

## NOTICE OF REGULAR BOARD MEETING

Atwood Heights School District 125 Board of Education  
Hamlin Upper Grade Center  
12150 S. Hamlin Avenue, Alsip, Illinois  
Tuesday, June 23, 2026 at 6:30 p.m.

### AGENDA

1. CALL TO ORDER
  - A. Pledge of Allegiance
  - B. Roll Call
2. 30 MINUTES FOR CITIZENS OF ATWOOD HEIGHTS SCHOOL DISTRICT 125 TO ADDRESS THE BOARD. Please limit your comments to five minutes. When public participation takes less time than these minimums, it shall end.
3. FREEDOM OF INFORMATION ACT REQUESTS –
  - Michael Ayele (a.k.a.) W – [waac113@gmail.com](mailto:waac113@gmail.com)
  - Carla Carlos from Employee Research Data LLC @ [c.carlos@employeeresearchdata.org](mailto:c.carlos@employeeresearchdata.org)
  - Jacob Plaza From SEIU Local 73 – [jplaza@seiu73.org](mailto:jplaza@seiu73.org)
  - Daniel Cramer from Upgraid RE – [daniel@upgraid.us](mailto:daniel@upgraid.us) or [research@upgraid.us](mailto:research@upgraid.us)
  - Michael Ayele (a.k.a.) W – [waac113@gmail.com](mailto:waac113@gmail.com)
  - Catarina Mascarenhas from Judiciocracy – [eaweinhaus@gmail.com](mailto:eaweinhaus@gmail.com)
4. BOARD MEMBER COMMENTS PERTAINING TO THE AGENDA
5. CONSENT AGENDA: Motion to Approve the Consent Agenda that includes the following items:
  - A. APPROVAL OF MINUTES
    1. Regular Meeting of May 12, 2026
    2. Closed Meeting of May 12, 2026
  - B. FINANCE APPROVAL
    - Summary of Payroll
    - Student Activity Accounts
  - C. ACTION ITEMS
    - 623.1 Adopt the Purple Star resolution to support the implementation of a student-led transition program and other supportive activities to assist military-connected families.
    - 623.2 Approve the FY27-FY31 Transportation Contracts
    - 623.3 Approval to accept the engagement letter from Kasperek Co. as the District's Independent Auditor for years ending 2026, 2027, & 2028.
  - D. PERSONNEL
    - 623.4 Approval to accept the letter of resignation from Hannah Isenmann the Science Teacher at Hamlin Upper Grade Center

- 623.5 Approval to hire Haley Ziemba as the Science Teacher at Hamlin Upper Grade Center on Bachelors Lane Step C
- 623.6 Approval to accept the letter of resignation from Leticia Rodriguez the day custodian at Meadow Lane Intermediate Center.
- 623.7 Approval to hire Katrina Nevels as a Special Education Teacher at Lawn Manor Primary Center on Master's Lane Step D
- 623.8 Approval to hire Jacob Prescott as the PE Teacher at Hamlin Upper Grade Center on Bachelors Lane Step A

6. APPROVAL OF BILLS PAYABLE

7. BUSINESS FROM THE BOARD AND COMMITTEE REPORTS

8. ADMINISTRATIVE REPORTS

9. SUPERINTENDENT REPORT

10. MOTION TO GO INTO CLOSED SESSION (ONLY IF NECESSARY; ACTION MAY BE TAKEN ON MATTERS DISCUSSED IN CLOSED SESSION UPON RETURN TO OPEN SESSION

11. RETURN TO OPEN SESSION/ACTION ON MATTERS DISCUSSED IN CLOSED SESSION (IF NECESSARY)

12. ADJOURNMENT

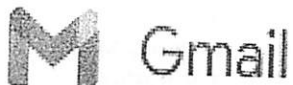
**NEXT REGULAR BOARD OF EDUCATION MEETING**

**August 25, 2026**

**Hamlin Upper Grade Center, 6:30 p.m.**

**12150 S. Hamlin Ave**

**Alsip, IL 60803**



Sherri Lunny &lt;slunny@ahsd125.org&gt;

## FOIA Request - 5 ILCS 140/1

1 message

Michael Ayele <waacl13@gmail.com>  
 To: lcole@ahsd125.org, slunny@ahsd125.org  
 Cc: "Michael Ayele (W)" <waacl13@gmail.com>

Tue, May 19, 2026 at 9:29 AM

W (AACL)

Date.: Tuesday, May 19, 2026

Michael A. Ayele

P.O.Box 20438

Addis Ababa, Ethiopia

E-mail: waacl13@gmail.com ; waacl1313@gmail.com ; waacl42913@gmail.com

### Freedom of Information Act (FOIA) Request

-  
Hello,

This is Michael A. Ayele sending this message though I now go by W. I am writing this letter for the purpose of filing a FOIA request with your office. The bases for this non-commercial records request are [1] the decision of the United States government to designate the month of May as "*Mental Health Awareness Month*"<sup>[i]</sup> and [2] the National Council on Disability (NCD) January 20, 2000 report entitled "*From Privileges to Rights: People Labelled with Psychiatric Disabilities Speak for Themselves.*"<sup>[ii]</sup>

#### I) Requested Records

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 What I am requesting for prompt disclosure are records in your possession detailing your discussions about [1] Mental Health Awareness Month as an event which (i) is held annually in May; (ii) serves to amplify the voices of people labelled with psychiatric disabilities; (iii) serves to shed light upon the "*medical treatment*" provided by "*mental health facilities*" to people labelled with psychiatric disabilities; (iv) has adopted the following theme for Calendar Year 2026: "*More Good Days, Together*;" [2] the manner in which your school district has commemorated Mental Health Awareness Month in Calendar Year 2026 (or in the years prior 2026); [3] the National Council on Disability (NCD) as a federal agency of the United States government which had on (or around) January 20, 2000 published a report recognizing that (i) people labelled with psychiatric disabilities frequently "*have their freedoms taken away without ever being convicted of a crime*;" (ii) people labelled with psychiatric disabilities are frequently "*incarcerated with minimal or no respect for their due process rights*;" (iii) people labelled with psychiatric disability are "*systematically and routinely deprived of their rights, and treated as less than full citizens or full human beings*;" (iv) people labelled with psychiatric disabilities are very frequently alone when they question practices such as involuntary commitment, forced drugging, segregation both in institutions and community programs, and the routine use of restraint and seclusion; (v) "*the manner in which American society treats people with psychiatric disabilities constitutes a national emergency and a national disgrace*;" (vi) "*the use of involuntary treatments such as forced drugging and inpatient and outpatient commitment laws should be viewed as inherently suspect and as incompatible with the principles of self-determination*;" (vii) "*aversive treatment that involve the infliction of pain or the restriction of movement for purposes of changing behavior should be banned*;"<sup>[iii]</sup> [4] Michael A. Ayele (a.k.a) W as a Black Bachelor of Arts (B.A) Degree graduate of Westminster College (Fulton, Missouri) and a former Missouri healthcare employee (listed on Missouri's Accountability Portal) who has witnessed his written content being subjected to frenzy before they were very inappropriately filtered and distorted on internet search engines (ISE) such as AOL, Bing/MSN, Google and Yahoo following his decision (i) to unconditionally and unequivocally condemn the forcible administration of psychotropic drugs; (ii) to recognize that forcibly injecting a person with Thorazine is very much akin to tampering with a woman's alcohol beverage by

adding a date rape drug such as Rohypnol (flunitrazepam), GHB (gamma hydroxybutyric acid) and Ketamine; [5] the decision of the AOL and Bing/MSN search engines to filter and distort Michael A. Ayele (a.k.a) W's FOIA Request NCD 2022 - 01 by generating unwelcome and unapproved queries such as "Michael Ayele Title VII," "Michael Ayele Lawsuit," "Michael Ayele Habeas Corpus," "Michael Ayele Views on Schizophrenia," "Michael Ayele missing," "Michael Ayele Defamation," "Michael Ayele Mental Health Awareness Month," [6] the decision of the United Nations (U.N) to recognize on (or around) February 1, 2013 that (i) "conditions that give rise to ill-treatment frequently facilitate torture;" (ii) America's "obligation to prevent torture applies not only to public officials, such as law enforcement agents, but also to doctors, health-care professionals and social workers, including those working in private hospitals, other institutions and detention centers;" (iii) "informed consent is not mere acceptance of a medical intervention, but a voluntary and sufficiently informed decision;" (iv) "guaranteeing informed consent is a fundamental feature of respecting an individual's autonomy, self-

determination and human dignity in an appropriate continuum of voluntary health-care services;" [iv]  
 [7] Michael Francis Moore as a Michigan born internationally renowned film producer who had in Calendar Year 2015 released a documentary depicting how (i) the carceral system in Norway neither incited nor encouraged violence; (ii) the carceral system in Norway actively sought to break the cycle of violence; (iii) the carceral system in Norway actively sought to rehabilitate people even if they were convicted of serious crimes such as murder; (iv) individuals in Norway convicted of murder have access to knives, Television, computers, the latest Xbox consoles (as well as other goods and services) while in prison; (v) the prison conditions in the United States of America (U.S.A) are very much encouraging and inciting of violence because of systemic racism; (vi) the carceral system in the U.S.A (in contrast to that of Norway) is not interested in breaking the cycle of violence; (vii) the carceral system in the U.S.A (in contrast to that of Norway) is very much focused on retribution, punishment and the settling of personal scores instead of rehabilitation; (viii) violence committed against Black people in American prisons should be viewed as inherently suspect. [v]

## II) Request for a Fee Waiver and Expedited Processing

Expedited Processing for this records request is justified because:

- 1) On (or around) April 18, 1988, the legislative branch of the United States government (Congress) had ratified the United Nations (UN) Convention Against Torture (CAT) by recognizing that (i) America is henceforth legally bound to "prevent cruel, inhuman or degrading treatment or punishment (ii) "in order to constitute torture, an act must be specifically intended to inflict severe physical or mental pain or suffering;" (iii) "**mental pain or suffering refers to prolonged mental harm caused by (or resulting from) the administration (or application) of mind altering substances (or other procedures) calculated to disrupt profoundly the senses or the personality;**" (iv) "**mental pain or suffering refers to prolonged mental harm caused by (or resulting from) the threatened administration (or application) of mind altering substances (or other procedures) calculated to disrupt profoundly the senses or the personality.**"
- 2) Approximately 12 (twelve) years following the ratification of UNCAT by Congress, the National Council on Disability (NCD) published a report recognizing that (i) people labelled with psychiatric disabilities frequently "have their freedoms taken away without ever being convicted of a crime;" (ii) people labelled with psychiatric disabilities are frequently "incarcerated with minimal or no respect for their due process rights;" (iii) people labelled with psychiatric disability are "systematically and routinely deprived of their rights, and treated as less than full citizens or full human beings;" (iv) people labelled with psychiatric disabilities are very frequently alone when they question practices such as involuntary commitment, forced drugging, segregation both in institutions and community programs, and the routine use of restraint and seclusion; (v) "the manner in which American society treats people with psychiatric disabilities constitutes a national emergency and a national disgrace;" (vi) "the use of involuntary treatments such as forced drugging and inpatient and outpatient commitment laws should be viewed as inherently suspect and as incompatible with the principles of self-determination;" (vii) "aversive treatment that involve the infliction of pain or the restriction of movement for purposes of changing behavior should be banned."
- 3) Michael A. Ayele (a.k.a.) W is a Black Bachelor of Arts (B.A.) Degree graduate of Westminster College (Fulton, Missouri) and a former Missouri state government employee who has in the

- mid-2010s witnessed many of the shocking practices that were described in the NCD January 20, 2000 report.
- 4) Michael A. Ayele (a.k.a.) W is a Black B.A. Degree graduate of Westminster College (Fulton, Missouri) and a former Missouri state government employee who has in the mid-2010s expressed written objections upon witnessing many of the shocking practices that were described in the NCD January 20, 2000 report.
  - 5) Michael A. Ayele (a.k.a.) W is a Black B.A. Degree graduate of Westminster College (Fulton, Missouri) and a former Missouri state government employee who has (in the month of January 2022) corresponded with the NCD about many of the shocking practices he witnessed in the mid-2010s when he was last living in the United States of America (U.S.A).
  - 6) Michael A. Ayele (a.k.a.) W is a Black B.A. Degree graduate of Westminster College (Fulton, Missouri) and a former Missouri state government employee who was subjected to frenzy on internet search engines (ISE) such as AOL, Bing/MSN, Google and Yahoo following his decision to publish his correspondence with the NCD on the subject of their January 20, 2000 report entitled "*From Privileges to Rights: People Labelled with Psychiatric Disabilities Speak for Themselves.*"
  - 7) Michael A. Ayele (a.k.a.) W is a Black B.A. Degree graduate of Westminster College (Fulton, Missouri) and a former Missouri state government employee who has witnessed his correspondence with the NCD (on the subject of their January 20, 2000 report) being filtered and distorted by internet search engines such as AOL, Bing/MSN, Google and Yahoo.
  - 8) The issues raised in this records request (as well as the issues raised in the NCD January 20, 2000 report) put into question the government's integrity about the way that people are treated in the U.S.A on account of their gender, their racial backgrounds, their national origins and their disability status.
  - 9) The requested records will shed light upon the manner in which Michael A. Ayele (a.k.a.) W's correspondence with the NCD on the subject of their January 20, 2000 report was filtered and distorted on search engines such as AOL, Bing/MSN, Google and Yahoo.

The public has a compelling and legitimate interest in this information because:

- 1) On (or around) October 29, 2021, the American Psychological Association (APA) had issued an apology for their complicity in exacerbating racism in American society and government. When issuing their October 29, 2021 apology, the APA publicly recognized that the "*discipline of psychology*" (i) "*has since its origins as a scientific discipline in the mid-19<sup>th</sup> century, contributed to the dispossession, displacement, and exploitation of communities of color;*" (ii) has "*contributed to the financial wealth gap and social class disparities experienced by many communities of colors;*" (iii) "*was complicit in contributing to systemic inequities, and hurt many through racism, racial discrimination, and denigration of color;*" (iv) has for a long time throughout its history failed to recognize that "*racial inequities result from laws, systems, policies, practices, and cultural narratives that reflect racial bias and white supremacist ideology;*" (v) has for a long time throughout its history failed to recognize that race "*is a social construct with no underlying genetic or biological basis;*" (vi) has for a long time throughout its history failed to condemn "*racism in all forms for its destructive psychological, social, educational and economic effects on human rights and human welfare throughout the lifespan;*" (vii) has for a long time throughout its history "*promulgated ideas of human hierarchy through the construction, study, and interpretation of racial differences;*" (viii) has for a long time throughout its history "*participated in, and disseminated scientific models and approaches rooted in scientific racism;*" (ix) has for a long time throughout its history promoted pseudoscientific movements such as "*eugenics*" to "*support segregation, sterilization, and antimarriage laws.*" [vi]
- 2) Approximately 8 (eight) months before issuing their public apology, the APA had in the month of February 2021 recognized that (i) "*racism is not limited to racist ideas, attributions, expectations, assumptions, and behaviors held by individuals;*" (ii) "*racism has been an enduring, insidious, and pervasive feature of the United States (U.S.) landscape;*" (iii) "*racism has shaped and undermined almost every aspect of U.S society, including our laws, policies,*

*educational systems, customs, and cultural narratives, weakening our political and civil institutions and creating many political and social fissures;" (iv) "racism intersects with other social and personal identities (e.g., age, gender, sexual orientation, religion, ability status, socioeconomic status, etc.) in ways that compound experiences of oppression among diverse groups in the form of sexism, heterosexism, ableism;" (v) "white privilege is unearned power that is afforded to white people on the basis of status rather than earned merit and protects white people from the consequences of being racist and benefitting from systemic racism."* [vii]

3) The requested records will enable the public to ascertain if your school district has commemorated the month of May as "*Mental Health Awareness Month.*"

4) The requested records will enable the public to ascertain if your school district has commemorated the month of May as "*Mental Health Awareness Month*" by bringing to the forefront of public attention the systemic racism and discrimination encountered by people labelled with psychiatric disabilities.

5) The requested records will enable the public to ascertain if your school district has commemorated Mental Health Awareness Month by bringing to the forefront of public attention the experiences of Black healthcare workers who have experienced (or witnessed) racism and/or discrimination in psychiatric hospital settings.

6) The requested records will enable the public to ascertain if your school district has commemorated Mental Health Awareness Month by bringing to the forefront of public attention the experiences of Black healthcare workers who were retaliated upon for speaking out and/or taking legal actions against the racism and/or discrimination they have experienced (or witnessed) in psychiatric hospital settings.

7) The requested records will enable the public to ascertain if your school district has held conversations about the NCD January 20, 2000 report which recognized that (i) people labelled with psychiatric disabilities frequently "*have their freedoms taken away without ever being convicted of a crime;*" (ii) people labelled with psychiatric disabilities are frequently "*incarcerated with minimal or no respect for their due process rights;*" (iii) people labelled with psychiatric disability are "*systematically and routinely deprived of their rights, and treated as less than full citizens or full human beings;*" (iv) people labelled with psychiatric disabilities are very frequently alone when they question practices such as involuntary commitment, forced drugging, segregation both in institutions and community programs, and the routine use of restraint and seclusion; (v) "*the manner in which American society treats people with psychiatric disabilities constitutes a national emergency and a national disgrace;*" (vi) "*the use of involuntary treatments such as forced drugging and inpatient and outpatient commitment laws should be viewed as inherently suspect and as incompatible with the principles of self-determination;*" (vii) "*aversive treatment that involve the infliction of pain or the restriction of movement for purposes of changing behavior should be banned.*"

8) The requested records will enable the public to ascertain if your school district has previously held conversations about the United Nations (UN) February 1, 2013 report which recognized that (i) "*conditions that give rise to ill-treatment frequently facilitate torture;*" (ii) America's "*obligation to prevent torture applies not only to public officials, such as law enforcement agents, but also to doctors, health-care professionals and social workers, including those working in private hospitals, other institutions and detention centers;*" (iii) "*informed consent is not mere acceptance of a medical intervention, but a voluntary and sufficiently informed decision;*" (iv) "*guaranteeing informed consent is a fundamental feature of respecting an individual's autonomy, self-determination and human dignity in an appropriate continuum of voluntary health-care services.*"

9) The requested records will shed light on the justification American so-called "*healthcare professionals*" rely upon to explain their forcible administration of psychotropic drugs upon

people with disabilities (PWD) as well as people who don't have a disability. [viii]

10) The requested records will shed light upon Michael A. Ayele (a.k.a.) W's correspondence with the Missouri Department of Mental Health (MODMH) about the justification they rely upon to explain their forcible administration of psychotropic drugs upon people with disabilities (PWD) as

well as people who don't have a disability. [ix]

11) The requested records will shed light upon the racism and discrimination Michael Ayele (a.k.a.) W witnessed (and experienced) in American psychiatric hospital settings including but not limited to Missouri's Fulton State Hospital (FSH) where he was previously employed between July and December 19, 2013.

12) The requested records will enable the public to better ascertain why Michael A. Ayele (a.k.a.) W is thoroughly convinced that the MODMH policies pertaining to the administration of psychiatric disabilities violate UNCAT.

13) The requested records will shed light upon the manner in which Michael A. Ayele (a.k.a.) W's key questions on Title VII of the 1964 and 1991 Civil Rights Act were filtered and distorted by internet search engines (ISE) such as AOL and Bing/MSN.<sup>[x]</sup>

14) The requested records will shed light upon the manner in which internet search engines (ISE) such as AOL, Bing/MSN, Google and Yahoo have filtered and distorted Michael Ayele (a.k.a.) W's written publications by generating unwelcome and unapproved queries such as "Michael Ayele Title VII," "Michael Ayele Lawsuit," "Michael Ayele Habeas Corpus," "Michael Ayele Views on Schizophrenia," "Michael Ayele missing," "Michael Ayele Defamation," "Michael Ayele Mental Health Awareness Month."<sup>[xi]</sup>

15) The requested records will enable the public to ascertain if your school district has previously streamed (and discussed) Michael Moore's 2015 documentary entitled "Where to Invade Next?"

16) The requested records will shed light on prison conditions in Norway and the U.S.A: two highly developed countries with vastly different approaches on how to deal with individuals convicted of very serious crimes (such as murder).

17) The requested records will shed light on the manner in which Norway and the United States are holding up their legal obligations under UNCAT since they have gone on to ratify it (on July 9, 1986 and April 18, 1988 respectively).

In my judgment, the facts presented in my request for a fee waiver and expedited processing will significantly decrease public confidence [1] in the so-called "mental health institutions" that forcibly administer psychotropic drugs on people with disabilities (PWD) as well as other people who don't have a disability; [2] in those who have in the past actively sought to excuse and legitimize the forcible administration of psychotropic drugs. Therefore, I (as a former Missouri healthcare worker) would like to take this opportunity unconditionally and unequivocally condemn the practice of forcibly administering psychotropic drugs whether such practices are happening in the State of New York or the State of Virginia or the State of Maryland or the State of Missouri or the State of Texas or the State of Arizona or the State of California or the District of Columbia (or elsewhere).

In my opinion, the facts presented in my request for a fee waiver and expedited processing will not bolster public confidence in the activities, the engagements and the priorities of internet search engines (ISE) such as AOL, Bing/MSN, Google and Yahoo because they have previously filtered, distorted and misattributed Michael A. Ayele (a.k.a.) W's correspondence with the National Council on Disability (NCD) on the subject of their January 20, 2000 report entitled "From Privileges to Rights: People Labelled with Psychiatric Disabilities Speak for Themselves." Unfortunately, I regret to inform you that the decision of ISE to filter, distort and misattribute Michael A. Ayele (a.k.a.) W's written publications on the forcible administration of psychotropic drugs [1] was not an isolated incident, but part of a repeated pattern; [2] has served to undermine transparency and accountability in psychiatric hospital settings that use coercion in an effort to change behavior; [3] has exacerbated racism and discrimination online, causing direct harm to the name, the image and the likeness of Michael A. Ayele (a.k.a.) W.

As a former Missouri healthcare worker, I agree with the NCD conclusion that the forcible administration of psychotropic drugs should be viewed suspiciously because [1] the practice itself is very much akin to tampering with a woman's alcohol beverage by adding a date rape drug such as Rohypnol

(flunitrazepam) and/or GHB (gamma hydroxybutyric acid) and/or Ketamine;<sup>[xii]</sup> [2] prison conditions in the United States of America (U.S.A) are not those in Norway. For instance, the use of the racial slur "N\*\*\*\*r" is very much encouraging and inciting of violence. However, in many prison settings of the U.S.A, the use of this racial slur has become commonplace and goes on without consequence. Anecdotally, while I was employed for the Missouri Department of Mental Health (MODMH) Fulton State Hospital (FSH), I was called a "N\*\*\*\*r" by a white patient/prisoner before I was physically attacked (by that same patient/prisoner). After this incident had transpired, I verbally told my colleagues at the MODMH that I didn't want to be referred to as a "N\*\*\*\*r" and if ever in the future, I was physically

attacked after being called a "N\*\*\*\*r," I would defend myself. In the days and weeks after this incident at the MODMH (FSH), I was effectively demoted and I became a "float employee" no longer routinely assigned to the Program for Recovery, Initiation and Self-Motivation (PRISM) at the now-defunct Biggs Forensic Center (BFC). In my Calendar Year 2013 performance evaluation paperwork, staff personnel at the MODMH even noted how I had said that I would defend myself to justify the reason for my demotion. However, in that paperwork that "explained" my demotion, there's no mention of me being called a "N\*\*\*\*r" and being physically attacked by a white patient/prisoner even though there's audio and video footage of this incident which was recorded by my former employers.<sup>[xiii]</sup> After I became a "float employee," I learned that the white patient who had called me a "N\*\*\*\*r" and attacked me was calling other Black / African American staff personnel "N\*\*\*\*rs" before physically attacking them.

Overall, I do believe that the American carceral system needs to be able to accommodate Black / African American employees who [1] are as a matter of principle opposed to the forcible administration of psychotropic drugs; [2] don't want to be referred to as "N\*\*\*\*rs." Failing to do otherwise will only exacerbate violence while further fostering mistrust and resentment. The example of Norway's prison system, as shown in Michael Moore's 2015 documentary *Where to Invade Next*, demonstrates that carceral environments can effectively prioritize rehabilitation, dignity, and the reduction of violence. In other words, there's no trade-off between treating people humanely and maintaining public safety: prisons that respect autonomy, enforce dignity, and focus on breaking cycles of harm prevent radicalization, reduce recidivism, and stop minor offenders from emerging embittered and predisposed to committing more serious crimes. By contrast, systems that rely on coercion, abuse, and dehumanization not only fail to rehabilitate, they actively create the conditions for further distrust, hostility, and destructive behavior.

Implementing the recommendations of the NCD January 20, 2000 report is critically important because they provide a clear blueprint for creating correctional facilities that prioritize public safety, human dignity, and patient autonomy. Indeed, these recommendations emphasize how involuntary treatments and coercive interventions are counterproductive (in addition to being ethically unacceptable) because of their tendency to undermine trust while at the same time fostering resentment, encouraging radicalization, and increasing the likelihood that minor offenders will reoffend or escalate to more serious criminal behavior. As noted by the NCD in their January 20<sup>th</sup> 2000 report, breaking cycles of harm and strengthening positive staff-inmate relationships (in order to have "***More Good Days Together***") requires that [1] the "use of involuntary treatment such as forced drugging (...) be viewed as inherently suspect;" [2] "aversive treatment that involve the infliction of pain or the restriction of movement for purposes of changing behavior be banned."

When Congress ratified the Convention Against Torture and Other Cruel, Inhuman or Degrading Treatment of Punishment (UNCAT), the treaty legally bound the country to "prohibit, prevent and redress" torture in all contexts under its jurisdiction.<sup>[xiv]</sup> By taking on these obligations on (or around) April 18, 1988, the United States accepted that any act of torture or cruel, inhuman or degrading treatment (or punishment) must be investigated, punished and prevented from re-occurring. For me, the 1988 ratification of UNCAT was a hallmark moment in American jurisprudence because the United States committed itself to a new way of doing things wherein no excuses are made for torture and inhuman treatment (particularly in schools, prisons and psychiatric hospital settings). In practical terms, the 1988 commitment America made by ratifying UNCAT required (and continues to require) that any legal rule preventing victims from obtaining just remedies be set aside in cases involving governmental misconduct (in schools, prisons and psychiatric hospital settings). On (or around) February 1, 2013, the United Nations has reiterated the point that **no one is above the law** by clarifying that [1] the duty to "prohibit, prevent and redress" torture applies to prisons, hospitals, schools, and facilities responsible for children or other vulnerable populations; [2] local, state and federal government employees who oversee and/or regulate institutions such as prisons, hospitals and schools bear responsibility for ensuring compliance with UNCAT's standard.

The core issues presented in this records request are as follows. 1) Have you had conversations about Mental Health Awareness Month as an event that is held annually in May? If yes, will you promptly disclose those records? 2) Have you had conversations about Mental Health Awareness Month as an event which serves to amplify the voices of people labelled with psychiatric disabilities? If yes, will you promptly disclose those records? 3) Have you had conversations about Mental Health Awareness Month as an event which serves to shed light upon the *"medical treatment"* provided by *"mental health facilities"* to people labelled with psychiatric disabilities? If yes, will you promptly disclose those records? 4) Have you had conversations about Mental Health Awareness Month as an event which has adopted the following theme for Calendar Year 2026: *"More Good Days, Together?"* If yes, will you promptly disclose those records? 5) Has your school district previously commemorated Mental Health Awareness Month in Calendar Year 2026 (or in the years prior to 2026)? If yes, will you promptly disclose those records? 6) Have you had conversations about the National Council on Disability (NCD) as a federal agency of the United States government which had on (or around) January 20, 2000 recognized that people labelled with psychiatric disabilities frequently *"have their freedoms taken away without ever being convicted of a crime?"* If yes, will you promptly disclose those records? 7) Have you had conversations about the NCD as a federal agency of the United States government which had on (or around) January 20, 2000 recognized that people labelled with psychiatric disabilities are frequently *"incarcerated with minimal or no respect for their due process rights?"* If yes, will you promptly disclose those records? 8) Have you had conversations about the NCD as a federal agency of the United States government which had on (or around) January 20, 2000 recognized that people labelled with psychiatric disability are *"systematically and routinely deprived of their rights, and treated as less than full citizens or full human beings?"* If yes, will you promptly disclose those records? 9) Have you had conversations about the NCD as a federal agency of the United States government which had on (or around) January 20, 2000 recognized that people labelled with psychiatric disabilities are very frequently alone when they question practices such as involuntary commitment, forced drugging, segregation both in institutions and community programs, and the routine use of restraint and seclusion? If yes, will you promptly disclose those records? 10) Have you had conversations about the NCD as a federal agency of the United States government which had on (or around) January 20, 2000 recognized that *"the manner in which American society treats people with psychiatric disabilities constitutes a national emergency and a national disgrace?"* If yes, will you promptly disclose those records? 11) Have you had conversations about the NCD as a federal agency of the United States government which had on (or around) January 20, 2000 recognized that *"the use of involuntary treatments such as forced drugging and inpatient and outpatient commitment laws should be viewed as inherently suspect and as incompatible with the principles of self-determination?"* If yes, will you promptly disclose those records? 12) Have you had conversations about the NCD as a federal agency of the United States government which had on (or around) January 20, 2000 recognized that *"aversive treatment that involve the infliction of pain or the restriction of movement for purposes of changing behavior should be banned?"* If yes, will you promptly disclose those records? 13) Have you had conversations about Michael A. Ayele (a.k.a.) W as a Black Bachelor of Arts (B.A.) Degree graduate of Westminster College (Fulton, Missouri) and a former Missouri healthcare employee (listed on Missouri's Accountability Portal) who has witnessed his written content being subjected to frenzy before they were very inappropriately filtered and distorted on internet search engines (ISE) such as AOL, Bing/MSN, Google and Yahoo following his decision to unconditionally and unequivocally condemn the forcible administration of psychotropic drugs? If yes, will you promptly disclose those records? 14) Have you had conversations about Michael A. Ayele (a.k.a.) W as a Black B.A. Degree graduate of Westminster College (Fulton, Missouri) and a former Missouri healthcare employee (listed on Missouri's Accountability Portal) who has witnessed his written content being subjected to frenzy before they were very inappropriately filtered and distorted on ISE such as AOL, Bing/MSN, Google and Yahoo following his decision to recognize that forcibly injecting a person with Thorazine is very much akin to tampering with a woman's alcohol beverage by adding a date rape drug such as Rohypnol (flunitrazepam), GHB (gamma hydroxybutyric acid) and Ketamine? If yes, will you promptly disclose those records? 15) Have you had conversations about Michael A. Ayele (a.k.a.) W as a Black B.A. Degree graduate of Westminster College (Fulton, Missouri) and a former Missouri healthcare employee (listed on Missouri's Accountability Portal) who has never in the past contacted employees and legal representatives of the

AOL, Bing/MSN, Google and Yahoo internet search engines (ISE) to demand that they generate cues such as "Michael Ayele Title VII," "Michael Ayele Lawsuit," "Michael Ayele Habeas Corpus," "Michael Ayele Views on Schizophrenia," "Michael Ayele missing," "Michael Ayele Mental Health Awareness Month?" If yes, will you promptly disclose those records? 16) Have you had conversations about the decision of the AOL and Bing/MSN search engines to filter and distort Michael A. Ayele (a.k.a.) W's FOIA Request NCD 2022 - 01 by generating unwelcome and unapproved queries such as "Michael Ayele Title VII," "Michael Ayele Lawsuit," "Michael Ayele Habeas Corpus," "Michael Ayele Views on Schizophrenia," "Michael Ayele missing," "Michael Ayele Defamation," "Michael Ayele Mental Health Awareness Month?" If yes, will you promptly disclose those records? 17) Have you had conversations about the decision of the United Nations (UN) to recognize on (or around) February 1, 2013 that "conditions that give rise to ill-treatment frequently facilitate torture?" If yes, will you promptly disclose those records? 18) Have you had conversations about the decision of the UN to recognize on (or around) February 1, 2013 that America's "obligation to prevent torture applies not only to public officials, such as law enforcement agents, but also to doctors, health-care professionals and social workers, including those working in private hospitals, other institutions and detention centers?" If yes, will you promptly disclose those records? 19) Have you had conversations about the decision of the UN to recognize on (or around) February 1, 2013 that "informed consent is not mere acceptance of a medical intervention, but a voluntary and sufficiently informed decision?" If yes, will you promptly disclose those records? 20) Have you had conversations about the decision of the UN to recognize on (or around) February 1, 2013 that "guaranteeing informed consent is a fundamental feature of respecting an individual's autonomy, self-determination and human dignity in an appropriate continuum of voluntary health-care services?" If yes, will you promptly disclose those records?

Thank you for your attention to this matter.

Be well. Take care. Keep yourselves at arms distance.

Michael A. Ayele (a.k.a.) W  
 Anti-Racist Human Rights Activist  
 Audio-Visual Media Analyst  
 Anti-Propaganda Journalist

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### Work Cited

[i] *Mental Health America founded Mental Health Awareness Month in 1949 and has led the effort every May to promote mental wellness nationwide.*

*This year's them - More Good Days, Together - encourages us all to reflect on what a "good" day looks like, both for ourselves, and for our communities. Together, we can use that insight to connect people to the right support at the right time, and shape advocacy, education, and community engagement to make more good days possible for all.* Mental Health Month 2026. <https://mhanational.org/mental-health-month/#:~:text=Mental%20Health%20America%20founded%20Mental,ourselves%2C%20and%20for%20our%20communities.>

**[ii]** *The National Council on Disability (NCD) is an independent federal agency mandated to make recommendations to the President and Congress on disability issues. NCD generally does its work in a cross-disability manner, emphasizing that people with disabilities should be the ones who make the major decisions about their lives. NCD endorses and supports the principles of independent living, which has achieved the success it has because it is rooted in two unwavering principles: self-determination and consumer direction.*

**People with psychiatric disabilities are routinely deprived of their rights in a way no other disability group has been. In order to learn more about the problems of psychiatric disability, NCD conducted a hearing specifically on this topic. At the hearing, held in Albany, New York, in November 1998, NCD heard testimony from mental health professionals, lawyers, advocates, and relatives of people with psychiatric disabilities. However, unlike most investigations on the topic of psychiatric disability, the primary participants in this hearing were people with psychiatric disabilities themselves, who testified passionately and eloquently both about the mistreatment they had experienced or witnessed, and their proposals for real and viable change. NCD heard testimony graphically describing how people with psychiatric disabilities have been beaten, shocked, isolated, incarcerated, restricted, raped, deprived of food and bathroom privileges, and physically and psychologically abused in institutions and in their communities. The testimony pointed to the inescapable fact that people with psychiatric disabilities are systematically and routinely deprived of their rights, and treated as less than full citizens or full human beings. (...)**

**Based on the testimony it received, NCD has concluded that the manner in which American society treats people with psychiatric disabilities constitutes a national emergency and a national disgrace. Because people with psychiatric disabilities are routinely deprived of their most fundamental rights, NCD believes that drastic change is necessary in a number of systems that deal with this population. Changes must be made not only in the mental health system, but in the criminal and civil justice systems, housing, income supports, education, job training, and many others, so that people with psychiatric disabilities are guaranteed their fundamental rights as American citizens. (...)**

*NCD has also concluded that one of the reasons public policy concerning psychiatric disability is so different from that concerning other disabilities is the systematic exclusion of people with psychiatric disabilities from policymaking. It is rare that people with psychiatric disabilities are heard in public-policy forums, and when they are, it is usually in token numbers. NCD's hearing was unique because it focused its attention on the direct experiences of people with psychiatric disabilities themselves, and their calls for fundamental change.*

**The foremost change that is needed, as referred to by speaker after speaker, is the elimination of coercion from the provision of mental health services. Involuntary commitment and forced treatment, which often go unquestioned in discussions of mental health policy, were described again and again as being among the most painful and difficult experiences of people's lives. In addition, coercion was repeatedly noted as being a barrier to seeking out voluntary treatment, since people knew that once they entered the treatment system they could be coerced or involuntarily committed at any point. At a time when American citizens are being urged to do away with the stigma of mental illness and to voluntarily seek treatment for emotional difficulties, it becomes particularly important to ensure that people are able to do so without surrendering their fundamental rights.**

**Therefore, NCD recommends that the use of involuntary treatments, such as forced drugging and inpatient and outpatient commitment laws, should be viewed as inherently suspect and as incompatible with the principles of self-determination. Public policy should be directed toward establishing a totally voluntary mental health system.**

**NCD also recommends that aversive treatments, which involve the infliction of pain or the restriction of movement for purposes of changing behavior, should be banned, since they are also incompatible with self-determination principles. Practices that would often be illegal if**

**administered to people without disabilities are routinely used on people with psychiatric disabilities in the name of "treatment." Such practices should shock the consciences of all Americans.** National Council on Disability (NCD). January 20, 2000. From Privileges to Rights: People Labeled With Psychiatric Disabilities Speak for Themselves. Pages 1 – 4. <https://www.ncd.gov/report/from-privileges-to-rights-people-labeled-with-psychiatric-disabilities-speak-for-themselves/>

**[iii] The recommendations that follow center on the importance of self-determination, dignity, and choice as the cornerstone of public policy for people in this highly disempowered population. As Congress stated when it passed ADA, disability is a natural part of the human experience that in no way should limit the ability of people to make choices, pursue meaningful careers, live independently, and participate fully in all aspects of American society. NCD believes that these recommendations, if implemented, would help to ensure that the public policy goals articulated in ADA become a reality for people labeled with psychiatric disabilities in the United States.**

**Therefore, NCD has developed 10 core recommendations in this report.** These policy recommendations should be viewed from the context of the larger report, which follows. These deeply held core beliefs form, however, a dynamic backdrop to highlight the human and civil rights of people who have experienced the mental health system, people who should be viewed as the true experts on their experiences, beliefs, and values, which should be used as a guiding force for changing public policy related to these issues in America.

- 1) Laws that allow the use of involuntary treatments such as forced drugging and inpatient and outpatient commitment should be viewed as inherently suspect, because they are incompatible with the principle of self-determination. Public policy needs to move in the direction of a totally voluntary community-based mental health system that safeguards human dignity and respects individual autonomy.**
- 2) People labeled with psychiatric disabilities should have a major role in the direction and control of programs and services designed for their benefit. This central role must be played by people labeled with psychiatric disabilities themselves, and should not be confused with the roles that family members, professional advocates, and others often play when "consumer" input is sought.**
- 3) Mental health treatment should be about healing, not punishment. Accordingly, the use of aversive treatments, including physical and chemical restraints, seclusion, and similar techniques that restrict freedom of movement, should be banned. Also, public policy should move toward the elimination of electro-convulsive therapy and psycho surgery as unproven and inherently inhumane procedures. Effective humane alternatives to these techniques exist now and should be promoted.**
- 4) Federal research and demonstration resources should place a higher priority on the development of culturally appropriate alternatives to the medical and biochemical approaches to treatment of people labeled with psychiatric disabilities, including self-help, peer support, and other consumer/survivor-driven alternatives to the traditional mental health system.**
- 5) Eligibility for services in the community should never be contingent on participation in treatment programs. People labeled with psychiatric disabilities should be able to select from a menu of independently available services and programs, including mental health services, housing, vocational training, and job placement, and should be free to reject any service or program. Moreover, in part in response to the Supreme Court's decision in *Olmstead v. L. C.*, State and federal governments should work with people labeled with psychiatric disabilities and others receiving publicly-funded care in institutions to expand culturally appropriate home-**

**and community-based supports so that people are able to leave institutional care and, if they choose, access an effective, flexible, consumer/survivor-driven system of supports and services in the community.**

- 6) Employment and training and vocational rehabilitation programs must account for the wide range of abilities, skills, knowledge, and experience of people labeled with psychiatric disabilities by administering programs that are highly individualized and responsive to the abilities, preferences, and personal goals of program participants.**
- 7) Federal income support programs like Supplemental Security Income and Social Security Disability Insurance should provide flexible and work-friendly support options so that people with episodic or unpredictable disabilities are not required to participate in the current "all or nothing" federal disability benefit system, often at the expense of pursuing their employment goals.**
- 8) To assure that parity laws do not make it easier to force people into accepting "treatments" they do not want, it is critical that these laws define parity only in terms of voluntary treatments and services.**
- 9) Government civil rights enforcement agencies and publicly-funded advocacy organizations should work more closely together and with adequate funding to implement effectively critical existing laws like the Americans with Disabilities Act, Fair Housing Act, Civil Rights of Institutionalized Persons Act, Protection and Advocacy for Individuals with Mental Illness Act, and Individuals with Disabilities Education Act, giving people labeled with psychiatric disabilities a central role in setting the priorities for enforcement and implementation of these laws.**
- 10) Federal, state, and local governments, including education, health care, social services, juvenile justice, and civil rights enforcement agencies, must work together to reduce the placement of children and young adults with disabilities, particularly those labeled seriously emotionally disturbed, in correctional facilities and other segregated settings. These placements are often harmful, inconsistent with the federally-protected right to a free and appropriate public education, and unnecessary if timely, coordinated, family-centered supports and services are made available in mainstream settings.**

National Council on Disability (NCD). January 20, 2000. From Privileges to Rights: People Labeled with Psychiatric Disabilities Speak for Themselves, Pages 5 - 6. <https://www.ncd.gov/report/from-privileges-to-rights-people-labeled-with-psychiatric-disabilities-speak-for-themselves/>

[iv] United Nations. February 1, 2013. Report of the Special Rapporteur on torture and other cruel, inhuman or degrading treatment or punishment, Juan E. Mendez. <https://digitallibrary.un.org/record/745862?v=pdf>

[v] Excerpt Video Footage from Michael Moore's Documentary Entitled "Where to Invade Next?" Prisons in Norway. YouTube.: <https://www.youtube.com/watch?v=0IepJqxRCZY>

Excerpt Video Footage from Michael Moore's Documentary Entitled "Where to Invade Next?" The War on Drugs. YouTube.: <https://www.youtube.com/watch?v=cd7Dc9KTy20>

[vi] APA Apologizes for Longstanding Contributions to Systemic Racism.: <https://www.apa.org/news/press/releases/2021/10/apology-systemic-racism>

[vii] American Psychological Association (APA) Resolution on Harnessing Psychology to Combat Racism: Adopting a Uniform Definition and Understanding. February 2021. <https://www.apa.org/about/policy/resolution-combat-racism.pdf>

[viii] ***Misconceptions about dangerousness are among the justifications that allow the maltreatment and abuse of people with psychiatric disabilities. With the exception of people with psychiatric disabilities themselves, few people question such routine practices as involuntary commitment, forced drugging, segregation both in institutions and community programs, and the routine use of restraint and seclusion.*** In order to learn more about the problems of psychiatric disability, the National Council on Disability (NCD) conducted a hearing specifically on this topic. At the hearing, held in Albany, New York, in November 1998, NCD heard testimony from mental health professionals, lawyers, advocates, and relatives of people with psychiatric disabilities. However, unlike most investigations on the topic of psychiatric disability, the primary participants in this hearing were people with psychiatric disabilities themselves, who testified passionately and eloquently both about the mistreatment they had experienced or witnessed, and their proposals for real and viable change. NCD heard testimony graphically describing how people with psychiatric disabilities have been beaten, shocked, isolated, incarcerated, restricted, raped, deprived of access to food and bathroom facilities, and physically and psychologically abused in institutions and in their communities. The testimony pointed to the inescapable fact that people with psychiatric disabilities are systematically and routinely deprived of their rights and treated as less than full citizens or full human beings.

***People with psychiatric disabilities are the only Americans who can have their freedom taken away and be institutionalized or incarcerated without being convicted of a crime and with minimal or no respect for their due process rights. They are the only Americans who can routinely be forced to submit to medical treatments against their will. When people with psychiatric disabilities die in facilities that are supposed to serve and protect them, their deaths are rarely investigated, and even when they are, criminal charges are rarely filed. This not happening in some Third World country. This is happening every day in the United States, and such practices are generally ignored or defended by mental health professionals, political leadership, and the media.***

***Involuntary treatment is extremely rare outside the psychiatric system, allowable only in such cases as unconsciousness or the inability to communicate. People with psychiatric disabilities, on the other hand, even when they vigorously protest treatments they do not want, are routinely subjected to them anyway, on the justification that they "lack insight" or are unable to recognize their need for treatment because of their "mental illness." In practice, "lack of insight" becomes disagreement with the treating professional, and people who disagree are labeled "noncompliant" or "uncooperative with treatment." After years of contact with a system that routinely does not recognize their preferences or desires, many people with psychiatric disabilities become resigned to their fate and cease to protest openly. Although this is described in the psychiatric literature as "compliance," it is actually learned helplessness (also known as "internalized oppression") that is incompatible with hope and with the possibility of recovery.***

Traditionally, involuntary commitment has involved the loss of liberty and confinement in a facility. However, more recently the concept of involuntary outpatient commitment (IOC) has become more widespread. (...) IOC involves court-ordered treatment (almost always medication) for people who do

*not meet the standards for inpatient commitment (physical dangerousness to self or others). With more states enacting IOC laws, more people with psychiatric disabilities are being forced to take medications and treatments that can be painful and debilitating. At the same time, the desire of many people labeled with psychiatric disabilities for voluntary services that affect their real-life needs (such as housing, job training, and social support) seldom receive adequate funding. One of the consequences of IOC laws is that they often take money from voluntary programs that promote independence and redirect it toward ever more restrictive and punitive programs.*

***Antiquated public policy priorities based on the medical model play key roles in perpetuating these injustices. These policies have been shaped without any meaningful participation by people labeled with psychiatric disabilities. America must listen to the eloquent voices of people who live with psychiatric disabilities, and accept them as the real experts who can create humane and empowering public policies dedicated to the ideals of independent living –self-determination and consumer direction. (...)***

***Anyone with a psychiatric disability, in fact anyone deemed by a mental health professional or police officer with little or no training to have such a disability, can be legally deprived of their freedom simply with an order from a judge, law officer, or medical professional. The due process procedures to challenge those decisions, and the laws and agencies that are supposed to protect and defend the legal rights of people affected by such orders, are often inadequate, ineffective, underfunded, inaccessible, or disregarded. Even when people are entitled to hearings, these are usually brief, and representation by counsel is often inadequate or nonexistent. The Protection and Advocacy for Individuals with Mental Illness (PAIMI) program of the federally funded Protection and Advocacy (P&A) system is underfunded and inadequate because of statutory limitations to protect people labeled with psychiatric disabilities from abuse and neglect. Further, the PAIMI program itself, in common with other elements of the services system for people labeled with psychiatric disabilities, has little input from the people it is supposed to serve, nor do many agencies reach out to people in recovery to seek their input. Once the system fails them and they are defined as "mentally ill," people labeled with psychiatric disabilities are isolated from and ignored by society. (...)***

*A 1997 report by the California P&A describes a pattern of improper seclusion and restraint use from 1994 to 1996 at Napa State Hospital (NSH), one of four state hospitals operated by the California Department of Mental Health. Incidents included:*

- *the death of a deaf man with a physical disability who was improperly restrained in a chair;*
- *the unlawful restraint of two children with hearing impairments in their beds; and*
- *the seclusion of a child with a hearing impairment in a closet full of soiled linens.*

*For more than a year and a half, one unit at the hospital repeatedly secluded patients. When the abuse was finally reported by a staff member, the shift leader successfully encouraged other staff to engage in a cover-up, and to lie to management and Napa State Hospital's (NSH's) senior special investigator during the institution's initial internal investigation. P&A investigators also determined that the facility's primary law enforcement officer responsible for investigating the alleged abuse failed to conduct a minimally adequate investigation into the seclusion practices on the unit. The report concluded that both felonies and misdemeanors, including assault, battery, false imprisonment, criminal conspiracy, child endangerment, and corporal punishment of a child may have been committed by NSH employees. But no criminal charges were filed... National Council on Disability (NCD). January 20, 2000. From Privileges to Rights: People Labeled With Psychiatric Disabilities Speak for Themselves. Pages 10 - 18. <https://www.ncd.gov/report/from-privileges-to-rights-people-labeled-with-psychiatric-disabilities-speak-for-themselves/>*

[ix] Excerpt of Emails Sent by Michael A. Ayele (a.k.a) W on (or around) September 12, 2021 and September 20, 2021 to the Missouri Department of Mental Health (MODMH) Fulton State Hospital (FSH).

Hello,

*I am writing this letter in response to your correspondence from August 26, 2021. (...) Please be advised that I have concerns about the records you have disclosed on August 26, 2021 because of the language used by the Director of the Division of Behavioral Health (DBH) about the involuntary administration of psychotropic drugs. As a former employee of the DMH (FSH), I have (personally) found the language used by the Director of the DBH to be broad, unclear, and extremely vague. For instance, the Director of the DBH has noted that "all patients in the Department of Mental Health (DMH) facilities may be administered psychotropic medication on an involuntary basis when a determination of emergency is made by appropriate clinical personnel at the facility. An emergency exists where there is reasonable likelihood of imminent physical harm and/or life threatening behavior to the patient or others. The treating provider who prescribes the psychotropic medication shall document the circumstances of the emergency, the facts surrounding the medication need, and why involuntary psychotropic medication is considered the least restrictive treatment. A new order shall be written for each emergency dose. (...) Patients admitted for Inpatient Pre-Trial Evaluations pursuant to Section 552.020, RSMo, and detainees pursuant to Section 632.480 et seq., RSMo., may not be medicated, absent an emergency, without either the consent of the patient or expressed written consent from the committing court. The psychiatrist must communicate the desire to medicate such a patient to a designated assistant general counsel, who will communicate with the committing court and obtain a written order from the judge. (...) The Clinical Due Process hearing will be repeated every 6 months if the patient still needs to be involuntarily medicated or until the patient is discharged from the facility." (...)*

***As a former employee of the DMH (FSH), I have several concerns about the language used by the Director of the DBH for failing to clearly state that employees and legal representatives of the DMH will not use force in administering psychotropic drugs onto patients/prisoners who are not posing harm to themselves and others if they do not consent to taking drugs prescribed by a doctor for their alleged mental disorders/intellectual disabilities. As you have correctly noted in the records you have disclosed to me, the forcible administration of psychotropic drugs has the potential to re-traumatize people who may have been victims of a violent crime (especially if the use of force is without appropriate medical and legal basis to justify).***

***On a personal level, I do think it would be absurd if medical doctors would force the administration of pills such as Paracetamol upon patients suffering from a headache (who wish for their pain to go away without taking pharmaceutical drugs). Therefore, the forcible use of psychotropic drugs onto patients/prisoners of the DMH (who are not posing an immediate danger to themselves/others) is just as bizarre as medical doctors looking to forcibly administer Paracetamol onto patients wishing for their headaches to go away without taking pharmaceutical drugs (including but not limited to Paracetamol).***

***On my end, I must caution you to refrain from forcibly administering psychotropic drugs upon patients/prisoners not posing harm to themselves and others if they do not wish to be on such drugs. I would also advise you to submit video and audio evidence of patients/prisoners posing harm to themselves and others before any hearing where employees and legal representatives of the DMH are considering the drastic measure of forcibly administering psychotropic drugs.***

***Lastly, I would like to convey to you the concerns I have about the eagerness of the Director of the DBH to put non-violent people through the emotionally and financially draining process of guardianship. For example, the Director of the DBH has previously noted that if patients are "determined to lack adequate mental capacity but are not imminently***

***dangerous, clinicians shall proceed by filing for guardianship." [In my opinion, this directive issued by the Director of the DBH is inconsistent with the National Council on Disability (NCD) January 20, 2000 report which recommended that "people labeled with psychiatric disabilities should have a major role in the direction and control of programs and services designed for their benefit. This central role must be played by people labeled with psychiatric disabilities themselves, and should not be confused with the roles that family members, professional advocates, and others often play when "consumer" input is sought."]***

[x] Even though Michael A. Ayele (a.k.a) W has never sought nor ever solicited nor ever contacted anyone to have his written publications listed and featured prominently on the AOL, Bing/MSN, Google and Yahoo internet search engines (ISE); Michael A. Ayele (a.k.a) W has uncovered many instances where his written content were filtered, distorted, misused and misattributed. At the time Michael A. Ayele (a.k.a) W started to publish his key questions on Title VII of the Civil Rights Act of 1964 and 1991, Michael A. Ayele (a.k.a) W had not signed any binding agreement that subjected his correspondence with the United States government to evaluation, examination and unsolicited comments on the AOL, Bing/MSN, Google and Yahoo internet search engines (ISE). In other words, Michael A. Ayele (a.k.a) W has never agreed to take on the role of the "Student" for his published works while the AOL, Bing/MSN and Yahoo ISE took on the role of "Professor." Likewise, Michael A. Ayele (a.k.a) W has never agreed to take on the role of "Plaintiff" and/or "Defendant" for his published works while the AOL, Bing/MSN and Yahoo ISE took on the role of "Judge, Jury and Executioner." More importantly, Michael A. Ayele (a.k.a) W had started to publish some of his correspondence with the United States government on matters related to Title VII of the Civil Rights Act because of a commitment he had made that he would disseminate any and all responsive records to members of the general public at no financial expense to them. To the best of his ability, Michael A. Ayele (a.k.a) W has fulfilled this commitment by disseminating the most pertinent records in his possession about the charge of employment discrimination that had previously been assigned Case No.: 28E - 2014 - 00485C.

Michael Ayele (a.k.a) W was an employee of the Missouri Department of Mental Health (MODMH) Fulton State Hospital (FSH) during the second half of Calendar Year 2013. He has towards the end of Calendar Year 2013 filed a charge of employment discrimination pursuant to Title VII of the 1964 and 1991 Civil Rights Act against the MODMH (FSH). The charge of employment discrimination filed by Michael Ayele (a.k.a) W with the EEOC was previously assigned Case No.: 28E - 2014 - 00485C and has been subject of intense frenzy. In e-mail conversations he has had with his former employers, Michael Ayele (a.k.a) W has been informed that 9 (nine) charges of employment discrimination were filed against the MODMH between January 01<sup>st</sup> 2010 and December 17<sup>th</sup> 2021. Of those, the MODMH opted to engage in the alternative dispute resolution (ADR) program offered by the EEOC on 4 (four) occasions. They also declined to engage in the ADR program offered by the EEOC on 5 (five) occasions.

As of this writing, it remains unclear to Michael A. Ayele (a.k.a) W why the MODMH opted to engage in certain ADR sessions offered by the EEOC while refusing to do so for others. As a matter of principle, Michael A. Ayele (a.k.a) W unequivocally condemns discrimination on the bases of gender, racial background, sexual orientation, national origin, religious affiliation and/or disability status. Michael A. Ayele (a.k.a) W has effectively put the EEOC on notice that given their processing of Charge No.: 28E - 2014 - 00485C, they have forfeited their rights to legally represent Missouri state employees (in the judicial branch of the U.S government: the courts), who [1] have opposed discriminatory practices in the service of healthcare pursuant to the Health Insurance Portability and Accountability Act (HIPAA); [2] have been subjected to racially motivated internal investigation (and were afterwards cleared of that investigation); [3] have been fired from their jobs as retaliation for opposing discrimination in the service of healthcare; [4] have been arrested for demanding the payment of their salary for the job they have performed.

Given the frequent unsavory dealings of Michael A. Ayele (a.k.a) W with the Equal Employment Opportunity Commission (EEOC), Michael A. Ayele (a.k.a) W strongly advises people who are filing

charges of employment discrimination pursuant to Title VII of the 1964 and 1991 Civil Rights Act to ask the following questions to their Fair Employment Practice Agency(ies) (FEPA) and the EEOC. 1) Has my current/former employer previously faced a charge of employment discrimination pursuant to some state and/or federal law? 2) Have the EEOC and/or the FEPA become aware of the charge of employment discrimination my current/previous employer has faced? 3) Were the EEOC and/or the FEPA responsible for the processing of the charge of employment discrimination filed pursuant to the Americans with Disabilities Act (ADA), the Genetics Information Nondiscrimination Act (GINA), Section 504 of the 1973 Rehabilitation Act and/or Title VII of the 1964 and 1991 Civil Rights Act against my current/former employer? 4) Have the EEOC and/or the FEPA previously processed a charge of discrimination against my current/former employer that presented similar issues to mine? If yes, what was the outcome of the charge of discrimination that presented similar issues to mine? 5) What were the exact circumstances, which ultimately convinced the EEOC and the FEPA to ask my current/former employer to engage in the ADR program? Why has my current/former employer opted to engage in certain ADR program offered by the EEOC but not others? 6) If the EEOC opts not to legally represent the charge of discrimination (I have filed with them) in the judicial branch of the U.S government (the courts), should I file a *Civil Complaint* with an EEOC "Right to Sue" letter? Do the EEOC and/or the FEPA have an obligation to make clear to the judicial branch of the U.S government (the courts) that a charge of employment discrimination does not have "less merit" because it doesn't have their backing and/or their recommendation for the Department of Justice (DOJ) to prosecute? Do the EEOC and/or the FEPA have an obligation to make clear to the general public and representatives of the media the specific charges of employment discrimination they will not back and/or recommend for the DOJ not to prosecute?

[xi] Bing/MSN Unwelcome and Unapproved Query "*Michael Ayele Title VII.*"

<https://www.bing.com/search?q=michael+ayele+title+vii>

Bing/MSN Unwelcome and Unapproved Query "*Michael Ayele Lawsuit.*" <https://www.bing.com/search?q=michael+ayele+lawsuit>

Bing/MSN Unwelcome and Unapproved Query "*Michael Ayele Lawsuits.*" <https://www.bing.com/search?q=Michael+ayele+lawsuits>

Bing/MSN Unwelcome and Unapproved Query "*Michael Ayele Lawsuit Update.*" <https://www.bing.com/search?q=Michael+ayele+lawsuit+update>

Bing/MSN Unwelcome and Unapproved Query: "*Michael Ayele Habeas Corpus.*" <https://www.bing.com/search?q=Michael+Ayele+Habeas+Corpus>

Bing/MSN Unwelcome and Unapproved Query: "*Michael Ayele Views on Schizophrenia.*" <https://www.bing.com/search?q=Michael+Ayele+views+on+schizophrenia>

Bing/MSN Unwelcome and Unapproved Query: "*Michael Ayele Missing.*" <https://www.bing.com/search?q=michael+ayele+missing>

Bing/MSN Unwelcome and Unapproved Query: "*Michael Ayele Defamation.*" <https://www.bing.com/search?q=Michael+Ayele+Defamation>

Bing/MSN Unwelcome and Unapproved Query: "*Michael Ayele Mental Health Awareness Month.*" <https://www.bing.com/search?q=Michael+Ayele+Mental+Health+Awareness+Month>

[xii] *Date rape drugs are any type of drug used to make rape or sexual assault easier. Alcohol is often used this way. Or date rape drugs can be put into a drink without you knowing. Drugs or alcohol can*

*make a person confused about what is happening, less able to defend themselves against unwanted sexual contact, or unable to remember what happened. Nearly 11 million women in the United States have been raped while drunk, drugged, or high. If you've been assaulted, it is never your fault.* Office on Women's Health. <https://womenshealth.gov/a-z-topics/date-rape-drugs>

[xiii]

Missouri Department of Mental Health (MODMH) Fulton State Hospital (FSH) Policy EC.02.23

**PURPOSE:** Prescribes policy and procedure for the use of electronic surveillance, recordings, and photography to insure safety, quality of care, and other purposes such as recreation, media, etc., while preserving privacy and dignity.

**NOTE:** The use of Audio/Video (AV) equipment shall not be used in lieu of 15-minute checks or 1:1 observation as called for in Hospital Policy PC.03.03, Seclusion and Restraint.

**PROCEDURES:**

A. Surveillance System:

1. Camera and audio surveillance systems are set up in all centers to insure safety of clients and staff.
2. Clearly posted signs shall inform all clients and staff of its use.
3. Cameras run continuously, twenty-four hours per day.
4. Access to the surveillance system or audio/video controls is limited to those with approval by the COO/designee.
5. Rooms with cameras in them shall be used as the seclusion/restraint room when available.
6. Electronic devices may be placed in the bedrooms of high-risk individuals as identified by the treatment team and approved by the head of the facility.

B. Should the surveillance system stop working:

1. The Control Room will immediately call the Security Supervisor. The Supervisor will notify COO/designee, maintenance, and all other Security staff on duty. The Supervisor will evaluate the problem and call available staff if needed.
2. All outside activities will cease and individuals participating in activities away from living areas will return to their living areas until notified of all clear. Exceptions can be approved by the COO/designee.
3. Security will notify each living area of the problem with the cameras in such a way as to minimize knowledge of this being passed to clients.
4. As soon as the problem is resolved, the living areas will be notified.
5. In the event that there is only partial loss of the surveillance system, the Security Supervisor/designee will consult with the Director of Operations, Chief Nurse Executive/designee, and COO/designee regarding appropriate actions to be taken until the cameras function properly.

C. Recording from Surveillance system:

1. Recordings of the AV surveillance is necessary. Recordings will be reviewed only under the direction of the COO/designee. Recordings may be viewed for the following reasons:
  - a. Recordings may be reviewed for Staff Support calls, instances where injury has occurred to a client and/or staff, restraint/seclusion episodes, or situations where allegations of abuse/neglect or misconduct have been made.

- In an instance where a possible abuse/neglect or employee misconduct situation is identified, the video shall be secured and hospital policies for Chain of Evidence (EC.02.23) and Abuse and Neglect (LD.03.05) shall be followed immediately.
  - Recordings that involve an investigation of abuse/neglect, inquiries, reviews, or others as requested by the COO will be kept permanently.
- b. For Quality Improvement monitoring, at least two recordings per month of the incidents mentioned in (a) above will be viewed (as identified) by Administration. Changes to policy and procedure may be based on viewing of these recordings.
  - c. Recordings may be viewed for clinical, security, and safety purposes.
  - d. Recordings may be reviewed to help in coaching, mentoring, and/or supervision of staff.
  - e. Recordings may be viewed for the purpose of teaching staff. In this case, everyone involved who is identifiable will either have the identifiable images digitally obscured or their consent will be obtained.
    - If the client agrees to the audio-video recording, the client or guardian, if applicable, or parents of minors shall sign the Consent to Audio-Video Recording and/or Photography of Clients (FSH-3310) form prior to the recording. The completed form shall be filed in the medical record.
    - If the employee agrees to the audio-video recording, the employee shall sign the Consent to Audio-Video Recording and/or Photography of Employee (FSH-0164) form prior to the recording. The completed form shall be stored in a secure area.
    - Recordings used for the purpose of training or education shall be stored in a location with restricted access.
    - In all instances of recording related to educational purposes in which consent of the individual was required, this consent can be rescinded at any time.

**D. When recordings are requested:**

1. Video will be accessed via a terminal located in the Surveillance Room. Video will be stored in the designated folder on a network drive.
2. Any video which is archived to hard drive or CD/DVD is to be logged on the tracking form.
3. The log should be coded: Date, Time (specify AM/PM), Living area, camera # (Example: 043007/1137A/B11/411). This number shall be written in permanent marker (Sharpie, Magic Marker or felt pen) on any CD/DVD copy of the video. Any incident with an EMT number shall have that number written in permanent marker on any CD/DVD copy of the video.
4. Hospital Policy EC.02.23 Chain of Evidence shall be followed any time a video is removed from the camera room.
5. Video will be shared only under the direction of the COO/designee.
6. Video involved in a review or investigation shall be turned over to hospital administration and may also be secured in the Surveillance Room.

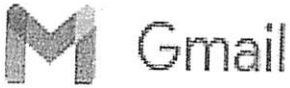
**E. Other recording or photography:**

1. Audio/Video recording or photography may be part of hospital-sponsored activities, special events, public information, media, attorneys, treatment, etc.
2. Anyone who engages in recording, filming, or photography (who is not already bound by the hospital's confidentiality policy) must sign a confidentiality statement to protect the client's identity and confidential information.
3. The use of audio-video recording and/or photography for recreational activities sponsored by the hospital or by approved client organization shall be conducted under the supervision of approved hospital staff. Employee consent is required for public viewing of these videos or photographs.

- Signed authorization of the staff shall be obtained using the Social Media Waiver form. Every effort will be made to exclude those individuals who do not wish to be recorded or photographed. In photographs that contain identifiable clients, the opportunity to view the pictures prior to display will be given.
  - If an individual does not wish to have his/her picture displayed, their wishes shall be followed.
  - Recordings or photographs used for recreational purposes, and not displayed, shall be stored in a restricted access location.
4. The use of audio-video recording and/or photography for the purpose of staff recruitment and public education about the hospital may only be conducted with the approval of the Chief Operating Officer and with written consent of any identifiable clients and staff.
  5. News media personnel may be permitted to record and/or photograph the campus but only with consent of the COO. The personnel shall be accompanied by the Chief Operating Officer or designee.
  6. Attorneys may be permitted to record and/or photograph their interactions with the client with consent of the client/guardian and COO/designee.
  7. The use of audio-video recording of clients may be done as a part of treatment. Consent is required.
    - If the client agrees to the audio-video recording, the client or guardian, if applicable, or parents of minors shall sign the Consent to Audio-Video Recording and/or Photography of Clients (FSH-3310) form prior to the recording. The completed form shall be filed in the medical record.
    - In all instances of recording related to treatment purposes in which consent of the individual was required, this consent can be rescinded at any time.
    - Use of recording and availability to the client should be noted in the client's ITRP along with any treatment related information that will assist staff/client in its use.

**Reference:** Chain of Evidence EC.02.23

[xiv] Under the United Nations (UN) Convention Against Torture (CAT), accountability is both individual and systemic because it is not sufficient for a state to refrain from directly committing torture; it must also implement laws, policies and procedures that do not permit or facilitate such conduct. By agreeing to "*prohibit, prevent and redress*" torture and inhuman treatment, the United States has in essence agreed [1] not to condition accountability on whether a right was "*clearly established*" in prior case law; [2] to impose a categorical duty to redress government abuse and wrongdoing that were motivated by racism, sexism and/or other forms of discrimination. In other words, any legal doctrines (such as "*qualified immunity*") that insulate government employees from consequences – particularly one that prevents victims from pursuing just remedies – violate the structure of accountability that the UNCAT requires States Parties to maintain.

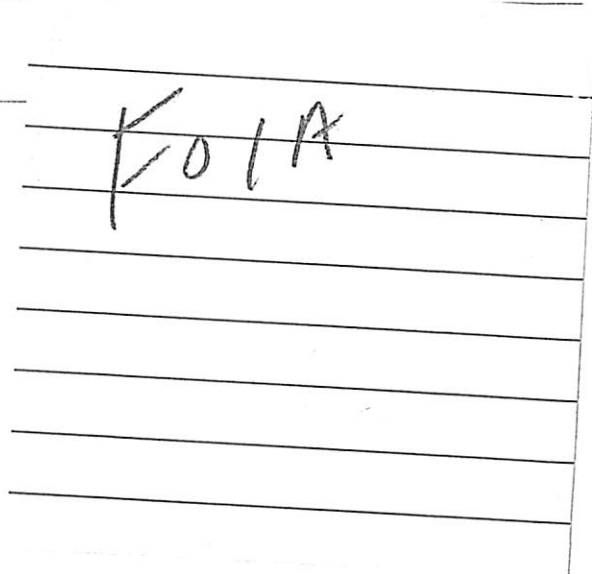


Sherri Lunny <slunny@ahsd125.org>

**Fwd: PIA Request**

1 message

Lisa Cole <lcole@ahsd125.org>  
To: Sherri Lunny <slunny@ahsd125.org>



----- Forwarded message -----

From: **C Carlos** <c.carlos@employeeersearchdata.org>  
Date: Wed, May 20, 2026 at 5:58 PM  
Subject: PIA Request  
To: lcole@ahsd125.org <lcole@ahsd125.org>

May 20, 2026  
Lisa Cole, Superintendent  
Atwood Heights SD 125

Dear Ms. Cole,

I am writing to request access to certain public records pursuant to the **Illinois Freedom of Information Act (5 ILCS 140/1 et seq.)**.

Specifically, I am requesting the following information for district employees:

- First and last names
- Job titles/positions
- Work email addresses
- Primary campus or department

If available, I would appreciate receiving this information in an electronic format (Excel or .csv) via email.

If this request is better directed to another contact, I would be grateful if you could kindly point me in the appropriate direction.

Please let me know in advance if there are any fees associated with fulfilling this request. I would appreciate consideration of a fee waiver, as the information is being requested for general research and informational purposes.

Under the Illinois Freedom of Information Act, I understand that the agency is required to respond within:

- 5 business days

indicating whether the requested records will be provided. If access is granted, records should be produced within a reasonable time thereafter as permitted by law.

If any portion of this request cannot be fulfilled, please provide the applicable statutory basis for the denial and any available options for appeal or clarification.

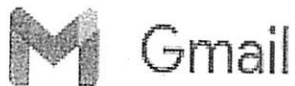
Thank you for your time and assistance.

Sincerely,

*Carla Carlos*

c.carlos@employeeresearchdata.org

Employee Research Data LLC



Sherri Lunny &lt;slunny@ahsd125.org&gt;

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**Fwd: 5.26.26 -- Employee Lists**

1 message

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 Lisa Cole <lcole@ahsd125.org>  
 To: Sherri Lunny <slunny@ahsd125.org>

Tue, May 26, 2026 at 11:26 AM

----- Forwarded message -----

 From: **Jacob Plaza** <JPlaza@seiu73.org>  
 Date: Tue, May 26, 2026 at 11:17 AM  
 Subject: 5.26.26 -- Employee Lists  
 To: Jacob Plaza <JPlaza@seiu73.org>

To Whom It May Concern,

This is a non-commercial information request per the Illinois Freedom of Information Act. Please provide the following documentation within five (5) business days of receipt of this request, as per the Act.

1. A list, in Microsoft Excel, of **all** school district employees, current as of the date of this request.

Please include the following columns:

- Employee Name
- Job Title
- Department/Division
- Place/Location of Employment
- Part-time or full-time status
- Standard weekly hours
- Annual budgeted hours
- Annual budgeted salary for the most recent fiscal year
- Hourly rate
- Hire date
- Union representing job title, where applicable

2. PDF copies of the current collective bargaining agreements covering all employees, where applicable.

Please supply information in electronic form wherever possible, delivered by either electronic mail or via standard mail in an electronic format. If electronic mail is available, please send documents to [jplaza@seiu73.org](mailto:jplaza@seiu73.org). If electronic mail is not possible, please send documents in electronic format to me at 300 S. Ashland Suite 400, Chicago, IL, 60607.

If you have any questions concerning this request, please contact me by email at [jplaza@seiu73.org](mailto:jplaza@seiu73.org).

Thank you,



Jacob Plaza  
 Research Assistant  
 SEIU Local 73  
[jplaza@seiu73.org](mailto:jplaza@seiu73.org)



Sherri Lunny &lt;slunny@ahsd125.org&gt;

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**Fwd: Illinois FOIA Request – Utility and Facility Records – Atwood Heights SD 125**

1 message

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Lisa Cole <lcole@ahsd125.org>  
To: Sherri Lunny <slunny@ahsd125.org>

Wed, Jun 10, 2026 at 8:02 AM

----- Forwarded message -----

From: **Upgraid Research** <research@upgraid.us>  
Date: Wed, Jun 10, 2026 at 6:44 AM  
Subject: Illinois FOIA Request – Utility and Facility Records – Atwood Heights SD 125  
To: lcole@ahsd125.org <lcole@ahsd125.org>

Dear Lisa Cole,

Hope this finds you well. Pursuant to the Illinois Freedom of Information Act, 5 ILCS 140, I respectfully request electronic copies of existing records held by Atwood Heights SD 125. Specifically, we are interested in the following documents:

1. Utility statements or invoices for district-owned or district-operated facilities for the most recent consecutive 12-month period readily available, including electricity, natural gas, fuel oil/propane, and water, where applicable. If not available, or difficult to obtain, energy usage statistics per building per month (per fuel) would suffice as well.
2. The most recent final copy of each of the following, if completed, received, or adopted on or after January 1, 2020:
  - Facility condition assessment, building condition assessment, deferred maintenance report, facility master plan, long-range facility plan, or capital improvement/investment plan relating to district facilities; and
  - Energy audit, energy assessment, ASHRAE audit, energy-conservation-measure study, performance-contracting feasibility assessment, or similar facility-energy report.

This request seeks existing records only. Electronic copies by email or a download link are preferred. If responsive records are already publicly available online, a direct link is sufficient. If the District does not maintain a requested category of records, a short statement to that effect would be appreciated.

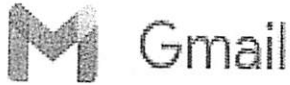
Commercial-purpose disclosure: Upgraid RE is conducting research regarding energy efficiency and capital-investment needs of public facilities. Records or information derived from records may be used in commercial research and business activities. Please treat this request as a request for records to be used for a commercial purpose under 5 ILCS 140/3.1.

Please advise before incurring any fees above \$25. If the request is considered unduly burdensome, please identify the specific concern and provide an opportunity to narrow the request to manageable proportions.

Thank you for your assistance. Really appreciate your help on this!!

Best regards,  
Daniel Cramer  
Upgraid RE

Email: daniel@upgraid.us; research@upgraid.us  
Phone: 617 290 5464  
Mailing address: 444 Somerville Avenue, Somerville, MA 02143



Sherri Lunny &lt;slunny@ahsd125.org&gt;

## FOIA Request - 5 ILCS 140/1

1 message

Michael Ayele <waacl13@gmail.com>  
 To: slunny@ahsd125.org, lcole@ahsd125.org  
 Cc: "Michael Ayele (W)" <waacl13@gmail.com>

Tue, Jun 16, 2026 at 4:29 AM

W (AACL) Date.: Tuesday, June 16, 2026  
 Michael A. Ayele  
 P.O.Box 20438  
 Addis Ababa, Ethiopia  
 Email: waacl13@gmail.com ; waacl1313@gmail.com ; waacl42913@gmail.com

### Freedom of Information Act (FOIA) Request

Hello,

This is Michael A. Ayele sending this message, though I now go by W (and I prefer to be referred to as such). I am writing this letter for the purpose of filing a FOIA request with Atwood Heights School District 125. The bases for this non-commercial records request are [1] the decision of the United States government to designate the month of June as Immigrant Heritage Month <sup>[i]</sup> and [2] the November 29, 2021 employment-related murder of Delfina Pan in the City of Miami Beach, Florida. <sup>[ii]</sup>

#### I) Requested Records

What I am requesting for prompt disclosure are records in your possession detailing your discussions about [1] the term "xenophobia" (i) deriving from two Greek terms: *xenos*, which can be translated as either "stranger" or "guest," and *phobos*, which means either "fear" or "flight;" (ii) meaning fear and hatred of strangers or foreigners, or of anything that is strange or foreign; <sup>[iii]</sup> [2] Immigrant Heritage Month as an event that began in June 2014 to shine a spotlight on the xenophobia encountered by first-generation American immigrants; [3] the manner in which your school district has commemorated Immigrant Heritage Month beginning June 1, 2014; [4] the City of Miami Beach, Florida as a local government agency which has processed the circumstances leading up to the November 29, 2021 employment-related murder of Delfina Pan (i) by holding formal written communications with Michael A. Ayele (a.k.a.) W between December 22, 2021 and December 28, 2021; (ii) without formally recognizing that sexual harassment at the workplace is a factor increasing the risk of murder; (iii) without formally recognizing that the sexual harassment of female employees in the food and service sector is illegal under Title VII of the 1964 and 1991 Civil Rights Act; (iv) without formally recognizing that the murder of Delfina Pan could have been prevented if there had been stronger enforcement of laws that prohibit the sexual harassment of women at the workplace; [5] Michael A. Ayele (a.k.a.) W as a Black Bachelor of Arts (B.A.) Degree graduate of Westminster College (Fulton, Missouri) and a former Missouri state government employee (listed on Missouri's Accountability Portal) who believes that the November 29, 2021 employment-related murder of Delfina Pan could have been prevented if (i) there was stronger enforcement of the provisions of Title VII of the 1964 and 1991 Civil Rights Act which prohibit sexual harassment at the workplace; (ii) complaints of sexual harassment filed with the Equal Employment Opportunity Commission (EEOC) or a related Fair Employment Practice Agency (FEPA) were not routinely trivialized, reframed or dismissed altogether; (iii) the EEOC (and related FEPA) did not routinely engage in conducting shambolic "investigations" when a complaint of sexual harassment is filed pursuant to Title VII of the 1964 and 1991 Civil Rights Act; (iv) the EEOC (and related FEPA) actually took complaints of sexual harassment seriously; (v) the EEOC (and related FEPA) didn't routinely destroy (from federal and state records) complaints of employment discrimination filed pursuant to Title VII of the 1964 and 1991 Civil Rights Act; (vi) the EEOC (and related FEPA) actually published on their websites the complaint of employment discrimination they have processed alongside all

accompanying documents that are favorable and unfavorable to the respondent who has been charged with a complaint of employment discrimination; (vii) the EEOC (and related FEPA) enabled the American public (and American immigrants) to make up their own minds as to whether a complaint of employment discrimination was processed in accordance with Title VII of the Civil Rights Act; (viii) the EEOC (and related FEPA) enabled the American public (and American immigrants) to make up their own minds on a complaint of employment discrimination by examining all the evidence that is submitted by the complainant and the respondent to the complaint; (ix) the EEOC (and related FEPA) treated the American public (and American immigrants) like adults capable of understanding that working people want to be able to earn a living, without being sexually harassed at the workplace; (x) the EEOC (and related FEPA) treated the American public (and American immigrants) like adults capable of understanding that Black / African American people don't want to be referred to as "N\*\*\*\*rs" at the workplace or elsewhere; [6] the decision of internet search engines (ISE) such as AOL, Bing/MSN, Google and Yahoo to filter and distort Michael A. Ayele (a.k.a.) W's written publications on immigration-related unfair employment practices by generating unwelcome and unapproved queries such as "Michael Ayele immigration," "Michael Ayele immigration case," "Michael Ayele immigration reform," "Michael Ayele IRCA," "Mike Ayele alumni," "Michael Ayele alumni," "Mike Ayele Jessica Alba," "Michael Ayele Jessica Alba;" [7] Exodus 12:49 decreeing as follows: "The same law should apply to both the native-born and the foreigner residing among you;" [8] Exodus 23:9 decreeing as follows: "Do not oppress a foreigner because you yourselves know how it feels to be foreigners;" [9] Leviticus 19:34 decreeing as follows: "The foreigner residing among you must be treated as your native-born. Love the foreigner as you love yourself;" [10] Deuteronomy 10:18 decreeing as follows: "God loves the cause of the orphan and the widow. God also loves the foreigner."

## II) Request for a Fee Waiver and Expedited Processing

-

Expedited processing for this request is justified because:

1. During a May 16, 2023 interview on MSNBC, Jessica Alba had recognized that she was previously subjected to sexism and xenophobia because of her Mexican-American heritage. In that same interview, Jessica Alba had also acknowledged that she was previously labelled "delusional" and "paranoid" for speaking out and taking action against the sexism and xenophobia she experienced. [iv]

2. Michael A. Ayele (a.k.a.) W is a Black Bachelor of Arts (B.A.) Degree graduate of Westminster College (Fulton, Missouri) and a former Missouri healthcare government employee who believed Jessica Alba when she came out on (or around) May 16, 2023 to expose the sexism and xenophobia she experienced.

3. Michael A. Ayele (a.k.a.) W is a Black Bachelor of Arts (B.A.) Degree graduate of Westminster College (Fulton, Missouri) and a former Missouri healthcare government employee who believed Jessica Alba when she said (in the month of May 2023) that she was labelled as "delusional and paranoid" for speaking out and taking action against sexism and xenophobia.

4. Michael A. Ayele (a.k.a.) W is a Black Bachelor of Arts (B.A.) Degree graduate of Westminster College (Fulton, Missouri) and a former Missouri healthcare government employee who believes that Jessica Alba was labelled "delusional and paranoid" as a form of retaliation for speaking out and taking action against the sexism and xenophobia she experienced.

5. Michael A. Ayele (a.k.a.) W is a Black Bachelor of Arts (B.A.) Degree graduate of Westminster College (Fulton, Missouri) and a former Missouri healthcare government employee who believes that there is a systemic form of sexism and xenophobia which targets Hispanic women based on (i) his correspondence with the City of Miami Beach, Florida about the November 29, 2021 employment related murder of Delfina Pan; (ii) what Jessica Alba said on (or around) May 16, 2023 about what she has gone through in her lifetime.

6. Michael A. Ayele (a.k.a.) W is a Black Bachelor of Arts (B.A.) Degree graduate of Westminster College (Fulton, Missouri) and a former Missouri healthcare government employee who believes that the underlying cause of Delfina Pan's November 29, 2021 murder is a work-culture environment that said nothing when she was being sexually harassed.

7. Michael A. Ayele (a.k.a.) W is a Black Bachelor of Arts (B.A.) Degree graduate of Westminster College (Fulton, Missouri) and a former Missouri healthcare government employee who believes that the underlying cause of Delfina Pan's November 29, 2021 murder is a work culture environment that was complicit in the sexual harassment she suffered.

**8. Michael A. Ayele (a.k.a.) W is a Black Bachelor of Arts (B.A.) Degree graduate of Westminster College (Fulton, Missouri) and a former Missouri healthcare government**

**employee who was unpersuaded by the City of Miami Beach, Florida December 22, 2021 claim that there's absolutely no sexism and no xenophobia within the City of Miami Beach, Florida.**

9. Michael A. Ayele (a.k.a.) W is a Black Bachelor of Arts (B.A.) Degree graduate of Westminster College (Fulton, Missouri) and a former Missouri healthcare government employee who felt disappointed by the decision of the City of Miami Beach, Florida to process the circumstances leading up to the November 29, 2021 employment-related murder of Delfina Pan without formally recognizing that (i) sexual harassment at the workplace is a factor increasing the risk of murder; (ii) the sexual harassment of female employees in the food and service sector is illegal under Title VII of the 1964 and 1991 Civil Rights Act; (iii) that the murder of Delfina Pan could have been prevented if there had been stronger enforcement of laws that prohibit the sexual harassment of women at the workplace.

10. In their book entitled "*She Said*," New York Times journalists Megan Twohey and Jodi Kantor had dedicated a whole chapter on "*How to Silence a Victim*." In that chapter of their book, Megan Twohey and Jodi Kantor had recognized that (i) complaints of sexual harassment filed with the Equal Employment Opportunity Commission (EEOC) or a related Fair Employment Practice Agency (FEPA) are routinely trivialized, reframed, or dismissed altogether; (ii) the EEOC (and related FEPAs) routinely engaged in conducting shambolic "*investigations*" when a complaint of sexual harassment is filed pursuant to Title VII of the 1964 and 1991 Civil Rights Act; (iii) the EEOC and related FEPAs frequently don't take complaints of sexual harassment seriously; (iv) the EEOC (and related FEPAs) routinely destroy (from federal and state records) complaints of employment discrimination filed pursuant to Title VII of the 1964 and 1991 Civil Rights Act; (v) the EEOC and related FEPAs need to publish on their websites the complaint of employment discrimination they have processed alongside all accompanying documents that are favorable and unfavorable to the respondent who has been charged with a complaint of employment discrimination; (vi) the EEOC (and related FEPAs) need to enable the American public (and American immigrants) to make up their own minds as to whether a complaint of employment discrimination was processed in accordance with Title VII of the Civil Rights Act; (vii) the EEOC (and related FEPAs) need to enable the American public (and American immigrants) to make up their own minds on a complaint of employment discrimination by examining all the evidence that is submitted by the complainant and the respondent to the complaint; (viii) the EEOC (and related FEPA) need to treat the American public (and American immigrants) like adults capable of understanding that working people want to be able to earn a living without being sexually harassed at the workplace. <sup>[v]</sup>

11. The requested records will shed light about the manner in which internet search engines (ISE) such as AOL, Bing/MSN, Google and Yahoo have filtered and distorted Michael Ayele (a.k.a.) W's key questions on Title VII of the 1964 and 1991 Civil Rights Act. <sup>[vi]</sup>

The public has a compelling and legitimate interest in this information because:

1. When designating the month of June 2015 as Immigrant Heritage Month, President Barack Obama had recognized that "*one of the remarkable things about America is that nearly all of our families originally came from someplace else. We're a nation of immigrants. It's a source of our strength and something we all can take pride in. And this month - Immigrant Heritage Month - is a chance to share our American stories. (...) This month, I'm inviting you to share your story, too. Just visit [whitehouse.gov/NewAmericans](http://whitehouse.gov/NewAmericans). We want to hear how you or your family made it to America - whether you're an immigrant yourself or your great-great-grandparents were. (...) Last fall, I took action to provide more resources for border security; focus enforcement on the real threats to our security; modernize the legal immigration system for workers, employers, and students; and bring more undocumented immigrants out of the shadows so they can get right with the law. Some folks are still fighting against these actions. I'm going to keep fighting for them. Because the law is on our side. It's the right thing to do. And it will make America stronger.*"

2. Michael A. Ayele (a.k.a.) W is a Black ex-immigrant who went to America on an F-1 visa in the month of December 2009 (when he was 18 years of age).

3. Michael A. Ayele (a.k.a.) W is a Black ex-immigrant who went to America to pursue his postsecondary academic education.
4. Michael A. Ayele (a.k.a.) W is a Black ex-immigrant of America who graduated from Westminster College (Fulton, Missouri) with a Bachelor of Arts (B.A.) Degree in Political Science and Economics on (or around) December 31, 2016.
5. Michael A. Ayele (a.k.a.) W is a Black ex-immigrant of America who has considered spending his Spring Break in the City of Miami Beach, Florida when he was a full-time undergraduate student at Westminster College (Fulton, Missouri) between 2010 and 2013.
6. The City of Miami Beach, Florida was a very popular vacation destination for young people/adults in the early 2010s. Indeed, as you may be aware, many (domestic and international) college students across the U.S. have spent their Spring Breaks vacationing in [vii] the City of Miami Beach, Florida (particularly in the 2010s).
7. Despite being a very popular vacation destination for young people/adults in the early 2010s, the murder of Delfina Pan underscores that the City of Miami Beach, Florida is not the cheerful and jovial place that it is portrayed to be on social networks.
8. Despite being a very popular vacation destination for young people/adults in the early 2010s, the murder of Delfina Pan underscores that the working conditions in the City of Miami Beach, Florida were not great for everyone (and particularly first-generation American immigrants).
9. The requested records will enable the public to ascertain if your school district has previously commemorated Immigrant Heritage Month by bringing to the forefront of public attention the difficult work environment of first-generation immigrant workers (i) who are at high risk of not being remunerated with minimum wage; (ii) who are at high risk of not being compensated for overtime; (iii) who are at high risk of encountering xenophobia, sexism, racism and other forms of discrimination.
10. The requested records will enable the public to ascertain if your school district has previously commemorated Immigrant Heritage Month by bringing to the forefront of public attention the xenophobia, the sexism and the racism first-generation immigrants are subjected to when they're making good-faith efforts to be productive and contributing members of American society.
11. The requested records will enable the public to ascertain if your school district has previously commemorated Immigrant Heritage Month by sponsoring activities and events that encourage solidarity and cooperation among first-generation American immigrants as well as immigrants from second, third, fourth, fifth (and preceding) generations.
12. The requested records will enable the public to ascertain if your school district has previously commemorated Immigrant Heritage Month by bringing to the forefront of public attention the United States government handling of the November 29, 2021 employment-related murder of Delfina Pan: a first-generation immigrant woman originally from Argentina.
13. The requested records will enable the public to ascertain if your school district has previously commemorated Immigrant Heritage Month by reminding employees and students that Exodus 12:49 decrees as follows: "*The same law should apply to both the native-born and the foreigner residing among you.*"
14. The requested records will enable the public to ascertain if your school district has previously commemorated Immigrant Heritage Month by reminding employees and students that Exodus 23:9 decrees as follows: "*Do not oppress a foreigner because you yourselves know how it feels to be foreigners.*"
15. The requested records will enable the public to ascertain if your school district has previously commemorated Immigrant Heritage Month by reminding employees and students that Leviticus 19:34 decrees as follows: "*The foreigner residing among you must be treated as your native-born. Love the foreigner as you love yourself.*"
16. The requested records will enable the public to ascertain if your school district has previously commemorated Immigrant Heritage Month by reminding employees and students that

Deuteronomy 10:18 decrees as follows: *"God loves the cause of the orphan and the widow. God also loves the foreigner."*

17. The requested records will enable the public to ascertain if your school district has held in-depth conversations about xenophobia and the manner in which xenophobia manifests itself in American society and government.

18. The requested records will enable the public to ascertain if your school district has sensitized employees and students to xenophobia and the manner in which xenophobia manifests itself in American society and government.

19. The requested records will raise awareness of the manner in which internet search engines (ISE) such as AOL, Bing/MSN, Google and Yahoo have filtered and distorted Michael A. Ayele (a.k.a.) W's written publications on immigration-related unfair employment practices by generating unwelcome and unapproved queries such as *"Michael Ayele immigration," "Michael Ayele immigration case," "Michael Ayele immigration reform," "Michael Ayele IRCA," "Mike Ayele alumni," "Michael Ayele alumni," "Mike Ayele Jessica Alba," "Michael Ayele Jessica Alba," "Michael Ayele Defamation," "Michael Ayele investigation," "Michael Ayele Title VII," "Michael Ayele Mental Health Awareness Month," "Michael Ayele schizophrenia," "Michael Ayele views on schizophrenia," "Michael Ayele Habeas Corpus," "Michael Ayele Lawsuit," "Michael Ayele murder."* [viii]

20. The requested records will shed light upon Michael Ayele (a.k.a.) W's correspondence with the United States government about the #MeToo movement, and more specifically the matter involving The People of the State of California v. Harvey Weinstein, which was previously assigned Case No.: BA48420 (by the Clara Shortridge Foltz Criminal Justice Center).

21. The requested records will raise awareness about the third chapter of Megan Twohey and Jodi Kantor's book entitled *"She Said."* As you may be aware, the third chapter of that book explains in clear detail how the EEOC and related FEPA have been complicit (i) in the sexual harassment of women at the workplace; (ii) in the silencing of women who have been sexually harassed at the workplace.

In my judgment, the facts presented in my request for a fee waiver and expedited processing will significantly decrease public confidence in the activities, the engagements and the priorities of internet search engines (ISE) such as AOL, Bing/MSN, Google and Yahoo because they have previously filtered, distorted and misattributed Michael A. Ayele (a.k.a.) W's correspondence with the U.S government on the November 29, 2021 employment-related murder of Delfina Pan. Unfortunately, I regret to inform you that the decision of ISE to filter, distort and misattribute Michael A. Ayele (a.k.a.) W's written publications on the November 29, 2021 employment-related murder of Delfina Pan [1] was not an isolated incident, but part of a repeated pattern; [2] has served to obfuscate the fact that sexual harassment at the workplace is a factor increasing the risk of murder; [3] has served to obfuscate the fact that immigration-related unfair employment practices increase the risk of murder; [4] has exacerbated racism and discrimination online, causing direct harm to the name, the image and the likeness of Michael A. Ayele (a.k.a.) W.

As a Black ex-immigrant who went to America on an F-1 visa, I was glad to learn that the individual who murdered Delfina Pan was held to account by the judicial branch of the Floridian government. However, I continue to think that the underlying cause that led to Delfina Pan's November 29, 2021 employment-related murder was improperly dealt with. For me, the underlying cause of Delfina Pan November 29, 2021 employment-related murder is the work-culture environment [1] that said nothing when she was being sexually harassed; [2] that didn't file a complaint of employment discrimination on her behalf when she was being sexually harassed; [3] that didn't encourage her to file a complaint of employment discrimination pursuant to Title VII of the 1964 and 1991 Civil Rights Act when she was being sexually harassed; [4] that could have referred to her as *"delusional and paranoid"* (in a similar way Jessica Alba was previously labelled *"delusional and paranoid"*) in the event she went on to file a complaint of employment discrimination pursuant to Title VII of 1964 and

## 1991 Civil Rights Act.

At the time I began publishing my correspondence with the U.S government about the November 29, 2021 employment-related murder of Delfina Pan, I had hoped that my correspondence would inspire people [1] to intervene in the event they saw a woman being sexually harassed at the workplace; [2] to demand stronger enforcement of laws that prohibit sexual harassment at the workplace; [3] to crackdown upon any attitude that seeks to portray people who file complaints of employment discrimination (pursuant to Title VII of the Civil Rights Act) as though they are "*delusional and paranoid*." Unfortunately, though, the publication of my correspondence with the U.S government about immigration-related unfair employment practices has not had the effect I had hoped for, and on my end, I find this to be extremely regrettable. Moreover, I'm very much annoyed that ISE such as AOL, Bing/MSN, Google and Yahoo have begun generating (in the last couple of months) unwelcome and unapproved queries such as "*Michael Ayele immigration*," "*Michael Ayele immigration case*," "*Michael Ayele immigration reform*," "*Michael Ayele IRCA*," "*Mike Ayele Jessica Alba*," "*Michael Ayele Jessica Alba*," "*Michael Ayele Defamation*," "*Michael Ayele investigation*," "*Michael Ayele Title VII*," "*Michael Ayele murder*" to categorize my written publications on immigration-related unfair employment practices.

The core issues presented in this records request are as follows. 1) Have you had conversations about the term "*xenophobia*" deriving from two Greek terms: *xenos*, which can be translated as either "stranger" or "guest," and *phobos*, which means either "fear" or "flight?" If yes, will you promptly disclose those records? 2) Have you had conversations about the term "*xenophobia*" meaning fear and hatred of strangers or foreigners or of anything that is strange or foreign? If yes, will you promptly disclose those records? 3) Have you had conversations about Immigrant Heritage Month as an event that began in June 2014 to shed light on the xenophobia encountered by first-generation American immigrants? If yes, will you promptly disclose those records? 4) Has your school district commemorated Immigrant Heritage Month beginning June 1, 2014? If yes, will you promptly disclose those records? 5) Has your school district ever commemorated Immigrant Heritage Month by reminding employees and students that Exodus 12:49 decrees as follows: "*The same law should apply to both the native-born and the foreigner residing among you?*" If yes, will you promptly disclose those records? 6) Has your school district ever commemorated Immigrant Heritage Month by reminding employees and students that Exodus 23:9 decrees as follows: "*Do not oppress a foreigner because you yourselves know how it feels to be foreigners?*" If yes, will you promptly disclose those records? 7) Has your school district ever commemorated Immigrant Heritage Month by reminding employees and students that Leviticus 19:34 decrees as follows: "*The foreigner residing among you must be treated as your native-born. Love the foreigner as you love yourself?*" If yes, will you promptly disclose those records? 8) Has your school district ever commemorated Immigrant Heritage Month by reminding employees and students that Deuteronomy 10:18 decrees as follows: "*God loves the cause of the orphan and the widow. God also loves the foreigner?*" If yes, will you promptly disclose those records? 9) Have you had conversations about the City of Miami Beach, Florida as a local government agency which has processed the circumstances leading up to the November 29, 2021 employment-related murder of Delfina Pan by holding formal written communications with Michael A. Ayele (a.k.a.) W between December 22, 2021 and December 28, 2021? If yes, will you promptly disclose those records? 10) Have you had conversations about the City of Miami Beach, Florida as a local government agency which has processed the circumstances leading up to the November 29, 2021 employment-related murder of Delfina Pan without formally recognizing that sexual harassment at the workplace is a factor increasing the risk of murder? If yes, will you promptly disclose those records? 11) Have you had conversations about the City of Miami Beach, Florida as a local government agency which has processed the circumstances leading up to the November 29, 2021 employment-related murder of Delfina Pan without formally recognizing that the sexual harassment of female employees in the food and service sector is illegal under Title VII of the 1964 and 1991 Civil Rights Act? If yes, will you promptly disclose those records? 12) Have you had conversations about the City of Miami Beach, Florida as a local government agency which has processed the circumstances leading up to the November 29, 2021 employment-related murder of Delfina Pan without formally recognizing that the murder of Delfina Pan could have

been prevented if there had been a stronger enforcement of laws that prohibit the sexual harassment of women at the workplace? If yes, will you promptly disclose those records? 13) Have you had conversations about Michael A. Ayele (a.k.a.) W as a Black Bachelor of Arts (B.A.) Degree graduate of Westminster College (Fulton, Missouri) and a former Missouri state government employee (listed on Missouri's Accountability Portal) who believes that the November 29, 2021 employment-related murder of Delfina Pan could have been prevented if there was stronger enforcement of the provisions of Title VII of the 1964 and 1991 Civil Rights Act which prohibit sexual harassment at the workplace? If yes, will you promptly disclose those records? 14) Have you had conversations about Michael A. Ayele (a.k.a.) W as a Black B.A. Degree graduate of Westminster College (Fulton, Missouri) and a former Missouri state government employee (listed on Missouri's Accountability Portal) who believes that the November 29, 2021 employment-related murder of Delfina Pan could have been prevented if complaints of sexual harassment filed with the Equal Employment Opportunity Commission (EEOC) or a related Fair Employment Practice Agency (FEPA) were not routinely trivialized, reframed or dismissed altogether? If yes, will you promptly disclose those records? 15) Have you had conversations about Michael A. Ayele (a.k.a.) W as a Black B.A. Degree graduate of Westminster College (Fulton, Missouri) and a former Missouri state government employee (listed on Missouri's Accountability Portal) who believes that the November 29, 2021 employment-related murder of Delfina Pan could have been prevented if the EEOC (and related FEPA) did not routinely engage in conducting shambolic "investigations" when a complaint of sexual harassment is filed pursuant to Title VII of the 1964 and 1991 Civil Rights Act? If yes, will you promptly disclose those records? 16) Have you had conversations about Michael A. Ayele (a.k.a.) W as a Black B.A. Degree graduate of Westminster College (Fulton, Missouri) and a former Missouri state government employee (listed on Missouri's Accountability Portal) who believes that the November 29, 2021 employment-related murder of Delfina Pan could have been prevented if the EEOC (and related FEPA) actually took complaints of sexual harassment seriously? If yes, will you promptly disclose those records? 17) Have you had conversations about Michael A. Ayele (a.k.a.) W as a Black B.A. Degree graduate of Westminster College (Fulton, Missouri) and a former Missouri state government employee (listed on Missouri's Accountability Portal) who believes that the November 29, 2021 employment-related murder of Delfina Pan could have been prevented if the EEOC (and related FEPA) didn't routinely destroy (from federal and state records) complaints of employment discrimination filed pursuant to Title VII of the 1964 and 1991 Civil Rights Act? If yes, will you promptly disclose those records? 18) Have you had conversations about Michael A. Ayele (a.k.a.) W as a Black B.A. Degree graduate of Westminster College (Fulton, Missouri) and a former Missouri state government employee (listed on Missouri's Accountability Portal) who believes that the November 29, 2021 employment-related murder of Delfina Pan could have been prevented if the EEOC and related FEPAs actually published on their websites the complaint of employment discrimination they have processed alongside all accompanying documents that are favorable and unfavorable to the respondent who has been charged with a complaint of employment discrimination? If yes, will you promptly disclose those records? 19) Have you had conversations about Michael A. Ayele (a.k.a.) W as a Black B.A. Degree graduate of Westminster College (Fulton, Missouri) and a former Missouri state government employee (listed on Missouri's Accountability Portal) who believes that the November 29, 2021 employment-related murder of Delfina Pan could have been prevented if the EEOC (and related FEPA) enabled the American public (and American immigrants) to make up their own minds as to whether a complaint of employment discrimination was processed in accordance with Title VII of the Civil Rights Act? If yes, will you promptly disclose those records? 20) Have you had conversations about Michael A. Ayele (a.k.a.) W as a Black B.A. Degree graduate of Westminster College (Fulton, Missouri) and a former Missouri state government employee (listed on Missouri's Accountability Portal) who believes that the November 29, 2021 employment-related murder of Delfina Pan could have been prevented if the EEOC (and related FEPA) enabled the American public (and American immigrants) to make up their own minds on a complaint of employment discrimination by examining all the evidence that are submitted by the complainant and the respondent to the complaint? If yes, will you promptly disclose those records? 21) Have you had conversations about Michael A. Ayele (a.k.a.) W as a Black B.A. Degree graduate of Westminster College (Fulton, Missouri) and a former Missouri state government employee (listed on Missouri's Accountability Portal) who believes that the November 29, 2021 employment-related murder of Delfina Pan could have been prevented if the EEOC (and related

FEPA) treated the American public (and American immigrants) like adults capable of understanding that working people want to be able to earn a living without being sexually harassed at the workplace? If yes, will you promptly disclose those records? 22) Have you had conversations about Michael A. Ayele (a.k.a.) W as a Black B.A. Degree graduate of Westminster College (Fulton, Missouri) and a former Missouri state government employee (listed on Missouri's Accountability Portal) who believes that the November 29, 2021 employment-related murder of Delfina Pan could have been prevented if the EEOC (and related FEPA) treated the American public (and American immigrants) like adults capable of understanding that Black / African American people don't want to be referred to as "N\*\*\*\*rs" at the workplace or elsewhere? If yes, will you promptly disclose those records? 23) Have you had conversations about Michael A. Ayele (a.k.a.) W as a Black B.A. Degree graduate of Westminster College (Fulton, Missouri) and a former Missouri state government employee (listed on Missouri's Accountability Portal) who have never in the past contacted employees / legal representatives of the AOL, Bing/MSN, Google and Yahoo internet search engines (ISE) to demand that they generate cues such as "Michael Ayele immigration," "Michael Ayele immigration case," "Michael Ayele immigration reform," "Michael Ayele IRCA," "Mike Ayele alumni," "Michael Ayele alumni," "Mike Ayele Jessica Alba," "Michael Ayele Jessica Alba?" If yes, will you promptly disclose those records? 24) Have you had conversations about the decision of internet search engines (ISE) such as AOL, Bing/MSN, Google and Yahoo to filter and distort Michael A. Ayele (a.k.a.) W's written publications on immigration-related unfair employment practices by generating unwelcome and unapproved queries such as *Michael Ayele immigration*," "Michael Ayele immigration case," "Michael Ayele immigration reform," "Michael Ayele IRCA," "Mike Ayele alumni," "Michael Ayele alumni," "Mike Ayele Jessica Alba," "Michael Ayele Jessica Alba?" If yes, will you promptly disclose those records?

Thank you for your attention to this matter.

Michael A. Ayele (a.k.a.) W  
 Anti-Racist Human Rights Activist  
 Audio-Visual Media Analyst  
 Anti-Propaganda Journalist  
 Gender Pronouns: He/Him/His

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Work Cited

[i] *Hi everybody. One of the remarkable things about America is that nearly all of our families originally came from someplace else. We're a nation of immigrants. It's a source of our strength and something we all can take pride in. And this month – Immigrant Heritage Month – is a chance to share our American stories.*

*I think about my grandparents in Kansas – where they met and where my mom was born. Their family tree reached back to England and Ireland and elsewhere. They lived, and raised me, by basic values: working hard, giving back, and treating others the way you want to be treated.*

*I think of growing up in Hawaii, a place enriched by people of different backgrounds – native Hawaiian, Filipino, Japanese, Chinese, Portuguese and just about everything else. Growing up in that vibrant mix helped shape who I am today. And while my father was not an immigrant himself, my own life journey as an African-American – and the heritage shared by Michelle and our daughters, some of whose ancestors came here in chains – has made our family who we are.*

*This month, I'm inviting you to share your story, too. Just visit [whitehouse.gov/NewAmericans](https://www.whitehouse.gov/NewAmericans). We want to hear how you or your family made it to America – whether you're an immigrant yourself or your great-great-grandparents were.*

*Of course, we can't just celebrate this heritage, we have to defend it – by fixing our broken immigration system. Nearly two years ago, Democrats and Republicans in the Senate came together to do that. They passed a commonsense bill to secure our border, get rid of backlogs, and give undocumented immigrants who are already living here a pathway to citizenship if they paid a fine, paid their taxes, and went to the back of the line. But for nearly two years, Republican leaders in the House have refused to even allow a vote on it.*

*That's why, in the meantime, I'm going to keep doing everything I can to make our immigration system more just and more fair. Last fall, I took action to provide more resources for border security; focus enforcement on the real threats to our security; modernize the legal immigration system for workers, employers, and students; and bring more undocumented immigrants out of the shadows so they can get right with the law. Some folks are still fighting against these actions. I'm going to keep fighting for them. Because the law is on our side. It's the right thing to do. And it will make America stronger.*

*I want us to remember people like Ann Dermody from Alexandria, Virginia. She's originally from Ireland and has lived in America legally for years. She worked hard, played by the rules and dreamed of becoming a citizen. In March, her dream came true. And before taking the oath, she wrote me a letter. "The papers we receive...will not change our different accents [or] skin tones," Ann said. "But for that day, at least, we'll feel like we have arrived."*

*Well, to Ann and immigrants like her who have come to our shores seeking a better life – yes, you have arrived. And by sharing our stories, and staying true to our heritage as a nation of immigrants, we can keep that dream alive for generations to come.*

*Thanks, and have a great weekend. Remarks of President Barack Obama Celebrating Immigrant Heritage Month. June 6, 2015.: <https://obamawhitehouse.archives.gov/the-press-office/2015/06/05/weekly-address-celebrating-immigrant-heritage-month/>*

[ii] Michael A. Ayele (a.k.a.) W Correspondence with the City of Miami Beach, Florida (CMBFL) About the November 29, 2021 Employment Related Murder of Delfina Pan

CMBFL Email to W (AACL) on (or around) December 22, 2021 at 5:57 PM

Good morning Mr. Ayele. I am in receipt of your request. I will forward your request to our Police and Human Resources Department for processing, but it sounds like you are also requesting an email search. If I am correct, I will need keywords and a date range to be able to process this search.

Thank you,

Have an awesome day!

Carmen Hernandez, CMC  
Office Associate IV  
Office of the City Clerk  
1700 Convention Center Drive, Miami Beach, FL 33139  
Tel: 305 - 673 - 7000 Ext 26508 / carmenhernandez@cityofmiamibeachfl.gov

CMBFL Email to W (AACL) on (or around) December 22, 2021 at 6:32 PM

Good morning once again Mr. Ayele. In reading your request further, please note we have no information as far as the DHS, DOJ and the DOS departments, you will need to contact them about their portion of this investigation and any other records you may need regarding employment discrimination. The case regarding Ms. Delfina Pan is an open active investigation and no records can be released at the moment. I can assign the request to Human Resources about any agreements with the EEOC and how the city operates regarding employment discrimination.

Thank you,

Have an awesome day!

CMBFL Email to W (AACL) on (or around) December 22, 2021 at 6:38 PM

**Mr. Ayele, please note also that Ms. Pan was an employee at one of the restaurants on Lincoln Road and has nothing to do with the city. She is not an employee of ours. If you need information on the restaurant as far as licensing or possible violations, we can provide that but you will need to contact them with any questions about their former employee Ms. Pan.**

**Thank you.**

Carmen Hernandez, CMC  
Office Associate IV  
Office of the City Clerk  
1700 Convention Center Drive, Miami Beach, FL 33139  
Tel: 305 - 673 - 7000 Ext 26508 / carmenhernandez@cityofmiamibeachfl.gov

W (AACL) Email to CMBFL on (or around) December 22, 2021 at 7:44 PM

**Hello, (...)**

**I am in receipt of your emails. (...)**

**In the emails you have sent me a little earlier today on December 22, 2021, I noticed that you put in the choice of your wording some distance between the City of Miami Beach and Delfina Pan [particularly in the manner you have insisted that (i) Delfina Pan was never an**

**employee of the City of Miami Beach, Florida; (ii) the November 29, 2021 employment related murder of Delfina Pan has nothing to do with the City of Miami Beach, Florida.]**

**If I am mistaken about this, please feel free to correct me, but I got the impression (based on your December 22, 2021 emails) that Delfina Pan didn't quite fit in the City of Miami Beach, Florida. Is that the case? Is the City of Miami Beach, Florida reluctant to describe Delfina Pan as a member of the Miami Beach community who was looking to integrate into American society? Taking into consideration her violent death (which occurred in Miami Beach, Florida), do you have any knowledge about Delfina Pan's wishes in the event she passed away? Had she made any arrangements about what she wanted? Was she fearful for her safety? Can you not disclose any records pertaining to the steps initiated by the City of Miami Beach, Florida to make the immigrant community feel more welcome by providing resources where they can report sexual harassment and other unwanted advances (women such as Delfina Pan experience on a daily basis in silence fearful of retaliation)? What exactly are your thoughts of the #MeToo movement? Do you believe that the #MeToo movement should focus exclusively on the experience of American women who experience sexual harassment at the workplace (instead of focusing on immigrant women such as Delfina Pan who are murdered after being sexually harassed at the workplace)? How does the City of Miami Beach, Florida define a "closed case" on a murder investigation?**

**Michael A. Ayele (a.k.a.) W  
Anti-Racist Human Rights Activist  
Audio-Visual Media Analyst  
Anti-Propaganda Journalist**

CMBFL Email to W (AACL) on (or around) December 22, 2021 at 8:08 PM

Mr. Ayele,

Sir, in no way have I implied that Ms. Pan does not matter in our community, everyone is welcome here at Miami Beach whether they live or visit here. Her case is open and still under investigation with our Police Department so unfortunately, we cannot release any information at the moment until the case closes. I did not know Ms. Pan personally so I cannot say what her wishes were. You may contact the Miami-Dade Office of the State Attorney about this case at the below:

Address: 1350 NW 12<sup>th</sup> Ave, Miami, FL 33136  
Phone: (305) 547 - 0100

Thank you and happy holidays.

W (AACL) Email to CMBFL on (or around) December 22, 2021 at 8:23 PM

Hello, (...)

In your last email, you have not addressed the issue of how the City of Miami Beach defines a "closed case." Can you please provide the definition of what constitutes for the City of Miami Beach a "closed case?" I understand the murder of Delfina Pan is under investigation. However, your email seems to suggest that no requests have been made to the City of Miami Beach to expedite that investigation. Can you confirm this? No request has been incoming to the city of Miami Beach, Florida either from the Embassy of Argentina in America (or elsewhere) asking for your police department to expeditiously look into the November 29, 2021 employment related murder of Delfina Pan? If such a request has been incoming to the City of Miami Beach, Florida, will you promptly disclose the document(s) you were in receipt of that would not be exempt from disclosure?

Michael A. Ayele (a.k.a.) W  
 Anti-Racist Human Rights Activist  
 Audio-Visual Media Analyst  
 Anti-Propaganda Journalist

CMBFL Email to W (AACL) on (or around) December 22, 2021 at 9:34 PM

Your questions above have been assigned to the Miami Beach Police Department for answers.

CMBFL Email to W (AACL) on (or around) December 28, 2021 at 7:33 PM

Good morning Sir,

Attached are some of the records that are responsive to your request. The remaining portions are pending with the Human Resource Department. (...)

[iii] *If you look back to the ancient Greek terms that underlie the word xenophobia, you'll discover that xenophobic individuals are literally "stranger fearing." Xenophobia, that elegant-sounding name for an aversion to persons unfamiliar, ultimately derives from two Greek terms: xenos, which can be translated as either "stranger" or "guest," and phobos, which means either "fear" or "flight." Phobos is the ultimate source of all English -phobia terms, but many of those were actually coined in English or New Latin using the combining form -phobia. Xenophobia itself came to us by way of New Latin and first appeared in print in English in the late 19th century. Merriam-Webster dictionary definition of the term "xenophobia." <https://www.merriam-webster.com/dictionary/xenophobia>*

[iv] *"I was born different. (...) When you're a child (...) coming from a Mexican-American family (...) it was all about assimilation. That was the way they got to survive the segregation and racism they grew up with. My great grandparents, my grandparents and even my dad, until he was five was living in a segregated and racially divided California. (...) With that history and that type of oppression, they had to survive through assimilating. (...) What success looked like was keep your head down and work hard. (...) I think there's a fear underneath it all that if you stand out, it could be dangerous. (...) There was a time when they would round up Mexicans and ship them to Mexico even though these kids were born here and raised here and very much American. (...) There are a lot of disturbing dark truth about our country and how they treated people, who they didn't believe fit the stereotype of what it means to be American, which is sort of like the white America the conquistadors created. (...) Meanwhile, there were a lot of indigenous people here before the Conquistadors got here. (...) I was always like: why not ask for more? Why not dream big? (...) I was a really eccentric soul inside my family dynamic and I didn't really feel like I fit in with them. (...) I was one of the first people to leverage social media to take control of the narrative from the media. I always felt like the media had control of my narrative and social media was for me the way I could finally be empowered. (...) Sometimes, you're going to have to go to work and not be super stoked about everything that's happening that day and you just have to find your own peace and happiness with yourself and find the goodness in that. I grew up in a time where nothing was easy and nothing was good and nothing was awesome and everything was a battle and everything was hard and everything was brutal. The hours were intense. I didn't sleep at all in my teens and twenties. (...) I think I grew up with an unnatural amount of pressure and resistance. (...) I don't think you know how daunting something is until you've done it. (...) I definitely had people tell me that I was "delusional" and that it wasn't going to happen. It blew me off even though I had already accepted that. It became the fuel to my fire to prove them wrong. (...) There's something really*

*satisfying when you accomplish something that you knew was always the truth. (...) I've always been on a journey of evolution. (...) It makes people uncomfortable to challenge the status quo. (...) I think people thought that the government had some sort of oversight to make sure that people weren't being poisoned, but there really isn't nor has there been historically a robust safety standard that protects human health. (...) When people tell me something is impossible, I know that it's not. (...) The one thing I wish people would understand about sexism is how pervasive it is."* Jessica Alba Interview on MSNBC.: [https://www.youtube.com/watch?v=bw740eomMo&ab\\_channel=MSNBC](https://www.youtube.com/watch?v=bw740eomMo&ab_channel=MSNBC)

[v]

## HOW TO SILENCE A VICTIM

***In mid-July, with Jodi focused on Hollywood, Megan turned to a basic investigative question: Were there any public records of abusive behavior by Weinstein?***

***After all, there were laws to protect victims of sexual harassment, and at least in theory, government agencies enforcing them. If Weinstein had been a serial harasser, some of his victims might have filed complaints with the federal Equal Employment Opportunity Commission (EEOC) or the corresponding state agencies in New York and Los Angeles, the cities where Weinstein had run his companies.***

***The federal and New York agencies had nothing. But Grace Ashford (...) obtained a report from California's Department of Fair Employment and Housing, which showed several workplace complaints for Miramax. The information was shrouded in the ultra-obscure language of state bureaucracy: addresses, dates, and numerical codes denoting the nature of the allegation and how it was resolved, but nothing about who the people were or what had happened to them.***

***On September 12, 2001, the agency had received a complaint of sexual harassment against Miramax. Strangely, it had been closed the same day.***

***The report noted "complainant elected court action." (...) But there was nothing further, nor was there any record of a court case in California's docket. How could a complaint filed with the government disappear within hours?***

***Megan kept calling the agency to ask, but it was like ringing a house when no one was home. When she finally reached someone by email, the government official told her the complaint against Miramax and any other related records had been destroyed after three years. Another policy prohibited the official from providing the name of the person who had filed the allegation.***

***This was maddening. After some additional prodding, Megan secured the name of the government investigator who had been assigned the case at the time that it was filed. The woman was retired. No one at the agency knew where she lived. Through social media sites and address searches, Megan found her living east of Los Angeles and finally got her on the phone.***

***The interview was brief. The former investigator had reviewed hundreds of complaints during her time with the California agency. She didn't recall this one. "What's Miramax?" she asked. (...)***

***"We know internally who the companies are that have the most charges," Chai Feldblum, then the commissioner of the EEOC, had told Jodi. But the agency was prohibited from making that information public. Before taking a job, a woman could not check with the EEOC to see what kind of record the prospective employer had on harassment. No wonder Megan hadn't gotten anywhere with the old Miramax complaints to the California agency. Such***

**agencies would gather crucial information with taxpayer dollars and then, for the most part, were required to lock it away where almost no one could see it.**

**Jodi cut to the point: the United States had a system for muting sexual harassment claims, which often enabled the harassers instead of stopping them. Women routinely signed away the right to talk about their own experiences. Harassers often continued onward, finding fresh ground on which to commit the same offenses. The settlements and confidentiality agreements were almost never examined in law school classrooms or open court. This was why the public had never really understood that this was happening. Even those in the room with long history of covering gender issues had never fully registered what was going on. (...) Would the public be interested in these obscure legal instruments or their ramifications?**  
 Jodi Kantor and Megan Twohey: "She Said."

[vi] Even though Michael A. Ayele (a.k.a.) W has never sought nor ever solicited nor ever contacted anyone to have his written publications listed and featured prominently on the AOL, Bing/MSN, Google and Yahoo internet search engines (ISE); Michael A. Ayele (a.k.a.) W has uncovered many instances where his written content were filtered, distorted, misused and misattributed. At the time Michael A. Ayele (a.k.a.) W started to publish his key questions on Title VII of the Civil Rights Act of 1964 and 1991, Michael A. Ayele (a.k.a.) W had not signed any binding agreement that subjected his correspondence with the United States government to evaluation, examination and unsolicited comments on the AOL, Bing/MSN, Google and Yahoo internet search engines (ISE). In other words, Michael A. Ayele (a.k.a.) W has never agreed to take on the role of the "Student" for his published works while the AOL, Bing/MSN and Yahoo ISE took on the role of "Professor." Likewise, Michael A. Ayele (a.k.a.) W has never agreed to take on the role of "Plaintiff" and/or "Defendant" for his published works while the AOL, Bing/MSN and Yahoo ISE took on the role of "Judge, Jury and Executioner." More importantly, Michael A. Ayele (a.k.a.) W had started to publish some of his correspondence with the United States government on matters related to Title VII of the Civil Rights Act because of a commitment he had made that he would disseminate any and all responsive records to members of the general public at no financial expense to them. To the best of his ability, Michael A. Ayele (a.k.a.) W has fulfilled this commitment by disseminating the most pertinent records in his possession about the charge of employment discrimination that had previously been assigned Case No.: 28E - 2014 - 00485C.

Michael Ayele (a.k.a.) W was an employee of the Missouri Department of Mental Health (MODMH) Fulton State Hospital (FSH) during the second half of Calendar Year 2013. He has towards the end of Calendar Year 2013 filed a charge of employment discrimination pursuant to Title VII of the 1964 and 1991 Civil Rights Act against the MODMH (FSH). The charge of employment discrimination filed by Michael Ayele (a.k.a.) W with the EEOC was previously assigned Case No.: 28E - 2014 - 00485C and has been subject of intense frenzy. In e-mail conversations he has had with his former employers, Michael Ayele (a.k.a.) W has been informed that 9 (nine) charges of employment discrimination were filed against the MODMH between January 01<sup>st</sup> 2010 and December 17<sup>th</sup> 2021. Of those, the MODMH opted to engage in the alternative dispute resolution (ADR) program offered by the EEOC on 4 (four) occasions. They also declined to engage in the ADR program offered by the EEOC on 5 (five) occasions.

As of this writing, it remains unclear to Michael A. Ayele (a.k.a.) W why the MODMH opted to engage in certain ADR sessions offered by the EEOC while refusing to do so for others. As a matter of principle, Michael A. Ayele (a.k.a.) W unequivocally condemns discrimination on the bases of gender, racial background, sexual orientation, national origin, religious affiliation and/or disability status. Michael A. Ayele (a.k.a.) W has effectively put the EEOC on notice that given their processing of Charge No.: 28E - 2014 - 00485C, they have forfeited their rights to legally represent Missouri state employees (in the judicial branch of the U.S government: the courts), who [1] have opposed discriminatory practices in the service of healthcare pursuant to the Health Insurance Portability and Accountability Act (HIPAA); [2] have been subjected to racially motivated internal investigation (and were afterwards cleared of that investigation); [3] have been fired from their jobs as retaliation for opposing discrimination in the

service of healthcare; [4] have been arrested for demanding the payment of their salary for the job they have performed.

Given the frequent unsavory dealings of Michael A. Ayele (a.k.a.) W with the Equal Employment Opportunity Commission (EEOC), Michael A. Ayele (a.k.a.) W strongly advises people who are filing charges of employment discrimination pursuant to Title VII of the 1964 and 1991 Civil Rights Act to ask the following questions to their Fair Employment Practice Agency(ies) (FEPA) and the EEOC. 1) Has my current/former employer previously faced a charge of employment discrimination pursuant to some state and/or federal law? 2) Have the EEOC and/or the FEPA become aware of the charge of employment discrimination my current/previous employer has faced? 3) Were the EEOC and/or the FEPA responsible for the processing of the charge of employment discrimination filed pursuant to the Americans with Disabilities Act (ADA), the Genetics Information Nondiscrimination Act (GINA), Section 504 of the 1973 Rehabilitation Act and/or Title VII of the 1964 and 1991 Civil Rights Act against my current/former employer? 4) Have the EEOC and/or the FEPA previously processed a charge of discrimination against my current/former employer that presented similar issues to mine? If yes, what was the outcome of the charge of discrimination that presented similar issues to mine? 5) What were the exact circumstances, which ultimately convinced the EEOC and the FEPA to ask my current/former employer to engage in the ADR program? Why has my current/former employer opted to engage in certain ADR programs offered by the EEOC but not others? 6) If the EEOC opts not to legally represent the charge of discrimination (I have filed with them) in the judicial branch of the U.S government (the courts), should I file a *Civil Complaint* with an EEOC "Right to Sue" letter? Do the EEOC and/or the FEPA have an obligation to make clear to the judicial branch of the U.S government (the courts) that a charge of employment discrimination does not have "less merit" because it doesn't have their backing and/or their recommendation for the Department of Justice (DOJ) to prosecute? Do the EEOC and/or the FEPA have an obligation to make clear to the general public and representatives of the media the specific charges of employment discrimination they will not back and/or recommend for the DOJ not to prosecute?

[vii] In recent years, (particularly after 2022,) the City of Miami Beach, Florida has launched a worldwide campaign seeking to curb the enthusiasm of undergraduate students looking to spend their Spring Break vacation there. According to a February 4, 2025 press release issued by that local government, "*the city is not interested in being a spring break party destination.*" <https://www.miamibeachfl.gov/miami-beach-gives-spring-breakers-a-reality-check/> Furthermore, "*Miami Beach Is Breaking Up with Spring Break.*" <https://www.youtube.com/watch?v=nz3T20EXDdo>

[viii] Bing/MSN Unwelcome and Unapproved Query "*Michael Ayele immigration.*" <https://www.bing.com/search?q=michael%20ayele%20immigration&qs=n&form=QBRE&sp=-1&ghc=1&lq=0&pq=michael%20ayele%20immigration&sc=3-25&sk=&cvid=4FE414BBEB1D48D389E71BBA6C0E7D90>

Bing/MSN Unwelcome and Unapproved Query "*Michael Ayele immigration case.*" <https://www.bing.com/search?q=michael+ayele+immigration+case>

Bing/MSN Unwelcome and Unapproved Query "*Michael Ayele immigration reform.*" <https://www.bing.com/search?q=michael+ayele+immigration+reform>

Bing/MSN Unwelcome and Unapproved Query "*Michael Ayele IRCA.*" <https://www.bing.com/search?q=michael+ayele+irca>

Bing/MSN Unwelcome and Unapproved Query "*Mike Ayele alumni.*" <https://www.bing.com/search?q=mike+ayele+alumni>

Bing/MSN Unwelcome and Unapproved Query "*Michael Ayele alumni.*" <https://www.bing.com/search?q=>

*Michael+Ayele+alumni*

Bing/MSN Unwelcome and Unapproved Query *"Mike Ayele Jessica Alba."* <https://www.bing.com/search?q=Mike+Ayele+Jessica+Alba>

Bing/MSN Unwelcome and Unapproved Query *"Michael Ayele Jessica Alba."* <https://www.bing.com/search?q=Michael+Ayele+Jessica+Alba>

Bing/MSN Unwelcome and Unapproved Query *"Michael Ayele Defamation."* <https://www.bing.com/search?q=Michael+Ayele+Defamation>

Bing/MSN Unwelcome and Unapproved Query *"Michael Ayele Investigation."* <https://www.bing.com/search?q=michael+ayele+investigation>

Bing/MSN Unwelcome and Unapproved Query *"Michael Ayele Title VII."*  
<https://www.bing.com/search?q=michael+ayele+title+vii>

Bing/MSN Unwelcome and Unapproved Query: *"Michael Ayele Mental Health Awareness Month."*  
<https://www.bing.com/search?q=Michael+Ayele+Mental+Health+Awareness+Month>

Bing/MSN Unwelcome and Unapproved Query: *"Michael Ayele Schizophrenia."*  
<https://www.bing.com/search?q=Michael+Ayele+Schizophrenia>

Bing/MSN Unwelcome and Unapproved Query: *"Michael Ayele Views on Schizophrenia."*  
<https://www.bing.com/search?q=Michael+Ayele+views+on+schizophrenia>

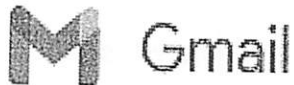
Bing/MSN Unwelcome and Unapproved Query: *"Michael Ayele Habeas Corpus."*  
<https://www.bing.com/search?q=Michael+Ayele+Habeas+Corpus>

Bing/MSN Unwelcome and Unapproved Query *"Michael Ayele Lawsuit."* <https://www.bing.com/search?q=michael+ayele+lawsuit>

Bing/MSN Unwelcome and Unapproved Query *"Michael Ayele Lawsuits."*  
<https://www.bing.com/search?q=Michael+ayele+lawsuits>

Bing/MSN Unwelcome and Unapproved Query *"Michael Ayele Lawsuit Update."*  
<https://www.bing.com/search?q=Michael+ayele+lawsuit+update>

Bing/MSN Unwelcome and Unapproved Query *"Michael Ayele Murder."* <https://www.bing.com/search?q=michael+ayele+murder>



Sherri Lunny <slunny@ahsd125.org>

**Fwd: FOIA request Judiciocracy Series 2 - FOIA Compliance**

1 message

Sherri Lunny <slunny@ahsd125.org>

Wed, Jun 17, 2026 at 10:36 AM

To: Dave Westerveld <dwesterveld@ahsd125.org>, Sherri Lunny <slunny@ahsd125.org>

Dave,

Can you help with this FOIA?

Thanks,

*Sherri Lunny  
Assistant to the Superintendent  
Atwood Heights School District 125  
12150 S. Hamlin Ave  
Alsip, IL 60803*

----- Forwarded message -----

From: **Laura Gray** <lgray@ahsd125.org>  
Date: Wed, Jun 17, 2026 at 10:00 AM  
Subject: Fwd: FOIA request Judiciocracy Series 2 - FOIA Compliance  
To: Lisa Cole <lcole@ahsd125.org>, Sherri Lunny <slunny@ahsd125.org>

----- Forwarded message -----

From: <foia@judiciocracy.com>  
Date: Wed, Jun 17, 2026 at 9:27 AM  
Subject: FOIA request Judiciocracy Series 2 - FOIA Compliance  
To: <lgray@ahsd125.org>

To Meadow Lane School,

I am a news reporter from Judiciocracy, a media organization committed to providing comprehensive and accurate news coverage on local governmental affairs. As part of a multi-year, multi-state investigation, we are requesting the following records under the Illinois Freedom of Information Act, 5 ILCS 140, preferably in electronic format:

We are not only writing on behalf of Judiciocracy LLC but also our affiliate organizations the Coalition Opposing Governmental Secrecy, the Association of Principled Press, and ClearFront Alliance. We are requesting the following records under the Illinois Freedom of Information Act, 5 ILCS 140, preferably in electronic format:

1) Please share the documents posted physically to comply with 5 ILCS 140/4(b).

- 2) Please share the documents posted digitally to comply with 5 ILCS 140/4(b).
- 3) Documents showing the public entity's e-mail service provider or internal email servers and services.
- 4) Documentation showing the public entity's Junk Mail, E-Mail Spam, and/or filters related to handling unsolicited emails and/or messages from unknown senders, including but not limited to documentation showing retention periods, filtering, safe senders, junk/spam senders, blocked senders, and any reporting mechanism for the same.
- 5) Documents showing at least one official email address of the public entity.
- 6) Documents showing any email address used for official business if there is no official email address in response to number 5.

Please let us know if you have any questions not answered on COGS' website, or by contacting COGS' attorneys whose contact information can be found at FOIASolved.com (a division of LegalSolved LLC).

The requestor(s) are members of the media involved in gathering and reporting news to the public. Access to public records is essential for them to fulfill their professional responsibilities, which include holding public institutions accountable and providing transparency to the public. Given their role in disseminating information, the requestor(s) are eligible for a fee waiver as media professionals. The request is for a non-commercial purpose.

Please Note: The requestor is a member of The Coalition Opposing Governmental Secrecy, a 501(c)(3) Non-Profit Missouri Corporation which assists news media companies, publications, and public advocacy groups investigate state and federal governmental agencies and leverages Freedom of Information and Sunshine Laws to pull back the curtain on government actions and help inform the American electorate. For more information, please visit <https://stopsecrecy.org/about/>

Please let me know if you have any questions,

Catarina Mascarenhas

o/b/o Edward "Coach" Weinhaus, Esq. as Attorney

Licensure info verifiable:

California License # 330344

Illinois License # 6333901

Missouri License # 72-255 (72255)

(314) 580-9580

LegalSolved LLC, FOIASolved.com division

eaweinhaus@gmail.com

Attorney for Judicocracy LLC

## Atwood Heights School District 125

### Labor Summary Report

Fiscal Year: 2025-2026

Pay Period: 24

Pay Cycle: Biweekly

Starting: 05/09/2026

Ending: 05/22/2026

Pay Date: 05/22/2026

	<u>Certified</u>	<u>Classified</u>	<u>Total</u>
Gross Pay	\$200,948.31	\$14,582.77	\$215,531.08
<b><u>Employee Deductions:</u></b>			
Federal Income Tax	\$15,933.87	\$534.02	\$16,467.89
FICA - Social Security	\$3,092.90	\$535.74	\$3,628.64
FICA - Medicare	\$2,928.47	\$125.31	\$3,053.78
Deduction - Regular (Not Tax Exempt)	\$1,418.49	\$36.00	\$1,454.49
Deduction - TSA (Fed Tax Exempt)	\$4,157.00	\$0.00	\$4,157.00
Deduction - Section 125 (Fed and FICA Tax Exempt)	\$4,866.87	\$150.92	\$5,017.79
State Tax - Illinois	\$8,767.48	\$393.68	\$9,161.16
Retirement - Illinois TRS	\$11,965.42	\$0.00	\$11,965.42
Retirement - Illinois TRS THIS Fund	\$1,196.67	\$0.00	\$1,196.67
Retirement - Illinois TRS Member Benefit Inc. (TE)	\$0.00	\$0.00	\$0.00
Retirement - Illinois TRS Federal Fund	\$0.00	\$0.00	\$0.00
Retirement - Illinois IMRF Voluntary Additional	\$733.17	\$74.23	\$807.40
Retirement - Illinois IMRF (Taxable Benefit)	\$2,260.94	\$392.47	\$2,653.41
Retirement - Illinois TRS Supplemental Savings Plan	\$379.14	\$0.00	\$379.14
<b><u>Total Employee Deductions:</u></b>	<b>\$57,700.42</b>	<b>\$2,242.37</b>	<b>\$59,942.79</b>
<b><u>Total Net Pay:</u></b>	<b>\$143,247.89</b>	<b>\$12,340.40</b>	<b>\$155,588.29</b>
<b><u>Direct Deposit:</u></b>	<b>\$142,973.26</b>	<b>\$5,253.91</b>	<b>\$148,227.17</b>
<b><u>Net Pay Checks:</u></b>	<b>\$274.63</b>	<b>\$7,086.49</b>	<b>\$7,361.12</b>

**Employer Paid Benefits:**

FICA - Social Security	\$3,092.90	\$535.74	\$3,628.64
FICA - Medicare	\$2,928.47	\$125.31	\$3,053.78
Deduction - Regular (Not Tax Exempt)	\$201.53	\$0.00	\$201.53
Deduction - Section 125 (Fed and FICA Tax Exempt)	\$24,552.61	\$878.13	\$25,430.74
Retirement - Illinois TRS	\$2,145.05	\$0.00	\$2,145.05
Retirement - Illinois TRS THIS Fund	\$1,265.07	\$0.00	\$1,265.07
Retirement - Illinois TRS Member Benefit	\$909.42	\$0.00	\$909.42

## Atwood Heights School District 125

### Labor Summary Report

Fiscal Year: 2025-2026

Pay Period: 24

Pay Cycle: Biweekly

Starting: 05/09/2026

Ending: 05/22/2026

Pay Date: 05/22/2026

Certified

Classified

Total

Inc. (TE)

Retirement - Illinois TRS Federal Fund	\$800.93	\$0.00	\$800.93
Retirement - Illinois IMRF (Taxable Benefit)	\$2,934.14	\$509.36	\$3,443.50
<b><u>Total Employer Benefits:</u></b>	<b>\$38,830.12</b>	<b>\$2,048.54</b>	<b>\$40,878.66</b>
<b><u>Gross:</u></b>	<b>\$200,948.31</b>	<b>\$14,582.77</b>	<b>\$215,531.08</b>
<b><u>Total Payroll Expense:</u></b>	<b>\$239,778.43</b>	<b>\$16,631.31</b>	<b>\$256,409.74</b>

Number of Employees Paid	96	12	108
Number of Males	13	1	14
Number of Females	83	11	94

**Payroll Balancing Data**

		Direct Deposit	\$148,227.17
		Employee Checks	\$7,361.12
<b>Gross Pay</b>	<b>\$215,531.08</b>	<b>Total Net Pay</b>	<b>\$155,588.29</b>
		EE Deductions	\$59,942.79
<b>ER Contributions</b>	<b>\$40,878.66</b>	<b>ER Contributions</b>	<b>\$40,878.66</b>
<b>Total Payroll Expense</b>	<b>\$256,409.74</b>	<b>Total Payroll Expense</b>	<b>\$256,409.74</b>

End of Report

## Atwood Heights School District 125

### Labor Summary Report

Fiscal Year: 2025-2026

Pay Period: 25

Pay Cycle: Biweekly

Starting: 05/23/2026

Ending: 06/05/2026

Pay Date: 06/05/2026

	<u>Certified</u>	<u>Classified</u>	<u>Total</u>
<b>Gross Pay</b>	\$806,006.08	\$28,698.27	\$834,704.35
<b><u>Employee Deductions:</u></b>			
Federal Income Tax	\$58,379.04	\$1,281.47	\$59,660.51
FICA - Social Security	\$2,804.20	\$1,769.93	\$4,574.13
FICA - Medicare	\$11,331.04	\$413.94	\$11,744.98
Deduction - Regular (Not Tax Exempt)	\$8,010.94	\$36.00	\$8,046.94
Deduction - TSA (Fed Tax Exempt)	\$21,442.00	\$0.00	\$21,442.00
Deduction - Section 125 (Fed and FICA Tax Exempt)	\$24,647.88	\$150.92	\$24,798.80
State Tax - Illinois	\$33,137.08	\$1,256.26	\$34,393.34
Retirement - Illinois TRS	\$66,404.89	\$0.00	\$66,404.89
Retirement - Illinois TRS THIS Fund	\$6,640.54	\$0.00	\$6,640.54
Retirement - Illinois TRS Member Benefit Inc. (TE)	\$0.00	\$0.00	\$0.00
Retirement - Illinois TRS Federal Fund	\$0.00	\$0.00	\$0.00
Retirement - Illinois IMRF Voluntary Additional	\$442.00	\$969.81	\$1,411.81
Retirement - Illinois IMRF (Taxable Benefit)	\$2,036.98	\$1,255.63	\$3,292.61
Retirement - Illinois TRS Supplemental Savings Plan	\$2,262.82	\$0.00	\$2,262.82
<b><u>Total Employee Deductions:</u></b>	\$237,539.41	\$7,133.96	\$244,673.37
<b><u>Total Net Pay:</u></b>	\$568,466.67	\$21,564.31	\$590,030.98
<b><u>Direct Deposit:</u></b>	\$537,849.36	\$14,662.22	\$552,511.58
<b><u>Net Pay Checks:</u></b>	\$30,617.31	\$6,902.09	\$37,519.40

**Employer Paid Benefits:**

FICA - Social Security	\$2,804.20	\$1,769.93	\$4,574.13
FICA - Medicare	\$11,331.04	\$413.94	\$11,744.98
Deduction - Regular (Not Tax Exempt)	\$800.03	\$0.00	\$800.03
Deduction - Section 125 (Fed and FICA Tax Exempt)	\$116,717.89	\$878.13	\$117,596.02
Retirement - Illinois TRS	\$2,145.05	\$0.00	\$2,145.05
Retirement - Illinois TRS THIS Fund	\$5,317.68	\$0.00	\$5,317.68
Retirement - Illinois TRS Member Benefit	\$4,417.71	\$0.00	\$4,417.71

## Atwood Heights School District 125

### Labor Summary Report

**Fiscal Year:** 2025-2026      **Pay Period:** 25      **Pay Cycle:** Biweekly  
**Starting:** 05/23/2026      **Ending:** 06/05/2026      **Pay Date:** 06/05/2026

	<u>Certified</u>	<u>Classified</u>	<u>Total</u>
<b>Inc. (TE)</b>			
Retirement - Illinois TRS Federal Fund	\$4,805.61	\$0.00	\$4,805.61
Retirement - Illinois IMRF (Taxable Benefit)	\$2,643.51	\$1,629.55	\$4,273.06
<b><u>Total Employer Benefits:</u></b>	\$150,982.72	\$4,691.55	\$155,674.27
<b><u>Gross:</u></b>	\$806,006.08	\$28,698.27	\$834,704.35
<b><u>Total Payroll Expense:</u></b>	\$956,988.80	\$33,389.82	\$990,378.62
<hr/>			
Number of Employees Paid	93	14	107
Number of Males	11	3	14
Number of Females	82	11	93

#### Payroll Balancing Data

		<b>Direct Deposit</b>	\$552,511.58
		<b>Employee Checks</b>	\$37,519.40
<b>Gross Pay</b>	\$834,704.35	<b>Total Net Pay</b>	\$590,030.98
<b>ER Contributions</b>	\$155,674.27	<b>EE Deductions</b>	\$244,673.37
		<b>ER Contributions</b>	\$155,674.27
<b>Total Payroll Expense</b>	\$990,378.62	<b>Total Payroll Expense</b>	\$990,378.62

End of Report

## Atwood Heights School District 125

### Labor Summary Report

**Fiscal Year:** 2025-2026      **Pay Period:** 26      **Pay Cycle:** Biweekly  
**Starting:** 06/06/2026      **Ending:** 06/19/2026      **Pay Date:** 06/18/2026

	<u>Certified</u>	<u>Classified</u>	<u>Total</u>
<b>Gross Pay</b>	\$53,643.79	\$14,971.31	\$68,615.10
<b><u>Employee Deductions:</u></b>			
Federal Income Tax	\$5,257.56	\$620.95	\$5,878.51
FICA - Social Security	\$2,189.78	\$537.51	\$2,727.29
FICA - Medicare	\$858.35	\$125.71	\$984.06
Deduction - Regular (Not Tax Exempt)	\$100.00	\$36.00	\$136.00
Deduction - TSA (Fed Tax Exempt)	\$700.00	\$0.00	\$700.00
Deduction - Section 125 (Fed and FICA Tax Exempt)	\$687.45	\$150.92	\$838.37
State Tax - Illinois	\$2,687.99	\$408.68	\$3,096.67
Retirement - Illinois TRS	\$33.75	\$0.00	\$33.75
Retirement - Illinois TRS THIS Fund	\$3.38	\$0.00	\$3.38
Retirement - Illinois TRS Member Benefit Inc. (TE)	\$0.00	\$0.00	\$0.00
Retirement - Illinois IMRF Voluntary Additional	\$527.28	\$105.60	\$632.88
Retirement - Illinois IMRF (Taxable Benefit)	\$1,503.07	\$301.09	\$1,804.16
<b><u>Total Employee Deductions:</u></b>	\$14,548.61	\$2,286.46	\$16,835.07
<b><u>Total Net Pay:</u></b>	\$39,095.18	\$12,684.85	\$51,780.03
<b><u>Direct Deposit:</u></b>	\$45,245.93	\$3,609.34	\$48,855.27
<b><u>Net Pay Checks:</u></b>	(\$6,150.75)	\$9,075.51	\$2,924.76

**Employer Paid Benefits:**

FICA - Social Security	\$2,189.78	\$537.51	\$2,727.29
FICA - Medicare	\$858.35	\$125.71	\$984.06
Deduction - Regular (Not Tax Exempt)	\$74.11	\$0.00	\$74.11
Deduction - Section 125 (Fed and FICA Tax Exempt)	\$3,324.09	\$877.83	\$4,201.92
Retirement - Illinois TRS	\$2,145.08	\$0.00	\$2,145.08
Retirement - Illinois TRS THIS Fund	\$376.72	\$0.00	\$376.72
Retirement - Illinois TRS Member Benefit Inc. (TE)	\$140.41	\$0.00	\$140.41
Retirement - Illinois IMRF (Taxable Benefit)	\$1,950.63	\$390.77	\$2,341.40
<b><u>Total Employer Benefits:</u></b>	\$11,059.17	\$1,931.82	\$12,990.99

**REGULAR MEETING MINUTES OF THE BOARD OF EDUCATION  
OF ATWOOD HEIGHTS SCHOOL DISTRICT 125,  
COOK COUNTY ILLINOIS TUESDAY,  
MAY 12, 2026 6:30 p.m.**

**1. CALL TO ORDER**

The meeting was called to order at 6:30 p.m. by Mrs. Lantz President of the Board of Education. The Pledge of Allegiance was recited by the Members of the Board of Education and all in attendance at the meeting. Upon the roll being called, the following Board Members answered present:

PRESENT: 7 TAMMY BALCIUNAS, MELISSA CASTILLO, ESTEBAN SANCHEZ GAYTAN, MICHELLE HIGGINS, CHRISTINE LANTZ, CHRISTOPHER RIOLA & VICKY SODERLUND  
ABSENT: 0

ALSO PRESENT: Lisa Cole-Superintendent, Heather Wills-Principal of Lawn Manor Primary Center, Laura Gray -Principal of Meadow Lane Intermediate Center, Dr. Catherine Gallagher – Principal of Hamlin Upper Grade Center, Maura Tiernan, Ahley Olsen, Debbie Matteson, Erica Moore, Deb Regan, Meghan Lambert and Rebecca Pearson.

**2. 30 MINUTES FOR CITIZENS OF ATWOOD HEIGHTS SCHOOL DISTRICT 125 TO ADDRESS THE BOARD.** (Please limit your comments to five minutes. If required, “Citizen’s Comments” will be continued at the end of the meeting.) - Tonight, twelve Lawn Manor students presented to the board members some of the books they read and learned about this year because of a Monarch Grant they received thanks to Mrs. Tiernan. Also, a member from the community Mr. Esch addressed the board and told them about a Memorial Blood Drive he was hosting on June 25, 2026 at Worth Township in memory of his son Jimmy who attended SD125 and he was hoping we could get the word out and be a part of the blood drive that helps so many people.

**3. FREEDOM OF INFORMATION ACT REQUESTS** - none

**4. BOARD MEMBER COMMENTS PERTAINING TO THE AGENDA** – Mrs. Soderlund pulled 512.3 and 512.4 from the consent agenda to discuss in closed session.

**5. CONSENT AGENDA:** Motion to approve the Consent Agenda that includes the following items:

A. APPROVAL OF MINUTES

1. Regular Meeting of May 12, 2026
2. Closed Meeting of May 12, 2026

B. FINANCE APPROVAL

Summary of Payroll  
Student Activity Accounts

C. ACTION ITEMS

512.1 Approve the Student Handbooks for the 2026-2027 school year

D. PERSONNEL

512.2 Approval to accept the letter of intent to retire from Linda Schroeder at the end of 2029-

- 20230 school year in accordance with the Collective Bargaining Agreement
- 512.3 was pulled from the consent agenda to discuss in closed session, Approval to Accept the Letter of Resignation from Raquel Armas the English Teacher at Hamlin Upper Grade Center
- 512.4 was pulled from the consent agenda to discuss in closed session, Approval to accept the letter of resignation from Michelle Padilla a Special Education Teacher at Lawn Manor Primary Center
- 512.5 Approval to hire Daniella Cheek as a Speech Language Pathologist on Masters Lane Step O

Motion was made by Mrs. Soderlund and seconded by Mrs. Castillo to approve the consent agenda.

**ROLL CALL:**

**AYES: 7 TAMMY BALCIUNAS, MELISSA CASTILLO, ESTEBAN SANCHEZ GAYTAN, MICHELLE HIGGINS, CHRISTINE LANTZ, CHRISTOPHER RIOLA & VICTORIA SODERLUND**

**NAYS: 0**

**ABSTAIN: 0**

**MOTION CARRIED: 7-0-0**

**6. APPROVAL OF BILLS PAYABLE**

Bills Payable in the amount of:

- Education Fund #10: \$222,933.96
- Operations & Maintenance #20: \$7,178.17
- Debt Service Fund #30: \$0
- Transportation Fund #40: \$49,745.00
- Municipal Retirement #50: \$0
- Tort Immunity Fund #80: \$0
- Life Safety Fund #90: \$0

Motion was made by Mrs. Higgins and seconded by Mr. Balciunas to approve the bills payable.

**ROLL CALL:**

**AYES: 7 TAMMY BALCIUNAS, MELISSA CASTILLO, ESTEBAN SANCHEZ GAYTAN, MICHELLE HIGGINS, CHRISTINE LANTZ, CHRISTOPHER RIOLA & VICTORIA SODERLUND**

**NAYS: 0**

**ABSTAIN: 0**

**MOTION CARRIED: 7-0-0**

**7. BUSINESS FROM THE BOARD AND COMMITTEE REPORTS** – Superintendent Cole mentioned there was a Rapp Session meeting today and how they went over the annual safety guidelines and talked about all the new cameras being installed around the district.

**8. ADMINISTRATIVE REPORTS** – Principal reports provided in the board packet.

**9. SUPERINTENDENT REPORT** – Superintendent Cole reported to the board members that ISBE put out applications for schools to apply to be a Purple Star School. It's a program to support and assist military-connected families. We reached out to Worth Township and John Harrigan has agreed to be our Military Point of Contact. Superintendent Cole also highlighted a very generous donation from O'Hara Hair & Friends Salon during Teacher Appreciation Week. Catherine O'Hara donated over \$1,725.00 in baskets and gifts for three teachers and three instructional aides across the district as a thank you for all they do for the students and the district. Finally, Lisa discussed the Vulnerability

Assessments for all 3 schools that Craig Zelhart from ML Consulting Solutions has started. These assessments are required as part of the SVPP COPS grant.

**10. MOTION TO GO INTO CLOSED SESSION (ONLY IF NECESSARY; ACTION MAY BE TAKEN ON MATTERS DISCUSSED IN CLOSED SESSION UPON RETURN TO OPEN SESSION)**

Motion was made by Mrs. Higgins and seconded by Mrs. Balcuinas to go into closed session at 7:20pm.

ROLL CALL:

AYES: 7 TAMMY BALCIUNAS, MELISSA CASTILLO, ESTEBAN SANCHEZ GAYTAN, MICHELLE HIGGINS, CHRISTINE LANTZ, CHRISTOPHER RIOLA & VICTORIA SODERLUND

NAYS: 0

ABSTAIN: 0

MOTION CARRIED: 7-0-0

**11. RETURN TO OPEN SESSION/ACTION ON MATTERS DISCUSSED IN CLOSED SESSION (IF NECESSARY)**

Motin was made by Mrs. Higgins and seconded by Mrs. Castillo to return to open session.

Upon returning from closed session at 7:29 pm the board took action on the following items:

Motion was made by Mrs. Soderlund and seconded by Mr. Sanchez-Gaytan to Approve 512.3 the letter of resignation from Raquel Armas the English Teacher at Hamlin Upper Grade Center

ROLL CALL:

AYES: 7 TAMMY BALCIUNAS, MELISSA CASTILLO, ESTEBAN SANCHEZ GAYTAN, MICHELLE HIGGINS, CHRISTINE LANTZ, CHRISTOPHER RIOLA & VICTORIA SODERLUND

NAYS: 0

ABSTAIN: 0

MOTION CARRIED: 7-0-0

Motion was made by Mrs. Soderlund and seconded by Mrs. Castillo to Approve 512.4 the letter of resignation from Michelle Padilla a Special Education Teacher at Lawn Manor Primary Center

ROLL CALL:

AYES: 7 TAMMY BALCIUNAS, MELISSA CASTILLO, ESTEBAN SANCHEZ GAYTAN, MICHELLE HIGGINS, CHRISTINE LANTZ, CHRISTOPHER RIOLA & VICTORIA SODERLUND

NAYS: 0

ABSTAIN: 0

MOTION CARRIED: 7-0-0

**12. ADJOURNMENT**

With no further business to discuss, Mrs. Lantz adjourned the meeting at 7:30pm by unanimous consent.

Respectfully submitted,

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Christine Lantz, President

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Michelle Higgins, Secretary

## NOTICE OF CLOSED SESSION MEETING

**Atwood Heights School District 125 Board of Education  
Hamlin Upper Grade Center  
12150 S. Hamlin Avenue, Alsip, Illinois  
Tuesday, June 23, 2026**

### Agenda

1. Call to Order
2. 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).
3. 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).
4. 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).
5. 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).
6. 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.
7. 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).
8. The setting of a price for sale or lease of property owned by the District. 5 ILCS 120/2(c)(6).
9. The sale or purchase of securities, investments, or investment contracts. 5 ILCS 120/2(c)(7).
10. 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).
11. Student disciplinary cases. 5 ILCS 120/2(c)(9).
12. The placement of individual students in special education programs and other matters relating to individual students. 5 ILCS 120/2(c)(10).
13. 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).

14. 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).
15. 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).
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).
17. 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).
18. Adjournment

Account transactions  
Lawn Manor Student Activities 2025-2026

Num	Date	Payee	Category	Amount	Running Balance
		Opening Balance			2,999.12
1141	9/5/2025	Southwest Symphony Orchestra	2nd grade field trip	(312.00)	2,687.12
	9/18/2025	Deposit	Fundraiser	116.86	2,803.98
1142	10/6/2025	The Children's Farm	Kindergarten Field Trip	(505.25)	2,298.73
	10/8/2025	Deposit	Fundraiser	1,646.00	3,944.73
	10/8/2025	Deposit	Fundraiser	506.00	4,450.73
1143	10/8/2025	Schools Are Us	Spiritwear	(1,646.00)	2,804.73
1144	10/16/2025	S & T	Fundraiser	(258.00)	2,546.73
	10/16/2025	Deposit	Fundraiser	298.00	2,844.73
	12/12/2025	Deposit	Fundraiser	1,978.00	4,822.73
1145	12/12/2025	Santa's Secret Workshop	Santa's Secret Workshop	(1,978.00)	2,844.73
1146	12/12/2025	Calabria	Teacher Luncheon	(356.97)	2,487.76
1147	2/7/2026	Alpha Bet Soup	Field Trip Deposit	(940.50)	1,547.26
	2/13/2026	Deposit	Fundraiser	303.00	1,850.26
1148	3/13/2026	Hi Esteem	Assembly	(350.00)	1,500.26
	3/12/2026	Deposit	Fundraiser	1,000.00	2,500.26
1149	3/13/2026	Alpha Bet Soup	Field Trip	(945.50)	1,554.76
	5/22/2026	Deposit	Field Trip	1,500.00	3,054.76
1150	5/22/2026	Windy City Thunderbolts	1st/2nd Field Trip	(1,500.00)	1,554.76
Grand Total				(1,444.36)	1,554.76

6/15/2026

Account transactions  
Meadow Lane 2025-2026

Num	Date	Payee	Category	Amount	Running Balance
Opening Balance					19,567.07
Month Ending 8/31/2025					
1193	8/4/2025	Chase Card Service	Carpet Payment	(4,507.54)	15,059.53
Total Month Ending 8/31/2025				(4,507.54)	
Month Ending 9/30/2025					
	9/2/2025	Deposit	Music Supplies and 4th Field Trip	1,860.00	16,919.53
1195	9/8/2025	Chase Card Services	Symphony Field Trip - 4th Grade	(693.00)	16,226.53
1196	9/10/2025	Chase Card Service	Music Supplies	(268.63)	15,957.90
1197	9/11/2025	ICTM Math Contest	Math Team	(100.00)	15,857.90
1198	9/16/2025	Linda Schroeder	Fundraiser Prizes	(75.76)	15,782.14
	9/24/2025	Deposit	Fundraiser - McDonalds	686.48	16,468.62
1199	9/25/2025	Will County Forest Preserve	5th Grade Field Trip	(130.00)	16,338.62
Total Month Ending 9/30/2025				1,279.09	
Month Ending 10/31/2025					
	10/2/2025	Deposit	Music Supplies and 4th Field Trip	1,153.05	17,491.67
	10/8/2025	Deposit	Fundraiser - La Braid	3,397.00	20,888.67
	10/15/2025	Deposit	Fundraiser - La Braid	294.00	21,182.67
	10/15/2025	Deposit	Fundraiser- McDonalds	273.76	21,456.43
	10/15/2025	Deposit	Field Trip - 5th Grade	250.00	21,706.43
1201	10/15/2025	Chase Card Service	Music Supplies and PBIS Store	(2,016.69)	19,689.74
1203	10/23/2025	La Braid	Fundraiser	(1,806.80)	17,882.94
1204	10/24/2025	High Five Apparel	Student Council Shirts	(156.00)	17,726.94
1205	10/28/2025	Chase Card Service	All School Field Trip	(965.00)	16,761.94
1206	10/28/2025	Chase Card Service	NEHS	(84.00)	16,677.94
	10/29/2025	Deposit	Teacher Store	400.00	17,077.94
Total Month Ending 10/31/2025				739.32	
Month Ending 11/30/2025					
1207	11/6/2025	Chase Card Service	Monster Mash	(437.74)	16,640.20
	11/7/2025	Deposit	Monster Mash	1,731.30	18,371.50
1208	11/10/2025	Chase Card Service	TI Lunch	(136.98)	18,234.52
	11/19/2025	Deposit	Music Supplies	195.00	18,429.52
Total Month Ending 11/30/2025				1,351.58	
Month Ending 12/31/2025					
1209	12/2/2025	Chicago Kids Company Theater	All School Field Trip	(965.00)	17,464.52
	12/3/2025	Deposit	All School Field Trip/Lions Club	2,385.00	19,849.52

Account transactions  
Meadow Lane 2025-2026

Num	Date	Payee	Category	Amount	Running Balance
1210	12/4/2025	Chase Card Service	Music Supplies and Attendance Celebration	(172.42)	19,677.10
	12/8/2025	Deposit	Spiritwear	1,548.00	21,225.10
1211	12/10/2025	Schools Are Us	Spiritwear	(1,313.00)	19,912.10
	Total Month Ending 12/31/2025			1,482.58	
Month Ending 1/31/2026					
	1/6/2026	Deposit	Box Tops	302.40	20,214.50
	Total Month Ending 1/31/2026			302.40	
Month Ending 2/28/2026					
1212	2/17/2026	Smarty Pants	Assembly	(599.00)	19,615.50
	2/24/2026	Deposit	Candy Bar Bingo	1,199.00	20,814.50
	2/25/2026	Deposit	NEHS	802.74	21,617.24
	Total Month Ending 2/28/2026			1,402.74	
Month Ending 3/31/2026					
1213	3/10/2026	Chase Card Service	Bingo	(577.16)	21,040.08
	3/11/2026	Deposit	Fundraiser	150.00	21,190.08
1214	3/11/2026	American Heart Association	Fundraiser	(150.00)	21,040.08
	3/13/2026	Deposit	Fundraiser	3,850.00	24,890.08
1215	3/13/2026	What's Poppin	Fundraiser	(2,310.00)	22,580.08
	3/16/2026	Deposit	Misericordia	275.00	22,855.08
	3/16/2026	Deposit	Music Supplies	903.95	23,759.03
1216	3/16/2026	High Five Apparel	Disability Week Shirts	(275.00)	23,484.03
	Total Month Ending 3/31/2026			1,866.79	
Month Ending 4/30/2026					
1217	4/2/2026	Chase Card Service	Disability Week Treats	(236.48)	23,247.55
1218	4/8/2026	Chase Card Service	NEHS Certs and Pins	(214.99)	23,032.56
1219	4/10/2026	Palos Lanes	Attendance Incentive	(880.00)	22,152.56
1220	4/10/2026	District Office	Registration Fees	(30.00)	22,122.56
	4/15/2026	Deposit	Registration Fees	30.00	22,152.56
	4/15/2026	Deposit	Candor Health	704.00	22,856.56
	4/16/2026	Bowling	Attendance Incentive	940.00	23,796.56
	4/20/2026	Deposit	Fundraiser	2,195.00	25,991.56
1221	4/20/2026	Misericordia	Fundraiser	(2,195.00)	23,796.56
1223	4/20/2026	Misericordia	NEHS Donation	(150.00)	23,646.56
1224	4/20/2026	Will County Forest Preserve	5th Grade Field Trip	(104.00)	23,542.56
1225	4/21/2026	Candor Health	Health Program 5th Grade	(735.00)	22,807.56
	4/28/2026	Deposit	3rd Grade Field Trip	630.00	23,437.56

6/15/2026

Account transactions  
Meadow Lane 2025-2026

Num	Date	Payee	Category	Amount	Running Balance
	4/28/2026	Deposit	Box Tops	49.50	23,487.06
1226	4/28/2026	Kids Science Labs	3rd Grade Field Trip	(1,000.00)	22,487.06
Total Month Ending 4/30/2026				(996.97)	
Month Ending 5/31/2026					
	5/4/2026	Deposit	Spring Field Trips	749.00	23,236.06
1228	5/6/2026	Chase Card Service	Student Activities	(826.00)	22,410.06
1229	5/13/2026	Chase Card Service	Pizza - Attendance Incentive	(237.47)	22,172.59
1231	5/14/2026	Field Day USA	Field Day	(894.04)	21,278.55
1232	5/14/2026	Chase Card Service	Field and Step Up Day	(1,102.47)	20,176.08
	5/27/2026	Deposit	Talent Show	330.00	20,506.08
1233	5/29/2026	Paradise Sweets and Treats	Field Day	(352.00)	20,154.08
Total Month Ending 5/31/2026				(2,332.98)	
Month Ending 6/30/2026					
	6/1/2026	Deposit	Field Day	1,619.00	21,773.08
	6/1/2026	Deposit	Music Supplies	109.00	21,882.08
Total Month Ending 6/30/2026				1,728.00	
Grand Total				2,315.01	21,882.08

Account Transactions  
 Hamlin Student Activity 2025-2026

Num	Date	Payee	Memo	Category	Amount	Running Balance
Opening Balance as of 6/1/2025						\$13,293.52
	6/10/2025	Deposit	Fees & Fines	Fees & Fines	1,625.20	\$14,918.72
1525	6/24/2025	Chase Visa	Resturant Depot:All School Picnic	Student Activities	(351.82)	\$14,566.90
1528	7/8/2025	MSD143	Split Track Bus 5/16/25	Sports	(130.08)	\$14,436.82
Month Ending 7/31/2025						\$14,436.82

Opening Balance as of 8/1/2025						\$14,436.82
1529	8/21/2025	Santo Sport Store	Gym Uniforms	Fees & Fines	(1,347.25)	\$13,089.57
	8/24/2025	Deposit	Fees and Fines	Fees & Fines	786.00	\$13,875.57
Month Ending 8/31/2025						\$ 13,875.57

Opening Balance as of 9/1/2025						\$ 13,875.57
1530	9/4/2025	Shutterfly	2024-2025 Yearbook Balance	Yearbook	(269.66)	\$ 13,605.91
1531	9/22/2025	Chase Visa	NASSP Membership 2025	Student Activities	\$ (480.00)	\$ 13,125.91
1532	9/22/2025	Santo Sports	Gym Uniforms	Fees & Fines	\$ (398.25)	\$ 12,727.66
Month Ending 9/30/2025						\$ 12,727.66

Opening Balance as of 10/1/2025						\$ 12,727.66
	10/3/2025	Deposit	Gym Rental/Vball Uniform	Sports	\$ 1,700.00	\$ 14,427.66
Month Ending 10/31/2025						\$14,427.66

Opening Balance as of 11/1/2025						\$ 14,427.66
	11/13/2025	Deposit	Double Good Popcorn	Fundraiser	\$ 8,803.50	\$ 23,231.16
	11/13/2025	Deposit	Gym Rental/Bball Uniform/Concessio	Sports	\$ 2,010.00	\$ 25,241.16
1533	11/14/2025	J.W. Pepper	Band Music	Band	\$ (723.64)	\$ 24,517.52
1534	11/17/2025	Lifetouch	Yearbook	Student Activities	\$ (1,908.67)	\$ 22,608.85
1535	11/19/2025	Chsae Visa	Sam's Club: Concession	Sports	\$ (515.24)	\$ 22,093.61

Account Transactions

Hamlin Student Activity 2025-2026

1536	11/19/2025	Creations By Bianca	Band Polos	Band	\$ (340.00)	\$ 21,753.61
1537	11/21/2025	Country House	Thanksgiving Feast	Student Activities	\$ (1,483.00)	\$ 20,270.61

Month Ending 11/30/2025 \$20,270.61

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Opening Balance as of 12/1/2025						\$ 20,270.61
1538	12/11/2025	Barraco's Pizza	Band Concert Dinner	Band	\$ (1,821.00)	\$ 18,449.61
1539	12/15/2025	PM Music	Band - Instrument Repairs	Band	\$ (131.00)	\$ 18,318.61
	12/22/2025	Deposit	Band Concert Dinner	Band	\$ 2,430.00	\$ 20,748.61
	12/22/2025	Deposit	Shakespeare Field Trip	Student Activities	\$ 880.00	\$ 21,628.61

Month Ending 12/31/2025 \$ 21,628.61

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Opening Balance as of 01/01/2026						\$ 21,628.61
1540	1/28/2026	Chase Visa	Shakespeare Field Trip	Student Activities	(683.00)	\$ 20,945.61

Month Ending 1/31/2026 \$ 20,945.61

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Opening Balance as of 02/01/2026						
	2/6/2026	Deposit	Dance, Cheer & B-Ball	Sports	\$ 2,255.00	\$ 23,200.61
	2/11/2026	Return Deposited C	Account Closed	Sports	\$ (5.00)	\$ 23,195.61
	2/11/2026	Return Deposited C	Account Closed	Sports	\$ (45.00)	\$ 23,150.61
	2/24/2026	Chase Visa	7th Grade Trip Buses	Student Activities	\$ (1,182.50)	\$ 21,968.11

Month Ending 2/28/2026 \$21,968.11

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Opening Balance as of 03/01/2026						\$21,968.11
	3/3/2026	Deposit	Graduation, Drama	Student Activities	3,628.28	\$25,596.39
	3/6/2026	Amazon	Career Fair Supplies	Student Activities	\$ (64.99)	\$25,531.40
	3/6/2026	Amazon	Career Fair Supplies	Student Activities	\$ (113.62)	\$25,417.78
	3/9/2026	Amazon	Career Fair Supplies	Student Activities	\$ (399.78)	\$25,018.00
1542	3/17/2026	Eisenhower Band	Chicago Land Classic	Band	\$ (200.00)	\$24,818.00
1543	3/23/2026	Santo Sports	Soccer Jerseys	Sports	\$ (880.00)	\$23,938.00
1544	3/25/2026	Chase Visa	Image Market - Drama T-Shirts	Drama	\$ (269.10)	\$23,668.90
1545	3/25/2026	Chase Visa	Six Flags Great America	Graduation	\$ (2,579.20)	\$21,089.70
	3/26/2026	Deposit	Graduation, White Pines, Soccer	Student Activities	\$ 3,535.00	\$24,624.70

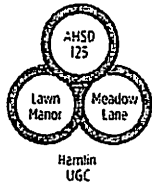
Month Ending 3/31/2026 \$24,624.70

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Account Transactions  
 Hamlin Student Activity 2025-2026

Opening Balance as of 04/04/2026					\$24,624.70
4/22/2026	Deposit	White Pines, Graduation	Student Activities	\$ 5,175.00	\$29,799.70
4/24/2026	Chase Visa	NJHS Supplies	Student Activities	\$ (387.59)	\$29,412.11
4/27/2026	Amazon	Dinner Dance Supplies	Graduation	(120.57)	\$29,291.54
<hr/> Month Ending 4/30/2026					<hr/> \$29,291.54

Opening Balance as of 05/01/2026					\$29,291.54
5/8/2026	Amazon	New Stage For Graduation	Student Activities	\$ (1,380.00)	\$ 27,911.54
5/18/2026	Deposit	Graduation & JSN Scholarship	Student Activites	\$ 640.00	\$ 28,551.54
1549	5/18/2026	Barraco's Pizza	Dinner Dance Dinner	Graduation	\$ (507.50) \$ 28,044.04
1550	5/18/2026	JC Entertainment	DJ Dinner Dance	Graduation	\$ (400.00) \$ 27,644.04
1547	5/19/2026	Mahoney's	Cap & Gown & Diplomas	Graduation	(2,253.90) \$ 25,390.14
1551	5/21/2026	Catherine's Garden	Flowers for Graduation	Graduation	(160.00) \$ 25,230.14
1548	5/26/2026	White Pines	White Pines 26 Trip	Student Activites	(6,955.00) \$ 18,275.14
<hr/> Month Ending 5/31/2026					<hr/> \$18,275.14



# Atwood Heights School District 125

Dr. Samuel A. Rizzo Administrative Center

12150 South Hamlin Avenue Alsip, IL 60803 | P: 708.371.0080 | F: 708.371.7847 | ahsd125.org

Mrs. Lisa Cole | Superintendent of Schools

We Educate Our Future

## Atwood Heights School District 125 Board Resolution: Supporting Military-Connected Youth

**WHEREAS**, the Atwood Heights School District 125 wishes to recognize the service and sacrifice of our military-connected students and families; and

**WHEREAS**, military-connected students move frequently due to parental military relocation, with children moving six to nine times between kindergarten and high school graduation; and

**WHEREAS**, these transitions can create challenges in credit transfer, academic scheduling, and social-emotional adjustment; and

**WHEREAS**, the Illinois State Board of Education (ISBE) recognizes schools that provide dedicated support through the Purple Star School program;

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Education of Atwood Heights School District 125 designates its commitment to supporting military-connected children by adopting this resolution as part of its dedication to academic success and stability for all families.

**BE IT FURTHER RESOLVED**, that the school will implement a staff professional development program regarding military-connected student needs, assign a staff point of contact, and maintain resources to ensure smooth transitions.

**PASSED** this 23<sup>rd</sup> day of June 2026.

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President, Board of Education

---

Secretary, Board of Education

**Lawn Manor Primary Center**  
Heather Wills | Principal  
4300 West 108th Place  
Oak Lawn, IL 60453  
P: 708.423.3078 | F: 708.423.9331

**Meadow Lane Intermediate Center**  
Laura Gray | Principal  
11800 Meadow Lane Drive  
Merrionette Park, IL 60803  
P: 708.388.6958 | F: 708.388.6983

**Hamlin Upper Grade Center**  
Catherine Gallagher | Principal  
12150 South Hamlin Avenue  
Alsip, IL 60803  
P: 708.597.1550 | F: 708.396.0515



Alpha School Bus Company, Inc.

May 14, 2026

Dr. Lisa Cole  
Superintendent  
Atwood Heights School District #125  
12150 S. Hamlin Ave.  
Alsip, IL 60803

Dear Lisa;

As a follow up to our conversation concerning your transportation contract, I wanted to provide you with a written proposal for contract pricing. Below I have listed some of the areas in our business that are beyond the CPI numbers and have affected our costs since we last discussed pricing.

#### LABOR

We never stop trying to hire good quality school bus drivers. Besides creative ways to recruit new drivers, increasing wages is required to remain competitive for employees seeking those part-time positions. We expect to increase driver wages between 5.5-6.5% for FY27 and FY28.

Attracting and maintaining quality paraprofessionals is as challenging as hiring drivers. It is an entry-level position, and we are competing with fast food companies and the big box retail industry. We expect to increase their wages between 4.5-5.5% for FY27 and FY28.

We lose mechanics to the trucking industry and to the auto industry. We simply cannot afford to pay the same wages that they pay. We put a lot of training into our mechanics and as they become more and more ASE certified we need to increase their salaries. We expect to increase their wages between 5.5-6.5% for FY27 and FY28.

#### COST OF VEHICLES

To keep our average age of our bus fleet at a manageable level, we replace about 7-10% of our fleet each year. For the past 6-7 years we have only purchased gas or propane engine buses. The cost of new buses continues to rise at alarming levels, and

we are being told there is no slowdown to the rising prices. The last 2 years the cost of new buses has increased 12% for 2024 and 15% for 2025.

### PAID LEAVE ACT

This on-going benefit (became law on 1/1/24) for our drivers/paras has become an operational nightmare for our locations. Drivers' absenteeism has increased substantially this year (especially Mondays and Fridays). We are trying to hire more drivers so we can create more sub-drivers that are available for these high absenteeism days. Besides the operational issues this creates it is also costing us an additional 2% of our overall cost.

Based on all of the above I have the following proposal options for you to review.

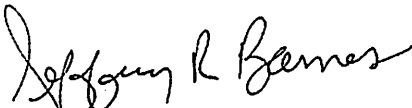
FY 27 6.5% / FY 28 6.5% / FY 29 3.5% / FY 30 3.5% / FY 31 3.5%

Once you have had time to review these proposals, please do not hesitate to contact me at your convenience. I have included both the names of the Cook-Illinois location and First Student in my signature.


If this proposal meets with your approval, please indicate so by signing two copies, keeping one copy for your files, and returning the other copy to me. Please indicate which option you would prefer.

Sincerely,

Alpha School Bus / First Student

  
Jeffrey R Barnes  
Area General Manager

Atwood Heights SD #125

By:   
Title: Superintendent  
Date: 6/23/26



May 14, 2026

Dr. Lisa Cole  
Superintendent  
Atwood Heights School District #125  
12150 S. Hamlin Ave.  
Alsip, IL 60803

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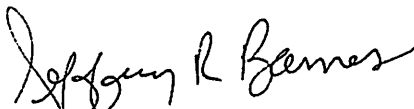
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Sincerely,

Illinois School Bus / First Student

  
Jeffrey R Barnes  
Area General Manager

Atwood Heights SD #125

By: Lisa Cole  
Title: Superintendent  
Date: 6/23/26



East Office: 1471 Ring Road • Calumet City, IL 60409  
West Office: 9980 W. 190th St., Unit A • Mokena, IL 60448

May 18, 2026

Lisa Cole, Superintendent  
Board of Education  
Atwood Heights School District No. 125  
12150 South Hamlin Avenue  
Alsip, Illinois 60803

Dear Ms. Cole:

We are pleased to confirm our understanding of the services we are to provide Atwood Heights School District No. 125 (the District) for the years ended June 30, 2026, 2027, and 2028.

**Audit Scope and Objectives**

We will audit the financial statements of the—

- Governmental activities
- Each major fund
- Aggregate remaining fund information

—including the disclosures, which collectively comprise the basic financial statements, of the District as of and for the years ended June 30, 2026, 2027, and 2028.

We have also been engaged to report on supplementary information other than required supplementary information that accompanies the District's financial statements. We will subject the following supplementary information to the auditing procedures applied in our audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America (GAAS), and we will provide an opinion on it in relation to the financial statements as a whole, in a separate written report accompanying our auditor's report on the financial statements or in a report combined with our auditor's report on the financial statements:

- Combining and Individual Fund Financial Statements and Schedules
- Illinois Grant Accountability and Transparency Act – Consolidated Year-End Financial Report
- Illinois State Board of Education Annual Financial Report
- Schedule of Expenditures of Federal Awards

In connection with our audit of the basic financial statements, we will read the following other information and consider whether a material inconsistency exists between the other information and the basic financial statements, or the other information otherwise appears to be materially misstated. If, based on the work performed, we conclude that an uncorrected material misstatement of the other information exists, we are required to describe it in our report:

May 18, 2026

- Schedule of Changes in the Net Pension Liability and Related Ratios – Illinois Municipal Retirement Fund
- Schedule of Employer Contributions – Illinois Municipal Retirement Fund
- Schedule of the District's Proportionate Share of the Net Pension Liability – Teachers' Retirement System
- Schedule of Employer Contributions – Teachers' Retirement System
- Schedule of the District's Proportionate Share of the Net OPEB Liability – Teachers' Health Insurance Security Fund
- Schedule of Employer Contributions – Teachers' Health Insurance Security Fund
- Schedule of Assessed Valuations, Tax Levies Extended and Collections
- Schedule of Debt Service Requirements
- Debt Service Schedule by Levy Year
- Schedule of Legal Debt Margin

The objectives of our audit are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and issue an auditor's report that includes our opinions about whether your financial statements are fairly presented, in all material respects, in conformity with the modified cash basis of accounting and report on the fairness of the supplementary information referred to in the second paragraph when considered in relation to the financial statements as a whole. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS and *Government Auditing Standards* will always detect a material misstatement when it exists. Misstatements, including omissions, can arise from fraud or error and are considered material if there is a substantial likelihood that individually or in the aggregate, they would influence the judgment of a reasonable user made based on the financial statements. The objectives also include reporting on:

- Internal control over financial reporting and compliance with provisions of laws, regulations, contracts, and award agreements, noncompliance of which could have a material effect on the financial statements in accordance with *Government Auditing Standards*.
- Internal control over compliance related to major programs and an opinion (or disclaimer of opinion) on compliance with federal statutes, regulations, and the terms and conditions of federal awards that could have a direct and material effect on each major program in accordance with the Single Audit Act Amendments of 1996 and Title 2 U.S. *Code of Federal Regulations* (CFR) Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance).

#### **Auditor's Responsibilities for the Audit of the Financial Statements and Single Audit**

We will conduct our audit in accordance with GAAS; the standards for financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States; the Single Audit Act Amendments of 1996; and the provisions of the Uniform Guidance, and will include tests of accounting records, a determination of major program(s) in accordance with Uniform Guidance, and other procedures we consider necessary to enable us to express such opinions. As part of an audit in accordance with GAAS and *Government Auditing Standards*, we exercise professional judgment and maintain professional skepticism throughout the audit.

We will evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management. We will also evaluate the overall presentation of the financial statements, including the disclosures, and determine whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation. We will

plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement, whether from (1) errors, (2) fraudulent financial reporting, (3) misappropriation of assets, or (4) violations of laws or governmental regulations that are attributable to the government or to acts by management or employees acting on behalf of the government. Because the determination of waste and abuse is subjective, *Government Auditing Standards* do not expect auditors to perform specific procedures to detect waste or abuse in financial audits nor do they expect auditors to provide reasonable assurance of detecting waste or abuse.

Because of the inherent limitations of an audit, combined with the inherent limitations of internal control, and because we will not perform a detailed examination of all transactions, there is an unavoidable risk that some material misstatements or noncompliance may not be detected by us, even though the audit is properly planned and performed in accordance with GAAS and *Government Auditing Standards*. In addition, an audit is not designed to detect immaterial misstatements or violations of laws or governmental regulations that do not have a direct and material effect on the financial statements or on major programs. However, we will inform the appropriate level of management of any material errors, any fraudulent financial reporting, or misappropriation of assets that come to our attention. We will also inform the appropriate level of management of any violations of laws or governmental regulations that come to our attention, unless clearly inconsequential. We will include such matters in the reports required for a Single Audit. Our responsibility as auditors is limited to the period covered by our audit and does not extend to any later periods for which we are not engaged as auditors.

We will also conclude, based on the audit evidence obtained, whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the government's ability to continue as a going concern for a reasonable period of time.

Our procedures will include tests of documentary evidence supporting the transactions recorded in the accounts and direct confirmation of receivables and certain assets and liabilities by correspondence with selected individuals, funding sources, creditors, and financial institutions. We will also request written representations from your attorneys as part of the engagement, and they may bill you for responding to this inquiry.

We may, from time to time and depending on the circumstances, use third-party service providers in serving your account. We may share confidential information about you with these service providers but remain committed to maintaining the confidentiality and security of your information. Accordingly, we maintain internal policies, procedures, and safeguards to protect the confidentiality of your personal information. In addition, we will secure confidentiality agreements with all service providers to maintain the confidentiality of your information and we will take reasonable precautions to determine that they have appropriate procedures in place to prevent the unauthorized release of your confidential information to others. In the event that we are unable to secure an appropriate confidentiality agreement, you will be asked to provide your consent prior to the sharing of your confidential information with the third-party service provider. Furthermore, we will remain responsible for the work provided by any such third-party service providers.

In connection with this engagement, we may communicate with you or others via email transmission. As emails can be intercepted and read, disclosed, or otherwise used or communicated by an unintended third party, or may not be delivered to each of the parties to whom they are directed and only to such parties, we cannot guarantee or warrant that emails from us will be properly delivered and read only by the addressee. Therefore, we specifically disclaim and waive any liability or responsibility whatsoever for interception or unintentional disclosure of emails transmitted by us in connection with the performance of this engagement. In that regard, you agree that we shall have no liability for any loss or

damage to any person or entity resulting from the use of email transmissions, including any consequential, incidental, direct, indirect, or special damages, such as loss of revenues or anticipated profits, or disclosure or communication of confidential or proprietary information.

#### **Audit Procedures – Internal Control**

We will obtain an understanding of the government and its environment, including the system of internal control, sufficient to identify and assess the risks of material misstatement of the financial statements, whether due to error or fraud, and to design and perform audit procedures responsive to those risks and obtain evidence that is sufficient and appropriate to provide a basis for our opinions. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentation, or the override of internal control. Tests of controls may be performed to test the effectiveness of certain controls that we consider relevant to preventing and detecting errors and fraud that are material to the financial statements and to preventing and detecting misstatements resulting from illegal acts and other noncompliance matters that have a direct and material effect on the financial statements. Our tests, if performed, will be less in scope than would be necessary to render an opinion on internal control and, accordingly, no opinion will be expressed in our report on internal control issued pursuant to *Government Auditing Standards*.

As required by the Uniform Guidance, we will perform tests of controls over compliance to evaluate the effectiveness of the design and operation of controls that we consider relevant to preventing or detecting material noncompliance with compliance requirements applicable to each major federal award program. However, our tests will be less in scope than would be necessary to render an opinion on those controls and, accordingly, no opinion will be expressed in our report on internal control issued pursuant to the Uniform Guidance.

An audit is not designed to provide assurance on internal control or to identify significant deficiencies or material weaknesses. Accordingly, we will express no such opinion. However, during the audit, we will communicate to management and those charged with governance internal control related matters that are required to be communicated under AICPA professional standards, *Government Auditing Standards*, and the Uniform Guidance.

#### **Audit Procedures – Compliance**

As part of obtaining reasonable assurance about whether the financial statements are free of material misstatement, we will perform tests of the District's compliance with provisions of applicable laws, regulations, contracts, and agreements, including grant agreements. However, the objective of those procedures will not be to provide an opinion on overall compliance and we will not express such an opinion in our report on compliance issued pursuant to *Government Auditing Standards*.

The Uniform Guidance requires that we also plan and perform the audit to obtain reasonable assurance about whether the auditee has complied with federal statutes, regulations, and the terms and conditions of federal awards applicable to major programs. Our procedures will consist of tests of transactions and other applicable procedures described in the *OMB Compliance Supplement* for the types of compliance requirements that could have a direct and material effect on each of the District's major programs. For federal programs that are included in the Compliance Supplement, our compliance and internal control procedures will relate to the compliance requirements that the Compliance Supplement identifies as being subject to audit. The purpose of these procedures will be to express an opinion on the District's compliance with requirements applicable to each of its major programs in our report on compliance issued pursuant to the Uniform Guidance.

### **Responsibilities of Management for the Financial Statements and Single Audit**

Our audit will be conducted on the basis that you acknowledge and understand your responsibility for (1) designing, implementing, establishing, and maintaining effective internal controls relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error, including internal controls over federal awards, and for evaluating and monitoring ongoing activities to help ensure that appropriate goals and objectives are met; (2) following laws and regulations; (3) ensuring that there is reasonable assurance that government programs are administered in compliance with compliance requirements; and (4) ensuring that management and financial information is reliable and properly reported. Management is also responsible for implementing systems designed to achieve compliance with applicable laws, regulations, contracts, and grant agreements.

You are also responsible for the selection and application of accounting principles; for the preparation and fair presentation of the financial statements, schedule of expenditures of federal awards, and all accompanying information in conformity with the modified cash basis of accounting; and for compliance with applicable laws and regulations (including federal statutes), rules, and the provisions of contracts and grant agreements (including award agreements). Your responsibilities also include identifying significant contractor relationships in which the contractor has responsibility for program compliance and for the accuracy and completeness of that information.

You are responsible for including all informative disclosures that are appropriate for the modified cash basis of accounting. Those disclosures will include (1) a description of the modified cash basis of accounting, including a summary of significant accounting policies, and how the modified cash basis of accounting differs from GAAP; (2) informative disclosures similar to those required by GAAP; and (3) additional disclosures beyond those specifically required that may be necessary for the financial statements to achieve fair presentation.

You are also responsible for making drafts of financial statements, schedule of expenditures of federal awards, all financial records and related information available to us; for the accuracy and completeness of that information (including information from outside of the general and subsidiary ledgers); and for the evaluation of whether there are any conditions or events, considered in the aggregate, that raise substantial doubt about the government's ability to continue as a going concern for the 12 months after the financial statements date or shortly thereafter (for example, within an additional three months if currently known). You are also responsible for providing us with (1) access to all information of which you are aware that is relevant to the preparation and fair presentation of the financial statements, such as records, documentation, identification of all related parties and all related-party relationships and transactions, and other matters, (2) access to personnel, accounts, books, records, supporting documentation, and other information as needed to perform an audit under the Uniform Guidance, (3) additional information that we may request for the purpose of the audit, and (4) unrestricted access to persons within the government from whom we determine it necessary to obtain audit evidence. At the conclusion of our audit, we will require certain written representations from you about the financial statements; schedule of expenditures of federal awards; federal award programs; compliance with laws, regulations, contracts, and grant agreements; and related matters.

Your responsibilities include adjusting the financial statements to correct material misstatements and confirming to us in the management representation letter that the effects of any uncorrected misstatements aggregated by us during the current engagement and pertaining to the latest period presented are immaterial, both individually and in the aggregate, to the financial statements of each opinion unit taken as a whole.

You are responsible for the design and implementation of programs and controls to prevent and detect fraud, and for informing us about all known or suspected fraud affecting the government involving (1) management, (2) employees who have significant roles in internal control, and (3) others where the fraud could have a material effect on the financial statements. Your responsibilities include informing us of your knowledge of any allegations of fraud or suspected fraud affecting the government received in communications from employees, former employees, grantors, regulators, or others. In addition, you are responsible for identifying and ensuring that the government complies with applicable laws, regulations, contracts, agreements, and grants. You are also responsible for taking timely and appropriate steps to remedy fraud and noncompliance with provisions of laws, regulations, contracts, and grant agreements that we report. Additionally, as required by the Uniform Guidance, it is management's responsibility to evaluate and monitor noncompliance with federal statutes, regulations, and the terms and conditions of federal awards; take prompt action when instances of noncompliance are identified including noncompliance identified in audit findings; promptly follow up and take corrective action on reported audit findings; and prepare a summary schedule of prior audit findings and a separate corrective action plan. The summary schedule of prior audit findings should be available for our review on the start of our fieldwork day, if applicable.

You are responsible for identifying all federal awards received and understanding and complying with the compliance requirements and for the preparation of the schedule of expenditures of federal awards (including notes and noncash assistance received, and COVID-19-related concepts, such as lost revenues, if applicable) in conformity with the Uniform Guidance. You agree to include our report on the schedule of expenditures of federal awards in any document that contains and indicates that we have reported on the schedule of expenditures of federal awards. You also agree to make the audited financial statements readily available to intended users of the schedule of expenditures of federal awards no later than the date the schedule of expenditures of federal awards is issued with our report thereon. Your responsibilities include acknowledging to us in the written representation letter that (1) you are responsible for presentation of the schedule of expenditures of federal awards in accordance with the Uniform Guidance; (2) you believe the schedule of expenditures of federal awards, including its form and content, is stated fairly in accordance with the Uniform Guidance; (3) the methods of measurement or presentation have not changed from those used in the prior period (or, if they have changed, the reasons for such changes); and (4) you have disclosed to us any significant assumptions or interpretations underlying the measurement or presentation of the schedule of expenditures of federal awards.

You are also responsible for the preparation of the other supplementary information, which we have been engaged to report on, in conformity with the modified cash basis of accounting. You agree to include our report on the supplementary information in any document that contains, and indicates that we have reported on, the supplementary information. You also agree to include the audited financial statements with any presentation of the supplementary information that includes our report thereon or make the audited financial statements readily available to users of the supplementary information no later than the date the supplementary information is issued with our report thereon. Your responsibilities include acknowledging to us in the written representation letter that (1) you are responsible for presentation of the supplementary information in accordance with the modified cash basis of accounting; (2) you believe the supplementary information, including its form and content, is fairly presented in accordance with the modified cash basis of accounting; (3) the methods of measurement or presentation have not changed from those used in the prior period (or, if they have changed, the reasons for such changes); and (4) you have disclosed to us any significant assumptions or interpretations underlying the measurement or presentation of the supplementary information.

Atwood Heights School District No. 125  
May 18, 2026

Management is responsible for establishing and maintaining a process for tracking the status of audit findings and recommendations. Management is also responsible for identifying and providing report copies of previous financial audits, attestation engagements, performance audits, or other studies related to the objectives discussed in the Audit Scope and Objectives section of this letter. This responsibility includes relaying to us corrective actions taken to address significant findings and recommendations resulting from those audits, attestation engagements, performance audits, or studies. You are also responsible for providing management's views on our current findings, conclusions, and recommendations, as well as your planned corrective actions for the report, and for the timing and format for providing that information.

With regard to publishing the financial statements on your website, you understand that websites are a means of distributing information and therefore, we are not required to read the information contained in those sites or to consider the consistency of other information on the website with the original document.

### **Other Services**

If indicated in the Engagement Administration, Fees, and Other section of this letter, we will also assist in preparing the financial statements, schedule of expenditures of federal awards, Illinois Grant Accountability and Transparency Act consolidated year-end financial report and related notes of the District in conformity with the modified cash basis of accounting and the Uniform Guidance based on information provided by you. These nonaudit services do not constitute an audit under *Government Auditing Standards* and such services will not be conducted in accordance with *Government Auditing Standards*. We will perform the services in accordance with applicable professional standards. The other services are limited to the financial statements, schedule of expenditures of federal awards, and related notes services previously defined. We, in our sole professional judgment, reserve the right to refuse to perform any procedure or take any action that could be construed as assuming management responsibilities.

You agree to assume all management responsibilities for the financial statements, schedule of expenditures of federal awards, and related notes, and any other nonaudit services we provide. You will be required to acknowledge in the management representation letter our assistance with preparation of the financial statements, the schedule of expenditures of federal awards, and related notes and that you have reviewed and approved the financial statements, the schedule of expenditures of federal awards, and related notes prior to their issuance and have accepted responsibility for them. Further, you agree to oversee the nonaudit services by designating an individual, preferably from senior management, with suitable skill, knowledge, or experience; evaluate the adequacy and results of those services; and accept responsibility for them.

### **Engagement Administration, Fees, and Other**

We understand that your employees will prepare all confirmations and schedules we request and will locate any documents selected by us for testing.

We will schedule the engagement based in part on deadlines, working conditions, and the availability of your key personnel. We will plan the engagement based on the assumption that your personnel will cooperate and provide assistance by performing tasks such as preparing requested schedules, retrieving supporting documents, and preparing confirmations. If, for whatever reason, your personnel are unavailable to provide the necessary assistance in a timely manner, it may substantially increase the work we have to do to complete the engagement within the established deadlines, resulting in an increase in fees over our original fee estimate.

At the conclusion of the engagement, we will complete the appropriate sections of the Data Collection Form that summarizes our audit findings. It is management's responsibility to electronically submit the reporting package (including financial statements, schedule of expenditures of federal awards, summary schedule of prior audit findings, auditor's reports, and corrective action plan) along with the Data Collection Form to the Federal Audit Clearinghouse. We will coordinate with you the electronic submission and certification. The Data Collection Form and the reporting package must be submitted within the earlier of 30 calendar days after receipt of the auditor's reports or nine months after the end of the audit period.

We will provide copies of our reports to the District; however, management is responsible for distribution of the reports and the financial statements. Unless restricted by law or regulation, or containing privileged and confidential information, copies of our reports are to be made available for public inspection.

The audit documentation for this engagement is the property of John Kasperek Co., Inc. and constitutes confidential information. However, subject to applicable laws and regulations, audit documentation and appropriate individuals will be made available upon request and in a timely manner to granting agencies or their designees, a federal agency providing direct or indirect funding, or the U.S. Government Accountability Office for purposes of a quality review of the audit, to resolve audit findings, or to carry out oversight responsibilities. We will notify you of any such request. If requested, access to such audit documentation will be provided under the supervision of John Kasperek Co., Inc. personnel. Furthermore, upon request, we may provide copies of selected audit documentation to the aforementioned parties or their designees. The parties may intend or decide to distribute the copies or information contained therein to others, including other governmental agencies.

The audit documentation for this engagement will be retained for a minimum of five years after the report release date or for any additional period requested by a grantor or regulator. If we are aware that a federal awarding agency, pass-through entity, or auditee is contesting an audit finding, we will contact the party(ies) contesting the audit finding for guidance prior to destroying the audit documentation.

Stephanie Blanco is the engagement partner and is responsible for supervising the engagement and signing the reports or authorizing another individual to sign them. We expect to begin our audit in approximately July following the end of each fiscal year.

Our audit engagement ends on delivery of our audit report. Any follow-up services that might be required will be a separate, new engagement. The terms and conditions of that new engagement will be governed by a new, specific engagement letter for those services.

Our fees for these services will be billed as presented in the table below. Our hourly rates vary according to the degree of responsibility involved and the experience level of the personnel assigned to your audit and are listed in the addendum to the engagement letter. Confirmation service provider fees incurred in performing the audit will be billed separately.

Service Description	Service Provided	Billed	Fee - Fiscal Year 2026	Fee - Fiscal Year 2027	Fee - Fiscal Year 2028
Audit of the District's financial statements as outlined above	✓	Fixed Fee	\$17,000	\$17,500	\$18,100
Single Audit in accordance with Uniform Guidance, one major program	✓	Fixed Fee	\$6,000	\$6,200	\$6,450
Single Audit - each additional major program, if applicable	✓	Fixed Fee	\$3,000	\$3,100	\$3,250

Atwood Heights School District No. 125  
 May 18, 2026

Service Description	Service Provided	Billed	Fee - Fiscal Year 2026	Fee - Fiscal Year 2027	Fee - Fiscal Year 2028
Assist with implementation of newly effective GASB pronouncements, if applicable	✓	Fixed Fee	\$1,000	\$1,000	\$1,000
Assist with preparation of the financial statements	✓	Included in Total			
Assist with preparation of the schedule of expenditures of federal awards	✓	Included in Total			
Assist with preparation of the Data Collection Form for the Single Audit and file with the Federal Audit Clearinghouse	✓	Included in Total			
Assist with preparation of and file the Illinois State Board of Education annual financial report	✓	Fixed Fee	\$3,000	\$3,100	\$3,250
Assist with preparation of the Illinois Grant Accountability and Transparency Act - Consolidated Year-End Financial Report	✓	Included in Total			
Assist with calculation and preparation of the depreciation on capital assets	✓	Included in Total			
Assist with preparation of and submit debt disclosures to Cook County	✓	Included in Total			
Advisory services	✓	Current Hourly Rates			

In addition to our fees above, we have implemented a technology and administration fee surcharge of 3% which will be assessed on all billings under this engagement. This fee partially offsets the costs associated with our audit software, practice aids, client portal and other tools which contribute to the quality of our work, provide a positive client experience and help safeguard the information with which we are provided.

Services will be invoiced to you from time to time as work progresses, and are payable on presentation. Any unpaid balance that is past due under this agreement shall bear interest at 1.5% per month. If we elect to terminate our services for nonpayment, our engagement will be deemed to have been completed upon written notification of termination, even if we have not completed our report(s). You will be obligated to compensate us for all time expended and to reimburse us for all out-of-pocket costs through the date of termination. The above fee is based on anticipated cooperation from your personnel and certain assumptions. The assumptions may be incorrect due to inaccurate or incomplete information provided, or circumstances may occur under which we must perform additional work, which in either case will require additional billings for our services. Examples of such circumstances that may require additional work include but are not limited to:

- Inaccurate or incomplete accounting records or multiple revisions to requested information provided based upon our established audit request listing
- Lack of availability of appropriate District personnel during fieldwork
- Change in the District's organizational structure or controls, as a result of management or key employee turnover
- New or significant increases in the number of internal control deficiencies (material weakness, significant deficiency, material noncompliance or other matters)
- New or unusual transactions
- Additional audit procedures relating to federal or state regulatory requirements

Additionally, in the event that requests are made by the District to reschedule fieldwork without reasonable notice, a rescheduling fee for our services may be assessed for reassigning personnel and our ability to meet agreed upon deadlines could be impacted.

If significant additional time is necessary due to these potential circumstantial changes, we reserve the right to reasonably revise our fees based upon our current hourly billing rates. However, if these changes

were to occur that cause our fees to exceed our estimate, we will promptly advise management and our fees will be adjusted accordingly.

The District and John Kasperek Co., Inc. agree that the District may periodically request us to provide additional services for accounting and reporting suggestions regarding completed transactions and potential or proposed transactions. The fees for these additional services will be based on our current hourly billing rates plus expenses or as mutually agreed upon between the District and us.

When our engagement team members are on-site at the District's location, the District will provide us with internet access while on-site. We will access our server using a secure virtual private network. We will be responsible for all internet activity performed by our engagement team members while on the District's premises. In the event the District does not provide us with internet access while on-site at the District's location, the District will reimburse us for the cost of internet access through other means while on-site.

If circumstances occur related to the condition of your records, the availability of sufficient, appropriate audit evidence, or the existence of a significant risk of material misstatement of the financial statements caused by error, fraudulent financial reporting, or misappropriation of assets, which in our professional judgment prevent us from completing the audit or forming an opinion on the financial statements, we retain the right to take any course of action permitted by professional standards, including declining to express an opinion or issue a report, or withdrawing from the engagement.

John Kasperek Co., Inc. does not host any of the District's information. Any third-party file sharing service organizations to which John Kasperek Co, Inc. provides access are used solely as a method of transferring data and is not intended to store the District's information. Upon conclusion of the engagement, it is the responsibility of the District to save relevant data from such third-party service organizations. The data and other content will either be removed or become unavailable to the District within a reasonable period of time. If the engagement letter term is for multiple years, the conclusion of each engagement occurs when the deliverables are provided for that year.

### **Reporting**

We will issue a written report upon completion of our audit of the District's financial statements. Our report will be addressed to the Board of Education of the District. Circumstances may arise in which our report may differ from its expected form and content based on the results of our audit. Depending on the nature of these circumstances, it may be necessary for us to modify our opinions, add a separate section, or add an emphasis-of-matter or other-matter paragraph to our auditor's report, or if necessary, withdraw from this engagement. If our opinions are other than unmodified, we will discuss the reasons with you in advance. If, for any reason, we are unable to complete the audit or are unable to form or have not formed opinions, we may decline to express opinions or issue reports or we may withdraw from this engagement.

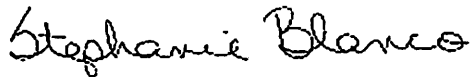
The *Government Auditing Standards* report on internal control over financial reporting and on compliance and other matters will state that (1) the purpose of the report is solely to describe the scope of testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the District's internal control or on compliance, and (2) the report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the District's internal control and compliance. The Uniform Guidance report on internal control over compliance will state that the purpose of the report on internal control over compliance is solely to describe the scope of testing of internal control over compliance and the results of that testing based on

Atwood Heights School District No. 125  
May 18, 2026

the requirements of the Uniform Guidance. Both reports will state that the report is not suitable for any other purpose.

We appreciate the opportunity to be of service to the District and believe this letter accurately summarizes the significant terms of our engagement. If you have any questions, please let us know. If you agree with the terms of our engagement as described in this letter, please sign the enclosed copy and return it to us.

Very truly yours,



Stephanie Blanco  
Partner, John Kasperek Co., Inc.

ACCEPTED AND AGREED:

This letter correctly sets forth the understanding of the District with respect to the services provided by John Kasperek Co., Inc.:

Signature: Lisa Cole  
Print Name: Lisa Cole  
Title: Superintendent  
Date: 5-20-26

# Letter of Resignation

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May 12, 2026

Dear Dr. Gallagher,

I am writing to inform you that I will be resigning from my position as a Science Teacher at Hamlin Upper Grade Center at the end of the 2025-2026 school year. I greatly appreciate the opportunities the school has provided me, especially in my first two years as a teacher. Although I will sincerely miss this position, my colleagues, and this school community, I have found a new position that will allow me to continue my work at the high school level. I wish you and everyone at Hamlin Upper Grade Center the best.

Sincerely,

Hannah Isenmann

To: Lisa Cole, Superintendent  
From: Catherine Gallagher, Principal  
Re: General Education Position  
Date: June 16<sup>th</sup>, 2026

We have a general education vacancy for the 2026-2027 school year due to the resignation of Raquel Armas. We would like to recommend Ms. Haley Ziemba for the position. Ms. Ziemba has taught Math and Science over the last four years and will make an excellent addition to the Hamlin family. We are recommending that she start at a Bachelor's Lane, Step C.

Sincerely,

*Dr. Catherine Gallagher*

Principal, Hamlin Upper Grade Center

# Haley Ziemba

## Professional Summary

Passionate Mathematics Educator with 3 years of experience designing interactive, hands-on curriculum for 6th and 7th grade students. Adept at using data-driven assessments to identify student needs and improving MAP assessment outcomes by 60%. Skilled in implementing Common Core standards and fostering a positive, engaging, and collaborative classroom environment.

## Work Experience

*Jerling Junior High*

*Orland Park, IL*

*6th and 7th Grade Mathematics Teacher*

*August 2022 - Present*

- Deliver customized instruction for 6th Grade Math, 6th Grade Honors, and 7th Grade Math to meet the academic and social-emotional needs of diverse learners
- Design and implement standards-aligned lessons in accordance with district curriculum, Common Core standards, and school protocols
- Establish a safe, engaging, and structured classroom environment using consistent expectations, relationship-based management, and restorative practices
- Utilize formative and summative assessments through Savvas, MAP, and IAR data to inform instruction and adjust pacing, resulting in improved student performance
- Participate in ongoing professional development to continuously improve instructional strategies and assessment practices

*Independence Junior High*

*Palos Heights, IL*

*7th Grade Mathematics Student Teaching Intern*

*January 2022 - May 2022*

- Adapted math curriculum using kinesthetic and student-centered strategies, including activities such as "Walk the Line", to support diverse learners
- Assisted in implementing the Carnegie Learning curriculum for over 50 students
- Collaborated with mentor teachers to plan lessons, assess student progress, and support classroom management
- Supported 60+ students daily during lunch periods, reinforcing school behavioral expectations

## Education

*Illinois State University*

*Normal, IL*

*Bachelor of Science in Education (Mathematics Endorsement)*

*August 2017 - May 2022*

## Co-Curricular Activities

*Founder | Crochet Club, Jerling Junior High (2023–Present)*

- Facilitated a student club serving 15 students, fostering creativity, collaboration, and leadership
- Designed structured projects with timelines to promote accountability and engagement
- Mentored students by guiding them through project selection, presentations, and peer voting
- Ensured all activities aligned with school policies and created a positive, inclusive environment

*Co-Supervisor | Fishing Club, Jerling Junior High (2025-present)*

- Collaborate with the co-supervisor to plan and facilitate weekly meetings aligned with club goals

## **Haley Ziemba**

5016 Circle Ct Apt 1112, Crestwood, IL 60418 • [h.ziemba2017@gmail.com](mailto:h.ziemba2017@gmail.com) • 708-990-0871

- Promote skill development, including safe equipment handling, patience, sportsmanship, and teamwork
- Foster community and student engagement through hands-on, interest-based activities

### ***Supervisor* | 6th Grade Lunch, Jerling Junior High (2023-Present)**

- Enforced school safety policies and behavioral guidelines during daily lunch periods
- Monitored student traffic flow during transition periods to maintain an orderly and safe environment
- Mediated peer conflicts using active listening and restorative conversations
- Recognized for reducing lunchtime behavioral incidents through proactive relationship building

### **Skills**

- Standards-Based Grading
- Data-Driven Assessment (MAP, IAR, Savvas)
- Differentiation & Intervention Strategies
- Classroom & Behavior Management
- Educational Technology Integration (Google Classroom & Savvas)
- Collaboration & Communication
- Student-Centered Learning & Engagement

Dear Mrs. Gray

Please accept this letter as formal notice of my retirement and resignation from my position as Day Custodian at Meadow Lane School, effective August 21, 2026.

After much thought and consideration, I have decided to retire and begin a new chapter in my life. I would like to sincerely thank you for the opportunity to serve as a member of the Meadow Lane staff and the district over the past five years. It has been a privilege to work alongside such dedicated people while helping to provide a safe, clean, and welcoming environment for students and staff.

I have truly enjoyed my time in the district. The relationships I have built, the experiences I have shared, and the opportunity to contribute to the school community have made these past five years both meaningful and rewarding. I am grateful for the support, friendship, and memories that I will carry with me into retirement.

I am committed to assisting with the transition during my remaining time and will do all I can to ensure a smooth handoff of my responsibilities.

Thank you again for the opportunity, support, and enjoyment I have experienced throughout my years of service. I wish the students, staff, and school community continued success in the future.

Sincerely,

A handwritten signature in black ink, appearing to read 'Leticia Rodriguez', written in a cursive style.

Leticia Rodriguez

June 17, 2026

Dear Mrs. Cole,

It is my pleasure to write a letter of recommendation for Mrs. Murrphy for a special education resource position at Lawn Manor. Katrina has an elementary education degree from Lewis University, Master's in School Leadership from Concordia and holds an LBS1 and Type 75 endorsement. She is an experienced teacher having taught special education in CPS for several years prior to leaving to stay at home with her children. I believe Katrina understands the dedication and commitment we provide for each and every child that comes through our doors. I am excited that Mrs. Murrphy will be a part of Lawn Manor and believe she will make an excellent addition to our staff.

If you have any further questions or concerns, please feel free to contact me at (708) 423-3078.

Sincerely,

*Heather Wills*

Lawn Manor Principal

## **Katrina Nevels**

**OBJECTIVE:** To obtain a Special Education teaching or a Case Management position.

**TEACHING INTERESTS:** Fourth through Eighth grade.  
All subjects  
Students with Social/Emotional disorders  
Students with Learning Disabilities

### **EDUCATION:**

Master's in School Leadership with Type 75, May 2007  
Concordia University, River Forest, IL  
Learning Behavior Specialist May 2004  
Bachelor of Arts and Science, May 1999  
Lewis University, Romeoville, IL  
Concentration: English  
Certification: Elementary K through 9  
Endorsements: Learning Behavior Specialist 1  
Language Arts/ Middle School  
Social Science/Middle School  
Approvals: Social/Emotional Disorders

### **RELATED EXPERIENCE**

Special Education Teacher August 2003 to 2012  
Rachel Carson School, Chicago, IL

- Instructor of students in the After School All-Stars Math Program, for accelerated students.
- Coordinator for After School All-Stars Program.
- Field Representative for the Babbage Computer Program through SES after school program.
- Coach for students participating in area 12 Academic Olympics for Math.
- Utilize student data and state standards to address the needs of all students.
- Prepare Lesson Plans utilizing the Chicago Public Schools (CPS) Daily Lesson Plan format.
- Mentor first year teachers through the CPS Department of Human Resources.
- Participate in the school's Literacy Team available through the Striving Reader's Grant.
- Teach students with Individualized Education Plans (IEP) for Learning Disabilities.
- Team-teacher and pull out for seventh and eighth grade students for Math and Language Arts.
- Modify classroom work to meet the needs of each individual student.
- Participate in the development and implementation of the school-based problem solving method.
- Develop and implement each student's IEP.
- Conduct annual reviews and participate in multi-disciplinary conferences.
- Administer the Brigance Diagnostic: Comprehensive Inventory of Basic Skill Revised.
- Participate in the Eighth grade graduation committee; plan activities for eighth grade students in preparation for graduation.
- Participate on the School-Based Problem Solving Committee.
- Teacher of Reading and Math for Saturday Academies Enrichment Program.
- Teacher of Sixth Grade Bridge Summer Enrichment Program.

Resource Teacher August 2002 to June 2003

St. Charles North High School, St. Charles, IL

- Team-taught Earth Science and Biology at the High School level.

- Taught an in-program Biology class to a smaller group of students with Learning Disabilities and Social/Emotional Disorders.
- Organized and planned lessons for the Science curriculum to meet the needs of all students.
- Case Manager for students with Individualized Education Plans (IEP) for Learning Disabilities.
- Developed and implemented student's IEP aligning state goals with the student's individual goals.
- Conducted Annual Reviews and participated in Multi-Disciplinary conferences.
- Administered the Kaufmann Test of Educational Achievement.
- Modified the Science curriculum to meet the needs of each student with and IEP.
- Participated in the Technology committee: discussed and planned the use of technology budget for enhancing instruction with technology.

**Resource Teacher August 2000 to August 2002**

**Heritage Grove Middle School, Plainfield, IL**

- ◆ Co-teach seventh grade Language Arts and Mathematics.
- ◆ Case Manager for students with Individualized Education Plans (IEP) for Learning Disabilities.
- ◆ Create and implement student's IEP.
- ◆ Conduct annual reviews and participate in multi-disciplinary conferences.
- ◆ Identify students with Learning Disabilities based on school performance and standardized tests.
- ◆ Administered the Woodcock Johnson-Revised test of Achievement.
- ◆ Modify the seventh grade curriculum, to meet the needs of each student with an IEP.
- ◆ Participate in Pupil Personal Services, a committee to advise teachers with concerns about students who are struggling in school both academically and emotionally.
- ◆ Participate in Outdoor Education committee, plan and organize the outing for 7<sup>th</sup> grade class.
- ◆ Participate in Academic Fair committee; create lessons and activities for each content area.
- ◆ Participate in Social committee; plan holiday parties and outings for the staff.

**Reading and Math Teacher February 2000 to October 2000**

**Sylvan Learning Center, Joliet, IL**

- ◆ Taught elementary aged students reading skills including: comprehension, vocabulary, sequence of events, details, context clues, and main idea to help in the classroom.
- ◆ Math skills are also taught with the use of manipulatives to help compute math problems as well as word problems.

**Special Education Teacher, Fall 1999**

**Alan B. Shepard School, Bourbonnais, IL**

- ◆ Taught fourth and fifth grade students in a self-contained, special education classroom.
- ◆ Direct instruction in all subjects was implemented in the classroom.
- ◆ Wrote Individual Education Plans and conducted Multidisciplinary Conferences.
- ◆ Administered the Peabody Individual Achievement Test.

**HONORS/AWARDS:** Dean's List.  
Lewis University President's award for academic achievement.

To: Lisa Cole, Superintendent  
From: Catherine Gallagher, Principal  
Re: Physical Education Position  
Date: June 23<sup>rd</sup>, 2026

We have a Physical Education vacancy for the 2026-2027 school year due to the resignation of Matthew Westfall. We would like to recommend Mr. Jacob Prescott for the position. Mr. Prescott holds an endorsement in physical education and is working on his health education endorsement. We are excited to bring Mr. Prescott on board as he will bring a new perspective to physical education at Hamlin. We are recommending that he start at a Bachelor's Lane, Step A.

Sincerely,

*Dr. Catherine Gallagher*

Principal, Hamlin Upper Grade Center

# Jacob Prescott

**TEACHER CANDIDATE SUMMARY:** Energetic Physical/Health Education major with an ability to inspire, motivate, and engage students in learning. Effective communicator who is skilled at adapting to various skill levels. Proven ability to have a positive relationship with students, parents, and administrators. Extremely internally motivated, who is dedicated to promoting a healthy lifestyle in various learning environments. Multiple years of experience as an assistant and head coach at the middle school and high school levels.

**OBJECTIVE:** Seeking a Physical Education Teaching Position

**EDUCATION: Olivet Nazarene University**

- Bachelor of science in physical & health education
- Illinois Professional Educator License (PEL)

**FIELD EXPERIENCES:**

**2025 – 2026 Student Teacher, Reed Custer Middle School, Braidwood, IL**

Sixth Grade – Eighth Grade, Dr. Coronelli

**Activities:** Completed 40+ hours of structured classroom observation focusing on instructional strategies, classroom management, and student engagement techniques. Assumed full teaching responsibilities during the spring semester, including daily lesson planning, instruction, assessment, and classroom management. Designed and implemented standards-aligned physical education units.

**2024 – 2025 Bradley Bourbonnais Community High School, Bradley, IL**

Ninth Grade – Twelfth Grade, Mr. Schweigert

**Activities:** Led activities and conditioning exercises designed to improve strength and athletic performance. Provided individualized feedback to students to improve technique. Developed and taught multiple lessons.

**2023 – 2024 Limestone Middle School, Limestone, IL**

Eighth Grade, Mrs. Brosseau

**Activities:** Observed various teaching strategies, helped pass out and collect papers, and worked with students with learning disabilities in Physical Education.

**PROFESSIONAL ORGANIZATIONS:**

- IAPHERD 2024 - Present

**RELATED EXPERIENCES:**

2025 – 2026 Assistant Wrestling Coach – Reed Custer Middle School

2023 – 2025 Head Wrestling Coach – Limestone Middle School

2023 – 2025 Assistant Wrestling Coach – Herscher High School

2022 – 2023 Assistant Wrestling Coach – Limestone Middle School

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# ATWOOD HEIGHTS SCHOOL DISTRICT 125 VOUCHER

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Voucher No: 1203

Voucher Date: 05/27/2026

Prepared By: \_\_\_\_\_

*Printed: 05/27/2026 09:55:20 AM*

ATWOOD HEIGHTS SCHOOL DISTRICT 125 is hereby authorized to draw warrants against ATWOOD HEIGHTS SCHOOL DISTRICT 125 funds for the sum of \$279,121.81 on account of obligations incurred for value received in services and for materials as shown below for period July 1, 2025 to June 30, 2026 (period cannot overlap fiscal year end.)

I certify that this claim is just and correct, and the services and/or materials herein represented have been received during the period listed above. All items are properly coded and not in excess of the budget.

\_\_\_\_\_  
Christine Lantz

\_\_\_\_\_  
President

\_\_\_\_\_  
Michelle Higgins

\_\_\_\_\_  
Secretary

ATWOOD HEIGHTS SCHOOL DISTRICT 125

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Fund		Amount
10	EDUCATIONAL	\$198,316.73
20	OPERATIONS AND MAINTENANCE	\$23,127.61
30	DEBT SERVICE	\$1,289.63
40	TRANSPORTATION	\$48,667.34
80	TORT IMMUNITY	\$7,720.50
		<hr/> <hr/>
		\$279,121.81



**Atwood Heights School District 125**

**Voucher Supplement Account Summary**

Voucher Batch Number: 1203

05/27/2026

Fiscal Year: 2025-2026

Vendor Remit Name	Vendor #	Account	Description	Amount
ALEXANDRA GONZALES		10.5.1100.230.0000.00.00.00 Check #: 0	FRINGE	\$212.00
			Vendor Total:	\$212.00
ALPHA SCHOOL BUS COMPANY	7431	40.5.2550.330.0000.00.00.00 Check #: 0	TRANSPORTATION - SPECIAL ED	\$42,093.04
			Vendor Total:	\$42,093.04
AMANDA ALVAREZ		10.5.1275.410.3705.00.01.00 Check #: 0	PRE-K GENERAL SUPPLIES	\$133.52
			Vendor Total:	\$133.52
BELCORE ELECTRIC CONSTRUCTION CO. INC	36-2651089	20.5.2540.310.0000.00.00.00 Check #: 0	PROFESSIONAL SERVICE	\$14,181.00
			Vendor Total:	\$14,181.00
BRIGHTSTAR CARE	205072876	10.5.1200.310.0000.00.00.00 Check #: 0	SPECIAL ED-PROF SERVICE	\$3,060.00
			Vendor Total:	\$3,060.00
BRYCHEL, COLLEEN	18288	10.5.1275.410.3705.00.01.00 Check #: 0	PRE-K GENERAL SUPPLIES	\$166.71
			Vendor Total:	\$166.71
CATHERINE PETRAITIS	23566	10.5.1100.230.0000.00.00.00 Check #: 0	FRINGE	\$285.00
			Vendor Total:	\$285.00
CHASE CARD SERVICES		10.5.1100.410.0000.00.00.00 Check #: 0	SUPPLIES	\$2,540.26

## Atwood Heights School District 125

### Voucher Supplement Account Summary

Voucher Batch Number: 1203

05/27/2026

Fiscal Year: 2025-2026

Vendor Remit Name	Vendor #	Account	Description	Amount
		10.5.1100.410.0000.02.00.00 Check #: 0	SUPPLIES - LAWN MANOR	\$1,012.63
		10.5.1100.410.0000.03.00.00 Check #: 0	SUPPLIES MEADOW LANE	\$269.24
		10.5.1200.410.0000.00.00.00 Check #: 0	SPEC ED K-12-GENERAL SUPPLIES	\$75.00
		10.5.1250.410.4300.00.01.00 Check #: 0	TITLE I / SUPPLE K-12-GENERAL SUPPLIES	\$238.81
		10.5.1275.332.3705.00.01.00 Check #: 0	EC GRANT - STUDENT FIELD TRIPS	\$763.80
		10.5.1275.410.3705.00.01.00 Check #: 0	PRE-K GENERAL SUPPLIES	\$242.92
		10.5.1800.332.0000.00.00.00 Check #: 0	BILINGUAL PROGRAMS-TRAVEL	\$200.13
		10.5.2560.410.3705.00.01.00 Check #: 0	FOOD SERVICES-GENERAL SUPPLIES	\$420.56
		10.5.2900.410.4300.00.01.00 Check #: 0	TITLE I SUPPORT SERVICES-GENERAL SUPPLIES	\$887.95
		20.5.2540.410.0000.00.00.00 Check #: 0	OPER/MAINT-GENERAL SUPPLIES	\$105.55
		20.5.2540.464.0000.00.00.00 Check #: 0	GASOLINE	\$643.15
			Vendor Total:	\$7,400.00
CHERYL KUROPAS	18290	10.5.1100.230.0000.00.00.00 Check #: 0	FRINGE	\$40.22
			Vendor Total:	\$40.22
COMCAST	24020	10.5.2660.340.0000.00.00.66 Check #: 0	TECHNOLOGY-BROADBAND	\$3,525.00
			Vendor Total:	\$3,525.00
COMED				

## Atwood Heights School District 125

### Voucher Supplement Account Summary

Voucher Batch Number: 1203

05/27/2026

Fiscal Year: 2025-2026

Vendor Remit Name	Vendor #	Account	Description	Amount
		20.5.2540.466.0000.02.00.00 Check #: 0	OPER/MAINT-ELECTRICITY-LAWN MANOR	\$234.63
		20.5.2540.466.0000.03.00.00 Check #: 0	OPER/MAINT-ELECTRICITY-MEADOW LANE	\$6.92
Vendor Total:				\$241.55
EASTERSEALS		10.5.4220.670.0000.00.00.00 Check #: 0	SPECIAL ED - TUITION	\$9,321.78
Vendor Total:				\$9,321.78
EDUCATIONAL BENEFIT COOP.	10341	10.2.0489.072.0000.00.00.00 Check #: 0	MEDICAL INSURANCE	\$64,622.72
		10.2.0489.073.0000.00.00.00 Check #: 0	DENTAL INSURANCE	\$2,349.95
Vendor Total:				\$66,972.67
GRAINGER	20584	20.5.2540.410.0000.00.00.00 Check #: 0	OPER/MAINT-GENERAL SUPPLIES	\$113.28
Vendor Total:				\$113.28
IDRIVE INC.		10.5.2660.310.0000.00.00.00 Check #: 0	ED MEDIA -PROFESS& TECH SERVICE	\$6,250.00
Vendor Total:				\$6,250.00
ILLINOIS DEPARTMENT OF EMPLOYMENT SECURI		80.5.2363.232.0000.01.00.00 Check #: 0	UNEMPLOYMENT INSURANCE	\$4,620.00
Vendor Total:				\$4,620.00
ILLINOIS SCHOOL BUS_242	242	40.5.2550.334.0000.00.00.00 Check #: 0	TRANSPORTATION - EXTRACURRICULAR	\$1,382.72

## Atwood Heights School District 125

### Voucher Supplement Account Summary

Voucher Batch Number: 1203

05/27/2026

Fiscal Year: 2025-2026

Vendor Remit Name	Vendor #	Account	Description	Amount
		40.5.2550.335.0000.00.00.00 Check #: 0	TRANSPORTATION - FIELD TRIPS	\$5,191.58
			Vendor Total:	\$6,574.30
IMAGETEC L.P.	6536	30.5.5400.325.0000.00.00.00 Check #: 0	CAPITAL LEASES-RENTALS	\$779.63
			Vendor Total:	\$779.63
INZINGA, MELISSA		10.5.1100.230.0000.00.00.00 Check #: 0	FRINGE	\$286.86
			Vendor Total:	\$286.86
ISENMANN, HANNAH		10.5.1100.230.0000.00.00.00 Check #: 0	FRINGE	\$413.60
			Vendor Total:	\$413.60
JULIE UNDERHILL		10.5.1100.230.0000.00.00.00 Check #: 0	FRINGE	\$1,833.79
			Vendor Total:	\$1,833.79
KELLY, MICHELLE		10.5.1100.230.0000.00.00.00 Check #: 0	FRINGE	\$1,583.80
			Vendor Total:	\$1,583.80
LEAF		30.5.5400.325.0000.00.00.00 Check #: 0	CAPITAL LEASES-RENTALS	\$510.00
			Vendor Total:	\$510.00
LINDA SCHROEDER	21580	10.5.1100.230.0000.00.00.00 Check #: 0	FRINGE	\$520.70
			Vendor Total:	\$520.70

## Atwood Heights School District 125

### Voucher Supplement Account Summary

Voucher Batch Number: 1203

05/27/2026

Fiscal Year: 2025-2026

Vendor Remit Name	Vendor #	Account	Description	Amount
<b>LOGICOM SYSTEMS</b>				
		10.5.2660.310.0000.00.00.67 Check #: 0	PROFESSIONAL & TECHNICAL SERVICE	\$19,980.00
		10.5.2660.340.0000.00.00.65 Check #: 0	TECHNOLOGY-TELEPHONE	\$1,033.00
		10.5.2660.410.0000.00.00.67 Check #: 0	GENERAL SUPPLIES	\$659.92
			Vendor Total:	\$21,672.92
MARGARITA MEDINA	21984	10.5.1800.332.0000.00.00.00 Check #: 0	BILINGUAL PROGRAMS-TRAVEL	\$98.24
			Vendor Total:	\$98.24
MATTHEW WESTFALL		10.5.1100.230.0000.00.00.00 Check #: 0	FRINGE	\$50.00
			Vendor Total:	\$50.00
MENARDS INC	11118	20.5.2540.410.0000.00.00.00 Check #: 0	OPER/MAINT-GENERAL SUPPLIES	\$330.41
			Vendor Total:	\$330.41
MENDOZA, ELIANA		10.5.1100.230.0000.00.00.00 Check #: 0	FRINGE	\$61.62
			Vendor Total:	\$61.62
NextEra Energy		20.5.2540.465.0000.02.00.00 Check #: 0	OPER/MAINT-NATURAL GAS-LAWN MANOR	\$1,131.10
		20.5.2540.465.0000.03.00.00 Check #: 0	OPER/MAINT-NATURAL GAS-MEADOW LANE	\$1,099.69
			Vendor Total:	\$2,230.79
<b>NEXTERA ENERGY SERVICES</b>				

**Atwood Heights School District 125**

**Voucher Supplement Account Summary**

Voucher Batch Number: 1203

05/27/2026

Fiscal Year: 2025-2026

Vendor Remit Name	Vendor #	Account	Description	Amount
		20.5.2540.466.0000.02.00.00 Check #: 0	OPER/MAINT-ELECTRICITY-LAWN MANOR	\$700.32
		20.5.2540.466.0000.03.00.00 Check #: 0	OPER/MAINT-ELECTRICITY-MEADOW LANE	\$209.32
		20.5.2540.466.0000.04.00.00 Check #: 0	OPER/MAINT-ELECTRICITY-HAMLIN	\$1,530.59
			Vendor Total:	\$2,440.23
PETRARCA, GLEASON, BOYLE, & IZZO, LLC		80.5.2365.318.0000.01.00.00 Check #: 0	LEGAL FEES	\$3,100.50
			Vendor Total:	\$3,100.50
PHILIP, ELIZABETH		10.5.1100.230.0000.00.00.00 Check #: 0	FRINGE	\$381.54
			Vendor Total:	\$381.54
PUTTKAMMER, KATHLEEN	14426	10.5.1100.230.0000.00.00.00 Check #: 0	FRINGE	\$292.13
			Vendor Total:	\$292.13
RELIANCE STANDARD LIFE	25338	10.5.1100.220.0000.00.00.00 Check #: 0	SUPPLEMENTAL LIFE	\$186.45
			Vendor Total:	\$186.45
RSM US LLP		10.5.2310.317.0000.00.00.00 Check #: 0	BOARD OF ED-AUDIT	\$2,500.00
			Vendor Total:	\$2,500.00
SECONDS MATTER SAFETY SOLUTIONS, LLC	822782844	10.5.2210.310.4998.00.00.00 Check #: 0	IMPRVMENT OF INST - COPS - PROFESSIONAL SERVICE	\$52,312.50
			Vendor Total:	\$52,312.50

## Atwood Heights School District 125

### Voucher Supplement Account Summary

Voucher Batch Number: 1203

05/27/2026

Fiscal Year: 2025-2026

Vendor Remit Name	Vendor #	Account	Description	Amount
TIERNEY, ERIN				
		10.5.1100.230.0000.00.00.00 Check #: 0	FRINGE	\$224.40
		10.5.1100.410.0000.02.00.00 Check #: 0	SUPPLIES - LAWN MANOR	\$121.74
				Vendor Total: \$346.14
TRACY KEANE				
		10.5.1275.410.3705.00.01.00 Check #: 0	PRE-K GENERAL SUPPLIES	\$35.94
				Vendor Total: \$35.94
UNIQUE PRODUCTS & SERVICE CORP.	17015			
		20.5.2540.410.0000.00.00.00 Check #: 0	OPER/MAINT-GENERAL SUPPLIES	\$1,933.39
				Vendor Total: \$1,933.39
VILLAGE OF ALSIP_2511	2511			
		20.5.2540.370.0000.04.00.00 Check #: 0	OPER/MAINT-WATER/SEWER SERVICE-HAMLIN	\$122.81
				Vendor Total: \$122.81
WASTE MANAGEMENT				
		20.5.2540.321.0000.00.00.00 Check #: 0	OPER/MAINT-SANITATION SERVICES	\$785.45
				Vendor Total: \$785.45
WHITSONS				
		10.5.2560.410.0000.00.00.00 Check #: 0	FOOD SERVICES-GENERAL SUPPLIES	\$19,122.30
				Vendor Total: \$19,122.30
				Grand Total: \$279,121.81

End of Report



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# ATWOOD HEIGHTS SCHOOL DISTRICT 125 VOUCHER

Voucher No: 1218

Voucher Date: 06/16/2026

Prepared By: \_\_\_\_\_

*Printed: 06/16/2026 02:34:35 PM*

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ATWOOD HEIGHTS SCHOOL DISTRICT 125 is hereby authorized to draw warrants against ATWOOD HEIGHTS SCHOOL DISTRICT 125 funds for the sum of \$504,630.30 on account of obligations incurred for value received in services and for materials as shown below for period July 1, 2025 to June 30, 2026 (period cannot overlap fiscal year end.)

I certify that this claim is just and correct, and the services and/or materials herein represented have been received during the period listed above. All items are properly coded and not in excess of the budget.

---

Christine Lantz

President

---

Michelle Higgins

Secretary

ATWOOD HEIGHTS SCHOOL DISTRICT 125

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<b>Fund</b>		<b>Amount</b>
10	EDUCATIONAL	\$386,469.06
20	OPERATIONS AND MAINTENANCE	\$12,011.57
30	DEBT SERVICE	\$982.60
40	TRANSPORTATION	\$104,080.57
80	TORT IMMUNITY	\$1,086.50
		<hr/> <hr/>
		<b>\$504,630.30</b>



## Atwood Heights School District 125

### Voucher Supplement Account Summary

Voucher Batch Number: 1218

06/16/2026

Fiscal Year: 2025-2026

Vendor Remit Name	Vendor #	Account	Description	Amount
ALPHA SCHOOL BUS COMPANY	7431	40.5.2550.330.0000.00.00.00 Check #: 0	TRANSPORTATION - SPECIAL ED	\$15,735.84
			Vendor Total:	\$15,735.84
ALPHA SCHOOL BUS COMPANY	7431	40.5.2550.330.0000.00.00.00 Check #: 0	TRANSPORTATION - SPECIAL ED	\$28,495.08
			Vendor Total:	\$28,495.08
ALSIP LAWNMOWER, INC.		20.5.2540.410.0000.00.00.00 Check #: 0	OPER/MAINT-GENERAL SUPPLIES	\$215.00
			Vendor Total:	\$215.00
ARMAS RAQUEL		10.5.1100.230.0000.00.00.00 Check #: 0	FRINGE	\$830.07
			Vendor Total:	\$830.07
ARTLIP AND SONS, INC		20.5.2540.310.0000.00.00.00 Check #: 0	PROFESSIONAL SERVICE	\$4,315.00
			Vendor Total:	\$4,315.00
BEACH KRISTA		10.5.1100.230.0000.00.00.00 Check #: 0	FRINGE	\$44.38
			Vendor Total:	\$44.38
BRIGHTSTAR CARE	205072876	10.5.1200.310.0000.00.00.00 Check #: 0	SPECIAL ED-PROF SERVICE	\$5,460.00
			Vendor Total:	\$5,460.00
CATHERINE GALLAGHER		10.5.1100.230.0000.00.00.00 Check #: 0	FRINGE	\$4,013.52

## Atwood Heights School District 125

### Voucher Supplement Account Summary

Voucher Batch Number: 1218

06/16/2026

Fiscal Year: 2025-2026

Vendor Remit Name	Vendor #	Account	Description	Amount
				Vendor Total:
CHASE CARD SERVICES				\$4,013.52
		10.5.1100.410.0000.00.00.00 Check #: 0	SUPPLIES	\$409.28
		10.5.1100.410.0000.02.00.00 Check #: 0	SUPPLIES - LAWN MANOR	\$286.53
		10.5.1100.410.0000.03.00.00 Check #: 0	SUPPLIES MEADOW LANE	\$38.84
		10.5.1200.410.0000.00.00.00 Check #: 0	SPEC ED K-12-GENERAL SUPPLIES	\$316.00
		10.5.1250.410.4300.00.01.00 Check #: 0	TITLE I / SUPPLE K-12-GENERAL SUPPLIES	\$16.99
		10.5.1275.410.3705.00.01.00 Check #: 0	PRE-K GENERAL SUPPLIES	\$1,565.21
		10.5.2310.332.0000.00.00.00 Check #: 0	BOARD OF ED-TRAVEL	\$4,696.80
		10.5.2410.312.0000.03.00.00 Check #: 0	PRINCIPAL-PROF DEV-MEADOW LANE	\$225.00
		10.5.2410.312.0000.04.00.00 Check #: 0	PRINCIPAL-PROF DEV-HAMLIN	\$255.00
		10.5.2560.410.3705.00.01.00 Check #: 0	FOOD SERVICES-GENERAL SUPPLIES	\$232.64
		10.5.2900.410.4300.00.01.00 Check #: 0	TITLE I SUPPORT SERVICES-GENERAL SUPPLIES	\$816.22
		20.5.2540.410.0000.00.00.00 Check #: 0	OPER/MAINT-GENERAL SUPPLIES	\$248.76
		20.5.2540.464.0000.00.00.00 Check #: 0	GASOLINE	\$921.28
				Vendor Total:
COMCAST	24020			\$10,028.55
		10.5.2660.340.0000.00.00.66 Check #: 0	TECHNOLOGY-BROADBAND	\$3,525.00
				Vendor Total:
				\$3,525.00

**Atwood Heights School District 125**

**Voucher Supplement Account Summary**

Voucher Batch Number: 1218

06/16/2026

Fiscal Year: 2025-2026

Vendor Remit Name	Vendor #	Account	Description	Amount
COMED		20.5.2540.466.0000.02.00.00 Check #: 0	OPER/MAINT-ELECTRICITY-LAWN MANOR	\$982.63
			Vendor Total:	\$982.63
EASTERSEALS		10.5.4220.670.0000.00.00.00 Check #: 0	SPECIAL ED - TUITION	\$9,812.40
			Vendor Total:	\$9,812.40
EDUCATIONAL BENEFIT COOP.	10341	10.2.0489.072.0000.00.00.00 Check #: 0	MEDICAL INSURANCE	\$63,292.93
		10.2.0489.073.0000.00.00.00 Check #: 0	DENTAL INSURANCE	\$1,624.23
			Vendor Total:	\$64,917.16
EISENHOWER COOPERATIVE	2745	10.5.4220.674.0000.00.00.00 Check #: 0	PYMTS FOR SPEC ED PROGRAMS - TUITION-HEARING THERA	\$220.00
			Vendor Total:	\$220.00
ELIM CHRISTIAN SERVICES	4659	10.5.4220.670.0000.00.00.00 Check #: 0	SPECIAL ED - TUITION	\$24,640.80
		40.5.2550.330.0000.00.00.00 Check #: 0	TRANSPORTATION - SPECIAL ED	\$3,960.00
			Vendor Total:	\$28,600.80
EMPOWERED TRANSPORTATION INC	39-3542448	40.5.2550.330.0000.00.00.00 Check #: 0	TRANSPORTATION - SPECIAL ED	\$9,165.80
			Vendor Total:	\$9,165.80
GRAINGER	20584	20.5.2540.410.0000.00.00.00 Check #: 0	OPER/MAINT-GENERAL SUPPLIES	\$10.09
			Vendor Total:	\$10.09

**Atwood Heights School District 125**

**Voucher Supplement Account Summary**

Voucher Batch Number: 1218

06/16/2026

Fiscal Year: 2025-2026

Vendor Remit Name	Vendor #	Account	Description	Amount
HORVATH, THERESA	11042	10.5.2310.222.0000.00.00.00 Check #: 0	BOARD OF ED-RETIREE INSURANCE	\$104.90
			Vendor Total:	\$104.90
ILLINOIS SCHOOL BUS_242	242	40.5.2550.334.0000.00.00.00 Check #: 0	TRANSPORTATION - EXTRACURRICULAR	\$416.23
		40.5.2550.335.0000.00.00.00 Check #: 0	TRANSPORTATION - FIELD TRIPS	\$5,240.26
			Vendor Total:	\$5,656.49
ILLINOIS SCHOOL BUS_242	242	40.5.2550.331.0000.00.00.00 Check #: 0	TRANSPORTATION - REGULAR ED	\$41,067.36
			Vendor Total:	\$41,067.36
IMAGETEC L.P.	6536	30.5.5400.325.0000.00.00.00 Check #: 0	CAPITAL LEASES-RENTALS	\$472.60
			Vendor Total:	\$472.60
INZINGA, MELISSA		10.5.1100.230.0000.00.00.00 Check #: 0	FRINGE	\$1,150.00
			Vendor Total:	\$1,150.00
ISENMANN, HANNAH		10.5.1100.230.0000.00.00.00 Check #: 0	FRINGE	\$727.97
			Vendor Total:	\$727.97
LARIOS, EVA		10.5.1100.230.0000.00.00.00 Check #: 0	FRINGE	\$114.40
			Vendor Total:	\$114.40
LAUREN FIGUEROA-MORALES				

**Atwood Heights School District 125**

**Voucher Supplement Account Summary**

Voucher Batch Number: 1218

06/16/2026

Fiscal Year: 2025-2026

Vendor Remit Name	Vendor #	Account	Description	Amount
		10.5.1100.230.0000.00.00.00 Check #: 0	FRINGE	\$11.65
			Vendor Total:	\$11.65
LEAF		30.5.5400.325.0000.00.00.00 Check #: 0	CAPITAL LEASES-RENTALS	\$510.00
			Vendor Total:	\$510.00
LISA COLE	20669	10.5.2410.332.0000.00.00.00 Check #: 0	OFFICE OF PRINCIPAL -TRAVEL	\$893.30
			Vendor Total:	\$893.30
LOGICOM SYSTEMS		10.5.2660.310.0000.00.00.67 Check #: 0	PROFESSIONAL & TECHNICAL SERVICE	\$18,144.00
		10.5.2660.410.0000.00.00.67 Check #: 0	GENERAL SUPPLIES	\$1,987.20
			Vendor Total:	\$20,131.20
MARGARITA MEDINA	21984	10.5.1800.332.0000.00.00.00 Check #: 0	BILINGUAL PROGRAMS-TRAVEL	\$253.36
			Vendor Total:	\$253.36
MARY ANN SMITH		10.5.2140.310.0000.00.00.00 Check #: 0	PSYCHOLOGICAL SERVICES-PROFESS& TECH SERVICE	\$2,100.00
			Vendor Total:	\$2,100.00
MATTHEW WESTFALL		10.5.1100.230.0000.00.00.00 Check #: 0	FRINGE	\$959.64
			Vendor Total:	\$959.64
MENARDS INC	11118	20.5.2540.410.0000.00.00.00 Check #: 0	OPER/MAINT-GENERAL SUPPLIES	\$155.44

**Atwood Heights School District 125**

**Voucher Supplement Account Summary**

Voucher Batch Number: 1218

06/16/2026

Fiscal Year: 2025-2026

Vendor Remit Name	Vendor #	Account	Description	Amount
				Vendor Total:
MENDOZA, ELIANA				\$155.44
		10.5.1100.230.0000.00.00.00 Check #: 0	FRINGE	\$53.50
				Vendor Total:
NEXTERA ENERGY SERVICES				\$53.50
		20.5.2540.465.0000.02.00.00 Check #: 0	OPER/MAINT-NATURAL GAS-LAWN MANOR	\$244.72
		20.5.2540.465.0000.03.00.00 Check #: 0	OPER/MAINT-NATURAL GAS-MEADOW LANE	\$85.54
		20.5.2540.465.0000.04.00.00 Check #: 0	OPER/MAINT-NATURAL GAS-HAMLIN	\$1,178.11
				Vendor Total:
PETRARCA, GLEASON, BOYLE, & IZZO, LLC				\$1,508.37
		80.5.2365.318.0000.01.00.00 Check #: 0	LEGAL FEES	\$1,086.50
				Vendor Total:
RELIANCE STANDARD LIFE	25338			\$1,086.50
		10.5.1100.220.0000.00.00.00 Check #: 0	SUPPLEMENTAL LIFE	\$186.45
				Vendor Total:
SECONDS MATTER SAFETY SOLUTIONS, LLC	822782844			\$186.45
		10.5.2210.310.4998.00.00.00 Check #: 0	IMPRVMENT OF INST - COPS - PROFESSIONAL SERVICE	\$196,172.50
				Vendor Total:
SECUREONE LIVESCAN				\$196,172.50
		10.5.2310.310.0000.00.00.00 Check #: 0	BOARD OF ED-PROFESSIONAL SERVICES	\$106.00
				Vendor Total:
SPEECH BLOSSOMS LLC				\$106.00

**Atwood Heights School District 125**

**Voucher Supplement Account Summary**

Voucher Batch Number: 1218

06/16/2026

Fiscal Year: 2025-2026

Vendor Remit Name	Vendor #	Account	Description	Amount
		10.5.2140.310.0000.00.00.00 Check #: 0	PSYCHOLOGICAL SERVICES-PROFESS& TECH SERVICE	\$9,940.00
STEVEN GRESS, CPA			Vendor Total:	\$9,940.00
		10.5.2520.310.0000.00.00.00 Check #: 0	FISCAL SERVICES-PROFESSIONAL SERVICES	\$3,900.00
SULLIVAN EILISH			Vendor Total:	\$3,900.00
		10.5.1100.230.0000.00.00.00 Check #: 0	FRINGE	\$1,198.78
TRANSLATION TODAY NETWORK INC	262801916		Vendor Total:	\$1,198.78
		10.5.2140.310.0000.00.00.00 Check #: 0	PSYCHOLOGICAL SERVICES-PROFESS& TECH SERVICE	\$690.20
UNIQUE PRODUCTS & SERVICE CORP.	17015		Vendor Total:	\$690.20
		20.5.2540.100.0000.00.00.11 Check #: 0	MAINTENANCE SUPERVISOR	\$192.78
		20.5.2540.410.0000.00.00.00 Check #: 0	OPER/MAINT-GENERAL SUPPLIES	\$144.57
US OMNI & TSACG COMPLIANCE SERVICES	23161		Vendor Total:	\$337.35
		10.5.2310.310.0000.00.00.00 Check #: 0	BOARD OF ED-PROFESSIONAL SERVICES	\$68.00
VERIZON WIRELESSQ			Vendor Total:	\$68.00
		10.5.2660.340.0000.00.00.65 Check #: 0	TECHNOLOGY-TELEPHONE	\$39.98
VILLAGE OF OAK LAWN			Vendor Total:	\$39.98

**Atwood Heights School District 125**

**Voucher Supplement Account Summary**

Voucher Batch Number: 1218

06/16/2026

Fiscal Year: 2025-2026

Vendor Remit Name	Vendor #	Account	Description	Amount
		20.5.2540.370.0000.02.00.00 Check #: 0	OPER/MAINT-WATER/SEWER SERVICE-LAWN MANOR	\$797.06
			Vendor Total:	\$797.06
WASTE MANAGEMENT		20.5.2540.321.0000.00.00.00 Check #: 0	OPER/MAINT-SANITATION SERVICES	\$2,520.59
			Vendor Total:	\$2,520.59
WHITSONS		10.5.2560.410.0000.00.00.00 Check #: 0	FOOD SERVICES-GENERAL SUPPLIES	\$21,526.63
			Vendor Total:	\$21,526.63
WILLS, HEATHER	15231	10.5.1100.230.0000.00.00.00 Check #: 0	FRINGE	\$3,818.76
			Vendor Total:	\$3,818.76
			Grand Total:	\$504,630.30

End of Report

## Principal's Report: June 2026

### Lawn Manor School



#### Curriculum/Instruction/Assessments

- Kindergarten & EC Screenings
- ISBE End of Year Reporting
- Interviews
- PreK Grant Approved

#### Community/School Events/Parent Involvement

- 1-2<sup>nd</sup> Thunderbolts Baseball Game
- Kindergarten Celebration
- EC/Pre-K Celebration
- On-line Registration for Returning & New Families
- Immunization Clinic Scheduled for August

Please contact me at (708) 423-3078 if you have any questions or comments.

Respectfully Submitted,

*Heather Wills*

# Principal's School Board Report, May, 2026

## Meadow Lane School



### School Improvement/Curriculum/Instruction

- Registration
- 2026- 2027 Planning
- Class Placements
- Student and teacher schedules
- ISBE Reporting
- MCMC Summer PD
- CPI Summer Training
- Behavioral Leadership Strategies Training
- Safety Vulnerability Assessment
- Camera Training
- New classroom door locks
- IDEA Grant
- Special Education Cyclical Monitoring

*Please contact me at 708-388-6958 if you have any further questions or concerns.*

*~Laura A. Gray, Principal*

Hamlin Upper Grade Center

Board Report

June 2026

- Graduation was another great success at Hamlin.
- ISBE Reports are nearly complete for 2025-2026.
- Scheduling is nearly complete for the 2026-2027 school year. We are so excited to be exploring different options to support student learning and growth.
- Ryan and the custodial crew have been working tirelessly on Hamlin and the other schools. There has been so much already completed and Hamlin is ready for the upcoming year.
- The new gym floor is nearly complete! We are so excited and thankful for this amazing upgrade.
- Cameras and locks are up and running. Thank you to Seconds Matter for the quick and easy installation.
- Basketball Camp is scheduled for August 3<sup>rd</sup> – 6<sup>th</sup>.
- We will be hosting a Hamlin Pick-up night on August 12<sup>th</sup> from Noon to 6:00 pm for students to pick-up their packets, locks, and gym clothes.

Respectfully Submitted,

Dr. Katie Gallagher

**Superintendent Report**  
**Informational**  
**May 25-26**

**ENROLLMENT**

E.C.-Sp. Ed.-PRE-K	54	
Kindergarten	44	
Grade 1	57	
Grade 2	47	
Cross/Cat	8	210
Grade 3	43	
Grade 4	67	
Grade 5	57	
Cross Cat 3-5	9	
		176
Grade 6	67	
Grade 7	51	
Grade 8	60	178
Total in District	564	
Out of District Special Education	20	
<b>TOTAL ENROLLMENT</b>	<b>584</b>	

**SPECIAL EDUCATION**

Intellectual Disability	4
Hearing Impaired	0
Specific Learning Disability	0
Deafness	0
Emotional Disorder	1
Developmental Delay	2
Multiple Disabilities	0
Other Health Impairment	2
Autism	11
<b>TOTAL</b>	<b>20</b>

**REIMBURSABLE AVERAGE DAILY ATTENDANCE FOR 2025-2026**

<u>Month</u>	<u>A.D.A.</u>	<u>Percent</u>	<u>Enrollment</u>	<u>Days</u>
August	498	95	522	9
September	504	95	533	21
October	504	95	530	21
November	448	90	496	17
December	484	92	528	15
January	495	94	527	18
February	501	94	532	18
March	494	93	533	19
April	508	95	537	18
May	499	94	533	20
Emergency Days				5
Total				181

ACCIDENT/INJURY REPORT

SCHOOL: Meadow Lane #1 OF 10 ACCIDENTS/INJURIES:  
NATURE OF INCIDENT/INJURY: During PE class student was hit in the stomach with a soccer ball. Her stomach hurt so mom came and picked her up from school.  
HOSPITAL CARE REQUIRED: No PARAMEDICS CALLED: No  
.....  
SCHOOL: Hamlin #2 OF 10 ACCIDENTS/INJURIES:  
NATURE OF ACCIDENT/INJURY: Student was playing at recess and another student dunked on him and he fell on his head outside. Ice pack was provided and mom picked him up.  
HOSPITAL CARE REQUIRED: No PARAMEDICS CALLED: No  
.....  
SCHOOL: Lawn Manor #3 OF 10 ACCIDENTS/INJURIES:  
NATURE OF ACCIDENT/INJURY: Student was running on blacktop, tripped and fell. Ice pack was provided and mom was called.  
HOSPITAL CARE REQUIRED: No PARAMEDICS CALLED: No  
.....  
SCHOOL: Lawn Manor #4 OF 10 ACCIDENTS/INJURIES:  
NATURE OF ACCIDENT/INJURY: Student went down the slide fast and slid off landing on her butt. She said her wrist hurt. Ice pack provided and mom took her to hospital to check out wrist.  
HOSPITAL CARE REQUIRED: Yes PARAMEDICS CALLED: No  
.....  
SCHOOL: Lawn Manor #5 OF 10 ACCIDENTS/INJURIES:  
NATURE OF ACCIDENT/INJURY: Student bumped into another student on the merry-go-round. She had a small cut on her inner lip. Ice pack was provided & mom notified.  
HOSPITAL CARE REQUIRED: No PARAMEDICS CALLED: No  
.....  
SCHOOL: Meadow Lane #6 OF 10 ACCIDENTS/INJURIES:  
NATURE OF ACCIDENT/INJURY: During PE class students were doing partner balance stunts & one student landed on the other students' neck. Mom and ambulance were called.  
HOSPITAL CARE REQUIRED: Yes PARAMEDICS CALLED: Yes  
.....  
SCHOOL: Lawn Manor #7 OF 10 ACCIDENTS/INJURIES:  
NATURE OF ACCIDENT/INJURY: While playing sharks and minnows during gym class, student slid into the door. Ice pack was provided and mom was notified.  
HOSPITAL CARE REQUIRED: No PARAMEDICS CALLED: No  
.....  
SCHOOL: Hamlin #8 OF 10 ACCIDENTS/INJURIES:  
NATURE OF ACCIDENT/INJURY: Student was trying to put on his shorts & tripped on his pants, then fell back and hit his head. Ice pack was provided and dad picked him up.  
HOSPITAL CARE REQUIRED: No PARAMEDICS CALLED: No  
.....  
SCHOOL: Lawn Manor #9 OF 10 ACCIDENTS/INJURIES:  
NATURE OF ACCIDENT/INJURY: Student collided with another student while playing in PE class, hurting the side of his eye. Icepack provided and grandpa picked him up.  
HOSPITAL CARE REQUIRED: No PARAMEDICS CALLED: No  
.....  
SCHOOL: Meadow Lane #10 OF 10 ACCIDENTS/INJURIES:  
NATURE OF ACCIDENT/INJURY: Student said he hit his head on the urinal coming up from tying his shoe. Ice pack provided and mom picked him up.  
HOSPITAL CARE REQUIRED: No PARAMEDICS CALLED: No  
.....

**SUSPENSION REPORT**

**SCHOOL: Hamlin**

**SUSPENSIONS: 1 of 1**

**GRADE LEVEL: 6th**

**MALE: X FEMALE:**

**REASON FOR SUSPENSION: Inappropriate Conduct**

**HEARINGS REQUESTED: No**

**SCHOOL: Meadow Lane**

**SUSPENSIONS: 0 of 0**

**GRADE LEVEL:**

**MALE: FEMALE:**

**REASON FOR SUSPENSION:**

**HEARINGS REQUESTED:**

**SCHOOL: Lawn Manor**

**SUSPENSIONS: 0 of 0**

**GRADE LEVEL:**

**MALE: FEMALE:**

**REASON FOR SUSPENSION:**

**HEARINGS REQUESTED:**