may be drawn payable to the designated petty cash custodian. Each revolving fund shall be maintained in a bank that has been approved by the Board and established in an amount approved by the Superintendent consistent with the annual budget. All expenditures from these bank accounts must be directly related to the purpose for which the account was established and supported with documentation, including signed invoices or receipts. All deposits into these bank accounts must be accompanied with a clear description of their intended purpose. The Superintendent or designee shall include checks written to reimburse revolving funds on the Board's monthly listing of bills indicating the recipient and including an explanation.

Control Requirements for Checks

The Board must approve all bank accounts opened or established in the District's or a District school's name or with the District's Federal Employer Identification Number. The CSBO and Superintendent shall sign all checks issued by the School District, except that checks from accounts containing student activity funds or fiduciary funds and checks from revolving accounts may be signed by their respective account custodians.

Internal Controls

The Superintendent or designee is primarily responsible for establishing and implementing a system of internal controls for safeguarding the District's financial condition; the Board, however, will oversee these safeguards. The control objectives are to ensure efficient business and financial practices, reliable financial reporting, and compliance with State law and Board policies, and to prevent losses from fraud, waste, and abuse, as well as employee error, misrepresentation by third parties, or other imprudent employee action. The District's system of internal controls shall include the following:

1. All financial transactions must be properly authorized and documented.
2. Financial records and data must be accurate and complete.
3. Accounts payable must be accurate and punctual.
4. District assets must be protected from loss or misuse.
5. Incompatible duties should be segregated, if possible.

6. Accounting records must be periodically reconciled.
7. Equipment and supplies must be safeguarded.
8. Staff members with financial or business responsibilities must be properly trained and supervised, and must perform their responsibilities with utmost care and competence.
9. Any unnecessary weaknesses or financial risks must be promptly corrected.

The Superintendent or designee shall annually audit the District's financial and business operations for compliance with established internal controls and provide the results to the Board. The Board may from time-to-time engage a third-party to audit internal controls in addition to the annual audit.

LEGAL REF.:

2 C.F.R. §200 *et seq*.

30 ILCS 708/, Grant Accountability and Transparency Act, implemented by 44 Ill.Admin.Code 7000 *et seq*.

105 ILCS 5/2-3.27, 5/2-3.28, 5/3-7, 5/3-15.1, 5/5-22, 5/10-21.4, 5/10-20.19, 5/10-22.8, and 5/17-1 *et seq*.

23 Ill.Admin.Code Part 100.

CROSS REF.: 4:10 (Fiscal and Business Management), 4:50 (Payment Procedures), 4:55 (Use of Credit and Procurement Cards), 4:90 (Student Activity and Fiduciary Funds)

Adopted: September 17, 2024

PRESSPlus Comments

PRESSPlus 1. Updated in response to 2 C.F.R. Part 200, amended by 89 Fed. Reg. 30046. A minimum threshold of $10,000, or a lesser amount established by the board, and useful life greater than one year complies with the definition of *equipment* under federal grant rules. **Issue 118, April 2025**

PRESSPlus 2. Updated in response to 2 C.F.R. Part 200, amended by 89 Fed. Reg. 30046. **Issue 118, April 2025**

Document Status: District Use Only

General Personnel

5:10 Equal Employment Opportunity and Minority Recruitment

The School District shall provide equal employment opportunities to all persons regardless of their race; color; creed; religion; national origin; sex; sexual orientation; age; ancestry; marital status; arrest record; military status; order of protection status; unfavorable military discharge; citizenship status provided the individual is authorized to work in the United States; work authorization status; use of lawful products while not at work; being a victim of domestic violence, sexual violence, gender violence, or any other crime of violence; genetic information; physical or mental handicap or disability, if otherwise able to perform the essential functions of the job with reasonable accommodation; pregnancy, childbirth, or related medical conditions; reproductive health decisions; credit history, unless a satisfactory credit history is an established bona fide occupational requirement of a particular position; conviction record, unless authorized by law; family responsibilities; or other legally protected categories. No one will be penalized solely for his or her status as a registered qualifying patient or a registered designated caregiver for purposes of the Compassionate Use of Medical Cannabis Program Act, 410 ILCS 130/.

Persons who believe they have not received equal employment opportunities should report their claims to the Nondiscrimination Coordinator and/or a Complaint Manager under Board policy 2:260, *Uniform Grievance Procedure*, or in the case of denial of equal employment opportunities on the basis of race, color, or national origin, Board policy 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*. These individuals are listed below. No employee or applicant will be discriminated or retaliated against because he or she: (1) requested, attempted to request, used, or attempted to use a reasonable accommodation as allowed by the Illinois Human Rights Act, or (2) initiated a complaint, was a witness, supplied information, or otherwise participated in an investigation or proceeding involving an alleged violation of this policy or State or federal laws, rules or regulations, provided the employee or applicant did not make a knowingly false accusation nor provide knowingly false information.

Administrative Implementation

The Superintendent shall appoint a Nondiscrimination Coordinator for personnel who shall be responsible for coordinating the District's nondiscrimination efforts. The Nondiscrimination Coordinator may be the Superintendent or a Complaint Manager under Board policy 2:260, *Uniform Grievance Procedure*. ~~The Nondiscrimination Coordinator also serves as the District's Title IX Coordinator.~~

The Superintendent shall appoint a Title IX Coordinator to coordinate the District's efforts to comply with Title IX.PRESSPlus1

The Superintendent shall insert into this policy the names, office addresses, email addresses, and telephone numbers of the District's current Nondiscrimination Coordinator, Title IX Coordinator, and Complaint Managers.

Nondiscrimination Coordinators:

~~Jolitza Martinez, Assistant~~

Jalitza Martinez, Assistant Superintendent for Staff Services~~Dr. Jennifer Hester - CIPD Director~~

Name

800 Governors Highway~~999 Kedzie Avenue~~,

Flossmoor, IL 60422

Address

jalitza.martinez~~jhester~~@hf233.org

Email

708-335-5550

Telephone

Complaint Managers:

Jennifer Rudan -

Director of Student Supports

Name

999 Kedzie Avenue,

Flossmoor, IL 60422

Address

jrudan@hf233.org

Email

708-335-5725

Telephone

Craig Fantin - Associate Principal

Name

999 Kedzie Avenue,

Flossmoor, IL 60422

Address

cfantin@hf233.org

Email

708-335-5604

Telephone

The Superintendent shall also use reasonable measures to inform staff members and applicants that the District is an equal opportunity employer, such as, by posting required notices and including this policy in the appropriate handbooks.

Minority Recruitment

The District will attempt to recruit and hire minority employees. The implementation of this policy may include advertising openings in minority publications, participating in minority job fairs, and recruiting at colleges and universities with significant minority enrollments. This policy, however, does not require

or permit the District to give preferential treatment or special rights based on a protected status without evidence of past discrimination.

LEGAL REF.:

8 U.S.C. §1324a *et seq.*, Immigration Reform and Control Act.

20 U.S.C. §1681 *et seq.*, Title IX of the Education Amendments of 1972; 34 C.F.R. Part 106.

29 U.S.C. §206(d), Equal Pay Act.

29 U.S.C. §218d, Fair Labor Standards Act.

29 U.S.C. §621 *et seq.*, Age Discrimination in Employment Act.

29 U.S.C. §701 *et seq.*, Rehabilitation Act of 1973.

38 U.S.C. §4301 *et seq.*, Uniformed Services Employment and Reemployment Rights Act (1994).

42 U.S.C. §1981 *et seq.*, Civil Rights Act of 1991.

42 U.S.C. §2000d *et seq.*, Title VI of the Civil Rights Act of 1964; 34 C.F.R. Part 100.

42 U.S.C. §2000e *et seq.*, Title VII of the Civil Rights Act of 1964; 29 C.F.R. Part 1601.

42 U.S.C. §2000ff *et seq.*, Genetic Information Nondiscrimination Act of 2008.

42 U.S.C. §2000gg *et seq.*, Pregnant Workers Fairness Act; 29 C.F.R. Part 1636.

42 U.S.C. §2000e(k), Pregnancy Discrimination Act.

42 U.S.C. §12111 *et seq.*, Americans with Disabilities Act, Title I.

Ill. Constitution, Art. I, §§17, 18, and 19.

105 ILCS 5/10-20.7, 5/10-20.7a, 5/10-21.1, 5/10-22.4, 5/10-23.5, 5/22-19, 5/24-4, 5/24-4.1, and 5/24-7.

410 ILCS 130/40, Compassionate Use of Medical Cannabis Program Act.

410 ILCS 513/25, Genetic Information Privacy Act.

740 ILCS 174/, Ill. Whistleblower Act.

775 ILCS 5/1-103, 5/2-101, 5/2-102, 5/2-103, 5/2-103.1, 5/2-104(D) and 5/6-101, Ill. Human Rights Act.

775 ILCS 35/, Religious Freedom Restoration Act.

820 ILCS 55/10, Right to Privacy in the Workplace Act.

820 ILCS 70/, Employee Credit Privacy Act.

820 ILCS 75/, Job Opportunities for Qualified Applicants Act.

820 ILCS 112/, Ill. Equal Pay Act of 2003.

820 ILCS 180/30, Victims' Economic Security and Safety Act.

820 ILCS 260/, Nursing Mothers in the Workplace Act.

CROSS REF.: 2:260 (Uniform Grievance Procedure), 2:265 (Title IX Grievance Procedure), 2:270 (Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited), 5:20 (Workplace Harassment Prohibited), 5:30 (Hiring Process and Criteria), 5:40 (Communicable and Chronic Infectious Disease), 5:50 (Drug- and Alcohol-Free Workplace; E-Cigarette, Tobacco, and Cannabis Prohibition), 5:70 (Religious Holidays), 5:180 (Temporary Illness or Temporary Incapacity), 5:200 (Terms and Conditions of Employment and Dismissal), 5:250 (Leaves of Absence), 5:270 (Employment At-Will, Compensation, and Assignment), 5:300 (Schedules and Employment Year), 5:330 (Sick Days, Vacation, Holidays, and Leaves), 7:10 (Equal Educational Opportunities), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 8:70 (Accommodating Individuals with Disabilities)

PRESSPlus Comments

PRESSPlus 1. Please click here to submit the name and contact information that will be applied to each of the following policies: 2:260, 2:265, 5:10, 5:20, 7:20, 7:180, and 7:255. Following the form's submission, IASB will add the Title IX Coordinator's name and contact information to this policy. **Issue 118, April 2025**

Document Status: District Use Only

General Personnel

5:20 Workplace Harassment Prohibited

The School District expects the workplace environment to be productive, respectful, and free of unlawful discrimination, including harassment. District employees shall not engage in harassment or abusive conduct on the basis of an individual's actual or perceived race, color, religion, national origin, ancestry, sex, sexual orientation, age, citizenship status, work authorization status, disability, pregnancy, marital status, family responsibilities, reproductive health decisions, order of protection status, military status, or unfavorable discharge from military service, nor shall they engage in harassment or abusive conduct on the basis of an individual's other protected status identified in Board policy 5:10, *Equal Employment Opportunity and Minority Recruitment*. Harassment of students, including, but not limited to, sexual harassment, is prohibited by Board policies 2:260, *Uniform Grievance Procedure;* 2:265, *Title IX Grievance Procedure*; 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*; 7:20, *Harassment of Students Prohibited*; 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*; and 7:185, *Teen Dating Violence Prohibited*.

The District will take remedial and corrective action to address unlawful workplace harassment, including sexual harassment.

Sexual Harassment Prohibited

The District shall provide a workplace environment free of verbal, physical, or other conduct or communications constituting harassment on the basis of sex as defined and otherwise prohibited by State and federal law. The District provides annual sexual harassment prevention training in accordance with State law.

District employees shall not make unwelcome sexual advances or request sexual favors or engage in any unwelcome conduct of a sexual nature when: (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or (3) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment. Sexual harassment prohibited by this policy includes, but is not limited to, verbal, physical, or other conduct. The terms intimidating, hostile, or offensive include, but are not limited to, conduct that has the effect of humiliation, embarrassment, or discomfort. Sexual harassment will be evaluated in light of all the circumstances.

Making a Report or Complaint

Employees and *nonemployees* (persons who are not otherwise employees and are directly performing services for the District pursuant to a contract with the District, including contractors, and consultants) are encouraged to promptly report information regarding violations of this policy. Individuals may choose to report to a person of the individual's same gender. Every effort should be made to file such reports or complaints as soon as possible, while facts are known and potential witnesses are available.

Aggrieved individuals, if they feel comfortable doing so, should directly inform the person engaging in the harassing conduct or communication that such conduct or communication is offensive and must stop.

Whom to Contact with a Report or Complaint

An employee should report claims of harassment, including making a confidential report, to any of the following: his/her immediate supervisor, the Building Principal, an administrator, the Nondiscrimination Coordinator, Title IX Coordinator, and/or a Complaint Manager.

An employee may also report claims using Board policy 2:260, *Uniform Grievance Procedure.* If a claim is reported using Board policy 2:260, then the Complaint Manager shall process and review the claim according to that policy, in addition to any response required by this policy.

The Superintendent shall insert into this policy the names, office addresses, email addresses, and telephone numbers of the District's current Nondiscrimination Coordinator, Title IX Coordinator,PRESSPlus1 and Complaint Managers. ~~The Nondiscrimination Coordinator also serves as the District's Title IX Coordinator.~~

Nondiscrimination Coordinators:

Jalitza Martinez, Assistant Superintendent for Staff Services~~Dr. Jennifer Hester - CIPD Director~~

Name

800 Governors Highway~~999 Kedzie Avenue~~,

Flossmoor, IL 60422

Address

jalitza.martinez@hf233.org

Email

708-335-5550

Telephone

Complaint Managers:

Jennifer Rudan -

Director of Student Supports

Name

999 Kedzie Avenue,

Flossmoor, IL 60422

Craig Fantin - Associate Principal

Name

999 Kedzie Avenue,

Flossmoor, IL 60422

Address	Address
jrudan@hf233.org	cfantin@hf233.org
Email	Email
708-335-5725	708-335-5604
Telephone	Telephone

Investigation Process

Any District employee who receives a report or complaint of harassment must promptly forward the report or complaint to the Nondiscrimination Coordinator, Title IX Coordinator, or a Complaint Manager. Any employee who fails to promptly forward a report or complaint may be disciplined, up to and including discharge.

Reports and complaints of harassment will be confidential to the greatest extent practicable, subject to the District's duty to investigate and maintain a workplace environment that is productive, respectful, and free of unlawful discrimination, including harassment.

For any report or complaint alleging sexual ~~based~~ PRESSPlus2 harassment that, if true, would implicate Title IX of the Education Amendments of 1972 (20 U.S.C. §1681 *et seq.*), the ~~Nondiscrimination~~Title IX Coordinator or designee shall consider whether action under Board policy 2:265, *Title IX Grievance Procedure*, should be initiated.

For any report or complaint alleging harassment on the basis of race, color, or national origin, the Nondiscrimination Coordinator or a Complaint Manager or designee shall investigate under Board policy 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited.*

For any other alleged workplace harassment that does not require action under Board policies 2:265, *Title IX Grievance Procedure*, or 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*, the Nondiscrimination Coordinator or a Complaint Manager or designee shall consider whether an investigation under Board policy 2:260, *Uniform Grievance Procedure*, and/or 5:120, *Employee Ethics; Code of Professional Conduct; and Conflict of Interest*, should be initiated, regardless of whether a written report or complaint is filed.

Reports That Involve Alleged Incidents of Sexual Abuse of a Child by School Personnel

An *alleged incident of sexual abuse* is an incident of sexual abuse of a child, as defined in 720 ILCS 5/11-9.1A(b), that is alleged to have been perpetrated by school personnel, including a school vendor or volunteer, that occurred: on school grounds during a school activity; or outside of school grounds or not during a school activity.

Any complaint alleging an incident of sexual abuse shall be processed and reviewed according to Board policy 5:90, *Abused and Neglected Child Reporting*. In addition to reporting the suspected abuse, the complaint shall also be processed under Board policy 2:265, *Title IX Grievance Procedure*, or Board policy 2:260, *Uniform Grievance Procedure*.

Enforcement

A violation of this policy by an employee may result in discipline, up to and including discharge. A violation of this policy by a third party will be addressed in accordance with the authority of the Board in the context of the relationship of the third party to the District, e.g., vendor, parent/guardian, invitee, etc. Any person making a knowingly false accusation regarding harassment will likewise be subject to disciplinary action, which for an employee that may be up to and including discharge.

Retaliation Prohibited

An employee's employment, compensation, or work assignment shall not be adversely affected by complaining or providing information about harassment. Retaliation against employees for bringing complaints or providing information about harassment is prohibited (see Board policies 2:260, *Uniform Grievance Procedure*, 2:265, *Title IX Grievance Procedure*, and 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*), and depending upon the law governing the complaint, whistleblower protection may be available under the State Officials and Employees Ethics Act (5 ILCS 430/), the Whistleblower Act (740 ILCS 174/), and/or the Ill. Human Rights Act (775 ILCS 5/).

An employee should report allegations of retaliation to his/her immediate supervisor, the Building Principal, an administrator, the Nondiscrimination Coordinator, and/or a Complaint Manager.

Employees who retaliate against others for reporting or complaining of violations of this policy or for participating in the reporting or complaint process will be subject to disciplinary action, up to and including discharge.

Recourse to State and Federal Fair Employment Practice Agencies

The District encourages all employees who have information regarding violations of this policy to report the information pursuant to this policy. The following government agencies are available to assist employees: the Ill. Dept. of Human Rights and the U.S. Equal Employment Opportunity Commission.

The Superintendent shall also use reasonable measures to inform staff members, applicants, and nonemployees of this policy, which shall include posting on the District website and/or making this policy available in the District's administrative office, and including this policy in the appropriate handbooks.

LEGAL REF.:

42 U.S.C. §2000e *et seq.*, Title VII of the Civil Rights Act of 1964; 29 C.F.R. §1604.11.

20 U.S.C. §1681 *et seq.*, Title IX of the Education Amendments of 1972; 34 C.F.R. Part 106.

5 ILCS 430/70-5(a), State Officials and Employees Ethics Act.

775 ILCS 5/2-101(E) and (E-1), 5/2-102(A), (A-10), (D-5), 5/2-102(E-5), 5/2-109, 5/5-102, and 5/5-102.2, Ill. Human Rights Act.

56 Ill. Admin.Code Parts 2500, 2510, 5210, and 5220.

Vance v. Ball State Univ., 570 U.S. 421 (2013).

Crawford v. Metro. Gov't of Nashville & Davidson Cnty., 555 U.S. 271 (2009).

Jackson v. Birmingham Bd. of Educ., 544 U.S. 167 (2005).

Oncale v. Sundowner Offshore Servs., 523 U.S. 75 (1998).

Burlington Indus. v. Ellerth, 524 U.S. 742 (1998).

Faragher v. City of Boca Raton, 524 U.S. 775 (1998).

Harris v. Forklift Systems, 510 U.S. 17 (1993).

Franklin v. Gwinnett Co. Public Schools, 503 U.S. 60 (1992).

Meritor Savings Bank v. Vinson, 477 U.S. 57 (1986).

Porter v. Erie Foods Int, Inc., 576 F.3d 629 (7th Cir. 2009).

Williams v. Waste Mgmt., 361 F.3d 1021 (7th Cir. 2004).

Berry v. Delta Airlines, 260 F.3d 803 (7th Cir. 2001).

Sangamon Cnty. Sheriff's Dept. v. Ill. Human Rights Com'n, 233 Ill.2d 125 (Ill. 2009).

CROSS REF.: 2:260 (Uniform Grievance Procedure), 2:265 (Title IX Grievance Procedure), 2:270 (Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited), 4:60 (Purchases and Contracts), 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:90 (Abused and Neglected Child Reporting), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 7:20 (Harassment of Students Prohibited), 8:30 (Visitors to and Conduct on School Property)

PRESSPlus Comments

PRESSPlus 1. Please click here to submit the name and contact information that will be applied to each of the following policies: 2:260, 2:265, 5:10, 5:20, 7:20, 7:180, and 7:255. Following the form's submission, IASB will add the Title IX Coordinator's name and contact information to this policy. **Issue 118, April 2025**

PRESSPlus 2. Updated in response to *State of Tennessee v. Cardona*, striking down the 2024 Title IX sex discrimination regulations and restoring the 2020 Title IX regulations. **Issue 118, April 2025**

Document Status: Draft Update

General Personnel

5:60 Expenses

The Board regulates the reimbursement of all travel, meal, and lodging expenses by resolution. Money shall not be advanced or reimbursed, or purchase orders issued for: (1) the expenses of any person except the employee, (2) anyone's personal expenses, or (3) entertainment expenses. Entertainment includes, but is not limited to, shows, amusements, theaters, circuses, sporting events, or any other place of public or private entertainment or amusement, unless the entertainment is ancillary to the purpose of the program or event. The District is not responsible for losses due to an employee's own negligence, losses due to normal wear, or losses due to theft, unless the theft was a result of the District's negligence. Employees must submit the appropriate itemized, signed, standardized form(s) to support any requests for expense advancements, reimbursements, or purchase orders that show the following:

1. The amount of the estimated or actual expense, with attached receipts for actual incurred expenses.
2. The name and title of the employee who is requesting the expense advancement or reimbursement. Receipts from group functions must include the names, offices, and job titles of all participants.
3. The date(s) of the official business on which the expense advancement, reimbursement, or purchase order will be or was expended.
4. The nature of the official business conducted when the expense advancement, reimbursement, or purchase order will be or was expended.

Advancements

The Superintendent may advance expenses to teachers and other licensed employees for the anticipated actual and necessary expenses to be incurred while attending meetings that are related to their duties and will contribute to their professional development, provided they fall below the maximum allowed in the Board's expense regulations.

Expense advancement requests must be submitted to the Superintendent or designee on the District's standardized estimated expense approval form for employees. After spending expense advancements, employees must use the District's standardized expense reimbursement form and submit to the Superintendent: (a) the itemized, signed advancement voucher that was issued, and (b) the amount of actual expenses by attaching receipts. Any portion of an expense advancement not used must be returned to the District. Expense advancements and vouchers shall be presented to the Board in its regular bill process.

Reimbursements and Purchase Orders

Expense reimbursements and purchase orders may be issued by the Superintendent or designee to employees, along with other expenses necessary for the performance of their duties, provided the expenses fall below the maximum allowed in the Board's expense regulations.

Expense reimbursements and purchase order approvals are not guaranteed and, when possible,

employees should seek pre-approval of expenses by providing an estimation of expenses on the District's standardized estimated expense approval form for employees, except in situations when the expense is diminutive. When pre-approval is not sought, employees must seek reimbursement on the District's standardized expense reimbursement form for employees. Expense reimbursements and purchase orders shall be presented to the Board in its regular bill process.

Use of Credit and Procurement Cards

Credit and procurement card usage is governed by policy 4:55, *Use of Credit and Procurement Cards*.

Exceeding the Maximum Allowable Expense Amount(s)

All requests for expense advancements, reimbursements, and purchase orders exceeding the maximum allowed in the Board's expense regulations may only be approved when:

1. The Board's resolution to regulate expenses allows for such approval;
2. An emergency or other extraordinary circumstance exists; and
3. The request is approved by a roll call vote at an open Board meeting.

Registration

When possible, registration fees will be paid by the District in advance.

Travel

The least expensive method of travel will be used, provided that no hardship will be caused to the employee. Employees will be reimbursed for:

1. Air travel at the coach or economy class commercial airline rate. First class or business class air travel will be reimbursed only if emergency circumstances warrant. The emergency circumstances must be explained on the expense form and Board approval of the additional expense is required. Fees for the first checked bag will be reimbursed. Copies of airline tickets and baggage receipts must be attached to the expense form.
2. Rail or bus travel at actual cost. Rail or bus travel costs may not exceed the cost of coach airfare. Copies of tickets must be attached to the expense form to substantiate amounts.
3. Use of personal automobiles at the standard mileage rate approved by the Internal Revenue Service for income tax purposes. The reimbursement may not exceed the cost of coach airfare. Mileage for use of personal automobiles in trips to and from transportation terminals will also be reimbursed. Toll charges and parking costs will be reimbursed.
4. Automobile rental costs when the vehicle's use is warranted. The circumstances for such use must be explained on the expense form.
5. Taxis, airport limousines, ride sharing services, or other local transportation costs.

Meals

Meals charged to the District should represent mid-fare selections for the hotel/meeting facility or general area. Tips are included with meal charges. Expense forms must explain the meal charges incurred. Alcoholic beverages will not be reimbursed.

Lodging

Employees should request conference rate or mid-fare room accommodations. A single room rate will

be reimbursed. Employees should pay personal expenses at checkout. If that is impossible, deductions for the charges should be made on the expense form.

Miscellaneous Expenses

Employees may seek reimbursement for other expenses incurred while attending a meeting sponsored by organizations described herein by fully describing the expenses on the expense form, attaching receipts.

Additional Requirements for Travel Expenses Charged to Federal and State Grants

All grant-related travel expenses must be pre-approved by the Superintendent or designee.

Expenses for travel, including expenses for transportation, lodging, meals, and related items incurred by employees and charged to a federal grant or State grant governed by the Grant Accountability and Transparency Act (30 ILCS 708/) must also meet the following requirements:

1. The participation of the employee is necessary to the award, and the costs are specifically related to the award.
2. Expenses must be permissible under the terms and conditions of the award.
3. Expenses must be reasonable and consistent with this policy.
4. The Board does not reimburse actual expenses or pay a per diem allowance unless the employee is on official travel status for more than 12 hours. However, employees remain eligible for mileage reimbursement (minus regular commuting mileage/costs) and other transportation expenses if on travel status less than 12 hours.
5. Expenses may be charged based on an actual cost basis or on a per diem basis in lieu of actual costs incurred; however, only one method may be applied per trip.
6. Commercial airfare costs in excess of the least expensive coach or economy class are prohibited except when such accommodations would: (1) require circuitous routing; (2) require travel during unreasonable hours; (3) excessively prolong travel; (4) result in additional costs that would offset transportation savings; or (5) offer accommodations not reasonably adequate for the traveler's medical needs. Qualifying circumstances must be explained on the expense form, and Board approval of the additional expense is required.
7. Per diem rates and actual reimbursement amounts for mileage, meals, and lodging may not exceed the rates established by the Governor's Travel Control Board or federal travel regulations, whichever is less. These limits do not apply when: (1) an employee stays in the lowest-priced room available at or near a hotel where a conference or seminar is located or in accommodations arranged by the conference/seminar organization, or (2) lodging at or below the established rate is unavailable. In those cases, the employee will be reimbursed for actual lodging expenses with prior approval, but in no case will the reimbursement exceed 300% of the applicable maximum per diem rate. If a conference fee includes a meal, the meal or per diem allowance will be reduced by the actual value of the meal or the applicable meal allowance, whichever is less.
8. Employees must use the least expensive compact car available when using a rental car for travel, unless an exception is approved. The Board does not reimburse employees for collision damage waiver or theft insurance.
9. The Board will reimburse travel expenses not chargeable to an award from other District funds consistent with this policy.

LEGAL REF.:

2 C.F.R. §200.4754. PRESSPlus1

30 ILCS 708/130, Grant Accountability and Transparency Act.

50 ILCS 150/, Local Government Travel Expense Control Act.

105 ILCS 5/10-22.32.

820 ILCS 115/9.5, Ill. Wage Payment and Collection Act.

CROSS REF.: 2:125 (Board Member Compensation; Expenses), 2:240 (Board Policy Development), 4:50 (Payment Procedures), 4:55 (Use of Credit and Procurement Cards)

~~ADOPTED: August 16, 2022~~

PRESSPlus Comments

PRESSPlus 1. The Legal References are updated. **Issue 118, April 2025**

Document Status: Draft Update

General Personnel

5:100 Staff Development Program

The Superintendent or designee shall implement a staff development program. The goal of the program shall be to update and improve the skills and knowledge of staff members in order to achieve and maintain a high level of job performance and satisfaction. Additionally, the development program for licensed staff members shall be designed to effectuate any School Improvement Plans so that student learning objectives meet or exceed goals established by the District and State.

Abused and Neglected Child Reporting Act (ANCRA) and *Erin's Law* Training

The staff development program shall include the Abused and Neglected Child Reporting Act (ANCRA) mandated reporter training and training on the awareness and prevention of child sexual abuse and grooming behaviors (*Erin's Law*) as follows (see Board policies 4:165, *Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors*, and 5:90, *Abused and Neglected Child Reporting*):

1. Within three months of employment, each staff member must complete mandated reporter training from a provider or agency with expertise in recognizing and reporting child abuse. Mandated reporter training must be completed again at least every three years.
2. By January 31 of every year, all school personnel must complete evidence-informed training on preventing, reporting, and responding to child sexual abuse, grooming behaviors (including *sexual misconduct* as defined in *Faith's Law*), and boundary violations.

In-Service Training Requirements

The staff development program shall provide, at a minimum, within six months of employment and renewed at least once every five years thereafter (unless required more frequently by other State or federal law), the in-service training of all District staff who work with pupils on:

1. Health conditions of students, including but not limited to training on:
    a. Anaphylactic reactions and management, conducted by a person with expertise on anaphylactic reactions and management;
    b. Management of asthma, prevention of asthma symptoms, and emergency response in the school setting;
    c. The basics of seizure recognition and first aid and emergency protocols, consistent with best practice guidelines issued by the Centers for Disease Control and Prevention;
    d. The basics of diabetes care, how to identify when a diabetic student needs immediate or emergency medical attention, and whom to contact in case of emergency;
    e. Current best practices regarding identification and treatment of attention deficit hyperactivity disorder; and
    f. How to respond to an incident involving life-threatening bleeding, including use of a school's trauma bleeding control kit, if applicable.

2. Social-emotional learning. Training may include providing education to all school personnel about the content of the Illinois Social and Emotional Learning Standards, how they apply to

everyday school interactions, and examples of how social emotional learning can be integrated into instructional practices across all grades and subjects.

3. Developing cultural competency, including but not limited to understanding and reducing implicit bias, including *implicit racial bias* as defined in 105 ILCS 5/10-20.61 (implicit bias training).
4. Identifying warning signs of mental illness, trauma, and suicidal behavior in youth, along with appropriate intervention and referral techniques, including resources and guidelines as outlined in 105 ILCS 5/2-3.166 (*Ann Marie's Law*) and the definitions of *trauma*, *trauma-responsive learning environments*, and *whole child* as set forth in 105 ILCS 5/3-11.
5. Domestic and sexual violence and the needs of expectant and parenting youth, conducted by persons with expertise in domestic and sexual violence and the needs of expectant and parenting youth. Training shall include, but is not limited to:
    a. Communicating with and listening to youth victims of domestic or sexual violence and expectant and parenting youth;
    b. Connecting youth victims of domestic or sexual violence and expectant and parenting youth to appropriate in-school services and other agencies, programs, and services as needed;
    c. Implementing the District's policies and procedures regarding such youth, including confidentiality; and
    d. Procedures for responding to incidents of teen dating violence that take place at school, on school grounds, at school-sponsored activities, or in vehicles used for school-provided transportation as outlined in 105 ILCS 110/3.10 (see Board policy 7:185, *Teen Dating Violence Prohibited*).
6. Protections and accommodations for students, including but not limited to training on:
    a. The federal Americans with Disabilities Act as it pertains to the school environment; and
    b. Homelessness.
7. Educator ethics and responding to child sexual abuse and grooming behavior (see Board policy 5:120, *Employee Ethics; Code of Professional Conduct; and Conflict of Interest*); including but not limited to training on:
    a. Teacher-student conduct;
    b. School employee-student conduct; and
    c. Evidence-informed training on preventing, recognizing, reporting, and responding to child sexual abuse and grooming as outlined in 105 ILCS 5/10-23.13 (*Erin's Law*).
8. Effective instruction in violence prevention and conflict resolution, conducted in accordance with the requirements of 105 ILCS 5/27-23.4 (violence prevention and conflict resolution education).

Additional Training Requirements

In addition, the staff development program shall include each of the following:

1. Ongoing professional development for ~~teachers, administrators,~~ all school personnel and school resource officers~~, and staff regarding~~ on the requirements of 105 ILCS 5/10-22.6 and 5/10-20.14, the adverse consequences of school exclusion and justice-system involvement, effective classroom management strategies, culturally responsive discipline, trauma-responsive learning environments as defined in 105 ILCS 5/3-11(b),PRESSPlus1 the appropriate and available supportive services for the promotion of student attendance and engagement, and developmentally appropriate disciplinary methods that promote positive and healthy school climates.
2. Annual continuing education and/or training opportunities (professional standards) for school nutrition program directors, managers, and staff. Each school food authority's director shall

document compliance with this requirement by the end of each school year and maintain documentation for a three-year period.

3. All high school coaching personnel, including the head and assistant coaches, and athletic directors must obtain online concussion certification by completing online concussion awareness training in accordance with 105 ILCS 25/1.15. Coaching personnel and athletic directors hired on or after 8-19-14 must be certified before their position's start date.
4. The following individuals must complete concussion training as specified in the Youth Sports Concussion Safety Act: coaches and assistant coaches (whether volunteer or employee) of an interscholastic athletic activity; nurses, licensed and/or non-licensed healthcare professionals serving on the Concussion Oversight Team; athletic trainers; game officials of an interscholastic athletic activity; and physicians serving on the Concussion Oversight Team.
5. For school personnel who work with hazardous or toxic materials on a regular basis, training on the safe handling and use of such materials.
6. For delegated care aides performing services in connection with a student's seizure action plan, training in accordance with 105 ILCS 150/, the Seizure Smart School Act.
7. For delegated care aides performing services in connection with a student's diabetes care plan, training in accordance with 105 ILCS 145/, the Care of Students with Diabetes Act.
8. For all District staff, annual sexual harassment prevention training.
9. Title IX requirements for training in accordance with 34 C.F.R. §Part 106.8(d) (see Board policy 2:265, *Title IX Grievance Procedure*).
10. Training for all District employees on the prevention of discrimination and harassment based on race, color, and national origin in school as part of new employee training and at least once every two years.
11. Training for at least one designated employee at each school about the Prioritization of Urgency of Need for Services (PUNS) database and steps required to register students for it.
12. Training in accordance with 105 ILCS 5/26A for at least one staff member in each school designated as a resource for students who are parents, expectant parents, or victims of domestic or sexual violence, and for any employees whose duties include the resolution of complaints of violations of 105 ILCS 5/26A (see Board policy 7:255, *Students who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence*).PRESSPlus2

The Superintendent shall develop protocols for administering youth suicide awareness and prevention education to staff consistent with Board policy 7:290, *Suicide and Depression Awareness and Prevention*.

An opportunity shall be provided for all staff members to acquire, develop, and maintain the knowledge and skills necessary to properly administer life-saving techniques and first aid, including the Heimlich maneuver, cardiopulmonary resuscitation, and the use of an automated external defibrillator, in accordance with a nationally recognized certifying organization. Physical fitness facilities' staff must be trained in cardiopulmonary resuscitation and use of an automated external defibrillator.

LEGAL REF.:

20 U.S.C. §1681 *et seq.*, Title IX of the Educational Amendments of 1972; 34 C.F.R. Part 106.

42 U.S.C. §1758b, Pub. L. 111-296, Healthy, Hunger-Free Kids Act of 2010; 7 C.F.R. Parts 210 and 235.

105 ILCS 5/2-3.62, 5/2-3.166, 5/3-11, 5/10-20.17a, 5/10-20.61, 5/10-22.6(c-5), 5/10-22.39, 5/10-

23.12, 5/10-23.13, 5/22-80(h), 5/22-95 ~~and~~ 5/24-5, and 5/26A. PRESSPlus3

105 ILCS 25/1.15, Interscholastic Athletic Organization Act.

105 ILCS 145/25, Care of Students with Diabetes Act

105 ILCS 150/25, Seizure Smart School Act.

105 ILCS 110/3, Critical Health Problems and Comprehensive Health Education Act.

325 ILCS 5/4, Abused and Neglected Child Reporting Act.

745 ILCS 49/, Good Samaritan Act.

775 ILCS 5/2-109 and 5/5A-103, Ill. Human Rights Act.

23 Ill.Admin.Code §§ 22.20, 226.800, and Part 525.

77 Ill.Admin.Code §527.800.

CROSS REF.: 2:265 (Title IX Grievance Procedure), 2:270 (Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited), 3:40 (Superintendent), 3:50 (Administrative Personnel Other Than the Superintendent), 4:160 (Environmental Quality of Buildings and Grounds), 4:165 (Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors), 5:20 (Workplace Harassment Prohibited), 5:90 (Abused and Neglected Child Reporting), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 5:250 (Leaves of Absence), 6:15 (School Accountability), 6:20 (School Year Calendar and Day), 6:50 (School Wellness), 6:160 (English Learners), 7:10 (Equal Educational Opportunities), 7:20 (Harassment of Students Prohibited), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:250 (Student Support Services), 7:255 (Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence), 7:270 (Administering Medicines to Students), 7:285 (Anaphylaxis Prevention, Response, and Management Program), 7:290 (Suicide and Depression Awareness and Prevention), 7:305 (Student Athlete Concussions and Head Injuries)

Adopted: September 17, 2024

PRESSPlus Comments

PRESSPlus 1. Updated in response to 105 ILCS 5/10-22.6(c-5), amended by P.A. 103-896. **Issue 118, April 2025**

PRESSPlus 2. Updated in response to 105 ILCS 5/26A-25 and 26A-35, added by P.A. 102-466, a/k/a *ESS Law*, eff. 7-1-25, which requires each designated Article 26A Resource Person to either (1) be trained to understand, provide information and referrals, and address issues pertaining to youth who are parents, expectant parents, or victims of domestic or sexual violence, including training in the subjects set forth in 105 ILCS 5/26A-35(b)(i), or (2) have participated in an in-service training program under 105 ILCS 5/10-22.39(d) that includes training on the rights of minors to consent to counseling services and psychotherapy under the Mental Health and Developmental Disabilities Code within 12 months prior to designation. However, 105 ILCS 5/10-22.39(d) was deleted by P.A. 103-542 and its training contents are in 105 ILCS 5/10-22.39(b-25).

105 ILCS 5/26A-25(b)(1), added by P.A. 102-466, a/k/a *ESS Law*, eff. 7-1-25, requires employees

whose duties include resolution of Article 26A complaints to initially complete at least eight hours of training on issues related to domestic and sexual violence and how to conduct the district's complaint resolution procedure, and to complete six hours of training annually thereafter. Such training must be conducted by individual(s) with expertise in domestic or sexual violence in youth and expertise in developmentally appropriate communications with elementary and secondary students regarding topics of a sexual, violent, or sensitive nature. See sample administrative procedures 7:255-AP1, *Supporting Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence*, and 7:255-AP2, *Complaint Resolution Procedure for Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence*.

See pp. 28-30 of the June 2024 report of the second ESS Task Force for existing training requirements that may be suitable to fulfill Article 26A training requirements, at: www.isbe.net/Documents_ESSTaskForce/Final-Report-ESS-Report-June-2024.pdf. **Issue 118, April 2025**

PRESSPlus 3. The Legal References are updated. **Issue 118, April 2025**

Document Status: Draft Update

INSTRUCTION

6:150 Home and Hospital Instruction

A student who is absent from school, or whose physician, physician assistant, or advanced practice registered nurse anticipates that the student will be absent from school, because of a medical condition may be eligible for instruction in the student's home or hospital. Eligibility shall be determined by State law and the Ill.

State Board of Education rules governing (1) the continuum of placement options for students who have been identified for special education services or (2) the home and hospital instruction provisions for students who have not been identified for special education services. Appropriate educational services from qualified staff will begin no later than five school days after receiving a written statement from: (1) a physician licensed to practice medicine in all of its branches, (2) a licensed physician assistant, or (3) a licensed advanced practice registered nurse. Instructional or related services for a student receiving special education services will be determined by the student's individualized education program.

A student who is unable to attend school because of pregnancy or pregnancy-related conditions, the fulfillment of parenting obligations related to the health of the child, or health and safety concerns arising from domestic or sexual violence as defined in 105 ILCS 5/26A, will be provided home instruction, correspondence courses, or other courses of instruction under the following circumstances:PRESSPlus1

1. ~~(1) b~~Before the birth of the child when the student's physician, physician assistant, or advanced practice registered nurse indicates, in writing, that she is medically unable to attend regular classroom instruction., ~~and (2) f~~
2. For up to three months after the child's birth or a miscarriage.PRESSPlus2
3. When a student must care for his or her ill child if:
   a. The child's physician, physician assistant, or advanced practice registered nurse informs the District, in writing, that the child has a serious health conditionPRESSPlus3 that would require the student to be absent from school for two or more consecutive weeks; and
   b. The student or the student's parent/guardian informs the District, in writing, that the student needs to care for the child during this period.
4. The student must treat physical or mental health complications or address safety concerns arising from domestic or sexual violence when a health care provider or an employee of the student's domestic or sexual violence organization, as defined in 105 ILCS 5/26A, informs the District, in writing, that the care is needed by the student and will cause the student's absence from school for two or more consecutive weeks.

The District may reassess home instruction provided to a student under No. 3 or No. 4 every two months to determine the student's continuing need for home instruction.

Periodic conferences will be held between appropriate school personnel, parent(s)/guardian(s), and hospital staff to coordinate course work and facilitate a student's return to school.

LEGAL REF.:

105 ILCS 5/10-19.05(e), 5/10-22.6a, 5/14-13.01, and 5/18-4.5.

23 Ill.Admin.Code §§1.520, 1.610, and 226.300.

CROSS REF.: 6:120 (Education of Children with Disabilities), 7:10 (Equal Educational Opportunities), 7:250 (Student Support Services), 7:255 (Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence), 7:280 (Communicable and Chronic Infectious Disease)

Adopted: September 17, 2024

PRESSPlus Comments

PRESSPlus 1. Updated in response to 105 ILCS 5/10-22.6a, amended by P.A. 102-466, a/k/a *ESS Law,* eff. 7-1-25. **Issue 118, April 2025**

PRESSPlus 2. Number 2 does not require a written statement from a physician, physician assistant, or advanced practice registered nurse. See policy 7:255, *Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence.* **Issue 118, April 2025**

PRESSPlus 3. *Serious health condition* means an illness, injury, impairment, or physical or mental health condition that involves inpatient care in a hospital, hospice, or residential medical care facility or continuing treatment by a health care provider that is not controlled by medication alone. **Issue 118, April 2025**

Document Status: Draft Update

INSTRUCTION

6:235 Access to Electronic Networks

Electronic networks are a part of the District's instructional program and serve to promote educational excellence by facilitating resource sharing, innovation, and communication.

The term *electronic networks* includes all of the District's technology resources, including, but not limited to:

1. The District's local-area and wide-area networks, including wireless networks (Wi-Fi), District-issued Wi-Fi hotspots, and any District servers or other networking infrastructure;
2. Access to the Internet or other online resources via the District's networks or to any District-issued online account from any computer or device, regardless of location;
3. District-owned or District-issued computers, laptops, tablets, phones, or similar devices.

The Superintendent shall develop an implementation plan for this policy and appoint system administrator(s).

The School District is not responsible for any information that may be lost or damaged, or become unavailable when using the network, or for any information that is retrieved or transmitted via the Internet. Furthermore, the District will not be responsible for any unauthorized charges or fees resulting from access to the Internet.

Curriculum and Appropriate Online Behavior

The use of the District's electronic networks shall: (1) be consistent with the curriculum adopted by the District as well as the varied instructional needs, learning styles, abilities, and developmental levels of the students, and (2) comply with the selection criteria for instructional materials and library resource center materials. As required by federal law and Board policy 6:60, *Curriculum Content*, students will be educated about appropriate online behavior, including but not limited to: (1) interacting with other individuals on social networking websites and in chat rooms, and (2) cyberbullying awareness and response. Staff members may, consistent with the Superintendent's implementation plan, use the Internet throughout the curriculum.

The District's electronic network is part of the curriculum and is not a public forum for general use.

Acceptable Use

All use of the District's electronic networks must be: (1) in support of education and/or research, and be in furtherance of the goals stated herein, or (2) for a legitimate school business purpose. Use is a privilege, not a right. Users of the District's electronic networks have no expectation of privacy in any material that is stored on, transmitted, or received via the District's electronic networks. General rules for behavior and communications apply when using electronic networks. The District's administrative procedure, *Acceptable Use of the District's Electronic Networks,* contains the appropriate uses, ethics, and protocol.Electronic communications and downloaded material, including files deleted from a user's account but not erased, may be monitored or read by school officials.

Internet Safety

Technology protection measures shall be used on each District computer with Internet access. They shall include a filtering device that protects against Internet access by both adults and minors to visual depictions that are: (1) obscene, (2) pornographic, or (3) harmful or inappropriate for students, as defined by federal law and as determined by the Superintendent or designee. The Superintendent or designee shall enforce the use of such filtering devices. An administrator, supervisor, or other authorized person may disable the filtering device for bona fide research or other lawful purpose, provided the person receives prior permission from the Superintendent or system administrator. The Superintendent or designee shall include measures in this policy's implementation plan to address the following:

1. Ensure staff supervision of student access to online electronic networks,
2. Restrict student access to inappropriate matter as well as restricting access to harmful materials,
3. Ensure student and staff privacy, safety, and security when using electronic communications,
4. Restrict unauthorized access, including "hacking" and other unlawful activities, and
5. Restrict unauthorized disclosure, use, and dissemination of personal identification information, such as, names and addresses.

Use of Artificial Intelligence (AI)-Enabled Tools[PRESSPlus1]

The Board recognizes that AI-enabled tools are important to enhance student learning, educator effectiveness, and school operations. The use of AI-enabled tools in the District shall be implemented in a safe, ethical, and equitable manner and in accordance with Board policies 1:30, *School District Philosophy*, and 7:345, *Use of Educational Technologies.*

To implement the use of AI-enabled tools in the District, the Superintendent or designee shall:

1. Develop a District-wide AI Plan that addresses the District's approach to the integration of AI;
2. Based on the District-wide AI Plan, establish AI Responsible Use Guidelines to address the responsible use of AI in the District by students and staff;
3. Ensure that AI-enabled tools comply with State and federal law;
4. Ensure that staff receive training and students receive instruction on the use of AI, as appropriate; and
5. Review the District's AI Plan and AI Responsible Use Guidelines on an annual basis and update them as needed.

Authorization for Electronic Network Access

Each staff member must sign the *Authorization for Access to the District's Electronic Networks* as a condition for using the District's electronic network. Each student and his or her parent(s)/guardian(s) must sign the *Authorization* before being granted unsupervised use.

Confidentiality

All users of the District's computers to access the Internet shall maintain the confidentiality of student records. Reasonable measures to protect against unreasonable access shall be taken before confidential student information is loaded onto the network.

Violations

The failure of any user to follow the terms of the District's administrative procedure, *Acceptable Use of the District's Electronic Networks,* or this policy, will result in the loss of privileges, disciplinary action, and/or appropriate legal action.

LEGAL REF.:

20 U.S.C. §7131, Elementary and Secondary Education Act.

47 U.S.C. §254(h) and (l), Children's Internet Protection Act.

47 C.F.R. Part 54, Subpart F, Universal Service Support for Schools and Libraries.

115 ILCS 5/14(c-5), Ill. Educational Labor Relations Act.

720 ILCS 5/26.5.

CROSS REF.: 5:100 (Staff Development Program), 5:170 (Copyright), 6:40 (Curriculum Development), 6:60 (Curriculum Content), 6:210 (Instructional Materials), 6:230 (Library Media Program), 6:260 (Complaints About Curriculum, Instructional Materials, and Programs), 7:130 (Student Rights and Responsibilities), 7:190 (Student Behavior), 7:315 (Restrictions on Publications; High Schools), 7:345 (Use of Educational Technologies; Student Data Privacy and Security)

~~ADOPTED: August 16, 2022~~

PRESSPlus Comments

PRESSPlus 1. Optional. Artificial intelligence is a rapidly evolving and complex technology that implicates many unsettled legal and ethical issues. This content contains an item on which collective bargaining may be required. Any policy that impacts upon wages, hours, and terms and conditions of employment is subject to collective bargaining upon request by the employee representative, even if the policy involves an inherent managerial right.

A Statewide Generative AI and Natural Language Processing Taskforce issued a report to the General Assembly in December 2024 (https://doit.illinois.gov/content/dam/soi/en/web/doit/meetings/ai-taskforce/reports/2024-gen-ai-task-force-report.pdf) that recommended the Ill. State Board of Education provide guidance on the use of AI in schools, best practices, and educator training. The U.S. Dept. of Education released a toolkit to assist education leaders with the safe, ethical, and equitable integration of AI within education systems, available at: http://downloads.microscribepub.com/il/press/federal_resources/FINAL-ED-OET-EdLeaders-AI-Toolkit-10.29.24_20250221.pdf. Note: This resource may no longer be available on a federal government website but is being maintained at PRESS Online to provide consistent subscriber access.

Adopting policy language that addresses AI provides (a) a way for boards to monitor how this technology is being used in the district, and (b) an opportunity for the board and the superintendent to examine all current policies, collective bargaining agreements, and administrative procedures on this subject. Before adoption of this subhead, the board may want to have a conversation with the superintendent to determine how local conditions, resources, and current practices will support the full implementation of a policy that addresses AI and its goals. The use of AI will be most effective when the policy reflects local conditions and circumstances. Consult the board attorney about these issues. See sample administrative procedure 6:235-AP3, *Development of Artificial Intelligence (AI) Plan and AI Responsible Use Guidelines*, available at PRESS Online by logging in at www.iasb.com, for a

suggested framework for developing an AI plan and guidelines. **Issue 118, April 2025**

Document Status: Draft Update

STUDENTS

7:10 Equal Educational Opportunities

Equal educational and extracurricular opportunities shall be available for all students without regard to color, race, national origin, religion, sex, sexual orientation, ancestry, age, physical or mental disability, gender identity, status of being homeless, immigration status, order of protection status, military status, unfavorable military discharge, reproductive health decisions, or actual or potential marital or parental status, including pregnancy. Further, the District will not knowingly enter into agreements with any entity or any individual that discriminates against students on the basis of sex or any other protected status, except that the District remains viewpoint neutral when granting access to school facilities under Board policy 8:20, *Community Use of School Facilities*. Any student may file a discrimination complaint by using Board policy 2:260, *Uniform Grievance Procedure*, or in the case of discrimination on the basis of race, color, or national origin, Board policy 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*.

Sex Equity

No student shall, based on sex, sexual orientation, or gender identity be denied equal access to programs, activities, services, or benefits or be limited in the exercise of any right, privilege, advantage, or denied equal access to educational and extracurricular programs and activities.

Any student may file a sex equity complaint by using Board policy 2:260, *Uniform Grievance Procedure*. A student may appeal the Board's resolution of the complaint to the appropriate Intermediate Service Center Executive Director (pursuant to 105 ILCS 5/3-10) and, thereafter, to the State Superintendent of Education (pursuant to 105 ILCS 5/2-3.8).

Any student may file a sexual harassment~~discrimination~~[PRESSPlus1] complaint by using Board policy 2:265, *Title IX Grievance Procedure*.

Administrative Implementation

The Superintendent shall appoint a Nondiscrimination Coordinator~~, who also serves as the District's~~ and a Title IX Coordinator. The Superintendent and Building Principal shall use reasonable measures to inform staff members and students of this policy and related grievance procedures.

LEGAL REF.:

20 U.S.C. §1681 *et seq.*, Title IX of the Education Amendments of 1972; 34 C.F.R. Part 106.

29 U.S.C. §791 *et seq.*, Rehabilitation Act of 1973; 34 C.F.R. Part 104.

42 U.S.C. §2000d, Title VI of the Civil Rights Act of 1964; 34 C.F.R. Part 100.

42 U.S.C. §11431 *et seq.*, McKinney-Vento Homeless Assistance Act.

Good News Club v. Milford Central Sch., 533 U.S. 98 (2001).

Ill. Constitution, Art. I, §18.

105 ILCS 5/3.25b, 5/3.25d(b), 5/10-20.12, 5/10-20.60, 5/10-20.63, 5/10-22.5, 5/26A, and 5/27-1.

775 ILCS 5/1-101 *et seq.*, Illinois Human Rights Act.

775 ILCS 35/5, Religious Freedom Restoration Act.

23 Ill.Admin.Code §1.240 and Part 200.

CROSS REF.: 2:260 (Uniform Grievance Procedure), 2:265 (Title IX Grievance Procedure), 2:270 (Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited), 6:65 (Student Social and Emotional Development), 7:20 (Harassment of Students Prohibited), 7:50 (School Admissions and Student Transfers To and From Non-District Schools), 7:60 (Residence), 7:130 (Student Rights and Responsibilities), 7:160 (Student Appearance), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:250 (Student Support Services), 7:255 (Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence), 7:330 (Student Use of Buildings - Equal Access), 7:340 (Student Records), 8:20 (Community Use of School Facilities)

Adopted: January 21, 2025

PRESSPlus Comments

PRESSPlus 1. Updated in response to *State of Tennessee v. Cardona*, striking down the 2024 Title IX sex discrimination regulations and restoring the 2020 Title IX regulations. **Issue 118, April 2025**

Document Status: District Use Only

STUDENTS

7:20 Harassment of Students Prohibited

No person, including a School District employee, agent or student, shall harass, intimidate, or bully a student on the basis of actual or perceived: race; color; national origin; military status; unfavorable discharge status from military service; sex; sexual orientation; gender identity; gender-related identity or expression; ancestry; age; religion; physical or mental disability; order of protection status; status of being homeless; actual or potential marital or parental status, including pregnancy; physical appearance; socioeconomic status; academic status; association with a person or group with one or more of the aforementioned actual or perceived characteristics; or any other distinguishing characteristic. The District will not tolerate harassing, intimidating conduct, or bullying whether verbal, physical, sexual, or visual, that affects the tangible benefits of education, that unreasonably interferes with a student's educational performance, or that creates an intimidating, hostile, or offensive educational environment. Examples of prohibited conduct include name-calling, using derogatory slurs, stalking, sexual violence, causing psychological harm, threatening or causing physical harm, threatened or actual destruction of property, or wearing or possessing items depicting or implying hatred or prejudice of one of the characteristics stated above.

Sexual Harassment Prohibited

The District shall provide an educational environment free of verbal, physical, or other conduct or communications constituting harassment on the basis of sex as defined and otherwise prohibited by State and federal law. See Board policies 2:265, *Title IX Grievance Procedure*, and 2:260, *Uniform Grievance Procedure*.

Making a Report or Complaint

Students are encouraged to promptly report claims or incidents of bullying, intimidation, harassment, sexual harassment, or any other prohibited conduct to the Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, a Complaint Manager, or any employee with whom the student is comfortable speaking. ~~A student may choose to report to an employee of the student's same gender.~~ PRESSPlus1

Reports under this policy will be considered a report under Board policy 2:260, *Uniform Grievance Procedure*, and/or Board policy 2:265, *Title IX Grievance Procedure.* The Nondiscrimination Coordinator, Title IX Coordinator, PRESSPlus2 and/or Complaint Manager or designee shall process and review the report according to the appropriate grievance procedure. The Superintendent shall insert into this policy the names, office addresses, email addresses, and telephone numbers of the District's current Nondiscrimination Coordinator, Title IX Coordinator, and Complaint Managers. ~~The Nondiscrimination Coordinator also serves as the District's Title IX Coordinator.~~

Nondiscrimination Coordinators:

Jalitza Martinez, Assistant Superintendent for Staff Services~~Dr. Jennifer Hester - CIPD Director~~

Name

800 Governors Highway~~999 Kedzie Avenue~~,
Flossmoor, IL 60422
Address

jalitza.martinez@hf233.org
Email

708-335-5550
Telephone

Complaint Managers:

Jennifer Rudan - Director of Student Supports Name	Craig Fantin - Associate Principal Name
999 Kedzie Avenue, Flossmoor, IL 60422 Address	999 Kedzie Avenue, Flossmoor, IL 60422 Address
jrudan@hf233.org Email	cfantin@hf233.org Email
708-335-5725 Telephone	708-335-5604 Telephone

The Superintendent shall use reasonable measures to inform staff members and students of this policy by including:

1. For students, age-appropriate information about the contents of this policy in the District's student handbook(s), on the District's website, and, if applicable, in any other areas where policies, rules, and standards of conduct are otherwise posted in each school.
2. For staff members, this policy in the appropriate employee handbook(s), if applicable, and/or in any other areas where policies, rules, and standards of conduct are otherwise made available to staff.

Investigation Process

Any District employee who receives a report or complaint of harassment must promptly forward the report or complaint to the Nondiscrimination Coordinator, Title IX Coordinator, or a Complaint Manager. Any employee who fails to promptly comply may be disciplined, up to and including discharge.

Reports and complaints of harassment will be confidential to the greatest extent practicable, subject to the District's duty to investigate and maintain an educational environment that is productive, respectful, and free of unlawful discrimination, including harassment.

For any report or complaint alleging sexual~~-based~~ PRESSPlus3 harassment that, if true, would implicate

Title IX of the Education Amendments of 1972 (20 U.S.C. §1681 *et seq.*), the ~~Nondiscrimination~~Title IX Coordinator or designee shall consider whether action under Board policy 2:265, *Title IX Grievance Procedure,* should be initiated.

For any report or complaint alleging harassment on the basis of race, color, or national origin, the Nondiscrimination Coordinator or a Complaint Manager or designee shall investigate under Board policy 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*.

For any other alleged student harassment that does not require action under Board policies 2:265, *Title IX Grievance Procedure*, or 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited,* the Nondiscrimination Coordinator or a Complaint Manager or designee shall consider whether an investigation under Board policies 2:260, *Uniform Grievance Procedure*, and/or 7:190, *Student Behavior*, should be initiated, regardless of whether a written report or complaint is filed.

Reports That Involve Alleged Incidents of Sexual Abuse of a Child by School Personnel

An *alleged incident of sexual abuse* is an incident of sexual abuse of a child, as defined in 720 ILCS 5/11-9.1A(b), that is alleged to have been perpetrated by school personnel, including a school vendor or volunteer, that occurred: on school grounds during a school activity; or outside of school grounds or not during a school activity.

Any complaint alleging an incident of sexual abuse shall be processed and reviewed according to Board policy 5:90, *Abused and Neglected Child Reporting*. In addition to reporting the suspected abuse, the complaint shall also be processed under Board policy 2:265, *Title IX Grievance Procedure*, or Board policy 2:260, *Uniform Grievance Procedure*.

Enforcement

Any District employee who is determined, after an investigation, to have engaged in conduct prohibited by this policy will be subject to disciplinary action up to and including discharge. Any third party who is determined, after an investigation, to have engaged in conduct prohibited by this policy will be addressed in accordance with the authority of the Board in the context of the relationship of the third party to the District, e.g., vendor, parent/guardian, invitee, etc. Any District student who is determined, after an investigation, to have engaged in conduct prohibited by this policy will be subject to disciplinary action, including but not limited to, suspension and expulsion consistent with the behavior policy. Any person making a knowingly false accusation regarding prohibited conduct will likewise be subject to disciplinary action.

Retaliation Prohibited

Retaliation against any person for bringing complaints or providing information about harassment is prohibited (see Board policies 2:260, *Uniform Grievance Procedure*, 2:265, *Title IX Grievance Procedure*, and 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*).

Students should report allegations of retaliation to the Building Principal, an administrator, the Nondiscrimination Coordinator, and/or a Complaint Manager.

LEGAL REF.:

20 U.S.C. §1681 *et seq.*, Title IX of the Educational Amendments of 1972; 34 C.F.R. Part 106.

29 U.S.C. §791 *et seq*., Rehabilitation Act of 1973; 34 C.F.R. Part 104.

42 U.S.C. §2000d, Title VI of the Civil Rights Act of 1964; 34 C.F.R. Part 100.

105 ILCS 5/10-20.12, 5/10-22.5, 5/10-23.13, 5/26A, 5/27-1, and 5/27-23.7.

775 ILCS 5/1-101 *et seq.*, Illinois Human Rights Act.

23 Ill.Admin.Code §1.240 and Part 200.

Davis v. Monroe County Bd. of Educ., 526 U.S. 629 (1999).

Franklin v. Gwinnett Co. Public Schs., 503 U.S. 60 (1992).

Gebser v. Lago Vista Independent Sch. Dist., 524 U.S. 274 (1998).

West v. Derby Unified Sch. Dist. No. 260, 206 F.3d 1358 (10th Cir. 2000).

CROSS REF.: 2:260 (Uniform Grievance Procedure), 2:265 (Title IX Grievance Procedure), 2:270 (Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited), 4:165 (Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors), 5:20 (Workplace Harassment Prohibited), 5:90 (Abused and Neglected Child Reporting), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 7:10 (Equal Educational Opportunities), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:190 (Student Behavior), 7:240 (Conduct Code for Participants in Extracurricular Activities), 7:255 (Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence)

PRESSPlus Comments

PRESSPlus 1. This sentence is stricken because the preceding sentence already states that students are encouraged to report to any employee with whom the student is comfortable speaking. **Issue 118, April 2025**

PRESSPlus 2. Please click here to submit the name and contact information that will be applied to each of the following policies: 2:260, 2:265, 5:10, 5:20, 7:20, 7:180, and 7:255. Following the form's submission, IASB will add the Title IX Coordinator's name and contact information to this policy. **Issue 118, April 2025**

PRESSPlus 3. Updated in response to *State of Tennessee v. Cardona*, striking down the 2024 Title IX sex discrimination regulations and restoring the 2020 Title IX regulations. **Issue 118, April 2025**

Document Status: Draft Update

STUDENTS

7:50 School Admissions and Student Transfers To and From Non-District Schools

Admission Procedure

All students must register for school each year on the dates and at the place designated by the Superintendent. Parents/guardians of students enrolling in the District for the first time must present:

1. A certified copy of the student's birth certificate. If a birth certificate is not presented, the Superintendent or designee shall notify in writing the person enrolling the student that within 30 days he or she must provide a certified copy of the student's birth certificate. A student will be enrolled without a birth certificate. When a certified copy of the birth certificate is presented, the school shall promptly make a copy for its records, place the copy in the student's permanent record, and return the certified copy to the person enrolling the child. If a person enrolling a student fails to provide a certified copy of the student's birth certificate, the Superintendent or designee shall immediately notify the local law enforcement agency, and shall also notify the person enrolling the student in writing that, unless he or she complies within 10 days, the case will be referred to the local law enforcement authority for investigation. If compliance is not obtained within that 10-day period, the Superintendent or designee shall so refer the case. The Superintendent or designee shall immediately report to the local law enforcement authority any material received pursuant to this paragraph that appears inaccurate or suspicious in form or content.
2. Proof of residence, as required by Board policy 7:60, *Residence*.
3. Proof of disease immunization or detection and the required physical examination, as required by State law and Board policy 7:100, *Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students*.

The individual enrolling a student shall be given the opportunity to voluntarily state whether the student has a parent or guardian who is a member of a branch of the U.S. Armed Forces and who is either deployed to active duty or expects to be deployed to active duty during the school year. Students who are children of active duty military personnel transferring will be allowed to enter: (a) the same grade level in which they studied at the school from which they transferred, if the transfer occurs during the District's school year, or (b) the grade level following the last grade completed.

Homeless Children

Any homeless child shall be immediately admitted, even if the child or child's parent/guardian is unable to produce records normally required for enrollment. Board policy 6:140, *Education of Homeless Children*, and its implementing administrative procedure, govern the enrollment of homeless children.

Foster Care Students

The Superintendent will appoint at least one employee to act as a liaison to facilitate the enrollment and transfer of records of students in the legal custody of the Ill. Dept. of Children and Family Services

(DCFS) when enrolling in or changing schools. The District's liaison ensures that DCFS' Office of Education and Transition Services receives all written notices and records pertaining to students in the legal custody of DCFS as required by State law.

Student Transfers To and From Non-District Schools

A student may transfer into or out of the District according to State law and procedures developed by the Superintendent or designee. A student seeking to transfer into the District must serve the entire term of any suspension or expulsion, imposed for any reason by any public or private school, in this or any other state, before being admitted into the School District. When determining whether to authorize such placement, the Superintendent shall consider any mitigating factors relating to the suspension or expulsion, including the student's status as a parent, expectant parent, or victim of domestic or sexual violence as defined in 105 ILCS 5/26A.PRESSPlus1

Foreign Students

The District accepts foreign exchange students with a J-1 visa and who reside within the District as participants in an exchange program sponsored by organizations screened by administration. Exchange students on a J-1 visa are not required to pay tuition.

Privately sponsored exchange students on an F-1 visa may be enrolled if an adult resident of the District has temporary guardianship, and the student lives in the home of that guardian. Exchange students on an F-1 visa are required to pay tuition at the established District rate. F-1 visa student admission is limited to high schools, and attendance may not exceed 12 months.

The Board may limit the number of exchange students admitted in any given year. Exchange students must comply with District immunization requirements. Once admitted, exchange students become subject to all District policies and regulations governing students.

The Board of Education may decide to not to accept any Foreign Exchange students on an annual basis.

Re-enrollment

Re-enrollment shall be denied to any individual 19 years of age or above who has dropped out of school and who could not earn sufficient credits during the normal school year(s) to graduate before his or her 21st birthday. However, at the Superintendent's or designee's discretion and depending on program availability, the individual may be enrolled in a graduation incentives program established under 105 ILCS 5/26-16 or an alternative learning opportunities program established under 105 ILCS 5/13B-1 (see 6:110, *Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program*). Before being denied re-enrollment, the District will offer the individual due process as required in cases of expulsion under policy 7:210, *Expulsion Procedures*. A person denied re-enrollment will be offered counseling and be directed to alternative educational programs, including adult education programs that lead to graduation or receipt of a GED diploma. This section does not apply to students eligible for special education under the Individuals with Disabilities Education Improvement Act or accommodation plans under the Rehabilitation Act, Section 504.

LEGAL REF.:

8 U.S.C. §1101 et seq., Illegal Immigrant and Immigrant Responsibility Act of 1996.

20 U.S.C. §1232g, Family Educational Rights and Privacy Act.

20 U.S.C. §1400 *et seq.*, Individuals With Disabilities Education Improvement Act.

29 U.S.C. §794, Rehabilitation Act of 1973, Section 504.

42 U.S.C. §11431 *et seq.*, McKinney-Vento Homeless Assistance Act.

105 ILCS 5/2-3.13a, 5/10-20.12, 5/10-20.59, 5/10-22.5a, 5/14-1.02, 5/14-1.03a, 5/26-1, 5/26-2, 5/26A, and 5/27-8.1.

105 ILCS 10/8.1, Ill. School Student Records Act.

105 ILCS 45/, Education for Homeless Children Act.

105 ILCS 70/, Educational Opportunity for Military Children Act.

325 ILCS 50/, Missing Children Records Act.

325 ILCS 55/, Missing Children Registration Law.

410 ILCS 315/2, Communicable Disease Prevention Act.

20 Ill.Admin.Code Part 1290, Missing Person Birth Records and School Registration.

23 Ill.Admin.Code Part 226, Special Education.

23 Ill.Admin.Code Part 375, Student Records.

CROSS REF.: 4:110 (Transportation), 6:30 (Organization of Instruction), 6:110 (Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program), 6:135 (Accelerated Placement Program), 6:140 (Education of Homeless Children), 6:300 (Graduation Requirements), 6:310 (High School Credit for Non-District Experiences; Course Substitutions; Re-Entering Students), 7:60 (Residence), 7:70 (Attendance and Truancy), 7:100 (Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students), 7:340 (Student Records)

Adopted: February 20, 2024

PRESSPlus Comments

PRESSPlus 1. This paragraph is optional, however, if the board adopts such a policy, it must allow for the consideration of any mitigating factors (including the student's status as a parent, expectant parent, or victim of domestic or sexual violence as defined in 105 ILCS 5/26A). 105 ILCS 5/10-22.6(g), amended by P.A. 102-466, a/k/a ESS Law, eff. 7-1-25. **Issue 118, April 2025**

Document Status: Draft Update

STUDENTS

7:60 Residence

Resident Students

Only students who are residents of the District may attend the District school without a tuition charge, except as otherwise provided below or in State law. A student's residence is the same as the person who has legal custody of the student.

A person asserting legal custody over a student, who is not the child's natural or adoptive parent, shall complete a signed statement, stating: (a) that he or she has assumed and exercises legal responsibility for the child, (b) the reason the child lives with him or her, other than to receive an education in the District, and (c) that he or she exercises full control over the child regarding daily educational and medical decisions in case of emergency. If the District knows the current address of the child's natural or adoptive parent, the District shall request in writing that the person complete a signed statement or affidavit stating: (a) the role and responsibility of the person with whom their child is living, and (b) that the person with whom the child is living has full control over the child regarding daily educational and medical decisions in case of emergency.

A student whose family moves out of the District during the school year will be permitted to attend school for the remainder of the year without payment of tuition.

When a student's change of residence is due to the military service obligation of the student's legal custodian, the student's residence is deemed to be unchanged for the duration of the custodian's military service obligation if the student's custodian made a written request. The District, however, is not responsible for the student's transportation to or from school.

If, at the time of enrollment, a dependent child of military personnel is housed in temporary housing located outside of the District, but will be living within the District within six months after the time of initial enrollment, the child is allowed to enroll, subject to the requirements of State law, and must not be charged tuition.

Residence of Students with Disabilities

The residence of a child with a disability is determined in accordance with 105 ILCS 5/14-1.11, 5.14-1.11a, and 5/14-1.11b.

Admission of Nonresident Students Pursuant to an Agreement or Order

Nonresident students may attend the District school pursuant to:

1. A written agreement with an adjacent school district to provide for tuition-free attendance by a student of that district, provided both the Superintendent or designee and the adjacent district determine that the student's health and safety will be served by such attendance.
2. A written agreement with cultural exchange organizations and institutions supported by charity to provide for tuition-free attendance by foreign exchange students and nonresident pupils of charitable institutions.

3. According to an intergovernmental agreement, including, but not limited to, an agreement for interdistrict transfer of students who are parents, expectant parents, or victims of domestic or sexual violence under 105 ILCS 5/26A.[PRESSPlus1]
4. Whenever any State or federal law or a court order mandates the acceptance of a nonresident student.

Homeless Children

Any homeless child shall be immediately admitted, even if the child or child's parent/guardian is unable to produce records normally required to establish residency. Board of Education policy 6:140, *Education of Homeless Children*, and its implementing administrative procedure, govern the enrollment of homeless children.

Challenging a Student's Residence Status

If the Superintendent or designee determines that a student attending school on a tuition-free basis is a nonresident of the District for whom tuition is required to be charged, he or she on behalf of the Board of Education shall notify the person who enrolled the student of the tuition amount that is due. The notice shall detail the specific reasons why the Board believes that the student is a nonresident of the District and shall be given by certified mail, return receipt requested. The person who enrolled the student may challenge this determination and request a hearing as provided by the School Code, 105 ILCS 5/10-20.12b.

LEGAL REF.:

42 U.S.C. §11431 *et seq.*, McKinney-Vento Homeless Assistance Act.

105 ILCS 5/10-20.12a, 5/10-20.12b, 5/10-22.5, 5/10-22.5a, 5/14-1.11, 5/14-1.11a, ~~and~~ 5/14-1.11b, and 5/26A.

105 ILCS 45/, Education for Homeless Children Act.

105 ILCS 70/, Educational Opportunity for Military Children Act.

23 Ill.Admin.Code §1.240.

Israel S. by Owens v. Bd. of Educ. of Oak Park and River Forest High Sch. Dist. 200, 235 Ill.App.3d 652 (5th Dist. 1992).

Joel R. v. Board of Education of Manheim School District 83, 292 Ill.App.3d 607 (1st Dist. 1997).

Kraut v. Rachford, 51 Ill.App.3d 206 (1st Dist. 1977).

CROSS REF.: 6:140 (Education of Homeless Children), 7:50 (School Admissions and Student Transfers To and From Non-District Schools), 7:70 (Attendance and Truancy), 7:255 (Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence)

Adopted: February 20, 2024

PRESSPlus Comments

PRESSPlus 1. Nonresident students may include students who are parents, expectant parents, or victims of domestic or sexual violence under 105 ILCS 5/26A, added by P.A. 102-466, a/k/a *Ensuring*

Success in School Law, eff. 7-1-25. Interdistrict transfer is not required by Article 26A, but including language about it in this policy is recommended in the 2024 Ensuring Success in School (ESS) Task Force Report to the Governor and the General Assembly, available here: www.isbe.net/Documents_ESSTaskForce/Final-Report-ESS-Report-June-2024.pdf. For further information about the 2024 ESS Task Force, see footnote 1 in sample policy 7:255, *Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence*, available at PRESS Online by logging in at www.iasb.com. **Issue 118, April 2025**

Document Status: Draft Update

STUDENTS

7:70 Attendance and Truancy

Compulsory School Attendance

This policy applies to individuals who have custody or control of a child: (a) between the ages of six (on or before September 1) and 17 years (unless the child has graduated from high school), or (b) who is enrolled in any of grades, 9 through 12, in the public school regardless of age.

Subject to specific requirements in State law, the following children are not required to attend public school: (1) any child attending a private school (including a home school) or parochial school, (2) any child who is physically or mentally unable to attend school (including a pregnant student suffering medical complications as certified by her physician), (3) any child lawfully and necessarily employed, (4) any child over 12 and under 14 years of age while in confirmation classes, (5) any child absent because of religious reasons, including to observe a religious holiday, for religious instruction, or because his or her religion forbids secular activity on a particular day(s) or time of day, and (6) any child 16 years of age or older who is employed and is enrolled in a graduation incentives program.

The parent/guardian of a student who is enrolled must authorize all absences from school and notify the school in advance or at the time of the student's absence. A valid cause for absence includes illness (including mental or behavioral health of the student), attendance at a verified medical or therapeutic appointment (including a victim services provider),[PRESSPlus1] observance of a religious holiday, death in the immediate family, attendance at a civic event, family emergency, other situations beyond the control of the student as determined by the Board, voting pursuant to policy 7:90, *Release During School Hours* (10 ILCS 5/7-42 and 5/17-15), other circumstances that cause reasonable concern to the parent/guardian for the student's mental, emotional, or physical health or safety, or other reason as approved by the Superintendent or designee. For students who are parents, expectant parents, or victims of domestic or sexual violence, valid cause for absence also includes the fulfillment of a parenting responsibility and addressing circumstances resulting from domestic or sexual violence.[PRESSPlus2] Students absent for a valid cause may make up missed homework and classwork assignments in a reasonable timeframe.

Absenteeism and Truancy Program

The Superintendent or designee shall manage an absenteeism and truancy program in accordance with the School Code and Board of Education policy. The program shall include but not be limited to:

1. A protocol for excusing a student from attendance who is necessarily and lawfully employed. The Superintendent or designee is authorized to determine when the student's absence is justified.
2. A protocol for excusing a student in grades 9 through 12 from attendance to sound *Taps* at a military honors funeral held in Illinois for a deceased veteran.
3. A protocol for excusing a student from attendance on a particular day(s) or at a particular time of day when his/her parent/guardian is an active duty member of the uniformed services and has been called to duty for, is on leave from, or has immediately returned from deployment to a combat zone or combat-support postings.

4. A process to identify and track students who are truants, chronic or habitual truants, or truant minors as defined in 105 ILCS 5/26-2a.
5. A description of diagnostic procedures for identifying the cause(s) of a student's unexcused absenteeism, including interviews with the student, his or her parent(s)/guardian(s), and staff members or other people who may have information about the reasons for the student's attendance problem.
6. The identification of supportive services that may be offered to truant, chronically truant, or chronically absent students, including parent-teacher conferences, student and/or family counseling, ~~or~~and information about available community ~~agency~~ services relevant to such students' needs. See Board policy 6:110, *Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program*.
7. A process for the collection and review of chronic absence data and to:

    a. Determine what systems of support and resources are needed to engage chronically absent students and their families, and
    b. Encourage the habit of daily attendance and promote success.

8. Reasonable efforts to provide ongoing professional development to ~~teachers, administrators~~all school personnel, Board members, and school resource officers~~, and staff~~[PRESSPlus3] on the appropriate and available supportive services for the promotion of student attendance and engagement.
9. A process to request the assistance and resources of outside agencies, such as, the juvenile officer of the local police department or the truant office of the appropriate Intermediate Service Center, if truancy continues after supportive services have been offered.
10. A protocol for cooperating with non-District agencies including County or municipal authorities, the appropriate Intermediate Service Center, truant officers, the Community Truancy Review Board, and a comprehensive community based youth service agency. Any disclosure of school student records must be consistent with Board policy 7:340, *Student Records*, as well as State and federal law concerning school student records.
11. An acknowledgement that no punitive action, including out-of-school suspensions, expulsions, or court action, shall be taken against a truant minor for his or her truancy unless available supportive services and other school resources have been provided to the student.
12. The criteria to determine whether a student's non-attendance is due to extraordinary circumstances shall include economic or medical necessity or family hardship and such other criteria that the Superintendent believes qualifies.
13. A process for a 17-year-old resident to participate in the District's various programs and resources for truants. The student must provide documentation of his/her dropout status for the previous six months. A request from an individual 19 years of age or older to re-enroll after having dropped out of school is handled according to provisions in 7:50, *School Admissions and Student Transfers To and From Non-District Schools*.
14. A process for the temporary exclusion of a student 17 years of age or older for failing to meet minimum attendance standards according to provisions in State law. A parent/guardian has the right to appeal a decision to exclude a student.

~~Monitoring~~Updating

Pursuant to State law and Board policy 2:240, *Board Policy Development*, the Board updates this policy at least once every two years. The Superintendent or designee shall assist the Board with its update.

LEGAL REF.:

105 ILCS 5/22-92 and 5/26-1 through 5/26-3, 5/26-5 through 5/26-16, ~~and~~ 5/26-18, and 5/26A.

705 ILCS 405/3-33.5, Juvenile Court Act of 1987.

23 Ill.Admin.Code §§1.242 and 1.290.

CROSS REF.: 5:100 (Staff Development Program), 6:110 (Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program), 6:150 (Home and Hospital Instruction), 7:10 (Equal Educational Opportunities), 7:50 (School Admissions and Student Transfers To and From Non-District Schools), 7:60 (Residence), 7:80 (Release Time for Religious Instruction/Observance), 7:90 (Release During School Hours), 7:190 (Student Behavior), 7:255 (Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence), 7:340 (Student Records)

Adopted: February 20, 2024

PRESSPlus Comments

PRESSPlus 1. Updated in response to 105 ILCS 5/26-2a, amended by P.A. 102-466, a/k/a *Ensuring Success in School (ESS) Law*, eff. 7-1-25. **Issue 118, April 2025**

PRESSPlus 2. 105 ILCS 5/26-2a, amended by P.A. 102-466, a/k/a *ESS Law*, eff. 7-1-25. *Fulfillment of a parenting responsibility* includes, but is not limited to, arranging and providing child care, caring for a sick child, attending prenatal or other medical appointments for the expectant student, and attending medical appointments for a child. *Circumstances resulting from domestic or sexual violence* includes, but is not limited to, experiencing domestic or sexual violence, recovering from physical or psychological injuries, seeking medical attention, seeking services from a domestic or sexual violence organization as defined in 105 ILCS 5/26A-10, seeking psychological or other counseling, participating in safety planning, temporarily or permanently relocating, seeking legal assistance or remedies, or taking any other action to increase the safety or health of the student or to protect the student from future domestic or sexual violence. Before an absence of three or more consecutive days that is related to domestic or sexual violence, a district may require a student to verify his or her claim of domestic or sexual violence under 105 ILCS 5/26A-45. See policy 7:255, *Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence*, and sample administrative procedure 7:255-AP1, *Supporting Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence*, available at PRESS Online by logging in at www.iasb.com. **Issue 118, April 2025**

PRESSPlus 3. Updated in response to 105 ILCS 5/10-22.6(c-5), amended by P.A. 103-896. **Issue 118, April 2025**

Document Status: District Use Only

STUDENTS

7:180 Prevention of and Response to Bullying, Intimidation, and Harassment

Bullying, intimidation, and harassment diminish a student's ability to learn and a school's ability to educate. Preventing students from engaging in these disruptive behaviors and providing all students equal access to a safe, non-hostile learning environment are important District goals.

Bullying on the basis of actual or perceived race, color, religion, sex, national origin, ancestry, physical appearance, socioeconomic status, academic status, pregnancy, parenting status, homelessness, age, marital status, physical or mental disability, military status, sexual orientation, gender-related identity or expression, unfavorable discharge from military service, order of protection status, association with a person or group with one or more of the aforementioned actual or perceived characteristics, or any other distinguishing characteristic is prohibited in each of the following situations:

1. During any school-sponsored education program or activity.
2. While in school, on school property, on school buses or other school vehicles, at designated school bus stops waiting for the school bus, or at school-sponsored or school-sanctioned events or activities.
3. Through the transmission of information from a school computer, a school computer network, or other similar electronic school equipment.
4. Through the transmission of information from a computer that is accessed at a nonschool-related location, activity, function, or program or from the use of technology or an electronic device that is not owned, leased, or used by the School District or school if the bullying causes a substantial disruption to the educational process or orderly operation of a school. This paragraph (item #4) applies only when a school administrator or teacher receives a report that bullying through this means has occurred; it does not require staff members to monitor any nonschool-related activity, function, or program.

Definitions from 105 ILCS 5/27-23.7

Bullying includes *cyberbullying* and means any severe or pervasive physical or verbal act or conduct, including communications made in writing or electronically, directed toward a student or students that has or can be reasonably predicted to have the effect of one or more of the following:

1. Placing the student or students in reasonable fear of harm to the student's or students' person or property;
2. Causing a substantially detrimental effect on the student's or students' physical or mental health;
3. Substantially interfering with the student's or students' academic performance; or
4. Substantially interfering with the student's or students' ability to participate in or benefit from the services, activities, or privileges provided by a school.

Bullying may take various forms, including without limitation one or more of the following: harassment, threats, intimidation, stalking, physical violence, sexual harassment, sexual violence, theft, public humiliation, destruction of property, or retaliation for asserting or alleging an act of bullying. This list is

meant to be illustrative and non-exhaustive.

Cyberbullying means bullying through the use of technology or any electronic communication, including without limitation any transfer of signs, signals, writing, images, sounds, data, or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic system, photo-electronic system, or photo-optical system, including without limitation electronic mail, Internet communications, instant messages, or facsimile communications. *Cyberbullying* includes the creation of a webpage or weblog in which the creator assumes the identity of another person or the knowing impersonation of another person as the author of posted content or messages if the creation or impersonation creates any of the effects enumerated in the definition of *bullying*. *Cyberbullying* also includes the distribution by electronic means of a communication to more than one person or the posting of material on an electronic medium that may be accessed by one or more persons if the distribution or posting creates any of the effects enumerated in the definition of *bullying*.

Restorative measures means a continuum of school-based alternatives to exclusionary discipline, such as suspensions and expulsions, that: (i) are adapted to the particular needs of the school and community, (ii) contribute to maintaining school safety, (iii) protect the integrity of a positive and productive learning climate, (iv) teach students the personal and interpersonal skills they will need to be successful in school and society, (v) serve to build and restore relationships among students, families, schools, and communities, (vi) reduce the likelihood of future disruption by balancing accountability with an understanding of students' behavioral health needs in order to keep students in school, and (vii) increase student accountability if the incident of bullying is based on religion, race, ethnicity, or any other category that is identified in the Ill. Human Rights Act.

School personnel means persons employed by, on contract with, or who volunteer in a school district, including without limitation school and school district administrators, teachers, school social workers, school counselors, school psychologists, school nurses, cafeteria workers, custodians, bus drivers, school resource officers, and security guards.

Bullying Prevention and Response Plan

The Superintendent or designee shall develop and maintain a bullying prevention and response plan that advances the District's goal of providing all students with a safe learning environment free of bullying and harassment. This plan must be consistent with the requirements listed below.

1. The District uses the definition of *bullying* as provided in this policy.
2. Bullying is contrary to State law and the policy of this District. However, nothing in the District's bullying prevention and response plan is intended to infringe upon any right to exercise free expression or the free exercise of religion or religiously based views protected under the First Amendment to the U.S. Constitution or under Section 3 of Article I of the Illinois Constitution.
3. Students are encouraged to immediately report bullying. A report may be made orally or in writing to the Nondiscrimination Coordinator, Title IX Coordinator,[PRESSPlus1] Building Principal, Assistant Building Principal, Dean of Students, a Complaint Manager, or any staff member with whom the student is comfortable speaking. Anyone, including staff members and parents/guardians, who has information about actual or threatened bullying is encouraged to report it to the District named officials or any staff member. The District named officials and all staff members are available for help with a bully or to make a report about bullying. Anonymous reports are also accepted; however, this shall not be construed to permit formal disciplinary action solely on the basis of an anonymous report.

   Nondiscrimination Coordinators:

   Jalitza Martinez, Assistant

Superintendent for Staff Services~~Dr. Jennifer Hester - CIPD Director~~

Name

800 Governors Highway~~999 Kedzie Avenue~~,

Flossmoor, IL 60422

Address

jalitza.martinez~~jhester~~@hf233.org

Email

708-335-5550

Telephone

Complaint Managers:

Jennifer Rudan -

Director of Student Supports

Name

999 Kedzie Avenue,

Flossmoor, IL 60422
Address

jrudan@hf233.org
Email

708-335-5725
Telephone

Craig Fantin - Associate Principal

Name

999 Kedzie Avenue,

Flossmoor, IL 60422
Address

cfantin@hf233.org
Email

708-335-5604
Telephone

4. Consistent with federal and State laws and rules governing student privacy rights, the parents/guardians of all students involved in an alleged incident of bullying will be notified of such, along with threats, suggestions, or instances of self-harm determined to be the result of bullying, within 24 hours after the school's administration is made aware of the student's involvement in the incident. As appropriate, the school's administration shall also discuss the availability of social work services, counseling, school psychological services, other interventions, and restorative measures. The school shall make diligent efforts to notify a parent or legal guardian, utilizing all contact information the school has available or that can be reasonably obtained within the 24-hour period.
5. The Superintendent or designee shall promptly investigate and address reports of bullying, by, among other things:

a. Making all reasonable efforts to complete the investigation within 10 school days after the date the report of a bullying incident was received and taking into consideration additional relevant information received during the course of the investigation about the reported bullying incident.
b. Involving appropriate school support personnel and other staff persons with knowledge, experience, and training on bullying prevention, as deemed appropriate, in the investigation process.
c. Notifying the Building Principal or school administrator or designee of the reported incident of bullying as soon as possible after the report is received.
d. Consistent with federal and State laws and rules governing student privacy rights, providing parents/guardians of the students who are parties to the investigation information about the investigation and an opportunity to meet with the Building Principal or school administrator or his or her designee to discuss the investigation, the findings of the investigation, and the actions taken to address the reported incident of bullying.

The Superintendent or designee shall investigate whether a reported incident of bullying is within the permissible scope of the District's jurisdiction and shall require that the District provide the victim with information regarding services that are available within the District and community, such as counseling, support services, and other programs.

6. The Superintendent or designee shall use interventions to address bullying, that may include, but are not limited to, school social work services, restorative measures, social-emotional skill building, counseling, school psychological services, and community-based services.
7. A reprisal or retaliation against any person who reports an act of bullying **is prohibited**. Any person's act of reprisal or retaliation will be subject to disciplinary action, up to and including discharge with regard to employees, or suspension and/or expulsion with regard to students.
8. A student will not be punished for reporting bullying or supplying information, even if the District's investigation concludes that no bullying occurred. However, a person who is found to have falsely accused another of bullying, as a means of retaliation, as a means of bullying, or provided false information will be treated as either: (a) *bullying*, (b) student discipline up to and including suspension and/or expulsion, and/or (c) both (a) and (b) for purposes of determining any consequences or other appropriate remedial actions.
9. The District's bullying prevention and response plan is based on the engagement of a range of school stakeholders, including students and parents/guardians.
10. The Superintendent or designee shall post this policy on the District's publicly accessible website, if any, and include it in the student handbook, and, where applicable, post it where other policies, rules, and standards of conduct are currently posted. The policy must be distributed annually to parents/guardians, students, and school personnel (including new employees when hired), and must also be provided periodically throughout the school year to students and faculty.
11. Pursuant to State law and Board policy 2:240, *Board Policy Development*, the Board monitors this policy every two years by conducting a review and re-evaluation of this policy to make any necessary and appropriate revisions. The Superintendent or designee shall assist the Board with its re-evaluation and assessment of this policy's outcomes and effectiveness. Updates to this policy will reflect any necessary and appropriate revisions. This process shall include, without limitation:

    a. The frequency of victimization;
    b. Student, staff, and family observations of safety at a school;
    c. Identification of areas of a school where bullying occurs;
    d. The types of bullying utilized; and

e. Bystander intervention or participation.

The evaluation process may use relevant data and information that the District already collects for other purposes. Acceptable documentation to satisfy the re-evaluated policy submission include one of the following:

1) An updated version of the policy with the amendment/modification date included in the reference portion of the policy;

2) If no revisions are deemed necessary, a copy of board minutes indicating that the policy was re-evaluated and no changes were deemed to be necessary; or

3) A signed statement from the Board President indicating that the Board re-evaluated the policy and no changes to it were necessary.

The Superintendent or designee must post the information developed as a result of the policy re-evaluation on the District's website, or if a website is not available, the information must be provided to school administrators, Board members, school personnel, parents/guardians, and students. Reviews and re-evaluations in years they are due must be submitted to ISBE by September 30.

12. The Superintendent or designee shall fully implement the Board policies, including without limitation, the following:
    a. 2:260, *Uniform Grievance Procedure*. A student may use this policy to complain about bullying.
    b. 2:265, *Title IX Grievance Procedure*. Any person may use this policy to complain about sexual harassment ~~discrimination~~PRESSPlus2 in violation of Title IX of the Education Amendments of 1972.
    c. 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*. Any person may use this policy to complain about discrimination or harassment on the basis of race, color, or national origin in violation of Title VI of the Civil Rights Act of 1964 and/or the Illinois Human Rights Act.
    d. 6:60, *Curriculum Content*. Bullying prevention and character instruction is provided in all grades in accordance with State law.
    e. 6:65, *Student Social and Emotional Development*. Student social and emotional development is incorporated into the District's educational program as required by State law.
    f. 6:235, *Access to Electronic Networks*. This policy states that the use of the District's electronic networks is limited to: (1) support of education and/or research, or (2) a legitimate business use.
    g. 7:20, *Harassment of Students Prohibited*. This policy prohibits *any* person from harassing, intimidating, or bullying a student based on an identified actual or perceived characteristic (the list of characteristics in 7:20 is the same as the list in this policy).
    h. 7:185, *Teen Dating Violence Prohibited*. This policy prohibits teen dating violence on school property, at school sponsored activities, and in vehicles used for school-provided transportation.
    i. 7:190, *Student Behavior*. This policy prohibits, and provides consequences for, hazing, bullying, or other aggressive behaviors, or urging other students to engage in such conduct.
    j. 7:315, *Restrictions on Publications; High Schools*. This policy prohibits students from

and provides consequences for: (1) accessing and/or distributing at school any written, printed, or electronic material, including material from the Internet, that will cause substantial disruption of the proper and orderly operation and discipline of the school or school activities, and (2) creating and/or distributing written, printed, or electronic material, including photographic material and blogs, that causes substantial disruption to school operations or interferes with the rights of other students or staff members.

LEGAL REF.:

105 ILCS 5/10-20.14, 5/10-22.6(b-20), 5/24-24, and 5/27-23.7.

405 ILCS 49/, Children's Mental Health Act.

775 ILCS 5/1-103, Ill. Human Rights Act.

23 Ill.Admin.Code §§1.240, 1.280, and 1.295.

CROSS REF.: 2:240 (Board Policy Development), 2:260 (Uniform Grievance Procedure), 2:265 (Title IX Grievance Procedure), 2:270 (Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited), 4:170 (Safety), 5:230 (Maintaining Student Discipline), 6:60 (Curriculum Content), 6:65 (Student Social and Emotional Development), 6:235 (Access to Electronic Networks), 7:20 (Harassment of Students Prohibited), 7:185 (Teen Dating Violence Prohibited), 7:190 (Student Behavior), 7:220 (Bus Conduct), 7:230 (Misconduct by Students with Disabilities), 7:240 (Conduct Code for Participants in Extracurricular Activities), 7:285 (Anaphylaxis Prevention, Response, and Management Program), 7:315 (Restrictions on Publications; High Schools)

PRESSPlus Comments

PRESSPlus 1. Please click here to submit the name and contact information that will be applied to each of the following policies: 2:260, 2:265, 5:10, 5:20, 7:20, 7:180, and 7:255. Following the form's submission, IASB will add the Title IX Coordinator's name and contact information to this policy. **Issue 118, April 2025**

PRESSPlus 2. Updated in response to *State of Tennessee v. Cardona*, striking down the 2024 Title IX sex discrimination regulations and restoring the 2020 Title IX regulations. **Issue 118, April 2025**

Document Status: Draft Update

STUDENTS

7:185 Teen Dating Violence Prohibited

Engaging in teen dating violence that takes place at school, on school property, at school-sponsored activities, or in vehicles used for school-provided transportation is prohibited. For purposes of this policy, the term *teen dating violence* occurs whenever a student who is 13 to 19 years of age uses or threatens to use physical, mental, or emotional abuse to control an individual in the dating relationship; or uses or threatens to use sexual violence in the dating relationship.

The Superintendent or designee shall develop and maintain a program to respond to incidents of teen dating violence that:

1. Fully implements and enforces each of the following Board policies:

    a. 2:260, *Uniform Grievance Procedure*. This policy provides a method for any student, parent/guardian, employee, or community member to file a complaint if he or she believes that the Board of Education, its employees, or its agents have violated his or her rights under the State or federal Constitution, State or federal statute, Board policy, or various enumerated bases.

    b. 2:265, *Title IX Grievance Procedure*. This policy prohibits a District employee, agent, or student from engaging in sexual ~~discrimination, including sex-based~~ harassment,[PRESSPlus1] in violation of Title IX of the Education Amendments of 1972. Prohibited conduct includes but is not limited to sexual assault, dating violence, domestic violence, and stalking.

    c. 7:20, *Harassment of Students Prohibited*. This policy prohibits any person, including a District employee, agent, or student, from harassing intimidating, or bullying a student based on the student's actual or perceived characteristics of sex; sexual orientation; gender identity; and gender-related identity or expression (this policy includes more protected statuses).

    d. 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*. This policy prohibits students from engaging in bullying, intimidation, and harassment at school, school-related events and electronically. Prohibited conduct includes threats, stalking, physical violence, sexual harassment, sexual violence, theft, public humiliation, destruction of property, or retaliation for asserting or alleging an act of bullying.

2. Encourages anyone with information about incidents of teen dating violence to report them to any of the following individuals:

    a. Any school staff member. School staff shall respond to incidents of teen dating violence by following the District's established procedures for the prevention, identification, investigation, and response to bullying and school violence.

    b. The Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, or a Complaint Manager identified in policy 7:20, *Harassment of Students Prohibited*.

3. Incorporates age-appropriate instruction in grades 9 through 12, in accordance with the District's comprehensive health education program in Board policy 6:60, *Curriculum Content*. This includes incorporating student social and emotional development into the District's educational program as required by State law and in alignment with Board policy 6:65, *Student Social and Emotional Development*.
4. Incorporates education for school staff, as recommended by the Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, or a Complaint Manager.
5. Notifies students and parents/guardians of this policy.

Incorporated
by Reference: 7:180-AP1, (Prevention, Identification, Investigation, and Response to Bullying)

LEGAL REF.:

105 ILCS 110/3.10.

CROSS REF.: 2:240 (Board Policy Development), 2:260 (Uniform Grievance Procedure), 2:265 (Title IX Grievance Procedure), 5:100 (Staff Development Program), 5:230 (Maintaining Student Discipline), 6:60 (Curriculum Content), 6:65 (Student Social and Emotional Development), 7:20 (Harassment of Students Prohibited), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:190 (Student Behavior), 7:220 (Bus Conduct), 7:230 (Misconduct by Students with Disabilities), 7:240 (Conduct Code for Participants in Extracurricular Activities)

Adopted: September 17, 2024

PRESSPlus Comments

PRESSPlus 1. Updated in response to *State of Tennessee v. Cardona*, striking down the 2024 Title IX sex discrimination regulations and restoring the 2020 Title IX regulations. **Issue 118, April 2025**

Document Status: Draft Update

STUDENTS

7:190 Student Behavior

The goals and objectives of this policy are to provide effective discipline practices that: (1) ensure the safety and dignity of students and staff; (2) maintain a positive, weapons-free, and drug-free learning environment; (3) keep school property and the property of others secure; (4) address the causes of a student's misbehavior and provide opportunities for all individuals involved in an incident to participate in its resolution; and (5) teach students positive behavioral skills to become independent, self-disciplined citizens in the school community and society.

When and *Where* Conduct Rules Apply

A student is subject to disciplinary action for engaging in *prohibited student conduct*, as described in the section with that name below, whenever the student's conduct is reasonably related to school or school activities, including, but not limited to:

1. On, or within sight of, school grounds before, during, or after school hours or at any time;
2. Off school grounds at a school-sponsored activity or event, or any activity or event that bears a reasonable relationship to school;
3. Traveling to or from school or a school activity, function, or event; or
4. Anywhere, if the conduct interferes with, disrupts, or adversely affects the school environment, school operations, or an educational function, including, but not limited to, conduct that may reasonably be considered to: (a) be a threat or an attempted intimidation of a staff member; or (b) endanger the health or safety of students, staff, or school property.

Prohibited Student Conduct

The school administration is authorized to discipline students for gross disobedience or misconduct, including but not limited to:

1. Using, possessing, distributing, purchasing, or selling tobacco or nicotine materials, including without limitation, electronic cigarettes.
2. Using, possessing, distributing, purchasing, or selling alcoholic beverages. Students who are under the influence of an alcoholic beverage are not permitted to attend school or school functions and are treated as though they had alcohol in their possession.
3. Using, possessing, distributing, purchasing, selling, or offering for sale:

    a. Any illegal drug or controlled substance, or cannabis (including marijuana, hashish, and medical cannabis unless the student is authorized to be administered a medical cannabis infused product under *Ashley's Law*).
    b. Any anabolic steroid unless it is being administered in accordance with a physician's or licensed practitioner's prescription.
    c. Any performance-enhancing substance on the Illinois High School Association's most current banned substance list unless administered in accordance with a physician's or

licensed practitioner's prescription.

d. Any prescription drug when not prescribed for the student by a physician or licensed practitioner, or when used in a manner inconsistent with the prescription or prescribing physician's or licensed practitioner's instructions. The use or possession of medical cannabis, even by a student for whom medical cannabis has been prescribed, is prohibited unless the student is authorized to be administered a medical cannabis infused product under *Ashley's Law*.

e. Any inhalant, regardless of whether it contains an illegal drug or controlled substance: (a) that a student believes is, or represents to be capable of, causing intoxication, hallucination, excitement, or dulling of the brain or nervous system; or (b) about which the student engaged in behavior that would lead a reasonable person to believe that the student intended the inhalant to cause intoxication, hallucination, excitement, or dulling of the brain or nervous system. The prohibition in this section does not apply to a student's use of asthma or other legally prescribed inhalant medications.

f. Any substance inhaled, injected, smoked, consumed, or otherwise ingested or absorbed with the intention of causing a physiological or psychological change in the body, including without limitation, pure caffeine in tablet or powdered form.

g. Look-alike or counterfeit drugs, including a substance that is not prohibited by this policy, but one: (a) that a student believes to be, or represents to be, an illegal drug, controlled substance, or other substance that is prohibited by this policy; or (b) about which a student engaged in behavior that would lead a reasonable person to believe that the student expressly or impliedly represented to be an illegal drug, controlled substance, or other substance that is prohibited by this policy.

h. Drug paraphernalia, including devices that are or can be used to: (a) ingest, inhale, or inject cannabis or controlled substances into the body; and (b) grow, process, store, or conceal cannabis or controlled substances.

Students who are under the influence of any prohibited substance are not permitted to attend school or school functions and are treated as though they had the prohibited substance, as applicable, in their possession.

4. Using, possessing, controlling, or transferring a *weapon* as that term is defined in the **Weapons** section of this policy, or violating the **Weapons** section of this policy.
5. Using or possessing an electronic paging device.
6. Using a cellular telephone, video recording device, personal digital assistant (PDA), or other electronic device in any manner that disrupts the educational environment or violates the rights of others, including using the device to take photographs in locker rooms or bathrooms, cheat, or otherwise violate student conduct rules. ~~Prohibited conduct specifically includes, without limitation, creating, sending, sharing, viewing, receiving, or possessing an indecent visual depiction of oneself or another person through the use of a computer, electronic communication device, or cellular phone.~~ PRESSPlus1 Unless otherwise banned under this policy or by the Building Principal, all electronic devices must be kept powered -off or silenced and out-of-sight during the regular school day unless: (a) the supervising teacher grants permission; (b) use of the device is provided in a student's individualized education program (IEP) or Section 504 plan; (c) it is used during the student's lunch period, or (d) it is needed in an emergency that threatens the safety of students, staff, or other individuals.
7. *Sexting*, which, for purposes of this policy, is the act of creating, sending, sharing, viewing, receiving, or possessing sexually explicit messages, images, or videos electronically, regardless of whether they are authentic or computer-generated, through the use of a computer, electronic communication device, or cellular phone. Sexting also includes creating, sending,

sharing, viewing, receiving, or possessing *indecent visual depictions*, *non-consensual dissemination of private sexual images*, and *non-consensual dissemination of sexually explicit digitized depictions*, as defined in State law.PRESSPlus2

8. Using or possessing a laser pointer unless under a staff member's direct supervision and in the context of instruction.
9. Disobeying rules of student conduct or directives from staff members or school officials. Examples of disobeying staff directives include refusing a District staff member's request to stop, present school identification, or submit to a search.
10. Engaging in academic dishonesty, including cheating, intentionally plagiarizing, using a writing service and/or generative artificial intelligence technology in place of original work unless specifically authorized by staff, wrongfully giving or receiving help during an academic examination, altering report cards, and wrongfully obtaining test copies or scores.
11. Engaging in hazing or any kind of bullying or aggressive behavior that does physical or psychological harm to a staff person or another student, or urging other students to engage in such conduct. Prohibited conduct specifically includes, without limitation, any use of violence, intimidation, force, noise, coercion, threats, stalking, harassment, sexual harassment, public humiliation, theft or destruction of property, retaliation, hazing, bullying, bullying using a school computer or a school computer network, or other comparable conduct.
12. Engaging in any sexual activity, including without limitation, offensive touching, sexual harassment, indecent exposure (including mooning), and sexual assault. This does not include the non-disruptive: (a) expression of gender or sexual orientation or preference, or (b) display of affection during non-instructional time.
13. Teen dating violence, as described in Board policy 7:185, *Teen Dating Violence Prohibited*.
14. Causing or attempting to cause damage to, or stealing or attempting to steal, school property or another person's personal property.
15. Entering school property or a school facility without proper authorization.
16. In the absence of a reasonable belief that an emergency exists, calling emergency responders (such as calling 911); signaling or setting off alarms or signals indicating the presence of an emergency; or indicating the presence of a bomb or explosive device on school grounds, school bus, or at any school activity.
17. Being absent without a recognized excuse; State law and Board of Education policy regarding truancy control will be used with chronic and habitual truants.
18. Being involved with any public school fraternity, sorority, or secret society, by: (a) being a member; (b) promising to join; (c) pledging to become a member; or (d) soliciting any other person to join, promise to join, or be pledged to become a member.
19. Being involved in gangs or gang-related activities, including displaying gang symbols or paraphernalia.
20. Violating any criminal law, including but not limited to, assault, battery, arson, theft, gambling, eavesdropping, vandalism, and hazing.
21. Making an explicit threat on an Internet website against a school employee, a student, or any school-related personnel if the Internet website through which the threat was made is a site that was accessible within the school at the time the threat was made or was available to third parties who worked or studied within the school grounds at the time the threat was made, and the threat could be reasonably interpreted as threatening to the safety and security of the threatened individual because of his or her duties or employment status or status as a student inside the school.
22. Operating an unmanned aircraft system (UAS) or drone for any purpose on school grounds or at any school event unless granted permission by the Superintendent or designee.

23. Engaging in any activity, on or off campus, that interferes with, disrupts, or adversely affects the school environment, school operations, or an educational function, including but not limited to, conduct that may reasonably be considered to: (a) be a threat or an attempted intimidation of a staff member; or (b) endanger the health or safety of students, staff, or school property.

For purposes of this policy, the term *possession* includes having control, custody, or care, currently or in the past, of an object or substance, including situations in which the item is: (a) on the student's person; (b) contained in another item belonging to, or under the control of, the student, such as in the student's clothing, backpack, or automobile; (c) in a school's student locker, desk, or other school property; or (d) at any location on school property or at a school-sponsored event.

Efforts, including the use of positive interventions and supports, shall be made to deter students, while at school or a school-related event, from engaging in aggressive behavior that may reasonably produce physical or psychological harm to someone else. The Superintendent or designee shall ensure that the parent/guardian of a student who engages in aggressive behavior is notified of the incident. The failure to provide such notification does not limit the Board's authority to impose discipline, including suspension or expulsion, for such behavior.

No disciplinary action shall be taken against any student that is based totally or in part on the refusal of the student's parent/guardian to administer or consent to the administration of psychotropic or psychostimulant medication to the student.

Disciplinary Measures

School officials shall limit the number and duration of expulsions and out-of-school suspensions to the greatest extent practicable, and, where practicable and reasonable, shall consider forms of non-exclusionary discipline before using out-of-school suspensions or expulsions. School personnel shall not advise or encourage students to drop out voluntarily due to behavioral or academic difficulties. Potential disciplinary measures include, without limitation, any of the following:

1. Notifying parent(s)/guardian(s).
2. Disciplinary conference.
3. Withholding of privileges.
4. Temporary removal from the classroom.
5. Return of property or restitution for lost, stolen, or damaged property.
6. In-school suspension. The Building Principal or designee shall ensure that the student is properly supervised.
7. After-school study or Saturday study provided the student's parent/guardian has been notified. If transportation arrangements cannot be agreed upon, an alternative disciplinary measure must be used. The student must be supervised by the detaining teacher or the Building Principal or designee.
8. Community service with local public and nonprofit agencies that enhances community efforts to meet human, educational, environmental, or public safety needs. The District will not provide transportation. School administration shall use this option only as an alternative to another disciplinary measure, giving the student and/or parent/guardian the choice.
9. Seizure of contraband; confiscation and temporary retention of personal property that was used to violate this policy or school disciplinary rules.
10. Suspension of bus riding privileges in accordance with Board policy 7:220, *Bus Conduct*.
11. Out-of-school suspension from school and all school activities and functions in accordance with Board policy 7:200, *Suspension Procedures*. A student who has been suspended shall also be

restricted from being on school grounds and at school activities and functions.

12. Expulsion from school and all school activities and functions for a definite time period not to exceed two calendar years in accordance with Board policy 7:210, *Expulsion Procedures*. A student who has been expelled shall also be restricted from being on school grounds and at school activities and functions.
13. Transfer to an alternative program if the student is expelled or otherwise qualifies for the transfer under State law. The transfer shall be in the manner provided in Article 13A or 13B of the School Code.
14. Notifying juvenile authorities or other law enforcement whenever the conduct involves criminal activity, including but not limited to, illegal drugs (controlled substances), *look-alikes*, alcohol, or weapons or in other circumstances as authorized by the reciprocal reporting agreement between the District and local law enforcement agencies.
15. Social probation.

The above list of disciplinary measures is a range of options that will not always be applicable in every case. In some circumstances, it may not be possible to avoid suspending or expelling a student because behavioral interventions, other than a suspension and expulsion, will not be appropriate and available, and the only reasonable and practical way to resolve the threat and/or address the disruption is a suspension or expulsion.

Corporal punishment is prohibited in all circumstances. *Corporal punishment* is defined as a discipline method in which a person deliberately inflicts pain upon a student in response to the student's unacceptable behavior or inappropriate language, with an aim to halt an offense, prevent its recurrence, or set an example for others.PRESSPlus3 It includes slapping, paddling, or prolonged maintenance of students in physically painful positions, or intentional infliction of bodily harm. Corporal punishment does not include reasonable force as permitted by 105 ILCS 5/10-20.33~~needed to maintain safety for students, staff, or other persons, or for the purpose of self-defense or defense of property~~.

Isolated Time Out, Time Out, and Physical Restraint

The district prohibits the use of isolated time out, time out, and physical restraint, as defined in 105 ILCS 5/10-20.33.

Weapons

A student who is determined to have brought one of the following objects to school, any school-sponsored activity or event, or any activity or event that bears a reasonable relationship to school shall be expelled for a period of at least one calendar year but not more than two calendar years:

1. A *firearm*, meaning any gun, rifle, shotgun, or weapon as defined by Section 921 of Title 18 of the United States Code (18 U.S.C. § 921), firearm as defined in Section 1.1 of the Firearm Owners Identification Card Act (430 ILCS 65/), or firearm as defined in Section 24-1 of the Criminal Code of 2012 (720 ILCS 5/24-1).
2. A knife, brass knuckles, or other knuckle weapon regardless of its composition, a billy club, stun gun or taser, or any other object if used or attempted to be used to cause bodily harm, including *look-alikes* of any *firearm* as defined above.

The expulsion requirement under either paragraph one or two above may be modified by the Superintendent, and the Superintendent's determination may be modified by the Board on a case-by-case basis. The Superintendent or designee may grant an exception to this policy, upon the prior request of an adult supervisor, for students in theatre, cooking, ROTC, martial arts, and similar

programs, whether or not school-sponsored, provided the item is not equipped, nor intended, to do bodily harm.

This policy's prohibitions concerning weapons apply regardless of whether: (1) a student is licensed to carry a concealed firearm, or (2) the Board permits visitors, who are licensed to carry a concealed firearm, to store a firearm in a locked vehicle in a school parking area.

Re-Engagement of Returning Students

The Superintendent or designee shall maintain a process to facilitate the re-engagement of students who are returning from an out-of-school suspension, expulsion, or an alternative school setting. The goal of re-engagement shall be to support the student's ability to be successful in school following a period of exclusionary discipline and shall include the opportunity for students who have been suspended to complete or make up work for equivalent academic credit.

Required Notices

A school staff member shall immediately notify the office of the Building Principal in the event that he or she: (1) observes any person in possession of a firearm on or around school grounds; however, such action may be delayed if immediate notice would endanger students under his or her supervision, (2) observes or has reason to suspect that any person on school grounds is or was involved in a drug-related incident, or (3) observes a battery committed against any staff member or is subject to a battery. School grounds includes modes of transportation to school activities and any public way within 1000 feet of the school, as well as school property itself.

Upon receiving a report of (1), above, the Building Principal or designee shall immediately notify local law enforcement. In addition, upon receiving a report on any of the above (1)-(3), the Building Principal or designee shall notify the Superintendent or designee and, if a student is reportedly in possession of a firearm, also any involved student's parent/guardian.

Upon receiving a report on any of the above (1)-(3), the Superintendent or designee shall immediately notify local law enforcement. The Superintendent or designee shall also report these incidents involving battery against staff members to the Ill. State Board of EducationISBE through its web-based School Incident Reporting System as they occur during the year and no later than August 1July 31PRESSPlus4 for the preceding school year.

Delegation of Authority

Each teacher, and any other school personnel when students are under his or her charge, is authorized to impose any disciplinary measure, other than suspension, expulsion, corporal punishment, or in-school suspension, that is appropriate and in accordance with the policies and rules on student discipline. Teachers, other certificated [licensed] educational employees, and any other persons (whether or not a licensed employee) providing a related service for or with respect to a student, may only use reasonable force as permitted by 105 ILCS 5/10-20.33PRESSPlus5 needed to maintain safety for other students, school personnel, or other persons, or for the purpose of self-defense or defense of property. Teachers may temporarily remove students from a classroom for disruptive behavior.

The Superintendent, Building Principal, Assistant Building Principal, or Dean of Students is authorized to impose the same disciplinary measures as teachers and may suspend students guilty of gross disobedience or misconduct from school (including all school functions) and from riding the school bus, up to 10 consecutive school days, provided the appropriate procedures are followed. The Board may suspend a student from riding the bus in excess of 10 school days for safety reasons.

Student Handbook

The Superintendent, with input from the parent-teacher advisory committee, shall prepare disciplinary rules implementing the District's disciplinary policies. These disciplinary rules shall be presented annually to the Board for its review and approval.

A student handbook, including the District disciplinary policies and rules, shall be distributed to the students' parents/guardians within 15 days of the beginning of the school year or a student's enrollment.

LEGAL REF.:

20 U.S.C. §7971, Pro-Children Act of 2004.

20 U.S.C. §7961 *et seq.*, Gun Free Schools Act.

105 ILCS 5/10-20.5b, 5/10-20.14, 5/10-20.28, 5/10-20.36, 5/10-21.7, 5/10-21.10, 5/10-22.6, 5/10-27.1A, 5/10-27.1B, 5/22-33, 5/22-100, 5/24-24, 5/26-12, 5/27-23.7, and 5/31-3.

105 ILCS 110/3.10, Critical Health Problems and Comprehensive Health Education Act.

410 ILCS 130/, Compassionate Use of Medical Cannabis Pilot Program.

410 ILCS 647/, Powdered Caffeine Control and Education Act.

430 ILCS 66/, Firearm Concealed Carry Act.

23 Ill.Admin.Code §§1.280, 1.285.

CROSS REF.: 2:150 (Committees), 2:240 (Board Policy Development), 5:230 (Maintaining Student Discipline), 6:110 (Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program), 7:70 (Attendance and Truancy), 7:130 (Student Rights and Responsibilities), 7:140 (Search and Seizure), 7:150 (Agency and Police Interviews), 7:160 (Student Appearance), 7:170 (Vandalism), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:200 (Suspension Procedures), 7:210 (Expulsion Procedures), 7:220 (Bus Conduct), 7:230 (Misconduct by Students with Disabilities), 7:240 (Conduct Code for Participants in Extracurricular Activities), 7:270 (Administering Medicines to Students), 7:315 (Restrictions on Publications; High Schools), 8:30 (Visitors to and Conduct on School Property)

Adopted: February 20, 2024

PRESSPlus Comments

PRESSPlus 1. This text is moved to #7, below. **Issue 118, April 2025**

PRESSPlus 2. This definition of sexting is adapted from Merriam-Webster's definition at www.merriam-webster.com/dictionary/sexting, and it incorporates offenses under State law that address the dissemination of explicit images. A district may wish to use another definition or create its own with the board attorney. See sample administrative procedure 7:190-AP6, *Guidelines for Investigating Sexting Allegations*, available at PRESS Online by logging in at www.iasb.com, for definitions of the italicized terms in this paragraph and their accompanying citations. See also sample

administrative procedure 7:190-AP5, *Student Handbook - Electronic Devices*. **Issue 118, April 2025**

PRESSPlus 3. Updated in response to 105 ILCS 5/22-100, added by P.A. 103-806. **Issue 118, April 2025**

PRESSPlus 4. Updated in response to 105 ILCS 5/10-27.1A and and 10-27.1B, amended by P.A.s 103-609 (first to pass both houses) and 103-780 (second to pass both houses and controlling). **Issue 118, April 2025**

PRESSPlus 5. Updated in response to 105 ILCS 5/24-24, amended by P.A. 103-806. **Issue 118, April 2025**

Document Status: Draft Update

STUDENTS

7:200 Suspension Procedures

In-School Suspension

The Superintendent or designee is authorized to maintain an in-school suspension program. The program shall include, at a minimum, each of the following:

1. Before assigning a student to in-school suspension, the charges will be explained and the student will be given an opportunity to respond to the charges.
2. Students are supervised by licensed school personnel.
3. Students are given the opportunity to complete classroom work during the in-school suspension for equivalent academic credit.

Out-of-School Suspension

The Superintendent or designee shall implement suspension procedures that provide, at a minimum, for each of the following:

1. A conference during which the charges will be explained and the student will be given an opportunity to respond to the charges before he or she may be suspended.
2. A pre-suspension conference is not required, and the student can be immediately suspended when the student's presence poses a continuing danger to persons or property or an ongoing threat of disruption to the educational process. In such cases, the notice and conference shall follow as soon as practicable.
3. An attempted phone call to the student's parent(s)/guardian(s).
4. A written notice of the suspension to the parent(s)/guardian(s) and the student, which shall:

    a. Provide notice to the parent(s)/guardian(s) of their child's right to a review of the suspension;
    b. Include information about an opportunity to make up work missed during the suspension for equivalent academic credit;
    c. Detail the specific act of gross disobedience or misconduct resulting in the decision to suspend;
    d. Provide rationale or an explanation of how the chosen number of suspension days will address the threat or disruption posed by the student or his or her act of gross disobedience or misconduct; and
    e. Depending upon the length of the out-of-school suspension, include the following applicable information:

        i. For a suspension of 3 school days or less, an explanation that the student's continuing presence in school would either pose:

            a) A threat to school safety, or

b) A disruption to other students' learning opportunities.

ii. For a suspension of 4 or more school days, an explanation:

a) That other appropriate and available behavioral and disciplinary interventions have been exhausted,

b) As to whether school officials attempted other interventions or determined that no other interventions were available for the student, and

c) That the student's continuing presence in school would either:

i) Pose a threat to the safety of other students, staff, or members of the school community, or

ii) Substantially disrupt, impede, or interfere with the operation of the school.

d) Of~~For a suspension of 4 or more school days, the information listed in section 4.c.ii., above, along with documentation by the Superintendent or designee determining~~ what, if any, appropriate and available support services will be provided to the student during the length of his or her suspension, as determined by the Superintendent or designee.

5. A summary of the notice, including the reason for the suspension and the suspension length, must be given to the Board by the Superintendent or designee.
6. Upon request of the parent(s)/guardian(s), a review of the suspension shall be conducted by the Board or a hearing officer appointed by the Board.
   a. At the review, the student~~'s~~ and his or her parent(s)/guardian(s) may appear with a representative of their choice and at their expense, be accompanied by a support person of their choice and at their expense, disclose any factor to be considered in mitigation (including the student's status as a parent, expectant parent, or victim of domestic or sexual violence as defined in 105 ILCS 5/26A), and discuss the suspension with the Board or its hearing officer~~ and may be represented by counsel~~. Any representative and support person must comply with hearing rules and may be prohibited from further participation if they violate the rules or engage in behavior or advocacy that harasses, abuses, or intimidates either party, a witness, or anyone else in attendance at the hearing.PRESSPlus1
   b. If the review involves allegations of sexual violence by the student, neither the student nor the student's representative shall directly question nor have direct contact with the alleged victim. The student or the student's representative may, at the discretion of the Board or its hearing officer, suggest questions to be posed by the Board or its hearing officer to the alleged victim.PRESSPlus2
   c. Whenever there is evidence that mental illness may be the cause for the suspension, the Superintendent or designee shall invite a representative from a local mental health agency to consult with the Board.
   d. After presentation of the evidence or receipt of the hearing officer's report, the Board shall take such action as it finds appropriate. If the suspension is upheld, the Board's written suspension decision shall specifically detail items (a) and (e) in number 4, above.

LEGAL REF.:

Goss v. Lopez, 419 U.S. 565 (1975).

105 ILCS 5/10-20.14, 5/10-22.6.

23 Ill.Admin.Code §1.280.

CROSS REF.: 5:100 (Staff Development Program), 7:130 (Student Rights and Responsibilities), 7:190 (Student Behavior), 7:220 (Bus Conduct)

Adopted: January 21, 2025

PRESSPlus Comments

PRESSPlus 1. Updated in response to 105 ILCS 5/10-22.6(b-35), added by P.A. 102-466, a/k/a *Ensuring Success in School (ESS) Law*, eff. 7-1-25. A representative chosen by the parent/guardian (or by the student, if emancipated) must be permitted to represent the student "throughout the proceedings and to address the school board or its appointed hearing officer." A support person chosen by the parent/guardian (or by the student, if emancipated) must also be permitted to accompany the student to any expulsion hearing or proceeding. For the definition of *support person*, see sample administrative procedure 7:255-AP1, *Supporting Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence*, available at PRESS Online by logging in at www.iasb.com. **Issue 118, April 2025**

PRESSPlus 2. Updated in response to 105 ILCS 5/10-22.6(b-40), added by P.A. 102-466, a/k/a *ESS Law*, eff. 7-1-25. **Issue 118, April 2025**

Document Status: Draft Update

STUDENTS

7:210 Expulsion Procedures

The Superintendent or designee shall implement expulsion procedures that provide, at a minimum, for the following:

1. Before a student may be expelled, the student and his or her parent(s)/guardian(s) shall be provided a written request to appear at a hearing to determine whether the student should be expelled. The request shall be sent by registered or certified mail, return receipt requested. The request shall:
    a. Include the time, date, and place for the hearing.
    b. Briefly describe what will happen during the hearing.
    c. Detail the specific act of gross disobedience or misconduct resulting in the decision to recommend expulsion.
    d. Inform the student and parent(s)/guardian(s) that a representative of their choice and at their expense is permitted to represent the student throughout the proceedings and to address the Board or its hearing officer.PRESSPlus1
    e. Inform the student and parent(s)/guardian(s) that a support personPRESSPlus2 of their choice and at their expense is permitted to accompany the student throughout the proceedings.
    f. List the student's prior suspension(s).
    g. State that the School Code allows the Board of Education to expel a student for a definite period of time not to exceed two calendar years, as determined on a case-by-case basis.
    h. Ask that the student or parent(s)/guardian(s) ~~or attorney~~ inform the Superintendent or Board Attorney if the student will ~~be represented by an attorney~~appear with a representative and/or support person and, if so, provide the ~~attorney's~~ name(s) and contact information for the representative and/or support person.
2. Unless the student and parent(s)/guardian(s) indicate that they do not want a hearing or fail to appear at the designated time and place, the hearing will proceed. It shall be conducted by the Board or a hearing officer appointed by it. If a hearing officer is appointed, he or she shall report to the Board the evidence presented at the hearing and the Board shall take such final action as it finds appropriate.
3. Whenever there is evidence that mental illness may be the cause for the recommended expulsion, the Superintendent or designee shall invite a representative from a local mental health agency to consult with the Board.
4. During the expulsion hearing, the Board or hearing officer shall hear evidence concerning whether the student is guilty of the gross disobedience or misconduct as charged.
    a. School officials must provide: (1) testimony of any other interventions attempted and exhausted or of their determination that no other appropriate and available interventions were available for the student, and (2) evidence of the threat or disruption posed by the student.

b. The student and his or her parent(s)/guardian(s) may ~~be represented by counsel~~appear with a representative, be accompanied by a support person, disclose any factor to be considered in mitigation (including his or her status as a parent, expectant parent, or victim of domestic or sexual violence as defined in 105 ILCS 5/26A), offer evidence, present witnesses, cross-examine witnesses who testified, and otherwise present reasons why the student should not be expelled. Any representative and support person must comply with hearing rules and may be prohibited from further participation if they violate the rules or engage in behavior or advocacy that harasses, abuses, or intimidates either party, a witness, or anyone else in attendance at the hearing.PRESSPlus3

c. If the expulsion hearing involves allegations of sexual violence by the student, neither the student nor the student's representative shall directly question nor have direct contact with the alleged victim. The student or the student's representative may, at the discretion of the Board or its hearing officer, suggest questions to be posed by the Board or its hearing officer to the alleged victim.PRESSPlus4

5. After presentation of the evidence or receipt of the hearing officer's report, the Board shall decide the issue of guilt and take such action as it finds appropriate.
6. If the Board acts to expel the student, its written expulsion decision shall:

   a. Detail the specific reason why removing the student from his or her learning environment is in the best interest of the school.
   b. Provide a rationale for the specific duration of the recommended expulsion.
   c. Document how school officials determined that all behavioral and disciplinary interventions have been exhausted by specifying which interventions were attempted or whether school officials determined that no other appropriate and available interventions existed for the student.
   d. Document how the student's continuing presence in school would (1) pose a threat to the safety of other students, staff, or members of the school community, or (2) substantially disrupt, impede, or interfere with the operation of the school.

7. Upon expulsion, the District may refer the student to appropriate and available support services.

LEGAL REF.:

Goss v. Lopez, 419 U.S. 565 (1975).

105 ILCS 5/10-20.14, 5/10-22.6.

CROSS REF.: 5:100 (Staff Development Program), 7:130 (Student Rights and Responsibilities), 7:190 (Student Behavior), 7:200 (Suspension Procedures), 7:230 (Misconduct by Students with Disabilities)

~~ADOPTED: August 16, 2022~~

PRESSPlus Comments

PRESSPlus 1. Items d and e are required by 105 ILCS 5/10-22.6(b-35), added by P.A. 102-466, a/k/a *Ensuring Success in School (ESS) Law*, eff. 7-1-25. **Issue 118, April 2025**

PRESSPlus 2. For the definition of support person, see sample administrative procedure 7:255-AP1,

Supporting Students who are Parents, Expectant Parents, or Victims of Sexual or Domestic Violence, available at PRESS Online by logging in at www.iasb.com. **Issue 118, April 2025**

PRESSPlus 3. 105 ILCS 5/10-22.6(b-35), added by P.A. 102-466, a/k/a *ESS Law*, eff. 7-1-25. **Issue 118, April 2025**

PRESSPlus 4. 105 ILCS 5/10-22.6(b-40), added by P.A. 102-466, a/k/a *ESS Law*, eff. 7-1-25. **Issue 118, April 2025**

Document Status: Draft Update

STUDENTS

7:250 Student Support Services

The District provides a liaison to facilitate the enrollment and transfer of records of students in the legal custody of the Ill. Dept. of Children and Family Services when enrolling in or changing schools.

The following student support services may be provided by the School District:

1. Health services supervised by a qualified school nurse. The Superintendent or designee may implement procedures to further a healthy school environment and prevent or reduce the spread of disease.
2. Educational and psychological testing services and the services of a school psychologist as needed. In all cases, written permission to administer a psychological examination must be obtained from a student's parent(s)/guardian(s). The results will be given to the parent(s)/guardian(s), with interpretation, as well as to the appropriate professional staff.
3. The services of a school social worker. A student's parent/guardian must consent to regular or continuing services from a social worker.
4. ~~Guidance and s~~School counseling services. The Superintendent or designee shall annually inform all school personnel and students 12 years of age and older, in writing, of the availability of counseling without parent/guardian consent under 405 ILCS 5/3-550.[PRESSPlus1]

The Superintendent or designee shall develop protocols for responding to students with social, emotional, or mental health needs that impact learning ability. The District, however, assumes no liability for preventing, identifying, or treating such needs.

*Erin's Law*Counseling Options, Assistance, and Intervention

The Superintendent or designee will ensure that each school building's Student Support Committee identifies counseling options for students who are affected by sexual abuse and grooming behaviors, along with District and community-based options for victims of sexual abuse and grooming behaviors to obtain assistance and intervention. Community-based options must include a Children's Advocacy Center and sexual assault crisis center(s) that serve the District, if any.

Article 26A Domestic or Sexual Violence and Parenting Resource Personnel[PRESSPlus2]

The Superintendent or designee will ensure that at least one staff member in each school building is designated as a resource person (Article 26A Resource Person) for students who are parents, expectant parents, or victims of domestic or sexual violence and offers those services required by 105 ILCS 5/26A. See Board policy 7:255, *Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence*. The Article 26A Resource Person may be a member of the building's Student Support Committee.

The Superintendent shall ensure that ~~T~~this policy ~~shall be~~is implemented in a manner consistent with State and federal laws, including the Individuals with Disabilities Education Act, 42 U.S.C. §12101 et seq., and that it is respectful of student privacy, including that student records are maintained and their

confidentiality protected in accordance with Board policy and District procedures.[PRESSPlus3]

LEGAL REF.:

105 ILCS 5/10-23.13(b), 5/10-20.59, ~~and~~ 5/21B-25(G), and 5/26A.

405 ILCS 5/, Mental Health and Developmental Disabilities Code.

405 ILCS 49/, Children's Mental Health Act.

740 ILCS 110/, Mental Health and Developmental Disabilities Confidentiality Act.

CROSS REF.: 6:65 (Student Social and Emotional Development), 6:270 (Guidance and Counseling Program), 7:100 (Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students), 7:255 (Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence), 7:280 (Communicable and Chronic Infectious Disease), 7:340 (Student Records)

Adopted: January 17, 2023

PRESSPlus Comments

PRESSPlus 1. 105 ILCS 5/26A-40(h), added by P.A. 102-466, a/k/a *ESS Law*, eff. 7-1-25. **Issue 118, April 2025**

PRESSPlus 2. Required by 105 ILCS 5/26A-35, added by P.A. 102-466, a/k/a *ESS Law*, eff. 7-1-25. See policy 7:255, *Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence*, and sample administrative procedure 7:255-AP1, *Supporting Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence*, available at PRESS Online by logging in at www.iasb.com. **Issue 118, April 2025**

PRESSPlus 3. This policy text is based on recommendations of the second ESS Task Force. See pp. 13-14 of the June 2024 ESS Task Force final report, at: www.isbe.net/Documents_ESSTaskForce/Final-Report-ESS-Report-June-2024.pdf. **Issue 118, April 2025**

Document Status: Draft Update - New

7:255 Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence

New/Unpublished Section

Domestic and sexual violence affect a student's ability to learn. Students who are parents or expectant parents have unique needs. Providing support services that enable students who are parents, expectant parents,PRESSPlus1 or victims of domestic or sexual violence (Article 26A Students) to succeed in school are important District goals and required by 105 ILCS 5/26A (Article 26A).PRESSPlus2

The Superintendent or designee shall develop and implement a program for supporting Article 26A Students that:

1. Distributes this policy and procedures for requesting supportive services or filing a complaint to all students at the beginning of each school year.PRESSPlus3
2. Ensures at least one staff member in each school building is designated as a resource person for Article 26A Students (Article 26A Resource Person) and receives training in accordance with 105 ILCS 5/26A-35.PRESSPlus4
3. Notifies all District employees and agents that, upon learning or suspecting that a student is a parent, expectant parent, or victim of domestic or sexual violence, they must refer the student to a designated Article 26A Resource Person.PRESSPlus5
4. Ensures any employees whose duties include the resolution of Article 26A complaints receive training in accordance with 105 ILCS 5/26A-25(b)(1).
5. Requires verification of a student's claim of Article 26A status relating to domestic or sexual violence in accordance with 105 ILCS 5/26A-45.PRESSPlus6
6. Provides Article 26A Students with in-school support services, information about non-school-based support services, and the ability to make up work missed due to circumstances related to the student's Article 26A status in accordance with 105 ILCS 5/26A-40.PRESSPlus7
7. Ensures the prompt and equitable resolution of all Article 26A complaints through a complaint resolution procedure that fully complies with 105 ILCS 5/26A-25.PRESSPlus8
8. Ensures that all information concerning an Article 26A Student's status and related experiences, or information concerning a student who is a named perpetrator of domestic or sexual violence, provided to or otherwise obtained by the District or its employees or agents pursuant to 105 ILCS 5/26A is retained in a confidential temporary file in accordance with 105 ILCS 10/2(f).PRESSPlus9 Confidentiality procedures will:PRESSPlus10
    a. Provide that such information may not be disclosed to any other individual outside of the District, including any other employee, except if such disclosure is: (1) permitted by the Ill. School Student Records Act (105 ILCS 10/), the federal Family Educational Rights and Privacy Act (20 U.S.C. §1232g), or other applicable State or federal laws; or (2) requested or consented to, in writing, by the Article 26A Student or their parent/guardian if it is safe to obtain written consent from the parent/guardian; and
    b. Comply with the requirements of 105 ILCS 5/26A-30.
9. Ensures that in the event an Article 26A Student or their parent/guardian reports an incident of alleged domestic or sexual violence, the District's procedures comply with 105 ILCS 5/26A-

20(c).[PRESSPlus11]

10. Complies with State and federal law and aligns with Board policies.[PRESSPlus12]

Requesting Support Services

An Article 26A Student and/or their parent/guardian may request support services under this policy by contacting the building-level Article 26A Resource Person, whose name and contact information will be annually distributed to employees, students, and parents/guardians by each Building Principal.

Filing a Complaint

An Article 26A Student and/or their parent/guardian may file a complaint under this policy with the Nondiscrimination Coordinator, Title IX Coordinator, Building Principal, Assistant Building Principal, Dean of Students,[PRESSPlus13] a Complaint Manager, or any employee with whom the person is comfortable speaking.[PRESSPlus14]

The Superintendent shall insert into this policy and keep current the names, office addresses, email addresses, and telephone numbers of the District's current Nondiscrimination Coordinator, Title IX Coordinator, and Complaint Managers.[PRESSPlus15]

Nondiscrimination Coordinator:	**Title IX Coordinator:**
Name	Name
Address	Address
Email	Email
Telephone	Telephone

Complaint Managers:

Name	Name
Address	Address
Email	Email
Telephone	Telephone

Complaint Resolution Procedure

When a complaint is filed, the Nondiscrimination Coordinator and/or Complaint Manager or designee shall process and review it according to administrative procedure 7:255-AP2, *Complaint Resolution Procedure for Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence*.

Enforcement

Any District employee who is determined, at the conclusion of the complaint resolution procedure, to have violated Article 26A will be subject to disciplinary action up to and including discharge. Any third party who is determined, at the conclusion of the complaint resolution procedure, to have violated Article 26A will be addressed in accordance with the authority of the Board in the context of the relationship of the third party to the District, e.g., vendor, parent/guardian, invitee, etc.

This policy does not increase or diminish the ability of the District or the parties to exercise any other

rights under existing law.

Policy Review[PRESSPlus16]

At least once every two years, pursuant to 105 ILCS 5/26A-20 and Board policy 2:240, *Board Policy Development*, the Board reviews and makes any necessary updates to this policy and to any other policies that may act as a barrier to their immediate enrollment and re-enrollment, attendance, graduation, and success in school of any student who is a parent, expectant parent, or victim of domestic or sexual violence. The Superintendent or designee shall assist the Board with its review and any updates.

Retaliation Prohibited[PRESSPlus17]

Retaliation against an Article 26A Student or their parent/guardian for exercising or attempting to exercise their rights under Article 26A is prohibited. Individuals should report allegations of retaliation to the Building Principal, an administrator, the Nondiscrimination Coordinator, and/or a Complaint Manager.

A student, employee, or other person authorized by the District to provide aid, benefit, or service under the District's education program or activity who retaliates against others for reporting or complaining of violations of this policy or for participating in any manner under this policy will be subject to disciplinary action, up to and including discharge, with regard to employees, or suspension or expulsion, with regard to students.

LEGAL REF.:

105 ILCS 5/26A.

105 ILCS 10/, Ill. School Student Records Act.

405 ILCS 5/, Mental Health and Developmental Disabilities Code.

405 ILCS 49/, Children's Mental Health Act.

740 ILCS 110/, Mental Health and Developmental Disabilities Confidentiality Act.

23 Ill.Admin.Code §1.240 and Part 200.

CROSS REF.: 5:100 (Staff Development Program), 6:110 (Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program), 6:120 (Education of Children with Disabilities), 6:150 (Home and Hospital Instruction), 7:10 (Equal Educational Opportunities), 7:60 (Residence), 7:70 (Attendance and Truancy), 7:250 (Student Support Services), 7:340 (Student Records)

PRESSPlus Comments

PRESSPlus 1. An *expectant parent* is a student who (i) is pregnant and (ii) has not yet received a diploma for completion of a secondary education as defined in 105 ILCS 5/22-22. **Issue 118, April 2025**

PRESSPlus 2. This policy is created in response to 105 ILCS 5/26A, added by P.A. 102-466, a/k/a *ESS Law*, eff. 7-1-25, requiring districts to ensure they have policies, procedures, and resources in

place to ensure that Article 26A Students are provided with support services necessary to enable them to meet State educational standards and successfully attain a school diploma.

105 ILCS 5/2-3.147, added by P.A. 95-558 and repealed by P.A. 99-30, created the first Ensuring Success in School (ESS) Task Force. Supervised by the Ill. State Board of Education (ISBE), it developed policies, procedures, and protocols for school boards to adopt to address the education and related needs of students who are parents, expectant parents, or victims of domestic or sexual violence; the goal was to encourage these students to stay in school, stay safe while in school, and successfully complete their education. The June 2010 report of the first ESS Task Force is available here: www.isbe.net/Documents/ess-task-force-final-report0610.pdf.

105 ILCS 5/26A-15, added by P.A. 102-466 (a/k/a *ESS Law*) and scheduled to be repealed on 12-1-25, created a second ESS Task Force supervised by ISBE, also focused on the education and related needs of students who are parents, expectant parents, or victims of domestic or sexual violence. The second ESS Task Force was to: (1) draft and publish model policies and intergovernmental agreements for inter-district transfers, (2) draft and publish model complaint resolution procedures, and (3) identify current mandatory and new staff trainings needed.

Issue 118, April 2025

PRESSPlus 3. 105 ILCS 5/26A-20(d), added by P.A. 102-466, a/k/a *ESS Law*, eff. 7-1-25. **Issue 118, April 2025**

PRESSPlus 4. See footnote 25 in sample policy 5:100, *Staff Development Program*, and sample administrative procedure 7:255-AP1, *Supporting Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence*, available at PRESS Online by logging in at www.iasb.com, for further information about training requirements. **Issue 118, April 2025**

PRESSPlus 5. 105 ILCS 5/26A-40(e), added by P.A. 102-466, a/k/a *ESS Law*, eff. 7-1-25. *Agents* is not defined and who is considered an agent for the district is fact-specific; consult the board attorney for guidance. **Issue 118, April 2025**

PRESSPlus 6. 105 ILCS 5/26A-45, added by P.A. 102-466, a/k/a *ESS Law*, eff. 7-1-25. See detailed verification requirements and restrictions in sample administrative procedure 7:255-AP1, *Supporting Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence*, available at PRESS Online by logging in at www.iasb.com. **Issue 118, April 2025**

PRESSPlus 7. 105 ILCS 5/26A-40, added by P.A. 102-466, a/k/a *ESS Law*, eff. 7-1-25. Providing accommodations to ensure equal educational opportunities for students who are parents and expectant parents is also required by federal regulations implementing Title IX of the Education Amendments of 1972 (Title IX) (20 U.S.C. §1681 et seq.) and ISBE sex equity regulations. 34 C.F.R. §106.40 and 49 C.F.R. §25.445; 23 Ill.Admin.Code §200.50. See policy 7:10, *Equal Educational Opportunities*, and sample administrative procedure 7:10-AP2, *Accommodating Breastfeeding Students*, available at PRESS Online by logging in at www.iasb.com. Reasonable accommodations for breastfeeding students are also required by 105 ILCS 5/10-20.60. **Issue 118, April 2025**

PRESSPlus 8. 105 ILCS 5/26A-25 and 5/26A-20(c), added by P.A. 102-466, a/k/a *ESS Law*, eff. 7-

1-25, list the basic requirements for a complaint resolution procedure. Live hearings are not required but may be offered as part of the complaint resolution procedure. **Consult the board attorney if the board wants the district to use a live hearing in its complaint resolution procedure.** For an Article 26A complaint resolution procedure, see sample administrative procedure 7:255-AP2, *Complaint Resolution Procedure for Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence*. See also sample administrative procedure 7:255-AP1, *Supporting Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence*. Sample administrative procedures are available at PRESS Online by logging in at www.iasb.com. **Issue 118, April 2025**

PRESSPlus 9. 105 ILCS 5/26A-45(a), added by P.A. 102-466, a/k/a *ESS Law*, eff. 7-1-25. The ESS Law amended the definition of *student temporary record* in the Ill. School Student Records Act (ISSRA) (105 ILCS 10/) to include information concerning a student's status and related experiences as a parent, expectant parent, or victim of domestic or sexual violence as defined in 105 ILCS 5/26A. **Issue 118, April 2025**

PRESSPlus 10. Required by 105 ILCS 5/26A-30, added by P.A. 102-466, a/k/a *ESS Law*, eff. 7-1-25.

The policy text is based on recommendations of the second ESS Task Force. See p. 14 of the June 2024 ESS Task Force final report, at: www.isbe.net/Documents_ESSTaskForce/Final-Report-ESS-Report-June-2024.pdf. The phrase "including any other employee" comes directly from 105 ILCS 5/26A-30(a) and is confusing because it is unclear whose employee is being referenced. The Ill. School Student Records Act (ISSRA) permits student records to be disclosed to any district employees with a "current demonstrable educational or administrative interest" in a student if disclosure is "in furtherance of such interest." 105 ILCS 10/6(a)(2). **Consult the board attorney for guidance. Issue 118, April 2025**

PRESSPlus 11. 105 ILCS 5/26A-20(c)(1)-(6), added by P.A. 102-466, a/k/a *ESS Law*, eff. 7-1-25, states elements that must be in a district's "policy on the procedures" that a student or their parent/guardian may follow if he or she chooses to report an incident of alleged domestic or sexual violence. Having a "policy on the procedures" is a misnomer because the board does not adopt procedures but rather, through policy, directs the superintendent to establish procedures to implement policy. Only the required element at 105 ILCS 5/26A-20(c)(6), to establish a complaint resolution procedure, appears in this policy's text because the remaining elements are not board work and therefore inappropriate to include in board policy. Instead, required elements from 105 ILCS 5/26A-20(c)(1)-(5) appear in sample administrative procedure 7:255-AP2, *Complaint Resolution Procedure for Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence*, available at PRESS Online at www.iasb.com. **Issue 118, April 2025**

PRESSPlus 12. See sample administrative procedure 7:255-AP1, *Supporting Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence*, available at PRESS Online by logging in at www.iasb.com, for a list of board policies implicated by the ESS Law and that may interact with this policy. **Issue 118, April 2025**

PRESSPlus 13. If the district does not an employ an Assistant Building Principal and/or Dean of Students, strike the title(s) that do not apply, and use the Save Status "Adopted with Additional District

Edits." **Issue 118, April 2025**

PRESSPlus 14. By including “any employee” in this list, this policy contains an item on which collective bargaining may be required. Any policy that impacts upon wages, hours, and terms and conditions of employment is subject to collective bargaining upon request by the employee representative, even if the policy involves an inherent managerial right. **Issue 118, April 2025**

PRESSPlus 15. While the names and contact information are required by law to be listed, they are not part of the adopted policy and do not require board action. It is important for updated names and contact information to be inserted into this policy and regularly monitored.

Please click here to submit the name and contact information that will be applied to each of the following policies: 2:260, 2:265, 5:10, 5:20, 7:20, 7:180, and 7:255. **Issue 118, April 2025**

PRESSPlus 16. 105 ILCS 5/26A-20(a), added by P.A. 102-466, a/k/a *ESS Law*, eff. 7-1-25. This provision also requires districts to review and revise any procedures that act as a barrier to Article 26A Students. Since procedure review and revision is administrator work and not board work, this requirement is addressed in sample administrative procedure 7:255-AP1, *Supporting Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence*, available at PRESS Online by logging in at www.iasb.com. **Issue 118, April 2025**

PRESSPlus 17. 105 ILCS 5/26A-50, added by P.A. 102-466, a/k/a *ESS Law*, eff. 7-1-25. **Issue 118, April 2025**

Document Status: Draft Update

STUDENTS

7:270 Administering Medicines to Students

Students should not take medication during school hours or during school-related activities unless it is necessary for a student's health and well-being. When a student's licensed health care provider and parent/guardian believe that it is necessary for the student to take a medication during school hours or school-related activities, the parent/guardian must request that the school dispense the medication to the child and otherwise follow the District's procedures on dispensing medication.

No School District employee shall administer to any student, or supervise a student's self-administration of, any prescription or non-prescription medication until a completed and signed *School Medication Authorization Form* (*SMA Form*) is submitted by the student's parent/guardian. No student shall possess or consume any prescription or non-prescription medication on school grounds or at a school-related function other than as provided for in this policy and its implementing procedures.

Nothing in this policy shall prohibit any school employee from providing emergency assistance to students, including administering medication.

The Building Principal shall include this policy in the Student Handbook and shall provide a copy to the parents/guardians of students.

Self-Administration of Medication

A student may possess and self-administer an epinephrine injector, e.g., EpiPen®, and/or asthma medication prescribed for use at the student's discretion, provided the student's parent/guardian has completed and signed an *SMA Form*. The Superintendent or designee will ensure an Emergency Action Plan is developed for each self-administering student.

A student may self-administer medication required under a *qualifying plan*, provided the student's parent/guardian has completed and signed an *SMA Form*. A qualifying plan means: (1) an asthma action plan, (2) an Individual Health Care Action Plan, (3) an allergy emergency action plan, (4) a plan pursuant to Section 504 of the federal Rehabilitation Act of 1973, or (5) a plan pursuant to the federal Individuals with Disabilities Education Act. A student may also possess the supplies and equipment necessary to monitor and treat diabetes in accordance with the student's diabetes care plan and/or the supplies, equipment, and medication necessary to treat epilepsy in accordance with the student's seizure action plan.PRESSPlus1

The District shall incur no liability, except for willful and wanton conduct, as a result of any injury arising from a student's self-administration of medication, including asthma medication or epinephrine injectors, or medication required under a qualifying plan. A student's parent/guardian must indemnify and hold harmless the District and its employees and agents, against any claims, except a claim based on willful and wanton conduct, arising out of a student's self-administration of an epinephrine injector, asthma medication, and/or a medication required under a qualifying plan.

School District Supply of Undesignated Asthma Medication

The Superintendent or designee shall implement 105 ILCS 5/22-30(f) and maintain a supply of undesignated asthma medication in the name of the District and provide or administer them as necessary according to State law. *Undesignated asthma medication* means an asthma medication prescribed in the name of the District or one of its schools. A school nurse or trained personnel, as defined in State law, may administer an undesignated asthma medication to a person when they, in good faith, believe a person is having *respiratory distress*. Respiratory distress may be characterized as *mild-to-moderate* or *severe*. Each building administrator and/or his or her corresponding school nurse shall maintain the names of trained personnel who have received a statement of certification pursuant to State law.

School District Supply of Undesignated Epinephrine Injectors

The Superintendent or designee shall implement 105 ILCS 5/22-30(f) and maintain a supply of undesignated epinephrine injectors in the name of the District and provide or administer them as necessary according to State law. *Undesignated epinephrine injector* means an epinephrine injector prescribed in the name of the District or one of its schools. A school nurse or trained personnel, as defined in State law, may administer an undesignated epinephrine injector to a person when they, in good faith, believe a person is having an anaphylactic reaction. Each building administrator and/or his or her corresponding school nurse shall maintain the names of trained personnel who have received a statement of certification pursuant to State law.

School District Supply of Undesignated Opioid Antagonists

The Superintendent or designee shall implement 105 ILCS 5/22-30(f) and maintain a supply of undesignated opioid antagonists and provide or administer them as necessary according to State law. *Opioid antagonist* means a drug that binds to opioid receptors and blocks or inhibits the effect of opioids acting on those receptors, including, but not limited to, naloxone hydrochloride or any other similarly acting drug approved by the U.S. Food and Drug Administration. *Undesignated opioid antagonist* is not defined by the School Code; for purposes of this policy it means an opioid antagonist prescribed in the name of the District or one of its schools or obtained by the District without a prescription. A school nurse or trained personnel, as defined in State law, may administer an undesignated opioid antagonist to a person when they, in good faith, believe a person is having an opioid overdose. Each building administrator and/or his or her corresponding school nurse shall maintain the names of trained personnel who have received a statement of certification pursuant to State law. See the website for the Ill. Dept. of Human Services for information about opioid prevention, abuse, public awareness, and a toll-free number to provide information and referral services for persons with questions concerning substance abuse treatment.

School District Supply of Undesignated Glucagon

The Superintendent or designee shall implement 105 ILCS 145/27 and maintain a supply of undesignated glucagon in the name of the District in accordance with manufacturer's instructions.

When a student's prescribed glucagon is not available or has expired, a school nurse or delegated care aide may administer undesignated glucagon only if he or she is authorized to do so by a student's diabetes care plan.

Administration of Medical Cannabis

The Compassionate Use of Medical Cannabis Program Act allows a *medical cannabis infused product* to be administered to a student by one or more of the following individuals:

1. A parent/guardian of a student who is a minor who registers with the Ill. Dept. of Public Health

(IDPH) as a *designated caregiver* to administer medical cannabis to their child. A designated caregiver may also be another individual other than the student's parent/guardian. Any designated caregiver must be at least 21 years old and is allowed to administer a *medical cannabis infused product* to a child who is a student on the premises of his or her school or on his or her school bus if:

a. Both the student and the designated caregiver possess valid registry identification cards issued by IDPH;
b. Copies of the registry identification cards are provided to the District;
c. That student's parent/guardian completed, signed, and submitted a *School Medication Authorization Form - Medical Cannabis*; and
d. After administering the product to the student, the designated caregiver immediately removes it from school premises or the school bus.

2. A properly trained school nurse or administrator, who shall be allowed to administer the *medical cannabis infused product* to the student on the premises of the child's school, at a school-sponsored activity, or before/after normal school activities, including while the student is in before-school or after-school care on school-operated property or while being transported on a school bus.
3. The student him or herself when the self-administration takes place under the direct supervision of a school nurse or administrator.

Medical cannabis infused product (product) includes oils, ointments, foods, and other products that contain usable cannabis but are not smoked or vaped. Smoking and/or vaping medical cannabis is prohibited.

The product may not be administered in a manner that, in the opinion of the District or school, would create a disruption to the educational environment or cause exposure of the product to other students. A school employee shall not be required to administer the product.

Discipline of a student for being administered a product by a designated caregiver, or by a school nurse or administrator, or who self-administers a product under the direct supervision of a school nurse or administrator pursuant to this policy is prohibited. The District may not deny a student attendance at a school solely because he or she requires administration of the product during school hours.

Void Policy

The **School District Supply of Undesignated Asthma Medication** section of the policy is void whenever the Superintendent or designee is, for whatever reason, unable to: (1) obtain for the District a prescription for undesignated asthma medication from a physician or advanced practice nurse licensed to practice medicine in all its branches, or (2) fill the District's prescription for undesignated school asthma medication.

The **School District Supply of Undesignated Epinephrine Injectors** section of the policy is void whenever the Superintendent or designee is, for whatever reason, unable to: (1) obtain for the District a prescription for undesignated epinephrine injectors from a physician or advanced practice nurse licensed to practice medicine in all its branches, or (2) fill the District's prescription for undesignated school epinephrine injectors.

The **School District Supply of Undesignated Opioid Antagonists** section of the policy is void whenever the Superintendent or designee is unable to obtain a supply of opioid antagonists due to a

shortage, in which case the District shall make reasonable efforts to maintain a supply.

The **School District Supply of Undesignated Glucagon** section of the policy is void whenever the Superintendent or designee is, for whatever reason, unable to: (1) obtain for the District a prescription for glucagon from a qualifying prescriber, or (2) fill the District's prescription for undesignated school glucagon.

The **Administration of Medical Cannabis** section of the policy is void and the District reserves the right not to implement it if the District or school is in danger of losing federal funding.

Administration of Undesignated Medication

Upon any administration of an undesignated medication permitted by State law, the Superintendent or designee(s) must ensure all notifications required by State law and administrative procedures occur.

Undesignated Medication Disclaimers

Upon implementation of this policy, the protections from liability and hold harmless provisions applicable under State law apply.

No one, including without limitation, parents/guardians of students, should rely on the District for the availability of undesignated medication. This policy does not guarantee the availability of undesignated medications. Students and their parents/guardians should consult their own physician regarding these medication(s).

LEGAL REF.:

105 ILCS 5/10-20.14b, 5/10-22.21b, 5/22-30, and 5/22-33.

105 ILCS 145/, Care of Students with Diabetes Act.

105 ILCS 150/, Seizure Smart School Act.

410 ILCS 130/, Compassionate Use of Medical Cannabis Program Act.

720 ILCS 550/, Cannabis Control Act.

23 Ill.Admin.Code §1.540.

CROSS REF.: 7:285 (Anaphylaxis Prevention, Response, and Management Program)

Adopted: May 21, 2024

PRESSPlus Comments

PRESSPlus 1. 105 ILCS 145/30; 105 ILCS 150/30. This is not a new requirement, but it is added to make clear in policy that self-carry may also be authorized for diabetes/seizure management. **Issue 118, April 2025**

Document Status: Draft Update

STUDENTS

7:315 Restrictions on Publications; High Schools

Definitions

Libel means the willful or negligent publication of provably false and unprivileged statements of fact that do demonstrable harm to a living person's reputation.

Obscene means lewd; impure; indecent; calculated to shock the moral sense of humans by a disregard of chastity or modesty. Objectionable or offensive to accepted standards of decency.

School official means a Building Principal or designee.

School-sponsored media means any material that is prepared, substantially written, published, or broadcast by a student journalist, distributed or generally made available to members of the student body, and prepared under the direction of a student media advisor. It does not include media intended for distribution or transmission solely in the classroom in which the media is produced.

Slander means the speaking of false statements of fact that seriously harm a living person's reputation.

Student journalist means a public high school student who gathers, compiles, writes, edits, photographs, records, or prepares information for dissemination in school-sponsored media.

Student media adviser means an individual employed, appointed, or designated by the District to supervise or provide instruction relating to school-sponsored media.

School-Sponsored Media

School-sponsored publications, productions, and websites are governed by the Speech Rights of Student Journalists Act and Board of Education policies, and student journalists are responsible for determining the news, opinion, feature, and advertising content of those publications, productions, and websites.

Student journalists must:

1. Make decisions based upon news value and guided by the Code of Ethics provided by the Society of Professional Journalists, National Scholastic Press Association, Journalism Education Association, or other relevant group;
2. Produce media based upon professional standards of accuracy, objectivity, and fairness;
3. Review material to improve sentence structure, grammar, spelling, and punctuation;
4. Check and verify all facts and verify the accuracy of all quotations;
5. In the use of personal opinions, editorial statements, and/or letters to the editor, provide opportunity and space for the expression of differing opinions within the same media to align with the District's media literacy curriculum mandate in 105 ILCS 5/27-20.08; and

6. Include an author's name with any personal opinions and editorial statements, if appropriate.

Student journalists may not create, produce, or distribute school-sponsored media that:

1. Is libelous, slanderous, or obscene;
2. Constitutes an unwarranted invasion of privacy;
3. Violates federal or State law, including the Constitutional rights of third parties; or
4. Incites students to:

    a. Commit an unlawful act;
    b. Violate any of the District's policies; or
    c. Materially and substantially disrupt the orderly operation of the school.

The District will not engage in prior restraint of material prepared by student journalists for school-sponsored media, unless the material fits into one of the four prohibited categories listed above, in which case the Superintendent or designee and/or student media adviser may review, edit, and delete such media material before publication or distribution of the media.

No expression made by students in the exercise of freedom of speech or freedom of the press under this policy shall be deemed to be an expression of the District or an expression of Board policy.

Non-School Sponsored Publications Accessed or Distributed On Campus

For purposes of this section and the following section, a *publication* includes, without limitation: (1) written or electronic print material, (2) audio-visual material on any medium including electromagnetic media (e.g., images, digital files, flash memory, etc.), or combinations of these whether off-line (e.g., a printed book, digital files, etc.) or online (e.g., any website, social networking site, database for information retrieval, etc.), or (3) information or material on electronic devices (e.g., text or voice messages delivered by cell phones, tablets, and other hand-held devices).

Creating, distributing, and/or accessing non-school sponsored publications shall occur at a time and place and in a manner that will not cause disruption, be coercive, or result in the perception that the distribution or the publication is endorsed by the School District.

Students are prohibited from creating, distributing, and/or accessing at school any publication that:

1. Will cause a material and substantial disruption of the proper and orderly operation and discipline of the school or school activities;
2. Violates the rights of others, including but not limited to material that is libelous, slanderous or obscene, invades the privacy of others, or infringes on a copyright;
3. Is socially inappropriate or inappropriate due to maturity level of the students, including but not limited to material that is obscene, pornographic, or pervasively lewd and vulgar, contains indecent and vulgar language, or *sexting* as defined by Board of Education policy 7:190, *Student Behavior*,[PRESSPlus1] and/or Student Handbooks;
4. Is reasonably viewed as promoting illegal drug use;
5. Is distributed in kindergarten through eighth grade and is primarily prepared by non-students, unless it is being used for school purposes. However, material from outside sources or the citation to such sources may be allowed, as long as the material to be distributed or accessed is primarily prepared by students; or
6. Encourages or incites students to violate any Board policies.

Accessing or distributing *on-campus* includes accessing or distributing on school property or at school-related activities. A student engages in gross disobedience and misconduct and may be disciplined for: (1) accessing or distributing forbidden material, or (2) for writing, creating, or publishing such material intending for it to be accessed or distributed at school.

Non-School Sponsored Publications Accessed or Distributed Off-Campus

A student engages in gross disobedience and misconduct and may be disciplined for creating and/or distributing a publication that: (1) causes a substantial disruption or a foreseeable risk of a substantial disruption to school operations, or (2) interferes with the rights of other students or staff members.

Bullying and Cyberbullying

The Superintendent or designee shall treat behavior that is *bullying* and/or *cyberbullying* according to Board policy 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*, in addition to any response required by this policy.

LEGAL REF.:

105 ILCS 5/27-20.08 and 5/27-23.7.

105 ILCS 80/, Speech Rights of Student Journalists Act.

Tinker v. Des Moines Indep. Cmty. Sch. Dist., 393 U.S. 503 (1969).

Hazelwood v. Kuhlmeier, 484 U.S. 260 (1988).

Morse v. Frederick, 551 U.S. 393 (2007).

Hedges v. Wauconda Cmty. Unit Sch. Dist. No. 118, 9 F.3d 1295 (7th Cir. 1993).

CROSS REF.: 1:30 (School District Philosophy), 6:10 (Educational Philosophy and Objectives), 6:65 (Student Social and Emotional Development), 6:235 (Access to Electronic Networks), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:190 (Student Behavior), 8:25 (Advertising and Distributing Materials in Schools Provided by Non-School Related Entities)

~~ADOPTED: August 16, 2022~~

PRESSPlus Comments

PRESSPlus 1. Updated in response to the addition of a definition of *sexting* in 7:190, *Student Behavior.* **Issue 118, April 2025**

Document Status: Draft Update

STUDENTS

7:340 Student Records

School student records are confidential. Information from them shall not be released other than as provided by law. A school student record is any writing or other recorded information concerning a student and by which a student may be identified individually that is maintained by a school or at its direction by a school employee, regardless of how or where the information is stored, except as provided in State or federal law as summarized below:

1. Records kept in a staff member's sole possession.
2. Records maintained by law enforcement officers working in the school.
3. Video and other electronic recordings (including without limitation, electronic recordings made on school buses) that are created in part for law enforcement, security, or safety reasons or purposes. The content of these recordings may become part of a school student record to the extent school officials create, use, and maintain this content, or it becomes available to them by law enforcement officials, for disciplinary or special education purposes regarding a particular student.
4. Any information, either written or oral, received from law enforcement officials concerning a student less than the age of 18 years who has been arrested or taken into custody.

State and federal law grants students, parents/guardians, and when applicable, the Ill. Dept. of Children and Family Services' Office of Education and Transition Services, certain rights, including the right to inspect, copy, and/or challenge school student records. The information contained in school student records shall be kept current, accurate, clear, and relevant. All information maintained concerning a student receiving special education services shall be directly related to the provision of services to that child. The District may release directory information as permitted by law, but a parent/guardian shall have the right to opt-out of the release of directory information regarding his or her child. The District will comply with State or federal law with regard to release of a student's school records, including, where applicable, without notice to, or the consent of, the student's parent/guardian or eligible student. Upon request, the District discloses school student records without parent consent to the official records custodian of another school in which a student has enrolled or intends to enroll, as well as to any other person as specifically required or permitted by State or federal law.

The Superintendent shall fully implement this policy and designate an *official records custodian* for each school who shall maintain and protect the confidentiality of school student records, inform staff members of this policy, and inform students and their parents/guardians of their rights regarding school student records.

LEGAL REF.:

20 U.S.C. §1232g, Family Educational Rights and Privacy Act; 34 C.F.R. Part 99.

50 ILCS 205/7, Local Records Act.

105 ILCS 5/10-20.12b, 5/10-20.40, ~~and~~ 5/14-1.01 et seq., and 5/26A-30.PRESSPlus1

105 ILCS 10/, Ill. School Student Records Act.

105 ILCS 85/, Student Online Personal Protection Act.

325 ILCS 17/, Children's Privacy Protection and Parental Empowerment Act.

750 ILCS 5/602.11, Ill. Marriage and Dissolution of Marriage Act.

23 Ill.Admin.Code Parts 226 and 375.

Owasso I.S.D. No. I-011 v. Falvo, 534 U.S. 426 (2002).

Chicago Tribune Co. v. Chicago Bd. of Ed., 332 Ill.App.3d 60 (1st Dist. 2002).

CROSS REF.: 5:100 (Staff Development Program), 5:130 (Responsibilities Concerning Internal Information), 7:15 (Student and Family Privacy Rights), 7:220 (Bus Conduct), 7:255 (Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence), 7:345 (Use of Educational Technologies; Student Data Privacy and Security)

Adopted: January 17, 2023

PRESSPlus Comments

PRESSPlus 1. The Legal References are updated in response to 105 ILCS 5/26A-30, added by P.A. 102-466, a/k/a *ESS Law*, eff. 7-1-25. . **Issue 118, April 2025**

PRESS Issue 119

MEMO

To: Dr. Jennifer Norrell, Superintendent for Homewood-Flossmoor 233
From: Jalitza Colón Martinez, Assistant Superintendent for Staff Services
Date: September 2, 2025
Subject: IASB PRESS Policy Revisions - Issue 119

Background:
The District utilizes IASB PRESS policy services to ensure policy updates to ensure ongoing compliance with state and federal law.

The following policies from Issue 119 (June 2025) are due for review/revision and changes are summarized:

i. **1:10, School District Legal Status,** no changes, for review and monitoring
ii. **1:20, District Organization, Operations, and Cooperative Agreements,** no changes, for review and monitoring
iii. **1:30, School District Philosophy,** no changes, for review and monitoring
iv. **2:10, School District Governance,** no changes, for review and monitoring
v. **2:80, Board Member Oath and Conduct,** minor language add, and updated cross reference, There is a required question for the Board to answer if the Board wishes to have the policy express potential consequences for violating the oath of office or Code of Conduct. Such boards may add the following sentence to the end of this policy: "A board member who fails to abide by the oath of office or the Code may be subject to action by the Board, including, but not limited to, formal censure and/or referral to the Regional Superintendent for removal from office under Board policy 2:60, Board Member Removal from Office."
    1. **QUESTION:** Has the Board adopted this policy to include the optional sentence shown above?
vi. **2:120-E1, Guidelines for Serving as a Mentor to a New School Board Member,** rewritten, no other updates

vii. **2:120-E2, Website Listing of Development and Training Completed by Board Members,** minor language updates, five year review

viii. **2:130, Board-Superintendent Relationship,** minor language removal, five year review

ix. **2:220-E4, Open Meeting Minutes,** minor language changes, five year review

x. **2:220-E7, Access to Closed Meeting Minutes and Verbatim Recordings,** minor language changes, five year review

xi. **2:220-E9, Requirements for No Physical Presence of Quorum and Participation by Audio or Video During Disaster Declaration,** rewritten, five year review

xii. **2:240, Board Policy Development,** for review and monitoring

xiii. **2:240-E1, PRESS Issue Updates,** rewritten, five year review

xiv. **2:240-E2, Developing Local Policy,** rewritten, five year review

xv. **3:30, Chain of Command,** for review and monitoring

xvi. **4:50, Payment Procedures,** for review and monitoring

xvii. **4:90, Student Activity and Fiduciary Funds,** for review and monitoring

xviii. **4:180, Pandemic Preparedness; Management; and Recovery,** for review and monitoring

xix. **5:20-E, Resolution to Prohibit Sexual Harassment,** for review and monitoring

xx. **5:270 Employment At-Will, Compensation, and Assignment,** for review and monitoring

xxi. **7:40, Nonpublic School Students, Including Parochial and Home-Schooled Students,** for review and monitoring

xxii. **7:90, Release During School Hours,** for review and monitoring

xxiii. **7:130, Student Rights and Responsibilities,** for review and monitoring

xxiv. **7:140, Search and Seizure,** minor language changes, legal reference updated

xxv. **7:300, Extracurricular Athletics,** legal and cross references updated, five year review

xxvi. **7:325, Student Fundraising Activities,** for review and monitoring

xxvii. **8:80, Gifts to the District,** added language about gifts involving incorporation of any messages, five year review

xxviii. **8:110 Public Suggestions and Concerns,** for review and monitoring

Recommendation: It is recommended that the Board of Education of Homewood-Flossmoor Community High School District approve the Revisions to the IASB Issue 119 Press Policy Revisions on September 16, 2025.

Please let me know if you would like to discuss this recommendation further or need additional details.

Document Status: Review and Monitoring

SCHOOL DISTRICT ORGANIZATION

1:10 School District Legal Status

The Illinois Constitution requires the State to provide for an efficient system of high-quality public educational institutions and services in order to achieve the educational development of all persons to the limits of their capabilities.[PRESSPlus1]

The General Assembly has implemented this mandate through the creation of school districts. The District is governed by the laws for school districts serving a resident population of not fewer than 1,000 and not more than 500,000.

The Board of Education constitutes a body corporate that possesses all the usual powers of a corporation for public purposes, and in that name may sue and be sued, purchase, hold and sell personal property and real estate, and enter into such obligations as are authorized by law.

LEGAL REF.:

Ill. Constitution, Art. X, Sec. 1.

105 ILCS 5/10-1 *et seq*.

CROSS REF.: 2:10 (School District Governance), 2:20 (Powers and Duties of the Board of Education; Indemnification)

~~ADOPTED: August 16, 2022~~

PRESSPlus Comments

PRESSPlus 1. This policy is suggested to be reviewed by the Board. According to policy 2:240, *Board Policy Development*, "[t]he Board will periodically review its policies for relevancy, monitor its policies for effectiveness, and consider whether any modifications are required." IASB suggests that each policy in the Board's policy manual be reviewed at a minimum of every five years. As part of the review, the Board may choose to:

- Compare the adopted version to the current PRESS sample (available at PRESS Online by logging in at www.iasb.com), discussing any differences and/or options noted in the footnotes to determine whether local changes are necessary
- Update the policy language due to changes in local conditions
- Make no changes, but update the adoption date to reflect that the policy has been reviewed and re-adopted

Issue 119, June 2025

Document Status: Review and Monitoring

SCHOOL DISTRICT ORGANIZATION

1:20 District Organization, Operations, and Cooperative Agreements

The District is organized and operates as a High School District serving the educational needs of children in grades 9 through 12 and others as required by the School Code.[PRESSPlus1]

The District enters into and participates in joint programs and intergovernmental agreements with units of local government and other school districts in order to jointly provide services and activities in a manner that will increase flexibility, scope of service opportunities, cost reductions, and/or otherwise benefit the District and the community. The Superintendent shall manage these activities to the extent the program or agreement requires the District's participation, and shall provide periodic implementation or operational data and/or reports to the Board of Education concerning these programs and agreements.

LEGAL REF.:

Ill. Constitution, Art. VII, Sec. 10.

5 ILCS 220/, Intergovernmental Cooperation Act

~~ADOPTED: August 16, 2022~~

PRESSPlus Comments

PRESSPlus 1. This policy is suggested to be reviewed by the Board. According to policy 2:240, *Board Policy Development*, "[t]he Board will periodically review its policies for relevancy, monitor its policies for effectiveness, and consider whether any modifications are required." IASB suggests that each policy in the Board's policy manual be reviewed at a minimum of every five years. As part of the review, the Board may choose to:

- Compare the adopted version to the current PRESS sample (available at PRESS Online by logging in at www.iasb.com), discussing any differences and/or options noted in the footnotes to determine whether local changes are necessary
- Update the policy language due to changes in local conditions
- Make no changes, but update the adoption date to reflect that the policy has been reviewed and re-adopted

Issue 119, June 2025

Document Status: Review and Monitoring

SCHOOL DISTRICT ORGANIZATION

1:30 School District Philosophy

Vision Statement[PRESSPlus1]

Let here prevail the greatest expectations in academics, civil responsibility, and personal growth within a diverse community.

Mission Statement

The quality of each student's life improves through the educational experience at Homewood-Flossmoor Community High School. The institution upholds the highest standards of intellectual growth, and ethical, aesthetic, occupational, emotional, social, and physical development in an expanding global society. With belief in the fundamental worth and dignity of all individuals and recognition of diversity of backgrounds, abilities, interests, and aspirations, individuals will learn to respect the rights of others.

CROSS REF: 2:10 (School District Governance), 3:10 (Goals and Objectives), 6:10 (Educational Philosophy and Objectives)

~~ADOPTED: August 16, 2022~~

PRESSPlus Comments

PRESSPlus 1. This policy is suggested to be reviewed by the Board. According to policy 2:240, *Board Policy Development*, "[t]he Board will periodically review its policies for relevancy, monitor its policies for effectiveness, and consider whether any modifications are required." IASB suggests that each policy in the Board's policy manual be reviewed at a minimum of every five years. As part of the review, the Board may choose to:

- Compare the adopted version to the current PRESS sample (available at PRESS Online by logging in at www.iasb.com), discussing any differences and/or options noted in the footnotes to determine whether local changes are necessary
- Update the policy language due to changes in local conditions
- Make no changes, but update the adoption date to reflect that the policy has been reviewed and re-adopted

Issue 119, June 2025

Document Status: Review and Monitoring

SECTION 2- BOARD OF EDUCATION

2:10 School District Governance

The District is governed by a Board of Education consisting of seven members. The Board's powers and duties include the authority to adopt, enforce, and monitor all policies for the management and governance of the District's schools.PRESSPlus1

Official action by the Board may only occur at a duly called and legally conducted meeting. Except as otherwise provided by the Open Meetings Act, a quorum must be physically present at the meeting.

As stated in the Board member oath of office prescribed by the School Code, a Board member has no legal authority as an individual.

LEGAL REF.:

5 ILCS 120/, Open Meetings Act.

105 ILCS 5/10-1, 5/10-10, 5/10-12, 5/10-16.5, 5/10-16.7, and 5/10-20.5.

CROSS REF.: 1:10 (School District Legal Status), 2:20 (Powers and Duties of the Board of Education; Indemnification), 2:80 (Board Member Oath and Conduct), 2:120 (Board Member Development), 2:200 (Types of Board of Education Meetings), 2:220 (Board of Education Meeting Procedure)

~~ADOPTED: August 16, 2022~~

PRESSPlus Comments

PRESSPlus 1. This policy is suggested to be reviewed by the Board. According to policy 2:240, *Board Policy Development*, "[t]he Board will periodically review its policies for relevancy, monitor its policies for effectiveness, and consider whether any modifications are required." IASB suggests that each policy in the Board's policy manual be reviewed at a minimum of every five years. As part of the review, the Board may choose to:

- Compare the adopted version to the current PRESS sample (available at PRESS Online by logging in at www.iasb.com), discussing any differences and/or options noted in the footnotes to determine whether local changes are necessary
- Update the policy language due to changes in local conditions
- Make no changes, but update the adoption date to reflect that the policy has been reviewed and re-adopted

Issue 119, June 2025

Document Status: Draft Update

SECTION 2- BOARD OF EDUCATION

2:80 Board Member Oath and Conduct

Each Board of Education member, before taking his or her seat on the Board, shall take the following oath of office:

> **I**, (*name*), **do solemnly swear** (or affirm) that I will faithfully discharge the duties of the office of member of the Board of Education of Homewood-Flossmoor Community High School District 233, in accordance with the Constitution of the United States, the Constitution of the State of Illinois, and the laws of the State of Illinois, to the best of my ability.
>
> **I further swear** (or affirm) that:
>
> > **I shall respect** taxpayer interests by serving as a faithful protector of the School District's assets;
> >
> > **I shall encourage** and respect the free expression of opinion by my fellow Board members and others who seek a hearing before the Board, while respecting the privacy of students and employees;
> >
> > **I shall recognize** that a Board member has no legal authority as an individual and that decisions can be made only by a majority vote at a public Board meeting;
> >
> > **I shall abide** by majority decisions of the Board, while retaining the right to seek changes in such decisions through ethical and constructive channels;
> >
> > **As part of the Board of Education**, I shall accept the responsibility for my role in the equitable and quality education of every student in the School District;
> >
> > **I shall foster** with the Board extensive participation of the community, formulate goals, define outcomes, and set the course for Homewood-Flossmoor Community High School District 233;
> >
> > **I shall assist** in establishing a structure and an environment designed to ensure all students have the opportunity to attain their maximum potential through a sound organizational framework;
> >
> > **I shall strive** to ensure a continuous assessment of student achievement and all conditions affecting the education of our children, in compliance with State law;
> >
> > **I shall serve** as education's key advocate on behalf of students and our community's school (or schools) to advance the vision for Homewood-Flossmoor Community High School District 233; and
> >
> > **I shall strive** to work together with the District Superintendent to lead the School District toward fulfilling the vision the Board has created, fostering excellence for every student in the areas of academic skills, knowledge, citizenship, and personal development.

The Board President will administer the oath in an open Board meeting; in the absence of the President, the Vice President will administer the oath. If neither is available, the Board member with the longest service on the Board will administer the oath.

The Board adopts the Illinois Association of School Boards' *Code of Conduct for Members of School Boards (Code)*.[PRESSPlus1] A copy of the *Code* shall be displayed in the regular Board meeting room.[Q1]

LEGAL REF.:

105 ILCS 5/10-16.5.

CROSS REF.: 1:30 (School District Philosophy), 2:20 (Powers and Duties of the Board of Education; Indemnification), 2:50 (Board Member Term of Office), 2:60 (Board Member Removal from Office), 2:100 (Board Member Conflict of Interest), 2:105 (Ethics and Gift Ban), 2:210 (Organizational Board of Education Meeting)

Adopted: February 20, 2024

Questions and Answers:

***Required Question 1. The School Code does not specifically address what happens when board members violate their oath of office, nor does it create an opportunity to take legal action for such violations. Collins v. Bd. of Educ. of North Chicago Comm. Unit Sch. Dist. 187, 792 F.Supp.2d 992 (N.D.Ill. 2011). **Consult the board attorney for guidance when considering any type of disciplinary action or sanction against a board member.**

Depending on the situation, a board self-evaluation or private one-on-one meetings with a board member may be appropriate to address an issue relating to board member behavior (for a list of IASB workshops, see www.iasb.com/conference-training-and-events/training/workshops/). When a board member's violation of the oath of office also constitutes a willful failure to perform his or her official duties, the board may request the regional superintendent to remove the member from office. See sample policy 2:60, *Board Member Removal from Office*, available at PRESS Online by logging in at www.iasb.com, at footnote 2, for further discussion. A board member whose conduct violates conflict of interest laws may also be subject to criminal liability and removal from office. See sample policy 2:100, *Board Member Conflict of Interest*, and its footnotes, for additional information. In consultation with the board attorney, a board may also consider other actions to address a member's violation of the oath of office, such as publicly censuring a member. Houston Comm. College System v. Wilson, 595 U.S. 468 (2022) (holding that a college board of trustees did not violate a trustee's First Amendment rights when it adopted a resolution censuring him for "reprehensible" conduct). Other sanctions may be also warranted, depending on the facts. For example, in Earnest v. Jasper Cty. Comm. Unit Sch. Dist. No. 1, 371 F.Supp.3d 459 (S.D.Ill 2019), a court held a board member was not deprived of his liberty interest under the 14th Amendment when the board limited his access to confidential board packet information after it found the board member shared confidential personnel and student information with members of the public.

To encourage appropriate conduct, boards may wish to have their policy express potential consequences for violating the oath of office or the *Code of Conduct for Members of School Boards*. Such boards may add the following sentence to the end of this policy:

"A board member who fails to abide by the oath of office or the *Code* may be subject to action by the Board, including, but not limited to, formal censure and/or referral to the Regional Superintendent for removal from office under Board policy 2:60, *Board Member Removal from Office*."

Has the Board adopted this policy to include the optional sentence shown above?

- ○ No. (Default)
- ○ Yes. (For districts in suburban Cook County, IASB will replace "Regional Superintendent" with "appropriate Intermediate Service Center Executive Director.")

PRESSPlus Comments

PRESSPlus 1. Updated for continuous improvement. **Issue 119, June 2025**

Document Status: Draft Update - Rewritten

Board Member Development

2:120-E1 Exhibit - Guidelines for Serving as a Mentor to a New Board of Education Member

On District letterhead[PRESSPlus1]

Date

Dear Board of Education Member:

Thank you for agreeing to serve as a mentor to a new Board member. The goal of the mentoring program is to orient a new Board member to the Board and District and to help the new Board member be comfortable and become an effective member of our governance team. Follow these guidelines to maximize your mentoring effectiveness:

1. During your first contact with the new Board member, introduce yourself and explain that you will serve as the new Board member's mentor and are looking forward to sharing information about the Board and District. If possible, meet with the individual to become acquainted. Be available as needed to provide assistance, advice, and support. The Superintendent's office will have already provided the new Board member with a web link or paper copy of the Board's policies, as well as other helpful material.
2. Share your knowledge and experiences with the new Board member. Take a personal interest in helping the new Board member succeed.
3. Try to develop an informal, collegial relationship with the new Board member – explain that you are there to help. Listen respectfully to all concerns and answer questions honestly.
4. Be prepared to introduce the new Board member at upcoming Board events until the new Board member becomes a familiar face.
5. Be available and maintain a helpful attitude.

Being a mentor can bring rewards to you, the new Board member, and the District. You will assist the new Board member in becoming an effective member of the Board and ensuring skilled and knowledgeable future leadership for the District. Thank you for your assistance and commitment.

Sincerely,

Board of Education President

PRESSPlus Comments

PRESSPlus 1. Rewritten for PRESS Plus in response to a PRESS five-year review. PRESS Editors have a quality assurance goal to ensure that a review of each piece of the 1500+ page IASB PRESS Policy Reference Manual occurs once every five years. A redlined version showing the changes made is available at PRESS Online by logging in at www.iasb.com. **Issue 119, June 2025**

Document Status: Draft Update

Board Member Development

2:120-E2 Exhibit - Website Listing of Development and Training Completed by Board Members

District website administrator~~master~~: PRESSPlus1 *Post this template (including the explanatory paragraphs) on the District's website and update the table as information is provided.*

Each Illinois Board of Education member who is elected or appointed to fill a vacancy of at least one year's duration must complete State-mandated *professional development and leadership training* (PDLT) and *Open Meetings Act* (OMA) training. State-mandated training is also required for board members who want to vote upon a dismissal based upon the *Performance Evaluation Reform Act*. For additional information, see Board policy 2:120, *Board Member Development*.

The following table contains State-mandated training requirements and other professional development activities that were completed by each Board member. When the Illinois Association of School Boards (IASB) provided the training, the acronym "IASB" follows the listed activity.

Name	Development or~~and~~ Training Activity and Provider	Date Completed

IASB is a voluntary organization of local boards of education dedicated to strengthening the Illinois public schools through local citizen control. Although not a part of State government, IASB is organized by member Board of Educations as a private not-for-profit corporation under authority granted by Article 23 of the School Code. The vision of IASB is excellence in local Board of Education governance supporting quality public education.

For more information regarding IASB and its programs, visit www.iasb.com.

~~DATED: August 16, 2022~~

PRESSPlus Comments

PRESSPlus 1. Updated throughout in response to a PRESS five-year review. PRESS Editors have a quality assurance goal to ensure that a review of each piece of the 1500+ page IASB PRESS Policy

Reference Manual occurs once every five years. **Issue 119, June 2025**

Document Status: Draft Update

SECTION 2- BOARD OF EDUCATION

2:130 Board-Superintendent Relationship

The Board of Education directs, through policy, the Superintendent in his or her charge of the administration of the District by delegating its authority to operate the District and provide leadership to staff. The Board employs and evaluates the Superintendent and holds him or her responsible for the operation of the District in accordance with Board policies and State and federal law.

The Board-Superintendent relationship is based on mutual respect for their complementary roles. The relationship requires clear communication of expectations regarding the duties and responsibilities of both the Board and Superintendent.

The Board considers the recommendations of the Superintendent as the District's Chief Executive Officer. The Board adopts policies necessary to provide ~~general~~[PRESSPlus1] direction for the District and to encourage achievement of District goals. The Superintendent develops plans, programs, and procedures needed to implement the policies and directs the District's operations.

LEGAL REF.:

105 ILCS 5/10-16.7 and 5/10-21.4.

CROSS REF.: 3:40 (Superintendent)

~~ADOPTED: August 16, 2022~~

PRESSPlus Comments

PRESSPlus 1. Updated in response to a PRESS five-year review. PRESS Editors have a quality assurance goal to ensure that a review of each piece of the 1500+ page IASB PRESS Policy Reference Manual occurs once every five years. **Issue 119, June 2025**

Document Status: Draft Update

Board of Education Meeting Procedure

2:220-E4 Exhibit - Open Meeting Minutes

Meeting Minutes Protocol

1. Meeting minutes are the permanent record of the proceedings during a Board of Education meeting. All Board action must be recorded in the minutes; thus, the minutes focus on Board action.
2. The minutes only include information provided at the meeting. Information may not be corrected or updated in the minutes unless it was discussed at the meeting.
3. Minutes include a summary of the Board's discussion on an agenda topic; the minutes do not state what is said verbatim. The minutes do not repeat the same point made by different individuals. If appropriate, the minutes include a brief background and an explanation of the circumstances surrounding an issue discussed. The minutes do not include the names of Board members making specific points during discussion. Requests from individual Board members to include their vote or an opinion in the minutes[PRESSPlus1] are handled according to Board policy 2:220, *Board of Education Meeting Procedure.*
4. The minutes include the topic of reports that are made to the Board including reports from the Superintendent or a Board committee. Written reports are filed with the minutes but do not become part of the minutes.
5. The minutes note when a member is not present for the entire meeting due to late arrival and/or early departure.
6. Although items may be considered by the Board in a different order than appeared on the agenda, items in the minutes are generally recorded in the same order as they appeared on the agenda. When a meeting is reconvened on a different date, the minutes must describe what happened on each meeting date.
7. The minutes should be recorded in an objective ~~but positive/constructive~~ tone. Answers and explanations, rather than questions, are recorded. Writing style, including choice of words and sentence structure, is at the discretion of the individual recording the minutes.
8. The minutes include individuals' names who speak during the meeting's public participation segment as well as the topics they address. All written documents presented at a Board meeting are filed with the minutes but do not become part of the minutes.
9. The following template generally governs meeting minutes.

Open Meeting Minutes

Date: _____ Time: _____

Location: _____

Type of meeting: ☐ Regular ☐ Special ☐ Reconvened or rescheduled ☐ Emergency

Name of person taking the minutes:

_____

Name of person presiding: _____

Members in attendance:

1.
2.
3.
4.
5.
6.
7.

Members absent:

1.
2.
3.

Members in attendance remotely (by audio or video conference):

1.
2.
3.

Approval of Agenda

List any items removed from the consent agenda:

Motion made by: _____

Motion: ☐ To approve

☐ To add items as follows: *(No action may be taken on newagenda items.)*

Motion seconded by:_____

Action: ☐ Passed ☐ Failed

Approval of Previous Meeting Minutes *(Needed only if this item is not on the consent agenda.)*

Minutes from the Board meeting held on: _____

Motion made by: _____

Motion: ☐ To approve

☐ To approve subject to incorporation of the following amendment(s):

Motion seconded by:_____

Action: ☐ Passed ☐ Failed

Approval of Items on Consent Agenda *(This may include expense advancements, reimbursements, and/or purchase orders regulated by the Local Government Travel Expense Control Act (see Board policies 2:125, Board Member Compensation; Expenses, and 5:60, Expenses)*

Summary of discussion:

Motion to approve the consent agenda made by: _____

Motion seconded by:_____

Roll Call: (*Needed when consent agenda contains an item involving the expenditure of money.)*

"Yeas" "Nays"

Action: ☐ Passed ☐ Failed

Public Comments *(Reproduce this section for each individual making a comment.)*

The following individual appeared and commented on the topic noted below: *(Include the title of any documents presented to the Board.)*

Name: _____

Topic:

Remaining Agenda Items *(Reproduce this section for each agenda item.)*

Agenda item:

Summary of discussion:

Motion made by: _____

Motion to:

Motion seconded by:_____

Action: ☐ Passed ☐ Failed

(If a roll call vote occurred, record the vote of individual Board members.)

"Yeas" "Nays"

If Applicable, Approval of Motion to Adjourn to Closed Meeting *(Insert exhibit 2:220-E2, Motion to Adjourn to Closed Meeting.)*

Approval of Motion to Adjourn

Motion to adjourn made by: _____

Motion seconded by:_____

Action: ☐ Passed ☐ Failed

Time of adjournment: _____

Post-Meeting Action

Date minutes approved: _____

Date minutes were available for public inspection: _____

Date minutes were posted on District website: _____

~~DATED: August 16, 2022~~

PRESSPlus Comments

PRESSPlus 1. Updated throughout in response to a PRESS five-year review. PRESS Editors have a quality assurance goal to ensure that a review of each piece of the 1500+ page IASB PRESS Policy Reference Manual occurs once every five years. **Issue 119, June 2025**

Document Status: Draft Update

Board of Education Meeting Procedure

2:220-E7 Exhibit - Access to Closed Meeting Minutes and Verbatim Recordings

The Board must allow its duly elected officials or appointed officials filling a vacancy of an elected office access to closed session minutes and verbatim recordings. 5 ILCS 120/2.06(e). The following subheads implement the logistics of granting this access.

Access to Closed Meeting Minutes

Duplicate this section for each grant of access to closed meeting minutes.

Date: _____ Time: _____ Storage Location: _____

Name of person(s) responsible for storing the closed meeting minutes: _____

☐ **Access granted**

Date access occurred: _____ Start time: _____ End time: _____

Requesting Board member's name *(Please print)* _____

In the presence of: *(Check appropriate box and insert name ~~on line~~.)* PRESSPlus1

- ☐ Recording Secretary _____
- ☐ Superintendent or designated administrator _____
- ☐ Elected Board member _____

For requesting Board member: *(Read the following and sign below.)*

While the Open Meetings Act does not provide a cause of action against me or the Board for disclosing closed session discussions (*Swanson v. Bd. of Police Commissioners*, 197 Ill.App.3d 592 (2nd Dist. 1990)), I acknowledge and understand that any disclosures by me of information in the closed session minutes not yet released to the public could subject me to a possible civil action alleging that I created harm to another, i.e., an intentional tort(s).

_____ _____
Requesting Board Member Signature Date

Verbatim Recording Access

Duplicate this section for each grant of access to verbatim recordings.

Date: _____ Time: _____ Storage Location: _____

Name of person(s) responsible for storing the verbatim recording: _____

☐ **Access granted**

Date access occurred: _____ Start time: _____ End time: _____

Requesting Board member's name *(Please print)* _____

In the presence of: *(Check appropriate box and insert name ~~on line~~.)*

☐ Recording Secretary _____

☐ Superintendent or designated administrator _____

☐ Elected Board member _____

☐ **Access denied** ☐ **Access unavailable.** Verbatim recording requested is older than 18 months and was destroyed pursuant to 5 ILCS 120/2.06(c).

For requesting Board member: *(Read the following and sign below.)*

While the Open Meetings Act does not provide a cause of action against me or the Board for disclosing closed session discussions (*Swanson v. Bd. of Police Commissioners*, 197 Ill.App.3d 592 (2nd Dist. 1990)), I acknowledge and understand that any disclosures by me of information in the closed session verbatim recordings could subject me to a possible civil action alleging that I created harm to another, i.e., an intentional tort(s).

_____ _____
Requesting Board Member Signature Date

~~DATED: August 16, 2022~~

PRESSPlus Comments

PRESSPlus 1. Updated throughout in response to a PRESS five-year review. PRESS Editors have a quality assurance goal to ensure that a review of each piece of the 1500+ page IASB PRESS Policy Reference Manual occurs once every five years. **Issue 119, June 2025**

Document Status: Draft Update - Rewritten

Board of Education Meeting Procedure

2:220-E9 Exhibit - Requirements for No Physical Presence of Quorum and Participation by Audio or Video During Disaster Declaration

Use this exhibit to document the Board's and/or its committee(s)'s (5 ILCS 120/1.02) processes to comply with the requirements of the Open Meetings Act (OMA) when a board and/or its committee(s) must meet during a disaster declaration related to a public health emergency/concern, and the meeting will have no physical presence of a quorum and participation by audio or video.[PRESSPlus1]

***Note:** If a Board committee uses this exhibit, replace Board President, Vice President, and Superintendent with the appropriate committee leaders.*

Consult the Board Attorney for guidance.

Documentation of OMA Requirements for Board Members to Participate in a Meeting with No Physical Presence of Quorum

☐ The Governor or the Director of the Ill. Dept. of Public Health has issued a disaster declaration related to a public health emergency because of a disaster as defined in 20 ILCS 3305/4, and all or part of the jurisdiction of the Board is covered by the disaster area. 5 ILCS 120/7(e)(1). **Note:** OMA uses "public health concerns," but the Ill. Emergency Management Agency Act (IEMA) uses "public health emergency;" this exhibit matches the IEMA term because it governs disaster declarations.

Insert Disaster Declaration or Executive Order number [_____] or attach to this document.

☐ The Board President or, if the office is vacant or the President is absent or unable to perform the office's duties, the Vice President, or if neither the President nor Vice President are present or able to perform this determination, the Superintendent (5 ILCS 120/7(e)(2) and 140/2(e)) signs below that the following three **Steps** were executed by:

Step 1. Determining whether the meeting is a bona fide emergency (5 ILCS 120/7(e)(7)) (*check Yes or No, below*):

☐ Yes; it is an emergency meeting, and I:

a. Notified the Board members and the public, including any news medium which has filed an annual request for notice of meetings as soon as practicable, but in any event prior to the holding of such meeting pursuant to 5 ILCS 120/2.02(a) and 120/7(e)(7)(A);
b. Stated the nature of the emergency at the beginning of the meeting; and
c. Provided the Superintendent or Board Secretary the resources necessary during the meeting to keep a verbatim record of the meeting, **for both open and closed**, and managed it the same way that the Board complies with the verbatim recording requirements for closed meetings (see exhibit 2:220-E1, *Board Treatment of Closed Meeting Verbatim Recordings and Minutes*). **Note:** In this situation, a verbatim recording is not limited to closed meetings only.

d. Move to Step 2, below.

☐ No; it is a regular or special meeting, and I:

a. Ensured that the Board provided 48 hours' notice of the meeting to all Board members, to any news medium on file in the District that have requested notice of meetings pursuant to 5 ILCS 120/2.02(a), and to members of the public by posting it on the District's website. 5 ILCS 120/7(e)(7). **Note:** 5 ILCS 120/7(e) does not have the "if any" exception for school boards that do not have websites. Consult the Board Attorney regarding alternate ways to communicate notice of a meeting when the District does not have a website and a Disaster Declaration or Executive Order has been issued.

Insert meeting date and time, and a link to the meeting notice or attach a copy of the notice to this document.

b. Move to Step 2, below.

Step 2. Determining whether it is practical, prudent, or feasible for any in-person attendance at the regular meeting location (5 ILCS 120/7(e)(2)). (*check Yes or No, below*):

☐ Yes; in-person attendance is practical, prudent, or feasible, and I:

a. Ensured that at least one Board member, the Board Attorney, or the Superintendent was physically present at the regular meeting location (5 ILCS 120/7(e)(5)), and
b. Verified that members of the public who were present could hear all discussion and testimony and all votes of the members of the Board. 5 ILCS 120/7(e)(4).
c. Move to Step 3, below.

☐ No; in-person attendance is not practical, prudent, or feasible, and I:

a. Made a written determination referring to the specific Executive Order or Disaster Declaration citing the public health concern/emergency that applies to the Board and the meeting. 5 ILCS 120/7(e)(1) and (2).
b. Included the written determination made in letter a., above, on the Board's published notice and agenda for the alternative arrangements for the meeting. 5 ILCS 120/7(e)(7)(A).
c. Offered the alternative arrangements to the public by offering a telephone number or a web-based link. 5 ILCS 120/7(e)(4).

Insert a link to the meeting notice or attach a copy of the notice or refer to above if already attached to this document (see above). *Include this written determination on the Board/committee's published notice and agenda for the audio or video meeting, and in the meeting minutes.*

d. Move to Step 3, below.

Step 3. During the meeting, I:

☐ Directed the Recording Secretary to, in addition to the requirements for open meetings under OMA, also keep verbatim record of the open meeting by recording it and making it open and available to the public under all provisions of OMA. 5 ILCS 120/7(e)(9). *Sample text follows below in the*

subhead ***Report to the Public Following the Board's Meeting with No Physical Presence of Quorum.***

☐ Read my written determination referring to the specific Executive Order or Disaster Declaration citing the public health concern/emergency that applies to the Board and the meeting and directed the Recording Secretary to include it in the meeting minutes.

☐ Ensured that any interested member of the public has access to contemporaneously hear all discussion, testimony, and roll call votes. 5 ILCS 120/7(e)(4).

☐ Requested the Recording Secretary to enter into the appropriate minutes of the Board that each Board member participating in the meeting, wherever their physical locations:

1. Announced themselves present (5 ILCS 120/7(e)(3)), and
2. Verified that they could hear one another and all discussion and testimony. Id.

See exhibits 2:220-E3, *Closed Meeting Minutes* and/or 2:220-E4, *Open Meeting Minutes*.

Attach to this document copies or information about where these minutes may be found.

☐ Announced and considered each Board member participating in the meeting present at the meeting for purposes of determining a quorum and participating in all proceedings (5 ILCS 120/7(e)(8)) and directed the Recording Secretary to reflect it in the minutes (best practice for transparency).

☐ Conducted all votes by roll call, so each Board member's vote on each issue could be identified and recorded (5 ILCS 120/7(e)(6)), and ensured that the Recording Secretary entered all votes as **Roll Call Votes** (*Use exhibit 2:220-E4, Open Meeting Minutes, but ensure all votes are recorded as roll call votes pursuant to the example below.*):

"Yeas"	"Nays"

Motion: ☐ Carried ☐ Failed

☐ Executed or directed execution of the subhead below **Report to the Public Following the Board's Meeting with No Physical Presence of Quorum.**

Report to the Public Following the Board's Meeting with No Physical Presence of Quorum

The text belowmay be used for the actual report.

The Board of Education met on [*insert date*] with no physical presence of quorum to conduct its business.

The verbatim [*circle one*] audio | video recording of this meeting is available to the public under all provisions of OMA and will be destroyed pursuant to 5 ILCS 120/2.06(c)(no less than 18 months after the completion of the meeting recorded but only after: (1) the Board approves the destruction of the particular recording; and (2) the Board approves minutes of the meeting that meet the written minutes requirements of OMA). 5 ILCS 120/7(e)(9).

Insert links to the verbatim recording of meeting here or attach to this document.

Note: Consult the Board Attorney for guidance on the destruction of a verbatim recording of an open meeting without the physical presence of a quorum. While 5 ILCS 120/2.06(c) refers to the process for

destroying closed session verbatim recordings, 5 ILCS 120/7(e)(9), applies that process for destroying closed session verbatim recordings to the destruction of the verbatim open session recordings that are required when a board determines it is necessary for it to meet without the physical presence of a quorum due to a public health emergency.

Completed By: _____

Title: _____

PRESSPlus Comments

PRESSPlus 1. Rewritten for PRESS Plus in response to a PRESS five-year review. PRESS Editors have a quality assurance goal to ensure that a review of each piece of the 1500+ page IASB PRESS Policy Reference Manual occurs once every five years. A redlined version showing the changes made is available at PRESS Online by logging in at www.iasb.com. **Issue 119, June 2025**

Document Status: Review and Monitoring

SECTION 2- BOARD OF EDUCATION

2:240 Board Policy Development

The Board of Education governs using written policies. Written policies ensure legal compliance, establish Board processes, articulate District ends, delegate authority, and define operating limits. Board policies also provide the basis for monitoring progress toward District ends.[PRESSPlus1]

Policy Development

Anyone may propose new policies, changes to existing policies, or deletion of existing policies. Staff suggestions should be processed through the Superintendent. Suggestions from all others should be made to the Board President or the Superintendent.

The Superintendent is responsible for: (1) providing relevant policy information and data to the Board, (2) notifying those who will implement or be affected by or required to implement a proposed policy and obtaining their advice and suggestions, and (3) having policy recommendations drafted into written form for Board deliberation. The Superintendent shall seek the counsel of the Board Attorney when appropriate.

Policy Adoption and Dissemination

Policies or policy revisions will not be adopted at the Board meeting at which they are first introduced, except when: (1) appropriate for a consent agenda because no Board discussion is required, (2) necessary or prudent in order to meet emergency or special conditions or to be legally compliant, or (3) reviewed and recommended to the Board by a standing committee. Further Board consideration may be given at a subsequent meeting(s) and after opportunity for community input. The adoption of a policy will serve to supersede all previously adopted policies on the same topic.

The Board policies are available for public inspection in the District's main office during regular office hours or on the District website. Copy requests should be made pursuant to Board policy 2:250, *Access to District Public Records*.

Board Policy Review and Monitoring

The Board will periodically review its policies for relevancy, monitor its policies for effectiveness, and consider whether any modifications are required.The Board may use an annual policy review and monitoring calendar.

Words Importing Gender

Throughout this policy manual, words importing the masculine and/or feminine gender include all gender neutral/inclusive pronouns.

Superintendent Implementation

The Board will support any reasonable interpretation of Board policy made by the Superintendent. If reasonable minds differ, the Board will review the applicable policy and consider the need for further

clarification.

In the absence of Board policy, the Superintendent is authorized to take appropriate action.

Suspension of Policies

The Board, by a majority vote of members present at any meeting, may temporarily suspend a Board policy except those provisions that are controlled by law or contract. The failure to suspend with a specific motion does not invalidate the Board action.

LEGAL REF.:

105 ILCS 5/10-20.5.

CROSS REF.: 2:150 (Committees), 2:250 (Access to District Public Records), 3:40 (Superintendent)

~~ADOPTED: August 16, 2022~~

PRESSPlus Comments

PRESSPlus 1. This policy is suggested to be reviewed by the Board. According to policy 2:240, *Board Policy Development*, "[t]he Board will periodically review its policies for relevancy, monitor its policies for effectiveness, and consider whether any modifications are required." IASB suggests that each policy in the Board's policy manual be reviewed at a minimum of every five years. As part of the review, the Board may choose to:

- Compare the adopted version to the current PRESS sample (available at PRESS Online by logging in at www.iasb.com), discussing any differences and/or options noted in the footnotes to determine whether local changes are necessary
- Update the policy language due to changes in local conditions
- Make no changes, but update the adoption date to reflect that the policy has been reviewed and re-adopted

Issue 119, June 2025

Document Status: Draft Update - Rewritten

Board Policy Development

2:240-E1 Exhibit - PRESS Issue Updates

This exhibit is for **PRESS** subscribers. For subscribers to **PRESS Plus**, IASB's full-maintenance policy update service, the **PRESS Plus** Online User Guide and video tutorials, available at www.iasb.com/policy-services-and-school-law/policy-services/press-plus/, provide further guidance.[PRESSPlus1]

Actor	Action
Superintendent	Manages the process for the Board to receive **PRESS** updates to policies. Requests review of recommended revisions by the Board Attorney, as appropriate. Manages the Board's compliance with the Open Meetings Act. Ensures that, as appropriate, the agendas for the Board Policy Committee and full Board include discussion and list action to consider, adopt, implement, or revise Board policies and Board exhibits. Manages the process for approving new or revised administrative procedures, administrative procedure exhibits, and changes to employee and student handbooks. Communicates all policy and administrative procedure revisions or adoptions, as appropriate, to staff members, parents, students, and community members.
Superintendent or Superintendent's Secretary	Updates the District's *Roster* as follows: 1. Go to www.iasb.com and click on the **Member Login** button. 2. Log in using your email address and password. If you do not know your password, use the "forgot your password?" link. 3. At the bottom of your Profile page, click on **Districts You Manage** and then the District name. 4. Review and verify or change the District's existing records. Ensure that all current board members, administrators, and anyone else on staff who needs access to **PRESS** Online are listed with their current email addresses. For detailed roster management instructions, see www.iasb.com/IASB/media/Documents/rostermanagementinstructions.pdf.
	Logs in to **PRESS** Online as follows: 1. Go to www.iasb.com and click on the **Member Login** button. 2. Log in using your email address and password. If you do not know your password, use the "forgot your password?" link. 3. Under "**Quick Links**," click "**PRESS Login**."

Designated support staff	To each member of the Policy Committee, full Board, and/or other interested school official, emails or otherwise distributes the following: 1. **PRESS Update Memo**; 2. **PRESS** video tutorial link at: www.iasb.com/policy-services-and-school-law/policy-services/press-policy-reference-education-subscription-serv/; 3. Committee worksheets (showing tracked changes in redline); and 4. Current District policy in relevant areas. As appropriate, includes new and revised policies in the Board meeting packets. After a policy is adopted or revised, updates the District's policy manual master electronic file and adds or updates adoption dates. Archives previous version of revised policy. Follows District process for updating paper and online manuals. Considers distributing the **PRESS Update Memo** to Building Principals.
Policy Committee (or Full Board)	Considers each **PRESS** update. Reviews all footnote changes. Decides which changes require Board discussion and which are appropriate as consent agenda items. Policies or policy revisions may be appropriate for a consent agenda when providing for legal compliance; updating legal references; correcting substantive grammar, spelling, or punctuation; or clarifying pre-existing policy language. Presents recommendations regarding **PRESS** updates to the Board at a regularly scheduled meeting.
Full Board	Conducts a first reading of the policies that are recommended for adoption or revision. Policies may be adopted after a first reading when: (1) appropriate for a consent agenda because no Board discussion is required, or (2) necessary or prudent in order to meet emergency or special conditions or to be legally compliant. During the next regular meeting, conducts a second reading. A second reading allows the Board to hear feedback from interested parties, including staff, parents, students, and community members; however, State law does not require two readings. After the second reading, consider and take action to approve the policies at a duly convened open meeting.
Assistant Superintendents, Directors, Building Principals, and supervisory employees	Reads the **PRESS Update Memo** (if applicable) and adopted policies, follows the Superintendent's process for updating administrative procedures, and makes necessary changes to employee and student handbooks within their assigned building(s).

Anyone	For further clarification, view the online tutorial for **PRESS**, available at www.iasb.com/policy-services-and-school-law/policy-services/press-policy-reference-education-subscription-serv/.

PRESSPlus Comments

PRESSPlus 1. Rewritten for PRESS Plus in response to a PRESS five-year review. PRESS Editors have a quality assurance goal to ensure that a review of each piece of the 1500+ page IASB PRESS Policy Reference Manual occurs once every five years. A redlined version showing the changes made is available at PRESS Online by logging in at www.iasb.com. **Issue 119, June 2025**

Document Status: Draft Update - Rewritten

Board Policy Development

2:240-E2 Exhibit - Developing Local Policy

Actor[PRESSPlus1]	**Action**
Anyone (Superintendent, Board of Education member, staff, parent, student, community member, or Board Attorney)	Brings a concern that may necessitate a new policy or a current policy's revision to the attention of the Board of Education.
Superintendent	Confers with the Board Attorney as appropriate. Manages the Board's compliance with the Open Meetings Act. Ensures that, as appropriate, the agendas for the Board Policy Committee and full Board include discussion and list actions to consider, adopt, implement, or revise Board policies and Board exhibits. Manages the process for approving new or revised administrative procedures, administrative procedure exhibits, and changes to employee and student handbooks. Communicates all policy and administrative procedure revisions or adoptions as appropriate to staff members, parents, students, and community members.
Policy Committee (or Full Board)	**First**, answers these questions to decide whether new policy language is needed: 1. Does the IASB Policy Reference Manual provide guidance? 2. Is the request something that should be covered in policy (i.e., Board work), or is it something that should be covered in an administrative procedure (i.e., staff work)? 3. Is it already covered in Board policy? Checks for policies that cover similar or connected topics. Tools such as search engines, Tables of Contents, cross references, and indexes at **PRESS** Online can be used to identify relevant policy numbers to check for in the Board's policy manual. **Second**, uses a 3-step process to draft new policy language: 1. Frames the question and discusses the topic. 2. Requests the Superintendent to provide research, including appropriate data, and input from others, such as those who may be affected by the policy and those who will implement the policy.

	3. Drafts or requests the Superintendent or Board Attorney to draft language addressing the concern that aligns with the Board's mission, vision, goals, and objectives. **Third**, decides whether the new language should be included in an existing policy or added as a new policy. Assigns any new policy an appropriate location and number. The **PRESS** coding system reserves policy numbers ending in a '0' and '5' for **PRESS** material. Locally developed Board policies should use policy numbers ending in 2, 4, 6, or 8.
Full Board	Conducts a first reading of the policy that is recommended for adoption or revision. Policies may be adopted after a first reading when: (1) appropriate for a consent agenda because no Board discussion is required, or (2) necessary or prudent in order to meet emergency or special conditions or to be legally compliant. During the next regular meeting, conducts a second reading. A second reading allows the Board to hear feedback from interested parties, including staff, parents, students, and community members; however, State law does not require two readings. After the second reading, consider and take action to approve the policy at a duly convened open meeting.
Designated support staff	After a policy is adopted or revised, updates the District's policy manual master electronic file and adds or updates adoption dates. Archives previous version of revised policy. Follows District process for updating paper and online manuals.
Assistant Superintendents, Directors, Building Principals, and supervisory employees	Reads adopted policies, follows the Superintendent's process for updating administrative procedures, and makes necessary changes to employee and student handbooks within their assigned building(s).

PRESSPlus Comments

PRESSPlus 1. Rewritten for PRESS Plus in response to a PRESS five-year review. PRESS Editors have a quality assurance goal to ensure that a review of each piece of the 1500+ page IASB PRESS Policy Reference Manual occurs once every five years. A redlined version showing the changes made is available at PRESS Online by logging in at www.iasb.com. **Issue 119, June 2025**

Document Status: Review and Monitoring

GENERAL SCHOOL ADMINISTRATION

3:30 Chain of Command

The Superintendent shall develop an organizational chart indicating the channels of authority and reporting relationships for school personnel. These channels should be followed, and no level should be bypassed except in unusual situations.[PRESSPlus1]

All personnel should refer matters requiring administrative action to the responsible administrator, and may appeal a decision to a higher administrative officer. Whenever possible, each employee should be responsible to only one immediate supervisor. When this is not possible, the division of responsibility must be clear.

CROSS REF.: 1:20 (District Organization, Operations, and Cooperative Agreements), 2:140 (Communications To and From the Board), 3:70 (Succession of Authority), 8:110 (Public Suggestions and Concerns)

~~ADOPTED: August 16, 2022~~

PRESSPlus Comments

PRESSPlus 1. This policy is suggested to be reviewed by the Board. According to policy 2:240, *Board Policy Development*, "[t]he Board will periodically review its policies for relevancy, monitor its policies for effectiveness, and consider whether any modifications are required." IASB suggests that each policy in the Board's policy manual be reviewed at a minimum of every five years. As part of the review, the Board may choose to:

- Compare the adopted version to the current PRESS sample (available at PRESS Online by logging in at www.iasb.com), discussing any differences and/or options noted in the footnotes to determine whether local changes are necessary
- Update the policy language due to changes in local conditions
- Make no changes, but update the adoption date to reflect that the policy has been reviewed and re-adopted

Issue 119, June 2025

Document Status: Review and Monitoring

OPERATIONAL SERVICES

4:50 Payment Procedures

The Chief School Business Official shall prepare a list of all due and payable bills, indicating vendor name and amount, and shall present it to the Board of Education in advance of the Board's first regular monthly meeting or, if necessary, a special meeting. These bills are reviewed by the Board, after which they may be approved for payment by Board order. Approval of all bills shall be given by a roll call vote and the votes shall be recorded in the minutes. The Treasurer shall pay the bills after receiving a Board order or pertinent portions of the Board minutes, even if the minutes are unapproved, provided the order or minutes are signed by the Board President and Secretary, or a majority of the Board.[PRESSPlus1]

The Treasurer is authorized, without further Board approval, to pay Social Security taxes, wages, pension contributions, utility bills, and other recurring bills. These disbursements shall be included in the listing of bills presented to the Board.

The Board authorizes the Superintendent or designee to establish revolving funds and a petty cash fund system for school cafeterias, lunchrooms, athletics, or similar purposes, provided such funds are maintained in accordance with Board policy 4:80, *Accounting and Audits*, and remain in the custody of an employee who is properly bonded according to State law.

LEGAL REF.:

105 ILCS 5/8-16, 5/10-7, and 5/10-20.19.

23 Ill.Admin.Code §100.70.

CROSS REF.: 4:55 (Use of Credit and Procurement Cards), 4:60 (Purchases and Contracts), 4:80 (Accounting and Audits)

~~ADOPTED: August 16, 2022~~

PRESSPlus Comments

PRESSPlus 1. This policy is suggested to be reviewed by the Board. According to policy 2:240, *Board Policy Development*, "[t]he Board will periodically review its policies for relevancy, monitor its policies for effectiveness, and consider whether any modifications are required." IASB suggests that each policy in the Board's policy manual be reviewed at a minimum of every five years. As part of the review, the Board may choose to:

- Compare the adopted version to the current PRESS sample (available at PRESS Online by logging in at www.iasb.com), discussing any differences and/or options noted in the footnotes to determine whether local changes are necessary
- Update the policy language due to changes in local conditions

- Make no changes, but update the adoption date to reflect that the policy has been reviewed and re-adopted

Issue 119, June 2025

Document Status: Review and Monitoring

OPERATIONAL SERVICES

4:90 Student Activity and Fiduciary Funds

The Board of Education, upon the Superintendent or designee's recommendation, establishes student activity funds to be managed by student organizations under the guidance and direction of a staff member for educational, recreational, or cultural purposes. The Board, upon the Superintendent or designee's recommendation, also establishes fiduciary funds to be supervised by the Superintendent or designee. The District has custodial responsibilities for fiduciary funds but no direct involvement in the management of such funds.[PRESSPlus1]

Student Activity Funds

The Superintendent or designee shall be responsible for supervising student activity funds in accordance with Board policy, 4:80, *Accounting and Audits*; State law; and the Ill. State Board of Education (ISBE) rules for student activity funds. The Board will appoint a treasurer for each fund to serve as the fund's sole custodian and be bonded in accordance with the School Code. The treasurer shall have all of the responsibilities specific to the treasurer listed in ISBE rules for school activity funds, except that the treasurer is not authorized to make loans between activity funds.

Unless otherwise instructed by the Board, a student activity fund's balance will carry over to the next fiscal year. An account containing student activity funds that is inactive for 12 consecutive months shall be closed and its funds transferred to another student activity fund or authorized fund with a similar purpose.

Fiduciary Funds

The Superintendent or designee shall be responsible for supervising fiduciary funds in accordance with Board policy 4:80, *Accounting and Audits*; State law; and ISBE rules for fiduciary funds. The Board will appoint a treasurer for each fund to serve as the fund's sole custodian and be bonded in accordance with the School Code. The treasurer shall have all of the responsibilities specific to the treasurer listed in the ISBE rules for fiduciary funds.

LEGAL REF.:

105 ILCS 5/8-2 and 5/10-20.19.

23 Ill.Admin.Code §§100.20, 100.80, and 100.85.

CROSS REF.: 4:80 (Accounting and Audits), 7:325 (Student Fundraising Activities)

~~ADOPTED: August 16, 2022~~

PRESSPlus Comments

PRESSPlus 1. This policy is suggested to be reviewed by the Board. According to policy 2:240,

Board Policy Development, "[t]he Board will periodically review its policies for relevancy, monitor its policies for effectiveness, and consider whether any modifications are required." IASB suggests that each policy in the Board's policy manual be reviewed at a minimum of every five years. As part of the review, the Board may choose to:

- Compare the adopted version to the current PRESS sample (available at PRESS Online by logging in at www.iasb.com), discussing any differences and/or options noted in the footnotes to determine whether local changes are necessary
- Update the policy language due to changes in local conditions
- Make no changes, but update the adoption date to reflect that the policy has been reviewed and re-adopted

Issue 119, June 2025

Document Status: Review and Monitoring

OPERATIONAL SERVICES

4:180 Pandemic Preparedness; Management; and Recovery

The Board of Education recognizes that the District will play an essential role along with the local health department and emergency management agencies in protecting the public's health and safety during a pandemic.PRESSPlus1

A pandemic is a global outbreak of disease. Pandemics happen when a new virus emerges to infect individuals and, because there is little to no pre-existing immunity against the new virus, it spreads sustainably.

To prepare the School District community for a pandemic, the Superintendent or designee shall: (1) learn and understand how the roles that the federal, State, and local government function; (2) form a pandemic planning team consisting of appropriate District personnel and community members to identify priorities and oversee the development and implementation of a comprehensive pandemic school action plan; and (3) build awareness of the final plan among staff, students, and community.

Emergency School Closing

In the case of a pandemic, the Governor may declare a disaster due to a public health emergency that may affect any decision for an emergency school closing. Decisions for an emergency school closing will be made by the Superintendent in consultation with and, if necessary, at the direction of the Governor, Ill. Dept. of Public Health, District's local health department, emergency management agencies, and/or appropriate Intermediate Service Center.

During an emergency school closing, the Board President and the Superintendent may, to the extent the emergency situation allows, examine existing Board policies pursuant to Policy 2:240, *Board Policy Development*, and recommend to the Board for consideration any needed amendments or suspensions to address mandates that the District may not be able to accomplish or implement due to a pandemic.

Board Meeting Procedure; No Physical Presence of Quorum and Participation by Audio or Video

A disaster declaration related to a public health emergency may affect the Board's ability to meet in person and generate a quorum of members who are physically present at the location of a meeting. Policy 2:220, *Board of Education Meeting Procedure*, governs Board meetings by video or audio conference without the physical presence of a quorum.

Payment of Employee Salaries During Emergency School Closures

The Superintendent shall consult with the Board to determine the extent to which continued payment of salaries and benefits will be made to the District's employees, pursuant to Board policies 3:40, *Superintendent*, 3:50, *Administrative Personnel Other Than the Superintendent*, 5:35, *Compliance with the Fair Labor Standards Act*, 5:200, *Terms and Conditions of Employment and Dismissal*, and 5:270, *Employment At-Will, Compensation, and Assignment*, and consistent with: (1) applicable laws, regulations, federal or State or local emergency declarations, executive orders, and agency

directives; (2) collective bargaining agreements and any bargaining obligations; and (3) the terms of any grant under which an employee is being paid.

Suspension of In-Person Instruction; Remote and/or Blended Remote Learning Day Plan(s)

When the Governor declares a disaster due to a public health emergency pursuant to 20 ILCS 3305/7, and the State Superintendent of Education declares a requirement for the District to use *Remote Learning Days* or *Blended Remote Learning Days*, the Superintendent shall approve and present to the Board for adoption a Remote and/or Blended Remote Learning Day Plan (Plan) that:

1. Recommends to the Board for consideration any suspensions or amendments to curriculum-related policies to reduce any Board-required graduation or other instructional requirements in excess of minimum curricular requirements specified in School Code that the District may not be able to provide due to the pandemic;
2. Implements the requirements of 105 ILCS 5/10-30; and
3. Ensures a plan for periodic review of and/or amendments to the Plan when needed and/or required by statute, regulation, or State guidance.

LEGAL REF.:

105 ILCS 5/10-16.7, 5/10-20.5, 5/10-20.56, and 5/10-30.

5 ILCS 120/2.01 and 120/7(e), Open Meetings Act.

20 ILCS 2305/2(b), Ill. Dept. of Public Health Act (Part 1).

20 ILCS 3305/, Ill. Emergency Management Agency Act.

115 ILCS 5/, Ill. Educational Labor Relations Act.

CROSS REF.: 1:20 (District Organization, Operations, and Cooperative Agreements), 2:20 (Powers and Duties of the Board of Education; Indemnification), 2:220 (Board of Education Meeting Procedure), 2:240 (Board Policy Development), 3:40 (Superintendent), 3:50 (Administrative Personnel Other Than the Superintendent), 3:70 (Succession of Authority), 4:170 (Safety), 5:35 (Compliance with the Fair Labor Standards Act), 5:200 (Terms and Conditions of Employment and Dismissal), 5:270 (Employment At-Will, Compensation, and Assignment), 6:20 (School Year Calendar and Day), 6:60 (Curriculum Content), 6:300 (Graduation Requirements), 7:90 (Release During School Hours), 8:100 (Relations with Other Organizations and Agencies)

~~ADOPTED: August 16, 2022~~

PRESSPlus Comments

PRESSPlus 1. This policy is suggested to be reviewed by the Board. According to policy 2:240, *Board Policy Development*, "[t]he Board will periodically review its policies for relevancy, monitor its policies for effectiveness, and consider whether any modifications are required." IASB suggests that each policy in the Board's policy manual be reviewed at a minimum of every five years. As part of the review, the Board may choose to:

- Compare the adopted version to the current PRESS sample (available at PRESS Online by logging in at www.iasb.com), discussing any differences and/or options noted in the footnotes to determine whether local changes are necessary

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Issue 119, June 2025

Document Status: Review and Monitoring

Workplace Harassment Prohibited

5:20-E Resolution to Prohibit Sexual Harassment

WHEREAS, Section 10-20 of the School Code (105 ILCS 5/10-20) grants Boards of Education other powers that are not inconsistent with their duties;[PRESSPlus1]

WHEREAS, Section 1-5 of the State Officials and Employees Ethics Act (5 ILCS 430/1-5) includes school districts within the definition of a *governmental entity*;

WHEREAS, Section 5-65 of the State Officials and Employees Ethics Act (5 ILCS 430/5-65) provides that all persons have a right to work in an environment free from sexual harassment;

WHEREAS, Section 70-5 of the State Officials and Employees Ethics Act (5 ILCS 430/70-5) requires governmental entities to adopt an ordinance or resolution establishing a policy to prohibit sexual harassment which, at a minimum, includes: (1) a prohibition on sexual harassment; (2) details on how an individual can report an allegation of sexual harassment, including options for making a confidential report to a supervisor, ethics officer, Inspector General, or the Ill. Dept. of Human Rights; (3) a prohibition on retaliation for reporting sexual harassment allegations, including availability of whistleblower protections under the Act, the Whistleblower Act (740 ILCS 174/), and the Ill. Human Rights Act (775 ILCS 5/); (4) the consequences: (a) of a violation of the prohibition on sexual harassment; and (b) for knowingly making a false report; and (5) a mechanism for reporting and independent review of allegations of sexual harassment made against a Board member by a fellow Board member or other elected official;

THEREFORE, BE IT RESOLVED, by the Board of Education of Homewood-Flossmoor Community High School District 233, Cook County, Illinois, as follows:

> Section 1: The Board adopts Board policies 2:105, *Ethics and Gift Ban,* and 5:20, *Workplace Harassment Prohibited*, attached as Exhibit A, which collectively contain the following: (1) a prohibition on sexual harassment; (2) detail regarding how an individual can report an allegation of sexual harassment, including options for making a confidential report to an immediate supervisor, the Building Principal, an administrator, the Nondiscrimination Coordinator, a Complaint Manager, or the Ill. Dept. of Human Rights; (3) a prohibition on retaliation for reporting sexual harassment allegations and a statement regarding the availability of whistleblower protections under the State Officials and Employees Ethics Act, the Whistleblower Act, and the Ill. Human Rights Act; and (4) the consequences: (a) of a violation of the prohibition on sexual harassment; and (b) for knowingly making a false report, and (5) a mechanism for reporting and independent review of allegations of sexual harassment made against a Board member by a fellow Board member or other elected official.
>
> Section 2: Any prior versions of Board policies 2:105, *Ethics and Gift Ban*, and 5:20, *Workplace Harassment Prohibited*, adopted by the Board are superseded by this Resolution.

Adopted this 16th day of August, 2022.

Attested by: _____

Board President

Attested by: _____
Board Secretary

PRESSPlus Comments

PRESSPlus 1. This policy is suggested to be reviewed by the Board. According to policy 2:240, *Board Policy Development*, "[t]he Board will periodically review its policies for relevancy, monitor its policies for effectiveness, and consider whether any modifications are required." IASB suggests that each policy in the Board's policy manual be reviewed at a minimum of every five years. As part of the review, the Board may choose to:

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Issue 119, June 2025

Document Status: Review and Monitoring

Educational Support Personnel

5:270 Employment At-Will, Compensation, and Assignment

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

Employment At-Will[PRESSPlus1]

Unless otherwise specifically provided, District employment is at-will, meaning that employment may be terminated by the District or employee at any time for any reason, other than a reason prohibited by law, or no reason at all. Nothing in Board of Education policy is intended or should be construed as altering the employment at-will relationship.

Exceptions to employment at-will may include employees who are employed annually, have an employment contract, or are otherwise granted a legitimate interest in continued employment. The Superintendent is authorized to make exceptions to employing nonlicensed employees at-will but shall maintain a record of positions or employees who are not at-will.

Compensation

The Board will determine salary and wages for educational support personnel. Increments are dependent on evidence of continuing satisfactory performance. An employee covered by the overtime provisions in State or federal law shall not work overtime without the prior authorization from the employee's immediate supervisor. Educational support personnel are paid twice a month.

Assignment

The Superintendent is authorized to make assignments and transfers of educational support personnel.

LEGAL REF.:

105 ILCS 5/10-22.34 and 5/10-23.5.

CROSS REF.: 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:35 (Compliance with the Fair Labor Standards Act), 5:290 (Employment Termination and Suspensions), 5:310 (Compensatory Time-Off)

~~ADOPTED: August 16, 2022~~

PRESSPlus Comments

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Issue 119, June 2025

Document Status: Review and Monitoring

STUDENTS

7:40 Nonpublic School Students, Including Parochial and Home-Schooled Students

Part-Time Attendance[PRESSPlus1]

The District accepts nonpublic school students, including parochial and home-schooled students, who live within the District for part-time attendance in the District's regular education program on a space-available basis. Requests for part-time attendance must be submitted to the Building Principal. All requests for attendance in the following school year must be submitted before May 1.

Approval for part-time attendance will be made by the administration on a case by case basis.

A student accepted for partial enrollment must comply with all discipline and attendance requirements established by the school. He or she may participate in any co-curricular activity associated with a District class in which he or she is enrolled. The parent(s)/guardian(s) of a student accepted for partial enrollment must pay all fees, pro-rated on the basis of a percentage of full-time fees. Transportation to and/or from school is provided on regular bus routes to or from a point on the route nearest or most easily accessible to the nonpublic school or student's home. This transportation shall be on the same basis as the District provides transportation for its full-time students. Transportation on other than established bus routes is the responsibility of the parent(s)/guardian(s).

Students with a Disability

The District accepts for part-time attendance those children for whom it has been determined that special education services are needed, are enrolled in nonpublic schools, and otherwise qualify for enrollment in the District. Requests must be submitted by the student's parent/guardian. Special educational services shall be provided to such students as soon as possible after identification, evaluation, and placement procedures provided by State law, but no later than the beginning of the next school semester following the completion of such procedures. Transportation for such students shall be provided only if required in the child's Individualized Educational Program on the basis of the child's disabling condition or as the special education program location may require.

Extracurricular Activities, Including Interscholastic Competition

Nonpublic students, regardless of whether they attend a District school part-time, will not be allowed to participate in extracurricular activities.

Assignment When Enrolling Full-Time in a District School

Grade placement by, and academic credits earned at, a nonpublic school will be accepted if the school has a Certificate of Nonpublic School Recognition from the Illinois State Board of Education, or, if outside Illinois, if the school is accredited by the state agency governing education.

A student who, after receiving instruction in a non-recognized or non-accredited school, enrolls in the District will: (1) be assigned to a grade level according to academic proficiency, and/or (2) have academic credits recognized by the District if the student demonstrates appropriate academic

proficiency to the school administration. Any portion of a student's transcript relating to such instruction will not be considered for placement on the honor roll or computation in class rank.

Notwithstanding the above, recognition of grade placement and academic credits awarded by a nonpublic school is at the sole discretion of the District. All school and class assignments will be made according to Board of Education policy 7:30, *Student Assignment*, as well as administrative procedures implementing this policy.

LEGAL REF.:

105 ILCS 5/10-20.24 and 5/14-6.01.

CROSS REF.: 4:110 (Transportation), 6:170 (Title I Programs), 6:190 (Extracurricular and Co-Curricular Activities), 6:320 (High School Credit for Proficiency), 7:30 (Student Assignment), 7:300 (Extracurricular Athletics)

~~ADOPTED: August 16, 2022~~

PRESSPlus Comments

PRESSPlus 1. This policy is suggested to be reviewed by the Board. According to policy 2:240, *Board Policy Development*, "[t]he Board will periodically review its policies for relevancy, monitor its policies for effectiveness, and consider whether any modifications are required." IASB suggests that each policy in the Board's policy manual be reviewed at a minimum of every five years. As part of the review, the Board may choose to:

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Issue 119, June 2025

Document Status: Review and Monitoring

STUDENTS

7:90 Release During School Hours

For safety and security reasons, a prior written or oral consent of a student's custodial parent/guardian is required before a student is released during school hours: (1) at any time before the regular dismissal time or at any time before school is otherwise officially closed, and/or (2) to any person other than a custodial parent/guardian.[PRESSPlus1]

Early Dismissal Announcement

The Superintendent or designee shall make reasonable efforts to issue an announcement whenever it is necessary to close school early due to inclement weather or other reason.

Voting

The Superintendent or designee shall specify the hours during which students who are entitled to vote at a primary, general, or special election, or any election at which propositions are submitted to a popular vote in Illinois, may be absent from school for a period of two hours to vote. Students are entitled to be absent from school to vote beginning the 15th day before the primary, general, or special election, or any election at which propositions are submitted to a popular vote in Illinois, or on the day of such election.

LEGAL REF.:

10 ILCS 5/7-42(b) and 5/17-15(b), Election Code.

CROSS REF.: 4:170 (Safety)

~~ADOPTED: August 16, 2022~~

PRESSPlus Comments

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Issue 119, June 2025

Document Status: Review and Monitoring

STUDENTS

7:130 Student Rights and Responsibilities

All students are entitled to enjoy the rights protected by the U.S. and Illinois Constitutions and laws for persons of their age and maturity in a school setting. Students should exercise these rights reasonably and avoid violating the rights of others. Students who violate the rights of others or violate District policies or rules will be subject to disciplinary measures.[PRESSPlus1]

Students may, during the school day, during noninstructional time, voluntarily engage in individually or collectively initiated, non-disruptive prayer or religious-based meetings that, consistent with the Free Exercise and Establishment Clauses of the U.S. and Illinois Constitutions, are not sponsored, promoted, or endorsed in any manner by the school or any school employee. *Noninstructional time* means time set aside by a school before actual classroom instruction begins or after actual classroom instruction ends.

LEGAL REF.:

20 U.S.C. §7904.

105 ILCS 20/5.

Tinker v. Des Moines Independent School District, 89 S.Ct. 733 (1969).

CROSS REF.: 7:140 (Search and Seizure), 7:150 (Agency and Police Interviews), 7:160 (Student Appearance), 7:190 (Student Behavior), 7:330 (Student Use of Buildings - Equal Access)

~~ADOPTED: August 16, 2022~~

PRESSPlus Comments

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Issue 119, June 2025

Document Status: Draft Update

STUDENTS

7:140 Search and Seizure

In order to maintain order and security in the school, school authorities are authorized to conduct reasonable searches of school property and equipment, as well as of students and their personal effects. "School authorities" includes school liaison police officers.

School Property and Equipment as well as Personal Effects Left ~~There~~On School Property[PRESSPlus1] by Students

School authorities may inspect and search school property and equipment owned or controlled by the school (such as, lockers, desks, and parking lots), as well as personal effects left there by a student, without notice to or the consent of the student. Students have no reasonable expectation of privacy in these places or areas or in their personal effects left there.

~~This paragraph applies to student vehicles parked on school property.~~ In addition, Building Principals shall require each high school student, in return for the privilege of parking on school property, to consent in writing to school searches of his or her vehicle, and personal effects therein, without notice and without suspicion of wrongdoing.

The Superintendent may request the assistance of law enforcement officials to conduct inspections and searches of lockers, desks, parking lots, and other school property and equipment for illegal drugs, weapons, or other illegal or dangerous substances or materials, including searches conducted through the use of specially trained dogs.

Students

School authorities may search a student and/or the student's personal effects in the student's possession (such as, purses, wallets, knapsacks, book bags, lunch boxes, etc.) when there is a reasonable ground for suspecting that the search will produce evidence the particular student has violated or is violating either the law or the District's student conduct rules. The search itself must be conducted in a manner that is reasonably related to its objective and not excessively intrusive in light of the student's age and sex, and the nature of the infraction.

When feasible, the search should be conducted as follows:

1. Outside the view of others, including students,
2. In the presence of a school administrator or adult witness, and
3. By a ~~certificated~~licensed employee or liaison police officer of the same sex as the student.

Immediately following a search, a written report shall be made by the school authority who conducted the search, and given to the Superintendent.

Seizure of Property

If a search produces evidence that the student has violated or is violating either the law or the District's

policies or rules, such evidence may be seized and impounded by school authorities, and disciplinary action may be taken. When appropriate, such evidence may be transferred to law enforcement authorities.

Notification Regarding Student Accounts or Profiles on Social Networking Websites

The Superintendent or designee shall notify students and their parents/guardians of each of the following in accordance with the Right to Privacy in the School Setting Act, 105 ILCS 75/:

1. School officials may not request or require a student or his or her parent/guardian to provide a password or other related account information to gain access to the student's account or profile on a social networking website.
2. School officials may conduct an investigation or require a student to cooperate in an investigation if there is specific information about activity on the student's account on a social networking website that violates a school disciplinary rule or policy. In the course of an investigation, the student may be required to share the content that is reported in order to allow school officials to make a factual determination.

LEGAL REF.:

T.L.O. v. New Jersey, 469 U.S. 325 (1985).

Vernonia Sch.~~ool~~ Dist. 47J v. Acton, 515 U.S. 646 (1995).

Safford Unified Sch.~~ool~~ Dist. No. 1 v. Redding, 557 U.S. 364 (2009).

105 ILCS 5/10-20.14, 5/10-22.6, and 5/10-22.10a.

~~Right to Privacy in the School Setting Act,~~ 105 ILCS 75/, Right to Privacy in the School Setting Act.

Cornfield v. Consolidated High Sch.~~ool~~ Dist. No. 230, 991 F.2d 1316 (7th Cir. 1993).

People v. Dilworth, 169 Ill.2d 195 (1996), *cert. denied*, ~~116 S.Ct. 1692~~517 U.S. 1197 (1996).

People v. Pruitt, 278 Ill.App.3d 194 (1st Dist. 1996), *app. denied*, 167 Ill.2d 564~~667 N.E. 2d 1061 (Ill.App.1,~~ 1996).

~~T.L.O. v. New Jersey, 469 U.S. 325 (1985).~~

~~Vernonia School Dist. 47J v. Acton, 515 U.S. 646 (1995).~~

~~Safford Unified School Dist. No. 1 v. Redding, 557 U.S. 364 (2009).~~

CROSS REF.: 7:130 (Student Rights and Responsibilities), 7:150 (Agency and Police Interviews), 7:190 (Student Behavior)

~~ADOPTED: August 16, 2022~~

PRESSPlus Comments

PRESSPlus 1. Updated throughout in response to a PRESS five-year review. PRESS Editors have a quality assurance goal to ensure that a review of each piece of the 1500+ page IASB PRESS Policy Reference Manual occurs once every five years. **Issue 119, June 2025**

Document Status: Draft Update

STUDENTS

7:300 Extracurricular Athletics

Student participation in school-sponsored extracurricular athletic activities is contingent upon the following:

1. The student must meet the academic criteria set forth in Board policy 6:190, *Extracurricular and Co-Curricular Activities*.
2. A parent/guardian of the student must provide written permission for the student's participation, giving the District full waiver of responsibility of the risks involved.
3. The student must present a current certificate of physical fitness issued by a licensed physician, an advanced practice registered nurse, or a physician assistant. The ***Pre-Participation Physical Examination Form***, offered by the Illinois High School Association and the Illinois Elementary School Association, is the preferred certificate of physical fitness.
4. The student must show proof of accident insurance coverage either by a policy purchased through the District-approved insurance plan or a parent/guardian written statement that the student is covered under a family insurance plan.
5. The student must agree to follow all conduct rules and the coaches' instructions.
6. The student and his or her parents/guardians must provide written consent to random drug and alcohol testing pursuant to the Extracurricular Drug and Alcohol Testing Program.
7. The student and his or her parents/guardians must: (a) comply with the eligibility rules of, and complete any forms required by, any sponsoring association (such as, the Illinois Elementary School Association, the Illinois High School Association, or the Southern Illinois Junior High School Athletic Association), and (b) complete all forms required by the District including, without limitation, signing an acknowledgment of receiving information about the Board's concussion policy 7:305, *Student Athlete Concussions and Head Injuries*.

The Superintendent or designee (1) is authorized to impose additional requirements for a student to participate in extracurricular athletics, provided the requirement(s) comply with Board policy 7:10, *Equal Educational Opportunities*, and (2) shall maintain the necessary records to ensure student compliance with this policy.

LEGAL REF.:

105 ILCS 5/10-20.30, ~~5/10-20.54,~~ PRESSPlus1 5/22-80, and 25/2.

23 Ill.Admin.Code §1.530(b).

CROSS REF.: 4:100 (Insurance Management), 4:170 (Safety), 6:190 (Extracurricular and Co-Curricular Activities), 7:10 (Equal Educational Opportunities), 7:20 (Harassment of Students Prohibited), 7:240 (Conduct Code for Participants in Extracurricular Activities), 7:305 (Student Athlete Concussions and Head Injuries), 7:340 (Student Records)

~~ADOPTED: August 16, 2022~~

PRESSPlus Comments

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Document Status: Review and Monitoring

STUDENTS

7:325 Student Fundraising Activities

No individual or organization is allowed to ask students to participate in fundraising activities while the students are on school grounds during school hours or during any school activity. Exceptions are:PRESSPlus1

1. School-sponsored student organizations; and
2. Parent organizations and booster clubs that are recognized pursuant to policy 8:90, *Parent Organizations and Booster Clubs*.

The Superintendent or designee shall manage student fundraising activities in alignment with the following directives:

1. Fundraising efforts shall not conflict with instructional activities or programs.
2. For any school that participates in the School Breakfast Program or the National School Lunch Program, fundraising activities involving the sale of food and beverage items to students during the school day while on the school campus must comply with the Ill. State Board of Education rules concerning the sale of competitive food and beverage items.
3. Participation in fundraising efforts must be voluntary.
4. Student safety must be paramount.
5. For school-sponsored student organizations, a school staff member must supervise the fundraising activities and the student activity funds treasurer must safeguard the financial accounts.
6. The fundraising efforts must be to support the organization's purposes and/or activities, the general welfare, a charitable cause, or the educational experiences of students generally.
7. The funds shall be used to the maximum extent possible for the designated purpose.
8. Any fundraising efforts that solicit donor messages for incorporation into school property, e.g., tiles or bricks, or placement upon school property, e.g., posters or placards, must:

    a. Develop viewpoint neutral guidelines for the creation of messages;
    b. Inform potential donors that all messages are subject to review and approval, and that messages that do not meet the established guidelines must be resubmitted or the donation will be returned; and
    c. Place a disclaimer on all fundraising information and near the completed donor messages that all messages are "solely the expression of the individual donors and not an endorsement by the District of any message's content."

LEGAL REF.:

105 ILCS 5/10-20.19(3).

23 Ill.Admin.Code Part 305, School Food Service.

CROSS REF.: 4:90 (Student Activity and Fiduciary Funds), 4:120 (Food Services), 8:80 (Gifts to the District), 8:90 (Parent Organizations and Booster Clubs)

~~ADOPTED: August 16, 2022~~

PRESSPlus Comments

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Issue 119, June 2025

Document Status: Draft Update

COMMUNITY RELATIONS

8:80 Gifts to the District

The Board of Education appreciates gifts from any education foundation, other entities, or individuals. All gifts must adhere to each of the following:

1. Be accepted by the Board or, if less than $500.00 in value, the Superintendent or designee. Individuals should obtain a pre-acceptance commitment before identifying the District, any school, or school program or activity as a beneficiary in any fundraising attempt, including without limitation, any Internet fundraising attempt.
2. Be given without a stated purpose or with a purpose deemed by the party with authority to accept the gift to be compatible with the Board's educational objectives and policies.
3. Be consistent with the District's mandate to provide equal educational and extracurricular opportunities to all students in the District as provided in Board policy 7:10, *Equal Educational Opportunities*. State and federal laws require the District to provide equal treatment for members of both sexes to educational programming, extracurricular activities, and athletics. This includes the distribution of athletic benefits and opportunities.
4. Permit the District to maintain resource equity among its learning centers.
5. Be viewpoint neutral when the gift involves the incorporation of any messages.PRESSPlus1 The Superintendent or designee shall manage a process for the review and approval of donations involving the incorporation of messages into or placing messages upon school property.
6. Comply with all laws applicable to the District including, without limitation, the Americans with Disabilities Act, the Prevailing Wage Act, the Health/Life Safety Code for Public Schools, and all applicable procurement and bidding requirements.

The District will provide equal treatment to all individuals and entities seeking to donate money or a gift. Upon acceptance, all gifts become the District's property. The acceptance of a gift is not an endorsement by the Board, District, or school of any product, service, activity, or program. The method of recognition is determined by the party accepting the gift.

LEGAL REF.:

20 U.S.C. §1681 *et seq.*, Title IX of the Education Amendments; ~~implemented by~~ 34 C.F.R. Part 106.

105 ILCS 5/16-1.

23 Ill.Admin.Code §200.40.

CROSS REF.: 4:60 (Purchases and Contracts), 4:150 (Facility Management and Building Programs), 6:10 (Educational Philosophy and Objectives), 6:210 (Instructional Materials), 7:10 (Equal Educational Opportunities)

~~ADOPTED: August 16, 2022~~

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Document Status: Review and Monitoring

COMMUNITY RELATIONS

8:110 Public Suggestions and Concerns

The Board of Education is interested in receiving suggestions and concerns from members of the community. Any individual may make a suggestion or express a concern by contacting any District or School office. Community members who e-mail the District or any District employee or board member are expected to abide by the standards in Board policy 6:235, Access to Electronic Networks, and should, to the extent possible, limit their communications to relevant individuals. All suggestions and/or concerns will be referred to the appropriate level staff member or District administrator who is most able to respond in a timely manner. Each concern or suggestion shall be considered on its merit.PRESSPlus1

An individual who is not satisfied may file a grievance under Board policy 2:260, *Uniform Grievance Procedure*. The Board encourages, but does not require, individuals to follow the channels of authority prior to filing a grievance. Neither this policy nor the *Uniform Grievance Procedure* create an independent right to a hearing before the Board.

LEGAL REF.:

115 ILCS 5/14(c-5), Ill. Educational Labor Relations Act.

CROSS REF.: 2:140 (Communications To and From the Board), 2:230 (Public Participation at Board of Education Meetings and Petitions to the Board), 2:260 (Uniform Grievance Procedure), 3:30 (Chain of Command), 6:235 (Access to Electronic Networks), 6:260 (Complaints About Curriculum, Instructional Materials and Programs), 8:10 (Connection with the Community)

~~ADOPTED: August 16, 2022~~

PRESSPlus Comments

PRESSPlus 1. This policy is suggested to be reviewed by the Board. According to policy 2:240, *Board Policy Development*, "[t]he Board will periodically review its policies for relevancy, monitor its policies for effectiveness, and consider whether any modifications are required." IASB suggests that each policy in the Board's policy manual be reviewed at a minimum of every five years. As part of the review, the Board may choose to:

- Compare the adopted version to the current PRESS sample (available at PRESS Online by logging in at www.iasb.com), discussing any differences and/or options noted in the footnotes to determine whether local changes are necessary
- Update the policy language due to changes in local conditions
- Make no changes, but update the adoption date to reflect that the policy has been reviewed and re-adopted

Issue 119, June 2025

PRESS District Unique Edits

MEMO

To: Dr. Jennifer Norrell, Superintendent for Homewood-Flossmoor 233
From: Jalitza Colón Martinez, Assistant Superintendent for Staff Services
Date: September 2, 2025
Subject: IASB PRESS Policy District Unique Edits - 1st Read

Background:
The District utilizes IASB PRESS policy services to ensure policy updates to ensure ongoing compliance with state and federal law. Certain policies may require District Unique Edits. In the event a District Unique Edit is needed a redline version of the change will be presented to the Board for adoption.

The following policies are up for review/revision and changes are summarized:

i. **2:230 Public Participation at Board of Education Meetings and Petitions to the Board.** Change to public comments, 5 minutes to 3 minutes for a combined total of up to 21 total, and must be signed up by 7pm to speak.
ii. **5:30 Hiring Process and Criteria** - alignment to school code, removal of language regarding superintendent having authority to hire/terminate non certified staff.
iii. **3:40 Superintendent** - alignment to school code, removal of language regarding superintendent having authority to hire/terminate non certified staff.
iv. **6:282 Weighting of Grades** -change in grading scales to a single, unified weighted 4.0 grading scale beginning with the class of 2028.

Recommendation: It is recommended that the Board of Education of Homewood-Flossmoor Community High School District approve the District Unique Edits to the aforementioned policies on October 21, 2025.

Please let me know if you would like to discuss this recommendation further or need additional details.

Document Status: District Use Only

SECTION 2- BOARD OF EDUCATION

2:230 Public Participation at Board of Education Meetings and Petitions to the Board

For a maximum of 2130 minutes during each regular and special open meeting of the Board, any person may comment to or ask questions of the Board (*public participation*), subject to the reasonable constraints established and recorded in this policy's guidelines below. The time limit for public participation at a meeting may be extended upon the majority vote of the Board members at the regular or special meeting. The Board listens to comments or questions during public participation; responses to comments to or questions of the Board are most often managed through policy 3:30, *Chain of Command*.

To preserve sufficient time for the Board to conduct its business, any person appearing before the Board is expected to follow these guidelines:

1. Address the Board only at the appropriate time as indicated on the agenda and when recognized by the Board President. This includes following the directives of the Board President to maintain order and decorum for all.
2. Sign up to speak on the sign-in sheet by the time that public comments begin. ~~Use a sign-in sheet, if requested.~~
3. Identify oneself and be brief. Ordinarily, the time for any one person to address the Board during public participation shall be limited to three~~five~~ minutes. In unusual circumstances, and when an individual has made a request to speak for a longer period of time, the Board President may allow a person to speak for more than three~~five~~ minutes. If multiple individuals wish to address the Board on the same subject, the group is encouraged to appoint a spokesperson.
4. Observe, when necessary and appropriate, the Board President's authority to:
    a. Shorten the time for each person to address the Board during public participation to conserve time and give the maximum number of people an opportunity to speak; and/or
    b. Determine procedural matters regarding public participation not otherwise covered in Board policy.
5. Conduct oneself with respect and civility toward others and otherwise abide by Board policy 8:30, *Visitors to and Conduct on School Property*.

Petitions or written correspondence to the Board shall be presented to the Board in the next regular Board packet.

LEGAL REF.:

105 ILCS 5/10-6 and 5/10-16.

5 ILCS 120/2.06, Open Meetings Act.

CROSS REF.: 2:220 (Board of Education Meeting Procedure), 8:10 (Connection with the

Community), 8:30 (Visitors to and Conduct on School Property)

Document Status: District Use Only

GENERAL SCHOOL ADMINISTRATION

3:40 Superintendent

Duties and Authority

The Superintendent is the District's executive officer and is responsible for the administration and management of the District school in accordance with Board of Education policies and directives, and State and federal law. District management duties include, without limitation, preparing, submitting, publishing, and posting reports and notifications as required by State and federal law, including the special reporting responsibilities in policy 5:90, *Abused and Neglected Child Reporting*. The Superintendent is authorized to develop administrative procedures and take other action as needed to implement Board policy and otherwise fulfill his or her responsibilities. The Superintendent may delegate to other District staff members the exercise of any powers and the discharge of any duties imposed upon the Superintendent by Board policies or by Board vote. The delegation of power or duty, however, shall not relieve the Superintendent of responsibility for the action that was delegated. ~~The Superintendent has the authority to hire/terminate non-certified staff.~~

Qualifications

The Superintendent must be of good character and of unquestionable morals and integrity. The Superintendent shall have the experience and the skills necessary to work effectively with the Board, District employees, students, and the community. The Superintendent must have and maintain a Professional Educator License with a superintendent endorsement issued by the Illinois State Educator Preparation and Licensure Board.

Evaluation

The Board will evaluate, at least annually, the Superintendent's performance and effectiveness, using standards and objectives developed by the Superintendent and Board that are consistent with State law, the Board's policies, and the Superintendent's contract. A specific time should be designated for a formal evaluation session with all Board members present. The evaluation should include a discussion of professional strengths as well as performance areas needing improvement.

The Superintendent shall annually present evidence of professional growth through attendance at educational conferences, in-service training, or similar continuing education pursuits.

Compensation and Benefits

The Board and the Superintendent shall enter into an employment agreement that conforms to Board policy and State law. This contract shall govern the employment relationship between the Board and the Superintendent. The terms of the Superintendent's employment agreement, when in conflict with this policy, will control.

LEGAL REF.:

105 ILCS 5/10-16.7, 5/10-20.47, 5/10-21.4, 5/10-21.9, 5/10-23.8, 5/21B-20, 5/21B-25, 5/24-11, and 5/24A-3.

5 ILCS 120/7.3, Open Meetings Act.

23 Ill.Admin.Code §§1.310, 1.705, and 25.355.

CROSS REF: 2:20 (Powers and Duties of the Board of Education; Indemnification), 2:130 (Board-Superintendent Relationship), 2:240 (Board Policy Development), 3:10 (Goals and Objectives), 4:165 (Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors), 4:175 (Convicted Child Sex Offender; Screening; Notifications), 5:30 (Hiring Process and Criteria), 5:90 (Abused and Neglected Child Reporting), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 5:150 (Personnel Records), 5:210 (Resignations), 5:290 (Employment Termination and Suspensions)

ADOPTED: August 16, 2022

Document Status: District Use Only

General Personnel

5:30 Hiring Process and Criteria

The District hires the most qualified personnel consistent with budget and staffing requirements and in compliance with Board of Education policy on equal employment opportunity and minority recruitment. The Superintendent is responsible for recruiting personnel and making hiring recommendations to the Board. If the Superintendent's recommendation is rejected, the Superintendent must submit another. ~~The Superintendent has the authority to hire/terminate non-certified staff.~~ The Superintendent may select personnel on a short-term basis for a specific project or emergency condition before the Board's approval. No individual will be employed who has been convicted of a criminal offense listed in 105 ILCS 5/21B-80(c).

All applicants must complete a District application in order to be considered for employment.

Job Descriptions

The Board maintains the Superintendent's job description and directs, through policy, the Superintendent, in his or her charge of the District's administration.

The Superintendent shall develop and maintain a current comprehensive job description for each position or job category; however, a provision in a collective bargaining agreement or individual contract will control in the event of a conflict.

Investigations

The Superintendent or designee shall ensure that a fingerprint-based criminal history records check and a check of the Statewide Sex Offender Database and Violent Offender Against Youth Database is performed on each applicant as required by State law. When the applicant is a successful superintendent candidate who has been offered employment by the Board, the Board President shall ensure that these checks are completed. The Superintendent or designee, or if the applicant is a successful superintendent candidate, then the Board President shall notify an applicant if the applicant is identified in either database. The School Code requires the Board President to keep a conviction record confidential and share it only with the Superintendent, appropriate Intermediate Service Center Executive Director, State Superintendent, State Educator Preparation and Licensure Board, any other person necessary to the hiring decision, the Ill. State Police and/or Statewide Sex Offender Database for purposes of clarifying the information, and/or the Teachers' Retirement System of the State of Illinois when required by law. The Board reserves its right to authorize additional background inquiries beyond a fingerprint-based criminal history records check when it deems it appropriate to do so, in accordance with applicable laws.

Each newly hired employee must complete a U.S. Citizenship and Immigration Services Form as required by federal law.

The District retains the right to discharge any employee whose criminal background investigation reveals a conviction for committing or attempting to commit any of the offenses outlined in 105 ILCS 5/21B-80 or who falsifies, or omits facts from, his or her employment application or other employment documents. If an indicated finding of abuse or neglect of a child has been issued by the Ill. Department

of Children and Family Services or by a child welfare agency of another jurisdiction for any applicant for student teaching, applicant for employment, or any District employee, then the Board must consider that person's status as a condition of employment.

The Superintendent shall ensure that the District does not engage in any investigation or inquiry prohibited by law and complies with each of the following:

1. The District uses an applicant's credit history or report from a consumer reporting agency only when a satisfactory credit history is an established bona fide occupational requirement of a particular position.
2. The District does not screen applicants based on their current or prior wages or salary histories, including benefits or other compensation, by requiring that the wage or salary history satisfy minimum or maximum criteria.
3. The District does not request or require a wage or salary history as a condition of being considered for employment, being interviewed, continuing to be considered for an offer of employment, an offer of employment, or an offer of compensation.
4. The District does not request or require an applicant to disclose wage or salary history as a condition of employment.
5. The District does not ask an applicant or applicant's current or previous employers about wage or salary history, including benefits or other compensation.
6. The District does not ask an applicant or applicant's previous employers about claim(s) made or benefit(s) received under the Workers' Compensation Act.
7. The District does not request of an applicant or employee access in any manner to his or her personal online account, such as social networking websites, including a request for passwords to such accounts.
8. The District provides equal employment opportunities to all persons. See policy 5:10, *Equal Employment Opportunity and Minority Recruitment*.

Sexual Misconduct Related Employment History Review (EHR)

Prior to hiring an applicant for a position involving *direct contact with children or students*, the Superintendent shall ensure that an EHR is performed as required by State law. When the applicant is a superintendent candidate, the Board President shall ensure that the EHR is initiated before a successful superintendent candidate is offered employment by the Board.

Physical Examinations

~~**Please refer to the applicable collective bargaining agreement(s).**~~

~~**For employees not covered by a current applicable bargaining agreement:**~~

Each new employee must furnish evidence of physical fitness to perform assigned duties and freedom from communicable disease. The physical fitness examination must be performed by a physician licensed in Illinois, or any other state, to practice medicine and surgery in any of its branches, a licensed advanced practice registered nurse, or a licensed physician assistant who has been delegated the authority by his or her supervising physician to perform health examinations. The employee must have the physical examination performed no more than 90 days before submitting evidence of it to the District.

Any employee may be required to have an additional examination by a physician who is licensed in Illinois to practice medicine and surgery in all its branches, a licensed advanced practice registered nurse, or a licensed physician assistant who has been delegated the authority by his or her

supervising physician to perform health examinations, if the examination is job-related and consistent with business necessity. The Board will pay the expenses of any such examination.

Orientation Program

The District's staff will provide an orientation program for new employees to acquaint them with the District's policies and procedures, the school's rules and regulations, and the responsibilities of their position. Before beginning employment, each employee must sign the *Acknowledgement of Mandated Reporter Status* form as provided in policy 5:90, *Abused and Neglected Child Reporting*.

LEGAL REF.:

8 U.S.C. §1324a *et seq.*, Immigration Reform and Control Act.

15 U.S.C. §1681 *et seq.*, Fair Credit Reporting Act.

42 U.S.C. §12112, Americans with Disabilities Act; 29 C.F.R. Part 1630.

105 ILCS 5/10-16.7, 5/10-20.7, 5/10-21.4, 5/10-21.9, 5/10-22.34, 5/10-22.34b, 5/21B-10, 5/21B-80, 5/21B-85, 5/22-6.5, 5/22-94, and 5/24-5.

20 ILCS 2630/3.3, Criminal Identification Act.

820 ILCS 55/, Right to Privacy in the Workplace Act.

820 ILCS 70/, Employee Credit Privacy Act.

820 ILCS 112/, Equal Pay Act of 2003.

Duldulao v. St. Mary of Nazareth Hospital, 136 Ill. App. 3d 763 (1st Dist. 1985), *aff'd in part and remanded* 115 Ill.2d 482(Ill. 1987).

Kaiser v. Dixon, 127 Ill. App. 3d 251 (2nd Dist. 1984).

Molitor v. Chicago Title & Trust Co., 325 Ill. App. 124 (1st Dist. 1945).

CROSS REF.: 2:260 (Uniform Grievance Procedure), 3:50 (Administrative Personnel Other Than the Superintendent), 4:60 (Purchases and Contracts), 4:175 (Convicted Child Sex Offender; Screening; Notifications), 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:40 (Communicable and Chronic Infectious Disease), 5:90 (Abused and Neglected Child Reporting), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 5:125 (Personal Technology and Social Media; Usage and Conduct), 5:220 (Substitute Teachers), 5:280 (Duties and Qualifications)

Document Status: District Use Only

INSTRUCTION

6:282 Weighting of Grades

Beginning at the start of the 2025-2026 school year, the District shall implement and utilize the following weighted Grade Point Average ("GPA") scale:

Grade	Unweighted Credit	Weighted Credit (Honors/AP/IB/Dual Credit Courses)
A	4.0	5.0
B	3.0	4.0
C	2.0	3.0
D	1.0	2.0
F	0	0.0

In addition, at the start of the 2025-2026 school year, all Freshman and returning Sophomores', ~~Juniors', and Seniors'~~ GPAs shall be recalculated based on the above scale.

This scale shall be used to calculate a student's weighted GPA. Beginning with the Class of 2028, class rank will no longer be reported on transcripts or report cards. For the Class of 2026 and 2027, a student's class rank shall be determined based upon a rank-order list of weighted GPAs developed by the Administration, with the highest GPA ranking first in the class. In the event of a tie, the student who has the greater number of completed semester units of credit shall rank ahead of the other student(s).

The Superintendent or his/her designee shall make appropriate arrangements, adjustments, and/or recalculations with respect to a transfer student's GPA to ensure alignment with the above scale.

Security Liaison for the Science Building

MEMO

To: Dr. Jennifer Norrell, Superintendent for Homewood-Flossmoor 233
From: Jalitza Colón Martinez, Assistant Superintendent for Staff Services
Date: September 2, 2025
Subject: Request for One (1) 1.0 FTE School Security Liaison for the Science Building

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Background:
Homewood-Flossmoor completed its new Science Building addition, designed as a net zero facility that reflects the District's commitment to innovation, sustainability, and 21st-century learning. With its size and capacity, the building will regularly serve a significant number of students simultaneously. Because of the unique layout and student density in this addition, a School Security Liaison position was needed and hired to ensure student safety, monitor building access, respond to emergencies, and coordinate with administration. This memo is to ensure there is documentation of the added position.

Total Cost:
School Security Liaison base pay, per contractual bargaining agreement, **$27.20/hour** (plus applicable benefits)

Recommendation: It is recommended that the Board of Education of Homewood-Flossmoor Community High School District approve the Request for One (1) 1.0 FTE School Security Liaison for the Science Building.

Please let me know if you would like to discuss this recommendation further or need additional details.

Deans Assistant for the Science Building

MEMO

To: Dr. Jennifer Norrell, Superintendent for Homewood-Flossmoor 233
From: Jalitza Colón Martinez, Assistant Superintendent for Staff Services
Date: September 2, 2025
Subject: Request for One (1) 1.0 FTE Dean's Assistant for the Science Building

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Background:
Homewood-Flossmoor completed its new Science Building addition, designed as a net zero facility that reflects the District's commitment to innovation, sustainability, and 21st-century learning. With its size and capacity, the building will regularly serve a significant number of students simultaneously. Because of the unique layout and student density in this addition, a Dean's Assistant position was needed and hired. This memo is to ensure there is documentation of the added position.

Total Cost:
Dean's Assistant base pay, per contractual bargaining agreement, is **$22.88/hour** (plus applicable benefits)

Recommendation: It is recommended that the Board of Education of Homewood-Flossmoor Community High School District approve the Request for One (1) 1.0 FTE Dean's Assistant for the Science Building.

Please let me know if you would like to discuss this recommendation further or need additional details.

Student Textbook Center Worker

MEMO

To: Dr. Jennifer Norrell, Superintendent for Homewood-Flossmoor 233
From: Jalitza Colón Martinez, Assistant Superintendent for Staff Services
Date: September 2, 2025
Subject: Request for One (1) Hourly Student Textbook Center Assistant

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Background:
The Student Textbook Center Assistant will assist the district with morning building support tasks that include processing incoming shipments of books, re-shelving and inventorying books, packaging and moving full boxes of books for shipment, delivering sets of textbooks to classrooms, delivery of newspaper to offices and classrooms daily, and filing as needed. This role includes arriving one hour to one and a half hours before the school day begins. This position was in place last year, and we are requesting to hire for future years to continue the service.

Total Cost: The student worker will be paid minimum wage

Recommendation: It is recommended that the Board of Education of Homewood-Flossmoor Community High School District approve the Request for One (1) Hourly Student Textbook Center Assistant on September 16, 2025.

Please let me know if you would like to discuss this recommendation further or need additional details.

Sixth Assignments

MEMO

To: Dr. Jennifer Norrell, Superintendent for Homewood-Flossmoor 233
From: Dr. Clinton Alexander, Principal
Date: September 2, 2025
Subject: Requests for the following Sixth Assignments:

Background:

Accounting Honors/CP: The honors and college prep courses were combined, but the numbers increased to 37. As a result an additional section is needed that allows for balancing the classrooms in an effort to better support students.

IB Visual Art: This section is needed to ensure students with schedule conflicts are able to meet the IB diploma program requirement. This added section is in support of them receiving their diplomas.

Department	Class	Teacher	FTE
CTE	Accounting Honors/CP	Michael O'Neill	0.1
Fine Arts	IB Visual Art	Jaclyn Wargo	0.1

Total Cost: $13347.84 (Accounting Honors/CP $6,673.92 and IB Visual Arts $6,673.92)

Recommendation: It is recommended that the Board of Education of Homewood-Flossmoor Community High School District approve One (1) 0.1 FTE for Accounting Honors/CP.

It is recommended that the Board of Education of Homewood-Flossmoor Community High School District approve One (1) 0.1 FTE for IB Visual Arts.

Please let me know if you would like to discuss this recommendation further or need additional details.

Donation of Unnecessary Personal Property

RESOLUTION AUTHORIZING DISPOSAL
OF PERSONAL PROPERTY (Grand Piano)

WHEREAS, District Administration has made certain recommendations to this Board for the disposal of certain items of personal property, including one (1) ***Yamaha G3 Grand Piano;***

WHEREAS, this instrument was originally acquired by the District in 1971, refurbished in 1992, and further assessed in October 2019 by a registered piano technician

WHEREAS, the instrument, after more than 50 years of use, no longer maintains proper tune, requires a new pin block, full restringing, new hammers, and has developed three cracks in the soundboard;

WHEREAS, the District, during school year 2024-25, obtained multiple cost estimates for refurbishment, with the lowest quote received exceeding $17,000 and not including soundboard repair, leading Administration to determine that further investment in refurbishment is not in the District's best financial interest;

WHEREAS, the instrument is not currently in usable playing condition without substantial repairs and no area piano rebuilders have expressed interest in purchasing the piano, even for nominal cost;

WHEREAS, the District has received interest from Mr. Michael Rugen, of Flossmoor, IL, a former long-time employee of the District who served as Director of the H-F Viking Choir from 1989–2019, and who has offered to accept the donation of the instrument and cover all relocation costs (estimated at $500) at no cost to the District;

NOW, THEREFORE, Be It Resolved by the Board of Education of Homewood-Flossmoor High School District No. 233, Cook County, Illinois, as follows:

1. That the recitals above are incorporated herein as findings of the Board.
2. That the Board hereby finds and determines that the Yamaha G3 Grand Piano is no longer needed for school purposes.
3. That District Administration is hereby authorized to donate the Yamaha G3 Grand Piano to Mr. Michael Rugen, who shall assume all costs of relocation and future maintenance.
4. The Yamaha G3 Grand Piano is donated without any warranties of any kind all of which are expressly disclaimed by the Board to fullest legal extent and Mr. Rugen accepts the donation "As Is".
5. That this Resolution shall take effect immediately upon its adoption.

Member _____ moved for the adoption of the foregoing resolution and Member _____ seconded the motion.

Upon a roll call vote, the Members voted as follows:
AYES: _____
NAYS: _____
ABSTAIN: _____
ABSENT: _____

Adopted this ____ day of _____, 2025.

BOARD OF EDUCATION
HOMEWOOD-FLOSSMOOR
HIGH SCHOOL DISTRICT NO. 233
COOK COUNTY, ILLINOIS

_____
President, Board of Education

ATTEST:

_____
Secretary, Board of Education

STATE OF ILLINOIS)
) SS
COUNTY OF COOK)

CERTIFICATION OF RESOLUTION

I, the undersigned, do hereby certify that I am the duly qualified and acting Secretary of the Board of Education of Homewood-Flossmoor High School District No. 233, Cook County, Illinois (the "Board"), and that as such official I am the keeper of the records and files of the Board.

I do further certify that the foregoing constitutes a full, true and complete copy of a resolution entitled:

RESOLUTION AUTHORIZING DISPOSAL OF PERSONAL PROPERTY (Grand Piano)

which resolution was adopted at a meeting of the Board held on the ____ day of _____, 2025.

I do further certify that the deliberations of the Board on the adoption of said resolution were conducted openly, that the vote on the adoption of said resolution was taken openly, that said meeting was held at a specified time and place convenient to the public, that notice of said meeting was duly given to all of the news media requesting such notice, that an agenda for said meeting was posted at the location where said meeting was held and at the principal office of the Board at least 48 hours in advance of the holding of said meeting, that said agenda contained a separate specific item concerning the proposed adoption of said resolution, that said meeting was called and held in strict compliance with the provisions of the Open Meetings Act of the State of Illinois, as amended, and with the provisions of the School Code of the State of Illinois, as amended, and that the Board has complied with all of the provisions of said Act and said Code and with all of the procedural rules of the Board in the conduct of said meeting and in the adoption of said resolution.

IN WITNESS WHEREOF, I hereunto affix my official signature this ____ day of _____, 2025.

_____
Secretary, Board of Education