DECATUR PUBLIC SCHOOL DISTRICT #61
BOARD OF EDUCATION
AGENDA

Regular Meeting
Keil Administration Building
101 W. Cerro Gordo Street
Decatur, IL 62523

November 10, 2026
5:00 PM Open Session
Closed Session Immediately Following
6:30 PM Open Session Reconvened

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Legend: AI = Action Item DI = Discussion Item IO = Information Only

***Strategic Plan Mission:***
*The mission of Decatur Public Schools, the destination district of our community, is to unlock students' unique and limitless potential to achieve their personal aspirations as fully prepared, contributing citizens in a global society through learning experiences distinguished by:*

- *commitment to the whole person resulting in student growth and confidence*
- *relevant, innovative, personalized academic pathways that promote passion and pride*
- *a learning environment that fosters curiosity and the thirst for achievement and discovery*
- *a culture of diversity, adaptability, and resilience*
- *meaningful and lasting relationships*
- *extraordinary school and community connections*

**The Board of Education Parameters Guide Our Work:**

- We will make decisions in the best interest of all students.
- We will treat all people with dignity and respect.
- We will seek input and collaboration throughout our diverse community.
- We will practice responsible stewardship of all our resources.

**AI 1.0 CALL TO ORDER**

**CALL FOR EXECUTIVE SESSION**
The Board of Education will meet in Closed Executive Session to discuss the appointment, employment, compensation, discipline, performance or dismissal of specific employees of the public body, probable or imminent litigation on behalf of the public body, pursuant to Section 2(c)(11) of the Open Meetings Act, pending litigations and collective negotiating matters between the Board and representatives of its employees.

Roll Call

**IO 2.0 PLEDGE OF ALLEGIANCE**

**AI 3.0 APPROVAL OF AGENDA NOVEMBER 10, 2026**

**IO 4.0 DISTRICT HIGHLIGHTS**

- ***Celebration of School Board Member Day, November 15, 2026!***
  Thank you, School Board Members, for volunteering your service and commitment to the students, staff, families, and the Decatur community!

  The Decatur Public School District 61 Board of Education:

  Bill Clevenger, President, Will Wetzel, Vice President, Kevin Hale, Devon Joyner, Dr. Karen Lauritzen, Mark Reynolds, and Christina Tyus

- 56th Annual Decatur Turkey Tournament at Stephen Decatur Middle School
  - November 24 – 25, 2026 and November 27 – 28, 2026

**IO 5.0 PUBLIC PARTICIPATION**

A. Identify oneself and be brief.
B. Comments should be limited to 3 minutes.
C. Any public comments submitted to the Board Secretary will be included in the record.

**DI 6.0 JUNIOR BOARD MEMBER'S REPORT**

**BOARD DISCUSSION**

**IO 7.0 REPORTS FROM ADMINISTRATION**

A. Roadmap 2030 Update
B. Annual School Report Card
C. Tentative Estimated Tax Levy 2026, Paid in 2027
D. Macon-Piatt Special Education District FY26 Annual Audit
E. Decatur Public School District 61 FY26 Annual Audit

**AI 8.0 CONSENT ITEMS**

A. Minutes: Open/Closed Meetings October 27, 2026
B. Freedom of Information Report
C. Bills (October 2026)
D. Release November 2026 Checks Early

**AI 9.0 ROLL CALL ACTION ITEMS**

A. Personnel Action Items
B. Edulog Agreement
C. Macon-Piatt Special Education District FY26 Annual Audit
D. Decatur Public School District 61 FY26 Annual Audit
E. Ratification of the July 01, 2026 – June 30, 2030, Collective Bargaining Agreement between the Decatur Public School District #61 Board of Education and the Service Employees International Union Local No. 73 Security Officer "C"

**IO 10.0 IMPORTANT DATES**

**November** 11 Veteran's Day Holiday
– **School is in Session for ALL Students**

11 District-wide Half Day of School for ALL Students
- Please check with your home school regarding the release time

13 Interim Progress Reports

23 – 24 **NO School for Students**
- District Offices are OPEN

24 – 25 and 27 – 28 Annual Turkey Tournament at Stephen Decatur Middle School

25 Veteran's Day Holiday **Observed** in DPS 61
- **NO School and District Offices are CLOSED**

26 – 27 Thanksgiving Holidays
- **NO School and District Offices are CLOSED**

**Please note:** Due to the upcoming holidays, there is only one regular Board of Education meeting in the month of December 2026, which is Tuesday, December 15, 2026.

**NEXT MEETING**
The public portion of the next regular meeting of the Board of Education will be at 6:30 PM, Tuesday, December 15, 2026, at the Keil Administration Building.

**AI 11.0 ADJOURNMENT**

# 2026 Decatur Turkey Tournament

## *November 24, 25, 27, 28*




Loser Game 5

Game 9 - 1:00 PM
Saturday, Nov. 28

Consolation
3rd Place

Loser Game 6

Sprinfield Southeast

Game 1 - 6:00 PM
Tuesday, Nov. 24

Peoria Central

Loser Game 1

Winner Game 1

Winner Game 5

Game 5 - 1:00 PM
Friday, Nov 27

Game 7 - 6:00 PM
Friday, Nov. 27

Winner Game 7

Champaign Central

Game 2 - 7:30 PM
Tuesday, Nov. 24

Eisenhower

Loser Game 2

Winner Game 2

Consolation Winner

Game 10 - 2:30 PM
Saturday, Nov. 28

Game 12 - 7:30 PM
Saturday, Nov. 28

Championship

Peoria Manual

Game 3 - 6:00 PM
Wednesday, Nov. 25

Lanphier

Loser Game 3

Winner Game 3

Winner Game 6

Game 6 - 2:30 PM
Friday, Nov. 27

Game 8 - 7:30 PM
Friday, Nov. 27

Winner Game 8

Urbana

Game 4- 7:30 PM
Wednesday, Nov. 25

MacArthur

Loser Game 4

Winner Game 4

Loser Game 7

Game 11 - 6:00 PM
Saturday, Nov. 28

Championship
3rd Place

Loser Game 8

LLCU
LAND OF LINCOLN CREDIT UNION

# Board of Education
# Decatur Public School District #61

| | |
|---|---|
| **Date:** November 10, 2026 | **Subject:** Freedom of Information Act (FOIA) Report |
| **Initiated By:** Melissa Bradford, Board Secretary and District's FOIA Officer | **Attachments:** FOIAs |
| **Reviewed By:** Dr. Nicole Moody, Superintendent | |

**BACKGROUND INFORMATION:**
Full access to the District's public records is available to any person as provided in the Illinois Freedom of Information Act (FOIA). The Superintendent or designee shall: (1) provide the Board with sufficient information and data to permit the Board to monitor the District's compliance with FOIA and this policy, and (2) report any FOIA requests during the Board's regular meetings along with the status of the District's response. The Board Secretary serves as the District's FOIA Officer and will inform the Board of Education of any FOIA Reports from the previous month every first Board meeting of the month.

**CURRENT CONSIDERATIONS:**
Please see the below FOIA Report from the District's FOIA Officer for Decatur Public Schools:

Freedom of Information Act Report

| Date Received | Due Date | Extension Due Date | Requestor/ Company | Topic/ Summary | Date Responded |
|---|---|---|---|---|---|
| 10/07/26 | 10/14/26 | None. | Oralia Guajardo, Quality Control Review | See attached. | 10/13/26 |
| 10/09/26 | 11/10/26 | None. | Sheri Reid, SmartProcure | Purchasing records from 07/01/26 – 10/09/26. | 10/16/26 |
| 10/09/26 | 10/16/26 | None. | Sam Crombie, Unknown | Monthly budget-to-actual or status report for the 26-27 fiscal year by school or department. | 10/16/26 |
| 10/09/26 | 11/10/26 | None. | Sheila Jercich, SJ Consulting | Records of Independent Educational Evaluations (IEEs) for 23-24, 24-25, 2526. | 10/28/26 |
| 10/13/26 | 10/21/26 | None. | Mark Johnson, Unknown | Employee directory with job title, school, department or office, work number and email address. | 10/16/26 |
| 10/14/26 | 11/13/26 | None. | Zack, Tether Education | See attached. | 11/13/26 |
| 10/20/26 | 10/27/26 | None. | Michael Ayele, Human Rights Activist | See attached #5. | 10/28/26 |

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|---|---|---|---|---|---|
| 11/02/26 | 11/09/26 | None. | Michael Ayele, Human Rights Activist | See attached #6. | 11/06/26 |
| 11/02/26 | 11/09/26 | None. | Abbas Khan, Civic IQ, Inc | Purchase orders/payment records for non-person/vendors such as companies, organizations, and contractors from 02/28/26-11/02/26. | 11/06/26 |

**STAFF RECOMMENDATION:**
The Administration respectfully requests the Board of Education approve this FOIA Report as presented.

**RECOMMENDED ACTION:**
**X** Approval
☐ Information
☐ Discussion **BOARD ACTION:**_____

**From:** Oralia Guajardo <guajardoo@icpas.org>
**Sent:** Tuesday, October 6, 2026 4:23 PM
**To:** We Listen <WeListen@dps61.org>
**Subject:** Illinois CPA Society Request

Each year the Illinois CPA Society, in cooperation with the Illinois State Board of Education (ISBE), conducts a review of selected school districts and joint agreement annual financial statements. This review is conducted to help ensure that quality, standardized financial reports are being issued. **The annual selection is made on a random selection basis, and your District's 2026 financial statements have been selected.**

**I am requesting your cooperation in completing this important review. Because ISBE does not receive complete copies of all the reports a District may prepare and issue, I am asking that you forward the following:**

1. **A complete copy of the audited basic or entity-wide financial statements and supplementary information (the "bound report"). This financial statement would have been prepared utilizing the Governmental Accounting Standards Board Statement No. 34 format.**
2. **If it is not incorporated into the "bound report," (and if a Single Audit was conducted) a copy of the Annual Federal Compliance Section (Single Audit section).**
3. **A copy of only the Independent Auditors' Report affixed to the District Annual Financial Report form 50-35 or 50-60 for Joint Agreements (AFR). Your District may have submitted this report electronically. We do not need the disk or the entire AFR; only the Independent Auditors' Report that your auditor signed.**

If your auditors did not prepare a separate bound report, then please send a copy of your Annual Financial Report for Local School Systems or AFR (Form 50-35 or 50-60 for Joint Agreements). Please be sure to send the complete report including footnotes. **This year, the review will be conducted in a virtual environment, so we request that all files be sent in PDF format only**. **Please send the requested information to:**

Oralia Guajardo, School District Quality Control Review (she/her)
**Email:** guajardoo@icpas.org

***The requested information needs to arrive at the above email address no later than Monday, November 16, 2026.*** ISBE considers this review project to be very important and your cooperation in sending financial statements, if completed, is appreciated. Without it, the Illinois CPA Society cannot adequately conduct its review.

Again, please send the separate "bound" report, if issued and the other requested items. If you have any questions, please call Oralia Guajardo at 312-993-0407 Ext. 7608 or Lauren Pflugradt, Committee Chair at 708-487-0278.

Sincerely,

Lauren Pflugradt

Lauren Pflugradt
Chair, Governmental Report Review Committee
Illinois CPA Society

**Oralia Guajardo**
Manager, Professional Standards
Illinois CPA Society
225 W. Randolph Street, Suite 450
Chicago, IL 60606
312.517.7608
www.icpas.org

**From:** Zack (TetherEducation) <procurement@tether.education>
**Sent:** Wednesday, October 14, 2026 1:49 PM
**To:** Melissa Bradford <mbradford@dps61.org>
**Subject:** Public records request: enrollment software contracts

Under the Illinois Freedom of Information Act, I am requesting copies of the following records that we believe the district may have:

Contracts, purchase orders, quotes or invoices for enrollment management or lottery/school-choice software that were active, signed or paid since July 1, 2024. Common vendors include SchoolMint, Avela, Blenderbox/EnrollWise, Scribbles Software and Informed K12, or an enrollment/registration module of an SIS such as PowerSchool.

Our preliminary research suggests the district may use SchoolMint for this, though we couldn't verify it. Records for any similar product would also be helpful.

Electronic copies by reply email are preferred. If any fee would apply, please let me know before proceeding rather than processing the request. If no responsive records exist, a short note saying so is all I need. I appreciate your help!

I am making this request for a commercial purpose: the records will be used to understand the market for school enrollment software.

Thank you,

Zack
Chief of Staff, TetherEducation
procurement@tether.education

**From:** Michael Ayele <waacl13@gmail.com>
**Sent:** Tuesday, October 20, 2026 7:49 AM
**To:** Melissa Bradford <mbradford@dps61.org>
**Cc:** Michael Ayele (W) <waacl13@gmail.com>
**Subject:** FOIA Request - 5 ILCS 140/1

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

Date: Tuesday, October 20, 2026

Freedom of Information Act (FOIA) Request

This is Michael A. Ayele sending this message, though I now go by W and prefer to be referred to as such. I am writing this letter for the purpose of filing a FOIA request with Decatur Public School District #61. The bases for this non-commercial records request are [1] the decision of many local government agencies throughout the United States of America (U.S.A.) to designate October 18-24, 2026 as "*United Against Hate Week;*" [i] [2] the very odd February 21, 2026 email sent to Michael A. Ayele (a.k.a.) W by Westminster College (Fulton, Missouri). [ii]

I) Requested Records

What I am requesting for prompt disclosure are records in your possession detailing your discussions about [1] United Against Hate Week as an annual event (i) that began in calendar year 2017 to counter white supremacist rallies and gatherings that occurred in Berkeley and San Francisco, California; (ii) which gives people in the public and private sector a very unique opportunity to shine a spotlight on objectionable meetings and gatherings that have great potential to exacerbate racism in American society and government; [2] Westminster College (Fulton, Missouri) as a postsecondary academic institution which has (i) historically served and catered exclusively to white men; (ii) on (or around) August 29, 1986 extended an invitation to former Central Intelligence Agency (CIA) Director William Webster: approximately 5 (five) months after the April 5, 1986 rape and murder of Jeanne Ann Clery; (iii) on (or around) February 21, 2026 sent a very peculiar email to alumnus Michael A. Ayele (a.k.a.) W informing him that Larry P. Arnn would be lecturing undergraduate students (at Westminster College) on March 6, 2026; [3] Michael A. Ayele (a.k.a.) W as a Black Bachelor of Arts (B.A.) Degree graduate of Westminster College who (i) became thoroughly convinced that Hillsdale College is a white Christian fanatic postsecondary academic institution after reading the October 25, 2023 complaint filed by Danielle Villareal and Grace Chen; (ii) became thoroughly convinced that Hillsdale College violated the Supreme Court precedent established in *Bob Jones University v. United States* after reading the October 25, 2023 complaint filed by Danielle Villareal and Grace Chen; (iii) became thoroughly convinced that Hillsdale College violated the provisions of the Family Educational Rights and Privacy Act (FERPA) after reading the October 25, 2023 complaint filed by Danielle Villareal and Grace Chen; (iv) is thoroughly convinced that the provisions of the Violence Against Women Act (VAWA) require American colleges and universities that receive Title IX funding to take decisions that are in solidarity with women (similarly situated to Danielle Villareal and Grace Chen) who have experienced sexual violence at Hillsdale College (or other similarly situated American colleges); (v) is thoroughly convinced that the decision of Westminster College to invite Larry P. Arnn to lecture undergraduate students (in a college that receives Title IX funding) was not an act of solidarity towards women (similarly situated to Danielle Villareal and Grace Chen) who were raped at Hillsdale College (or other similarly situated American colleges); (vi) is thoroughly convinced that Westminster College was in violation of VAWA on (or around) March 6, 2026 because of their decision to allow Larry P. Arnn to lecture undergraduate students particularly after Hillsdale College's gross mishandling of the sexual misconduct complaints filed by Danielle Villareal and Grace Chen; (vii) has taken the decision not to attend any of the events organized by Westminster College on (or around) March

6, 2026 because of their tactless and inappropriate invitation of Larry P. Arnn that was in violation of VAWA; [4] the decision of the AOL, Bing/MSN, Google and Yahoo internet search engines (ISE) to filter and distort Michael A. Ayele (a.k.a.) W's correspondence with the United States government on matters pertaining to the October 25, 2023 complaint filed by Danielle Villareal and Grace Chen by generating unwelcome and unapproved queries such as *"Michael Ayele SORNA," "Michael Ayele FERPA," "Michael Ayele VAWA," "Michael Ayele bystander intervention," "Michael Ayele Danielle Villareal," "Michael Ayele Grace Chen," "Michael Ayele Westminster College," "Michael Ayele Hillsdale College," "Michael Ayele University of Nebraska System," "Michael Ayele religion," "Michael Ayele ex parte communications."*

II) Request for a Fee Waiver and Expedited Processing

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

1) United Against Hate Week is an annual event that began in 2017 to counter white supremacist rallies and gatherings that occurred in Berkeley and San Francisco, California.
2) United Against Hate Week is an annual event commemorated by many local government agencies throughout the territory of the United States of America (U.S.A.) in order to shine a spotlight on objectionable meetings and gatherings that seek to exacerbate racism and sexism in American society and government.
3) United Against Hate Week is an annual event commemorated by many local government agencies throughout the U.S.A. in order to combat objectionable meetings and gatherings that seek to exacerbate racism and sexism in American society and government.
4) The requested records will enable the public to ascertain if your school district has held conversations about the history and the purpose of United Against Hate Week.
5) The requested records will enable the public to ascertain if your school district has in the past commemorated (or considered commemorating) United Against Hate Week in order to shine a spotlight on (and combat) meetings and gatherings that seek to exacerbate racism and sexism in American society and government.
6) The requested records will enable the public to ascertain if your school district has held conversations about the very odd February 21, 2026 email that was sent by Westminster College (Fulton, Missouri) to alumnus Michael A. Ayele (a.k.a.) W.
7) On (or around) February 21, 2026, Westminster College (Fulton, Missouri) had sent a very peculiar email to alumnus Michael A. Ayele (a.k.a.) W informing him that Larry P. Arnn was going to be lecturing Westminster College undergraduate students on March 6, 2026. As you are likely aware, Larry P. Arnn was President of Hillsdale College when (i) Danielle Villareal was raped on that Michigan campus on (or around) August 29, 2021; (ii) Grace Chen was raped on that Michigan campus on (or around) November 22, 2021. [iii]
8) The requested records will raise awareness about the frenzy which has surrounded Michael A. Ayele (a.k.a.) W following his decision to shine a spotlight on the awards that were bestowed on Larry P. Arnn on (or around) March 6, 2026 by Westminster College (Fulton, Missouri) even after Hillsdale College very gross mishandling of the sexual misconduct complaints filed by Danielle Villareal and Grace Chen.

Expedited processing for this request is justified because

1) 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 eighteen years of age).
2) Michael A. Ayele (a.k.a.) W is a Black ex-immigrant who went to America to pursue his undergraduate academic education.
3) Michael A. Ayele (a.k.a.) W is a Black ex-immigrant who was informed what constitutes "*affirmative and effective consent"* when he was a full-time undergraduate student at Westminster College (Fulton, Missouri) in the month of January 2010.
4) Michael A. Ayele (a.k.a.) W is a Black former international student who was informed what constitutes "*affirmative and effective consent"* after being told of the April 5, 1986 rape and murder of Jeanne Ann Clery.

5) Michael A. Ayele (a.k.a.) W is a Black former international student who, in calendar year 2011, was an intern of the Callaway County, Missouri local government.
6) Michael A. Ayele (a.k.a.) W is a Black former international student who, in calendar year 2013, was employed for the Missouri Department of Mental Health (MODMH) Fulton State Hospital (FSH) after signing an employment contract with them. [iv]
7) Michael A. Ayele (a.k.a.) W is a Black former international student who has 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.
8) Michael A. Ayele (a.k.a.) W is a Black B.A. Degree graduate of Westminster College (Fulton, Missouri) who has in the mid-2010s witnessed racist frauds playing fast and loose in many legal filings (where they broached the issue of "*consent*" by linking it to his name, his image and his likeness).
9) Michael A. Ayele (a.k.a.) W is a Black B.A. Degree graduate of Westminster College (Fulton, Missouri) who has in the mid-2010s expressed written objections upon witnessing racist frauds playing fast and loose in many legal filings where they were broaching the issue of "*consent*" by linking it to his name, his image and his likeness.
10) The subject matter of this records request will raise awareness about the activism of current/former undergraduate students to decrease, eradicate and remedy incidents of racism and sexism on American college and university campuses.
11) The subject matter of this records request will raise awareness about the pushback of American colleges and universities to the activism of their current/former undergraduate students intent on decreasing, eradicating and remedying incidents of racism and sexism on campus.
12) The National Council on Disability (NCD) had on (or around) January 30, 2018 expressed very grave concerns about American colleges and universities using FERPA as a pretext to conceal the outcomes of sexual violence cases – thereby thwarting congressional intent and compromising public safety. [v]
13) The subject matter of this records request will raise awareness about Michael A. Ayele (a.k.a.) W's correspondence with the University of Nebraska System on the applicability of the Family Educational Rights and Privacy Act (FERPA) in documented incidents of sexual violence that occur within American college and university campuses. [vi]
14) The subject matter of this records request will raise awareness about the backlash Michael Ayele (a.k.a.) W was on the receiving end of following his decision to recognize that (i) he was 18 years of age when he went to America on an F-1 visa in the month of December 2009 to pursue his postsecondary academic education; (ii) he was a full-time international student at Westminster College (Fulton, Missouri) when he was in the month of January 2010 informed (for the very first time of his life) what constitutes "*affirmative and effective consent*" in healthy sexual relationships after being told of the April 5, 1986 rape and murder of Jeanne Ann Clery; (iii) he was a full-time international undergraduate student at Westminster College (Fulton, Missouri) when he was in the month of January 2010 informed about the provisions of FERPA; (iv) he was a full-time international undergraduate student at Westminster College (Fulton, Missouri) when he was in the month of January 2010 informed about the provisions of the Violence Against Women Act (VAWA); (v) the sexual misconduct complaints filed by Danielle Villareal and Grace Chen were very grossly mishandled by Hillsdale College as well as the United States District Court for the Western District of Michigan. [vii]
15) The requested records will shed light on Michael A. Ayele (a.k.a.) W's key questions on Title IX of the Education Amendments Act of 1972. [viii]
16) The subject matter of this records request will raise awareness about the reasons why some individuals in the 2020s (predisposed to racism and sexism) would be totally fine with Larry P. Arnn going to Westminster College (Fulton, Missouri) as an honored guest to lecture undergraduate students even after Hillsdale College's very gross mishandling of the sexual misconduct complaints filed by Danielle Villareal and Grace Chen.

17) The subject matter of this records request will raise awareness about the reasons why Michael A. Ayele (a.k.a.) W (a Black B.A. Degree graduate of Westminster College) felt scandalized by the decision of Westminster College (Fulton, Missouri) to invite Larry P. Arnn as an honored guest particularly after Hillsdale College very gross mishandling of the sexual misconduct complaints filed by Danielle Villareal and Grace Chen.
18) In his 2010 book entitled "*Colorblind: The Rise of Post-Racial Politics and the Retreat From Racial Equity,"* Tim Wise had presented very convincing arguments that "*presumptions of post-raciality are not new"* because "*even in the 1960s, at a time when all would now agree the United States was a profoundly unequal place, where racial discrimination was deeply systematized, most whites saw little about which to be concerned. According to Gallup polls taken in 1962 and 1963, between two-thirds and nearly 90 percent of whites said that Blacks were treated equally with regard to jobs, school and housing opportunities. That most whites could believe such a thing, even at the height of the civil rights movement – which, by definition, was animated by the reality that treatment was far from equal – says much about the pathological nature of white denial. Indeed, in 1963, three-fourths of whites said the civil rights movement was pushing too fast for change, and asking for 'too much.' This, during a year in which Blacks were being hosed down in the streets of Birmingham by racist police, and blown up at the 16th Street Baptist Church there, as well as a year in which Mississippi NAACP chair Medgar Evers was murdered in his driveway, and Alabama Governor George Wallace promised to maintain segregation forever."* [ix]

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 and distorted Michael A. Ayele (a.k.a.) W's correspondence with the United States government on the circumstances that led to the enactment of the Jeanne Clery Act. 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 circumstances that led to the enactment of the Jeanne Clery Act has served to obfuscate the fact that Michael A. Ayele (a.k.a.) W [1] was 18 years of age when he went to America on an F-1 visa in the month of December 2009; [2] was a full-time international student at Westminster College (Fulton, Missouri) when he was in the month of January 2010 informed (for the first time in his life) what constitutes "*affirmative and effective consent"* after being told of the April 5, 1986 rape and murder of Jeanne Ann Clery; [3] was a full-time international student at Westminster College (Fulton, Missouri) when he was in the month of January 2010 informed about the provisions of the Family Educational Rights and Privacy Act (FERPA); [4] was a full-time international student at Westminster College (Fulton, Missouri) when he was in the month of January 2010 informed about the provisions of the Violence Against Women Act (VAWA); [5] unequivocally condemns violence committed against girls/women irrespective of the girl/woman racial background, sexual orientation, national origin, religious affiliation, disability status and/or age group; [6] has in the mid-2010s witnessed racist frauds playing fast and loose in many legal filings where they broached the issue of "*consent"* by linking it to his name, his image and his likeness; [6] has in the mid-2010s expressed written objections upon witnessing racist frauds playing fast and loose in many legal filings where they were broaching the issue of "*consent"* by linking it to his name, his image and his likeness; [7] was shocked upon reading the October 25, 2023 sexual misconduct complaint filed by Danielle Villareal and Grace Chen against Hillsdale College; [8] considers the August 29, 2021 and November 22, 2021 sexual assaults of Danielle Villareal and Grace Chen to be more than lamentable; [9] considers the August 29, 2021 and November 22, 2021 sexual assaults of Danielle Villareal on the campus of Hillsdale College to be actionable under VAWA, FERPA as well as other legal precedents such as *Bob Jones University v. United States, Haines v. Kerner* and *Johnson v. City of Shelby*; [10] unequivocally condemns the sexual assaults Danielle Villareal and Grace Chen were the victim of on (or around) August 29, 2021 and November 22, 2021.

If truth be told, the facts presented in my request for a fee waiver and expedited processing will also not bolster public confidence in the activities, the engagements and the priorities of Westminster College (Fulton, Missouri). Anecdotally, (as you are likely aware), I went to the U.S.A (for the first time of my life) in the month of December 2009 on an F-1 visa to pursue my undergraduate academic career at Westminster College (Fulton, Missouri). When I arrived at Westminster College as an international student (in the month of January 2010), I was given a care package that included, among other things, Westminster College's Student Handbook, and I was strongly advised to read that Student Handbook, which I did. Look, the Student Handbook of Westminster College (Fulton, Missouri) is unambiguous about FERPA, and it clearly states that this federal law [1] enables the disclosure of students' academic and disciplinary records in various circumstances; [2] requires the college to be forthcoming with the final results of disciplinary proceedings to female victims of sexual violence.[x]

As previously noted, FERPA was enacted into law on (or around) August 21, 1974 and took effect on (or around) November 19, 1974. Since it was enacted into law on (or around) November 19, 1974, FERPA was amended on numerous occasions to strengthen transparency obligations. For instance, the 1990 Campus Security Act and the 1998 Higher Education Amendments Act have amended FERPA to decree that "*postsecondary institutions"* should be forthcoming with [1] "*the final results of any disciplinary proceeding conducted by the institution against the alleged perpetrator of the crime, regardless of the outcome of the proceeding"* particularly to an alleged victim of any crime of violence (as defined in U.S. Code Title 18, § 16); [2] "*the final results of any disciplinary proceeding for a crime of violence or nonforcible sex offense to anyone, including members of the general public, if the institution determines that the student committed a violation of its rules or policies with respect to the crime."* In other words, these provisions were enacted to **prohibit** postsecondary academic institutions from using FERPA to conceal the outcomes of sexual violence cases. These provisions of FERPA were also enacted to create a statutory duty for postsecondary academic institutions to be forthcoming with victims, as well as members of the general public on the outcomes of sexual violence cases. In practical terms, FERPA required (and continues to require) Hillsdale College to be forthcoming about the "*investigation"* that the college claims to have conducted following the rapes of Danielle Villareal and Grace Chen (in August and November 2021). When Hillsdale College refused to provide the final results of the "*investigation*" they supposedly conducted into the sexual abuse of Danielle Villareal and Grace Chen, Hillsdale College knowingly and willfully violated federal law. [xi]

By inviting Larry P. Arnn to lecture undergraduate students, Westminster College (Fulton, Missouri) has effectively become complicit in the gross mishandling of the sexual misconduct complaints filed by Danielle Villareal and Grace Chen. Moreover, Westminster College (Fulton, Missouri) has elevated Larry P. Arnn from a leader of a white Christian fanatic postsecondary institution to a figure American colleges and universities (that receive Title IX funding) need to admire for his scholastic contributions in political science. In doing so, Westminster College (Fulton, Missouri) has made the very grave mistake of shifting attention away from the people who matter most – survivors of sexual violence like Danielle Villareal and Grace Chen. Regrettably, the decision of Westminster College (Fulton, Missouri) to extend an invitation to Larry P. Arnn to lecture undergraduate students (at Westminster College) has, in essence, served as a distraction from his direct participation in the gross mishandling of the sexual misconduct complaint filed by Danielle Villareal and Grace Chen. For me, this diversion (that was created by Westminster College) was very inappropriate because [1] it undermined the accountability owed to survivors of sexual violence; [2] it contravened the provisions of VAWA, which require Westminster College (as a Title IX-funded post-secondary institution) to seek the input of women such as Danielle Villareal and Grace Chen before inviting individuals implicated in mishandling sexual misconduct complaints.

Approximately one year ago, on (or around) November 19, 2025, the United States government has enacted into law the Jeffrey Epstein Transparency Act in order to shed a spotlight on the individuals who were [1] in the orbit of Jeffrey Epstein; [2] complicit in the many perturbing depravities of Jeffrey Epstein. In my opinion, the enactment of this legislation (H.R. 4405) reflects Congress's new (and evolving) willingness to confront violence against women not merely by prosecuting the primary perpetrators but also by scrutinizing the networks of influence, enablers, and silent beneficiaries that allow such practices to persist. In other words, H.R. 4405 has signaled to American society (and government) that accountability for sexual violence extends beyond the individual offender to include those who facilitated, concealed, or materially (or professionally) benefited from criminal conduct. The enactment into law of H.R. 4405 is very pertinent to the sexual misconduct complaint filed by Danielle Villareal and Grace Chen because Larry P. Arnn was President of Hillsdale College when these two women were raped on (or around) August 29, 2021 and November 22, 2021 (respectively). While Larry P. Arnn may not have personally committed acts of sexual violence against Danielle Villareal and Grace Chen, his direct involvement in the gross mishandling of their sexual misconduct complaint should be viewed the same way Larry Summers' email exchanges with Jeffrey Epstein are viewed - as suspicious evidence of complicity that enabled harm to occur.[xii] By participating in, or failing to prevent, the mishandling of these complaints, Larry P. Arnn played an active role in perpetuating the exclusion, marginalization and silencing of rape survivors (who have attended and/or graduated from Hillsdale College). In other words, the actions of Larry P. Arnn do not justify awards or honors from Westminster College (Fulton, Missouri), nor do they make him an appropriate role model for undergraduate students (at Westminster College) who are legally bound [and told as Michael A. Ayele (a.k.a.) W was] to respect FERPA, Title IX of the Education Amendments Act of 1972 and VAWA. Endorsing or promoting an individual implicated in the gross mishandling of a sexual misconduct complaint contradicts the legal and ethical obligations of postsecondary institutions to prioritize accountability, survivor protection, and transparency in cases of sexual misconduct.

On my end, as a Black B.A. Degree graduate of Westminster College (Fulton, Missouri) who has witnessed many double standards on matters pertaining to FERPA, I was appalled (and very disappointed) upon learning that Larry P. Arnn was going to be lecturing undergraduate students at Westminster College on March 6, 2026 because it is under his watch that [1] Danielle Villareal (i) was raped on (or around) August 29, 2021; (ii) was retaliated upon for filing a complaint against the sexual abuse she suffered on (or around) August 29, 2021; (iii) was denied access to the final results of disciplinary proceedings in which the individual who raped her was not held to account for; [2] Grace Chen (i) was raped on (or around) November 22, 2021; (ii) was retaliated upon for filing a complaint against the sexual abuse she suffered on (or around) November 22, 2021; (iii) was denied access to the final results of disciplinary proceedings in which the individual who raped her was not held to account for. That's why I had decided not to attend any of the events organized by Westminster College (Fulton, Missouri) on March 6, 2026.

The core issues presented in this records request are as follows: 1) Have you had conversations about United Against Hate Week as an annual event that began in calendar year 2017 to counter white supremacist rallies and gatherings that took place in Berkeley and San Francisco, California? If yes, will you promptly disclose those records? 2) Have you had conversations about United Against Hate Week as an annual event which gives people in the public and private sector a very unique opportunity to shine a spotlight on objectionable meetings and gatherings that have great potential to exacerbate racism in American society and government? If yes, will you promptly disclose those records? 3) Have you had conversations about Westminster College (Fulton, Missouri) as a postsecondary academic institution which has historically served and catered exclusively to white men? If yes, will you promptly disclose those records? 4) Have you had conversations about Westminster College (Fulton, Missouri) as a historically white male postsecondary academic institution which had on (or around) August 29, 1986 extended an

invitation to former Central Intelligence Agency (CIA) Director William Webster: approximately 5 (five) months after the April 5, 1986 rape and murder of Jeanne Ann Clery? If yes, will you promptly disclose those records? 5) Have you had conversations about Westminster College (Fulton, Missouri) as a postsecondary academic institution which has on (or around) February 21, 2026 sent a very peculiar email to alumnus Michael A. Ayele (a.k.a.) W informing him that Larry P. Arnn would be lecturing undergraduate students (at Westminster College) on (or around) March 6, 2026? If yes, will you promptly disclose those records? 6) Have you had conversations about the very strong probability that Westminster College (Fulton, Missouri) extended an invitation to Larry P. Arnn to lecture undergraduate students (at Westminster College) because it's a postsecondary academic institution which has historically served and catered exclusively to white men? If yes, will you promptly disclose those records? 7) Have you had conversations about the very strong probability that Westminster College (Fulton, Missouri) extended an invitation to Larry P. Arnn to lecture undergraduate students (at Westminster College) because it has a culture and tradition of not seeking the input of young people who were adversely impacted by sexism, racism and discrimination during the course of their undergraduate academic careers? If yes, will you promptly disclose those records? 8) Have you had conversations about Westminster College (Fulton, Missouri) as a postsecondary academic institution which has not sought the input of women who have suffered sexism and misogyny at Hillsdale College prior to inviting Larry P. Arnn to lecture undergraduate students (at Westminster College)? If yes, will you promptly disclose those records? 9) Have you had conversations about Westminster College (Fulton, Missouri) as a postsecondary academic institution which has not sought the input of Black alumnus Michael A. Ayele (a.k.a.) W prior to inviting Larry P. Arnn to lecture undergraduate students (at Westminster College) on March 6, 2026? If yes, will you promptly disclose those records? 10) 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) who became thoroughly convinced that Hillsdale College is a white Christian fanatic postsecondary academic institution after reading the October 25, 2023 complaint filed by Danielle Villareal and Grace Chen? If yes, will you promptly disclose those records? 11) Have you had conversations about Michael A. Ayele (a.k.a.) W as a Black B.A. Degree graduate of Westminster College who became thoroughly convinced that Hillsdale College violated the Supreme Court precedent established in *Bob Jones University v. United States* after reading the October 25, 2023 complaint filed by Danielle Villareal and Grace Chen? If yes, will you promptly disclose those records? 12) Have you had conversations about Michael A. Ayele (a.k.a.) W as a Black B.A. Degree graduate of Westminster College who became thoroughly convinced that Hillsdale College violated the provisions of the Family Educational Rights and Privacy Act (FERPA) after reading the October 25, 2023 complaint filed by Danielle Villareal and Grace Chen? If yes, will you promptly disclose those records? 13) Have you had conversations about Michael A. Ayele (a.k.a.) W as a Black B.A. Degree graduate of Westminster College (Fulton, Missouri) who has witnessed many double standards in the enforcement of FERPA? 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) who is thoroughly convinced that Hillsdale College would have taken the provisions of FERPA very seriously if Danielle Villareal and Grace Chen were raped by a Black and/or African American man? 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) who is thoroughly convinced that Hillsdale College violated the provisions of FERPA during the processing of the sexual misconduct complaint filed by Danielle Villareal and Grace Chen because they were not raped by a Black and/or African American man? 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) who is thoroughly convinced that Hillsdale College violated the provisions of FERPA during the processing of the sexual misconduct complaint filed by Danielle Villareal and Grace Chen in order to protect white rapists? 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) who is thoroughly convinced that the individuals who raped Danielle Villareal and Grace Chen should have been added to Michigan's sex offender registry? 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) who is thoroughly convinced that the individuals who raped Danielle Villareal and Grace Chen were not added to the sex offender registry because they're white men? 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) who is thoroughly convinced that the provisions of the Violence Against Women Act (VAWA) require American colleges and universities that receive Title IX funding to be (and act) in solidarity with women (similarly situated to Danielle Villareal and Grace Chen) who were raped at Hillsdale College (or other similarly situated American colleges)? 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) who is thoroughly convinced that the decision of Westminster College to invite Larry P. Arnn to lecture undergraduate students (in a college that receives Title IX funding) was not an act of solidarity towards women (similarly situated to Danielle Villareal and Grace Chen) who were raped at Hillsdale College? 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) who is thoroughly convinced that Westminster College was in violation of VAWA on (or around) March 6, 2026 because of their decision to allow Larry P. Arnn to lecture undergraduate students particularly after Hillsdale College's gross mishandling of the sexual misconduct complaints filed by Danielle Villareal and Grace Chen? 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) who has taken the decision not to attend any of the events organized by Westminster College on (or around) March 6, 2026 because of their tactless and inappropriate invitation of Larry P. Arnn that was in violation of VAWA? 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 who has never in the past contacted employees/legal representatives of the AOL, Bing/MSN, Google and Yahoo search engines to demand that they generate queries such as "*Michael Ayele SORNA,*" "*Michael Ayele FERPA,*" "*Michael Ayele VAWA,*" "*Michael Ayele bystander intervention,*" "*Michael Ayele Danielle Villareal,*" "*Michael Ayele Grace Chen,*" "*Michael Ayele Westminster College,*" "*Michael Ayele Hillsdale College,*" "*Michael Ayele Jacksonville School District records,*" "*Michael Ayele religion,*" "*Michael Ayele ex-parte communications?*" If yes, will you promptly disclose those records? 24) Have you had conversations about the decision of the AOL, Bing/MSN, Google and Yahoo internet search engine (ISE) to inappropriately filter and distort Michael A. Ayele (a.k.a) W's written publications on matters pertaining to the October 25, 2023 complaint filed by Danielle Villareal and Grace Chen by generating unwelcome and unapproved queries such as "*Michael Ayele SORNA,*" "*Michael Ayele FERPA,*" "*Michael Ayele VAWA,*" "*Michael Ayele bystander intervention,*" "*Michael Ayele Danielle Villareal,*" "*Michael Ayele Grace Chen,*" "*Michael Ayele Westminster College,*" "*Michael Ayele Hillsdale College,*" "*Michael Ayele University of Nebraska System,*" "*Michael Ayele religion,*" "*Michael Ayele ex parte communications?*" 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

Work Cited

[i] United Against Hate Week (October 18-24, 2026) is a call for local civic action to stop the hate and implicit biases that are a dangerous threat to the safety and civility of our neighborhoods, towns and cities.

United Against Hate Week emerged from a United Against Hate poster campaign created by Bay Area Cities in response to white supremacist rallies in Berkeley and San Francisco in 2017.

The original 13 communities were convened in 2018 by Not In Our Town, a national anti-hate organization and partner in the LA vs Hate campaign, and committed to an annual week of action and awareness.

Since its inception, United Against Hate Week has spread to over 200+ communities, including all of Los Angeles County, faith-based groups, LGBTQ, and human rights organizations, and is beginning to take off throughout California and in communities across the U.S. https://www.unitedagainsthateweek.org/history

[ii] "The Sinews of Peace" at 80 – Why it Matters Today. Westminster College (Fulton, Missouri) February 21st 2026 Email to Michael A. Ayele (a.k.a) W.

[iii] *Danielle Villareal is a citizen of Nebraska. She was a Hillsdale student from August 2020 to the spring of 2021. At Hillsdale, Plaintiff Villareal was a Grewcock Scholar who made the Dean's List every semester, played club soccer and was elected Director of Facilities (for club soccer), and was a member of Hillsdale College Democrats and Pi Beta Phi sorority. (…)*

*On or around August 29, 2021, shortly after returning to Hillsdale for her sophomore year, Plaintiff Villareal was raped by a fellow student and a member of Hillsdale's baseball team at his apartment which is a five-minute drive away from campus. The assailant propositioned Plaintiff Villareal for sex, and after she declined, she was frightened by the sudden change in his demeanor. Plaintiff Villareal was paralyzed with fear and the assailant proceeded to penetrate her with his penis. The rape concluded only after Plaintiff Villareal told her assailant to stop.*

*After reeling from the assault, Plaintiff Villareal reported the rape a day or two later to the local police. Within days of filing a police report, Plaintiff Villareal then emailed Dean of Men Aaron Peterson that she had been sexually assaulted. Peterson responded, in turn, and instructed her to meet with Mechelle Zarou, an outside lawyer who would investigate the rape. Plaintiff Villareal first met with Zarou the day after she reported her assault to Hillsdale. Hillsdale did not tell Plaintiff Villareal that she could meet with her lawyer before meeting with Zarou. At the meeting, Plaintiff Villareal recounted her assault to Zarou as she nodded and signaled that she understood. Zarou then told Plaintiff Villareal that she was in town to give a presentation on campus about issues including sexual assault, and that Plaintiff Villareal's story was so similar to a hypothetical she had written that she would now have to change the presentation. When the meeting concluded, Zarou told Plaintiff Villareal that she would next meet with the assailant, and then follow up with Plaintiff Villareal again. Zarou did not interview Villareal's rapist until months after meeting with Villareal. Villareal's rapist had not initially been responsive to Zarou's messages because he had been meeting with several lawyers. Plaintiff Villareal met with Zarou a second time months later. This time, Zarou said the meeting was to go through discrepancies between Plaintiff Villareal's story and her rapist's account. Zarou asked Plaintiff Villareal questions about the assault that suggested that she was to blame, such as Villareal's initiation of romantic contact earlier in the evening. In the course of their conversations, Zarou indicated to Plaintiff Villareal that the rapist maintained that he never asked Plaintiff Villareal if she wanted to*

*have sex, he just penetrated her. Plaintiff Villareal emphasized that she told him she did not want to have sex with him after he asked for consent.*

*On or around October 15, 2021, Plaintiff Villareal and her stepfather met with Zarou for a third time. In this meeting, in which Zarou was at times hostile, she delivered her "findings." Zarou initially told Plaintiff Villareal and her stepfather that her rapist violated the sexual misconduct policy because he tried to have sex with her after she revoked consent and because he stopped as soon as Plaintiff Villareal withdrew consent, his punishment would not be expulsion. Plaintiff Villareal corrected Zarou that she never gave consent to begin with, Zarou then agreed and reiterated that Plaintiff Villareal's rapist acted without consent but because he stopped penetrating her when she told him to, he would not be expelled.*

*On or around October 26, 2021, Zarou informed Plaintiff Villareal that Hillsdale placed Plaintiff Villareal's rapist on social probation, required him to do community service, and suspended him indefinitely from baseball. This punishment was not enforced. On one occasion, Plaintiff Villareal saw her rapist at a party. On another occasion, she saw him walking on campus with his baseball shoes, suggesting he continued to play on the baseball team. When Plaintiff Villareal asked the baseball coaches if he was allowed to practice, they did not answer the question. Plaintiff Villareal inquired about his punishment to the Dean of Women and was told that she was not privy to other students' disciplinary actions, even though Zarou had already told Plaintiff Villareal the punishment Hillsdale gave him. Plaintiff Villareal's rapist was allowed back onto the baseball team for the second semester, just in time for season to start. Hillsdale's general counsel, Bob Norton, threatened Plaintiff Villareal's parents that if she continued to inquire about the investigation and punishment, there would be consequences for her. Norton further suggested that Plaintiff Villareal reported her rape only after she came to regret a consensual encounter. Immediately upon leaving the meeting with Norton, Villareal's parents felt that Villareal should transfer schools to protect her safety and well-being. Plaintiff Villareal was forced to see her rapist around once a day in passing. Plaintiff Villareal stopped going to parties after she saw him at one. The rape and investigation took a big toll on Plaintiff Villareal. At first, schoolwork was a welcome distraction from the investigation but then Plaintiff Villareal began to suffer from depression and stopped caring about schoolwork. She withdrew from her social life and friendships suffered. She felt numb and had trouble sleeping at night. After Plaintiff left Hillsdale, she started seeing a therapist and was prescribed antidepressants.* Grace Chen and Danielle Villareal Civil Action Complaint Against Hillsdale College. Pages 18 - 22. Retrievable here.: https://titleixforall.com/wp-content/uploads/2024/02/Grace-Chen-v.-Hillsdale-College-Complaint.pdf

*Grace Chen is a citizen of California who began attending Hillsdale College (Hillsdale, Michigan) in the month of August 2021. (…) On or around November 22, 2021, a few months into her freshman year at Hillsdale, Plaintiff Chen was raped by a fellow Hillsdale track athlete in a dormitory on campus. Despite Plaintiff Chen's repeated attempts to fend him off, the assailant took off her pants and penetrated her with his fingers. He forced Plaintiff Chen to masturbate his penis and then tried to penetrate Plaintiff Chen with his penis. Plaintiff Chen refused to have sex with the assailant and was terrified throughout the rape. The rape ended only after Plaintiff Chen repeatedly pleaded for the assailant to stop. Chen's assailant later apologized to her for his actions. Plaintiff Chen was traumatized by the rape. She initially struggled to understand what had happened to her, and after hearing another student on the track team speak about her experience of trying to report sexual assault, Plaintiff Chen realized that she had been raped.*

*On or around February 7, 2022, Plaintiff Chen met with Lindsay Peirce, a school counselor at Hillsdale, to help her process the assault and understand what happened. During the meeting, Peirce confirmed that Plaintiff Chen was sexually assaulted but advised that the school's Deans would take no action on a report of sexual assault without concrete evidence. Plaintiff Chen felt*

*discouraged by Pierce's comments, but she decided to report the incident to the Deans because she heard that her rapist might be going after other female students and she did not want someone else to go through what she had been through.*

*On or around March 3, 2022, Plaintiff Chen met with Dean of Women Rebekah Dell and Associate Dean of Women Stephanie Gravel to discuss her sexual assault. At that meeting, Plaintiff Chen presented the Deans with a written report detailing her assault. In the meeting, Dean Dell indicated that she believed Plaintiff Chen and would review Plaintiff Chen's report first to make sure that there was nothing in it that her assailant could use against her in a counter-suit, which Plaintiff Chen understood to mean a defamation action. Dean Dell arranged for Plaintiff Chen to meet with Kimberley Graham, an outside lawyer the school was using to investigate the assault.*

*On or around March 24, 2022, in her first meeting with Plaintiff Chen, Graham informed Plaintiff Chen that her assailant did not deny her account. Graham further indicated that the investigation was about guiding the Deans through what disciplinary steps should be taken because Plaintiff Chen's assailant did not refute her allegations. Graham, however, made inappropriate statements to downplay the severity of the assault, and told Plaintiff Chen that she was fortunate that her assailant did not rape her. Graham also refused to interview witnesses that Plaintiff Chen identified in her written report, in violation of Hillsdale's "sexual misconduct policy," purportedly because there were no discrepancies between Plaintiff Chen's story and her assailant's.*

*On or around April 5, 2022, Plaintiff Chen met with Graham again. Despite her earlier statements, Graham claimed that Plaintiff Chen was not sexually assaulted because there was no obvious force. Graham indicated that Plaintiff Chen's assailant would not be punished because he was already doing community service, AA meetings, and counseling for a prior drinking infraction. Graham suggested that Plaintiff Chen take time off during the summer break and put the sexual assault behind her so she could be friends with her assailant in the future. Graham also suggested that Plaintiff Chen's assailant would not be able to contact her, but referred her to the Deans for details. Although Plaintiff Chen followed up with Dean of Men Aaron Peterson about a no-contact order, and specifically raised scenarios in which she would see her rapist, Hillsdale never implemented a no-contact order. Because of Hillsdale's failure to implement a no-contact order, Plaintiff Chen continued to have to see her rapist at track events, in class, and while he was serving food at the only dining hall on campus as part of his community service.*

*On or around April 8, 2022, Dr. Amy Chen, Plaintiff Chen's mother, emailed the Deans requesting a meeting about the investigation. Receiving no response, on or around April 9, 2022, Plaintiff Chen emailed Dean Dell reiterating her request for a written investigation report. In response, the Deans referred Plaintiff Chen and her mother to Bob Norton, Hillsdale's legal counsel. However, Norton refused to provide a written investigation report or communicate by email with Dr. Chen; instead he called Dr. Chen and, in a hostile tone, suggested that if she had read Plaintiff Chen's report, she would know that Plaintiff Chen's account of the incident was not accurate.*

*On or around April 13, 2022, Dr. Chen followed up with Deans Dell, Gravel, and Peterson, reiterating her request for a written investigation report. On or around April 15, 2022, Dean Dell replied to Dr. Chen stating that due to the "adversarial tone" of her April 8, 2022 email, Norton would be her point of contact with Hillsdale. On or around April 15, 2022, after Hillsdale backtracked and told Plaintiff Chen she was not assaulted, she sought further guidance from Brock Lutz, Hillsdale's Director of Health and Wellness, who confirmed that her assailant attempted rape. Lutz further informed Chen that Dean Dell had told him that there were discrepancies between Plaintiff Chen and her rapist's story about consent; this was the first time*

*Plaintiff Chen heard about purported discrepancies in her story. Dean Dell shared Plaintiff Chen's written report with Lutz and Norton without asking Plaintiff Chen's permission. Plaintiff Chen and her mother continued to press Hillsdale for a written investigation report explaining Hillsdale's findings.*

*On or around April 20, 2022, Dean Dell emailed that Plaintiff Chen could meet with Graham and Norton or consider her case concluded. At this point, Plaintiff Chen declined to meet alone with the school's counsel, and ceased communication with the school about her case. Plaintiff Chen continues to see her rapist at school and track events, at least three times per week. During the fall 2022 semester, Plaintiff Chen was in a class with him and eight other students. Seeing him gives Plaintiff Chen panic attacks, makes her physically uncomfortable, hyperaware of her surroundings, and very anxious. The emotional toll of the assault and investigation have negatively impacted Plaintiff Chen's wellbeing – she was diagnosed with generalized anxiety disorder and post-traumatic stress disorder ("PTSD") in July 2023 – as well as her academic and athletic performance.* Grace Chen and Danielle Villareal Civil Action Complaint Against Hillsdale College. Pages 14 - 18. Retrievable here: https://titleixforall.com/wp-content/uploads/2024/02/Grace-Chen-v.-Hillsdale-College-Complaint.pdf

[iv] Michael A. Ayele (a.k.a.) W Listing on Missouri's Accountability Portal (MAP).: https://mapyourtaxes.mo.gov/MAP/Employees/Employee/SearchResults.aspx?last=Ayele&first=Michael&year=0&agency=0
Michael A. Ayele (a.k.a.) W Listing on MAP for calendar year 2013.: https://mapyourtaxes.mo.gov/MAP/Employees/Employee/EmployeeDetails.aspx?last=Ayele&first=Michael&agency=0&row=118538&year=2013
Michael A. Ayele (a.k.a.) W Listing on Map for calendar year 2014.: https://mapyourtaxes.mo.gov/MAP/Employees/Employee/SearchResults.aspx?last=Ayele&first=Michael&year=0&agency=0

[v] National Council on Disability (NCD) January 30, 2018 Research Questions

1) What is the current landscape of college policies and programs regarding sexual assault prevention and response?
2) What gaps, weaknesses, and discriminatory policies exist in campus sexual assault services?
3) **Are the policies of colleges compliant with the Family Educational Rights and Privacy Act, the Clery Act and Title IX?**
4) What are the federal and state legislative responses to campus sexual violence?
5) **What policy and system reforms are needed in postsecondary educational settings?**

National Council on Disability (NCD). January 30, 2018. Not on the Radar: Sexual Assault of College Students with Disabilities. Page 23. https://www.ncd.gov/report/not-on-the-radar-sexual-assault-of-college-students-with-disabilities/

[vi] November 23, 2025 Email Sent by Michael A. Ayele (a.k.a.) W to the University of Nebraska

Hello,
I am writing this letter in response to your correspondence from yesterday which I've been thinking about.

Please be advised that I have concerns with the response you have issued to my records request particularly on matters related to [1] the provisions of the Family Educational Rights and Privacy Act (FERPA) as well as [2] the rape Danielle Villareal (a citizen of Nebraska) was the victim of on (or around) August 29, 2021 at Hillsdale College (Hillsdale, Michigan).

One of the main reasons I am concerned with the response you have issued to my records request is because of your failure to recognize that FERPA [1] enables the disclosure of students academic and disciplinary records in various circumstances; [2] has been amended following the

April 05th 1986 rape and murder of Jeanne Ann Clery to enable American colleges and universities (such as the University of Nebraska) to disclose the final results of disciplinary proceedings "*for a crime of violence or nonforcible sex offense to anyone, including members of the general public, if the institution determines that the student committed a violation of its rules or policies with respect to the crime."*

Another reason I am concerned with the response you have issued to my records request is because of your failure to recognize that the term "*bystander intervention*" has been defined in federal regulations implementing the 2013 Violence Against Women Act (VAWA) as [1] "*safe and positive options that may be carried out by an individual to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking;"* [2] the ability to "*understand institutional structures and cultural conditions that facilitate violence."*

Lastly, I am concerned with the response you have issued to my records request because of your failure to recognize that the Jeanne Clery Act and VAWA require American colleges and universities that "*receive federal funding to (...) support victims of violence*" similarly situated to Danielle Villareal and Grace Chen.

Therefore, I hope you will address the following questions I have about the University of Nebraska.

1) Has the University of Nebraska ever in the past recognized that the provisions of FERPA enable the disclosure of students' academic and disciplinary records in various circumstances? Has the University of Nebraska ever in the past formally recognized that the provisions of FERPA were amended following the April 05th 1986 rape and murder of Jeanne Ann Clery to decree that American colleges and universities should be forthcoming with the "*final results of any disciplinary proceeding for a crime of violence or nonforcible sex offense to anyone, including members of the general public, in the institution determines that the student committed a violation of its rules or policies with respect to crime?"*
2) Were records requests ever submitted to the University of Nebraska after a female student (of the University of Nebraska) was raped on campus and the rapist was institutionally found culpable of crime? Has the University of Nebraska ever in the past disclosed to members of the general public and/or representatives of the media the "*final results of a disciplinary proceeding"* after having come to the conclusion that a female student (of the University of Nebraska) was raped on campus by a male student (of the University of Nebraska)?
3) How does the University of Nebraska define the term "*bystander intervention?"*

   If you are either unable or unwilling to answer my questions, I ask that you will perform a more thorough search for responsive records detailing [1] the Student Handbook of the University of Nebraska; [2] what is noted in the University of Nebraska Student Handbook about FERPA; [3] the name(s), the academic background(s), the professional responsibility(ies) of people who have in the past contacted the University of Nebraska following the rape of a female student to obtain the "*final results of a disciplinary proceeding"* that had been launched within your university; [4] the response(s) issued by the University of Nebraska after it was contacted about disclosing the "*final results of a disciplinary proceeding"* that had been launched within your university; [5] the definition in use by the University of Nebraska for the term "*bystander intervention;"* [6] how the University of Nebraska has supported victims of violence similarly situated to Danielle Villareal and Grace Chen.

   On my end, I do hope you will re-consider your response.
   December 2, 2025 Email Sent by the University of Nebraska to Michael A. Ayele (a.k.a.) W

W,
The University of Nebraska has received your below public records request. We are working to respond to your request but will need some additional time due to the scope of your request. We anticipate that we will have a response to you by December 8.

Sincerely,

Molly McCleery
*Associate General Counsel & Director of University Records*
University of Nebraska System
234 Varner Hall
Office: 402-472-1201
mollymccleery@nebraska.edu

December 10, 2025 Email Sent by the University of Nebraska to Michael A. Ayele (a.k.a.) W

W,
Please see the University's response to your questions in bold font below.

Sincerely,
Molly McCleery

1) Has the University of Nebraska ever in the past recognized that the provisions of FERPA enable the disclosure of students' academic and disciplinary records in various circumstances? Has the University of Nebraska ever in the past formally recognized that the provisions of FERPA were amended following the April 05th 1986 rape and murder of Jeanne Ann Clery to decree that American colleges and universities should be forthcoming with the "*final results of any disciplinary proceeding for a crime of violence or nonforcible sex offense to anyone, including members of the general public, in the institution determines that the student committed a violation of its rules or policies with respect to crime?*"

**The University of Nebraska publishes its FERPA policy here: FERPA Board of Regents Rules | Office of the University Registrar | Nebraska.**
**The University of Nebraska Board of Regents Policies include policies related to Sexual Misconduct (RP-2.1.8) and Student Information and FERPA (RP-5.10): University of Nebraska Board of Regents Policies. Executive Memorandum 38 (Procedures for Sexual Misconduct Reports Against Students) supplements the University's Sexual Misconduct policy and describes the grievance process related to reports of sexual misconduct against students. Executive Memorandum 39 (Procedures for Sexual Misconduct Reports against Employees) supplements the University's Sexual Misconduct Policy and describes the grievance process related to reports of sexual misconduct against employees.**

**University of Nebraska Police provides Clery Information here: Clery Information | University Police | Nebraska**

2) Were records requests ever submitted to the University of Nebraska after a female student (of the University of Nebraska) was raped on campus and the rapist was institutionally found culpable of crime? Has the University of Nebraska ever in the past disclosed to members of the general public and/or representatives of the media the "*final results of a disciplinary proceeding*" after having come to the conclusion that a female student (of the University of Nebraska) was raped on campus by a male student (of the University of Nebraska)?

**The University has received public records requests related to sexual misconduct investigations/allegations on campus. However, records related to such matters are not subject to disclosure under the Nebraska Public Records Act; a number of exceptions apply to prevent their disclosure.**

3) How does the University of Nebraska define the term "*bystander intervention?*"

**The Annual Campus Security and Fire Safety Report includes information related to "bystander intervention." Please see page 70 of the linked document. Additionally, page 98 describes how individuals can request a Step UP! Bystander Intervention Training. University Student Life also provides bystander education programming: Learn With Us | Center for Advocacy, Response & Education | Nebraska**

[vii] Google and Bing/MSN Unapproved and Unwelcome Query "*Michael Ayele Jeanne Clery."*
https://www.google.com/search?q=Michael+Ayele+Jeanne+Clery
https://www.bing.com/search?q=Michael+Ayele+Jeanne+Clery
Google and Bing/MSN Unapproved and Unwelcome Query "*Michael Ayele Chanel Miller."*
https://www.google.com/search?q=Michael+Ayele+Chanel+Miller
https://www.bing.com/search?q=Michael+Ayele+Chanel+Miller
Google and Bing/MSN Unapproved and Unwelcome Query "*Michael Ayele Brock Turner."*
https://www.google.com/search?q=Michael+Ayele+Brock+Turner+report
https://www.bing.com/search?q=Michael+Ayele+Brock+Turner
Google and Bing/MSN Unapproved and Unwelcome Query "*Michael Ayele SORNA."*
https://www.google.com/search?q=Michael+Ayele+SORNA
https://www.bing.com/search?q=Michael+Ayele+SORNA
Bing/MSN Unapproved and Unwelcome Query "*Michael Ayele VAWA."*
https://www.bing.com/search?q=Michael+Ayele+VAWA
Bing/MSN Unapproved and Unwelcome Query "*Michael Ayele bystander intervention."*
https://www.bing.com/search?q=Michael+Ayele+bystander+intervention
Bing/MSN Unapproved and Unwelcome Query "*Michael Ayele Title IX."*
https://www.bing.com/search?q=Michael+Ayele+Title+IX
Bing/MSN Unapproved and Unwelcome Query "*Michael Ayele FERPA."*
https://www.bing.com/search?q=Michael+Ayele+FERPA
Bing/MSN Unapproved and Unwelcome Query "*Michael Ayele University of Nebraska System."*
https://www.bing.com/search?q=Michael+Ayele+University+of+Nebraska+System
Bing/MSN Unapproved and Unwelcome Query "*Michael Ayele Danielle Villareal."*
https://www.bing.com/search?q=Michael+Ayele+Danielle+Villareal
Bing/MSN Unapproved and Unwelcome Query "*Michael Ayele Grace Chen.."*
https://www.bing.com/search?q=Michael+Ayele+Grace+Chen
Bing/MSN Unapproved and Unwelcome Query "*Michael Ayele Hillsdale College."*
https://www.bing.com/search?q=Michael+Ayele+Hillsdale+College
Bing/MSN Unapproved and Unwelcome Query "*Michael Ayele Westminster College."*
https://www.bing.com/search?q=Michael+Ayele+Westminster+College
Bing/MSN Unapproved and Unwelcome Query "*Michael Ayele education background."*
https://www.bing.com/search?q=Michael+Ayele+education+background
Google and Bing/MSN Unapproved and Unwelcome Query "*Michael Ayele academic background."*
https://www.bing.com/search?q=Michael+Ayele+academic+background
Bing/MSN Unapproved and Unwelcome Query "*Michael Ayele Dean's List."*
https://www.bing.com/search?q=Michael+Ayele+Deans+List
Bing/MSN Unapproved and Unwelcome Query "*Michael Ayele biography."*
https://www.bing.com/search?q=Michael+Ayele+biography
https://www.bing.com/search?q=Michael+Ayele+bio
https://www.bing.com/search?q=Michael+Ayele
Google and Bing/MSN Unapproved and Unwelcome Query "*Michael Ayele missing."*
https://www.google.com/search?q=Michael+Ayele+missing

https://www.bing.com/search?q=Michael+Ayele+missing
Bing/MSN Unapproved and Unwelcome Query "*Michael Ayele San Francisco Public Library.*"
https://www.bing.com/search?q=Michael+Ayele+San+Francisco+Public+Library
Bing/MSN Unapproved and Unwelcome Query "*Michael Ayele SFPL profile.*"
https://www.bing.com/search?q=Michael+Ayele+SFPL+profile
Bing/MSN Unapproved and Unwelcome Query "*Michael Ayele profile.*"
https://www.bing.com/search?q=Michael+Ayele+profile
Bing/MSN Unapproved and Unwelcome Query "*Michael Ayele UConn health profile.*"
https://www.bing.com/search?q=Michael+Ayele+UConn+health+profile
Bing/MSN Unapproved and Unwelcome Query "*Michael Ayele medical consent case.*"
https://www.bing.com/search?q=Michael+Ayele+medical+consent+case
Bing/MSN Unapproved and Unwelcome Query "*Michael Ayele NCD January 2000 report.*"
https://www.bing.com/search?q=Michael+Ayele+NCD+January+2000+report
Bing/MSN Unapproved and Unwelcome Query "*Michael Ayele sykesville maryland case.*"
https://www.bing.com/search?q=Michael+Ayele+sykesville+maryland+case
Google and Bing/MSN Unapproved and Unwelcome Query "*Michael Ayele v springfield hospital center.*"
https://www.google.com/search?q=Michael+Ayele+v+springfield+hospital+center
https://www.bing.com/search?q=Michael+Ayele+v+springfield+hospital+center
Google and Bing/MSN Unapproved and Unwelcome Query "*Michael Ayele v washington adventist hospital.*"
https://www.google.com/search?q=Michael+Ayele+v+washington+adventist+hospital
https://www.bing.com/search?q=Michael+Ayele+v+washington+adventist+hospital
Bing/MSN Unwelcome and Unapproved Query "*Michael Ayele arrest report.*"
https://www.bing.com/search?q=Michael+Ayele+arrest+report
Bing/MSN Unwelcome and Unapproved Query "*Michael Ayele trespass.*"
https://www.bing.com/search?q=Michael+Ayele+trespass
Bing/MSN Unwelcome and Unapproved Query "*Michael Ayele and the trespass case.*"
https://www.bing.com/search?q=Michael+Ayele+and+the+trespass+case
Bing/MSN Unwelcome and Unapproved Query "*Michael Ayele Entry of Appearance.*"
https://www.bing.com/search?q=Michael+Ayele+Entry+of+Appearance
Bing/MSN Unwelcome and Unapproved Query "*Michael Ayele pro se complaint.*"
https://www.bing.com/search?q=Michael+Ayele+pro+se+complaint
Bing/MSN Unwelcome and Unapproved Query "*Michael Ayele civil complaint.*"
https://www.bing.com/search?q=Michael+Ayele+civil+complaint
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 summons.*"
https://www.bing.com/search?q=Michael+Ayele+summons
Bing/MSN Unwelcome and Unapproved Query "*Michael Ayele subpoenas.*"
https://www.bing.com/search?q=Michael+Ayele+subpoenas
Bing/MSN Unwelcome and Unapproved Query "*Michael Ayele interrogatories.*"
https://www.bing.com/search?q=Michael+Ayele+interrogatories
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 lawsuit update.*"
https://www.bing.com/search?q=Michael+Ayele+lawsuit+update
Bing/MSN Unwelcome and Unapproved Query "*Michael Ayele lawsuit status.*"
https://www.bing.com/search?q=Michael+Ayele+lawsuit+status
Bing/MSN Unwelcome and Unapproved Query "*Michael Ayele lawsuit news.*"
https://www.bing.com/search?q=Michael+Ayele+lawsuit+news
Bing/MSN Unwelcome and Unapproved Query "*Michael Ayele ex parte communications.*"
https://www.bing.com/search?q=Michael+Ayele+ex+parte+communications

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 delusional.*"
https://www.bing.com/search?q=Michael+Ayele+delusional
Bing/MSN Unwelcome and Unapproved Query "*Michael Ayele paranoid.*"
https://www.bing.com/search?q=Michael+Ayele+paranoid
Bing/MSN Unwelcome and Unapproved Query "*Michael Ayele grandiose.*"
https://www.bing.com/search?q=Michael+Ayele+grandiose
Bing/MSN Unwelcome and Unapproved Query "*Michael Ayele dangerous.*"
https://www.bing.com/search?q=Michael+Ayele+dangerous
Bing/MSN Unwelcome and Unapproved Query "*Michael Ayele 2021 murder convictions.*"
https://www.bing.com/search?q=Michael+Ayele+2021+murder+conviction
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 Jean Seberg.*"
https://www.bing.com/search?q=Michael+Ayele+Jean+Seberg

[viii] 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 some of his written content on how he was (in the month of January 2010 as an undergraduate student of Westminster College) informed about the April 5, 1986 rape and murder of Jeanne Ann Clery before being told what constitutes "*affirmative and effective consent*" in healthy sexual relationships, Michael A. Ayele (a.k.a.) W had not signed any binding agreement that subjected his published works to evaluation, examination and unsolicited comments on the AOL, Bing/MSN, Google and Yahoo 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, Google 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, Google 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 agents of the U.S government on the circumstances that led up to the enactment of the Jeanne Clery Act on (or around) November 8, 1990 because of a commitment he had made that he would disseminate any and all responsive U.S government records within their possession to members of the general public and representatives of the media 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 (at no financial expense to representatives of the media and members of the general public) the most pertinent records on the circumstances that led up to the enactment of the Jeanne Clery Act including but not limited to his correspondence with the Department of Education (DoED) as well as the decision of the DoED to withhold many hundreds of pages of documents about Jeanne Clery's time as an undergraduate student of Lehigh University during the processing of the Freedom of Information Act (FOIA) request, which was assigned Case Number 21 – 00103 - F. Michael A. Ayele (a.k.a.) W would again like to take this opportunity to reiterate [1] that no binding written agreement exists between himself and ISE such as AOL, Bing/MSN, Google and Yahoo, which enables them to make comments upon it; [2] that he does not welcome the insertion and the intrusion of the AOL, Bing/MSN, Google and Yahoo ISE on his written content pertaining to American post-secondary academic education with regards to affirmative and effective consent.

Michael A. Ayele (a.k.a.) W is a Bachelor of Arts (B.A) Degree graduate of Westminster College (located in Fulton, Missouri) who was in January 2010 informed about the April 5, 1986 rape and murder of Jeanne Ann Clery before being told what constitutes "*affirmative and effective consent*" in healthy sexual relationships. Via email dated March 7, 2022, the Department of Justice (DOJ) Federal Bureau of Investigation (FBI) have informed Michael A. Ayele (a.k.a.) W that (his alma mater) Westminster College had extended an invitation to their then Director William Webster to "*deliver the 1987 Commencement Address on Sunday, May 17, 1987 at 2:30 P.M.*" The invitation extended by Westminster College on August 29, 1986 came approximately 5 months after the April 5, 1986 rape and murder of Jeanne Ann Clery on the campus of Lehigh University (located in the State of Pennsylvania). In other emails beginning November 12, 2020, the FBI had informed Michael A. Ayele (a.k.a.) W that they had transferred the case of Jeanne Ann Clery rape and murder to the Central Intelligence Agency (CIA) on (or around) June 11, 1992. However, via postal mail correspondence that was addressed to Michael A. Ayele (a.k.a.) W, the CIA have denied ever being "*assigned*" the case of Jeanne Ann Clery on (or around) June 11, 1992. It is the opinion of Michael A. Ayele (a.k.a.) W that the letters sent to him by the FBI (beginning November 12, 2020) and the CIA (on or around May 21, 2021) were inconsistent with one another. For your information, William Webster was Director of the FBI from 1978 to 1987. He was also Director of the CIA from 1987 to 1991. His father Thomas Webster is an alumnus of Westminster College (Fulton, Missouri).

The key questions asked by Michael A. Ayele (a.k.a.) W about the rape and murder of Jeanne Ann Clery as well as Title IX of the Education Amendments Act of 1972 include but are not limited to the following:

1) What were American colleges' and universities' obligations pursuant to Title IX of the Education Amendments Act of 1972? Were American colleges and universities required by law to condemn violence committed against women irrespective of their racial backgrounds, their sexual orientations, their religious affiliations, their national origins and/or their disability status following the enactment of Title IX of the Education Amendments Act of 1972? If yes, were American colleges and universities required to inform their students (beginning Calendar Year 1973) what constitutes appropriate sexual boundaries pursuant to Title IX of the Education Amendments Act of 1972?
2) Did American colleges and universities begin informing their students what constitutes "*affirmative and effective consent*" in the years following the enactment of Title IX of the Education Amendments Act of 1972? If not, when did American colleges and universities begin to inform their incoming freshmen and transfer students about the concepts of "*affirmative and effective consent*?" Did American colleges and universities begin teaching the concepts of "*affirmative and effective consent*" to their students following the rape and murder of Jeanne Ann Clery (on April 5, 1986)? If yes, why have American colleges and universities waited so long following the enactment of Title IX of the Education Amendments Act of 1972 to inform their students what constitutes "*affirmative and effective consent*?"
3) Are American colleges and universities discussions pertaining to what constitutes "*affirmative and effective consent*" consistent with Title IX of the Education Amendments Act of 1972 if they are first informing their incoming new students about the rape and murder of Jeanne Ann Clery? Are American colleges and universities discussions pertaining to what constitutes "*affirmative and effective consent*" consistent with their academic integrity policy if they are first informing their incoming new students about the rape and murder of Jeanne Ann Clery?
4) Were there forces out there in the 1970s and the 1980s looking for a case where a Black or an African American man rapes and murders a Caucasian woman for the purpose of enacting a law similar to the Jeanne Clery Act? Was the enactment of the Jeanne Clery Act the result of racist and sexist individuals coming together for the purpose of [a] preventing racial minorities from climbing the social ladder through academic education; [b] cracking down on interracial relationships particularly between a Caucasian woman and a Black or African American man (in American colleges and universities); [c] not applying the same standards

in circumstances where a Caucasian man sexually assaults a woman from a racial minority (as in the case of Brock Turner and Chanel Miller following her rape on January 18, 2015 at the campus of Stanford University)?

As a matter of principle, Michael A. Ayele (a.k.a.) W unequivocally condemns violence committed against girls and women irrespective of their racial backgrounds, their sexual orientations, their national origins, their religious affiliations, their disability status or their age groups. Still, Michael A. Ayele (a.k.a.) W is exasperated by the very bizarre and persistent frenzy that has targeted him on the internet ever since he made the decision to publish on digital platforms [1] some of his recollections on how he was in the month of January 2010 (as an undergraduate student of Westminster College) informed about the April 5, 1986 rape and murder of Jeanne Ann Clery before being told what constitutes affirmative and effective consent in healthy sexual relationships; [2] his questions about Title IX of the Education Amendments Act of 1972; [3] his correspondence with agents of the U.S government on the circumstances that led up to the enactment of the Jeanne Clery Act on (or around) November 8, 1990; [4] his inquiry on the exact year American colleges and universities began teaching their undergraduate students what constitutes affirmative and effective consent in healthy sexual relationships. Michael A. Ayele (a.k.a.) W takes full-responsibility for all the statements he has made at the time he decided to publish his review of events that led to the Jeanne Clery Act. Michael A. Ayele (a.k.a.) W also takes full-responsibility for the questions he has asked about Title IX of the Education Amendments Act of 1972.

[ix] *Putting aside the extent to which whites perceive opportunity to be equal – and thus, the extent to which bigotry and discrimination against people of color continue to be real problems – the sad truth is that most whites fail to possess even the slightest awareness that people of color face any different life situations at all, regardless of cause. Recent polling has found that most whites believe Blacks are just as well off as they are when it comes to jobs and income. This, despite the fact that African Americans are twice as likely to be unemployed, in good times or bad. As of 2009, even Black men with college degrees were nearly twice as likely to be unemployed as their white counterparts. Overall, according to the most recent data available at the time of this writing, Blacks with bachelor's degrees are twice as likely to be unemployed as non-Hispanic whites; Latinos with at least a college degree are nearly two-thirds more likely that non-Hispanic whites to be unemployed, and Asians with at least a college degree are about 13 percent more likely to be out of work than similar whites. What's more, the earnings gap between college-educated whites and Blacks has actually grown in recent years, thanks to the tendency for persons of color to be let go first during economic downturns, in part because they obtained their positions later than whites, who were in the pipeline for the best jobs far earlier. In other words, the notion that all workers are in the same boat, or that the disadvantages experienced by African Americans and other people of color are merely caused by poverty status or other human capital factors like education, is clearly false. […]*

*That most whites are unaware of these and other facts that collectively demonstrate the reality of racial inequity in America is indisputable. According to the results of one national survey, 70 percent of whites demonstrate at least one if not several erroneous beliefs about the well-being of persons of color relative to whites, presuming a far greater degree of equity between the groups than exists in practice. A Kaiser Family Foundation report from several years ago indicated significant ignorance about matters of basic health and well-being, and the disparities between whites and Blacks in that regard. According to Kaiser, two-thirds of whites think Blacks are every bit as well off as whites when it comes to getting routine medical care when they need it. In truth, African Americans are far more likely to have a much harder time accessing routine and quality care.* Tim Wise. 2010. Colorblind: The Rise of Post-Racial Politics and the Retreat from Racial Equity. Pages 60 – 65.

[x] *Westminster College (Fulton, Missouri) will disclose information from a student's education records only with the written consent of the student, except:*

1) *To school officials who have a legitimate educational interest in the records;*
2) *To officials of another school, upon request, in which a student seeks or intends to enroll;*
3) *To certain officials of the U.S Department of Education, the Comptroller General and state and local educational authorities, in connection with certain state or federally supported education programs;*
4) *In connection with a student's request for or receipt of financial aid, as necessary to determine the eligibility, amount of conditions of the financial, or to enforce the terms and conditions of the aid;*
5) *If required by a state law requiring disclosure that was adopted before November 19, 1974;*
6) *To organizations conducting certain studies for or on behalf of the college;*
7) *To accrediting organizations to carry out their functions;*
8) *To parents of a student who provide evidence that the parents declared the student as a dependent on their most recent Federal Income Tax Form;*
9) *To comply with a judicial order or a lawfully issued subpoena;*
10) *To appropriate parties in a health or safety emergency;*
11) *To an alleged victim of any crime of violence of the results of any institutional disciplinary*
12) *proceeding against the alleged perpetrator of that crime with respect to that crime.*

Westminster College (Fulton, Missouri) Institutional Policy on the Family Educational Rights and Privacy Act (FERPA) of 1974. Retrievable here.: https://www.westminster-mo.edu/studentlife/policies/Documents/2018-2019Handbook.pdf

[xi] *The Family Educational Rights and Privacy Act of 1974 (…) was signed into law by President Ford on August 21, 1974, with an effective date of November 19, 1974, 90 days after enactment. (…) It was (…) commonly referred to as the "Buckley Amendment" after its principal sponsor, Senator James Buckley of New York. FERPA was offered as an amendment on the Senate floor and was not the subject of Committee consideration. Accordingly, traditional legislative history for FERPA as first enacted is unavailable.*

*Senators Buckley and Pell sponsored major FERPA amendments that were enacted on December 31, 1974, just four months later, and made retroactive to its effect date of November 19, 1974. These amendments were intended to address a number of ambiguities and concerns identified by the educational community, including parents, students and institutions. On December 13, 1974, these sponsors introduced the major source of legislative history for the amendment, which is known as the "Joint Statement in Explanation of Buckley/Pell Amendment" ("Joint Statement"). (…)*

*In 1990, Congress enacted the Campus Security Act, which added a new exception to the prior written consent rule: post-secondary institutions may disclose to an alleged victim of any crime of violence (as defined in U.S Code Title 18, Section 16) the results of any disciplinary proceeding conducted by the institution against the alleged perpetrator of the crime, regardless of the outcome of the proceeding. Congress amended this provision in the Higher Education Amendments (HEA) of 1998 by including "nonforcible sex offenses" and clarifying that only "final results" may be disclosed (i.e., name of student perpetrator, violation committed, and sanction imposed. Written consent is still required to disclose the name of any other student).*

*The following new exception was also added in the 1998 HEA amendments: post-secondary institutions may disclose the final results of any disciplinary proceeding for a crime of violence (as defined above) or nonforcible sex offense to anyone, including members of the general public, if the institution determines that the student committed a violation of its rules or policies*

*with respect to the crime.*

*The 1998 HEA amendments also added a new exception that allows institutions of higher education to disclose to a parent or legal guardian information regarding a student's violation of any law or institutional rule or policy governing the use or possession of alcohol or a controlled substance if the student is under 21 and the institution determines that the student has committed a disciplinary violation with respect to the use or possession.*

*Since 1998 Congress has enacted two additional exceptions to the statutory prior consent rule: The 2000 Campus Sex Crimes Prevention Act added a new subsection (b)(7) to the statute to ensure that an educational institution may disclose information concerning registered sex offenders provided to it under State sex offender registration and community notification programs.*

*The USA Patriot Act of 2001 added a new subsection (j) that allows the U.S Attorney General to apply for an ex parte court order requiring an educational agency or institution and prosecutions of specified crimes or acts of terrorism (domestic or international). The Attorney General must certify that there are specific facts giving reason to believe that the records are likely to contain the required information. An educational agency or institution that in good faith produces records in accordance with the court's order is not liable to any person for that production.* Department of Education (DoED) Legislative History of Major FERPA Provisions. Retrievable here.: https://studentprivacy.ed.gov/sites/default/files/resource_document/file/ferpaleghistory.pdf

[xii] *Former Harvard President Lawrence H. Summers maintained a close personal relationship with convicted sex criminal Jeffrey E. Epstein until just months before his death in August 2019, according to emails released by Congress on Wednesday, November 12, 2025. The cache, released by Republicans on the House Oversight Committee, details how Summers and Epstein regularly corresponded about women, politics, and Harvard-linked projects. They appear to have maintained a close correspondence as late as March 2019 — just months before Epstein's arrest and death. The messages span at least seven years and blend professional dealings with candid, sometimes confessional exchanges — offering the clearest picture yet of how Epstein's influence lingered inside Harvard's inner orbit long after the University claimed to cut ties. The Crimson reviewed hundreds of messages between the two men, drawn from more than 20,000 documents released by the Oversight Committee. Summers does not appear to reference Epstein's sex crimes in any of the messages reviewed by The Crimson. The correspondence reveals that Epstein had planned to donate $500,000 to Poetry in America — a television show and digital initiative spearheaded by Harvard English professor emerita Elisa F. New, who is married to Summers. In 2016, Epstein donated $110,000 to Verse Video Education, the non-profit organization which funds the initiative. Summers reportedly met with Epstein numerous times between 2013 and 2016 and sought his advice on philanthropic projects linked to New, according to a 2023 Wall Street Journal article. (…) Summers – wrote that his relationship with Epstein reflected a lapse in judgment in a Wednesday, November 12, 2025 statement to The Crimson. "I have great regrets in my life,"* he wrote. *"As I have said before, my association with Jeffrey Epstein was a major error of judgment."*

*In one 2014 thread, New and Epstein discussed the potential $500,000 contribution to New's project. According to an email from New, Epstein and Summers had previously talked about the idea. She then asked Epstein for feedback and edits on her draft budget. "It will absolutely be a Harvard gift," she told him, adding that the donation "will count as Campaign success." Harvard's $9.6 billion capital campaign was ongoing between 2013 and 2018. The proposal outlined a $500,000 contribution to support production costs and expand the project's reach. The planned funding would underwrite interviews with prominent figures — including Bill Clinton,*

*Richard Dawkins, and Ray Dalio — and was intended, New wrote, to "give me discretion over its disbursement to Harvard and WGBH." New wrote that Summers had told her that Epstein and "a friend would like to contribute." A spokesperson for Summers told the Wall Street Journal in its 2023 report that New's nonprofit "regrets accepting funding from Epstein." The group later made a contribution "exceeding the amount received, to a group working against sex trafficking," according to the spokesperson. University spokespeople declined to comment on this article, referring The Crimson to Harvard's 2020 report on its ties to the financier. By 2008, Harvard had stopped taking contributions from Epstein, according to the University's report. (…) Summer's connection to Epstein has long been documented, but the newly released messages offer the most detailed account yet of the depth of their relationship. Epstein donated millions of dollars to Harvard during Summer's presidency from 2001 to 2006. The two continued to meet regularly after Esptein's 2008 conviction for soliciting a minor, despite the University's public claims that it had severed ties. (…)*

*In an October 2017 email to Epstein, Summers appeared to joke to Epstein that women were less intelligent than men — and suggested that having "hit on" women should not damage one's career prospects. "I observed that half the IQ in the world was possessed by women without mentioning they are more than 51 percent of population…." he wrote to Epstein, without elaborating further. The message invoked one of the most controversial episodes of Summers' career — his 2005 remarks at an economics conference suggesting that innate differences between men and women might help explain the underrepresentation of women in science and engineering at elite universities. Summers' 2005 speech triggered intense national backlash and a revolt within Harvard's faculty, which voted no confidence in his leadership after years of mounting discontent. Summers stepped down as Harvard president in February 2006. In the same 2017 email to Epstein, Summers appeared to reference another controversy, which was roiling Harvard at the time: the school's decision to rescind the admission of Michelle Jones, a formerly incarcerated scholar who had been accepted into the University's history Ph.D. program. Jones, who spent more than two decades in prison for killing her 4-year-old son, was rejected from the program by top administrators after professors questioned whether she had downplayed the crime throughout her application process, despite support among other faculty. Summers appeared to take issue with the support for her admission, framing the case as an example of what he viewed as inconsistent standards in how elite institutions judge wrongdoing. "I'm trying to figure why American elite think if u murder your baby by beating and abandonment it must be irrelevant to your admission to Harvard, but hit on a few women 10 years ago and can't work at a network or think tank," Summers wrote, before adding, "DO NOT REPEAT THIS INSIGHT."* Harvard Crimson. November 13, 2025. Email Cache Reveals How Former Harvard President Larry Summers Stayed in Jeffrey Epstein's Orbit. Retrievable Here.: https://www.thecrimson.com/article/2025/11/13/summers-epstein-messages/

*Major institutions of higher education in the US are reckoning with the latest release of the Epstein files after discovering the disgraced financier Jeffrey Epstein's relationships with board members, professors and administrators on campuses across the country. In some cases, professors have been placed under review, research centers closed or conferences canceled. Students and staff have responded in different ways, including petitions, open letters and campus forums. The Guardian spoke with students, employees and alumni at some of the universities implicated.*

*On February 9, 2026, faculty at Barnard College, the private women's liberal arts college affiliated with Columbia University, published an open letter signed by more than 70 faculty members calling on the university to "acknowledge and investigate" recently released correspondence referencing a connection between Epstein and Francine LeFrak, a prominent donor and member of the school's board of trustees. LeFrak appears in the Epstein files 15 times, according to reporting from the Barnard Bulletin. In one appearance, a third party for*

*LeFrak asked via email – in 2010 – to join a close friend and Epstein during "the holidays"; in another, later that year and also via a third party over email, she invited Epstein "as her guest" to a trip to Rwanda, where she founded an initiative that provides occupational training and employment for female survivors of that country's genocide. The letter notes that the connection between Epstein and LeFrak is "repugnant", particularly since the interaction took place following Epstein's 2008 conviction of soliciting prostitution from a minor. "We do not believe that people who maintained contact with a notorious sex trafficker and convicted sex offender express our values, nor have they behaved as proper trustees of Barnard College," the letter states. It also calls on Barnard to remove LeFrak's name from the newly constructed Francine A LeFrak Center for Well-Being, which houses the school's sexual violence education, prevention and outreach program, among other initiatives. Many faculty members expressed confusion and outrage specifically regarding LeFrak's relationship to a program that is meant to encourage the health and wellbeing of young women.*

*"I just feel a real, deep disappointment, because I think, as a women's college, our mission is directly antithetical to every revelation of those files," a Barnard professor, who asked to remain anonymous, said. "It is some very privileged, powerful, in many cases secretive and nefarious men controlling the lives and narratives around a wide swath of women. How can a women's college – with its stated commitments to women's health, wellbeing, excellence – have a prominent name on campus that is now associated with a sex offender?" A Barnard spokesperson said the school had "retained independent counsel to review the facts and advise the college accordingly", and noted that "Barnard is a place where women's education is championed and where women are supported, uplifted and given the tools to become the best versions of themselves. Barnard has never accepted money from Jeffrey Epstein, and we are not aware of any connection to the college."*

*Elsewhere, Columbia University disciplined two people affiliated with its dental college after documents revealed that they helped Epstein's girlfriend get into the school. Dr. Letty Moss-Salentjin was stripped of her title as vice-dean of the dental college while Dr. Thomas Magnani was removed from the school's admissions review committee and volunteer leadership roles. The university also noted that it would be making a donation of $210,000, the same amount it received from Epstein and related entities, to two New York-based non-profit organizations supporting survivors of sexual abuse and human trafficking.*

*On the other side of the country, UCLA community members have been reeling at a swath of email correspondence between Dr Mark Tramo, an adjunct professor of neurology at UCLA's David Geffen School of Medicine, and Epstein over a 12-year span. While UCLA removed Tramo's profile page from its website, he is still teaching classes at the university. "As an academic, I am absolutely outraged by how [Tramo] abused his position," a UCLA alumnus who asked for anonymity wrote to the Guardian. In 2010, Tramo forwarded Epstein messages from two female students – one at UCLA and the other at Harvard – who had written to him to express interest in research opportunities through the Institute for Music and Brain Science, to which Epstein had donated money. The next day, Epstein replied: "are either of these cute." Tramo responded: "we'll see! (you're terrible!)" A petition calling on the university to fire Tramo has garnered more than 10,000 signatures. UCLA declined the Guardian's request for comment.*

*At Bard, the tiny liberal arts college in Annandale-on-Hudson, New York, the latest release of Epstein files have struck a nerve at the center of campus. A long-term relationship was revealed between Leon Botstein, Bard's president, and Epstein, prompting students to pen an open letter calling for Botstein to resign. (…) At Harvard, the former university president Larry Summers announced in December that he was stepping down from his teaching position while the school investigated his ties to Epstein. The university also confirmed that it was widening its investigation to look into donor relationships with the disgraced financier. A 2020 internal*

*review had found that Epstein donated $9.1m to the Ivy League institution between 1998 and 2008. Similarly, Yale University barred the computer science professor David Gelernter from teaching while the school reviewed his connection with Epstein. In an email, Gelernter recommended a student to Epstein for a software project, calling her a "v small good looking blonde."* (…) The Guardian. February 23, 2026. Epstein files cast pall among US faculty and students: *"I just feel a deep disappointment."* https://www.theguardian.com/us-news/2026/feb/23/students-faculty-universities-epstein?CMP=share_btn_url

**From:** Michael Ayele <waacl13@gmail.com>
**Sent:** Monday, November 2, 2026 6:39 AM
**To:** Melissa Bradford <mbradford@dps61.org>
**Cc:** Michael Ayele (W) <waacl13@gmail.com>
**Subject:** FOIA Request - 5 ILCS 140/1

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

Date: Monday, November 2, 2026.

Freedom of Information Act (FOIA) Request

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 Decatur Public School District #61. The bases for this non-commercial FOIA request are [1] the biography of sexist involuntary celibate (incel) Scott Paul Beierle as recounted by the Department of Homeland Security (DHS) in their March 15, 2022, report entitled "*Hot Yoga Tallahassee: A Case Study of Misogynistic Extremism;"* [i] [2] the second chapter of Tim Wise's 2010 book entitled "*Colorblind: The Rise of Post-Racial Politics and the Retreat From Racial Equity."* [ii]

## I) Requested Records

What I am requesting for prompt disclosure are records in your possession detailing your discussions about [1] the decision of the Department of Homeland Security (DHS) to recognize that the November 2, 2018 shooting near the campus of Florida State University could have been prevented if (i) Florida State University had clamped down on incidents of racism and sexism that occurred on (or near) its campus; (ii) Florida State University had taken appropriate disciplinary measures after learning that Scott Paul Beierle frequently "*told offensive, racist and antisemitic jokes during open mic nights*" while he was a graduate student at that university; (iii) Florida State University had taken appropriate disciplinary measures after "*Scott Beierle was arrested on two counts of misdemeanor battery after he grabbed two women's backsides in an FSU dining hall on December 7, 2012"*; (iv) Florida State University had taken appropriate disciplinary measures after Scott Beierle "*stalked a female volleyball coach"* in the month of June 2014; (v) Scott Paul Beierle was held accountable for the many racist and sexist deeds he perpetrated during his lifetime; (vi) Scott Paul Beierle had not been given second chances after second chances after second chances by many local, state and federal government agencies for the many racist and sexist deeds he perpetrated during his lifetime; (vii) there had been better coordination and cooperation among local, state and federal government agencies that had intimate knowledge of Scott Paul Beierle's trail of racist and sexist behaviors; [2] 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 who was subjected to intense online frenzy following his decision to recognize that (i) racism and sexism have exacerbated America's gun violence public health epidemic; (ii) he has previously corresponded with the local and state government agencies (named in the DHS March 2022 report) that had intimate knowledge of Scott Paul Beierle's trail of racist and sexist deeds; [3] the decision of internet search engines (ISEs) to filter and distort Michael A. Ayele (a.k.a.) W's correspondence with the U.S. government on the circumstances that led to the November 2, 2018 shooting near the campus of Florida State University by generating unwelcome and unapproved queries such as "*Michael Ayele government filings," "Michael Ayele gun violence," "Michael Ayele youth,"* etc., [4] Tim Wise as a B.A. Degree graduate of Tulane University who had in calendar year 2010 presented very convincing arguments that "*presumptions of post-raciality are not new"* because "*even in the 1960s, at a time when all would now agree the United States was a profoundly unequal place, where racial discrimination was deeply systematized, most whites saw little about*

*which to be concerned. According to Gallup polls taken in 1962 and 1963, between two-thirds and nearly 90 percent of whites said that Blacks were treated equally with regard to jobs, school and housing opportunities. That most whites could believe such a thing, even at the height of the civil rights movement – which, by definition, was animated by the reality that treatment was far from equal – says much about the pathological nature of white denial. Indeed, in 1963, three-fourths of whites said the civil rights movement was pushing too fast for change, and asking for 'too much.' This, during a year in which Blacks were being hosed down in the streets of Birmingham by racist police, and blown up at the 16th Street Baptist Church there, as well as a year in which Mississippi NAACP chair Medgar Evers was murdered in his driveway, and Alabama Governor George Wallace promised to maintain segregation forever."*

II) Request for a Fee Waiver and Expedited Processing

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

1) A little over 6 (six) years ago, in the month of September 2020, it was reported that the Department of Homeland Security (DHS) wished to designate white supremacy as the number one threat to America's national security. [iii]
2) Approximately 18 (eighteen) months after it was first reported that the DHS wished to designate white supremacy as the number one threat to America's national security, the DHS published a report on their website on (or around) March 15, 2022 wherein they recognized that the main reason why Scott Paul Beierle was able to perpetrate the November 2, 2018 shooting near Florida State University is because of the United States government's failure to come together to combat and crackdown upon racism and sexism in American society and government.
3) The requested records will enable the public to ascertain if your school district has held conversations about the circumstances that led to the November 2, 2018 shooting near the campus of Florida State University.
4) The requested records will enable the public to ascertain if your school district has held conversations about the content of the March 15, 2022 DHS report entitled "*Hot Yoga Tallahassee: A Case Study of Misogynistic Extremism."*
5) The requested records will raise awareness about Michael A. Ayele (a.k.a.) W's correspondence with the local/state government agencies that had intimate knowledge of Scott Paul Beierle's trail of racist and sexist behaviors including but not limited to [1] the Volusia County School District (in Florida) where Scott Paul Beierle was previously employed; [2] the Anne Arundel County Police Department (in Millersville, Maryland) where there was a complaint filed against him for being sexually inappropriate with a female student; [3] one key local government agency in the Town of Vestal, New York where Scott Paul Beierle grew up.

Expedited processing for this request is justified because

1) 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 eighteen years of age).
2) Michael A. Ayele (a.k.a.) W is a Black ex-immigrant who went to America to pursue his postsecondary academic education.
3) Michael A. Ayele (a.k.a.) W is a Black former international student who, in calendar year 2011, was an intern of the Callaway County, Missouri local government.
4) Michael A. Ayele (a.k.a.) W is a Black former international student who, in calendar year 2013, was employed for the Missouri Department of Mental Health (MODMH) Fulton State Hospital (FSH) after signing an employment contract with them. [iv]

5) Michael A. Ayele (a.k.a.) W is a Black former international student 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.
6) Michael A. Ayele (a.k.a.) W is a Black B.A. Degree graduate of Westminster College (Fulton, Missouri) who has, in the mid-2010s, reported upon instances whereby "*medical professionals"* were forcibly administering psychotropic drugs in an effort to perpetuate racism and discrimination in healthcare services.
7) Michael A. Ayele (a.k.a.) W is a Black B.A. Degree graduate of Westminster College (Fulton, Missouri) who unequivocally condemns the forcible administration of psychotropic drugs in healthcare settings.
8) Michael A. Ayele (a.k.a.) W is a Black B.A. Degree graduate of Westminster College (Fulton, Missouri) who has corresponded with the National Council on Disability (NCD) on the subject of their January 2000 report entitled "*From Privileges to Rights: People Labeled with Psychiatric Disabilities Speak for Themselves."* [v]
9) Michael A. Ayele (a.k.a.) W is a Black B.A. Degree graduate of Westminster College (Fulton, Missouri) who first learned about the November 2, 2018 shooting near the campus of Florida State University on television a few days after the shooting had transpired.
10) At the time Michael A. Ayele (a.k.a.) W first heard of the November 2, 2018 shooting near the campus of Florida State University, Michael A. Ayele (a.k.a.) W didn't know of the many perturbing circumstances which ultimately led to that shooting.
11) Michael A. Ayele (a.k.a.) W learned of the many perturbing circumstances that led to the November 2, 2018 shooting near the campus of Florida State University when the DHS published on (or around) March 15, 2022 a report about misogynistic extremism which recounted the major life events of sexist incel Scott Paul Beierle.
12) Since learning of the many perturbing circumstances that led to the November 2, 2018 shooting near the campus of Florida State University, Michael A. Ayele (a.k.a.) W has corresponded with U.S. government agencies at the local, state and federal levels about racism as a factor which has exacerbated America's gun violence public health epidemic.
13) Since learning of the many perturbing circumstances that led to the November 2, 2018 shooting near the campus of Florida State University, Michael A. Ayele (a.k.a.) W has corresponded with U.S. government agencies at the local, state and federal levels about sexism as a factor which has exacerbated America's gun violence public health epidemic.
14) Since learning of the many perturbing circumstances that led to the November 2, 2018 shooting near the campus of Florida State University, Michael A. Ayele (a.k.a.) W has published his correspondence with the U.S. government about racism as a factor which has exacerbated America's gun violence public health epidemic.
15) Since learning of the many perturbing circumstances that led to the November 2, 2018 shooting near the campus of Florida State University, Michael A. Ayele (a.k.a.) W has published his correspondence with the U.S. government about sexism as a factor which has exacerbated America's gun violence public health epidemic.
16) Since publishing his correspondence with the U.S. government about racism and sexism as factors which have exacerbated America's gun violence public health epidemic, Michael A. Ayele (a.k.a.) W has been subjected to intense online frenzy on search engines such as AOL, Bing/MSN, Google and Yahoo.
17) The requested records will raise awareness about the way in which internet search engines (ISEs) such as AOL, Bing/MSN, Google and Yahoo have filtered and distorted

Michael A. Ayele (a.k.a.) W's correspondence on the circumstances that led to the November 2, 2018 shooting near the campus of Florida State University by generating unwelcome and unapproved queries such as *"Michael Ayele youth," "Michael Ayele biography," "Michael Ayele bio," "Michael Ayele Wikipedia," "Michael Ayele wiki," "Michael Ayele government filings," "Michael Ayele gun violence," "Michael Ayele FERPA," "Michael Ayele VAWA," "Michael Ayele bystander intervention," "Michael Ayele Title IX,"* etc. [vi]

18) In his 2010 book entitled "*Colorblind: The Rise of Post-Racial Politics and the Retreat From Racial Equity,"* Tim Wise had presented very convincing arguments that "*presumptions of post-raciality are not new"* because "*even in the 1960s, at a time when all would now agree the United States was a profoundly unequal place, where racial discrimination was deeply systematized, most whites saw little about which to be concerned. According to Gallup polls taken in 1962 and 1963, between two-thirds and nearly 90 percent of whites said that Blacks were treated equally with regard to jobs, school and housing opportunities. That most whites could believe such a thing, even at the height of the civil rights movement – which, by definition, was animated by the reality that treatment was far from equal – says much about the pathological nature of white denial. Indeed, in 1963, three-fourths of whites said the civil rights movement was pushing too fast for change, and asking for 'too much.' This, during a year in which Blacks were being hosed down in the streets of Birmingham by racist police, and blown up at the 16th Street Baptist Church there, as well as a year in which Mississippi NAACP chair Medgar Evers was murdered in his driveway, and Alabama Governor George Wallace promised to maintain segregation forever."* [vii]

19) The findings of Tim Wise prove that American society and government have not always been on the same wavelength as anti-racist and pro-feminist people when it comes to properly identifying what constitutes racist and sexist attitudes.

20) The findings of Tim Wise prove that American society and government have not always been on the same wavelength as anti-racist and pro-feminist people on the manner in which racist and sexist attitudes need to be dealt with (so that they don't reoccur).

21) The requested records will raise awareness about the racism and sexism that existed on American college and university campuses in the early 2010s [when Michael A. Ayele (a.k.a.) W was a full-time international undergraduate student at Westminster College (Fulton, Missouri)].

22) The requested records will raise awareness about the many second chances that were doled out to racist and sexist individuals in the early 2010s [when Michael A. Ayele (a.k.a.) W was a full-time international undergraduate student at Westminster College (Fulton, Missouri)].

23) The requested records will raise awareness about the consequences of turning a blind eye to the racist and sexist deeds of incels similarly situated to Scott Paul Beierle.

24) The requested records will raise awareness about the consequences of giving second chance after second chance after second chance to racist and sexist deeds that had been carried out by Scott Paul Beierle prior to November 2, 2018.

25) The requested records will raise awareness about the selective outrage that exists on American college and university campuses whenever a Black/African American undergraduate/graduate student commits violence against women vs. whenever a white undergraduate/graduate student commits violence against women.

26) The requested records will raise awareness about the need for American colleges and universities to implement uniform standards of punishment for crimes of violence

committed against women whether the crime has been committed by a Black/African American student or a white student or whomever.

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 (ISEs) such as AOL, Bing/MSN, Google and Yahoo because they have previously filtered and distorted Michael A. Ayele (a.k.a.) W's correspondence with the U.S. government on the circumstances that led to the November 2, 2018 shooting near the campus of Florida State University. Unfortunately, I regret to inform you that the decision of ISEs to filter and distort Michael A. Ayele (a.k.a.) W's correspondence with the U.S. government on the circumstances that led to the November 2, 2018 shooting near Florida State University has served to obfuscate the fact that [1] there was a lot of racism and sexism in the early 2010s on American college and university campuses when Michael A. Ayele (a.k.a.) W was a full-time international undergraduate student at Westminster College (Fulton, Missouri); [2] American college and university campuses very frequently dealt with racism and sexism by giving slap-on-the-wrist punishment to those who perpetrated racism and sexism; [3] American college and university campuses very frequently dealt with racist and sexist individuals by giving them second chance after second chance after second chance after second chance; [4] racism and sexism are factors which have exacerbated America's gun violence public health epidemic; [5] there needs to be a crackdown on racism and sexism in order to effectively deal with America's gun violence public health epidemic; [6] the April 17, 2025 shooting at Florida State University occurred because of the university's failure to clamp down on the type of racism and sexism that had previously been perpetrated by Scott Paul Beierle. [viii]

On my end, as a Black B.A. Degree graduate of Westminster College (Fulton, Missouri) and a former Missouri healthcare worker, I do think that there's a correlation between racism and gun violence just like I believe there's a correlation between sexism and gun violence. In other words, dealing with America's gun violence public health crisis will require a crackdown on racism and sexism because "*thoughts and prayers"* are not going to save anyone, particularly if those "*thoughts and prayers"* are not accompanied by a genuine clampdown on racism and sexism. As previously noted by the DHS in their March 15, 2022 report, giving second chances after second chances after second chances to racist and sexist individuals such as Scott Paul Beierle endangers everyone (in addition to making the whole purpose of "*second chances"* meaningless). That's why I'm thoroughly convinced that there need to be uniform standards of punishment for crimes of violence committed against women whether the offense has been committed by a Black/African American undergraduate/graduate student and/or a white undergraduate/graduate student and/or whomever.

When acts of violence against women are minimized, excused or treated less seriously because of the skin color and/or the race of the perpetrator, the message that gets sent is that some individuals are more deserving of accountability than others solely because of their skin color and/or their racial backgrounds. For me, such double standards undermine public trust and reinforce the very attitudes that allow misogyny and gender-based violence to persist. Holding individuals accountable for their racist and sexist deeds, while guaranteeing that laws are enforced fairly and consistently, is therefore crucial to preventing incidents of gun violence such as the one that occurred near the campus of Florida State University on (or around) November 2, 2018 (and then again on April 17, 2025). Ultimately, the goal should not be to punish one racial group more harshly than another, but to ensure that no individual is placed above the law and that every victim of violence receives the same seriousness, dignity, and protection, regardless of their skin color, their racial background or circumstances.

The core issues presented in this records request are as follows: 1) Have you had conversations about the decision of the Department of Homeland Security (DHS) to recognize that the

November 2, 2018 shooting near the campus of Florida State University could have been prevented if Florida State University had clamped down on incidents of racism and sexism that occurred on (or near) its campus? If yes, will you promptly disclose those records? 2) Have you had conversations about the decision of the DHS to recognize that the November 2, 2018 shooting near the campus of Florida State University could have been prevented if Florida State University had taken appropriate disciplinary measures after learning that Scott Paul Beierle frequently "*told offensive, racist and antisemitic jokes during open mic nights*" while he was a graduate student at that university? If yes, will you promptly disclose those records? 3) Have you had conversations about the decision of the DHS to recognize that the November 2, 2018 shooting near the campus of Florida State University could have been prevented if Florida State University had taken appropriate disciplinary measures after "*Scott Beierle was arrested on two counts of misdemeanor battery after he grabbed two women's backsides in an FSU dining hall on December 7, 2012"*? If yes, will you promptly disclose those records? 4) Have you had conversations about the decision of the DHS to recognize that the November 2, 2018 shooting near the campus of Florida State University could have been prevented if Florida State University had taken appropriate disciplinary measures after Scott Beierle "*stalked a female volleyball coach"* in the month of June 2014? If yes, will you promptly disclose those records? 5) Have you had conversations about the decision of the DHS to recognize that the November 2, 2018 shooting near the campus of Florida State University could have been prevented if Scott Paul Beierle had been held accountable for the many racist and sexist deeds he perpetrated during his lifetime? If yes, will you promptly disclose those records? 6) Have you had conversations about the decision of the DHS to recognize that the November 2, 2018 shooting near the campus of Florida State University could have been prevented if Scott Paul Beierle had not been given second chance after second chance after second chance by many local, state and federal government agencies for the many racist and sexist deeds he perpetrated during his lifetime? If yes, will you promptly disclose those records? 7) Have you had conversations about the decision of the DHS to recognize that the November 2, 2018 shooting near the campus of Florida State University could have been prevented if there had been better coordination and cooperation among local, state and federal government agencies that had intimate knowledge of Scott Paul Beierle's trail of racist and sexist behaviors? If yes, will you promptly disclose those records? 8) 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 who was subjected to intense online frenzy following his decision to recognize that racism and sexism have exacerbated America's gun violence public health epidemic? If yes, will you promptly disclose those records? 9) 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 who was subjected to intense online frenzy following his decision to recognize that he has previously corresponded with the local and state government agencies (named in the DHS March 2022 report) that had intimate knowledge of Scott Paul Beierle's trail of racist and sexist deeds? If yes, will you promptly disclose those records? 10) Have you had conversations about the decision of internet search engines (ISEs) to filter and distort Michael A. Ayele (a.k.a.) W's correspondence with the U.S. government on the circumstances that led to the November 2, 2018 shooting near the campus of Florida State University by generating unwelcome and unapproved queries such as "*Michael Ayele government filings," "Michael Ayele gun violence," "Michael Ayele youth,"* etc.? If yes, will you promptly disclose those records? 11) Have you had conversations about Tim Wise as a B.A. Degree graduate of Tulane University who had in calendar year 2010 presented very convincing arguments that "*presumptions of post-raciality are not new"* because "*even in the 1960s, at a time when all would now agree the United States was a profoundly unequal place, where racial discrimination was deeply systematized, most whites saw little about which to be concerned. According to Gallup polls taken in 1962 and 1963, between two-thirds and nearly 90 percent of whites said that Blacks were treated equally with regard to jobs, school and housing opportunities. That most whites could believe such a thing, even at the height of the civil rights*

*movement – which, by definition, was animated by the reality that treatment was far from equal – says much about the pathological nature of white denial. Indeed, in 1963, three-fourths of whites said the civil rights movement was pushing too fast for change, and asking for 'too much.' This, during a year in which Blacks were being hosed down in the streets of Birmingham by racist police, and blown up at the 16th Street Baptist Church there, as well as a year in which Mississippi NAACP chair Medgar Evers was murdered in his driveway, and Alabama Governor George Wallace promised to maintain segregation forever"*? 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] On November 2, 2018, a 40-year-old gunman opened fire inside Hot Yoga Tallahassee, a yoga studio in Tallahassee, Florida, killing two women and injuring four more before committing suicide. The attacker (Scott Paul Beierle) was motivated to carry out violence by his inability to develop or maintain relationships with women, along with his perception of women's societal power over men. For decades prior, he engaged in numerous instances of inappropriate and criminal behavior directed toward women and girls. These behaviors resulted in him losing several jobs, being barred from public locations, and having multiple contacts with law enforcement, some of which resulted in arrest. […]

Born in 1978, Scott Beierle (SB) and his two brothers were raised in Vestal, New York, where SB served as an acolyte in the United Methodist Church. SB delivered newspapers to his neighbors, mowed their lawns, and was active in Boy Scouts. SB avoided listening to pop or metal music, which referred to partying, the "rock and roll" lifestyle, and all the "action" others got because he found the lyrics unrelatable. He felt pressured by society about sex and being in a relationship. From early adolescence and into his teen years, SB had limited friendships and no romantic relationships. […]

As a teen, SB wrote four novels and a screenplay, including a 70,000-word, 81-page novella titled Rejected Youth, which he wrote the summer before his senior year. Rejected Youth was a revenge fantasy about a middle school boy turned serial killer who hated his female classmates who had shunned and humiliated him. In his story, the main character criticizes the girls' appearances, mocks their boyfriends, and becomes enraged by the girls' lack of respect for him. In the end, the main character murders the girls one by one, while still admiring their bodies, and then commits suicide as law enforcement arrives. The characters in the story represented SB's actual classmates from school, though the names were slightly changed. SB said he did not share the story with anyone until 17 years later.

At the end of his senior year, SB was highlighted in the local newspaper as one of three newspaper Carriers of the Month. He also received an athletic award in football, achieved the rank of Eagle Scout, and was elected vice president of his senior class. While running against a female opponent in the student body election, SB's campaign slogan was "Vote Scott Paul Beierle because we don't need no woman."

According to a childhood friend, Scott Beierle (SB) acted inappropriately with girls at school. At

one point, he grabbed a female classmate's backside after she declined his invitation to a school dance. Despite having been disciplined for this behavior, SB continued to touch girls without their consent while drunk at social gatherings. Following the 2018 yoga studio attack, one female from SB's graduating class came forward and told police she had been inappropriately touched and stalked by him. In addition to his inappropriate behavior toward women, SB was said to openly admire Hitler and the Aryan Nations while in high school. He also prided himself on being asocial and looked down on peers who were involved in social activities. He bragged that he would achieve a more successful life than them because he focused more on academics.

In 1997, SB graduated high school and moved to the West Coast to pursue his dream of becoming a screenwriter. When he failed to succeed in establishing a career, he moved back to Vestal, New York to live with his parents and enroll in college. SB continued to write scripts, stories and songs that were described as "dark, violent and misogynistic."

As a college student, SB worked at an insurance call center but was fired for harassing a coworker. The coworker had told SB that she was also employed at the gym where he was a member. SB then sought her out at the gym. Though the details about his behavior during this encounter are unknown, local law enforcement contacted SB following the gym visit. Police informed him that the coworker was not pressing charges and directed SB to leave her alone. This event served as inspiration for two of SB's songs. One song, which he shared with his childhood friend who was also a musician, was about an employee killing all his coworkers in retaliation for being fired. He titled the other song "Stalker."

When SB described his inspiration for "Stalker," he attempted to absolve himself of any wrongdoing when seeking out his coworker at the gym. SB argued that "aggression is a male trait, and it is criminalized. Evasiveness is a female trait, and it is NOT criminalized, but I think it could be." He further complained of how he was told by police that he could not press charges against the coworker, writing "that really was the true onset of my psychosis. It sent me off the edge." He continued, "I looked up the most extreme examples of stalking, that ended in mass shootings and such, and I wouldn't advocate stalking, as it can be construed as complimentary for the 'victim.'" SB described three additional past incidents that involved him engaging in stalking behaviors, each of which contributed as inspiration for his song, "Stalker."

While still enrolled as a college student, SB harassed another woman, this time a classmate at his university. According to SB, he and the classmate had previously gone on a date, but when he approached her to chat after class one day, the classmate hid in the women's restroom. SB stood outside of the restroom waiting for her until she came out, at which point she exclaimed, "He's still out there!" She reported the encounter to school officials, and the Dean's Office subsequently instructed SB to leave the classmate alone. He responded that he would, if the classmate left him alone. This was one of the additional incidents that SB attributed as inspiration for his song, "Stalker." Other incidents reportedly occurred during this timeframe that involved SB getting kicked out of or banned from bars for groping women.

In or around 2000, SB moved to the Washington, DC area for an undergraduate internship. According to SB, when his new roommates asked him if he had a girlfriend, SB replied, "sure she's locked in my basement as we speak." He later reported this interaction as the inspiration for writing a song titled "Locked in My Basement." The song described an assailant drugging and chaining a woman in his basement, then torturing and sexually assaulting her, after she rejected him. SB later claimed these roommates robbed him while he was on break. He also claimed that the roommates reported him to the police after becoming afraid for their lives. Neither the alleged robbery nor the police report could be confirmed, and SB did not specify why his roommates became fearful.

In 2002, SB graduated with a bachelor's degree in political science and government. Soon after graduation, he moved to Alexandria, VA. In October of that year, a series of sniper attacks took place over a period of several weeks across the Washington, DC area, resulting in ten people killed and three seriously wounded. At the time, SB's family was aware of his disturbing writings, and SB's brother and sister-in-law feared that SB might be the one perpetrating the killings. They were so concerned that they considered contacting police to report SB as a possible suspect.

This was not the first time that SB's family had been so alarmed by his behavior that they took action. For example, after becoming aware of SB's concerning writings, SB's parents reportedly slept with their bedroom door locked. At one point, SB's parents found that he had been keeping a firearm in the home without their knowledge and asked his brother to remove it. In another instance, SB's parents escorted him from his niece's birthday party after other parents complained about SB inappropriately touching the backsides of girls as he helped them from a waterslide. On another occasion, SB's brother became angry and demanded SB leave the house after learning that SB entered his wife's bedroom and stood over her at a time when he believed she was asleep.

In 2003, SB moved to Maryland. The following year, he was charged with driving under the influence. He was also evicted by his roommate from their apartment, where afterwards, county police investigated SB for destruction of property.

From 2005 to 2007, after he passed a criminal records check, SB taught English and social studies in a Maryland county school district. In May 2006, at age 28, he was investigated by the county police department for inappropriate contact with a female high school student. SB had made the student uncomfortable when he touched her arm, inappropriately stared at her, and asked if she would ever pose in Playboy. He also suggested she wear low-cut shirts. The school district made disciplinary recommendations; however, school officials never publicly confirmed if the recommendations were carried out or if SB was ever disciplined for his behavior. The police record for the investigation indicated the case was suspended, and SB continued to teach in the district for another year before he resigned.

On January 30, 2008, SB joined the U.S Army and was commissioned as an officer six months later. He served for a period in Germany, during which he was assigned to supply and logistics. SB later said in a self-recorded video that he had a positive experience with a woman in Germany. He described her as his girlfriend and said she was "the best I was able to do." He also said that she was the only female he did not resent. Of note, his mother later told police that no one in the family ever met this woman or even knew her name.

Sometime during SB's military service, four female airmen in the U.S Air Force complained about his inappropriate interactions with them while in Amsterdam. In a video posted to social media years later, SB dismissed the accusation, simply stating, "I got too rowdy for their sensibilities." He reflected that this incident contributed to the rebirth of his misogyny. SB went on to complain that he was backstabbed by his military supervisors at the time because he felt that they should have believed his story instead of the four female airmen's accounts.

A U.S. Army evaluation dated January 21, 2010 noted SB displayed "difficulty assimilating to the Army and demonstrating Army values." It also noted that SB violated a direct order and demonstrated poor judgment and decision-making. The evaluation described him as someone who would lie and lacked integrity. SB was not recommended for a promotion. At some point, an investigation was initiated against SB due to his "inappropriate contact with female soldiers." It is not clear if this investigation was related to the earlier complaints against SB by the four female airmen in Amsterdam. Regardless, as a result of the investigation, the Army found SB

guilty of conduct unbecoming an officer and fraternizing with an enlisted person. On June 9, 2010, SB was honorably discharged for "unacceptable conduct."

Following his discharge, SB moved back home to Vestal, New York, and lived with his parents for a short time. Then in 2011, he enrolled in graduate school at Florida State University (FSU) in Tallahassee, Florida, where his behavior continued to elicit concern. One woman who knew him at the time noted that she and other classmates would go out of their way to avoid him because of his inappropriate behaviors. Those who met SB during open mic nights at a comedy club reported that he was strange and told offensive, racist and antisemitic jokes. Other comedians said they did not like SB or his comedy. […]

SB's roommate in Tallahassee later described him as odd and obnoxious. They said SB would sit in the living room drinking beer in his briefs and refused to put on pants, even when the roommates' friends came over. SB would also make inappropriate comments when their girlfriends visited. One roommate described how SB behaved towards women, stating "he was weird and made everyone uncomfortable…it worried me at the time. There was concern for sure. But there wasn't enough evidence, and I would have been wasting the police's time if I had made any king of report. I had nothing." The roommate described how he thought SB was mentally ill and perhaps suffered from post-traumatic stress disorder from his time in the military. Eventually SB's roommates decided they would not leave any of their guests alone with SB, regardless of whether the guests were women or men. "We compared him to Ted Bundy back then," the roommate later said, "it was the way he lurked and followed girls."

SB admired Ted Bundy, the serial killer who confessed to killing 30 women in 7 states, including Florida, from 1974 to 1978. According to SB, he tried to locate the sorority house where Bundy targeted some of his victims. He documented this, writing, "I drove down sorority row, so I can check that box. Christians have their Via Dolorosa in Jerusalem – I walked that, not bad – and I have mine." Scattered throughout SB's descriptions of his own songs were references to notorious serial killers and serial rapists with whom he identified. In addition to Bundy, these references included Paul Kenneth Bernardo and Christopher Bernard Wilder, also known as the Beauty Queen Killer. These serial killers and rapists were responsible for the murder or sexual assault of dozens of women in the 1980s and early 1990s, in locations including Florida. […]

On December 7, 2012, Scott Beierle (SB) was arrested on two counts of misdemeanor battery after he grabbed two women's backsides in an FSU dining hall. One of the victims had been previously assaulted in a similar way by SB over the prior month. SB claimed to police that he may have bumped into several girls by accident. The criminal charges were dropped one month after his arrest, in part due to lack of evidence. In response to his behavior, SB was banned by FSU from the dining hall. […]

On May 3, 2013, SB graduated from FSU with two master's degrees, one in public administration and the other in urban and regional planning. In the following years, SB attempted to maintain contact with a friend from graduate school. The two had spent time watching sports together but were not particularly close. Though the friend later moved to Colorado, SB called him constantly, sometimes throughout the night. Occasionally, the friend would call SB to check up on him, but their conversations were never personal and instead focused on sports. SB called this friend a total of 831 times over an unknown timeframe, and eventually the friend blocked SB's calls due to their intrusive nature. SB's last attempt to contact the friend was just two days before the shooting at Hot Yoga Tallahassee.

Despite having finished his studies, SB returned to the FSU campus in June 2014. A campus employee reported that SB was following a female volleyball coach at the campus gym, after which, police issued him a trespass warning. A few weeks later, SB was spotted on campus again and was arrested for trespassing. As a result of the charges, he completed a misdemeanor

diversion program and a work program. He was also banned from the FSU campus. At the time, SB was unemployed and received $1560 in annual Veterans Affairs (VA) disability benefits for tinnitus. […]

Beginning April 25, 2015, SB was employed as a substitute teacher for a Florida county school district despite concerns aired by school district employees who interacted with him during the application process. SB was described as rude, nervous, and having a "scary and angry look on his face." It was also noted that the password he used for his online application was "Carnifex." The district employees were so afraid of him that they locked the door after he left. Considering SB had failed the Florida Teacher Certification Examination and his erratic behavior, the school district's employees recommended that SB not be hired for the teaching position. Despite these concerns, his application to teach was approved. In January 2016, SB conducted online searches for pornography that involved yoga and cheerleaders; some of these searches were done on school district devices. In March 2016, less than a year after he was hired, SB was fired for violating the district's internet use policy.

Beginning in early 2017, SB applied for 55 jobs with the State of Florida but was not selected for any of the positions. He eventually found employment as a substitute teacher in a Florida county school district, and later obtained a full-time teaching position at a middle school for the start of the 2017 – 2018 school year. During this timeframe, SB continued to exhibit inappropriate interest in women and girls. In July, he conducted another online search for the cheerleading camp in Panama City. In addition, after he began his full-time middle school teaching position, three sisters who attended the school told a parent and a school guidance counselor that SB made them feel uncomfortable. The girls reported that SB would stare at female students and give them nicknames, but he did not act the same way toward male students. At the end of August 2017, just two weeks after starting the position, SB was fired from the middle school for "classroom performance issues," yet he could continue working as a substitute teacher in the same district. As a substitute teacher, SB worked in 21 different schools within the district, including elementary, middle, and high schools. In October 2017, a parent called the school where he was teaching to discuss her concerns about SB's prior arrests for battery, as well as his concerning social media content, which she referred to as "red flags" in his background. Whether the school district addressed these concerns is unclear. Later, after the attack at the yoga studio, former middle school students of SB's recalled their concerns. These students described him as being "lazy, detached, and downright strange," that he gave off a "psychopath vibe, like someone crazy," that he "put you on edge," and that he "was really creepy." Department of Homeland Security. United States Secret Service. March 15, 2022. Hot Yoga Tallahassee: A Case Study of Misogynistic Extremism. https://www.secretservice.gov/newsroom/reports/threat-assessments/behavioral-case-studies/details-0

[ii] Sadly, presumptions of post-raciality are not new. In fact, such presumptions have long been the norm, especially among whites, for whom an understanding of ingrained racial inequities has long been absent. So, for instance, even in the 1960s, at a time when all would not agree the United States was a profoundly unequal place, where racial discrimination was deeply systematized, most whites saw little about which to be concerned. According to Gallup polls taken in 1962 and 1963, between two-thirds and nearly 90 percent of whites said that Blacks were treated equally with regard to jobs, school and housing opportunities. That most whites could believe such a thing, even at the height of the civil rights movement – which, by definition, was animated by the reality that treatment was far from equal – says much about the pathological nature of white denial. Indeed, in 1963, three-fourths of whites said the civil rights movement was pushing too fast for change, and asking for 'too much.' This, during a year in which Blacks were being hosed down in the streets of Birmingham by racist police, and blown up at the 16th Street Baptist Church there, as well as a year in which Mississippi NAACP chair Medgar Evers was murdered in his driveway, and Alabama Governor George Wallace promised

to maintain segregation forever.

Putting aside the extent to which whites perceive opportunity to be equal – and thus, the extent to which bigotry and discrimination against people of color continue to be real problems – the sad truth is that most whites fail to possess even the slightest awareness that people of color face any different life situations at all, regardless of cause. Recent polling has found that most whites believe Blacks are just as well off as they are when it comes to jobs and income. This, despite the fact that African Americans are twice as likely to be unemployed, in good times or bad. As of 2009, even Black men with college degrees were nearly twice as likely to be unemployed as their white counterparts. Overall, according to the most recent data available at the time of this writing, Blacks with bachelor's degrees are twice as likely to be unemployed as non-Hispanic whites; Latinos with at least a college degree are nearly two-thirds more likely that non-Hispanic whites to be unemployed, and Asians with at least a college degree are about 13 percent more likely to be out of work than similar whites. What's more, the earnings gap between college-educated whites and Blacks has actually grown in recent years, thanks to the tendency for persons of color to be let go first during economic downturns, in part because they obtained their positions later than whites, who were in the pipeline for the best jobs far earlier. In other words, the notion that all workers are in the same boat, or that the disadvantages experienced by African Americans and other people of color are merely caused by poverty status or other human capital factors like education, is clearly false. […]

That most whites are unaware of these and other facts that collectively demonstrate the reality of racial inequity in America is indisputable. According to the results of one national survey, 70 percent of whites demonstrate at least one if not several erroneous beliefs about the well-being of persons of color relative to whites, presuming a far greater degree of equity between the groups than exists in practice. A Kaiser Family Foundation report from several years ago indicated significant ignorance about matters of basic health and well-being, and the disparities between whites and Blacks in that regard. According to Kaiser, two-thirds of whites think Blacks are every bit as well off as whites when it comes to getting routine medical care when they need it. In truth, African Americans are far more likely to have a much harder time accessing routine and quality care. Tim Wise. 2010. Colorblind: The Rise of Post-Racial Politics and the Retreat from Racial Equity. Pages 60 – 65.

[iii] White supremacists present the gravest terror threat to the United States, according to a draft report from the Department of Homeland Security.

Two later draft versions of the same document — all of which were reviewed by POLITICO — describe the threat from white supremacists in slightly different language. But all three drafts describe the threat from white supremacists as the deadliest domestic terror threat facing the U.S., listed above the immediate danger from foreign terrorist groups.
"Foreign terrorist organizations will continue to call for Homeland attacks but probably will remain constrained in their ability to direct such plots over the next year," all three documents say.

Russia "probably will be the primary covert foreign influence actor and purveyor of disinformation and misinformation in the Homeland," the documents also say. Politico. September 4, 2020. DHS draft document: white supremacists are the greatest terror threat. https://www.politico.com/news/2020/09/04/white-supremacists-terror-threat-dhs-409236

[iv] Michael A. Ayele (a.k.a.) W Listing on Missouri's Accountability Portal (MAP).: https://mapyourtaxes.mo.gov/MAP/Employees/Employee/SearchResults.aspx?last=Ayele&first=Michael&year=0&agency=0

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[v] 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.** (…)

**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 1 – 6. https://www.ncd.gov/report/from-privileges-to-rights-people-labeled-with-psychiatric-disabilities-speak-for-themselves/

[vi] Bing/MSN Unapproved and Unwelcome Query "Michael Ayele government filings." https://www.bing.com/search?q=Michael+Ayele+government+filings

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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 Unapproved and Unwelcome Query "Michael Ayele biography."
https://www.bing.com/search?q=Michael+Ayele+biography
https://www.bing.com/search?q=Michael+Ayele+bio
https://www.bing.com/search?q=Michael+Ayele
Bing/MSN Unapproved and Unwelcome Query "Michael Ayele education background."
https://www.bing.com/search?q=Michael+Ayele+education+background
Google and Bing/MSN Unapproved and Unwelcome Query "Michael Ayele academic background."
https://www.bing.com/search?q=Michael+Ayele+academic+background
Bing/MSN Unapproved and Unwelcome Query "Michael Ayele Dean's List."
https://www.bing.com/search?q=Michael+Ayele+Deans+List
Bing/MSN Unapproved and Unwelcome Query "Michael Ayele alumni."
https://www.bing.com/search?q=Michael+Ayele+alumni
Bing/MSN Unapproved and Unwelcome Query "Michael Ayele Westminster College."
https://www.bing.com/search?q=Michael+Ayele+Westminster+College
Bing/MSN Unapproved and Unwelcome Query "Michael Ayele age and relatives."
https://www.bing.com/search?q=Michael+Ayele+age+and+relatives
Google and Bing/MSN Unapproved and Unwelcome Query "Michael Ayele missing."
https://www.google.com/search?q=Michael+Ayele+missing
https://www.bing.com/search?q=Michael+Ayele+missing
Bing/MSN Unapproved and Unwelcome Query "Michael Ayele Wikipedia."
https://www.bing.com/search?q=Michael+Ayele+Wikipedia
Bing/MSN Unapproved and Unwelcome Query "Michael Ayele Wiki."
https://www.bing.com/search?q=Michael+Ayele+Wiki
Bing/MSN Unapproved and Unwelcome Query "Michael Ayele public records."
https://www.bing.com/search?q=Michael+Ayele+public+records
Bing/MSN Unapproved and Unwelcome Query "Michael Ayele Immigrant Heritage Month."
https://www.bing.com/search?q=Michael+Ayele+Immigrant+Heritage+Month
Bing/MSN Unapproved and Unwelcome Query "Michael Ayele Mental Health Awareness Month."
https://www.bing.com/search?q=Michael+Ayele+Mental+Health+Awareness+Month
Bing/MSN Unapproved and Unwelcome Query "Michael Ayele Sexual Assault Awareness Month."
https://www.bing.com/search?q=Michael+Ayele+Sexual+Assault+Awareness+Month
Bing/MSN Unapproved and Unwelcome Query "Michael Ayele Women's History Month."
https://www.bing.com/search?q=Michael+Ayele+Womens+History+Month
Google Unwelcome and Unapproved Query: "*Michael Ayele Emma Watson.*"
https://www.google.com/search?q=Michael+Ayele+Emma+Watson

[vii] Putting aside the extent to which whites perceive opportunity to be equal – and thus, the extent to which bigotry and discrimination against people of color continue to be real problems – the sad truth is that most whites fail to possess even the slightest awareness that people of color face any different life situations at all, regardless of cause. Recent polling has found that most whites believe Blacks are just as well off as they are when it comes to jobs and income. This, despite the fact that African Americans are twice as likely to be unemployed, in good times or bad. As of 2009, even Black men with college degrees were nearly twice as likely to be unemployed as their white counterparts. Overall, according to the most recent data available at the time of this writing, Blacks with bachelor's degrees are twice as likely to be unemployed as non-Hispanic whites; Latinos with at least a college degree are nearly two-thirds more likely that non-Hispanic whites to be unemployed, and Asians with at least a college degree are about 13 percent more likely to be out of work than similar whites. What's more, the earnings gap between college-educated whites and Blacks has actually grown in recent years, thanks to the tendency for persons of color to be let go first during economic downturns, in part because they

obtained their positions later than whites, who were in the pipeline for the best jobs far earlier. In other words, the notion that all workers are in the same boat, or that the disadvantages experienced by African Americans and other people of color are merely caused by poverty status or other human capital factors like education, is clearly false. […]

That most whites are unaware of these and other facts that collectively demonstrate the reality of racial inequity in America is indisputable. According to the results of one national survey, 70 percent of whites demonstrate at least one if not several erroneous beliefs about the well-being of persons of color relative to whites, presuming a far greater degree of equity between the groups than exists in practice. A Kaiser Family Foundation report from several years ago indicated significant ignorance about matters of basic health and well-being, and the disparities between whites and Blacks in that regard. According to Kaiser, two-thirds of whites think Blacks are every bit as well off as whites when it comes to getting routine medical care when they need it. In truth, African Americans are far more likely to have a much harder time accessing routine and quality care. Tim Wise. 2010. Colorblind: The Rise of Post-Racial Politics and the Retreat from Racial Equity. Pages 60 – 65.

[viii] Alleged Florida State University shooter Phenix Ikner touted vile "white supremacist" views, according to his classmates – including that "Rosa Parks was in the wrong" and that Black people were destroying his community. Ikner, who allegedly killed two people and wounded six others when he opened fire on campus Thursday, horrified other students with his "gross" racial rhetoric.

One classmate from Ikner's former school, Tallahassee State College, recalled how he was asked to leave a "political roundtable" club over his hate speech. "Basically our only rule was no Nazis – colloquially speaking – and he espoused so much white supremacist rhetoric, and far-right rhetoric as well, to the point where we had to exercise that rule," Reid Seybold said.

Another classmate said Ikner was vocal in their federal politics class, promoting his disturbing views about Black people, as well as far-right conspiracy theories, such as that former President Joe Biden was fraudulently elected in 2020. His opinions were so troubling that the classmate, Lucas Luzietti, chillingly remembered thinking that "this man should not have access to firearms." "I got into arguments with him in class over how gross the things he said were," Lucas Luzietti said. "What are you supposed to do? His mother was a cop, and Florida doesn't have very strong red flag laws," Lucas Luzietti added.

Ikner, whose stepmother is a Leon County sheriff 's deputy, made it very clear that he had guns, classmates said. One of the firearms he allegedly used on Thursday, April 17, 2025 is believed to belong to his stepmother. "It's so sad and so shocking," Luzietti said of the shooting. "Then to see it was him – I'm sadly not surprised." Ikner's motive for the mass shooting is unknown. Suspected Florida State University shooter promoted "white supremacist" views, spewed racist vitriol against black people: report. New York Post. April 18, 2025. Suspected FSU shooter promoted "white supremacist" views, spewed racist vitriol against black people: report. https://nypost.com/2025/04/18/us-news/fsu-shooter-phoenix-ikner-allegedly-promoted-white-supremacist-views-spewed-racist-vitriol-against-black-people-report/

The April 17, 2025 fatal shooting on the Florida State University campus came the same day a symposium against gun violence was supposed to be held. The event organizer, whose daughter was shot and killed during Tallahassee's 2018 Hot Yoga shooting, now plans to reschedule the symposium for the fall.

Maura Blinkley was just 21 when she and Dr. Nancy Van Vessem were killed at the Hot Yoga studio in Betton Place. Since then, Maura's father, Jeff Blinkley, has helped host a gun violence

symposium at FSU called “Maura’s Voice.” This year, the event was set for April 17. The same day a gunman killed two and injured six on campus. Blinkley is planning to reschedule the event for shortly after the start of the fall semester. WFSU. May 15, 2025. Cancelled by last month’s FSU tragedy, the next “Maura’s Voice” event will take place this fall. WFSU. https://news.wfsu.org/wfsu-local-news/2025-05-15/cancelled-by-last-months-fsu-tragedy-the-next-mauras-voice-event-will-take-place-this-fall

# Board of Education
# Decatur Public School District 61

| | |
|---|---|
| **Date:** November 10, 2026 | **Subject:** Monthly Board Bills |
| **Initiated By:** Thomas Osborne, Chief Operational Officer | **Attachments:**<br>• Employee Out of Line Listing (16 Pages)<br>• Vendor Monthly Check Listing (19 Pages)<br>• Vendor Direct Deposit Listing (7 Pages)<br>• Disbursements via ACH (1 Page) |
| **Reviewed By:** Dr. Nicole Moody, Superintendent | |

**BACKGROUND INFORMATION:**
Attached is the listing of monthly bills for Board approval. The total amount of the check register on October 31, 2026, was $8,482,964.55.

| | |
|---|---|
| Employee Direct Deposits | $37,083.74 |
| Vendor Direct Deposit | $1,646,963.81 |
| Vendor Monthly Total | $6,798,917.00 |
| Voided Check Total | ($0.00) |
| **Total** | **$8,482,964.55** |

**CURRENT CONSIDERATIONS:**
N/A

**FINANCIAL CONSIDERATIONS:**
N/A

**STAFF RECOMMENDATION:**
The Administration respectfully requests that the Board of Education approve the Monthly Bills as presented.

**RECOMMENDED ACTION:**
**X** Approval
☐ Information
☐ Discussion

**BOARD ACTION:**_____

## Decatur School District #61

# Non-Check Batch Listing

**Fiscal Year:** **2026-2027**

**Criteria:**

**Bank Account:** CONSOLIDATED ACCOUNT 2

**From Date:** 10/01/2026 **To Date:** 10/31/2026

**From Voucher:** 1132 **To Voucher:** 1132

| | | | | | |
|---|---|---|---|---|---|
| 10/02/2026 | BONDS, NAREGIS | $93.78 | 1132 | Posted to G/L AP | ☐ |
| 10/02/2026 | BONDS, NAREGIS | $217.97 | 1132 | Posted to G/L AP | ☐ |
| 10/02/2026 | BONDS, NAREGIS | $218.27 | 1132 | Posted to G/L AP | ☐ |
| 10/02/2026 | BONDS, NAREGIS | $98.80 | 1132 | Posted to G/L AP | ☐ |
| 10/02/2026 | CRUTCHER, JASON D | $182.40 | 1132 | Posted to G/L AP | ☐ |
| 10/02/2026 | DAVIS, BENJAMIN T | $120.69 | 1132 | Posted to G/L AP | ☐ |
| 10/02/2026 | GRIFFEY, TINA | $69.69 | 1132 | Posted to G/L AP | ☐ |
| 10/02/2026 | HANKS, PAMELA S | $23.10 | 1132 | Posted to G/L AP | ☐ |
| 10/02/2026 | HAWK, MATTHEW | $133.00 | 1132 | Posted to G/L AP | ☐ |
| 10/02/2026 | HOGUE, CARRIE M | $408.12 | 1132 | Posted to G/L AP | ☐ |
| 10/02/2026 | HOGUE, CARRIE M | $15.00 | 1132 | Posted to G/L AP | ☐ |
| 10/02/2026 | HOGUE, CARRIE M | $120.84 | 1132 | Posted to G/L AP | ☐ |
| 10/02/2026 | HOGUE, CARRIE M | $70.00 | 1132 | Posted to G/L AP | ☐ |
| 10/02/2026 | HOGUE, CARRIE M | $120.84 | 1132 | Posted to G/L AP | ☐ |
| 10/02/2026 | HUBBARD, JILL | $121.37 | 1132 | Posted to G/L AP | ☐ |
| 10/02/2026 | MCCANN, BETH | $113.16 | 1132 | Posted to G/L AP | ☐ |
| 10/02/2026 | MILLER, ROBIN G | $28.58 | 1132 | Posted to G/L AP | ☐ |

## Non-Check Batch Listing

**Fiscal Year:** 2026-2027

**Criteria:**

**Bank Account:** CONSOLIDATED ACCOUNT 2

**From Date:** 10/01/2026 **To Date:** 10/31/2026

**From Voucher:** 1132 **To Voucher:** 1132

| | | | | | |
|---|---|---|---|---|---|
| 10/02/2026 | MINOR, YOLANDA R | $210.44 | 1132 | Posted to G/L AP | ☐ |
| 10/02/2026 | MORAN, BRITTNEY | $123.50 | 1132 | Posted to G/L AP | ☐ |
| 10/02/2026 | MUSSON, HANNAH G | $225.57 | 1132 | Posted to G/L AP | ☐ |
| 10/02/2026 | PETERS, CLAIRE E | $88.24 | 1132 | Posted to G/L AP | ☐ |
| 10/02/2026 | REYNOLDS, ALISSA M | $335.00 | 1132 | Posted to G/L AP | ☐ |
| 10/02/2026 | REYNOLDS, GINGER | $88.01 | 1132 | Posted to G/L AP | ☐ |
| 10/02/2026 | SCHIENSCHANG, ANTHONY | $185.21 | 1132 | Posted to G/L AP | ☐ |
| 10/02/2026 | SHAY, CLAYTON | $21.74 | 1132 | Posted to G/L AP | ☐ |
| 10/02/2026 | BURKS, TASIA L | $76.45 | 1132 | Posted to G/L AP | ☐ |
| 10/02/2026 | DAVIS-KITSON, HOLLY L | $159.12 | 1132 | Posted to G/L AP | ☐ |
| 10/02/2026 | DAVIS-KITSON, HOLLY L | $19.88 | 1132 | Posted to G/L AP | ☐ |
| 10/02/2026 | DOUGLASS, TY C | $74.16 | 1132 | Posted to G/L AP | ☐ |
| 10/02/2026 | DOUGLASS, TY C | $31.94 | 1132 | Posted to G/L AP | ☐ |
| 10/02/2026 | HAUSLER, BARBARA K | $1,875.00 | 1132 | Posted to G/L AP | ☐ |
| 10/02/2026 | JONES, CORY F | $72.00 | 1132 | Posted to G/L AP | ☐ |
| 10/02/2026 | KIRKLAND, LIBBY M | $179.00 | 1132 | Posted to G/L AP | ☐ |
| 10/02/2026 | LOPEZ, MARIA | $1,350.00 | 1132 | Posted to G/L AP | ☐ |
| 10/02/2026 | RINCHIUSO, ANGELO | $150.00 | 1132 | Posted to G/L AP | ☐ |

## Non-Check Batch Listing

**Fiscal Year:** **2026-2027**

**Criteria:**

**Bank Account:** CONSOLIDATED ACCOUNT 2

**From Date:** 10/01/2026 **To Date:** 10/31/2026

**From Voucher:** 1132 **To Voucher:** 1132

| | | | | | | |
|---|---|---|---|---|---|---|
| 10/02/2026 | STARK, YOCELYNG P | $369.00 | 1132 | Posted to G/L | AP | ☐ |
| 10/02/2026 | WEAKLY, CARISSA A | $356.74 | 1132 | Posted to G/L | AP | ☐ |
| 10/02/2026 | WINICK, BENJAMIN A | $231.95 | 1132 | Posted to G/L | AP | ☐ |

Total for Fund: 38 Total Amount: $8,378.56

Total Amount: $8,378.56

**End of Report**

# Decatur School District #61

## Non-Check Batch Listing

**Fiscal Year:** 2026-2027

**Criteria:**

**Bank Account:** CONSOLIDATED ACCOUNT 2

**From Date:** 10/01/2026 **To Date:** 10/31/2026

**From Voucher:** 1141 **To Voucher:** 1141

| | | | | | |
|---|---|---|---|---|---|
| 10/09/2026 | DRABING, ROBERT B | $196.64 | 1141 | Posted to G/L AP | ☐ |
| 10/09/2026 | HESS, JODI M | $10.79 | 1141 | Posted to G/L AP | ☐ |
| 10/09/2026 | HESS, JODI M | $81.02 | 1141 | Posted to G/L AP | ☐ |
| 10/09/2026 | HOGUE, CARRIE M | $14.44 | 1141 | Posted to G/L AP | ☐ |
| 10/09/2026 | LUSBY, DANIELLE | $77.82 | 1141 | Posted to G/L AP | ☐ |
| 10/09/2026 | LUSBY, DANIELLE | $52.59 | 1141 | Posted to G/L AP | ☐ |
| 10/09/2026 | LUSBY, DANIELLE | $67.26 | 1141 | Posted to G/L AP | ☐ |
| 10/09/2026 | LUSBY, DANIELLE | $32.22 | 1141 | Posted to G/L AP | ☐ |
| 10/09/2026 | JELKS, HELENIA N | $202.62 | 1141 | Posted to G/L AP | ☐ |
| 10/09/2026 | MORROW, JENNIFER E | $104.27 | 1141 | Posted to G/L AP | ☐ |
| 10/09/2026 | LANG, ELIZABETH E | $89.53 | 1141 | Posted to G/L AP | ☐ |
| 10/09/2026 | MANUEL, JESSICA L | $587.71 | 1141 | Posted to G/L AP | ☐ |
| 10/09/2026 | NEWSOME, AMY J | $347.62 | 1141 | Posted to G/L AP | ☐ |
| 10/09/2026 | O'LINC, SANDRA | $58.82 | 1141 | Posted to G/L AP | ☐ |
| 10/09/2026 | PLAIN, TATUM MICHELE | $571.98 | 1141 | Posted to G/L AP | ☐ |
| 10/09/2026 | REEDY, MAIRI | $23.79 | 1141 | Posted to G/L AP | ☐ |
| 10/09/2026 | RIDGEWAY, CANDY | $234.08 | 1141 | Posted to G/L AP | ☐ |

## Decatur School District #61

# Non-Check Batch Listing

**Fiscal Year:** **2026-2027**

**Criteria:**

**Bank Account:** CONSOLIDATED ACCOUNT 2

**From Date:** 10/01/2026 **To Date:** 10/31/2026

**From Voucher:** 1141 **To Voucher:** 1141

| | | | | | |
|---|---|---|---|---|---|
| 10/09/2026 | ROBBINS, SAMANTHA S | $572.05 | 1141 | Posted to G/L AP | ☐ |
| 10/09/2026 | STINE, JENNIFER E | $313.50 | 1141 | Posted to G/L AP | ☐ |
| 10/09/2026 | SWARTHOUT, MATTHEW L | $20.98 | 1141 | Posted to G/L AP | ☐ |
| 10/09/2026 | SWARTHOUT, MATTHEW L | $133.00 | 1141 | Posted to G/L AP | ☐ |
| 10/09/2026 | SWARTHOUT, MATTHEW L | $30.48 | 1141 | Posted to G/L AP | ☐ |
| 10/09/2026 | SWARTHOUT, MATTHEW L | $60.00 | 1141 | Posted to G/L AP | ☐ |
| 10/09/2026 | SWARTHOUT, MATTHEW L | $30.48 | 1141 | Posted to G/L AP | ☐ |
| 10/09/2026 | SWARTHOUT, MATTHEW L | $785.67 | 1141 | Posted to G/L AP | ☐ |
| 10/09/2026 | SWARTHOUT, MATTHEW L | $140.00 | 1141 | Posted to G/L AP | ☐ |
| 10/09/2026 | SWARTHOUT, MATTHEW L | $21.98 | 1141 | Posted to G/L AP | ☐ |
| 10/09/2026 | SWARTHOUT, MATTHEW L | $40.00 | 1141 | Posted to G/L AP | ☐ |
| 10/09/2026 | SWARTHOUT, MATTHEW L | $20.67 | 1141 | Posted to G/L AP | ☐ |
| 10/09/2026 | TAYLOR, HOLLY N | $253.38 | 1141 | Posted to G/L AP | ☐ |
| 10/09/2026 | ZILZ, CAROL JEAN | $297.39 | 1141 | Posted to G/L AP | ☐ |
| 10/09/2026 | BRUDER, ERIC R | $315.00 | 1141 | Posted to G/L AP | ☐ |
| 10/09/2026 | GARNER, TODD | $67.39 | 1141 | Posted to G/L AP | ☐ |
| 10/09/2026 | GARNER, TODD | $59.96 | 1141 | Posted to G/L AP | ☐ |
| 10/09/2026 | HERBERT, JESSICA | $1,350.00 | 1141 | Posted to G/L AP | ☐ |

## Non-Check Batch Listing

**Fiscal Year:** 2026-2027

**Criteria:**

**Bank Account:** CONSOLIDATED ACCOUNT 2

**From Date:** 10/01/2026 **To Date:** 10/31/2026

**From Voucher:** 1141 **To Voucher:** 1141

| | | | | | | |
|---|---|---|---|---|---|---|
| 10/09/2026 | HERBERT, JESSICA | $1,350.00 | 1141 | Posted to G/L | AP | ☐ |
| 10/09/2026 | HERBERT, JESSICA | $1,350.00 | 1141 | Posted to G/L | AP | ☐ |
| 10/09/2026 | HERBERT, JESSICA | $1,350.00 | 1141 | Posted to G/L | AP | ☐ |
| 10/09/2026 | MARTIN, TERRAINNE | $77.75 | 1141 | Posted to G/L | AP | ☐ |
| 10/09/2026 | OSBORNE, THOMAS L | $92.87 | 1141 | Posted to G/L | AP | ☐ |
| 10/09/2026 | RINCHIUSO, MELISSA | $83.83 | 1141 | Posted to G/L | AP | ☐ |
| 10/09/2026 | COZIAHR, MICHAEL | $317.60 | 1141 | Posted to G/L | AP | ☐ |
| 10/09/2026 | CRISSUP, NICHOLE | $50.62 | 1141 | Posted to G/L | AP | ☐ |
| 10/09/2026 | CRISSUP, NICHOLE | $50.69 | 1141 | Posted to G/L | AP | ☐ |
| 10/09/2026 | DENTON, MIKAYLA L | $9.12 | 1141 | Posted to G/L | AP | ☐ |
| 10/09/2026 | HESS, JODI M | $62.62 | 1141 | Posted to G/L | AP | ☐ |
| 10/09/2026 | CALDWELL, KRISTI J | $442.55 | 1141 | Posted to G/L | AP | ☐ |
| 10/09/2026 | CARLISLE, JESSICA A | $283.94 | 1141 | Posted to G/L | AP | ☐ |
| 10/09/2026 | CHLEBUS, JILL S | $137.41 | 1141 | Posted to G/L | AP | ☐ |
| 10/09/2026 | DALBY, JESSICA | $160.97 | 1141 | Posted to G/L | AP | ☐ |
| 10/09/2026 | DENTON, MCKENNA | $47.88 | 1141 | Posted to G/L | AP | ☐ |
| 10/09/2026 | DETMERS, JENNIFER M | $443.92 | 1141 | Posted to G/L | AP | ☐ |
| 10/09/2026 | ENGELGAU, SUSAN | $204.06 | 1141 | Posted to G/L | AP | ☐ |

## Non-Check Batch Listing

**Fiscal Year:** 2026-2027

**Criteria:**

**Bank Account:** CONSOLIDATED ACCOUNT 2

**From Date:** 10/01/2026 **To Date:** 10/31/2026

**From Voucher:** 1141 **To Voucher:** 1141

| | | | | | |
|---|---|---|---|---|---|
| 10/09/2026 | GAFFRON, LINDA | $101.08 | 1141 | Posted to G/L AP | ☐ |
| 10/09/2026 | GAVIN, JOANNE I | $88.08 | 1141 | Posted to G/L AP | ☐ |
| 10/09/2026 | CLINE, MICHELLE L | $109.82 | 1141 | Posted to G/L AP | ☐ |
| 10/09/2026 | GRAVEN, ANN E | $158.08 | 1141 | Posted to G/L AP | ☐ |
| 10/09/2026 | GRAY, HANNAH S | $271.47 | 1141 | Posted to G/L AP | ☐ |
| 10/09/2026 | HACKMAN, JILL K | $463.98 | 1141 | Posted to G/L AP | ☐ |
| 10/09/2026 | HUNTER, DONNA | $173.28 | 1141 | Posted to G/L AP | ☐ |
| 10/09/2026 | JOHNSON, MALLORY N | $131.02 | 1141 | Posted to G/L AP | ☐ |
| 10/09/2026 | KOERWITZ, CHRISTOPHER R | $458.05 | 1141 | Posted to G/L AP | ☐ |
| 10/09/2026 | LANE, SABRINA A | $244.57 | 1141 | Posted to G/L AP | ☐ |
| 10/09/2026 | ALDERSON, ERIN M | $279.22 | 1141 | Posted to G/L AP | ☐ |
| 10/09/2026 | ALLEN, CHRISTINE | $335.39 | 1141 | Posted to G/L AP | ☐ |
| 10/09/2026 | ALLEN, CHRISTINE | $335.39 | 1141 | Posted to G/L AP | ☐ |
| 10/09/2026 | ANDERSON, COREY L | $461.47 | 1141 | Posted to G/L AP | ☐ |
| 10/09/2026 | BURCHAM, EMILY M | $43.85 | 1141 | Posted to G/L AP | ☐ |
| 10/09/2026 | BURCHAM, EMILY M | $61.94 | 1141 | Posted to G/L AP | ☐ |
| 10/09/2026 | BURCHAM, EMILY M | $65.51 | 1141 | Posted to G/L AP | ☐ |
| 10/09/2026 | BURCHAM, EMILY M | $10.64 | 1141 | Posted to G/L AP | ☐ |

## Non-Check Batch Listing

**Fiscal Year:** 2026-2027

**Criteria:**

**Bank Account:** CONSOLIDATED ACCOUNT 2

**From Date:** 10/01/2026 **To Date:** 10/31/2026

**From Voucher:** 1141 **To Voucher:** 1141

| | | | |
|---|---|---|---|
| Total for Fund: | 71 | Total Amount: | $17,573.80 |
| | | Total Amount: | $17,573.80 |

**End of Report**

# Decatur School District #61

## Non-Check Batch Listing

**Fiscal Year:** **2026-2027**

**Criteria:**

**Bank Account:** CONSOLIDATED ACCOUNT 2

**From Date:** 10/01/2026 **To Date:** 10/31/2026

**From Voucher:** 1144 **To Voucher:** 1144

| | | | | | |
|---|---|---|---|---|---|
| 10/16/2026 | ROBINSON, EDWIN M | $45.00 | 1144 | Posted to G/L AP | ☐ |
| 10/16/2026 | ROBINSON, EDWIN M | $75.85 | 1144 | Posted to G/L AP | ☐ |
| 10/16/2026 | ROBINSON, EDWIN M | $45.00 | 1144 | Posted to G/L AP | ☐ |
| 10/16/2026 | ROBINSON, EDWIN M | $10.00 | 1144 | Posted to G/L AP | ☐ |
| 10/16/2026 | ROBINSON, EDWIN M | $15.00 | 1144 | Posted to G/L AP | ☐ |
| 10/16/2026 | ROBINSON, EDWIN M | $35.00 | 1144 | Posted to G/L AP | ☐ |
| 10/16/2026 | HELM, PAMELA | $64.33 | 1144 | Posted to G/L AP | ☐ |
| 10/16/2026 | HELM, PAMELA | $353.53 | 1144 | Posted to G/L AP | ☐ |
| 10/16/2026 | LILLY, LORI J | $285.91 | 1144 | Posted to G/L AP | ☐ |
| 10/16/2026 | WIGGINS, MARIA | $207.61 | 1144 | Posted to G/L AP | ☐ |
| 10/16/2026 | MARLOW, KELLIE | $61.26 | 1144 | Posted to G/L AP | ☐ |
| 10/16/2026 | ACKLEY, DYLAN A | $32.07 | 1144 | Posted to G/L AP | ☐ |
| 10/16/2026 | ELLIOTT, HANNAH R | $218.58 | 1144 | Posted to G/L AP | ☐ |
| 10/16/2026 | DYSON, TERI M | $87.70 | 1144 | Posted to G/L AP | ☐ |
| 10/16/2026 | ELLIOTT, HANNAH R | $219.03 | 1144 | Posted to G/L AP | ☐ |
| 10/16/2026 | DOUGLASS, TY C | $55.97 | 1144 | Posted to G/L AP | ☐ |
| 10/16/2026 | DOUGLASS, TY C | $5.80 | 1144 | Posted to G/L AP | ☐ |

## Non-Check Batch Listing

**Fiscal Year:** 2026-2027

**Criteria:**

**Bank Account:** CONSOLIDATED ACCOUNT 2

**From Date:** 10/01/2026 **To Date:** 10/31/2026

**From Voucher:** 1144 **To Voucher:** 1144

| | | | | | |
|---|---|---|---|---|---|
| 10/16/2026 | JONES, CORY F | $24.00 | 1144 | Posted to G/L AP | ☐ |
| 10/16/2026 | JOYNER, TEMETHIA T | $199.50 | 1144 | Posted to G/L AP | ☐ |
| 10/16/2026 | STARK, SAMANTHA | $69.74 | 1144 | Posted to G/L AP | ☐ |
| 10/16/2026 | BRADY, MARY CATHLEEN | $182.02 | 1144 | Posted to G/L AP | ☐ |
| 10/16/2026 | JONES, CORY F | $53.20 | 1144 | Posted to G/L AP | ☐ |
| 10/16/2026 | ROBINSON, EDWIN M | $30.94 | 1144 | Posted to G/L AP | ☐ |
| 10/16/2026 | ROBINSON, EDWIN M | $40.94 | 1144 | Posted to G/L AP | ☐ |
| 10/16/2026 | THEMER, RACHEL C | $258.40 | 1144 | Posted to G/L AP | ☐ |
| 10/16/2026 | THEMER, RACHEL C | $20.00 | 1144 | Posted to G/L AP | ☐ |
| 10/16/2026 | THEMER, RACHEL C | $206.46 | 1144 | Posted to G/L AP | ☐ |
| 10/16/2026 | THEMER, RACHEL C | $70.00 | 1144 | Posted to G/L AP | ☐ |
| 10/16/2026 | THEMER, RACHEL C | $30.00 | 1144 | Posted to G/L AP | ☐ |

Total for Fund: 29 Total Amount: $3,002.84

Total Amount: $3,002.84

**End of Report**

# Decatur School District #61

## Non-Check Batch Listing

**Fiscal Year:** 2026-2027

**Criteria:**

**Bank Account:** CONSOLIDATED ACCOUNT 2 2892733

**From Date:** 10/01/2026 **To Date:** 10/31/2026

**From Voucher:** 1151 **To Voucher:** 1151

**Account:** 2892733

| | | | | | |
|---|---|---|---|---|---|
| 10/23/2026 | CONN, ELDON K JR | $755.82 | 1151 | Posted to G/L AP | ☐ |
| 10/23/2026 | COURI-MALSON, NICOLE R | $21.51 | 1151 | Posted to G/L AP | ☐ |
| 10/23/2026 | DOSS, ANEJHIA | $27.51 | 1151 | Posted to G/L AP | ☐ |
| 10/23/2026 | FOSTER, BRENDA | $78.36 | 1151 | Posted to G/L AP | ☐ |
| 10/23/2026 | HANKS, PAMELA S | $103.66 | 1151 | Posted to G/L AP | ☐ |
| 10/23/2026 | HELM, PAMELA | $255.20 | 1151 | Posted to G/L AP | ☐ |
| 10/23/2026 | HELM, PAMELA | $256.27 | 1151 | Posted to G/L AP | ☐ |
| 10/23/2026 | LYBARGER, HANNAH R | $150.82 | 1151 | Posted to G/L AP | ☐ |
| 10/23/2026 | PHILLIPS, BENNY M | $435.52 | 1151 | Posted to G/L AP | ☐ |
| 10/23/2026 | PHILLIPS, BENNY M | $20.97 | 1151 | Posted to G/L AP | ☐ |
| 10/23/2026 | SEIBRING, DANIELLE A | $48.62 | 1151 | Posted to G/L AP | ☐ |
| 10/23/2026 | SEIBRING, DANIELLE A | $31.27 | 1151 | Posted to G/L AP | ☐ |
| 10/23/2026 | SEIDER, AMANDA L | $60.82 | 1151 | Posted to G/L AP | ☐ |
| 10/23/2026 | SEIDER, AMANDA L | $170.43 | 1151 | Posted to G/L AP | ☐ |
| 10/23/2026 | SEIDER, AMANDA L | $51.08 | 1151 | Posted to G/L AP | ☐ |
| 10/23/2026 | SEIDER, AMANDA L | $17.22 | 1151 | Posted to G/L AP | ☐ |
| 10/23/2026 | TALLENT, NATHANIEL J | $200.00 | 1151 | Posted to G/L AP | ☐ |

## Non-Check Batch Listing

**Fiscal Year:** 2026-2027

**Criteria:**

**Bank Account:** CONSOLIDATED ACCOUNT 2 2892733

**From Date:** 10/01/2026 **To Date:** 10/31/2026

**From Voucher:** 1151 **To Voucher:** 1151

| | | | | | |
|---|---|---|---|---|---|
| 10/23/2026 | THOMAS, ANGELA | $49.16 | 1151 | Posted to G/L AP | ☐ |
| 10/23/2026 | THOMAS, ANGELA | $119.21 | 1151 | Posted to G/L AP | ☐ |
| 10/23/2026 | THOMAS, ANGELA | $56.67 | 1151 | Posted to G/L AP | ☐ |
| 10/23/2026 | THOMAS, ANGELA | $39.06 | 1151 | Posted to G/L AP | ☐ |
| 10/23/2026 | THOMAS, ANGELA | $32.63 | 1151 | Posted to G/L AP | ☐ |
| 10/23/2026 | WALKER, KAREN L | $65.28 | 1151 | Posted to G/L AP | ☐ |
| 10/23/2026 | WALKER, KAREN L | $2.73 | 1151 | Posted to G/L AP | ☐ |
| 10/23/2026 | WALKER, KAREN L | $147.57 | 1151 | Posted to G/L AP | ☐ |
| 10/23/2026 | WILLIAMS, KAREAM A | $21.98 | 1151 | Posted to G/L AP | ☐ |
| 10/23/2026 | WILLIAMS, KAREAM A | $50.97 | 1151 | Posted to G/L AP | ☐ |
| 10/23/2026 | WILLIAMS, KAREAM A | $52.50 | 1151 | Posted to G/L AP | ☐ |
| 10/23/2026 | FINLEY, HOLLEY E | $98.04 | 1151 | Posted to G/L AP | ☐ |
| 10/23/2026 | HADDEN, CATHERINE J | $315.78 | 1151 | Posted to G/L AP | ☐ |
| 10/23/2026 | HAWK, MATTHEW | $185.90 | 1151 | Posted to G/L AP | ☐ |
| 10/23/2026 | KOMNICK, ELIZABETH | $117.34 | 1151 | Posted to G/L AP | ☐ |
| 10/23/2026 | MAPLE, ANDREA M | $195.55 | 1151 | Posted to G/L AP | ☐ |
| 10/23/2026 | MILLER, LINDA S | $409.34 | 1151 | Posted to G/L AP | ☐ |
| 10/23/2026 | MORAN, MEGAN D | $181.79 | 1151 | Posted to G/L AP | ☐ |

## Non-Check Batch Listing

**Fiscal Year:** **2026-2027**

**Criteria:**

**Bank Account:** CONSOLIDATED ACCOUNT 2 2892733

**From Date:** 10/01/2026 **To Date:** 10/31/2026

**From Voucher:** 1151 **To Voucher:** 1151

| | | | | | | |
|---|---|---|---|---|---|---|
| 10/23/2026 | WEAKLY, CARISSA A | $437.84 | 1151 | Posted to G/L | AP | ☐ |
| 10/23/2026 | KARCH, SAMANTHA | $70.68 | 1151 | Posted to G/L | AP | ☐ |
| 10/23/2026 | LOCKWOOD, KRYSTLE R | $136.04 | 1151 | Posted to G/L | AP | ☐ |
| 10/23/2026 | MCCANN, BETH | $57.68 | 1151 | Posted to G/L | AP | ☐ |
| 10/23/2026 | VORDING, LINDA L | $16.04 | 1151 | Posted to G/L | AP | ☐ |

Total for Fund: 40 Total Amount: $5,544.86

Total Amount: $5,544.86

**End of Report**

# Decatur School District #61

## Non-Check Batch Listing

**Fiscal Year:** 2026-2027

**Criteria:**

**Bank Account:** CONSOLIDATED ACCOUNT 2

**From Date:** 10/01/2026 **To Date:** 10/31/2026

**From Voucher:** 1156 **To Voucher:** 1156

| | | | | | |
|---|---|---|---|---|---|
| 10/30/2026 | DOUGLASS, TY C | $23.47 | 1156 | Posted to G/L AP | ☐ |
| 10/30/2026 | DOUGLASS, TY C | $95.33 | 1156 | Posted to G/L AP | ☐ |
| 10/30/2026 | DOUGLASS, TY C | $21.04 | 1156 | Posted to G/L AP | ☐ |
| 10/30/2026 | FARRINGTON, KEVIN D | $15.67 | 1156 | Posted to G/L AP | ☐ |
| 10/30/2026 | JONES, CORY F | $16.69 | 1156 | Posted to G/L AP | ☐ |
| 10/30/2026 | JONES, CORY F | $177.04 | 1156 | Posted to G/L AP | ☐ |
| 10/30/2026 | JONES, CORY F | $10.10 | 1156 | Posted to G/L AP | ☐ |
| 10/30/2026 | JONES, CORY F | $31.29 | 1156 | Posted to G/L AP | ☐ |
| 10/30/2026 | JOYNER, TEMETHIA T | $87.72 | 1156 | Posted to G/L AP | ☐ |
| 10/30/2026 | JOYNER, TEMETHIA T | $48.98 | 1156 | Posted to G/L AP | ☐ |
| 10/30/2026 | JOYNER, TEMETHIA T | $28.48 | 1156 | Posted to G/L AP | ☐ |
| 10/30/2026 | JOYNER, TEMETHIA T | $26.03 | 1156 | Posted to G/L AP | ☐ |
| 10/30/2026 | JOYNER, TEMETHIA T | $19.99 | 1156 | Posted to G/L AP | ☐ |
| 10/30/2026 | JOYNER, TEMETHIA T | $6.99 | 1156 | Posted to G/L AP | ☐ |
| 10/30/2026 | JOYNER, TEMETHIA T | $9.82 | 1156 | Posted to G/L AP | ☐ |
| 10/30/2026 | JOYNER, TEMETHIA T | $5.99 | 1156 | Posted to G/L AP | ☐ |
| 10/30/2026 | JOYNER, TEMETHIA T | $8.99 | 1156 | Posted to G/L AP | ☐ |

## Non-Check Batch Listing

**Fiscal Year:** 2026-2027

**Criteria:**

**Bank Account:** CONSOLIDATED ACCOUNT 2

**From Date:** 10/01/2026 **To Date:** 10/31/2026

**From Voucher:** 1156 **To Voucher:** 1156

| | | | | | |
|---|---|---|---|---|---|
| 10/30/2026 | JOYNER, TEMETHIA T | $24.99 | 1156 | Posted to G/L AP | ☐ |
| 10/30/2026 | JOYNER, TEMETHIA T | $80.79 | 1156 | Posted to G/L AP | ☐ |
| 10/30/2026 | JOYNER, TEMETHIA T | $56.96 | 1156 | Posted to G/L AP | ☐ |
| 10/30/2026 | JOYNER, TEMETHIA T | $25.96 | 1156 | Posted to G/L AP | ☐ |
| 10/30/2026 | JOYNER, TEMETHIA T | $281.15 | 1156 | Posted to G/L AP | ☐ |
| 10/30/2026 | TALLENT, NATHANIEL J | $96.68 | 1156 | Posted to G/L AP | ☐ |
| 10/30/2026 | TALLENT, NATHANIEL J | $18.89 | 1156 | Posted to G/L AP | ☐ |
| 10/30/2026 | THOMAS, ORLANDO | $144.14 | 1156 | Posted to G/L AP | ☐ |
| 10/30/2026 | SEIDER, AMANDA L | $30.00 | 1156 | Posted to G/L AP | ☐ |
| 10/30/2026 | SEIDER, AMANDA L | $45.00 | 1156 | Posted to G/L AP | ☐ |
| 10/30/2026 | SEIDER, AMANDA L | $30.00 | 1156 | Posted to G/L AP | ☐ |
| 10/30/2026 | SEIDER, AMANDA L | $50.99 | 1156 | Posted to G/L AP | ☐ |
| 10/30/2026 | SEIDER, AMANDA L | $240.00 | 1156 | Posted to G/L AP | ☐ |
| 10/30/2026 | SEIDER, AMANDA L | $10.00 | 1156 | Posted to G/L AP | ☐ |
| 10/30/2026 | SEIDER, AMANDA L | $35.00 | 1156 | Posted to G/L AP | ☐ |
| 10/30/2026 | SEIDER, AMANDA L | $37.27 | 1156 | Posted to G/L AP | ☐ |
| 10/30/2026 | SEIDER, AMANDA L | $37.27 | 1156 | Posted to G/L AP | ☐ |
| 10/30/2026 | FLANIGAN, MEGAN E | $96.82 | 1156 | Posted to G/L AP | ☐ |

## Non-Check Batch Listing

**Fiscal Year:** 2026-2027

**Criteria:**

**Bank Account:** CONSOLIDATED ACCOUNT 2

**From Date:** 10/01/2026 **To Date:** 10/31/2026

**From Voucher:** 1156 **To Voucher:** 1156

| | | | | | | |
|---|---|---|---|---|---|---|
| 10/30/2026 | DAVIS, BENJAMIN T | $54.95 | 1156 | Posted to G/L | AP | ☐ |
| 10/30/2026 | LANG, ELIZABETH E | $468.20 | 1156 | Posted to G/L | AP | ☐ |
| 10/30/2026 | LANG, ELIZABETH E | $15.00 | 1156 | Posted to G/L | AP | ☐ |
| 10/30/2026 | LANG, ELIZABETH E | $70.00 | 1156 | Posted to G/L | AP | ☐ |

Total for Fund: 39 Total Amount: $2,583.68

Total Amount: $2,583.68

**End of Report**

# Decatur School District #61

## Check Listing

**Fiscal Year:** 2026-2027

**Criteria:**

**Bank Account:** CONSOLIDATED ACCOUNT 2 2892733

| | | | |
|---|---|---|---|
| **From Date:** | 10/2/2026 | **To Date:** | 10/2/2026 |
| **From Check:** | 355309 | **To Check:** | 355326 |
| **From Voucher:** | 1131 | **To Voucher:** | 1131 |

| Check Number | Date | Payee | Amount | Voucher | Status | Type | Cleared? | Clear Date | Void Date |
|---|---|---|---|---|---|---|---|---|---|
| 355309 | 10/02/2026 | ACELLUS EDUCATIONAL SERVICES LLC | $249.00 | 1131 | Printed | Expense | ☑ | 10/08/2026 | |
| 355310 | 10/02/2026 | APPLE FINANCIAL SERVICES | $262,015.00 | 1131 | Printed | Expense | ☑ | 10/16/2026 | |
| 355311 | 10/02/2026 | AT & T | $8,269.56 | 1131 | Printed | Expense | ☑ | 10/06/2026 | |
| 355312 | 10/02/2026 | AUTUMN WATTS | $1,196.22 | 1131 | Printed | Expense | ☑ | 10/07/2026 | |
| 355313 | 10/02/2026 | BOY SCOUTS OF AMERICA | $375.00 | 1131 | Printed | Expense | ☑ | 10/14/2026 | |
| 355314 | 10/02/2026 | CITY OF DECATUR-WATER | $20,333.23 | 1131 | Printed | Expense | ☑ | 10/09/2026 | |
| 355315 | 10/02/2026 | COUNCIL OF ADMIN OF SPECIAL ED (CASE) | $145.00 | 1131 | Printed | Expense | ☐ | | |
| 355316 | 10/02/2026 | DANIEL AKHIMIE | $1,000.00 | 1131 | Printed | Expense | ☑ | 10/14/2026 | |
| 355317 | 10/02/2026 | FUNDRAISER BLANKETS | $937.50 | 1131 | Printed | Expense | ☑ | 10/15/2026 | |
| 355318 | 10/02/2026 | ILLINOIS ASSN OF STUDENT COUNCILS | $75.00 | 1131 | Printed | Expense | ☐ | | |
| 355319 | 10/02/2026 | IT'S RACE TIME INC | $975.00 | 1131 | Printed | Expense | ☑ | 10/14/2026 | |
| 355320 | 10/02/2026 | KAREN L SLY | $150.00 | 1131 | Printed | Expense | ☑ | 10/13/2026 | |
| 355321 | 10/02/2026 | PURITAN SPRINGS WATER | $126.00 | 1131 | Printed | Expense | ☑ | 10/07/2026 | |
| 355322 | 10/02/2026 | REFRESHMENT SERVICES PEPSI | $689.83 | 1131 | Printed | Expense | ☑ | 10/08/2026 | |
| 355323 | 10/02/2026 | SKYWARD USER'S GROUP, NFP | $450.00 | 1131 | Printed | Expense | ☑ | 10/13/2026 | |
| 355324 | 10/02/2026 | TRUMP DIRECT | $94.17 | 1131 | Printed | Expense | ☑ | 10/22/2026 | |
| 355325 | 10/02/2026 | TUMBL TRAK | $549.99 | 1131 | Printed | Expense | ☑ | 10/08/2026 | |
| 355326 | 10/02/2026 | WAGNER PORTRAIT GROUP | $99.54 | 1131 | Printed | Expense | ☑ | 10/08/2026 | |
| | | Total Amount: | $297,730.04 | | | | | | |

**End of Report**

# Decatur School District #61

## Check Listing

**Fiscal Year:** 2026-2027

**Criteria:**

**Bank Account:** CONSOLIDATED ACCOUNT 2 2892733

| | | | |
|---|---|---|---|
| **From Date:** | 10/2/2026 | **To Date:** | 10/2/2026 |
| **From Check:** | 355327 | **To Check:** | 355334 |
| **From Voucher:** | 1136 | **To Voucher:** | 1136 |

| Check Number | Date | Payee | Amount | Voucher | Status | Type | Cleared? | Clear Date | Void Date |
|---|---|---|---|---|---|---|---|---|---|
| 355327 | 10/02/2026 | D F T A #4324 | $6,532.46 | 1136 | Printed | Payroll Ded | ☐ | | |
| 355328 | 10/02/2026 | DECATUR EDUCATION ASSOCIATION | $27,108.22 | 1136 | Printed | Payroll Ded | ☐ | | |
| 355329 | 10/02/2026 | DECATUR EDUCATIONAL SUPPORT | $1,802.15 | 1136 | Printed | Payroll Ded | ☐ | | |
| 355330 | 10/02/2026 | EDUCATIONAL BENEFIT COOPERATIVE | $1,735,412.06 | 1136 | Printed | Payroll Ded | ☐ | | |
| 355331 | 10/02/2026 | FIDELITY SECURITY LIFE INSURANCE CO | $9,117.23 | 1136 | Printed | Payroll Ded | ☐ | | |
| 355332 | 10/02/2026 | RANGE CREDIT BUREAU INC | $1,175.64 | 1136 | Printed | Payroll Ded | ☐ | | |
| 355333 | 10/02/2026 | RELIANCE STANDARD LIFE INSURANCE CO | $18,775.44 | 1136 | Printed | Payroll Ded | ☐ | | |
| 355334 | 10/02/2026 | RELIASTAR LIFE INSURANCE COMPANY | $10,567.52 | 1136 | Printed | Payroll Ded | ☐ | | |
| | | Total Amount: | $1,810,490.72 | | | | | | |

**End of Report**

# Decatur School District #61

## Check Listing

**Fiscal Year:** 2026-2027

**Criteria:**

**Bank Account:** CONSOLIDATED ACCOUNT 2 2892733

| | | | |
|---|---|---|---|
| **From Date:** | 10/9/2026 | **To Date:** | 10/9/2026 |
| **From Check:** | 355335 | **To Check:** | 355355 |
| **From Voucher:** | 1140 | **To Voucher:** | 1140 |

| Check Number | Date | Payee | Amount | Voucher | Status | Type | Cleared? | Clear Date | Void Date |
|---|---|---|---|---|---|---|---|---|---|
| 355335 | 10/09/2026 | AMEREN ILLINOIS | $57,352.93 | 1140 | Printed | Expense | ☑ | 10/19/2026 | |
| 355336 | 10/09/2026 | ANGIE BROWN | $549.64 | 1140 | Printed | Expense | ☑ | 10/19/2026 | |
| 355337 | 10/09/2026 | ARAMARK SCHOOL SUPPORT SERVICES | $401,174.50 | 1140 | Printed | Expense | ☑ | 10/23/2026 | |
| 355338 | 10/09/2026 | AT & T | $1,023.51 | 1140 | Printed | Expense | ☑ | 10/20/2026 | |
| 355339 | 10/09/2026 | AT&T MOBILITY | $340.00 | 1140 | Printed | Expense | ☑ | 10/20/2026 | |
| 355340 | 10/09/2026 | CITY OF DECATUR | $935.70 | 1140 | Printed | Expense | ☑ | 10/20/2026 | |
| 355341 | 10/09/2026 | CITY OF DECATUR-WATER | $49.34 | 1140 | Printed | Expense | ☑ | 10/20/2026 | |
| 355342 | 10/09/2026 | COMMERCIAL MAIL SERVICES | $543.24 | 1140 | Printed | Expense | ☑ | 10/19/2026 | |
| 355343 | 10/09/2026 | CONSTELLATION NEWENERGY INC | $729.76 | 1140 | Printed | Expense | ☑ | 10/22/2026 | |
| 355344 | 10/09/2026 | DELS POPCORN EXPRESS | $1,120.00 | 1140 | Printed | Expense | ☑ | 10/19/2026 | |
| 355345 | 10/09/2026 | DESIGNED WITH DETAIL | $495.00 | 1140 | Printed | Expense | ☑ | 10/19/2026 | |
| 355346 | 10/09/2026 | ENTERPRISE FM TRUST | $3,898.30 | 1140 | Printed | Expense | ☑ | 10/20/2026 | |
| 355347 | 10/09/2026 | FRONTLINE TECHNOLOGIES INC | $30,684.35 | 1140 | Printed | Expense | ☑ | 10/20/2026 | |
| 355348 | 10/09/2026 | IL OFFICE OF THE STATE FIRE MARSHAL | $650.00 | 1140 | Printed | Expense | ☐ | | |
| 355349 | 10/09/2026 | ILLINOIS ASSOCIATION OF CHIEFS OF POLICE | $265.00 | 1140 | Printed | Expense | ☑ | 10/22/2026 | |
| 355350 | 10/09/2026 | KAYLA MCCREARY | $492.00 | 1140 | Printed | Expense | ☑ | 10/23/2026 | |
| 355351 | 10/09/2026 | N A A C P | $455.00 | 1140 | Printed | Expense | ☑ | 10/14/2026 | |
| 355352 | 10/09/2026 | OMNIGO SOFTWARE, LLC | $53,515.45 | 1140 | Printed | Expense | ☑ | 10/19/2026 | |
| 355353 | 10/09/2026 | REFRESHMENT SERVICES PEPSI | $82.10 | 1140 | Printed | Expense | ☑ | 10/20/2026 | |
| 355354 | 10/09/2026 | S I L C OF ILLINOIS | $650.00 | 1140 | Printed | Expense | ☑ | 10/16/2026 | |
| 355355 | 10/09/2026 | TERRAINNE C. MARTIN | $942.47 | 1140 | Printed | Expense | ☑ | 10/14/2026 | |
| | | Total Amount: | $555,948.29 | | | | | | |

## Check Listing

**Fiscal Year:** 2026-2027

**Criteria:**

**Bank Account:** CONSOLIDATED ACCOUNT 2 2892733

| | | | |
|---|---|---|---|
| **From Date:** | 10/9/2026 | **To Date:** | 10/9/2026 |
| **From Check:** | 355335 | **To Check:** | 355355 |
| **From Voucher:** | 1140 | **To Voucher:** | 1140 |

**End of Report**

# Decatur School District #61

## Check Listing

**Fiscal Year:** 2026-2027

**Criteria:**

**Bank Account:** CONSOLIDATED ACCOUNT 2 2892733

| | | | |
|---|---|---|---|
| **From Date:** | 10/16/2026 | **To Date:** | 10/16/2026 |
| **From Check:** | 355356 | **To Check:** | 355373 |
| **From Voucher:** | 1143 | **To Voucher:** | 1143 |

| Check Number | Date | Payee | Amount | Voucher | Status | Type | Cleared? | Clear Date | Void Date |
|---|---|---|---|---|---|---|---|---|---|
| 355356 | 10/16/2026 | AMEREN ILLINOIS | $4,959.12 | 1143 | Printed | Expense | ☑ | 10/21/2026 | |
| 355357 | 10/16/2026 | BAKER PRODUCTIONS | $650.00 | 1143 | Printed | Expense | ☑ | 10/19/2026 | |
| 355358 | 10/16/2026 | CONSTELLATION NEWENERGY INC | $155,378.06 | 1143 | Printed | Expense | ☑ | 10/27/2026 | |
| 355359 | 10/16/2026 | DECATUR PARK DISTRICT | $25,770.35 | 1143 | Printed | Expense | ☑ | 10/27/2026 | |
| 355360 | 10/16/2026 | I.D.P.H. - VISION AND HEARING | $25.00 | 1143 | Printed | Expense | ☑ | 10/27/2026 | |
| 355361 | 10/16/2026 | IL A S B O | $200.00 | 1143 | Printed | Expense | ☐ | | |
| 355362 | 10/16/2026 | KEISHA HOLLIDAY | $457.50 | 1143 | Printed | Expense | ☑ | 10/19/2026 | |
| 355363 | 10/16/2026 | MANSFIELD POWER AND GAS, LLC | $5,942.86 | 1143 | Printed | Expense | ☑ | 10/23/2026 | |
| 355364 | 10/16/2026 | MARY JO FROMM | $23.56 | 1143 | Printed | Expense | ☑ | 10/22/2026 | |
| 355365 | 10/16/2026 | MIDWEST OCCUPATIONAL HEALTH ASSOCIATES | $290.00 | 1143 | Printed | Expense | ☑ | 10/22/2026 | |
| 355366 | 10/16/2026 | MT ZION HIGH SCHOOL | $110.00 | 1143 | Printed | Expense | ☑ | 10/26/2026 | |
| 355367 | 10/16/2026 | ORLANDO THOMAS | $500.00 | 1143 | Printed | Expense | ☐ | | |
| 355368 | 10/16/2026 | RAPTOR TECHNOLOGIES, LLC | $54,043.50 | 1143 | Printed | Expense | ☑ | 10/22/2026 | |
| 355369 | 10/16/2026 | RED WHITE & YOU PRODUCTIONS LLC | $565.00 | 1143 | Printed | Expense | ☑ | 10/27/2026 | |
| 355370 | 10/16/2026 | ST PAULS LUTHERAN CHURCH | $705.00 | 1143 | Printed | Expense | ☑ | 10/27/2026 | |
| 355371 | 10/16/2026 | TYLER TECHNOLOGIES, INC.. | $1,907.25 | 1143 | Printed | Expense | ☑ | 10/27/2026 | |
| 355372 | 10/16/2026 | VERIZON WIRELESS | $6,868.13 | 1143 | Printed | Expense | ☑ | 10/22/2026 | |
| 355373 | 10/16/2026 | WM CORPORATE SERVICES, INC | $14,050.55 | 1143 | Printed | Expense | ☑ | 10/26/2026 | |
| | | Total Amount: | $272,445.88 | | | | | | |

**End of Report**

# Decatur School District #61

## Check Listing

**Fiscal Year:** 2026-2027

**Criteria:**

**Bank Account:** CONSOLIDATED ACCOUNT 2 2892733

| | | | |
|---|---|---|---|
| **From Date:** | 10/16/2026 | **To Date:** | 10/16/2026 |
| **From Check:** | 355374 | **To Check:** | 355376 |
| **From Voucher:** | 1149 | **To Voucher:** | 1149 |

| Check Number | Date | Payee | Amount | Voucher | Status | Type | Cleared? | Clear Date | Void Date |
|---|---|---|---|---|---|---|---|---|---|
| 355374 | 10/16/2026 | D F T A #4324 | $6,764.84 | 1149 | Printed | Payroll Ded | ☐ | | |
| 355375 | 10/16/2026 | DECATUR EDUCATION ASSOCIATION | $27,208.23 | 1149 | Printed | Payroll Ded | ☐ | | |
| 355376 | 10/16/2026 | DECATUR EDUCATIONAL SUPPORT | $1,802.15 | 1149 | Printed | Payroll Ded | ☐ | | |
| | | Total Amount: | $35,775.22 | | | | | | |

**End of Report**

# Decatur School District #61

## Check Listing

**Fiscal Year:** 2026-2027

**Criteria:**

**Bank Account:** CONSOLIDATED ACCOUNT 2 2892733

| | | | |
|---|---|---|---|
| **From Date:** | 10/23/2026 | **To Date:** | 10/23/2026 |
| **From Check:** | 355377 | **To Check:** | 355387 |
| **From Voucher:** | 1150 | **To Voucher:** | 1150 |

| Check Number | Date | Payee | Amount | Voucher | Status | Type | Cleared? | Clear Date | Void Date |
|---|---|---|---|---|---|---|---|---|---|
| 355377 | 10/23/2026 | ALLTOWN BUS COMPANY, LLC | $32,669.42 | 1150 | Printed | Expense | ☐ | | |
| 355378 | 10/23/2026 | AT & T | $3,037.33 | 1150 | Printed | Expense | ☐ | | |
| 355379 | 10/23/2026 | CITY OF DECATUR-WATER | $173.88 | 1150 | Printed | Expense | ☐ | | |
| 355380 | 10/23/2026 | COMCAST | $31,014.94 | 1150 | Printed | Expense | ☐ | | |
| 355381 | 10/23/2026 | DECATUR AWARDS & SCREEN PRINTING | $339.00 | 1150 | Printed | Expense | ☐ | | |
| 355382 | 10/23/2026 | DECATUR PARK DISTRICT. | $2,775.00 | 1150 | Printed | Expense | ☐ | | |
| 355383 | 10/23/2026 | FEDEX | $72.18 | 1150 | Printed | Expense | ☐ | | |
| 355384 | 10/23/2026 | HOUGHTON MIFFLIN HARCOURT | $500,745.14 | 1150 | Printed | Expense | ☐ | | |
| 355385 | 10/23/2026 | PURITAN SPRINGS WATER | $78.67 | 1150 | Printed | Expense | ☐ | | |
| 355386 | 10/23/2026 | REFRESHMENT SERVICES PEPSI | $55.30 | 1150 | Printed | Expense | ☐ | | |
| 355387 | 10/23/2026 | WILLIAMS SCOTSMAN, INC | $3,500.00 | 1150 | Printed | Expense | ☐ | | |
| | | Total Amount: | $574,460.86 | | | | | | |

**End of Report**

# Decatur School District #61

## Check Listing

**Fiscal Year:** 2026-2027

**Criteria:**

**Bank Account:** CONSOLIDATED ACCOUNT 2 2892733

| | | | |
|---|---|---|---|
| **From Date:** | 10/30/2026 | **To Date:** | 10/30/2026 |
| **From Check:** | 355388 | **To Check:** | 355412 |
| **From Voucher:** | 1155 | **To Voucher:** | 1155 |

| Check Number | Date | Payee | Amount | Voucher | Status | Type | Cleared? | Clear Date | Void Date |
|---|---|---|---|---|---|---|---|---|---|
| 355388 | 10/30/2026 | ALICIA LEONARD | $100.00 | 1155 | Printed | Expense | ☐ | | |
| 355389 | 10/30/2026 | ARAMARK SCHOOL SUPPORT SERVICES | $627,425.39 | 1155 | Printed | Expense | ☐ | | |
| 355390 | 10/30/2026 | CHUCK BECK PIANO SERVICES | $300.00 | 1155 | Printed | Expense | ☐ | | |
| 355391 | 10/30/2026 | CITY OF DECATUR-WATER | $19,079.68 | 1155 | Printed | Expense | ☐ | | |
| 355392 | 10/30/2026 | DECATUR AREA ARTS COUNCIL | $770.00 | 1155 | Printed | Expense | ☐ | | |
| 355393 | 10/30/2026 | DELS POPCORN EXPRESS | $221.00 | 1155 | Printed | Expense | ☐ | | |
| 355394 | 10/30/2026 | DRAKE- SCRUGGS EQUIPMENT, INC | $115.73 | 1155 | Printed | Expense | ☐ | | |
| 355395 | 10/30/2026 | GLOBAL MONTESSORI EDUCATORS INSTITUTE | $3,925.00 | 1155 | Printed | Expense | ☐ | | |
| 355396 | 10/30/2026 | GLOBAL VENDING GROUP, INC | $7,895.00 | 1155 | Printed | Expense | ☐ | | |
| 355397 | 10/30/2026 | IL STATE UNIVERSITY CAREER CTR | $650.00 | 1155 | Printed | Expense | ☐ | | |
| 355398 | 10/30/2026 | ILLINOIS EDUCATION ASSOCIATION | $80.00 | 1155 | Printed | Expense | ☐ | | |
| 355399 | 10/30/2026 | ILLINOIS SECURITY PROFESSIONALS ASSOC | $625.00 | 1155 | Printed | Expense | ☐ | | |
| 355400 | 10/30/2026 | KAREN L SLY | $100.00 | 1155 | Printed | Expense | ☐ | | |
| 355401 | 10/30/2026 | LITTLE THEATRE ON THE SQUARE | $540.00 | 1155 | Printed | Expense | ☐ | | |
| 355402 | 10/30/2026 | MEMORY BOOK COMPANY. | $225.00 | 1155 | Printed | Expense | ☐ | | |
| 355403 | 10/30/2026 | MUSIC THEATRE INTERNATIONAL | $940.00 | 1155 | Printed | Expense | ☐ | | |
| 355404 | 10/30/2026 | PRIMO DESIGNS | $753.60 | 1155 | Printed | Expense | ☐ | | |
| 355405 | 10/30/2026 | REFRESHMENT SERVICES PEPSI | $222.49 | 1155 | Printed | Expense | ☐ | | |
| 355406 | 10/30/2026 | RODNEY REDDING | $20.00 | 1155 | Printed | Expense | ☐ | | |
| 355407 | 10/30/2026 | SHEENA BOS | $50.00 | 1155 | Printed | Expense | ☐ | | |
| 355408 | 10/30/2026 | SNAP! MOBILE INC | $4,860.00 | 1155 | Printed | Expense | ☐ | | |

## Check Listing

**Fiscal Year:** 2026-2027

**Criteria:**

**Bank Account:** CONSOLIDATED ACCOUNT 2 2892733

| | | | |
|---|---|---|---|
| **From Date:** | 10/30/2026 | **To Date:** | 10/30/2026 |
| **From Check:** | 355388 | **To Check:** | 355412 |
| **From Voucher:** | 1155 | **To Voucher:** | 1155 |

| Check Number | Date | Payee | Amount | Voucher | Status | Type | Cleared? | Clear Date | Void Date |
|---|---|---|---|---|---|---|---|---|---|
| 355409 | 10/30/2026 | SPRINGFIELD CLINIC MOHA | $103.17 | 1155 | Printed | Expense | ☐ | | |
| 355410 | 10/30/2026 | U S POSTAL SERVICE. | $5,000.00 | 1155 | Printed | Expense | ☐ | | |
| 355411 | 10/30/2026 | WM CORPORATE SERVICES, INC | $56.50 | 1155 | Printed | Expense | ☐ | | |
| 355412 | 10/30/2026 | ZONAR | $1,323.00 | 1155 | Printed | Expense | ☐ | | |
| | | Total Amount: | $675,380.56 | | | | | | |

**End of Report**

# Decatur School District #61

## Check Listing

**Fiscal Year:** 2026-2027

**Criteria:**

**Bank Account:** CONSOLIDATED ACCOUNT 2 2892733

| | | | |
|---|---|---|---|
| **From Date:** | 10/30/2026 | **To Date:** | 10/30/2026 |
| **From Check:** | 355413 | **To Check:** | 355413 |
| **From Voucher:** | 1158 | **To Voucher:** | 1158 |

| Check Number | Date | Payee | Amount | Voucher | Status | Type | Cleared? | Clear Date | Void Date |
|---|---|---|---|---|---|---|---|---|---|
| 355413 | 10/30/2026 | WAGNER PORTRAIT GROUP | $500.00 | 1158 | Printed | Expense | ☐ | | |
| | | Total Amount: | $500.00 | | | | | | |

**End of Report**

# Decatur School District #61

## Check Listing

**Fiscal Year:** 2026-2027

**Criteria:**

**Bank Account:** CONSOLIDATED ACCOUNT 2 2892733

| | | | |
|---|---|---|---|
| **From Date:** | 10/31/2026 | **To Date:** | 10/31/2026 |
| **From Check:** | 355414 | **To Check:** | 355585 |
| **From Voucher:** | 1168 | **To Voucher:** | 1168 |

| Check Number | Date | Payee | Amount | Voucher | Status | Type | Cleared? | Clear Date | Void Date |
|---|---|---|---|---|---|---|---|---|---|
| 355414 | 10/31/2026 | 4IMPRINT | $19,924.84 | 1168 | Printed | Expense | ☐ | | |
| 355415 | 10/31/2026 | A J S PUBLICATIONS INC | $720.75 | 1168 | Printed | Expense | ☐ | | |
| 355416 | 10/31/2026 | ACUTRANS, INC | $155.70 | 1168 | Printed | Expense | ☐ | | |
| 355417 | 10/31/2026 | AFFORDABLE SHRED | $57.34 | 1168 | Printed | Expense | ☐ | | |
| 355418 | 10/31/2026 | AGIREPAIR, INC | $1,391.00 | 1168 | Printed | Expense | ☐ | | |
| 355419 | 10/31/2026 | AIRWELD INCORP | $333.10 | 1168 | Printed | Expense | ☐ | | |
| 355420 | 10/31/2026 | ALLTOWN BUS COMPANY, LLC | $1,036,760.48 | 1168 | Printed | Expense | ☐ | | |
| 355421 | 10/31/2026 | ALTORFER RENTS | $7,282.00 | 1168 | Printed | Expense | ☐ | | |
| 355422 | 10/31/2026 | AMAZON CAPITAL SERVICES | $3,739.86 | 1168 | Printed | Expense | ☐ | | |
| 355423 | 10/31/2026 | AMEREN ILLINOIS | $643.88 | 1168 | Printed | Expense | ☐ | | |
| 355424 | 10/31/2026 | APPLE COMPUTER INC | $44,934.00 | 1168 | Printed | Expense | ☐ | | |
| 355425 | 10/31/2026 | ASHA | $2,073.60 | 1168 | Printed | Expense | ☐ | | |
| 355426 | 10/31/2026 | ATLAS LOCK INC | $24.00 | 1168 | Printed | Expense | ☐ | | |
| 355427 | 10/31/2026 | B & B GLASS | $536.33 | 1168 | Printed | Expense | ☐ | | |
| 355428 | 10/31/2026 | B L D D ARCHITECTS | $1,541.39 | 1168 | Printed | Expense | ☐ | | |
| 355429 | 10/31/2026 | BECKERS SCHOOL SUPPLIES | $1,986.99 | 1168 | Printed | Expense | ☐ | | |
| 355430 | 10/31/2026 | BENDSEN SIGNS & GRAPHICS INC | $5,044.08 | 1168 | Printed | Expense | ☐ | | |
| 355431 | 10/31/2026 | BEST ONE OF CENTRAL ILLINOIS | $780.96 | 1168 | Printed | Expense | ☐ | | |
| 355432 | 10/31/2026 | BLACK & COMPANY | $555.84 | 1168 | Printed | Expense | ☐ | | |
| 355433 | 10/31/2026 | BLUUM USA, INC | $1,325.00 | 1168 | Printed | Expense | ☐ | | |
| 355434 | 10/31/2026 | BOLD MACHINE WORKS INC | $220.00 | 1168 | Printed | Expense | ☐ | | |
| 355435 | 10/31/2026 | BRADFORD SUPPLY CO | $1,549.23 | 1168 | Printed | Expense | ☐ | | |
| 355436 | 10/31/2026 | BREHM PREPARATORY SCHOOL INC | $19,708.80 | 1168 | Printed | Expense | ☐ | | |

## Check Listing

**Fiscal Year:** 2026-2027

**Criteria:**

**Bank Account:** CONSOLIDATED ACCOUNT 2 2892733

**From Date:** 10/31/2026 **To Date:** 10/31/2026
**From Check:** 355414 **To Check:** 355585
**From Voucher:** 1168 **To Voucher:** 1168

| Check Number | Date | Payee | Amount | Voucher | Status | Type | Cleared? | Clear Date | Void Date |
|---|---|---|---|---|---|---|---|---|---|
| 355437 | 10/31/2026 | BSN SPORTS | $1,184.98 | 1168 | Printed | Expense | ☐ | | |
| 355438 | 10/31/2026 | BUSHUE BACKGROUND SCREENING | $1,646.00 | 1168 | Printed | Expense | ☐ | | |
| 355439 | 10/31/2026 | BUSINESSOLVER.COM, INC. | $462.66 | 1168 | Printed | Expense | ☐ | | |
| 355440 | 10/31/2026 | CCI REDI-MIX | $413.25 | 1168 | Printed | Expense | ☐ | | |
| 355441 | 10/31/2026 | CENTRAL SUPPLY COMPANY | $770.40 | 1168 | Printed | Expense | ☐ | | |
| 355442 | 10/31/2026 | CHEMICAL MAINTENANCE | $407.26 | 1168 | Printed | Expense | ☐ | | |
| 355443 | 10/31/2026 | CHILDREN'S MUSEUM OF ILLINOIS | $65.00 | 1168 | Printed | Expense | ☐ | | |
| 355444 | 10/31/2026 | CITY OF DECATUR | $3,591.20 | 1168 | Printed | Expense | ☐ | | |
| 355445 | 10/31/2026 | COLE COUNSELING SERVICES, LLC | $29,230.76 | 1168 | Printed | Expense | ☐ | | |
| 355446 | 10/31/2026 | CONNOR COMPANY | $4,732.33 | 1168 | Printed | Expense | ☐ | | |
| 355447 | 10/31/2026 | CRISIS PREVENTION INST INC | $18,982.40 | 1168 | Printed | Expense | ☐ | | |
| 355448 | 10/31/2026 | CROSSROADS TRUCK EQUIPMENT | $141.56 | 1168 | Printed | Expense | ☐ | | |
| 355449 | 10/31/2026 | CULLIGAN WATER | $40.00 | 1168 | Printed | Expense | ☐ | | |
| 355450 | 10/31/2026 | CUNNINGHAM CHILDRENS HOME | $51,732.66 | 1168 | Printed | Expense | ☐ | | |
| 355451 | 10/31/2026 | CUSTOM SERVICES INC | $500.00 | 1168 | Printed | Expense | ☐ | | |
| 355452 | 10/31/2026 | DAVID HEDENBERG | $190.00 | 1168 | Printed | Expense | ☐ | | |
| 355453 | 10/31/2026 | DECATUR BOLT CO INC | $120.73 | 1168 | Printed | Expense | ☐ | | |
| 355454 | 10/31/2026 | DECATUR SPRING SERVICE CO | $88.88 | 1168 | Printed | Expense | ☐ | | |
| 355455 | 10/31/2026 | DELL COMPUTER CORPORATION | $1,090.00 | 1168 | Printed | Expense | ☐ | | |
| 355456 | 10/31/2026 | DELTA MARKETING GROUP | $12,083.21 | 1168 | Printed | Expense | ☐ | | |
| 355457 | 10/31/2026 | DETECTION SECURITY CO INC | $6,655.00 | 1168 | Printed | Expense | ☐ | | |
| 355458 | 10/31/2026 | DICK BLICK ART MATERIALS | $163.18 | 1168 | Printed | Expense | ☐ | | |

## Check Listing

**Fiscal Year:** 2026-2027

**Criteria:**

**Bank Account:** CONSOLIDATED ACCOUNT 2 2892733

**From Date:** 10/31/2026 **To Date:** 10/31/2026
**From Check:** 355414 **To Check:** 355585
**From Voucher:** 1168 **To Voucher:** 1168

| Check Number | Date | Payee | Amount | Voucher | Status | Type | Cleared? | Clear Date | Void Date |
|---|---|---|---|---|---|---|---|---|---|
| 355459 | 10/31/2026 | DIVERSIFIED BENEFIT SERVICES, INC | $1,653.30 | 1168 | Printed | Expense | ☐ | | |
| 355460 | 10/31/2026 | DONNELLY AUTOMOTIVE | $1,236.57 | 1168 | Printed | Expense | ☐ | | |
| 355461 | 10/31/2026 | DUNKER ELECTRIC SUPPLY INC | $7,957.37 | 1168 | Printed | Expense | ☐ | | |
| 355462 | 10/31/2026 | DYNAGRAPHICS INC | $158.07 | 1168 | Printed | Expense | ☐ | | |
| 355463 | 10/31/2026 | ECHO ELECTRIC | $452.46 | 1168 | Printed | Expense | ☐ | | |
| 355464 | 10/31/2026 | EHRHART DIRECTIONAL BORING LLC | $300.00 | 1168 | Printed | Expense | ☐ | | |
| 355465 | 10/31/2026 | ENTEC SERVICES, INC. | $3,131.86 | 1168 | Printed | Expense | ☐ | | |
| 355466 | 10/31/2026 | EVERGREEN FS INC | $12,547.77 | 1168 | Printed | Expense | ☐ | | |
| 355467 | 10/31/2026 | EXCEL PREP | $21,794.64 | 1168 | Printed | Expense | ☐ | | |
| 355468 | 10/31/2026 | F.E. MORAN INC | $1,467.50 | 1168 | Printed | Expense | ☐ | | |
| 355469 | 10/31/2026 | FAGEN FRIEDMAN & FULFROST LLC (F3 LAW) | $420.00 | 1168 | Printed | Expense | ☐ | | |
| 355470 | 10/31/2026 | FIRST STUDENT, INC | $8,580.00 | 1168 | Printed | Expense | ☐ | | |
| 355471 | 10/31/2026 | FORVIS | $15,700.00 | 1168 | Printed | Expense | ☐ | | |
| 355472 | 10/31/2026 | FRANCZEK P.C. | $11,540.38 | 1168 | Printed | Expense | ☐ | | |
| 355473 | 10/31/2026 | FRESH ENTERTAINMENT LLC | $250.00 | 1168 | Printed | Expense | ☐ | | |
| 355474 | 10/31/2026 | FULL THROTTLE SMALL ENGINE REPAIR LLC | $610.37 | 1168 | Printed | Expense | ☐ | | |
| 355475 | 10/31/2026 | G J BUILDERS HARDWARE INC | $46.85 | 1168 | Printed | Expense | ☐ | | |
| 355476 | 10/31/2026 | GAME TIME % CUNNINGHAM RECREATION | $213.66 | 1168 | Printed | Expense | ☐ | | |
| 355477 | 10/31/2026 | GOEDECKE | $684.80 | 1168 | Printed | Expense | ☐ | | |
| 355478 | 10/31/2026 | GOVCONNECTION, INC.. | $95.73 | 1168 | Printed | Expense | ☐ | | |
| 355479 | 10/31/2026 | GRAINGER | $39.56 | 1168 | Printed | Expense | ☐ | | |

# Check Listing

**Fiscal Year:** 2026-2027

**Criteria:**

**Bank Account:** CONSOLIDATED ACCOUNT 2 2892733

| | | | |
|---|---|---|---|
| **From Date:** | 10/31/2026 | **To Date:** | 10/31/2026 |
| **From Check:** | 355414 | **To Check:** | 355585 |
| **From Voucher:** | 1168 | **To Voucher:** | 1168 |

| Check Number | Date | Payee | Amount | Voucher | Status | Type | Cleared? | Clear Date | Void Date |
|---|---|---|---|---|---|---|---|---|---|
| 355480 | 10/31/2026 | HALSEYS HYDRAULIC SERVICE | $464.00 | 1168 | Printed | Expense | ☐ | | |
| 355481 | 10/31/2026 | HELENA AGRI-ENTERPRISES, LLC | $1,267.00 | 1168 | Printed | Expense | ☐ | | |
| 355482 | 10/31/2026 | HERALD & REVIEW/COLUMN SOFTWARE PBC | $74.20 | 1168 | Printed | Expense | ☐ | | |
| 355483 | 10/31/2026 | HOPE | $18,600.67 | 1168 | Printed | Expense | ☐ | | |
| 355484 | 10/31/2026 | HOUGHTON MIFFLIN HARCOURT | $14,380.13 | 1168 | Printed | Expense | ☐ | | |
| 355485 | 10/31/2026 | HSHS ST. MARY'S HOSPITAL | $2,900.00 | 1168 | Printed | Expense | ☐ | | |
| 355486 | 10/31/2026 | IMI ILLINOIS LLC | $2,573.00 | 1168 | Printed | Expense | ☐ | | |
| 355487 | 10/31/2026 | IML SECURITY SUPPLY | $2,803.49 | 1168 | Printed | Expense | ☐ | | |
| 355488 | 10/31/2026 | INDUSTRIAL RUBBER, INC | $399.86 | 1168 | Printed | Expense | ☐ | | |
| 355489 | 10/31/2026 | INSPIRE TO CREATE | $207.11 | 1168 | Printed | Expense | ☐ | | |
| 355490 | 10/31/2026 | INSTITUTE FOR MULTI-SENSORY EDUCATION | $18,553.80 | 1168 | Printed | Expense | ☐ | | |
| 355491 | 10/31/2026 | INTEGRITY TECHNOLOGY SOLUTIONS | $520.00 | 1168 | Printed | Expense | ☐ | | |
| 355492 | 10/31/2026 | JACKSON FORD INC | $170.60 | 1168 | Printed | Expense | ☐ | | |
| 355493 | 10/31/2026 | JCG MIDWEST, INC | $3,117.71 | 1168 | Printed | Expense | ☐ | | |
| 355494 | 10/31/2026 | JUDGE ROTENBERG EDUCATIONAL CENTER | $31,828.83 | 1168 | Printed | Expense | ☐ | | |
| 355495 | 10/31/2026 | K12 CONSULTANTS | $95,926.63 | 1168 | Printed | Expense | ☐ | | |
| 355496 | 10/31/2026 | KAPLAN FULFILLMENT CENTER | $14,051.36 | 1168 | Printed | Expense | ☐ | | |
| 355497 | 10/31/2026 | KATHLEEN R HORATH | $500.00 | 1168 | Printed | Expense | ☐ | | |
| 355498 | 10/31/2026 | KEEPING IT GREEN LAWN IRRIGATION | $160.00 | 1168 | Printed | Expense | ☐ | | |
| 355499 | 10/31/2026 | KELLEYS SEPTIC TANK SERVICE | $393.75 | 1168 | Printed | Expense | ☐ | | |
| 355500 | 10/31/2026 | KEMMERER VILLAGE | $5,822.88 | 1168 | Printed | Expense | ☐ | | |

## Check Listing

**Fiscal Year:** 2026-2027

**Criteria:**

**Bank Account:** CONSOLIDATED ACCOUNT 2 2892733

| | | | |
|---|---|---|---|
| **From Date:** | 10/31/2026 | **To Date:** | 10/31/2026 |
| **From Check:** | 355414 | **To Check:** | 355585 |
| **From Voucher:** | 1168 | **To Voucher:** | 1168 |

| Check Number | Date | Payee | Amount | Voucher | Status | Type | Cleared? | Clear Date | Void Date |
|---|---|---|---|---|---|---|---|---|---|
| 355501 | 10/31/2026 | KENNEY'S ACE HARDWARE | $186.81 | 1168 | Printed | Expense | ☐ | | |
| 355502 | 10/31/2026 | KING LAR CO INC | $6,624.00 | 1168 | Printed | Expense | ☐ | | |
| 355503 | 10/31/2026 | KROGER CO. | $286.03 | 1168 | Printed | Expense | ☐ | | |
| 355504 | 10/31/2026 | KRUEGER POTTERY SUPPLY | $467.00 | 1168 | Printed | Expense | ☐ | | |
| 355505 | 10/31/2026 | KSB TAILORING | $15.00 | 1168 | Printed | Expense | ☐ | | |
| 355506 | 10/31/2026 | KURENT SAFETY INC | $213.86 | 1168 | Printed | Expense | ☐ | | |
| 355507 | 10/31/2026 | LAKESHORE LEARNING MATERIALS LLC | $7,978.34 | 1168 | Printed | Expense | ☐ | | |
| 355508 | 10/31/2026 | LAMAR ADVERTISING OF DECATUR | $11,100.00 | 1168 | Printed | Expense | ☐ | | |
| 355509 | 10/31/2026 | LEARNWELL | $536.64 | 1168 | Printed | Expense | ☐ | | |
| 355510 | 10/31/2026 | LEMARK SERVICES | $7,400.00 | 1168 | Printed | Expense | ☐ | | |
| 355511 | 10/31/2026 | LOWES OF DECATUR | $1,181.67 | 1168 | Printed | Expense | ☐ | | |
| 355512 | 10/31/2026 | MAVERIK MARKETING | $1,998.50 | 1168 | Printed | Expense | ☐ | | |
| 355513 | 10/31/2026 | MENARDS | $6,606.70 | 1168 | Printed | Expense | ☐ | | |
| 355514 | 10/31/2026 | MIDWEST CONSTRUCTION MATERIALS | $117.50 | 1168 | Printed | Expense | ☐ | | |
| 355515 | 10/31/2026 | MILLER TRACY BRAUN FUNK & MILLER | $16,617.73 | 1168 | Printed | Expense | ☐ | | |
| 355516 | 10/31/2026 | MOBILE COMMUNICATIONS AMERICA, INC. | $3,851.99 | 1168 | Printed | Expense | ☐ | | |
| 355517 | 10/31/2026 | MORGAN DISTRIBUTING INC | $76,863.63 | 1168 | Printed | Expense | ☐ | | |
| 355518 | 10/31/2026 | MTI DISTRIBUTING INC | $777.10 | 1168 | Printed | Expense | ☐ | | |
| 355519 | 10/31/2026 | NAPA AUTO PARTS | $23.88 | 1168 | Printed | Expense | ☐ | | |
| 355520 | 10/31/2026 | NEAL TIRE & BATTERY | $432.00 | 1168 | Printed | Expense | ☐ | | |
| 355521 | 10/31/2026 | NEURO-RESTORATIVE | $103,280.64 | 1168 | Printed | Expense | ☐ | | |

## Check Listing

**Fiscal Year:** 2026-2027

**Criteria:**

**Bank Account:** CONSOLIDATED ACCOUNT 2 2892733

| | | | |
|---|---|---|---|
| **From Date:** | 10/31/2026 | **To Date:** | 10/31/2026 |
| **From Check:** | 355414 | **To Check:** | 355585 |
| **From Voucher:** | 1168 | **To Voucher:** | 1168 |

| Check Number | Date | Payee | Amount | Voucher | Status | Type | Cleared? | Clear Date | Void Date |
|---|---|---|---|---|---|---|---|---|---|
| 355522 | 10/31/2026 | NEVCO SPORTS LLC | $18,951.81 | 1168 | Printed | Expense | ☐ | | |
| 355523 | 10/31/2026 | NOLEN SERVICES INC | $1,735.10 | 1168 | Printed | Expense | ☐ | | |
| 355524 | 10/31/2026 | NORTHERN SPEECH SERVICES/NRS | $37.91 | 1168 | Printed | Expense | ☐ | | |
| 355525 | 10/31/2026 | O'REILLY AUTO PARTS | $464.44 | 1168 | Printed | Expense | ☐ | | |
| 355526 | 10/31/2026 | OAKWOOD SCREEN PRINTING LLC | $2,315.00 | 1168 | Printed | Expense | ☐ | | |
| 355527 | 10/31/2026 | OCONOMOWOC DEVELOPMENTAL TRAINING CENTER | $26,740.20 | 1168 | Printed | Expense | ☐ | | |
| 355528 | 10/31/2026 | OFFICE ESSENTIALS, INC. | $1,449.50 | 1168 | Printed | Expense | ☐ | | |
| 355529 | 10/31/2026 | ORIENTAL TRADING | $851.04 | 1168 | Printed | Expense | ☐ | | |
| 355530 | 10/31/2026 | PEARSON. | $7,068.27 | 1168 | Printed | Expense | ☐ | | |
| 355531 | 10/31/2026 | PEORIA COUNTY REGIONAL OFFICE OF EDUC | $175.00 | 1168 | Printed | Expense | ☐ | | |
| 355532 | 10/31/2026 | PRESIDIO NETWORKED SOLUTIONS GROUP LLC | $157,614.36 | 1168 | Printed | Expense | ☐ | | |
| 355533 | 10/31/2026 | PRIMO DESIGNS | $2,740.00 | 1168 | Printed | Expense | ☐ | | |
| 355534 | 10/31/2026 | PRO ED INC | $805.20 | 1168 | Printed | Expense | ☐ | | |
| 355535 | 10/31/2026 | PURITAN SPRINGS WATER | $596.59 | 1168 | Printed | Expense | ☐ | | |
| 355536 | 10/31/2026 | R D MCMILLEN ENTERPRISES | $340.41 | 1168 | Printed | Expense | ☐ | | |
| 355537 | 10/31/2026 | REALLY GOOD STUFF | $280.94 | 1168 | Printed | Expense | ☐ | | |
| 355538 | 10/31/2026 | REFRESHMENT SERVICES PEPSI | $104.35 | 1168 | Printed | Expense | ☐ | | |
| 355539 | 10/31/2026 | REXX DISCOUNT BATTERY SALES | $1,859.60 | 1168 | Printed | Expense | ☐ | | |
| 355540 | 10/31/2026 | RIFTON EQUIPMENT | $335.00 | 1168 | Printed | Expense | ☐ | | |
| 355541 | 10/31/2026 | ROGERS SUPPLY CO INC | $199.43 | 1168 | Printed | Expense | ☐ | | |
| 355542 | 10/31/2026 | SARTI PHOTO SERVICES, LLC | $100.00 | 1168 | Printed | Expense | ☐ | | |
| 355543 | 10/31/2026 | SCALE FREE SYSTEMS | $1,314.00 | 1168 | Printed | Expense | ☐ | | |

## Check Listing

**Fiscal Year:** 2026-2027

**Criteria:**

**Bank Account:** CONSOLIDATED ACCOUNT 2 2892733

| | | | |
|---|---|---|---|
| **From Date:** | 10/31/2026 | **To Date:** | 10/31/2026 |
| **From Check:** | 355414 | **To Check:** | 355585 |
| **From Voucher:** | 1168 | **To Voucher:** | 1168 |

| Check Number | Date | Payee | Amount | Voucher | Status | Type | Cleared? | Clear Date | Void Date |
|---|---|---|---|---|---|---|---|---|---|
| 355544 | 10/31/2026 | SCHIMBERG COMPANY | $540.94 | 1168 | Printed | Expense | ☐ | | |
| 355545 | 10/31/2026 | SCHOOL OUTFITTERS | $76.75 | 1168 | Printed | Expense | ☐ | | |
| 355546 | 10/31/2026 | SCHOOL SPECIALTY, LLC | $3,966.39 | 1168 | Printed | Expense | ☐ | | |
| 355547 | 10/31/2026 | SCHUTT SPORTS, LLC | $1,400.00 | 1168 | Printed | Expense | ☐ | | |
| 355548 | 10/31/2026 | SHERWIN-WILLIAMS CO | $1,530.00 | 1168 | Printed | Expense | ☐ | | |
| 355549 | 10/31/2026 | SKATETIME SCHOOL PROGRAMS | $1,560.00 | 1168 | Printed | Expense | ☐ | | |
| 355550 | 10/31/2026 | SLIGO STEEL LLC | $1,986.00 | 1168 | Printed | Expense | ☐ | | |
| 355551 | 10/31/2026 | SOCIAL STUDIES SCHOOL SVC INC | $1,725.10 | 1168 | Printed | Expense | ☐ | | |
| 355552 | 10/31/2026 | SOUTH SIDE CONTROL SUPPLY | $5,639.14 | 1168 | Printed | Expense | ☐ | | |
| 355553 | 10/31/2026 | SOUTH SIDE PET CENTER | $352.98 | 1168 | Printed | Expense | ☐ | | |
| 355554 | 10/31/2026 | SOUTHWEST BINDING AND LAMINATING | $1,387.88 | 1168 | Printed | Expense | ☐ | | |
| 355555 | 10/31/2026 | SPECIAL EDUC SVCS | $179,825.33 | 1168 | Printed | Expense | ☐ | | |
| 355556 | 10/31/2026 | SPECIAL EDUCATION SERVICES | $74,452.56 | 1168 | Printed | Expense | ☐ | | |
| 355557 | 10/31/2026 | SPECIAL EDUCATION SERVICES. | $6,272.70 | 1168 | Printed | Expense | ☐ | | |
| 355558 | 10/31/2026 | SPECIALIZED EDUCATION OF ILLINOIS INC | $12,860.19 | 1168 | Printed | Expense | ☐ | | |
| 355559 | 10/31/2026 | STRIGLOS | $14,299.72 | 1168 | Printed | Expense | ☐ | | |
| 355560 | 10/31/2026 | STUDIES WEEKLY | $3,281.90 | 1168 | Printed | Expense | ☐ | | |
| 355561 | 10/31/2026 | SUNBELT RENTALS | $1,240.00 | 1168 | Printed | Expense | ☐ | | |
| 355562 | 10/31/2026 | SUPER DUPER INC | $161.71 | 1168 | Printed | Expense | ☐ | | |
| 355563 | 10/31/2026 | SVENDSEN FLORISTS | $50.00 | 1168 | Printed | Expense | ☐ | | |
| 355564 | 10/31/2026 | SWANN SPECIAL CARE CENTER | $21,681.45 | 1168 | Printed | Expense | ☐ | | |
| 355565 | 10/31/2026 | TEACHER CREATED RESOURCES | $97.90 | 1168 | Printed | Expense | ☐ | | |
| 355566 | 10/31/2026 | TELUS HEALTH (US) LTD | $2,191.91 | 1168 | Printed | Expense | ☐ | | |

## Check Listing

**Fiscal Year:** 2026-2027

**Criteria:**

**Bank Account:** CONSOLIDATED ACCOUNT 2 2892733

**From Date:** 10/31/2026 **To Date:** 10/31/2026
**From Check:** 355414 **To Check:** 355585
**From Voucher:** 1168 **To Voucher:** 1168

| Check Number | Date | Payee | Amount | Voucher | Status | Type | Cleared? | Clear Date | Void Date |
|---|---|---|---|---|---|---|---|---|---|
| 355567 | 10/31/2026 | THE BABY FOLD | $9,557.52 | 1168 | Printed | Expense | ☐ | | |
| 355568 | 10/31/2026 | THE MUSIC SHOPPE OF NORMAL INC | $3,255.10 | 1168 | Printed | Expense | ☐ | | |
| 355569 | 10/31/2026 | THE RON CLARK ACADEMY | $9,675.00 | 1168 | Printed | Expense | ☐ | | |
| 355570 | 10/31/2026 | THE SOLVR GROUP | $780.00 | 1168 | Printed | Expense | ☐ | | |
| 355571 | 10/31/2026 | TMI-ASG AFTERMARKET SOLUTIONS GROUP | $15,636.17 | 1168 | Printed | Expense | ☐ | | |
| 355572 | 10/31/2026 | TRANE U.S. INC | $9,233.12 | 1168 | Printed | Expense | ☐ | | |
| 355573 | 10/31/2026 | ULINE | $730.58 | 1168 | Printed | Expense | ☐ | | |
| 355574 | 10/31/2026 | ULTIMATESLP | $4,568.76 | 1168 | Printed | Expense | ☐ | | |
| 355575 | 10/31/2026 | UNIPAK | $7,630.00 | 1168 | Printed | Expense | ☐ | | |
| 355576 | 10/31/2026 | UNITED PARCEL SERVICE | $226.77 | 1168 | Printed | Expense | ☐ | | |
| 355577 | 10/31/2026 | URBANA SCHOOL DIST #116 | $35,650.17 | 1168 | Printed | Expense | ☐ | | |
| 355578 | 10/31/2026 | VARITRONICS, LLC. | $2,679.84 | 1168 | Printed | Expense | ☐ | | |
| 355579 | 10/31/2026 | VITAL EDUCATION & SUPPLY, INC. | $497.00 | 1168 | Printed | Expense | ☐ | | |
| 355580 | 10/31/2026 | WALLENDER-DEDMAN PRINTING INC | $224.00 | 1168 | Printed | Expense | ☐ | | |
| 355581 | 10/31/2026 | WATTS COPY SYSTEMS INC | $8.51 | 1168 | Printed | Expense | ☐ | | |
| 355582 | 10/31/2026 | WEJT/WYDS/WZNX/WZUS | $199.00 | 1168 | Printed | Expense | ☐ | | |
| 355583 | 10/31/2026 | WEST MUSIC COMPANY | $450.99 | 1168 | Printed | Expense | ☐ | | |
| 355584 | 10/31/2026 | WOARE BUILDERS SUPPLY CO | $192.00 | 1168 | Printed | Expense | ☐ | | |
| 355585 | 10/31/2026 | WOLD ARCHITECTS AND ENGINEERS | $28,680.00 | 1168 | Printed | Expense | ☐ | | |
| | | Total Amount: | $2,528,268.79 | | | | | | |

**End of Report**

# Decatur School District #61

## Check Listing

**Fiscal Year:** 2026-2027

**Criteria:**

**Bank Account:** CONSOLIDATED ACCOUNT 2 2892733

| | | | |
|---|---|---|---|
| **From Date:** | 10/30/2026 | **To Date:** | 10/30/2026 |
| **From Check:** | 355586 | **To Check:** | 355591 |
| **From Voucher:** | 1177 | **To Voucher:** | 1177 |

| Check Number | Date | Payee | Amount | Voucher | Status | Type | Cleared? | Clear Date | Void Date |
|---|---|---|---|---|---|---|---|---|---|
| 355586 | 10/30/2026 | D F T A #4324 | $6,739.02 | 1177 | Printed | Payroll Ded | ☐ | | |
| 355587 | 10/30/2026 | DECATUR EDUCATION ASSOCIATION | $27,146.23 | 1177 | Printed | Payroll Ded | ☐ | | |
| 355588 | 10/30/2026 | DECATUR EDUCATIONAL SUPPORT | $1,802.15 | 1177 | Printed | Payroll Ded | ☐ | | |
| 355589 | 10/30/2026 | DECATUR PUBLIC SCHLS FOUNDATION | $3,985.00 | 1177 | Printed | Payroll Ded | ☐ | | |
| 355590 | 10/30/2026 | NCPERS GROUP LIFE INS. | $176.00 | 1177 | Printed | Payroll Ded | ☐ | | |
| 355591 | 10/30/2026 | S E I U LOCAL 73 | $8,068.24 | 1177 | Printed | Payroll Ded | ☐ | | |
| | | Total Amount: | $47,916.64 | | | | | | |

**End of Report**

# Decatur School District #61

## Non-Check Batch Listing

**Fiscal Year:** 2026-2027

**Criteria:**

**Bank Account:** CONSOLIDATED ACCOUNT 2

**From Date:** 10/01/2026 **To Date:** 10/31/2026

**From Voucher:** 1133 **To Voucher:** 1133

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| | 10/02/2026 | SEDGWICK CLAIMS MANAGEMENT SVC. | $42,138.55 | 1133 | Posted to G/L | AP | ☐ |

Total for Fund: 1 Total Amount: $42,138.55

Total Amount: $42,138.55

**End of Report**

# Decatur School District #61

## Non-Check Batch Listing

**Fiscal Year:** 2026-2027

**Criteria:**

**Bank Account:** CONSOLIDATED ACCOUNT 2

**From Date:** 10/01/2026 **To Date:** 10/31/2026

**From Voucher:** 1142 **To Voucher:** 1142

| | | | | | | |
|---|---|---|---|---|---|---|
| | 10/09/2026 | ROBERTSON CHARTER SCHOOL | $15,019.68 | 1142 | Posted to G/L AP | ☐ |
| | 10/09/2026 | ROBERTSON CHARTER SCHOOL | $19,309.96 | 1142 | Posted to G/L AP | ☐ |
| Total for Fund: | | 2 Total Amount: | $34,329.64 | | | |
| | | Total Amount: | $34,329.64 | | | |

**End of Report**

## Decatur School District #61

# Non-Check Batch Listing

**Fiscal Year:** **2026-2027**

**Criteria:**

**Bank Account:** CONSOLIDATED ACCOUNT 2

**From Date:** 10/01/2026 **To Date:** 10/31/2026

**From Voucher:** 1145 **To Voucher:** 1145

| | | | | | |
|---|---|---|---|---|---|
| 10/16/2026 | HUDL. | $13,000.00 | 1145 | Posted to G/L AP | ☐ |
| 10/16/2026 | ROBERTSON CHARTER SCHOOL | $1,328,121.91 | 1145 | Posted to G/L AP | ☐ |
| 10/16/2026 | AMPION PBC | $801.50 | 1145 | Posted to G/L AP | ☐ |
| 10/16/2026 | AMPION PBC | $5,722.85 | 1145 | Posted to G/L AP | ☐ |
| 10/16/2026 | AMPION PBC | $668.29 | 1145 | Posted to G/L AP | ☐ |
| 10/16/2026 | AMPION PBC | $6,126.94 | 1145 | Posted to G/L AP | ☐ |
| 10/16/2026 | AMPION PBC | $2,783.65 | 1145 | Posted to G/L AP | ☐ |
| 10/16/2026 | AMPION PBC | $6,906.91 | 1145 | Posted to G/L AP | ☐ |
| 10/16/2026 | AMPION PBC | $15,985.27 | 1145 | Posted to G/L AP | ☐ |
| 10/16/2026 | AMPION PBC | $1,459.22 | 1145 | Posted to G/L AP | ☐ |
| 10/16/2026 | AMPION PBC | $4,424.34 | 1145 | Posted to G/L AP | ☐ |
| 10/16/2026 | AMPION PBC | $1,867.21 | 1145 | Posted to G/L AP | ☐ |
| 10/16/2026 | AMPION PBC | $329.51 | 1145 | Posted to G/L AP | ☐ |
| 10/16/2026 | AMPION PBC | $4,948.64 | 1145 | Posted to G/L AP | ☐ |
| 10/16/2026 | AMPION PBC | $716.22 | 1145 | Posted to G/L AP | ☐ |
| 10/16/2026 | AMPION PBC | $505.21 | 1145 | Posted to G/L AP | ☐ |
| 10/16/2026 | AMPION PBC | $8,553.22 | 1145 | Posted to G/L AP | ☐ |

## Non-Check Batch Listing

**Fiscal Year:** 2026-2027

**Criteria:**

**Bank Account:** CONSOLIDATED ACCOUNT 2

**From Date:** 10/01/2026 **To Date:** 10/31/2026

**From Voucher:** 1145 **To Voucher:** 1145

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| | 10/16/2026 | AMPION PBC | $2,514.50 | 1145 | Posted to G/L | AP | ☐ |
| | 10/16/2026 | AMPION PBC | $7,191.27 | 1145 | Posted to G/L | AP | ☐ |

| | | | |
|---|---|---|---|
| Total for Fund: | 19 | Total Amount: | $1,412,626.66 |
| | | Total Amount: | $1,412,626.66 |

**End of Report**

# Decatur School District #61

## Non-Check Batch Listing

**Fiscal Year:** 2026-2027

**Criteria:**

**Bank Account:** CONSOLIDATED ACCOUNT 2

**From Date:** 10/01/2026 **To Date:** 10/31/2026

**From Voucher:** 1152 **To Voucher:** 1152

| | | | | | | |
|---|---|---|---|---|---|---|
| | 10/23/2026 | SEDGWICK CLAIMS MANAGEMENT SVC. | $30,000.00 | 1152 | Posted to G/L AP | ☐ |

Total for Fund: 1 Total Amount: $30,000.00

Total Amount: $30,000.00

**End of Report**

# Decatur School District #61

## Non-Check Batch Listing

**Fiscal Year:** 2026-2027

**Criteria:**

**Bank Account:** CONSOLIDATED ACCOUNT 2

**From Date:** 10/01/2026 **To Date:** 10/31/2026

**From Voucher:** 1157 **To Voucher:** 1157

| | | | | | | |
|---|---|---|---|---|---|---|
| | 10/30/2026 | SEDGWICK CLAIMS MANAGEMENT SVC. | $7,500.00 | 1157 | Posted to G/L AP | ☐ |
| | 10/30/2026 | ROBERTSON CHARTER SCHOOL | $19,309.96 | 1157 | Posted to G/L AP | ☐ |

Total for Fund: 2 Total Amount: $26,809.96

Total Amount: $26,809.96

**End of Report**

# Decatur School District #61

## Non-Check Batch Listing

**Fiscal Year:** 2026-2027

**Criteria:**

**Bank Account:** CONSOLIDATED ACCOUNT 2

**From Date:** 10/01/2026 **To Date:** 10/31/2026

**From Voucher:** 1169 **To Voucher:** 1169

| | | | | | | |
|---|---|---|---|---|---|---|
| | 10/31/2026 | SQUARE ONE STRATEGY GROUP, LLC | $8,500.00 | 1169 | Posted to G/L AP | ☐ |
| | 10/31/2026 | SQUARE ONE STRATEGY GROUP, LLC | $13,750.00 | 1169 | Posted to G/L AP | ☐ |
| | 10/31/2026 | SQUARE ONE STRATEGY GROUP, LLC | $1,000.00 | 1169 | Posted to G/L AP | ☐ |
| | 10/31/2026 | MCGRATH RENT CORP | $18,912.00 | 1169 | Posted to G/L AP | ☐ |
| | 10/31/2026 | MCGRATH RENT CORP | $19,280.00 | 1169 | Posted to G/L AP | ☐ |
| | 10/31/2026 | MCGRATH RENT CORP | $12,593.00 | 1169 | Posted to G/L AP | ☐ |
| | 10/31/2026 | MCGRATH RENT CORP | $1,024.00 | 1169 | Posted to G/L AP | ☐ |
| | 10/31/2026 | SQUARE ONE STRATEGY GROUP, LLC | $26,000.00 | 1169 | Posted to G/L AP | ☐ |
| Total for Fund: | | 8 | Total Amount: | $101,059.00 | | |
| | | | Total Amount: | $101,059.00 | | |

**End of Report**

## DISBURSEMENTS VIA ACH
## OCTOBER 2026

| | |
|---|---|
| **TSA Consulting Group, Inc.** | |
| Tax Sheltered 403b/457 Contributions | $45,463.65 |
| Tax Sheltered 403b/457 Contributions | $44,345.35 |
| Tax Sheltered 403b/457 Contributions | $43,806.02 |
| **Illinois Department of Revenue** | |
| Illinois Income Tax Withholding | 143,009.99 |
| Illinois Income Tax Withholding | 143,883.22 |
| **Internal Revenue Service** | |
| Federal Payroll Taxes | 498,692.86 |
| Federal Payroll Taxes | 503,936.54 |
| **Teacher Retirement System** | |
| Member & Employee Contributions | 200,538.75 |
| Member & Employee Contributions | 205,753.01 |
| Member & Employee Contributions | 126,228.36 |
| Health Insurance Security | 32,865.56 |
| Health Insurance Security | 33,720.50 |
| IL Supplemental Savings Plan Contributions | 8,981.99 |
| IL Supplemental Savings Plan Contributions | 8,837.08 |
| **Illinois Municipal Retirement** | |
| Member & Employer Contributions | 315,738.22 |
| Member & Employer Contributions | 714.02 |
| **Illinois State Disbursement Unit** | |
| Child Support Payments | 10,511.98 |
| Child Support Payments | 10,476.76 |
| Child Support Payments | 10,308.08 |
| **Bank of Montreal** | |
| Procurement Card Payment | 2,111.60 |

## DISBURSEMENTS VIA FUND TRANSFERS

| | |
|---|---|
| PP #7 Payroll | 2,471,351.69 |
| PP #710 Payroll | 1,120.42 |
| PP #711 Payroll | 2,637.50 |
| PP #7 Flexible Saving Account | 13,803.54 |
| PP #7 Health Savings Account | 10,330.44 |
| PP #8 Payroll | 2,488,551.36 |
| PP #810 Payroll | 1,621.42 |
| PP #8 Flexible Savings Account | 13,695.76 |
| PP #8 Health Savings Account | 11,403.79 |
| PP #9 Payroll | 2,343,019.86 |
| PP #910 Payroll | 380.83 |
| PP #9 Flexible Savings Account | 13,529.09 |
| PP #9 Health Savings Account | 9,803.79 |
| | |
| FY27 DENNIS Open Athletic Revolving Replenishment | 1,969.94 |
| FY27 EHS Open Athletic Revolving Replenishment | 4,885.00 |
| FY27 MHS Open Athletic Revolving Replenishment | 4,026.22 |
| FY27 MHS Open Athletic Revolving Check Order | 229.12 |

## DISBURSEMENTS VIA ACCOUNTING ENTRY

| | |
|---|---|
| From: Decatur Public Schools To: Macon Piatt Special Education District | |
| Tuition - August-September 2026 | 356,475.83 |

# Board of Education
# Decatur Public School District #61

| | |
|---|---|
| **Date:** November 10, 2026 | **Subject:** Release November Checks Early |
| **Initiated By:** Thomas Osborne, Chief Operations Officer | **Attachments:** N/A |
| **Reviewed By:** Dr. Nicole Moody, Superintendent | |

**BACKGROUND INFORMATION:**
Each month, the Board approves the agenda of bills at the first meeting of the month, typically the second Tuesday of the month. The bills are for the previous month's invoices and have a printed check date of the last day of the month.

**CURRENT CONSIDERATIONS:**
The board meeting in December is the third Tuesday of the month. Since vendors are accustomed to the Board meetings being held on the second Tuesday of the month, the Business Office is requesting the Board's authority to release checks on or before Wednesday, December 9, the normal day the checks would have been released. The agenda of bills would be brought to the Board to approve retroactively at the December 15 meeting, on the third Tuesday of the month.

**FINANCIAL CONSIDERATIONS:**
N/A

**STAFF RECOMMENDATION:**
The Administration respectfully requests the Board of Education authorize the Business Office to release November checks on or before December 09, 2026, prior to Board of Education retroactive approval on December 15, 2026.

**RECOMMENDED ACTION:**
**X** Approval
☐ Information
☐ Discussion

**BOARD ACTION:**_____

# Board of Education
# Decatur Public School District #61

| | |
|---|---|
| **Date:** November 10, 2026 | **Subject:** Personnel Action |
| **Initiated By:** Monica L Wilks, Director of Human Resources, and the Human Resources Department | **Attachments:** 14 Pages of Personnel Action |
| **Reviewed By:** Dr. Nicole Moody, Superintendent | |

**BACKGROUND INFORMATION:**
Per Board Policy 5:30: Hiring Process and Criteria – The District hires the most qualified personnel consistent with budget and staffing requirements and in compliance with School board policy on equal employment opportunities and minority recruitment.

**CURRENT CONSIDERATIONS:**
All offers of employment are contingent upon the approval of the Board of Education. Accordingly, anyone who is offered and begins employment prior to the approval of the Board of Education understands that they will do so as a substitute. If the approval of the Board of Education is obtained, these substitutes will then be made whole retroactive to their first day of employment.

**FINANCIAL CONSIDERATIONS:**
These positions are in the budget.

**STAFF RECOMMENDATION:**
The Administration respectfully requests the Board of Education approve all Personnel Action Items as presented.

**RECOMMENDED ACTION:**
X Approval
☐ Information
☐ Discussion

**BOARD ACTION:**_____

**To: Board of Education**
**From: Monica L Wilks, Director of Human Resources**
**Date: November 4, 2026**
**Board Date: November 10, 2026**
**Re: Personnel Action**

**EMPLOYMENT RECOMMENDATIONS**

TEACHER:

| Name | Position | Effective Date |
|---|---|---|
| Janine Perez | Middle School Science, Dennis | October 22, 2026 |

TEACHING ASSISTANTS:

| Name | Position | Effective Date |
|---|---|---|
| Sarah Jenkins | Individual/Cross Categorical Assistant, Franklin Grove, 6 hours per day | October 26, 2026 |

MAINTENANCE:

| Name | Position | Effective Date |
|---|---|---|
| Bradley Rhodes | Maintenance Worker, Buildings & Grounds | October 26, 2026 |
| Justin Woodrum | Maintenance Worker, Buildings & Grounds | November 9, 2026 |

SCHEDULE B:

| Name | Position | Effective Date |
|---|---|---|
| Mitchell Duckworth | Grades 1st-5th Wrestling Assistant Coach, Stephen Decatur | November 2, 2026 |
| Kaitlin Glause | Grades 1st-5th Wrestling Assistant Coach, Stephen Decatur | November 2, 2026 |
| Mark Glause | Grades 1st-5th Wrestling Assistant Coach, Stephen Decatur | November 2, 2026 |
| Gary Hironimus | Assistant Wrestling Coach, Eisenhower | November 2, 2026 |
| Alvin Jackson | Grades 1st-5th Wrestling Assistant Coach, Stephen Decatur | November 2, 2026 |
| Nystasia Manuel | Yearbook Advisor, Dennis | October 23, 2026 |

| | | |
|---|---|---|
| Jennifer Nanor | Student Council Sponsor, Dennis | October 28, 2026 |
| Hollie Peckert | Grade 7th Middle School Boys Basketball Coach, Johns Hill | November 2, 2026 |
| Jeremy Robinson | School Behavioral Support Coach, Dennis | October 23, 2026 |

**TRANSFERS**

TEACHERS:

| Name | Position | Effective Date |
|---|---|---|
| Traci Friel | From Physical Education, Baum to Grade 5, Baum | October 26, 2026 |
| Julie Lauper | From Social Worker, Dennis to Guidance Counselor, Johns Hill | January 4, 2027 |
| Sara Lowry | From Grade 1, Hope Academy to Grade 1, South Shores | January 4, 2027 |
| Ashley Roggero | From Grade 1, Dennis to Grade 2, Dennis | November 2, 2026 |

TEACHING ASSISTANTS:

| Name | Position | Effective Date |
|---|---|---|
| Wendy Garrett | From Grades 5-6 Assistant, Decatur Alt Ed, 6.25 hours per day to Grades 3-4 Assistant, Decatur Alt Ed, 6.25 hours per day | November 2, 2026 |
| Madilyn Leitner | From K/2 Assistant, Baum, 6 hours per day to Special Ed Behavioral Assistant, Macon Piatt, 6.25 hours per day | November 9, 2026 |

CUSTODIANS:

| Name | Position | Effective Date |
|---|---|---|
| Marrissa Jenkins | From 2nd Shift Custodian (All Schools), Buildings & Grounds to 2nd Shift Custodian, Stephen Decatur | October 26, 2026 |
| Monica Tucker | From 2nd Shift Custodian (All Schools), Buildings & Grounds to 2nd Shift Custodian, Hope Academy | October 26, 2026 |

SCHEDULE B:

| Name | Position | Effective Date |
|---|---|---|
| Hannah Lybarger | From .5 FTE Senior Class Advisor, Eisenhower to 1.0 FTE Senior Class Advisor, Eisenhower | October 21, 2026 |

**RESIGNATIONS**

TEACHER:

| Name | Position | Effective Date |
|---|---|---|
| Michael Lynch | Grade 6, Baum | November 2, 2026 |

CUSTODIAN:

| Name | Position | Effective Date |
|---|---|---|
| Christopher James | 1st Shift Custodian, Johns Hill | October 22, 2026 |

**SUSPENSIONS**

CUSTODIANS:

| Name | Position | Effective Date |
|---|---|---|
| Troy Hogan | 1st Shift Custodian, American Dreamer, 3 day Suspension | November 11-13, 2026 |
| Kyla Patton | 1st Shift Custodian, PDI, 3 day Suspension | November 11-13, 2026 |

**COMPENSATIONS**

| Name | Description | Amount |
|---|---|---|
| ADAMS, SARAH | Fall 2026 Required Orientation Stipends (08/01/2026 to 10/01/2026) | $660.00 |
| AKINS, NAKIA | Fall 2026 Required Orientation Stipends (08/01/2026 to 10/01/2026) | $500.00 |
| ALLEN, ELISE | Fall 2026 Required Orientation Stipends (08/01/2026 to 10/01/2026) | $660.00 |

| | | |
|---|---|---|
| ALLEN, LAUREN | BLT Meeting (Building Leadership Team) (10/08/2026) | $33.00 |
| ALLISON, ELIZABETH | K-2 PBIS Meeting (10/07/2026) | $33.00 |
| ALLISON, ELIZABETH | Whole School PBIS Meeting (10/06/2026) | $33.00 |
| AMETTIS, ASHLEI | K-2 PBIS Meeting (10/07/2026) | $33.00 |
| AMETTIS, ASHLEI | Whole School PBIS Meeting (10/06/2026) | $33.00 |
| APPLEWHITE, CARLISHA | Whole School PBIS Meeting (10/06/2026) | $33.00 |
| AUGUSTINE, JACLYN | Fall 2026 Required Orientation Stipends (08/01/2026 to 10/01/2026) | $660.00 |
| BARNES, SUSAN | BLT Meeting (Building Leadership Team) (10/08/2026) | $33.00 |
| BARNETT, MEGAN | Quarter 1 AG Teacher Stipends (07/01/2026 to 10/09/2026) | $4,300.00 |
| BART, KIMBERLY | Fall 2026 Required Orientation Stipends (08/01/2026 to 10/01/2026) | $660.00 |
| BODINE, JACKALYN | R.T.I (10/15/2026) | $33.00 |
| BODINE, JACKALYN | R.T.I (10/22/2026) | $24.75 |
| BOERGER, DEBBIE | R.T.I (10/15/2026) | $33.00 |

| | | |
|---|---|---|
| BOERGER, DEBBIE | R.T.I (10/22/2026) | $24.75 |
| BORBYE, SETH | International Teacher Saturday PD (08/29/2026) | $148.50 |
| BRACH, MACKENZIE | UFLI Implementation K-5 PD: SIP Goal #1 - Key Action 3 (10/14/2026) | $99.00 |
| BRADEN, MARCY | K-2 PBIS Meeting (10/07/2026) | $33.00 |
| BRADEN, MARCY | Whole School PBIS Meeting (10/06/2026) | $33.00 |
| BROWN, WHITNEY | UFLI Implementation K-5 PD: SIP Goal #1 - Key Action 3 (10/14/2026) | $99.00 |
| BRUMMETT, KIMBERLY | MTSS Meeting (09/30/2026) | $33.00 |
| BYRNE, ERICA | UFLI Implementation K-5 PD: SIP Goal #1 - Key Action 3 (10/14/2026) | $99.00 |
| CALHOUN, TINA | Fall 2026 Required Orientation Stipends (08/01/2026 to 10/01/2026) | $660.00 |
| CECIL, JACI | School Leadership PLC Team Meeting (09/01/2026) | $33.00 |
| CONNELLEY, SARAH | Middle School Team Meeting - MTSS/Supports (09/21/2026) | $33.00 |
| CULLISON, CHRISTINE | ILT (Instructional Leadership Team) (10/22/2026) | $33.00 |

| | | |
|---|---|---|
| CULLISON, CHRISTINE | DRT/MTSS (10/28/2026 to 10/29/2026) | $99.00 |
| DAVIDSON, SCOTT | Quarter 1 AG Teacher Stipends (07/01/2026 to 10/09/2026) | $6,289.59 |
| DELLAMANO, JACQUELINE | Developing Classroom Routines and Procedures WorkShop (07/07/2026) | $99.00 |
| DELLAMANO, JACQUELINE | Developing Classroom Routines and Procedures (07/08/2026) | $99.00 |
| DICKEY, KAITLIN | Whole School PBIS Meeting (10/06/2026) | $33.00 |
| DOWNEY, ANN | K-2 PBIS Meeting (10/07/2026) | $33.00 |
| ELLIS, TERRI | 3-8 PBIS Meeting (10/07/2026) | $33.00 |
| FLANIGAN, DENA | UFLI Implementation K-5 PD: SIP Goal #1 - Key Action 3 (10/14/2026) | $99.00 |
| GILL, LAUREN | ILT (Instructional Leadership Team) (10/22/2026) | $33.00 |
| GOEDE, MELISSA | School Leadership PLC Team Meeting (09/01/2026) | $33.00 |
| GOEDE, MELISSA | School Leadership PLC Team Meeting (09/22/2026) | $33.00 |
| GREEN, GREGORY | School Leadership PLC Team Meeting (09/01/2026) | $33.00 |

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|---|---|---|
| GUNTLE, ASHLEY | Fall 2026 Required Orientation Stipends (08/01/2026 to 10/01/2026) | $660.00 |
| HARDING, DAVID | Middle School Team Meeting - MTSS/Supports (09/21/2026) | $33.00 |
| HARRIS, LATASHA | UFLI Implementation K-5 PD: SIP Goal #1 - Key Action 3 (10/14/2026) | $99.00 |
| HAYWARD, TAYLER | UFLI Implementation K-5 PD: SIP Goal #1 - Key Action 3 (10/14/2026) | $99.00 |
| HILL, ANDREA | School Leadership PLC Team Meeting (09/01/2026) | $33.00 |
| HILL, ANDREA | School Leadership PLC Team Meeting (09/22/2026) | $33.00 |
| HOLSAPPLE, MICHELLE | 3-8 PBIS Meeting (10/07/2026) | $33.00 |
| HOLSAPPLE, MICHELLE | Whole School PBIS Meeting (10/06/2026) | $33.00 |
| HUTTON, JENNIFER | UFLI Implementation K-5 PD: SIP Goal #1 - Key Action 3 (10/14/2026) | $99.00 |
| JACKSON, DELIA | Middle School Team Meeting - MTSS/Supports (09/21/2026) | $33.00 |
| JACKSON, DELIA | First Quarter Hours (10/26/2026) | $4,945.84 |

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|---|---|---|
| JAMES, TRESSA | DRT/MTSS (10/28/2026 to 10/29/2026) | $99.00 |
| JOHNSTON, MOLLIE | Whole School PBIS Meeting (10/06/2026) | $33.00 |
| JOYNER, TEMETHIA | Middle School Team Meeting - MTSS/Supports (09/21/2026) | $33.00 |
| KARAKACHOS, ELIZABETH | School Leadership PLC Team Meeting (09/22/2026) | $33.00 |
| KILBY, NORA | UFLI Implementation K-5 PD: SIP Goal #1 - Key Action 3 (10/14/2026) | $99.00 |
| KING, JEREMY | Middle School Team Meeting - MTSS/Supports (09/21/2026) | $33.00 |
| KINNISON, LILLIAN | K-2 PBIS Meeting (10/07/2026) | $25.00 |
| KLEIN, REBECCA | Ag Stipend (10/27/2026) | $4,633.34 |
| KNOX, ASHLEY | Middle School Team Meeting - MTSS/Supports (09/21/2026) | $33.00 |
| KRUEGER, HANNAH | Fall 2026 Required Orientation Stipends (08/01/2026 to 10/01/2026) | $660.00 |
| KUNZEMAN, AMANDA | Fall 2026 Required Orientation Stipends (08/01/2026 to 10/01/2026) | $660.00 |

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|---|---|---|
| LARGENT, KELLY | UFLI Implementation K-5 PD: SIP Goal #1 - Key Action 3 (10/14/2026) | $99.00 |
| LAURITZEN, JASON | Quarter 1 AG Teacher Stipends (07/01/2026 to 10/09/2026) | $4,550.00 |
| LEAHY, IRIS | Moving classroom (08/06/2026) | $200.00 |
| LEMANCZYK, LYNDSAY | School Leadership PLC Team Meeting (09/01/2026) | $33.00 |
| LEMANCZYK, LYNDSAY | School Leadership PLC Team Meeting (09/22/2026) | $33.00 |
| LEWIS, CINDY | Fall 2026 Required Orientation Stipends (08/01/2026 to 10/01/2026) | $660.00 |
| LONG, STACEY | UFLI Implementation K-5 PD: SIP Goal #1 - Key Action 3 (10/14/2026) | $99.00 |
| LOWRY, SARA | K-2 PBIS Meeting (10/07/2026) | $33.00 |
| LOWRY, SARA | Whole School PBIS Meeting (10/06/2026) | $33.00 |
| LYNCH, DANIEL | Middle School Team Meeting - MTSS/Supports (09/21/2026) | $25.00 |
| MAJOR, ASHLEY | Fall 2026 Required Orientation Stipends (08/01/2026 to 10/01/2026) | $660.00 |

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|---|---|---|
| MANUEL, NYSTASIA | Instructional Leadership Team (10/21/2026) | $41.25 |
| MASSEY, BRITTANY | UFLI Implementation K-5 PD: SIP Goal #1 - Key Action 3 (10/14/2026) | $99.00 |
| MASSEY, STEPHEN | Middle School Team Meeting - MTSS/Supports (09/21/2026) | $33.00 |
| MCCANN, RYAN | Instructional Leadership Team (10/21/2026) | $41.25 |
| MICHENER, KANDICE | School Leadership PLC Team Meeting (09/01/2026) | $33.00 |
| MICHENER, KANDICE | School Leadership PLC Team Meeting (09/22/2026) | $33.00 |
| MILLER, TIFFANY | School Leadership PLC Team Meeting (09/01/2026) | $33.00 |
| MILLER, TIFFANY | School Leadership PLC Team Meeting (09/22/2026) | $33.00 |
| MOORE, KATHERINE | Middle School Team Meeting - MTSS/Supports (09/21/2026) | $33.00 |
| MORAN, BRITTNEY | Fall 2026 Required Orientation Stipends (08/01/2026 to 10/01/2026) | $660.00 |
| MOSES, ONIEFFEA | Whole School PBIS Meeting (10/06/2026) | $33.00 |
| MOWER, JULIE | School Leadership PLC Team Meeting (09/01/2026) | $33.00 |

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|---|---|---|
| MOWER, JULIE | School Leadership PLC Team Meeting (09/22/2026) | $33.00 |
| NEELEY, TISHA | UFLI Implementation K-5 PD: SIP Goal #1 - Key Action 3 (10/14/2026) | $99.00 |
| NOEL, MEGAN | ILT (Instructional Leadership Team) (10/22/2026) | $33.00 |
| NOEL, MEGAN | DRT/MTSS (10/28/2026 to 10/29/2026) | $99.00 |
| NOVAK, STEVEN | Whole School PBIS Meeting (10/06/2026) | $25.00 |
| OPOKU, BISMARK | Middle School Team Meeting - MTSS/Supports (09/21/2026) | $33.00 |
| PEEPLES, DESTINEE | Fall 2026 Required Orientation Stipends (08/01/2026 to 10/01/2026) | $660.00 |
| PELAYO, JERRYLL | 3-8 PBIS Meeting (10/07/2026) | $33.00 |
| PITT, TARA | UFLI Implementation K-5 PD: SIP Goal #1 - Key Action 3 (10/14/2026) | $99.00 |
| POLLARD, DELICIA | Instructional Leadership Team (10/21/2026) | $41.25 |
| POMORIN, ALEXANDRIA | K-2 PBIS Meeting (10/07/2026) | $33.00 |
| POMORIN, ALEXANDRIA | Whole School PBIS Meeting (10/06/2026) | $33.00 |

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|---|---|---|
| PUNCHES, ROGER | ILT (Instructional Leadership Team) (10/22/2026) | $33.00 |
| QUAINOO, SOPHIA | 3-8 PBIS Meeting (10/07/2026) | $33.00 |
| QUAINOO, SOPHIA | Whole School PBIS Meeting (10/06/2026) | $33.00 |
| REED, JAMIE | ILT (Instructional Leadership Team) (10/22/2026) | $33.00 |
| REYNOLDS, JULIE | Instructional Leadership Team (10/21/2026) | $41.25 |
| REZINAS, AMBER | K-2 PBIS Meeting (10/07/2026) | $33.00 |
| REZINAS, AMBER | Whole School PBIS Meeting (10/06/2026) | $33.00 |
| RIDLEY, ASHLEY | R.T.I (10/15/2026) | $33.00 |
| RIDLEY, ASHLEY | R.T.I (10/22/2026) | $24.75 |
| RIGSBY, KELSEY | MTSS Meeting (09/30/2026) | $33.00 |
| ROBERTS, TAMI | R.T.I (10/15/2026) | $33.00 |
| ROBERTS, TAMI | R.T.I (10/22/2026) | $24.75 |
| ROBINSON, ASHLEY | BLT Meeting (Building Leadership Team) (10/08/2026) | $33.00 |
| ROBINSON, ASHLEY | DRT/MTSS (10/28/2026 to 10/29/2026) | $99.00 |

| | | |
|---|---|---|
| ROUSEY, KARIN | UFLI Implementation K-5 PD: SIP Goal #1 - Key Action 3 (10/14/2026) | $99.00 |
| SAGER, CARRIE | School Leadership PLC Team Meeting (09/22/2026) | $33.00 |
| SANDERS, OWEDIA | Middle School Team Meeting - MTSS/Supports (09/21/2026) | $33.00 |
| SEECHARRAN, SHENESA | 3-8 PBIS Meeting (10/07/2026) | $33.00 |
| SEECHARRAN, SHENESA | Whole School PBIS Meeting (10/06/2026) | $33.00 |
| SMITH, DESTINY | Fall 2026 Required Orientation Stipends (08/01/2026 to 10/01/2026) | $660.00 |
| STRIGLOS, DEMETRA | Ag Stipend (08/12/2026 to 10/16/2026) | $4,154.17 |
| STUBBLEFIELD, LINDA | UFLI Implementation K-5 PD: SIP Goal #1 - Key Action 3 (10/14/2026) | $99.00 |
| THEMER, RACHEL | Fall 2026 Required Orientation Stipends (08/01/2026 to 10/01/2026) | $660.00 |
| TOZER, THERESSA | School Leadership PLC Team Meeting (09/22/2026) | $33.00 |
| TUCKER, KARISSA | ILT (Instructional Leadership Team) (10/22/2026) | $33.00 |
| TURNER, ELIZABETH | School Leadership PLC Team Meeting (09/01/2026) | $33.00 |

| | | |
|---|---|---|
| TURNER, ELIZABETH | School Leadership PLC Team Meeting (09/22/2026) | $33.00 |
| TWENEBOAH KODUAH, SETH | Whole School PBIS Meeting (10/06/2026) | $33.00 |
| TWUMASI, HAYFORD | Whole School PBIS Meeting (10/06/2026) | $33.00 |
| VEITENGRUBER, COLLEEN | R.T.I (10/15/2026) | $33.00 |
| VEITENGRUBER, COLLEEN | R.T.I (10/22/2026) | $24.75 |
| WHERRY, LISA | UFLI Implementation K-5 PD: SIP Goal #1 - Key Action 3 (10/14/2026) | $99.00 |
| WHITACRE, STEPHANIE | Fall 2026 Required Orientation Stipends (08/01/2026 to 10/01/2026) | $660.00 |
| YISRAEL, HANNAH | UFLI Implementation K-5 PD: SIP Goal #1 - Key Action 3 (10/14/2026) | $99.00 |

# Board of Education
# Decatur Public School District #61

| | |
|---|---|
| **Date:** November 10, 2026 | **Subject:** Edulog Renewal |
| **Initiated By:** Thomas Osborne, Chief Operational Officer | **Attachments:** Edulog Value Overview Document |
| **Reviewed By:** Dr. Nicole Moody, Superintendent | |

**BACKGROUND INFORMATION:**
In an effort to make student transportation information more accessible, convenient, and accurate for families, the Transportation Department utilizes Edulog's Parent Portal App. This application allows parents and guardians to access personalized transportation information for their child, including real-time bus locations through the GPS tracking system. Edulog also provides routing, mapping, and field trip software to support transportation planning, route management, and field trip coordination.

**CURRENT CONSIDERATIONS:**
This is for a one-year renewal of the original contract.

**Edulog's Parent Portal provides**:
**Alerts**: GPS tracking system which allows parents to know when their child's bus enters a custom alert zone.

**Automated Communication**: Reduces phone calls to the schools and the transportation department by automatically delivering information to parents via the portal.

**Messaging:** Utilizes push notifications to keep parents informed about traffic delays and bus substitutions.

**Security:** Parents can access their child's transportation information with a unique, safe, and secure login.

**FINANCIAL CONSIDERATIONS:**
Expenses are associated with Edulog's parent portal transportation budget.

**$60,836.00**

**STAFF RECOMMENDATION:**
The Administration respectfully requests the Board of Education approve the purchase of Edulog's Parent Portal software for the FY26-27school year as presented.

**RECOMMENDED ACTION:**
**X** Approval
☐ Information
☐ Discussion

**BOARD ACTION:**_____

EDULOG

# Value Overview

YOUR INVESTMENT

**With a clear understanding of your needs and the solutions that best address them, the following outlines the investment designed to support your goals and budget.**

**Co-Termination — aligned to Sep 1, 2026**

Your existing agreements are consolidated onto a single renewal date. Your Year-1 amount reflects the prior-period balance and any prepaid credit:

| | |
|---|---|
| New annual subscription (effective Sep 1, 2026) | $76,303 |
| Less: prior-contract alignment credit | ($15,467) |
| **Net Year-1 amount due** | **$60,836** |

**Renewal:** all agreements now renew together on **Jul 1, 2027** at $76,303/yr.

| Description — Decatur Public Schools | Software & Services<br>1-year term |
|---|---|
| INCLUDED SOFTWARE & SERVICES | |
| Legacy Routing & Planning | **Included** |
| **Total Due (consolidation)** | **$60,836** |

**No annual increase applies to the subscription during the Initial Term.*

# Order Form — Acceptance

AUTHORIZATION

| | |
|---|---|
| ORDER FORM NO. | Q-11504 |
| DATE OF ORDER FORM | August 25, 2026 |
| CUSTOMER | Decatur Public Schools · Decatur, Illinois |
| INITIAL TERM | Co-terminous with existing agreement · September 1, 2026 – June 30, 2027 |
| **INVOICE ON SIGNATURE** | |
| PAYMENT TERMS | Net 30 |

This Order Form, the attached Terms & Conditions, and any attached Addenda are read together as one agreement. Products & Services and pricing are set out in the Value Overview. By signing below, Decatur Public Schools accepts the pricing and terms and authorizes Edulog to proceed with the order.

**Valid through: September 24, 2026 (30 days from delivery)**

### Decatur Public Schools (Customer)

SIGNATURE

NAME

TITLE

DATE

### Education Logistics, LLC (Edulog)

SIGNATURE

NAME

TITLE

DATE

# TERMS AND CONDITIONS

**Introduction.** The website https://www.edulog.com (the "**Site**") is operated by Education Logistics, LLC, and its affiliates ("**EDULOG**").

**Intention to be Bound.** The terms and conditions contained on the Site as copied here ("**Terms and Conditions**") apply to you, as the Customer, for all transactions for the purchase of Products and your subsequent use of such Products. Please read Terms and Conditions carefully before ordering Products. By entering into an Agreement with EDULOG, you, as the Customer, are indicating your acceptance to be bound by the Terms and Conditions as they are a binding agreement between you, as the Customer, and EDULOG and can only be amended with EDULOG's consent.

## 1. DEFINITIONS

"**ACH**" means Automated Clearing House.

"**Addendum**" means additional terms and conditions concerning the Products and Services which forms part of Agreement. "**Addenda**" is plural form.

"**Adjustment Date**" means the yearly date in which the Fees are increased; such date unless otherwise stated in an Order Form shall be 30 days before the Anniversary date set out in the Order Form.

"**Affiliate**" means any company that controls, is controlled by, or is under common control with EDULOG.

"**Cloud- Based Software**" means Software hosted on a server controlled by EDULOG.

"**Cloud-Based Solution**" means the software-as-a-service provided by EDULOG to Customer as described in the Order Form.

"**Consulting Services**" means those EDULOG consulting services as set out in the Order Form;

"**Customer Data**" means all data or information submitted by Customer to EDULOG under this Agreement.

"**Delivery Point**" means the address to which EDULOG shall send the Hardware for delivery to Customer as set out in the Order Form.

"**Documentation**" means EDULOG's user manuals, handbooks, installation guides, or any other documentation relating to the Software and Hardware provided by EDULOG to Customer under this Agreement.

"**Hardware**" means the tablet(s), GPS device(s), or other Hardware provided by EDULOG to Customer as described in an Order Form.

"**Effective Date**" means the date of the Customer's signature on the applicable Order Form.

"**Fees**" means the fees and prices EDULOG charges Customer as set out in an Order Form.

"**Implementation Activities**" means certain initial system setup and configuration activities, and unless otherwise specified in the relevant Order Form, do not include Hardware install services or onsite work. Implementation Activities for routing products include a one-time build of Customer's system data in the routing software (to be completed within the initial build cycle time frame) from information to be provided by the Customer in an acceptable electronic format (does not include handwritten notes or scanned paper). Implementation Activities do not include Optional Services, but Optional Services are available to the Customer for an additional fee.

"**Initial Term**" means the initial term between Initial Term Start Date and Initial Term End Date.

"**Initial Term End Date**" means the end date as set out on the Order Form.

"**Initial Term Start Date**" means the start date as set out on the Order Form; if no date is specified, the Initial Term Start Date is the same as the Effective Date.

"**IP Rights**" means copyrights, patents, trademarks, service marks, trade secrets, know-how, trade dress, trade names, logos, corporate names, domain names, and all other intellectual property rights.

"**License Anniversary Date**" means the license anniversary date set out on the applicable Order Form.

**"Malicious Code"** means viruses, worms, time bombs, Trojan horses and other harmful or malicious code, files, scripts, agents, or programs.

"**Nonconforming Hardware**" means only the following: (i) Product shipped is different than identified in this Agreement; or (ii) the Product's label or packaging incorrectly identifies its content.

"**OEM**" means the original equipment manufacturer of the Hardware.

"**Optional Services**" means network configuration, port forwarding, SQL licensing, Hardware acquisition, run building (e.g., entering bus run or bus route information) or any run/route revision, design, or optimization services of any kind.

"**Order Form**" means the order form and/or Scope of Work by which Customers order Products and Services from EDULOG.

"**Products**" means together the Software, Cloud-Based Solution, and Hardware.

"**Renewal Term**" means successive one (1) additional year periods beyond the Initial Term, unless Addendum 26.3 is applicable.

"**Scope of Work**" means a written agreement between EDULOG and Customer defining additional Products and Services to be delivered to Customer subject to the terms of this Agreement.

"**Services**" means EDULOG Consulting Services provided to Customer as described in the Order Form, as well as any additional EDULOG ad-hoc services provided to Customer such as through any support contacts (including but not limited to performing operations in regard to Products) or Training Services (scheduled or unscheduled, formal, or informal) or Optional Services.

"**Software**" means the software provided by EDULOG to Customer under this Agreement, Cloud-Based Software, and software pre-installed on the Hardware, as described in the Order Form.

"**Subscription Term**" is the Customer subscription term as set out in Order Form.

"**Training Services**" means the EDULOG training services set out in the Order Form.

"**Technical Support**" means technical break and/or fix support provided by EDULOG to Customer for EDULOG Products which can include longer term cases or incident-based support.

"**Term**" means together the Initial Term and Renewal Term, as applicable.

"**Users**" means the Customer's authorized parties who shall use the Products and/or Services.

## 2. ADDENDA

At or following the Effective Date, the parties may incorporate Addenda for additional Products and/or Services by expressly referencing such Addenda in the applicable Order Form.

## 3. ORDER FORM

a. Customers order Products and/or Services from EDULOG using Order Forms. EDULOG shall provide all Products and Services specified in one or more Order Forms to Customer in accordance with the terms and conditions of the Agreement.

b. For Products and Services purchased on a subscription basis, unless otherwise set out in an Order Form (or Scope of Work as the case may be), if a Customer wants to purchase additional units or modules, the new terms shall be prorated to terminate together with the most recent Subscription Term so that all terms terminate on the same date.

## 4. FEES AND PAYMENT

a. **License and/or User Fees.** Customer shall pay all Fees specified in the Order Form. Unless otherwise specified, all Fees are quoted and payable in U.S. dollars and are based on Products and Services purchased and not actual usage. Customer's payment obligations are non-cancelable and all Fees are non-refundable.

b. **Invoicing and Payment.** Unless otherwise specified in the applicable Order Form, the Subscription Term and Billing Start Date shall commence on the Effective Date. EDULOG shall issue its first invoice on the Effective Date for all amounts due through the first License Anniversary Date. Subsequent annual subscription fees shall be invoiced thirty (30) days prior to each License Anniversary Date.

All invoiced charges are due net thirty (30) days from the invoice date. Customer is responsible for maintaining complete and accurate billing and contact information with EDULOG.

Subscription fees are deemed earned and non-refundable irrespective of Customer's usage of the Services. The commencement of implementation, deployment, provisioning, delivery of equipment, or Customer's use of the Services shall not delay, suspend, or otherwise modify the Subscription Term or Customer's payment obligations.

Where possible, Customer shall pay all fees via ACH or other electronic means. If Customer elects to pay with a bank wire, Customer is responsible for all fees associated with effecting the wire.

c. **Overdue Charges.** Undisputed overdue invoices shall accrue interest at the lesser of 1.5% per month or the maximum rate permitted by law. Amounts are deemed undisputed unless Customer provides written notice of a dispute within ten (10) days of invoice receipt.

d. **Suspension of License/Access and Acceleration**. If any amount owing by Customer under this or any other agreement for EDULOG's Products or Services is thirty (30) days overdue or more, EDULOG may, without limiting its other rights and remedies, accelerate Customer's unpaid fee obligations so that all such obligations become immediately due and payable, and suspend Customer's license to Software and/or access to Cloud-Based Solution, Hardware, or Services until such amounts are paid in full.

e. **Taxes.** Fees do not include any taxes, levies, duties, or similar governmental assessments of any nature, including, but not limited to, value-added, sales, use or withholding taxes, assessable by any local, state, provincial, federal, or foreign jurisdiction (collectively, "**Taxes**"). Customer is responsible for paying all Taxes associated with fees paid hereunder. If EDULOG has the legal obligation to pay or collect Taxes for which Customer is responsible hereunder, the appropriate amount shall be invoiced to and paid by Customer, unless it provides EDULOG with a valid tax exemption certificate authorized by the appropriate taxing authority. For clarity, EDULOG is solely responsible for Taxes assessable against it based on its income, property, and employees.

f. **Annual Fee Increases.** Unless otherwise specified on the applicable Order Form or in a written amendment, Fees shall be increased by 5% on the Adjustment Date.

g. **Expenses.** Unless otherwise specified in an Order Form, all travel, accommodation, and out-of-pocket expenses incurred by EDULOG in connection with the provision of Products and/or Services (including installation, implementation, training, maintenance) shall be paid by Customer. Expenses for meals shall be charged at a rate not to exceed *Federal Travel Regulations (FTR) Sec. 301*. If Customer's staff travels to Montana for training, all travel and lodging expenses shall be the responsibility of the Customer.

h. **Shipping Fees.** Unless otherwise stated in the applicable Order Form, Customer Shipping Fees are not included in any pricing reflected on the Order Form. Shipping fees shall be invoiced separately once the Hardware is shipped.

## 5. CONFIDENTIALITY

a. **Definition.** "**Confidential Information**" means all confidential information disclosed by a party ("**Disclosing Party**") to the other party ("**Receiving Party**"), whether orally or in writing, which is designated as confidential or that reasonably should be understood to be confidential given the nature of the information and the circumstances of disclosure. EDULOG's Confidential Information shall include, without limitation, the Software, and the Cloud-Based Solution; and Confidential Information of each party shall include the terms and conditions of this Agreement, as well as business and marketing plans, technology and technical information, product plans and designs, and business processes disclosed by the Disclosing Party. Confidential Information does not include any information that (i) without breach of any obligation owed to the Disclosing Party (a) is or becomes generally known to the public; (b) was known to the Receiving Party prior to its disclosure by the Disclosing Party; (c) is received from a third-party by the Receiving Party; or (ii) was independently developed by the Receiving Party without use of the Disclosing Party's Confidential Information.

b. **Protection of Confidential Information**. Except as otherwise permitted in writing by the Disclosing Party, (i) the Receiving Party shall use the same degree of care not to disclose or use any Confidential Information of the Disclosing Party for any purpose outside the scope of this Agreement that it uses to protect the confidentiality of its own confidential information of like kind (but in no event less than reasonable care); and (ii) the Receiving Party shall limit access to Confidential Information of the Disclosing Party to those of its employees, contractors, and agents who need such access for purposes consistent with this Agreement and who have signed confidentiality agreements with the Receiving Party containing protections no less stringent than those herein.

c. **Compelled Disclosure**. The Receiving Party may disclose Confidential Information of the Disclosing Party if it is compelled by law to do so, provided the Receiving Party gives the Disclosing Party reasonably prompt prior notice of such compelled disclosure (to the extent legally permitted) and

reasonable assistance, at the Disclosing Party's cost, if the Disclosing Party wishes to contest the disclosure. If the Receiving Party is compelled by law to disclose the Disclosing Party's Confidential Information as part of a civil proceeding to which the Disclosing Party is a party, and the Disclosing Party is not contesting the disclosure, the Disclosing Party shall reimburse the Receiving Party for its reasonable cost of compiling and providing secure access to such Confidential Information.

d. **Suggestions.** If Customer provides ideas or feedback to EDULOG about any Products and/or Services, then regardless of what Customer's submission states, the following terms shall apply: Customer agrees that (i) Customer's ideas shall automatically become the property of EDULOG, without compensation to Customer, and Customer hereby assigns and agrees to assign all its right, title and interest in and to such to EDULOG; and (ii) EDULOG can use the ideas for any purpose and in any way without future liability to Customer.

e. **Publicity.** EDULOG may include Customer's name and logo in its customer lists and marketing materials. Prior written approval by both parties is required for press releases.

**6. LIMITED WARRANTIES AND DISCLAIMERS**

a. **Limited Warranties**. EDULOG warrants that (i) the Software and Cloud-Based Solution shall perform materially in accordance with the Documentation, and the functionality of the Software and Cloud-Based Solution shall not be materially decreased during the Term, except that EDULOG shall not be responsible for performance issues relating to slow data speeds and/or poor data connectivity; and (ii) EDULOG shall perform the Services in a professional and workmanlike manner in accordance with industry standards. For any breach of such limited warranty, Customer's exclusive remedy shall be as provided in Section 11b (Termination) below.

b. **Mutual Warranties**. Each party represents and warrants that (i) it is duly organized and in good standing as a corporation or other entity as represented herein; and (ii) it has the legal power to enter into this Agreement.

c. **Disclaimer.** EXCEPT AS EXPRESSLY PROVIDED HEREIN, EDULOG MAKES NO WARRANTIES OF ANY KIND, WHETHER EXPRESS, IMPLIED, STATUTORY OR OTHERWISE, AND EDULOG SPECIFICALLY DISCLAIMS ALL IMPLIED WARRANTIES, INCLUDING ANY IMPLIED WARRANTIES OF MERCHANTABILITY, NONINFRINGEMENT, OR FITNESS FOR A PARTICULAR PURPOSE, TO THE MAXIMUM EXTENT PERMITTED BY APPLICABLE LAW.

d. **Third-Party Products and Services**. Other than as specifically provided in a Scope of Work or Order Form, EDULOG does not warrant or support third-party products or services. EDULOG is not responsible for the performance of any Hardware, software or other materials provided by third parties. Product warranties for third-party products, if any, are provided by the respective manufacturers and not by EDULOG.

e. **Server and other Equipment Specifications.** Customer may receive, from time to time, advisory guidance regarding server and other Customer-owned/provided equipment. Operating conditions vary a great deal from site to site and EDULOG does not warrant Hardware performance. In particular, server guidance provided to self-hosted clients is advisory only.

f. **EDULOG Services and Technical Support**. Unless otherwise specified in writing in connection with a specific Order Form, EDULOG does not warrant that any Services or Technical Support shall provide Customer with road-ready operational transportation data. Customer retains full responsibility for validating any data outputs for safety, accuracy, and suitability for use in Customer's transportation operations.

**7. INDEMNIFICATION.**

a. **Customer Indemnity**. Customer shall indemnify, defend, and hold EDULOG, its directors, officers, employees, and agents harmless from and against any and all losses, damages, liabilities, and costs (including reasonable attorneys' fees) ("**Losses**") resulting from any third-party claim ("**Claim**") based on Customer's use of the Products or Services, its breach of this Agreement, claims that Customer Data or Customer's other materials infringe or misappropriate the IP Rights of a third-party, or its violation of applicable law.

b. **EDULOG Indemnity.** EDULOG shall indemnify, defend, and hold Customer harmless from and against

any and all Losses incurred by Customer resulting from any Claim alleging that the Software or Cloud-Based Solution infringes or misappropriates such third-party's U.S. patents, copyrights, or trade secrets, provided that Customer promptly notifies EDULOG in writing of the claim, cooperates with EDULOG, and allows EDULOG sole authority to control the defense and settlement of such claim. If such a Claim is made or appears possible, EDULOG may, at its sole discretion, (i) modify or replace the Software or Cloud-Based Solution, or component or part thereof, to make it non-infringing, or (ii) obtain the right for Customer to continue use. If EDULOG determines that none of these alternatives is reasonably available, EDULOG may terminate this Agreement, in its entirety or with respect to the affected part, effective immediately on written notice to Customer.

c. **EDULOG's Obligation.** EDULOG shall have no obligations under Section 7b to the extent that any Claim is based upon (i) Customer's, Users', Customer's agents', or any third-party's modification of or addition to the Products, or combination of the Products with another product; (ii) Customer's failure to obtain any required third-party consents or licenses; or (iii) EDULOG's compliance with design documentation or specifications provided or developed by Customer.

**8. LIMITATION OF LIABILITY**

IN NO EVENT WILL EDULOG HAVE ANY LIABILITY FOR ANY INDIRECT, SPECIAL, INCIDENTAL, CONSEQUENTIAL, EXEMPLARY, OR PUNITIVE DAMAGES HOWEVER CAUSED, WHETHER IN CONTRACT, TORT OR UNDER ANY OTHER THEORY OF LIABILITY, AND WHETHER OR NOT EDULOG HAS BEEN ADVISED OF THE POSSIBILITY OF SUCH DAMAGES. IN NO EVENT WILL EDULOG'S AGGREGATE LIABILITY ARISING OUT OF OR RELATED TO THIS AGREEMENT, WHETHER IN CONTRACT, TORT OR UNDER ANY OTHER THEORY OF LIABILITY, EXCEED THE TOTAL AMOUNT PAID BY CUSTOMER HEREUNDER IN THE TWELVE (12) MONTHS PRECEDING THE INCIDENT GIVING RISE TO THE CLAIM.

**9. SOFTWARE LICENSE**

a. **License Grant.** Subject to the terms and conditions of this Agreement and conditioned on Customer's and Users' compliance with this Agreement, EDULOG grants Customer a limited, non-exclusive, non-sublicensable, non-transferable, and revocable license to use the Software during the Term solely for Customer's internal student transportation management purposes and solely in the State where Customer resides.

b. **Use Restrictions.** Customer shall not use the Software or Documentation for any purposes beyond the scope of the license granted in this Agreement. Without limiting the foregoing and except as otherwise expressly set forth in this Agreement, Customer shall not at any time, directly or indirectly (i) copy, modify, or create derivative works of the Software or the Documentation, in whole or in part; (ii) rent, lease, lend, sell, sublicense, assign, distribute, publish, transfer, or otherwise make available the Software or the Documentation; (iii) reverse engineer, disassemble, decompile, decode, adapt, or otherwise attempt to derive or gain access to the source code of the Software, in whole or in part; (iv) remove any proprietary notices from the Software or the Documentation; or (v) use the Software in any manner or for any purpose that infringes, misappropriates, or otherwise violates any IP Rights or other right of any person, or that violates any applicable law.

c. **Delivery, Installation, and Support.** EDULOG shall deliver the Software to Customer electronically or by other means in EDULOG's sole discretion. If so selected and specified in the Order Form, EDULOG shall also provide installation and support services to Customer pursuant to the terms and conditions described in the Order Form. In the event that Customer elects to use EDULOG Software with global positioning system Hardware provided by Customer, Customer acknowledges and agrees that (i) EDULOG's ability to integrate the Software with Customer's global positioning system Hardware depends on EDULOG's ability to access and use the applicable application program interface (API) and/or data feed in an industry-standard format from Customer's global positioning system Hardware provider (the "Integration Information"); (ii) Customer shall be solely responsible for obtaining such Integration Information as well as any authorization, license, or permission needed for EDULOG's use of such Integration Information from its global positioning system Hardware provider for EDULOG; and (iii) in no event shall EDULOG be responsible or liable for any delay or failure in the installation and/or integration of the Software with Customer's global positioning system Hardware if such delay or failure

is caused by Customer's inability to provide the Integration Information to EDULOG as per the requirements herein. EDULOG support services provided to Customers under a software license are break/fix services relating to whether the software is working. Additional services (for example, additions to maps, assistance with data imports, custom reports) are available for a fee.

d. **Reservation of Rights.** Subject to the limited rights expressly granted hereunder, EDULOG reserves all rights, title, and interest in and to the Software, Documentation, Cloud-Based Software, and Cloud-Based Solution, including all related IP Rights. No rights, including any rights under license, either express or implied, are granted to Customer hereunder other than as expressly specified herein.

**10. CLOUD-BASED SOLUTION**

a. **Provision of Cloud-Based Solution.** EDULOG shall make the Cloud-Based Solution available to Customer, and Customer may use the Cloud-Based Solution, pursuant to this Agreement. Customer agrees that Customer's purchases hereunder are neither contingent on the delivery of any future functionality or features, (not described in this Agreement and the Order Form), nor dependent on any oral or written public comments made by EDULOG regarding future functionality or features.

b. **Access to Cloud-Based Solution.** The Cloud-Based Solution consists in whole or in part of Cloud-Based Software running remotely on servers controlled by EDULOG. Customer has no right to receive either an object code or source code version of the Cloud-Based Software operating on the remote servers. Customer's usage rights are constrained by this Agreement and are limited to accessing the Cloud-Based Software via the Cloud-Based Solution provided to Customer by EDULOG. The Cloud-Based Solution may be subject to other limitations, such as, for example, limits on disk storage space, calls per second, or Internet bandwidth. EDULOG shall employ commercially reasonable efforts to apprise Customer of any such limitations.

c. **Customer's Responsibilities.** Customer shall (i) be responsible for Users' compliance with this Agreement; (ii) be solely responsible for the accuracy, quality, integrity and legality of the Customer Data and of the means by which Customer acquired the Customer Data; (iii) prevent unauthorized access to or use of the Cloud-Based Software and Cloud-Based Solution and notify EDULOG promptly of any such unauthorized access or use; (iv) use the Cloud-Based Software and Cloud-Based Solution only in accordance with this Agreement and applicable laws and government regulations; and (v) include a privacy policy on Customer's website that covers Customer's and EDULOG's collection, use, disclosure, and retention of the Customer Data and fully complies with all applicable laws, rules, and regulations.

d. **Restrictions.** Customer shall not (i) permit any third-party to access the Cloud-Based Software or the Cloud-Based Solution except as permitted herein or as otherwise agreed by EDULOG in writing; (ii) sell, resell, rent, lease the Cloud-Based Software or the Cloud-Based Solution; (iii) copy, frame, mirror, reproduce, publicly perform, or create derivative works based on, any part or content of the Cloud-Based Software or Cloud-Based Solution; (iv) use the Cloud-Based Software or Cloud-Based Solution to store or transmit infringing, fraudulent, libelous, obscene or otherwise unlawful or tortious material, or to store or transmit material in violation of third-party privacy or IP Rights; (v) use the Cloud-Based Software or Cloud-Based Solution to store or transmit Malicious Code; (vi) interfere with or disrupt the integrity or performance of the Cloud-Based Software or Cloud-Based Solution or third-party data contained therein; (vii) reverse engineer the Cloud-Based Software or Cloud-Based Solution; or (viii) access or use the Cloud-Based Software or Cloud-Based Solution in order to: (a) build a competitive product or service; or (b) copy any features, functions or graphics of the Cloud-Based Software or Cloud-Based Solution. Snapshots, optimization work, additional web services, and Hardware status may impact performance or usability. Customers needing more datasets should contact their Account Manager to review their options, which may include archiving some current datasets or purchasing more server capacity. Additional fees may apply.

e. **Suspension.** EDULOG may suspend Customer's and Users' access to any portion of or all of the Cloud-Based Solution if (i) Customer violates any of the requirements set forth in Section 10c (Customer's Responsibilities) or Section 10d (Restrictions) above; (ii) any third-party provider of EDULOG has suspended or terminated EDULOG's access to or use of any third-party services or products required to enable Customer to access the Cloud-Based Solution; or (iii) EDULOG reasonably determines that (a) there is a threat or attack to the Cloud-Based Solution; (b) Customer's or any Users' use of the Cloud-

Based Solution disrupts or poses a security risk to EDULOG or to any other customer or vendor of EDULOG; or (c) Customer has ceased to continue its operation in the ordinary course or commenced bankruptcy or insolvency proceedings. EDULOG shall use commercially reasonable efforts to provide written notice of any suspension to Customer and resume providing access to the Cloud-Based Solution as soon as reasonably possible after the event giving rise to the suspension is cured. EDULOG shall have no liability for any damage, liabilities, losses (including any loss of data or profits), or any other consequences that Customer or any User may incur as a result of a suspension.

f. **Third-Party Products or Services and Customer Data.** By using the Cloud-Based Solution, Customer acknowledges that EDULOG may allow providers of third-party products to transport the Customer Data as required for the operation of the Cloud-Based Solution. EDULOG shall not be responsible for any disclosure, modification or deletion of the Customer Data resulting from any such access by third-party product providers.

g. **Acquisition of Third-Party Products and Services.** EDULOG may offer third-party products and services as part of the Cloud-Based Solution (e.g., a cloud service provider). Any other acquisition by Customer of third-party products or services, including, but not limited to, third-party applications and implementation, customization and other consulting services, and any exchange of data between Customer and any third-party provider, is solely between Customer and the applicable third-party provider. Please see warranty disclaimer in Section 6d (Third-Party Products and Services) of the Agreement.

h. **Usage and Ownership of Data.** EDULOG is a "school official" within the meaning of the Family Educational Rights and Privacy Act ("FERPA") and in its capacity as such, is authorized to collect and use personally identifiable information ("PII") for the purposes of performing its obligations under this Agreement. EDULOG shall not sell or otherwise use or redisclose education records for behavioral or targeted advertising or marketing to parents or students. In order to continuously improve the products and services EDULOG offers to CUSTOMER, EDULOG may use anonymized or de-identified non-PII data, and any reports or other data generated by EDULOG products and services regarding traffic flow, feature use and functionality, system loads, product installation, and/or similar information ("Non-PII Usage Data"). EDULOG may use Non-PII Usage Data to create statistical reports, benchmarking and other data reports and solutions relating to its Products and Services, and such reports may be aggregated and anonymized and may be reported, delivered, or sold publicly to third parties. EDULOG may, from time to time, offer benchmarking programs to facilitate deeper analysis into commercial trends for companies wishing to participate. All such aggregated and anonymized reports and solutions shall be the property of EDULOG. EDULOG may use Non-PII Usage Data to develop, train, and improve its Products and Services, including through artificial intelligence and machine learning techniques. With the exception of any personally identifiable information governed by FERPA, Customer and EDULOG jointly own all rights, title, and interest in and to Customer Data. The parties may use the Customer Data in any way; however, the parties may not disclose the Customer Data in a manner that identifies, or allows identification of, the other party. Other data that is not Customer Data generated by Customer's use of the Cloud-Based Software and Cloud-Based Solution shall be owned by EDULOG.

## 11. TERM AND TERMINATION

a. **Term of Agreement.** Unless Addendum 26.3 applies or other terms are set forth in the applicable Order Form or an amendment, the Initial Term shall automatically renew to a Renewal Term unless the (i) Agreement is terminated pursuant its terms; or (ii) either party gives the other party prior written notice of non-renewal at least sixty (60) days prior to the expiration of the then-current Term. If there is any outstanding Order Form(s) at the time of the Term expiration, the Agreement (including applicable Addenda) shall survive and apply to such Order Form(s) until its expiration or termination.

b. **Termination.**

i. **For Cause**. Either party may terminate this Agreement and/or an Order Form for cause (i) upon 30 (thirty) days' prior written notice to the other party of a material breach if such breach remains uncured at the expiration of such period; or (ii) if the other party becomes the subject of a petition in bankruptcy or any other proceeding relating to insolvency, receivership, liquidation, or assignment for the benefit of creditors. Agreement termination does not affect Customer's rights and obligations

governed by agreements with other vendors (including but not limited to terms of use or license agreements).

ii. **Non-Appropriation**. Customer is a public entity subject to annual appropriation requirements. If Customer's governing body fails to appropriate sufficient funds for the next fiscal year to continue the Agreement, Customer may terminate this Agreement effective as of the last day of the fiscal year for which funds were appropriated, subject to all of the following conditions:

(a) Customer shall provide EDULOG with written notice of non-appropriation no later than sixty (60) days prior to the end of the fiscal year for which funds were last appropriated;

(b) Customer shall certify in writing that (i) it made a good-faith effort to obtain appropriation of funds sufficient to continue the Agreement, (ii) the failure to appropriate is not the result of an act or omission intended to circumvent Customer's obligations under this Agreement, and (iii) no funds are available from any other source to fulfill Customer's obligations hereunder;

(c) Notwithstanding the foregoing, if Customer purchases, licenses, or otherwise acquires any system or software that performs functions substantially similar to those provided by EDULOG under this Agreement within the period that would have constituted the remaining initial Term had no termination occurred, the full amount of all fees that would have been due to EDULOG through the end of such initial Term shall become immediately due and payable upon Customer's execution of any agreement for such competing system or software; and

(d) All fees accrued through the effective date of termination remain due and payable.

For the avoidance of doubt, this Section does not grant Customer a right to terminate for convenience. Customer's payment obligations under this Agreement are non-cancelable for the duration of the Term except as expressly provided in this Section.

c. **Effect of Expiration or Termination**. Upon expiration or earlier Agreement termination, the license to the Software, access to the Cloud-Based Solution, and any EDULOG warranty granted or provided under this Agreement shall also terminate, and without limiting Customer's obligations under Section 5 (Confidentiality), Customer shall (i) cease accessing or using, and delete, destroy, or return all copies of EDULOG'S Confidential Information, Software and Documentation; and (ii) certify in writing to EDULOG its compliance with (i). No expiration or termination shall affect Customer's obligation to pay all fees that may have become due before such expiration or termination or entitle Customer to any refund. Termination of this Agreement by either party pursuant to the applicable provisions herein constitutes reasonable prior notice that absent contrary written instruction from Customer, EDULOG shall proceed to dispose of Customer Data (but in no event earlier than sixty (60) days after such termination).

d. **Surviving Provisions**. In no event shall any termination relieve Customer of the obligation to pay any fees payable to EDULOG for the period prior to the effective date of termination. Customer's continuing obligation to pay fees in the event of a termination may be specifically modified in a Scope of Work and/or Order Form. Sections 4 (Fees and Payment), 5 (Confidentiality), 6c (Disclaimer), 6d (Third-Party Products and Services), 7 (Indemnification), 8 (Limitation of Liability), 9d (Reservation of Rights), 10h (Usage and Ownership of Data), 11d (Surviving Provisions), 12 (Miscellaneous), and any other provisions identified in an Addendum shall survive any Agreement termination or expiration.

## 12. MISCELLANEOUS

a. **No Setoff.** Customer shall not, and acknowledges that it shall have no right, under this Agreement, any other agreement, document or law, to withhold, offset, recoup or debit any amounts owed (or to become due and owing) to EDULOG or any of its Affiliates, whether under this Agreement or otherwise, against any other amount owed (or to become due and owing) to it by EDULOG or its affiliates, whether relating to EDULOG's or its Affiliates' breach or non-performance of this Agreement or any other agreement between Customer or any of its Affiliates, and EDULOG or any of its affiliates, or otherwise.

b. **Export Compliance.** The Hardware may be subject to export laws and regulations of the United States and other jurisdictions. EDULOG and Customer each represents that it is not named on any U.S. government denied-party list. Customer shall not permit anyone to access or use the Hardware in any country or region subject to comprehensive U.S. economic sanctions administered by the Office of Foreign Assets Control ("OFAC") or in violation of any U.S. export law or regulation.

c. **Anti-Corruption.** Neither party has received or been offered any illegal or improper bribe, kickback, payment, gift, or thing of value from an employee or agent of the other party in connection with this Agreement. Reasonable gifts and entertainment provided in the ordinary course of business do not violate the above restriction.

d. **Governing Law.** The parties agree that the substantive laws of the state of Montana, exclusive of its choice of law provisions, shall apply to the construction and interpretation of this Agreement and also with respect to any lawsuit or dispute arising out of or in connection with this Agreement. Customer further agrees that the state or federal courts located in Missoula County, Montana, USA, shall have exclusive jurisdiction of, and shall be the exclusive and correct venue for, the resolution of any dispute arising out of or related to this Agreement.

e. **Notices.** Except as otherwise specified in this Agreement, all notices, permissions and approvals hereunder shall be in writing to the party's address set forth below the signatures on the Order Form and shall be deemed to have been given upon (i) receipt if by personal delivery; (ii) upon receipt if sent by certified or registered U.S. Mail (return receipt requested); or (iii) the second business day after sending by a major commercial delivery service.

f. **Force Majeure**. Neither party shall be liable or responsible to the other party, nor be deemed to have defaulted under or breached this Agreement, for any failure or delay in fulfilling or performing any term of this Agreement (except for any obligations of the Customer to make payments to EDULOG), when and to the extent such failure or delay is caused by or results from acts beyond the reasonable control of the impacted Party ("**Impacted Party**"), including, without limitation, the following force majeure events ("**Force Majeure Event(s)**"): (a) acts of God; (b) flood, fire, earthquake, pandemic, or explosion; (c) war, invasion, hostilities (whether war is declared or not), terrorist threats or acts, riot or other civil unrest; (d) government order, law, or actions; (e) embargoes or blockades in effect on or after the date of this Agreement; (f) national or regional emergency; (g) strikes, labor stoppages or slowdowns, or other industrial disturbances; (h) shortage of adequate power or transportation facilities; and (i) other similar events beyond the reasonable control of the Impacted Party. The Impacted Party shall give notice to the other party, within fifteen (15) days of the Force Majeure Event, stating the period of time the occurrence is expected to continue. The Impacted Party shall use diligent efforts to end the failure or delay and ensure the effects of such Force Majeure Event are minimized. The Impacted Party shall resume the performance of its obligations as soon as reasonably practicable after the removal of the cause. In the event that the Impacted Party's failure or delay remains uncured for a period of thirty (30) consecutive days following written notice given by it under this section, either party may thereafter terminate this Agreement upon thirty (30) days' written notice.

g. **Relationship of the Parties.** The parties are at all times independent contractors. This Agreement does not create a partnership, franchise, joint venture, agency, fiduciary or employment relationship between the parties. There are no third-party beneficiaries to this Agreement.

h. **Waiver and Cumulative Remedies.** No failure or delay by either party in exercising any right under this Agreement shall constitute a waiver of that right. Any waivers are effective only if recorded in a writing signed by the party granting the waiver. Other than as expressly stated herein, the remedies provided herein are in addition to, and not exclusive of, any other remedies of a party at law or in equity.

i. **Severability.** If any provision of this Agreement is held by a court of competent jurisdiction to be contrary to law, the provision shall be modified by the court and interpreted so as best to accomplish the objectives of the original provision to the fullest extent permitted by law, and the remaining provisions of this Agreement shall remain in effect.

j. **Attorneys' Fees.** Customer shall pay promptly on demand all of EDULOG's reasonable attorneys' fees and other costs incurred by EDULOG to collect any fees or charges due under this Agreement following Customer's breach of Section 4b (Invoicing and Payment). Moreover, in any action arising out of or related to this Agreement, the prevailing party shall be entitled to an award of its reasonable attorneys' fees and costs of suit.

k. **Assignment.** Customer may not assign any of its rights or obligations hereunder, whether by operation of law or otherwise, without EDULOG's prior written consent. EDULOG may, without Customer's prior written consent, assign this Agreement to its Affiliate or in connection with a merger, acquisition,

corporate reorganization, or sale of all or substantially all of its assets. Subject to the foregoing, this Agreement shall bind and inure to the benefit of the parties, their respective successors and permitted assigns.

l. **Entire Agreement.** This Agreement constitutes the entire agreement between the parties and supersedes all prior and contemporaneous agreements, proposals, or representations, written or oral, concerning its subject matter. No material modification or amendment of any provision of this Agreement shall be effective unless in writing and either signed or accepted electronically by the party against whom the modification or amendment is to be asserted.

m. **Order of Precedence.** If there is a conflict or inconsistency between or among these Terms and Conditions, an Addendum, or an Order Form, then the order of precedence is as follows: (i) the Order Form, (ii) these Terms and Conditions, (iii) the Addendum, unless the lower priority document explicitly states that it is intended to modify the conflicting terms of the higher priority document. In the event of a conflict or inconsistency between Order Forms the terms applicable to the most recently executed Order Form shall govern.

**Last updated June 26, 2026**

## ADDENDUM 26.3

This Addendum 26.3 ("**Addendum**" or "**Addendum 26.3**") is incorporated into and made a part of the Agreement, provides additional terms to the Agreement, and takes precedence over the Terms and Conditions as to the subject matter herein. Capitalized terms used but not defined in this Addendum shall have the respective meanings given to them in the Agreement.

1. **Additional Definitions** The following definitions apply to this Addendum:

   (i) "**Approved Vendor**" means the manufacturer or a third-party who has been approved by the manufacturer of the Hardware to perform repairs and/or adjustments to Hardware to restore the Hardware to the original OEM quality or standard as approved by such manufacturer or third-party.

   (ii) "**Business Day**" means a day other than a Saturday, Sunday, or other day on which banks in Montana are authorized or required by law to be closed for business.

   (iii) "**Customer Site"** means where the Hardware is attached or is located.

   (iv) "**Delivery**" means the transfer of physical possession of the Hardware to the Customer at the Customer Site.

   (v) "**End User**" means an employee of the Customer that is authorized to access and use the Hardware.

   (vi) "**Firmware**" means Software embedded in or otherwise running on the Hardware. Such software is licensed, not sold, to the Customer subject to any License terms as specified on the Order Form.

   (vii) "**26.3 Hardware**" means the Hardware provided by Edulog to Customer to facilitate Customer's ability to use Edulog's Firmware and Software licensed to Customer as specified in an Order Form.

   (viii) "**License Expiration Date**" means the last day of the then-current Order Form Term.

   (ix) "**Non-EDULOG Equipment**" means the vehicle, equipment, asset, building, structure, or item into which Hardware is installed. For the avoidance of doubt, Non-EDULOG Equipment does not include any Hardware.

   (x) "**Order Form Term**" means the License term as specified on the applicable Order Form.

2. **License**. The Firmware is only licensed, not sold (the "**License**"), subject to any license terms in the Documentation or Order Form, and its licensors retain all right, title, and interest in any software embedded in or provided with the Hardware. The Firmware License for each unit of Hardware is contingent upon Customer purchasing and maintaining a valid license to the applicable EDULOG Software. Customer and EDULOG together intend this arrangement to be a true service and not a sale or security interest. Customer owns the physical title to the Hardware that Customer has acquired in relation to an Order Form. EDULOG and its licensors exclusively own all intellectual property rights in 26.3 Hardware. EDULOG and/or its licensors further retain ownership of the Firmware, including all intellectual property rights therein. Customer acknowledges that the Firmware is protected by patent, copyright, trademark, and other laws of the United States and foreign countries. EDULOG reserves all rights in the Firmware not expressly granted to Customer in this Agreement. Customer acknowledges and agrees that portions of the Firmware, including but not limited to the source code and the specific design and structure of individual modules or programs, constitute or contain trade secrets of EDULOG and its licensors.

3. **Fees.** The Customer shall pay all Fees as specified on the Order Form. Fees exclude any sales tax, value-added taxes, use or withholding tax, or other government assessments of any nature (collectively, "**Taxes**"). You are responsible for paying all Taxes associated with your Fees, except for taxes based on EDULOG's net income. Should any payment to EDULOG for the Fees be subject to sales tax, value added taxes, use or withholding tax or other governmental assessments by any government ("**Tax Request**"), you will reimburse EDULOG for such amounts, including any EDULOG tax assessment, accounting, and/or legal fees associated with such Tax Request.

4. **Delivery of the Hardware**. Provider shall deliver Hardware DAP Incoterms® 2020, Delivery Point, Freight Prepaid, and Charged Back to the Customer Site(s) specified in the Order Form. Customer is solely responsible for confirming that each "Ship To" delivery address set forth in an Order Form is accurate and that any individual accepting delivery at that address is authorized to do so on Customer's behalf. EDULOG

may ship Hardware under an Order Form subject to a schedule as mutually agreed between the Parties or as determined by EDULOG. If Hardware under an Order Form is shipped in multiple shipments, the EDULOG Software license term associated with Hardware shipped after the initial shipment will be set to expire on the same date as the EDULOG Software license term associated with Hardware shipped in the initial shipment. The total cost of the EDULOG Software licenses associated with such Hardware shipped after the initial shipment will be pro-rated based on their actual license term, rounded up to the nearest month, as compared to the full EDULOG Software license term under such Order Form. Certain payment amounts set forth in an Order Form assume that all Hardware under such Order Form is shipped at the same time and are subject to potential changes by EDULOG based on the actual schedule of Hardware shipment.

5. **Hardware Warranty**. EDULOG provides a Hardware Warranty as set forth in the Hardware Warranty Policy available at: www.edulog.com/legal.
6. **Hardware Installation and Non-EDULOG Equipment Maintenance**. Customer is responsible for installation of the Hardware and ongoing maintenance of any Non-EDULOG Equipment, including but not limited to installation in accordance with any Non-EDULOG Equipment warranty. Depending on the Customer's intended use of the Products, Customer may require professional installation of the Hardware or ongoing professional maintenance of any Non-EDULOG Equipment. If Customer is unable to install the Hardware or to conduct such ongoing maintenance, or if Customer is uncertain that Customer has the requisite skills and understanding, Customer agrees to consult with a qualified installer or maintenance professional. Improper installation of the Hardware or maintenance of the Non-EDULOG Equipment can lead to damage of such Non-EDULOG Equipment or dangerous or life-threatening conditions, which can cause property damage, bodily injury, and/or death. Customer must notify EDULOG if Customer did not order the correct Hardware accessories (i.e., cables, mounts, cradles, etc.) for Hardware installation.
7. **Customer Obligations.** The Customer shall: use the Firmware and Hardware for only its End Users as set out in Documentation and Order Forms; not install or use unlicensed software; install the Hardware; and provide the necessary power, network connectivity, environmental controls to ensure the proper operation of Hardware and Firmware.
8. **General**. EDULOG continuously improves the Hardware, and may from time to time (i) update the EDULOG Software and cause Firmware updates to be automatically installed onto Hardware; or (ii) upgrade Hardware to newer models. If EDULOG discontinues supporting a Hardware model and the associated Software that you have ordered from EDULOG prior to the applicable License Expiration Date without offering to replace them with an updated or comparable version or model, either Party may terminate the applicable Order Form with respect to the applicable Products, and if so terminated you may request a Refund for such Products.
9. **Renewal**. Unless you notify EDULOG in writing of your intent to cancel auto-renewal of the applicable Order Form under which the Edulog Products and Services were made available to you at least sixty (60) days prior to the License Expiration Date, at any time up to ninety (90) days after License Expiration Date, EDULOG may in its discretion renew your license term for the applicable or substantially equivalent Products and Services, effective on the License Anniversary Date, for a period of up to the greatest of the following: (i) one year, (ii) the same period as the immediately preceding license term, or (iii) a period to align license expiration dates with another of your active orders) (each such period, a "**Renewal Term**"). Subject to EDULOG's renewal rights set forth in the foregoing sentence, you and EDULOG may mutually agree to enter into a new Order Form to renew your license term upon the License Expiration Date, which new Order Form may include additional or different Products and Services and/or license terms to the extent mutually agreed. If EDULOG auto-renews your license term without your execution of a new Order Form as described in the first sentence of this paragraph, your payment method will remain the same as indicated on the applicable original Order Form. If your license term is renewed after termination of the immediately preceding Order Form Term and EDULOG in its sole discretion allows you to continue using the applicable Products and Services during such interim period, this Agreement shall apply to such use, and EDULOG reserves the right (i) to charge you for such use at the renewal license pricing (and Customer agrees to immediately pay such amounts) and (ii) to have the License Start Date for the renewal license start the day after expiration of the immediately preceding Order Form Term.
10. **Survival.** Sections 1, 2, 3, 7, and 10 of this Addendum shall survive termination or expiration of the Agreement.

**Last updated June 2, 2026**

# Board of Education
# Decatur Public School District 61

| | |
|---|---|
| **Date:** November 10, 2026 | **Subject:** Macon-Piatt Special Education District FY26 Annual Audit |
| **Initiated By:** Thomas Osborne, Chief Operational Officer | **Attachments:** Presentation at Board meeting |
| **Reviewed By:** Dr. Nicole Moody, Superintendent | |

**BACKGROUND INFORMATION:**
At the end of each fiscal year, an independent financial audit of the Macon-Piatt Special Education District's financials is performed by an external firm. The results of the audit are presented to the Board of Education. The audit provides a review of revenues and expenses.

**CURRENT CONSIDERATIONS:**
The financial audit for the Macon-Piatt Special Education District has been completed.

Heather Powell, with Forvis Mazars, will attend the November 10, 2026, Board of Education meeting to formally present the audit to the Board of Education.

**FINANCIAL CONSIDERATIONS:**
N/A

**STAFF RECOMMENDATION:**
The Administration respectfully requests the Board of Education approve the Fiscal Year 2026 Audit for the Macon-Piatt Special Education District's Financial Statements as presented.

**RECOMMENDED ACTION:**
**X** Approval
☐ Information
☐ Discussion

**BOARD ACTION:**_____

# Board of Education
# Decatur Public School District #61

| | |
|---|---|
| **Date:** November 10, 2026 | **Subject:** Decatur Public School District 61 FY26 Annual Audit |
| **Initiated By:** Thomas Osborne, Chief Operational Officer | **Attachments:** Presentation at Board meeting |
| **Reviewed By:** Dr. Nicole Moody, Superintendent | |

**BACKGROUND INFORMATION:**
At the end of each fiscal year, an independent financial audit of the Decatur Public School District's financials is performed by an external firm. The results of the audit are presented to the Board of Education. The audit provides a review of revenues and expenses.

**CURRENT CONSIDERATIONS:**
The financial audit for the Decatur Public School District has been completed.

Heather Powell, with Forvis Mazars, will attend the November 10, 2026, Board of Education meeting to formally present the audit to the Board of Education.

**FINANCIAL CONSIDERATIONS:**
N/A

**STAFF RECOMMENDATION:**
The Administration respectfully requests the Board of Education approve the Fiscal Year 2026 Audit for Decatur Public School District 61 as presented.

**RECOMMENDED ACTION:**
**X** Approval
☐ Information
☐ Discussion

**BOARD ACTION:**_____

# Board of Education
# Decatur Public School District #61

| | |
|---|---|
| **Date:** November 10, 2026 | **Subject:** Approval of the Service Employees International Union Local No. 73 Security Team "C" (SEIU-C) Collective Bargaining Agreement / Negotiated Contract 2026-2030 |
| **Initiated By:** Monica Wilks, Director of Human Resources, and Thomas Osborne, Chief Operational Officer | **Attachments:** Service Employees International Union Local No. 73 Security Team "C" (SEIU-C) Negotiated Contract; 2 Copies – Original with Edits and Final Copy |
| **Reviewed By:** Dr. Nicole Moody, Superintendent | |

**BACKGROUND INFORMATION:**
The Service Employees International Union Local No. 73 Security Team "C" (SEIU-C) contract expired on June 30, 2026. A DPS Administrative Bargaining Team met with members of the SEIU-C Bargaining Team and, in a fair and collaborative bargaining process, developed terms for an updated four (4) year contract. SEIU-C Membership voted in the affirmative for this contract agreement on Monday, October 26, 2026.

**CURRENT CONSIDERATIONS:**
This is a four (4) year contract that will be implemented from July 1, 2026, through June 30, 2030.

**FINANCIAL CONSIDERATIONS:**
The financial obligations in this contract will be accounted for in the appropriate future budget. The contract provides for the following wage increases for approximately twenty-three (23) members of this bargaining unit.

**STAFF RECOMMENDATION:**
The Administration respectfully requests the Board of Education approve the updated four (4) year Service Employees International Union Local No. 73 Security Team "C" (SEIU-C) Negotiated Contract 2026-2030 as presented.

**RECOMMENDED ACTION:**
**X** Approval
☐ Information
☐ Discussion

**BOARD ACTION:**_____

# AGREEMENT

# WORKING CONDITIONS AND WAGE SCHEDULE

**BETWEEN**

# DECATUR PUBLIC SCHOOLS BOARD OF EDUCATION DISTRICT NO. 61

**AND**

# SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL NO. 73 SECURITY OFFICER "C" TEAM

## July 1, 2026~~3~~ through June 30, 2030~~26~~

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## ARTICLE I
## RECOGNITION

1.1 **Parties.** This is a statement of wage schedule and working conditions, hereafter referred to as Agreement, between the Decatur Public School District No. 61 Board of Education (hereafter "Board," "Employer," or "District") and the Service Employees International Union Local #73 Security Officer "C" Team (hereafter collectively "employees" or "the Union"), covering wages and general working conditions of employees affiliated with Local #73 who are employed in Decatur Public Schools. The Board recognizes the Union as the sole and exclusive representative for all regularly employed full-time and regularly employed part-time security officers during the term of this Agreement.

1.2 **Demand to Bargain.** The contents of this Agreement shall continue from year to year unless either party notifies the other in writing at least ninety (90) days prior to the contract's June 30 expiration, of their desire to change, alter, or modify the contents of the Agreement. Both parties shall meet at least sixty (60) days prior to the June 30 Contract's expiration to discuss the proposed modifications.

1.3 **Dues Deduction**

A. Upon receipt of a signed authorization card from an employee employed in the bargaining unit the employer shall deduct the amount of Union dues set forth by the Union and any authorized increase therein, and shall remit such deductions monthly to the Secretary-Treasurer of the Union at the address designated by the Union in accordance with the law of the State of Illinois until such time as the Union advises the District that the employee has revoked such authorization. The Union shall advise the employer of any increase in dues, in writing, at least fifteen calendar days prior to its effective date.

B. COPE. The Employer agrees to deduct from the pay of those members who individually request it voluntary contributions to the SEIU Local 73 COPE Fund. The Union shall notify the Employer of the pay period amount that is to be deducted, and shall provide proof of the employee's request for deduction. Such amounts shall be remitted to the Union every pay period until the employee directs the Employer that such deductions discontinue.

C. HOLD HARMLESS. In the event of any legal action against the Employer or its agents(s) is brought in a court administrative agency because of Employer's compliance with this Article, Union agrees to defend such action, at its own expense and through its own counsel, provided the Employer or its agent(s) gives timely notice of such action in writing to Union and permits Union intervention as a party if it so desires. The Union agrees that in any action so defended, it will indemnify and hold harmless the Employer and its agent(s) from any liability for damages and costs imposed by a final judgment of a court or administrative agency as a direct consequence of the Employer's good faith compliance or attempted compliance with this Article.

D. WEB-BASED AND ELECTRONIC SIGN-UPS- The Union shall provide to the Employer verification that dues deductions have been authorized by the employee. Employees may express such authorization by submitting to the Union a written membership application form, through electronically recorded telephone calls, by submitting to the Union an online deduction form authorization, or by any other means of indicating agreement allowable under state and federal law. The parties acknowledge and agree that the term "written authorization" and any similar term used in this Agreement includes authorizations created and maintained by the use of electronic records and electronic signatures consistent with state and federal law. The Union, therefore, may use electronic records to verify Union membership, authorization for voluntary deduction of Union dues and fees from wages or payments for remittance to the union, and authorization for voluntary deductions from wages or payments for remittance to COPE Funds, subject to the requirements of state and federal law.

E. CHECKOFF The Employer agrees to deduct each month, union dues, assessments, and union sponsored benefit program contributions from the pay of those employees who are union members covered by this Agreement and who individually, on a form provided by the union, request in writing that such deductions be made. The union shall certify the current amount of union deductions. A union member desiring to revoke their union membership, may do so by written notice to the Employer and the Union during the thirty (30) day period prior to the end of each contract year.

## ARTICLE II
## GRIEVANCE PROCEDURE

2.1 **Definition**. A grievance shall mean a written complaint by a member of the bargaining unit alleging a violation, misinterpretation, or misapplication of this Agreement.

All references to "working days" shall mean school days, except that between the end of the school year in June and the beginning of the next school year, "working days" shall mean days when the District's business offices are open.

2.2 **Purpose**. The purpose for this procedure is to secure, at the lowest possible administrative level, equitable solutions to grievances which may arise.

2.3 **Procedure**. All grievance proceedings, but not necessarily the grievance itself, shall be kept confidential, and the proceedings shall be informal, as is mutually agreeable. Records shall be kept by all parties to the grievance. The number of days indicated in each step listed below shall be considered the maximum allowable to all parties, and every effort shall be made to expedite the proceedings. Time restrictions herein may be extended by mutual agreement. The Union and the employer agree to follow the procedures outlined in the following steps except upon agreement of the union and employer, with the exception of discharge grievances, which shall begin at Step 3:

2.3.1 Step 1. Any claim shall first be presented orally to the most immediate supervisor (Designated Building Administrator), within five (5) working days of event, or five (5) working days of employee's knowledge of event. The Designated Building Administrator will respond to the oral grievance within five (5) working days from notice of the oral grievance. If the grievance is not resolved in Step 1, the Union may submit the grievance in writing to Step 2 of the grievance procedure as spelled out below. If the Chief Steward has a grievance, a staff representative from the Union may represent him/her.

2.3.2 Step 2. If the grievance is not resolved at Step 1, then a formal written grievance shall be presented by the Chief Steward or his/her designee to the Principal within ten (10) working days of the response to Step 1 or when the response to Step 1 was due. The formal grievance and the administrator's reply shall be in writing in duplicate (2) on the forms provided.

The written grievance must specify the Article and Section of this Agreement which was allegedly violated, and give pertinent evidence in support of his/her grievance and must be signed by the employee or a Union Representative. The Principal shall certify with his/her signature the date and hour of receipt of the grievance. Certification shall be witnessed by the Chief Steward, or his/her designee. The Principal shall, within five (5) working days of receipt of the grievance, present his/her reply in writing to the Chief Steward or his/her designee. The Chief Steward shall certify with his/her signature the date and hour of receipt of the reply. Certification shall be witnessed by the Principal. If~~F~~ the

grievance is not resolved within five (5) working days after receipt of the reply from the Principal or when the reply was due, the Union may appeal the grievance to Step 3 as outlined below.

2.3.3 Step 3. If the employee wishes to appeal the reply of the Principal he/she shall, within five (5) working days of the response from the Principal, or when the response was due, submit in writing the grievance to the Director of Human Resources. The Director of Human Resources or his/her representative will then schedule a meeting with the grievant, Chief Steward, and/or Business Agent, and/or Union President, and other District representatives so designated by the Director of Human Resources. The decision of the Director of Human Resources shall be sent to the Chief Steward within five (5) working days following the meeting.

2.4 **Binding Arbitration.** If the grievant wishes to appeal the decision of the Director of Human Resources, he/she must submit written request within five (5) working days of receipt of the decision for arbitration. Upon request of the grievant and the Union, the unresolved grievance will be referred to binding arbitration. The arbitration shall be conducted by an arbitrator to be selected by the Board and the Union. If the parties are unable to agree upon an arbitrator within seven (7) days, the parties shall jointly request the American Arbitration Association to provide a list of arbitrators. Each party will strike unacceptable names from the list and number the remaining names in the order of preference. The American Arbitration Association will select an arbitrator receiving the lowest composite ranking. If no name acceptable to both parties can be derived from the foregoing selection process, then both parties will proceed in accordance with the rules of the American Arbitration Association.

2.5 **Arbitrator Authority.** The decision of the arbitrator will be binding on both parties. The arbitrator shall have no power to alter the terms of this Agreement. His/her authority shall be strictly limited to deciding only the issue or issues presented to him/her in writing by the Board and the Union. His/her decision must be based only upon his/her interpretation of the meaning or application of the language of this Agreement. Expenses for the arbitrator's services will be borne equally by the Board and the Union.

## ARTICLE III
## SENIORITY AND REDUCTION IN FORCE

3.1 **Seniority**. Security Officers shall have seniority dating from their first date of employment as a security officer. For purposes of this Article, seniority will accrue on a District-wide level within the bargaining unit. Should a reduction in force or abolishment of a job be necessary, the employee with least seniority shall be the first to be laid off unless another method is required by law. The last employee laid off shall be the first employee to be recalled. Part-time employees will be dismissed before full-time employees.

3.2 **Recall**. If the Board has any vacancies for the following school term, or within one calendar year from the beginning of the following school term, the positions thereby becoming available within a specific category of position shall be tendered to the employee so removed or dismissed.

Full-time probationary employees will be considered full-time when reduction in force is implemented.

Before employing a new employee, the Board must recall any qualified member who has been laid off. Said member, upon being notified by registered mail, must report his/her intention to return within seven (7) calendar days to retain his/her seniority and must report for work within one (1) week from date of filing his/her intention to return. Failing to comply, he/she will waive all right of employment. A member on disability shall report for work on the first work day following his/her release by the attending physician, and failing to report he/she will waive all right to employment.

3.3 **Probationary Members.** All new employees shall be considered as probationary employees for the first seventy (70) days of their employment. Days of employment shall mean days the employee is actually at work (not sick days, vacation days, or holidays). Such probationary period may be extended for an additional 20 working days with prior notice to the employee and the Union. This notice shall include a clear statement of the reason(s) for the extension and the exact date that probation will end. The School Board, through its appointed representative, shall have the right to discharge any employee in such status and no grievance shall arise ~~therefrom~~from this decision. Formal dismissal must occur no later than the first board meeting after the ~~seventy (70) days expires~~probation expires, provided that notice of dismissal must be received by the employee and the Union prior to the expiration of probation. After members have completed their probationary period, their names shall be placed on the seniority list and seniority shall start from the date of hiring.

3.4 **Armed Services.** Any member serving in the armed forces under a national emergency shall suffer no loss of seniority rights or other privileges due to the time lost in the service of his/her country. Seniority for returning veterans shall be dated from his/her last date of hire before entering the service with credit given for time in the service of his/her country. Members shall make written request to return to work within thirty (30) days

following date of discharge from service.

3.56 **Posting**

All job notifications shall be done through the District's electronic application process. The District will ensure each employee has access to a computer during lunch or breaks for the purpose of accessing the District's electronic application process. Any and all job vacancies within the bargaining unit shall be filled in the following system:

a. Current bargaining unit employees shall be notified of the vacancy so they may apply if they choose.

b. Seniority within the bargaining unit shall be a factor considered in awarding any job. Nothing in this Agreement shall require the District to make employment determinations on the exclusive basis of seniority.

c. Any employee who applies will be interviewed.

d. In order to be eligible to be employed into a posted vacancy, an employee must have satisfactorily completed all training required for the position (or documented commensurate experience).

e. An employee denied a vacancy assignment may request a discussion with the Safety and Security Administrator following denial. The parties agree that the contents of the discussion shall not be subject to the grievance procedure, which the parties explicitly waive for purposes of the discussion.

3.67 **Change in Assignment**. Prior to implementing any change in job assignments, the Safety and Security Administrator or his or her designee shall meet with the representatives of the Union to discuss the reason(s) for the change and other possible solutions, and endeavor to reach agreement at least two weeks before such change. Management retains the right to determine the assignment.

Emergency Reassignment – in the event of an emergency, the District may temporarily reassign any employee from their regular duties for the duration of the emergency. For purposes of this Section, an emergency is defined as an unforeseen circumstance requiring immediate action to protect the safety of individuals, property, or the continuity of District operations or disruption to the same.

Such temporary reassignments may include assignments to different buildings, work areas, or duties outside the employee's primary assignment.

Employees shall comply with all emergency reassignments. Refusal to accept or perform such assignments may result in disciplinary action, up to and including termination, in accordance with the just cause provisions of this Agreement.

## ARTICLE IV
## DISCIPLINE, DISCHARGE AND SUSPENSION

4.1 **Compliance with Rules.** It is hereby agreed that all members of Local #73 shall comply with all working rules and perform in a satisfactory manner the duties assigned and in the manner prescribed by their supervisors.

4.2 **Just Cause.** The School Board, through its appointed representative, shall not discharge or suspend employee(s) without just cause.

4.3 **Discipline.**

4.3.1 **Definition.** The Board understands that progressive discipline may be applicable to certain disciplinary situations. Progressive discipline, where applicable, is intended to correct employee deficiencies and shall consist of any or all of the following:

1. ~~Written~~ Verbal Warning (documented)
2. Written Reprimand
3. Suspension
4. Discharge

Discipline will be issued for just cause and will be issued as soon as practicable after the Employer becomes aware of the event or action giving rise to the discipline. An effort will be made to administer such discipline within thirty (30) days of the time the Employer becomes aware of the event or action giving rise to the discipline.

4.3.3 **Manner of Discipline**. Discipline will be issued to an employee so as not to cause unnecessary embarrassment to the employee.

4.3.4 **Pre-Disciplinary and Fact Finding Meeting and Notification**. When the Board is contemplating administering discipline, a pre-disciplinary fact finding meeting will be held. The Board or designee will provide written notice to the employee of said meeting, except in cases of emergency, which the Board or designee alone may define. Such notice shall contain the reason, date, time and location of the meeting and shall inform the employee of his/her right to Union representation. At the meeting the employee or his/her Union representative shall be given the opportunity to rebut the reason for the proposed discipline.

4.3.5 **Written Warning.** In case of written warnings the supervisor must inform the employee that he/she is receiving a written warning and of the right to representation. The employee shall also be given the reason for the warning.

4.3.6 **Notification of Disciplinary Action**. In the event disciplinary action is taken against an employee the Board shall promptly furnish the Union, through its designated representative, and the employee with written notice of such disciplinary action and the reason therefore.

4.4 **Suspension during Investigation.** At its option the School Board, through its appointed representatives, may suspend rather than discharge an employee if in their opinion the situation warrants such action. The maximum period of such suspension shall be ninety (90) work days. In determining whether an employee should be discharged or suspended, the School Board will consider the employee's employment record and any other pertinent information, and their decision shall be final.

4.5 **Discharge**. The discharge or suspension of an employee shall be handled in the following manner:

4.5.1 When the School Board or its representative determines to discharge or suspend an employee for just cause, he/she shall be suspended immediately and subsequently given a written notice indicating discharge and/or suspension, with a copy forwarded to the Union.

4.5.2 If an employee feels he/she has been unjustly dealt with and a hearing is desired, Local #73 shall notify the Superintendent of Schools in writing seventy-two (72) hours, exclusive of Saturday, Sunday and holidays, of the hour of discharge or suspension. The Superintendent shall arrange for a hearing within forty-eight (48) hours from the time of receipt of written notice. If it is found that the employee has been unjustly dealt with, the School Board will reinstate the employee in his/her job with all former rights and privileges restored. Superintendent or his or her designee shall provide for the employee a written decision within fourteen (14) calendar days from the date of the hearing. The foregoing is not a waiver of or substitute for the grievance process. Both parties, through written mutual agreement, may extend the timeframe for the grievance procedure. Any such grievance for discharge shall begin at Step 3 of the grievance procedure.

4.6. **Administrative Review.** Any letter of reprimand or of negative content included in a personnel file shall be subject to administrative review upon written request by the employee after three (3) years following the occurrence, unless otherwise agreed to by both parties. Any reprimand or negative notation which does not potentially expose the District to long-term liability in the sole discretion of the board and/or its designee shall be removed from the personnel file. Written warnings removed from a personnel file will not be considered in such current related disciplinary action.

4.7 **Surveillance Cameras.**

The purpose of surveillance equipment is to secure the buildings. The purpose of surveillance equipment is not to evaluate the performance of employees or to monitor their behavior or conduct.

Surveillance shall only occur in common areas including, among others, hallways, parking lots, grounds, cafeterias, and gymnasiums. Surveillance equipment will not be utilized to observe employee performance or otherwise be accessed as documentation in the employee evaluation process.

Data from the surveillance equipment may be reviewed by the District's personnel in connection with investigations of suspected criminal conduct or security violations or incidents. Access to data involving District personnel will be limited to appropriate administrative personnel and police liaison officers. Such review will take place in the office of one of the parties listed above. If the review of data inadvertently reveals alleged incidents of employee misconduct, the following process will be followed:

a. The Employee and the Union will be notified in writing if the District intends to investigate the alleged employee misconduct incident.
b. The Union representative may review the data depicting the alleged employee misconduct.
c. The Employee has the right to be represented in all investigatory meetings regarding alleged misconduct.
d. Any discipline that may be imposed against the employee as a result of the misconduct investigation shall be in accordance with the applicable provisions in this Agreement.

## ARTICLE V
## COMPENSATION AND INSURANCE

5.1 **Wage.** The wage rates of all employees covered by this Agreement are set forth in Appendix A which is attached hereto and made a part hereof.

5.2 **Direct Deposit.** Employees shall be paid by direct deposit of their pay at the bank of the employee's choice. Paydays shall be on a bi-weekly basis. Payroll statement reflecting deposits shall be sent to email address of the employee's choice. Employees not able to participate in direct deposit shall not be required to do so.

5.3 **Health Insurance.** The Board of Education will continue to provide for each employee the health insurance plan in effect for non-certificated staff. Any regular employee who works as much as four (4) hours per day but not five (5) hours will be provided the same coverage if they wish to pay one-half of the premium. Health insurance coverage for the family of staff members will be on an optional basis and the costs of such coverage will continue to be the complete responsibility of the member. The Board agrees that in the event insurance coverage is revised or premiums changed when the policy expires on September 1 of each fiscal year it will include the same subsidy as provided in the teachers' contract. The family insurance premium will include the same subsidy as provided in the (D.E.A.) teachers' contract. The health and medical insurance coverage which is presently in effect will be on an optional basis for security employees who retire at age 55 or thereafter with 10 years of service in the Decatur School District. Retirees who opt to participate in the employee group health insurance plan will pay the entire annual premium plus the surcharge imposed by the insurance carrier. Coverage will end when the retiree reaches the age of Medicare coverage. Health insurance for the family of the retiree will be on an optional basis. Retirees who opt for this coverage will pay the entire premium. Coverage will end when the retiree or dependent reaches Medicare coverage age.

5.4. **Insurance Committee.** The Union will have a representative, assigned by the Union, on the insurance committee. If the District Insurance Committee considers any change to insurance, during the term of this contract or between contracts, the insurance committee will reduce to writing any proposed changes. Decision-making shall be made through 80% agreement of those voting members in attendance. These proposed changes will be taken to the Decatur Education Association membership for ratification. Upon ratification of membership, it will be taken to the Board for approval. Committee voting members will include seven (7) DEA members (1:100 DEA employees) and four (4) representatives of the Board. Administration is responsible for securing membership from the other employee groups.

5.5 **Life Insurance.** The Board will provide for each full-time employee paid life insurance in the amount of $20,000. Any regular employee who works as much as four (4) hours per day but not five (5) hours will be provided the same coverage if they wish to pay one-half (1/2) of the premium. The plan value will be diminished in accordance with the carrier after the employee reaches age 65.

## ARTICLE VI
## OVERTIME

6.1 **Additional Time.** The employer may assign an employee to as many as forty (40) hours per week at its discretion.

6.2 **Overtime.** Overtime (when an employee must work more than forty (40) hours in a week), when required by the employer in a particular building, the building administrator shall notify the lead security who shall offer the overtime to the most senior security employee and then to less senior security employees in the building until the overtime work is accepted. If no one in the building accepts the overtime, the building lead shall call the union steward who shall offer the work to security employees outside the building in rotational seniority order.

If this provision makes reference to a lead security and none exists or the lead is absent or unavailable, then the building administrator shall offer the overtime in rotational seniority order in the building.

This provision will not apply to positions that are posted or bid separately and represent regular recurring responsibilities.

Rotational seniority order means each time an overtime opportunity arises it shall be offered to the most senior security employee after the one who last accepted or was assigned overtime.

If no employee volunteers to accept the work, the work is assigned to the least senior employee in the building where the work originated or if not building-based then to the least senior security employee.

If overtime is gender specific by necessity (locker room supervision, for example) then the rotation shall be by gender specific seniority.

6.3 **Posting.** An up to date list showing overtime hours shall be made available to the employees upon request.

6.4 **Reset**. Overtime records will be zeroed at the beginning of each fiscal year.

## ARTICLE VII
## BENEFIT LEAVE

7.1 **Sick Leave**

7.1.1 **Accrual**. Each full-time employee shall be allowed during each fiscal year twelve (12) days leave without loss of pay for his/her own illness or quarantine, or for death in the immediate family or in his/her own home. The immediate family includes wife, husband, child, father, mother, sister, brother of husband or wife of the above named-employee. Employees hired after July 1 shall be credited with a proportionate number of sick leave days rounded off to the nearest one-half (1/2) day. If an employee is absent for illness other than his/her own, a doctor's statement will be required. If personal illness is claimed, a doctor's statement may be required after an employee has been absent three days. A doctor's statement may be required in certain other cases by the School District where the absence of the employee is less than three days. In this case, the cost of obtaining this certificate shall be borne by the District and the District may require in this instance the employee to see a doctor of its own choosing. If an employee is absent for serious illness or for hospitalization, a doctor's release for regular duties must be presented before returning to work. Employees hired after July 1 shall be credited with a proportionate number of sick leave days rounded off to the nearest one-half (1/2) day.

7.1.2 **Accumulation.** If the employee does not use the full amount of sick leave during the fiscal year, the amount unused may accumulate to a total of 1440 hours exclusive of the current year. For the purpose of retirement, sick leave will accumulate to 1920 hours (240 days). Accumulated hours above 1440 will be utilized only at the time of the employee's retirement for additional pension service credit for the unpaid, unused sick leave and cannot revert to the paid accumulation. Accumulated sick leave shall automatically terminate on the date that an employee's employment terminates. Employees reduced in force who are re-employed within one calendar year following termination due to elimination of a position, shall receive the sick leave entitlement held prior to termination.

7.2 **Bereavement Leave**.

Up to 3 days sick leave may be used for bereavement purposes in any school year. If additional days become necessary for use, dock time may be requested.

7.3 **Court Leave.**

Any employee summoned for jury duty shall be paid his/her full salary for each working day of absence, provided that the employee pays the District the jury fee and further provided the employee returns to work after being excused from such duty if more than half the work day still exists. If less than half the work-day remains, the employee will not be required to return to work and shall receive his/her full day's pay. A statement of hours actually served may be required.

7.4 **Personal/Universal Leave.**

Each full-time employee shall be allowed during the fiscal year four (4) personal/universal days (or six (6) personal/universal days if the employee is working summer school) with such personal/universal leave to be deducted from sick leave. Personal/universal leave days shall be requested in accordance with current sick time call-in policy. The employee shall inform the Designated Building Administrator that such days shall be designated as personal/universal days. No personal/universal days will be taken the day before or after a holiday unless prior permission is granted by the Designated Building Administrator.

7.5 **Family and Medical Leave Act.**

The Board shall comply with the Family and Medical Leave Act.

7.6 **Disability and Extended Illness.**

Any staff member whose disability or personal illness extends beyond accrued paid benefits and after the expiration of any Family and Medical Leave Act protection, the employee will be permitted to retain his or her job without loss of accrued seniority for a period of 90 consecutive work days before any such disability or personal illness may be determined permanent by the Board of Education.

## ARTICLE VIII
## INJURY COMPENSATION

Compensation for injury or sickness shall be continued in accordance with the Illinois Workers' Compensation Act. While receiving Workers' Compensation Temporary Total Disability, the District shall afford the employee a paid day for each three days of absence until such time as all accumulated leave has been exhausted. Health insurance will be afforded to the employee as spelled out in this Agreement.

## ARTICLE IX
## WORKING CONDITIONS

9.1 **Supervision.**

Security (Guards) Officers will be under the general supervision of the designated building administrator in each building for daily direction. The Safety and Security Administrator will be the responsible administrator for all security protocols, processes and District direction. The directives of the Safety and Security Administrator will supersede all building level communication.

9.2 **Union Business.**

Except as provided below, employees shall not do union work during work hours. This includes by telephone or by employees on other shifts or employees laying off work or anyone working for the union calling on other employees during their work hours. When it is necessary for the Union Representative to conduct business of Local #73 which does not involve the time of other Decatur School District employees, he/she may request reasonable time off without pay to conduct the business, which may be granted at the sole discretion of the Board, which approval shall not be unreasonably denied. The Chief Steward or his or her designee shall be allowed time to settle grievances, conduct grievance investigations, orient new employees, represent employees facing discipline or investigation, attend trainings, and perform similar functions during working hours without loss of pay subject to the advance approval of the appropriate supervisor or his/her designated representative.

9.3 **Union Leave.**

Union Stewards needing time off for Union functions (not related to district activities) such as, but not limited to, conferences, trainings, meetings etc. will be granted the time off without pay upon written request provided the number of days does not exceed twenty (20) days total in a year for all stewards and such additional days for Executive Board members. Written notification will be provided to the designated Assistant Principal or his or her designated representative at least one (1) week in advance.

9.4 **Holidays.**

When the following legal holidays fall within a work-week (Monday through Friday), there will be no deduction of pay. If the holiday falls on Saturday or Sunday and is not granted on the preceding Friday, succeeding Monday or on another date during the current fiscal year, that holiday will be added to the employee's vacation entitlement.

Columbus Day
Veterans Day
Thanksgiving Day
Friday after Thanksgiving Day
Christmas Eve

Christmas Day
Martin Luther King Jr.'s Birthday
New Year's Day
President's Day
Friday before Easter
Memorial Day
Juneteenth
Independence Day
Labor Day
Casmir Pulaski Day

An employee must be in pay status the day before and the day after a holiday to be paid for the holiday. School must be in session both the day before and the day after a holiday occurs for pay to occur for the holiday.

9.5 **Uniform**.

The District will provide for each employee the clothing items listed below once any appropriate training has been completed. It is mandatory that security personnel will wear these items each day they are present at work. This would include during the regular school day and after hour assignments. The shirts, jacket and hat shall bear an emblem identifying the wearer as an employee of Decatur Public Schools District No. 61. Work clothing shall remain the property of the Board of Education, and shall not be deliberately altered or destroyed. Damaged clothing will be returned to the District for replacement at no cost to the employee.

Uniform Items:

6 Summer Shirts

6 Winter Shirts

5 Trousers in black or khaki color (except that black trousers must be worn for graduation and other professional engagements as determined by administration) (with optional shorts which may be worn only from May 1 to September 15)

1 Multi-Purpose Coat/Jacket

~~1 Duty Belt and 1 Inner Trouser Belt with belt keepers or vest (with optional suspenders)~~

1 Radio holder

1 Glove pouch

1 Narcan holder (once training has been completed)

1 Flashlight and holder

1 Tourniquet and tourniquet pouch (once training has been completed)

1 Baseball Cap

1 Safety Vest

Clean, professional-looking all-black shoes (not open-toed) which may be reimbursed with a receipt and District-required voucher up to $150 annually.

Employees may purchase and bring an earpiece/microphone for purpose of connection to District-issued radios. Such equipment shall not be used while at work for personal calls, personal business, or use of personal devices.

The Union and the District agree to form a joint committee that will review uniform choices in order to ensure that uniforms are practical and present an appearance that is both approachable to students and professional. The uniform joint committee will convene its first meeting as soon as practicable after ratification and complete adoption of the Contract.

9.6 **Calendar.**

Work days shall include no fewer than three (3) in-service days, scheduled at the Board's discretion. "Regular work day" shall include only those days when school is in session.

The school district shall comply with the requirements of 10-20.56 of the *Illinois School Code* (105 ILCS 5/10-20.56). The parties agree security personnel is covered within the definition of personnel providing "educational support services" as provided for in the foregoing statute. This provision shall be superior to all other provisions.

The Board will have the right to schedule mandatory training and/or meetings for employees. Within the three (3) days of in-service, employees will complete mandated online trainings. Any training outside the boundaries of the District shall require five (5) calendar days' prior notice to the affected employee.

Any summer work shall be offered first to the most senior employee in the building in which the work is to take place, then to less senior employees in the building until all available work has been accepted. If not enough security employees in the building accept the summer work, the opportunity shall be ~~offered to~~posted for security employees outside the building in ~~seniority order~~the manner outlined within Article III, Section 3.6.

The District will continue to offer summer work that is not security work to bargaining unit employees during the summer "layoff" period to the extent such work is available. Such work shall be offered first to leads and then in seniority order.

9.7 **Labor Management Meetings and Committees.**

The Union and Management shall meet at least once per semester upon request of either Party to discuss matters of mutual interest.

The Union and Management shall meet as often as necessary to develop clear guidelines for acceptable use of force, make revisions to same, and to develop training for same, as well as training on any other matter that would be mutually beneficial. The Committee shall also develop a schedule for such trainings.

The parties intend both meetings and committees to be non-bargaining committees as meant pursuant to the court's ruling in Alton v. IELRB. The purpose of the committees is to be advisory in nature, with final decisions vesting in and resting with Management, whether the

committee apparently reaches consensus or not.

### 9.8 Training and Post Orders

Representatives of the Union and the Board shall meet and confer to establish a joint labor and management committee in an effort to the extent possible and practical to develop an organized planned system of training and accreditation, identifying District needs, surveying security practices, veteran transitions, and developing a measurable qualifications program. Training Documents: All employees are required to sign documentation to substantiate training (i.e., Safety, Professional Development, Material Safety Data Sheets [MSDS], Occupational Safety and Health Administration [OSHA], etc.

The Board will provide proper equipment as identified in 9.5, and site-specific training to reasonably protect officers. The Board believes the safety of its employees is of the utmost importance and has various safety policies in place to address such issues.

Post Orders are defined as general guidelines posted in each employee's work area in a conspicuous location and to the extent possible shall reflect site-specific job requirements of the Board and the District. The Board assigned representative will make good faith efforts to review and update post orders. If an employee violates a post order, an employee shall only be disciplined or discharged for just cause.

### 9.9 Safety

Safety is the highest proiority for both the Employer and the Union. Security personnel are also expected to be available for security concerns in a unique way within the District.

a. The parties agree to appoint representatives to meet at least once each semester in a Labor-Management setting to assess the safety of students and staff, including security employees, and address such specific concerns as may be brought to their attention. Discussions, content, and decisions made or not made at these meetings will not be subject to grievance procedure or bargaining, and decisions will not be subject to grievance or bargaining, each and both of which are explicitly and intentionally waived for purposes of this agreement; and

b. The parties agree that, generally, the priority for Security personnel shall be security matters rather than "babysitting" roles, i.e. supervising a group of students without a licensed teacher present, escorting students to the restroom who are not involved in security matters, etc.

### 9.10 Timekeeping for Events

By July 1, 2027, security officers shall physically clock in and out for all events that do not occur during regular hours.

### 9.11 Impairment

Where practicable, the administration shall ensure at at least two administrative witnesses are present for the checklist assessment before sending any employee for a drug or alcohol test. If reasonably available, one lead will be present as witness, or if no lead is reasonably available, one union steward.

## ARTICLE X
## PERSONNEL FILE

The official personnel file for bargaining unit members will be maintained in the personnel office. When any disciplinary document is placed in an employee's official personnel file, the Board shall furnish the employee and the Union a copy of such document. Employees will be permitted to review their official personnel file and obtain copies of any document therein, pursuant to the provisions of the *Personnel Records Review Act.*

## ARTICLE XI
## MEDIATION

Either party may file a request for mediation with the Federal Mediation and Conciliation Services ("FMCS") at any time after the commencement of bargaining. When one party requests mediation with FMCS, the other party shall consent to mediation.

## ARTICLE XII
## EFFECT OF AGREEMENT

12.1 **Severability.** If any portion of this Agreement is in violation of any law of the State of Illinois, that portion shall be considered null and void, and shall be severed from this agreement, with the remainder to continue in full force and effect. Both parties to this Agreement must comply fully with all applicable state and federal laws.

12.2 **No Strike.** During the term of this Agreement or any renewal or extension thereof, there shall be no strike, work stoppage, slowdown or refusal to perform job functions and responsibilities. The officers of the Union or Agents of the Union shall not authorize, institute, instigate or encourage any such activities.

12.3 **No Waiver**. The provisions of this Agreement will continue and remain in full force and effect from year to year until such time as both parties agree to a change or modification. This Agreement may not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties. No departure from a provision of this Agreement by either party, or by their officers, agents or representatives, or by members of the negotiating committees~~,~~ shall be construed to constitute a continuing waiver of the right to enforce such provisions unless such waiver is in writing.

12.4 **No Lockout.** During the term of this Agreement or any renewal or extension thereof, the Board will not lock out bargaining unit members during any regular work-day. In the event of any picketing, strike, work stoppage, slow down or other concerted activity by any other labor organization; the employees agree to fully perform their job functions and responsibilities.

12.5 **Term of Agreement**

This Agreement shall be effective the July 1, 2026~~3~~ school term and shall continue in effect through the end of the day June 30, 2030~~26~~.

This Agreement is signed this _____ day of _____, 2026~~3~~.

**IN WITNESS WHEREOF**:

**For the Service Employees International Union Local 73**

_____ SEIU #73 President

**Bargaining Team Members**

_____ SEIU #73 Representative

_____ Security Officer Team Member

_____ Security Officer Team Member

_____ Security Officer Team Member

_____ Security Officer Team Member

_____ Security Officer Team Member

**For the Board of Education, Decatur Public School District No. 61**

_____ President

_____ Secretary

**APPENDIX A**
**WAGES**

| FY 2026-27 | | | FY 2027-28 | | |
|---|---|---|---|---|---|
| | **SECURITY** | **LEAD** | | **SECURITY** | **LEAD** |
| **Year 1** | 23.27 | 24.17 | **Year 1** | 24.32 | 25.37 |
| **Year 2** | 23.37 | 24.27 | **Year 2** | 24.42 | 25.47 |
| **Year 3** | 23.47 | 24.37 | **Year 3** | 24.52 | 25.57 |
| **Year 4** | 23.57 | 24.47 | **Year 4** | 24.62 | 25.67 |
| **Year 5** | 23.67 | 24.57 | **Year 5** | 24.72 | 25.77 |
| **Year 6** | 23.77 | 24.67 | **Year 6** | 24.82 | 25.87 |
| **Year 7** | 23.87 | 24.77 | **Year 7** | 24.92 | 25.97 |
| **Year 8** | 23.97 | 24.87 | **Year 8** | 25.02 | 26.07 |
| **Year 9** | 24.07 | 24.97 | **Year 9** | 25.12 | 26.17 |
| **Year 10** | 24.17 | 25.07 | **Year 10** | 25.22 | 26.27 |
| **Year 11** | 24.27 | 25.17 | **Year 11** | 25.32 | 26.37 |
| **Year 12** | 24.37 | 25.27 | **Year 12** | 25.42 | 26.47 |
| **Year 13** | 24.47 | 25.37 | **Year 13** | 25.52 | 26.57 |
| **Year 14** | 24.57 | 25.47 | **Year 14** | 25.62 | 26.67 |
| **Year 15** | 24.67 | 25.57 | **Year 15** | 25.72 | 26.77 |
| **Year 16** | 24.77 | 25.67 | **Year 16** | 25.82 | 26.87 |
| **Year 17** | 24.87 | 25.77 | **Year 17** | 25.92 | 26.97 |
| **Year 18** | 24.97 | 25.87 | **Year 18** | 26.02 | 27.07 |
| **Year 19** | 25.07 | 25.97 | **Year 19** | 26.12 | 27.17 |
| **Year 20** | 25.17 | 26.07 | **Year 20** | 26.22 | 27.27 |
| **Year 21** | 25.27 | 26.17 | **Year 21** | 26.32 | 27.37 |
| **Year 22** | 25.37 | 26.27 | **Year 22** | 26.42 | 27.47 |
| **Year 23** | 25.47 | 26.37 | **Year 23** | 26.52 | 27.57 |
| **Year 24** | 25.57 | 26.47 | **Year 24** | 26.62 | 27.67 |
| **Year 25** | 25.67 | 26.57 | **Year 25** | 26.72 | 27.77 |
| **Year 26** | 25.77 | 26.67 | **Year 26** | 26.82 | 27.87 |
| **Year 27** | 25.87 | 26.77 | **Year 27** | 26.92 | 27.97 |
| **Year 28** | 25.97 | 26.87 | **Year 28** | 27.02 | 28.07 |
| **Year 29** | 26.07 | 26.97 | **Year 29** | 27.12 | 28.17 |
| **Year 30** | 26.17 | 27.07 | **Year 30** | 27.22 | 28.27 |

## FY 2028-29

| | SECURITY | LEAD |
|---|---|---|
| **Year 1** | 25.37 | 26.57 |
| **Year 2** | 25.47 | 26.67 |
| **Year 3** | 25.57 | 26.77 |
| **Year 4** | 25.67 | 26.87 |
| **Year 5** | 25.77 | 26.97 |
| **Year 6** | 25.87 | 27.07 |
| **Year 7** | 25.97 | 27.17 |
| **Year 8** | 26.07 | 27.27 |
| **Year 9** | 26.17 | 27.37 |
| **Year 10** | 26.27 | 27.47 |
| **Year 11** | 26.37 | 27.57 |
| **Year 12** | 26.47 | 27.67 |
| **Year 13** | 26.57 | 27.77 |
| **Year 14** | 26.67 | 27.87 |
| **Year 15** | 26.77 | 27.97 |
| **Year 16** | 26.87 | 28.07 |
| **Year 17** | 26.97 | 28.17 |
| **Year 18** | 27.07 | 28.27 |
| **Year 19** | 27.17 | 28.37 |
| **Year 20** | 27.27 | 28.47 |
| **Year 21** | 27.37 | 28.57 |
| **Year 22** | 27.47 | 28.67 |
| **Year 23** | 27.57 | 28.77 |
| **Year 24** | 27.67 | 28.87 |
| **Year 25** | 27.77 | 28.97 |
| **Year 26** | 27.87 | 29.07 |
| **Year 27** | 27.97 | 29.17 |
| **Year 28** | 28.07 | 29.27 |
| **Year 29** | 28.17 | 29.37 |
| **Year 30** | 28.27 | 29.47 |

## FY 2029-30

| | SECURITY | LEAD |
|---|---|---|
| **Year 1** | 26.42 | 27.77 |
| **Year 2** | 26.52 | 27.87 |
| **Year 3** | 26.62 | 27.97 |
| **Year 4** | 26.72 | 28.07 |
| **Year 5** | 26.82 | 28.17 |
| **Year 6** | 26.92 | 28.27 |
| **Year 7** | 27.02 | 28.37 |
| **Year 8** | 27.12 | 28.47 |
| **Year 9** | 27.22 | 28.57 |
| **Year 10** | 27.32 | 28.67 |
| **Year 11** | 27.42 | 28.77 |
| **Year 12** | 27.52 | 28.87 |
| **Year 13** | 27.62 | 28.97 |
| **Year 14** | 27.72 | 29.07 |
| **Year 15** | 27.82 | 29.17 |
| **Year 16** | 27.92 | 29.27 |
| **Year 17** | 28.02 | 29.37 |
| **Year 18** | 28.12 | 29.47 |
| **Year 19** | 28.22 | 29.57 |
| **Year 20** | 28.32 | 29.67 |
| **Year 21** | 28.42 | 29.77 |
| **Year 22** | 28.52 | 29.87 |
| **Year 23** | 28.62 | 29.97 |
| **Year 24** | 28.72 | 30.07 |
| **Year 25** | 28.82 | 30.17 |
| **Year 26** | 28.92 | 30.27 |
| **Year 27** | 29.02 | 30.37 |
| **Year 28** | 29.12 | 30.47 |
| **Year 29** | 29.22 | 30.57 |
| **Year 30** | 29.32 | 30.67 |

# AGREEMENT

# WORKING CONDITIONS AND WAGE SCHEDULE

**BETWEEN**

# DECATUR PUBLIC SCHOOLS BOARD OF EDUCATION DISTRICT NO. 61

**AND**

# SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL NO. 73 SECURITY OFFICER "C" TEAM

## July 1, 2026 through June 30, 2030

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## ARTICLE I
## RECOGNITION

1.1 **Parties.** This is a statement of wage schedule and working conditions, hereafter referred to as Agreement, between the Decatur Public School District No. 61 Board of Education (hereafter "Board," "Employer," or "District") and the Service Employees International Union Local #73 Security Officer "C" Team (hereafter collectively "employees" or "the Union"), covering wages and general working conditions of employees affiliated with Local #73 who are employed in Decatur Public Schools. The Board recognizes the Union as the sole and exclusive representative for all regularly employed full-time and regularly employed part-time security officers during the term of this Agreement.

1.2 **Demand to Bargain.** The contents of this Agreement shall continue from year to year unless either party notifies the other in writing at least ninety (90) days prior to the contract's June 30 expiration, of their desire to change, alter, or modify the contents of the Agreement. Both parties shall meet at least sixty (60) days prior to the June 30 Contract's expiration to discuss the proposed modifications.

1.3 **Dues Deduction**

A. Upon receipt of a signed authorization card from an employee employed in the bargaining unit the employer shall deduct the amount of Union dues set forth by the Union and any authorized increase therein, and shall remit such deductions monthly to the Secretary-Treasurer of the Union at the address designated by the Union in accordance with the law of the State of Illinois until such time as the Union advises the District that the employee has revoked such authorization. The Union shall advise the employer of any increase in dues, in writing, at least fifteen calendar days prior to its effective date.

B. COPE. The Employer agrees to deduct from the pay of those members who individually request it voluntary contributions to the SEIU Local 73 COPE Fund. The Union shall notify the Employer of the pay period amount that is to be deducted, and shall provide proof of the employee's request for deduction. Such amounts shall be remitted to the Union every pay period until the employee directs the Employer that such deductions discontinue.

C. HOLD HARMLESS. In the event of any legal action against the Employer or its agents(s) is brought in a court administrative agency because of Employer's compliance with this Article, Union agrees to defend such action, at its own expense and through its own counsel, provided the Employer or its agent(s) gives timely notice of such action in writing to Union and permits Union intervention as a party if it so desires. The Union agrees that in any action so defended, it will indemnify and hold harmless the Employer and its agent(s) from any liability for damages and costs imposed by a final judgment of a court or administrative agency as a direct consequence of the Employer's good faith compliance or attempted compliance with this Article.

D. WEB-BASED AND ELECTRONIC SIGN-UPS- The Union shall provide to the Employer verification that dues deductions have been authorized by the employee. Employees may express such authorization by submitting to the Union a written membership application form, through electronically recorded telephone calls, by submitting to the Union an online deduction form authorization, or by any other means of indicating agreement allowable under state and federal law. The parties acknowledge and agree that the term "written authorization" and any similar term used in this Agreement includes authorizations created and maintained by the use of electronic records and electronic signatures consistent with state and federal law. The Union, therefore, may use electronic records to verify Union membership, authorization for voluntary deduction of Union dues and fees from wages or payments for remittance to the union, and authorization for voluntary deductions from wages or payments for remittance to COPE Funds, subject to the requirements of state and federal law.

E. CHECKOFF The Employer agrees to deduct each month, union dues, assessments, and union sponsored benefit program contributions from the pay of those employees who are union members covered by this Agreement and who individually, on a form provided by the union, request in writing that such deductions be made. The union shall certify the current amount of union deductions. A union member desiring to revoke their union membership, may do so by written notice to the Employer and the Union during the thirty (30) day period prior to the end of each contract year.

## ARTICLE II
## GRIEVANCE PROCEDURE

2.1 **Definition**. A grievance shall mean a written complaint by a member of the bargaining unit alleging a violation, misinterpretation, or misapplication of this Agreement.

All references to "working days" shall mean school days, except that between the end of the school year in June and the beginning of the next school year, "working days" shall mean days when the District's business offices are open.

2.2 **Purpose**. The purpose for this procedure is to secure, at the lowest possible administrative level, equitable solutions to grievances which may arise.

2.3 **Procedure**. All grievance proceedings, but not necessarily the grievance itself, shall be kept confidential, and the proceedings shall be informal, as is mutually agreeable. Records shall be kept by all parties to the grievance. The number of days indicated in each step listed below shall be considered the maximum allowable to all parties, and every effort shall be made to expedite the proceedings. Time restrictions herein may be extended by mutual agreement. The Union and the employer agree to follow the procedures outlined in the following steps except upon agreement of the union and employer, with the exception of discharge grievances, which shall begin at Step 3:

2.3.1 Step 1. Any claim shall first be presented orally to the most immediate supervisor (Designated Building Administrator), within five (5) working days of event, or five (5) working days of employee's knowledge of event. The Designated Building Administrator will respond to the oral grievance within five (5) working days from notice of the oral grievance. If the grievance is not resolved in Step 1, the Union may submit the grievance in writing to Step 2 of the grievance procedure as spelled out below. If the Chief Steward has a grievance, a staff representative from the Union may represent him/her.

2.3.2 Step 2. If the grievance is not resolved at Step 1, then a formal written grievance shall be presented by the Chief Steward or his/her designee to the Principal within ten (10) working days of the response to Step 1 or when the response to Step 1 was due. The formal grievance and the administrator's reply shall be in writing in duplicate (2) on the forms provided.

The written grievance must specify the Article and Section of this Agreement which was allegedly violated, and give pertinent evidence in support of his/her grievance and must be signed by the employee or a Union Representative. The Principal shall certify with his/her signature the date and hour of receipt of the grievance. Certification shall be witnessed by the Chief Steward, or his/her designee. The Principal shall, within five (5) working days of receipt of the grievance, present his/her reply in writing to the Chief Steward or his/her designee. The Chief Steward shall certify with his/her signature the date and hour of receipt of the reply. Certification shall be witnessed by the Principal. If the

grievance is not resolved within five (5) working days after receipt of the reply from the Principal or when the reply was due, the Union may appeal the grievance to Step 3 as outlined below.

2.3.3 Step 3. If the employee wishes to appeal the reply of the Principal he/she shall, within five (5) working days of the response from the Principal, or when the response was due, submit in writing the grievance to the Director of Human Resources. The Director of Human Resources or his/her representative will then schedule a meeting with the grievant, Chief Steward, and/or Business Agent, and/or Union President, and other District representatives so designated by the Director of Human Resources. The decision of the Director of Human Resources shall be sent to the Chief Steward within five (5) working days following the meeting.

2.4 **Binding Arbitration.** If the grievant wishes to appeal the decision of the Director of Human Resources, he/she must submit written request within five (5) working days of receipt of the decision for arbitration. Upon request of the grievant and the Union, the unresolved grievance will be referred to binding arbitration. The arbitration shall be conducted by an arbitrator to be selected by the Board and the Union. If the parties are unable to agree upon an arbitrator within seven (7) days, the parties shall jointly request the American Arbitration Association to provide a list of arbitrators. Each party will strike unacceptable names from the list and number the remaining names in the order of preference. The American Arbitration Association will select an arbitrator receiving the lowest composite ranking. If no name acceptable to both parties can be derived from the foregoing selection process, then both parties will proceed in accordance with the rules of the American Arbitration Association.

2.5 **Arbitrator Authority.** The decision of the arbitrator will be binding on both parties. The arbitrator shall have no power to alter the terms of this Agreement. His/her authority shall be strictly limited to deciding only the issue or issues presented to him/her in writing by the Board and the Union. His/her decision must be based only upon his/her interpretation of the meaning or application of the language of this Agreement. Expenses for the arbitrator's services will be borne equally by the Board and the Union.

## ARTICLE III
## SENIORITY AND REDUCTION IN FORCE

3.1 **Seniority**. Security Officers shall have seniority dating from their first date of employment as a security officer. For purposes of this Article, seniority will accrue on a District-wide level within the bargaining unit. Should a reduction in force or abolishment of a job be necessary, the employee with least seniority shall be the first to be laid off unless another method is required by law. The last employee laid off shall be the first employee to be recalled. Part-time employees will be dismissed before full-time employees.

3.2 **Recall**. If the Board has any vacancies for the following school term, or within one calendar year from the beginning of the following school term, the positions thereby becoming available within a specific category of position shall be tendered to the employee so removed or dismissed.

Full-time probationary employees will be considered full-time when reduction in force is implemented.

Before employing a new employee, the Board must recall any qualified member who has been laid off. Said member, upon being notified by registered mail, must report his/her intention to return within seven (7) calendar days to retain his/her seniority and must report for work within one (1) week from date of filing his/her intention to return. Failing to comply, he/she will waive all right of employment. A member on disability shall report for work on the first work day following his/her release by the attending physician, and failing to report he/she will waive all right to employment.

3.3 **Probationary Members.** All new employees shall be considered as probationary employees for the first seventy (70) days of their employment. Days of employment shall mean days the employee is actually at work (not sick days, vacation days, or holidays). Such probationary period may be extended for an additional 20 working days with prior notice to the employee and the Union. This notice shall include a clear statement of the reason(s) for the extension and the exact date that probation will end. The School Board, through its appointed representative, shall have the right to discharge any employee in such status and no grievance shall arise from this decision. Formal dismissal must occur no later than the first board meeting after the probation expires, provided that notice of dismissal must be received by the employee and the Union prior to the expiration of probation. After members have completed their probationary period, their names shall be placed on the seniority list and seniority shall start from the date of hiring.

3.4 **Armed Services.** Any member serving in the armed forces under a national emergency shall suffer no loss of seniority rights or other privileges due to the time lost in the service of his/her country. Seniority for returning veterans shall be dated from his/her last date of hire before entering the service with credit given for time in the service of his/her country. Members shall make written request to return to work within thirty (30) days

following date of discharge from service.

3.5 **Posting**

All job notifications shall be done through the District's electronic application process. The District will ensure each employee has access to a computer during lunch or breaks for the purpose of accessing the District's electronic application process. Any and all job vacancies within the bargaining unit shall be filled in the following system:

a. Current bargaining unit employees shall be notified of the vacancy so they may apply if they choose.

b. Seniority within the bargaining unit shall be a factor considered in awarding any job. Nothing in this Agreement shall require the District to make employment determinations on the exclusive basis of seniority.

c. Any employee who applies will be interviewed.

d. In order to be eligible to be employed into a posted vacancy, an employee must have satisfactorily completed all training required for the position (or documented commensurate experience).

e. An employee denied a vacancy assignment may request a discussion with the Safety and Security Administrator following denial. The parties agree that the contents of the discussion shall not be subject to the grievance procedure, which the parties explicitly waive for purposes of the discussion.

3.6 **Change in Assignment**. Prior to implementing any change in job assignments, the Safety and Security Administrator or his or her designee shall meet with the representatives of the Union to discuss the reason(s) for the change and other possible solutions, and endeavor to reach agreement at least two weeks before such change. Management retains the right to determine the assignment.

Emergency Reassignment – in the event of an emergency, the District may temporarily reassign any employee from their regular duties for the duration of the emergency. For purposes of this Section, an emergency is defined as an unforeseen circumstance requiring immediate action to protect the safety of individuals, property, or the continuity of District operations or disruption to the same.

Such temporary reassignments may include assignments to different buildings, work areas, or duties outside the employee's primary assignment.

Employees shall comply with all emergency reassignments. Refusal to accept or perform such assignments may result in disciplinary action, up to and including termination, in accordance with the just cause provisions of this Agreement.

## ARTICLE IV
## DISCIPLINE, DISCHARGE AND SUSPENSION

4.1 **Compliance with Rules.** It is hereby agreed that all members of Local #73 shall comply with all working rules and perform in a satisfactory manner the duties assigned and in the manner prescribed by their supervisors.

4.2 **Just Cause.** The School Board, through its appointed representative, shall not discharge or suspend employee(s) without just cause.

4.3 **Discipline.**

4.3.1 **Definition.** The Board understands that progressive discipline may be applicable to certain disciplinary situations. Progressive discipline, where applicable, is intended to correct employee deficiencies and shall consist of any or all of the following:

1. Verbal Warning (documented)
2. Written Reprimand
3. Suspension
4. Discharge

Discipline will be issued for just cause and will be issued as soon as practicable after the Employer becomes aware of the event or action giving rise to the discipline. An effort will be made to administer such discipline within thirty (30) days of the time the Employer becomes aware of the event or action giving rise to the discipline.

4.3.3 **Manner of Discipline**. Discipline will be issued to an employee so as not to cause unnecessary embarrassment to the employee.

4.3.4 **Pre-Disciplinary and Fact Finding Meeting and Notification**. When the Board is contemplating administering discipline, a pre-disciplinary fact finding meeting will be held. The Board or designee will provide written notice to the employee of said meeting, except in cases of emergency, which the Board or designee alone may define. Such notice shall contain the reason, date, time and location of the meeting and shall inform the employee of his/her right to Union representation. At the meeting the employee or his/her Union representative shall be given the opportunity to rebut the reason for the proposed discipline.

4.3.5 **Written Warning.** In case of written warnings the supervisor must inform the employee that he/she is receiving a written warning and of the right to representation. The employee shall also be given the reason for the warning.

4.3.6 **Notification of Disciplinary Action**. In the event disciplinary action is taken against an employee the Board shall promptly furnish the Union, through its designated representative, and the employee with written notice of such disciplinary action and the reason therefore.

4.4 **Suspension during Investigation.** At its option the School Board, through its appointed representatives, may suspend rather than discharge an employee if in their opinion the situation warrants such action. The maximum period of such suspension shall be ninety (90) work days. In determining whether an employee should be discharged or suspended, the School Board will consider the employee's employment record and any other pertinent information, and their decision shall be final.

4.5 **Discharge**. The discharge or suspension of an employee shall be handled in the following manner:

4.5.1 When the School Board or its representative determines to discharge or suspend an employee for just cause, he/she shall be suspended immediately and subsequently given a written notice indicating discharge and/or suspension, with a copy forwarded to the Union.

4.5.2 If an employee feels he/she has been unjustly dealt with and a hearing is desired, Local #73 shall notify the Superintendent of Schools in writing seventy-two (72) hours, exclusive of Saturday, Sunday and holidays, of the hour of discharge or suspension. The Superintendent shall arrange for a hearing within forty-eight (48) hours from the time of receipt of written notice. If it is found that the employee has been unjustly dealt with, the School Board will reinstate the employee in his/her job with all former rights and privileges restored. Superintendent or his or her designee shall provide for the employee a written decision within fourteen (14) calendar days from the date of the hearing. The foregoing is not a waiver of or substitute for the grievance process. Both parties, through written mutual agreement, may extend the timeframe for the grievance procedure. Any such grievance for discharge shall begin at Step 3 of the grievance procedure.

4.6. **Administrative Review.** Any letter of reprimand or of negative content included in a personnel file shall be subject to administrative review upon written request by the employee after three (3) years following the occurrence, unless otherwise agreed to by both parties. Any reprimand or negative notation which does not potentially expose the District to long-term liability in the sole discretion of the board and/or its designee shall be removed from the personnel file. Written warnings removed from a personnel file will not be considered in such current related disciplinary action.

4.7 **Surveillance Cameras.**

The purpose of surveillance equipment is to secure the buildings. The purpose of surveillance equipment is not to evaluate the performance of employees or to monitor their behavior or conduct.

Surveillance shall only occur in common areas including, among others, hallways, parking lots, grounds, cafeterias, and gymnasiums. Surveillance equipment will not be utilized to observe employee performance or otherwise be accessed as documentation in the employee evaluation process.

Data from the surveillance equipment may be reviewed by the District's personnel in connection with investigations of suspected criminal conduct or security violations or incidents. Access to data involving District personnel will be limited to appropriate administrative personnel and police liaison officers. Such review will take place in the office of one of the parties listed above. If the review of data inadvertently reveals alleged incidents of employee misconduct, the following process will be followed:

a. The Employee and the Union will be notified in writing if the District intends to investigate the alleged employee misconduct incident.
b. The Union representative may review the data depicting the alleged employee misconduct.
c. The Employee has the right to be represented in all investigatory meetings regarding alleged misconduct.
d. Any discipline that may be imposed against the employee as a result of the misconduct investigation shall be in accordance with the applicable provisions in this Agreement.

## ARTICLE V
## COMPENSATION AND INSURANCE

5.1 **Wage.** The wage rates of all employees covered by this Agreement are set forth in Appendix A which is attached hereto and made a part hereof.

5.2 **Direct Deposit.** Employees shall be paid by direct deposit of their pay at the bank of the employee's choice. Paydays shall be on a bi-weekly basis. Payroll statement reflecting deposits shall be sent to email address of the employee's choice. Employees not able to participate in direct deposit shall not be required to do so.

5.3 **Health Insurance.** The Board of Education will continue to provide for each employee the health insurance plan in effect for non-certificated staff. Any regular employee who works as much as four (4) hours per day but not five (5) hours will be provided the same coverage if they wish to pay one-half of the premium. Health insurance coverage for the family of staff members will be on an optional basis and the costs of such coverage will continue to be the complete responsibility of the member. The Board agrees that in the event insurance coverage is revised or premiums changed when the policy expires on September 1 of each fiscal year it will include the same subsidy as provided in the teachers' contract. The family insurance premium will include the same subsidy as provided in the (D.E.A.) teachers' contract. The health and medical insurance coverage which is presently in effect will be on an optional basis for security employees who retire at age 55 or thereafter with 10 years of service in the Decatur School District. Retirees who opt to participate in the employee group health insurance plan will pay the entire annual premium plus the surcharge imposed by the insurance carrier. Coverage will end when the retiree reaches the age of Medicare coverage. Health insurance for the family of the retiree will be on an optional basis. Retirees who opt for this coverage will pay the entire premium. Coverage will end when the retiree or dependent reaches Medicare coverage age.

5.4. **Insurance Committee.** The Union will have a representative, assigned by the Union, on the insurance committee. If the District Insurance Committee considers any change to insurance, during the term of this contract or between contracts, the insurance committee will reduce to writing any proposed changes. Decision-making shall be made through 80% agreement of those voting members in attendance. These proposed changes will be taken to the Decatur Education Association membership for ratification. Upon ratification of membership, it will be taken to the Board for approval. Committee voting members will include seven (7) DEA members (1:100 DEA employees) and four (4) representatives of the Board. Administration is responsible for securing membership from the other employee groups.

5.5 **Life Insurance.** The Board will provide for each full-time employee paid life insurance in the amount of $20,000. Any regular employee who works as much as four (4) hours per day but not five (5) hours will be provided the same coverage if they wish to pay one-half (1/2) of the premium. The plan value will be diminished in accordance with the carrier after the employee reaches age 65.

## ARTICLE VI
## OVERTIME

6.1 **Additional Time.** The employer may assign an employee to as many as forty (40) hours per week at its discretion.

6.2 **Overtime.** Overtime (when an employee must work more than forty (40) hours in a week), when required by the employer in a particular building, the building administrator shall notify the lead security who shall offer the overtime to the most senior security employee and then to less senior security employees in the building until the overtime work is accepted. If no one in the building accepts the overtime, the building lead shall call the union steward who shall offer the work to security employees outside the building in rotational seniority order.

If this provision makes reference to a lead security and none exists or the lead is absent or unavailable, then the building administrator shall offer the overtime in rotational seniority order in the building.

This provision will not apply to positions that are posted or bid separately and represent regular recurring responsibilities.

Rotational seniority order means each time an overtime opportunity arises it shall be offered to the most senior security employee after the one who last accepted or was assigned overtime.

If no employee volunteers to accept the work, the work is assigned to the least senior employee in the building where the work originated or if not building-based then to the least senior security employee.

If overtime is gender specific by necessity (locker room supervision, for example) then the rotation shall be by gender specific seniority.

6.3 **Posting.** An up to date list showing overtime hours shall be made available to the employees upon request.

6.4 **Reset**. Overtime records will be zeroed at the beginning of each fiscal year.

## ARTICLE VII
## BENEFIT LEAVE

### 7.1 Sick Leave

7.1.1 **Accrual**. Each full-time employee shall be allowed during each fiscal year twelve (12) days leave without loss of pay for his/her own illness or quarantine, or for death in the immediate family or in his/her own home. The immediate family includes wife, husband, child, father, mother, sister, brother of husband or wife of the above named-employee. Employees hired after July 1 shall be credited with a proportionate number of sick leave days rounded off to the nearest one-half (1/2) day. If an employee is absent for illness other than his/her own, a doctor's statement will be required. If personal illness is claimed, a doctor's statement may be required after an employee has been absent three days. A doctor's statement may be required in certain other cases by the School District where the absence of the employee is less than three days. In this case, the cost of obtaining this certificate shall be borne by the District and the District may require in this instance the employee to see a doctor of its own choosing. If an employee is absent for serious illness or for hospitalization, a doctor's release for regular duties must be presented before returning to work. Employees hired after July 1 shall be credited with a proportionate number of sick leave days rounded off to the nearest one-half (1/2) day.

7.1.2 **Accumulation.** If the employee does not use the full amount of sick leave during the fiscal year, the amount unused may accumulate to a total of 1440 hours exclusive of the current year. For the purpose of retirement, sick leave will accumulate to 1920 hours (240 days). Accumulated hours above 1440 will be utilized only at the time of the employee's retirement for additional pension service credit for the unpaid, unused sick leave and cannot revert to the paid accumulation. Accumulated sick leave shall automatically terminate on the date that an employee's employment terminates. Employees reduced in force who are re-employed within one calendar year following termination due to elimination of a position, shall receive the sick leave entitlement held prior to termination.

### 7.2 Bereavement Leave.

Up to 3 days sick leave may be used for bereavement purposes in any school year. If additional days become necessary for use, dock time may be requested.

### 7.3 Court Leave.

Any employee summoned for jury duty shall be paid his/her full salary for each working day of absence, provided that the employee pays the District the jury fee and further provided the employee returns to work after being excused from such duty if more than half the work day still exists. If less than half the work-day remains, the employee will not be required to return to work and shall receive his/her full day's pay. A statement of hours actually served may be required.

## 7.4 **Personal/Universal Leave.**

Each full-time employee shall be allowed during the fiscal year four (4) personal/universal days (or six (6) personal/universal days if the employee is working summer school) with such personal/universal leave to be deducted from sick leave. Personal/universal leave days shall be requested in accordance with current sick time call-in policy. The employee shall inform the Designated Building Administrator that such days shall be designated as personal/universal days. No personal/universal days will be taken the day before or after a holiday unless prior permission is granted by the Designated Building Administrator.

## 7.5 **Family and Medical Leave Act.**

The Board shall comply with the Family and Medical Leave Act.

## 7.6 **Disability and Extended Illness.**

Any staff member whose disability or personal illness extends beyond accrued paid benefits and after the expiration of any Family and Medical Leave Act protection, the employee will be permitted to retain his or her job without loss of accrued seniority for a period of 90 consecutive work days before any such disability or personal illness may be determined permanent by the Board of Education.

## ARTICLE VIII
## INJURY COMPENSATION

Compensation for injury or sickness shall be continued in accordance with the Illinois Workers' Compensation Act. While receiving Workers' Compensation Temporary Total Disability, the District shall afford the employee a paid day for each three days of absence until such time as all accumulated leave has been exhausted. Health insurance will be afforded to the employee as spelled out in this Agreement.

## ARTICLE IX
## WORKING CONDITIONS

9.1 **Supervision.**

Security (Guards) Officers will be under the general supervision of the designated building administrator in each building for daily direction. The Safety and Security Administrator will be the responsible administrator for all security protocols, processes and District direction. The directives of the Safety and Security Administrator will supersede all building level communication.

9.2 **Union Business.**

Except as provided below, employees shall not do union work during work hours. This includes by telephone or by employees on other shifts or employees laying off work or anyone working for the union calling on other employees during their work hours. When it is necessary for the Union Representative to conduct business of Local #73 which does not involve the time of other Decatur School District employees, he/she may request reasonable time off without pay to conduct the business, which may be granted at the sole discretion of the Board, which approval shall not be unreasonably denied. The Chief Steward or his or her designee shall be allowed time to settle grievances, conduct grievance investigations, orient new employees, represent employees facing discipline or investigation, attend trainings, and perform similar functions during working hours without loss of pay subject to the advance approval of the appropriate supervisor or his/her designated representative.

9.3 **Union Leave.**

Union Stewards needing time off for Union functions (not related to district activities) such as, but not limited to, conferences, trainings, meetings etc. will be granted the time off without pay upon written request provided the number of days does not exceed twenty (20) days total in a year for all stewards and such additional days for Executive Board members. Written notification will be provided to the designated Assistant Principal or his or her designated representative at least one (1) week in advance.

9.4 **Holidays.**

When the following legal holidays fall within a work-week (Monday through Friday), there will be no deduction of pay. If the holiday falls on Saturday or Sunday and is not granted on the preceding Friday, succeeding Monday or on another date during the current fiscal year, that holiday will be added to the employee's vacation entitlement.

Columbus Day
Veterans Day
Thanksgiving Day
Friday after Thanksgiving Day
Christmas Eve

Christmas Day
Martin Luther King Jr.'s Birthday
New Year's Day
President's Day
Friday before Easter
Memorial Day
Juneteenth
Independence Day
Labor Day
Casmir Pulaski Day

An employee must be in pay status the day before and the day after a holiday to be paid for the holiday. School must be in session both the day before and the day after a holiday occurs for pay to occur for the holiday.

9.5 **Uniform**.

The District will provide for each employee the clothing items listed below once any appropriate training has been completed. It is mandatory that security personnel will wear these items each day they are present at work. This would include during the regular school day and after hour assignments. The shirts, jacket and hat shall bear an emblem identifying the wearer as an employee of Decatur Public Schools District No. 61. Work clothing shall remain the property of the Board of Education, and shall not be deliberately altered or destroyed. Damaged clothing will be returned to the District for replacement at no cost to the employee.

Uniform Items:

6 Summer Shirts

6 Winter Shirts

5 Trousers in black or khaki color (except that black trousers must be worn for graduation and other professional engagements as determined by administration) (with optional shorts which may be worn only from May 1 to September 15)

1 Multi-Purpose Coat/Jacket

1 Radio holder

1 Glove pouch

1 Narcan holder (once training has been completed)

1 Flashlight and holder

1 Tourniquet and tourniquet pouch (once training has been completed)

1 Baseball Cap

1 Safety Vest

Clean, professional-looking all-black shoes (not open-toed) which may be reimbursed with a receipt and District-required voucher up to $150 annually.

Employees may purchase and bring an earpiece/microphone for purpose of connection to District-issued radios. Such equipment shall not be used while at work for personal calls, personal business, or use of personal devices.

The Union and the District agree to form a joint committee that will review uniform choices in order to ensure that uniforms are practical and present an appearance that is both approachable to students and professional. The uniform joint committee will convene its first meeting as soon as practicable after ratification and complete adoption of the Contract.

9.6 **Calendar.**

Work days shall include no fewer than three (3) in-service days, scheduled at the Board's discretion. "Regular work day" shall include only those days when school is in session.

The school district shall comply with the requirements of 10-20.56 of the *Illinois School Code* (105 ILCS 5/10-20.56). The parties agree security personnel is covered within the definition of personnel providing "educational support services" as provided for in the foregoing statute. This provision shall be superior to all other provisions.

The Board will have the right to schedule mandatory training and/or meetings for employees. Within the three (3) days of in-service, employees will complete mandated online trainings. Any training outside the boundaries of the District shall require five (5) calendar days' prior notice to the affected employee.

Any summer work shall be offered first to the most senior employee in the building in which the work is to take place, then to less senior employees in the building until all available work has been accepted. If not enough security employees in the building accept the summer work, the opportunity shall be posted for security employees outside the building in the manner outlined within Article III, Section 3.6.

The District will continue to offer summer work that is not security work to bargaining unit employees during the summer "layoff" period to the extent such work is available. Such work shall be offered first to leads and then in seniority order.

9.7 **Labor Management Meetings and Committees.**

The Union and Management shall meet at least once per semester upon request of either Party to discuss matters of mutual interest.

The Union and Management shall meet as often as necessary to develop clear guidelines for acceptable use of force, make revisions to same, and to develop training for same, as well as training on any other matter that would be mutually beneficial. The Committee shall also develop a schedule for such trainings.

The parties intend both meetings and committees to be non-bargaining committees as meant pursuant to the court's ruling in Alton v. IELRB. The purpose of the committees is to be advisory in nature, with final decisions vesting in and resting with Management, whether the

committee apparently reaches consensus or not.

## 9.8 Training and Post Orders

Representatives of the Union and the Board shall meet and confer to establish a joint labor and management committee in an effort to the extent possible and practical to develop an organized planned system of training and accreditation, identifying District needs, surveying security practices, veteran transitions, and developing a measurable qualifications program. Training Documents: All employees are required to sign documentation to substantiate training (i.e., Safety, Professional Development, Material Safety Data Sheets [MSDS], Occupational Safety and Health Administration [OSHA], etc.

The Board will provide proper equipment as identified in 9.5, and site-specific training to reasonably protect officers. The Board believes the safety of its employees is of the utmost importance and has various safety policies in place to address such issues.

Post Orders are defined as general guidelines posted in each employee's work area in a conspicuous location and to the extent possible shall reflect site-specific job requirements of the Board and the District. The Board assigned representative will make good faith efforts to review and update post orders. If an employee violates a post order, an employee shall only be disciplined or discharged for just cause.

## 9.9 Safety

Safety is the highest proiority for both the Employer and the Union. Security personnel are also expected to be available for security concerns in a unique way within the District.

a. The parties agree to appoint representatives to meet at least once each semester in a Labor-Management setting to assess the safety of students and staff, including security employees, and address such specific concerns as may be brought to their attention. Discussions, content, and decisions made or not made at these meetings will not be subject to grievance procedure or bargaining, and decisions will not be subject to grievance or bargaining, each and both of which are explicitly and intentionally waived for purposes of this agreement; and
b. The parties agree that, generally, the priority for Security personnel shall be security matters rather than "babysitting" roles, i.e. supervising a group of students without a licensed teacher present, escorting students to the restroom who are not involved in security matters, etc.

## 9.10 Timekeeping for Events

By July 1, 2027, security officers shall physically clock in and out for all events that do not occur during regular hours.

## 9.11 Impairment

Where practicable, the administration shall ensure at at least two administrative witnesses are present for the checklist assessment before sending any employee for a drug or alcohol test. If reasonably available, one lead will be present as witness, or if no lead is reasonably available, one union steward.

## ARTICLE X
## PERSONNEL FILE

The official personnel file for bargaining unit members will be maintained in the personnel office. When any disciplinary document is placed in an employee's official personnel file, the Board shall furnish the employee and the Union a copy of such document. Employees will be permitted to review their official personnel file and obtain copies of any document therein, pursuant to the provisions of the *Personnel Records Review Act.*

## ARTICLE XI
## MEDIATION

Either party may file a request for mediation with the Federal Mediation and Conciliation Services ("FMCS") at any time after the commencement of bargaining. When one party requests mediation with FMCS, the other party shall consent to mediation.

## ARTICLE XII
## EFFECT OF AGREEMENT

12.1 **Severability.** If any portion of this Agreement is in violation of any law of the State of Illinois, that portion shall be considered null and void, and shall be severed from this agreement, with the remainder to continue in full force and effect. Both parties to this Agreement must comply fully with all applicable state and federal laws.

12.2 **No Strike.** During the term of this Agreement or any renewal or extension thereof, there shall be no strike, work stoppage, slowdown or refusal to perform job functions and responsibilities. The officers of the Union or Agents of the Union shall not authorize, institute, instigate or encourage any such activities.

12.3 **No Waiver**. The provisions of this Agreement will continue and remain in full force and effect from year to year until such time as both parties agree to a change or modification. This Agreement may not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties. No departure from a provision of this Agreement by either party, or by their officers, agents or representatives, or by members of the negotiating committees, shall be construed to constitute a continuing waiver of the right to enforce such provisions unless such waiver is in writing.

12.4 **No Lockout.** During the term of this Agreement or any renewal or extension thereof, the Board will not lock out bargaining unit members during any regular work-day. In the event of any picketing, strike, work stoppage, slow down or other concerted activity by any other labor organization; the employees agree to fully perform their job functions and responsibilities.

12.5 **Term of Agreement**

This Agreement shall be effective the July 1, 2026 school term and shall continue in effect through the end of the day June 30, 2030.

This Agreement is signed this _____ day of _____, 2026.

**IN WITNESS WHEREOF**:

**For the Service Employees International Union Local 73**

_____ SEIU #73 President

**Bargaining Team Members**

_____ SEIU #73 Representative

_____ Security Officer Team Member

_____ Security Officer Team Member

_____ Security Officer Team Member

_____ Security Officer Team Member

_____ Security Officer Team Member

**For the Board of Education, Decatur Public School District No. 61**

_____ President

_____ Secretary

**APPENDIX A**
**WAGES**

| FY 2026-27 | | | FY 2027-28 | | |
|---|---|---|---|---|---|
| | **SECURITY** | **LEAD** | | **SECURITY** | **LEAD** |
| **Year 1** | 23.27 | 24.17 | **Year 1** | 24.32 | 25.37 |
| **Year 2** | 23.37 | 24.27 | **Year 2** | 24.42 | 25.47 |
| **Year 3** | 23.47 | 24.37 | **Year 3** | 24.52 | 25.57 |
| **Year 4** | 23.57 | 24.47 | **Year 4** | 24.62 | 25.67 |
| **Year 5** | 23.67 | 24.57 | **Year 5** | 24.72 | 25.77 |
| **Year 6** | 23.77 | 24.67 | **Year 6** | 24.82 | 25.87 |
| **Year 7** | 23.87 | 24.77 | **Year 7** | 24.92 | 25.97 |
| **Year 8** | 23.97 | 24.87 | **Year 8** | 25.02 | 26.07 |
| **Year 9** | 24.07 | 24.97 | **Year 9** | 25.12 | 26.17 |
| **Year 10** | 24.17 | 25.07 | **Year 10** | 25.22 | 26.27 |
| **Year 11** | 24.27 | 25.17 | **Year 11** | 25.32 | 26.37 |
| **Year 12** | 24.37 | 25.27 | **Year 12** | 25.42 | 26.47 |
| **Year 13** | 24.47 | 25.37 | **Year 13** | 25.52 | 26.57 |
| **Year 14** | 24.57 | 25.47 | **Year 14** | 25.62 | 26.67 |
| **Year 15** | 24.67 | 25.57 | **Year 15** | 25.72 | 26.77 |
| **Year 16** | 24.77 | 25.67 | **Year 16** | 25.82 | 26.87 |
| **Year 17** | 24.87 | 25.77 | **Year 17** | 25.92 | 26.97 |
| **Year 18** | 24.97 | 25.87 | **Year 18** | 26.02 | 27.07 |
| **Year 19** | 25.07 | 25.97 | **Year 19** | 26.12 | 27.17 |
| **Year 20** | 25.17 | 26.07 | **Year 20** | 26.22 | 27.27 |
| **Year 21** | 25.27 | 26.17 | **Year 21** | 26.32 | 27.37 |
| **Year 22** | 25.37 | 26.27 | **Year 22** | 26.42 | 27.47 |
| **Year 23** | 25.47 | 26.37 | **Year 23** | 26.52 | 27.57 |
| **Year 24** | 25.57 | 26.47 | **Year 24** | 26.62 | 27.67 |
| **Year 25** | 25.67 | 26.57 | **Year 25** | 26.72 | 27.77 |
| **Year 26** | 25.77 | 26.67 | **Year 26** | 26.82 | 27.87 |
| **Year 27** | 25.87 | 26.77 | **Year 27** | 26.92 | 27.97 |
| **Year 28** | 25.97 | 26.87 | **Year 28** | 27.02 | 28.07 |
| **Year 29** | 26.07 | 26.97 | **Year 29** | 27.12 | 28.17 |
| **Year 30** | 26.17 | 27.07 | **Year 30** | 27.22 | 28.27 |

## FY 2028-29

| | SECURITY | LEAD |
|---|---|---|
| **Year 1** | 25.37 | 26.57 |
| **Year 2** | 25.47 | 26.67 |
| **Year 3** | 25.57 | 26.77 |
| **Year 4** | 25.67 | 26.87 |
| **Year 5** | 25.77 | 26.97 |
| **Year 6** | 25.87 | 27.07 |
| **Year 7** | 25.97 | 27.17 |
| **Year 8** | 26.07 | 27.27 |
| **Year 9** | 26.17 | 27.37 |
| **Year 10** | 26.27 | 27.47 |
| **Year 11** | 26.37 | 27.57 |
| **Year 12** | 26.47 | 27.67 |
| **Year 13** | 26.57 | 27.77 |
| **Year 14** | 26.67 | 27.87 |
| **Year 15** | 26.77 | 27.97 |
| **Year 16** | 26.87 | 28.07 |
| **Year 17** | 26.97 | 28.17 |
| **Year 18** | 27.07 | 28.27 |
| **Year 19** | 27.17 | 28.37 |
| **Year 20** | 27.27 | 28.47 |
| **Year 21** | 27.37 | 28.57 |
| **Year 22** | 27.47 | 28.67 |
| **Year 23** | 27.57 | 28.77 |
| **Year 24** | 27.67 | 28.87 |
| **Year 25** | 27.77 | 28.97 |
| **Year 26** | 27.87 | 29.07 |
| **Year 27** | 27.97 | 29.17 |
| **Year 28** | 28.07 | 29.27 |
| **Year 29** | 28.17 | 29.37 |
| **Year 30** | 28.27 | 29.47 |

## FY 2029-30

| | SECURITY | LEAD |
|---|---|---|
| **Year 1** | 26.42 | 27.77 |
| **Year 2** | 26.52 | 27.87 |
| **Year 3** | 26.62 | 27.97 |
| **Year 4** | 26.72 | 28.07 |
| **Year 5** | 26.82 | 28.17 |
| **Year 6** | 26.92 | 28.27 |
| **Year 7** | 27.02 | 28.37 |
| **Year 8** | 27.12 | 28.47 |
| **Year 9** | 27.22 | 28.57 |
| **Year 10** | 27.32 | 28.67 |
| **Year 11** | 27.42 | 28.77 |
| **Year 12** | 27.52 | 28.87 |
| **Year 13** | 27.62 | 28.97 |
| **Year 14** | 27.72 | 29.07 |
| **Year 15** | 27.82 | 29.17 |
| **Year 16** | 27.92 | 29.27 |
| **Year 17** | 28.02 | 29.37 |
| **Year 18** | 28.12 | 29.47 |
| **Year 19** | 28.22 | 29.57 |
| **Year 20** | 28.32 | 29.67 |
| **Year 21** | 28.42 | 29.77 |
| **Year 22** | 28.52 | 29.87 |
| **Year 23** | 28.62 | 29.97 |
| **Year 24** | 28.72 | 30.07 |
| **Year 25** | 28.82 | 30.17 |
| **Year 26** | 28.92 | 30.27 |
| **Year 27** | 29.02 | 30.37 |
| **Year 28** | 29.12 | 30.47 |
| **Year 29** | 29.22 | 30.57 |
| **Year 30** | 29.32 | 30.67 |