

# LEND Council Meeting

April 24, 2026

ZOOM

8:00 AM

Jen Figurelli, Executive Director

# Agenda

- Call to Order- LEND Co-Chair
  - Executive Director's Report
    - Session Update
      - Bills, bills, bills
    - Organization Update
      - FY27 Proposed Dues
      - FY27 Proposed Budget
      - FY27 Proposed Council Meeting Dates
      - Executive Board Slate
      - Ethekos Survey
  - Member Concerns
  - Adjourn

# Executive Director's Report

# SB2914 Notice to Remedy

- Meeting with Representative Moeller on Monday 4/27
- We met with multiple House members and they understand our concerns.
- We are so grateful to you for calling your House members.
- **There is still time, they are home next week, so if you haven't called them already please do!**

# SB2914 Notice to Remedy

## WHAT SB2914 DOES & WHY IT'S PROBLEMATIC

SB 2914 inserts binding arbitration at Step 2 — before any dismissal has been sought. Here is what that means in practice:

- **No defined standard.** The arbitrator's standard of review is undefined — the bill does not say what the arbitrator is deciding, what remedy they can order, or what happens to the underlying performance concern.
- **Redundant process.** It duplicates protections that already exist adding cost and delay before the process has even reached the disciplinary stage.
- **Unaccountable decision-making.** An outside arbitrator with no accountability to the local community makes a binding decision; displacing the elected school board.
- **Real costs to districts.** Each proceeding requires legal fees, arbitration costs, and months of administrative time, before any dismissal has occurred.
- **Operational paralysis.** During arbitration, it is unclear whether the district can continue monitoring or acting on the performance concern.

# SB2914

## Notice to Remedy

Introduced Bill	Senate Amendment 1	Differences
<p><b>Grievance</b> Allows teachers to grieve the issuance of a notice of remedial warning, “pursuant to the CBA,” to determine just cause for the warning.</p>	<p><b>Arbitration</b> If the teacher disagrees with the final action of the board, they may take the warning to binding arbitration.</p> <p>The arbitrator shall have the power to <b>render a decision on the written warning</b>, which shall be final and binding on both parties.</p>	<p>Grievance was never an appropriate path. A written warning for misconduct is not a management violation of the CBA.</p> <p><b><u>Arbitration language was included in the amendment without negotiating with school management</u></b> and does not address any opportunity to mediate; a common step before arbitration in other scenarios.</p>

# SB2914

## Notice to Remedy

Introduced Bill	Senate Amendment 1	Differences
	<p><b>Due Process Before BOE</b>            Teachers may request and be granted opportunity to respond to findings in warning, either in person or in writing, prior to the board’s formal vote to approve the warning.</p>	<p>Providing a teacher the opportunity to address the BOE prior to the formal vote <b>was a suggestion from school management, in lieu of 3rd party involvement.</b></p>
<p><b>Warning Details</b>            The written warning must narrowly specify the nature of alleged misconduct to be remedied.</p>	<p><b>Warning Details</b>            The written warning must specify the nature of alleged misconduct to be remedied.</p>	<p>“Narrowly” was removed from how the warnings need to be written.</p> <p>School management compromised on requiring notices to be specific.</p>

# SB2914 Notice to Remedy

Introduced Bill	Senate Amendment 1	Differences
<p><b>Pattern of Behavior</b> Nothing prevents a board from alleging the conduct is part of an alleged pattern of behavior.</p>	<p><b>Pattern of Behavior</b> Nothing prevents a board from alleging the conduct is part of an alleged pattern of behavior.</p>	<p>No change</p>
<p><b>Subsequent Actions</b> Original warning or subsequent actions must be reasonably related to the specific alleged conduct.</p>	<p><b>Subsequent Actions</b> Subsequent actions must be reasonably related to the specific alleged conduct.</p>	<p>Referencing “original warning” related to the specific conduct was removed, but it is unclear why it was referenced initially. An “original warning” would certainly be related to specific behavior, unless IEA is referencing previous progressive warnings that lead up to a Notice of Remedial Warning.</p> <p>“Nothing in this Section precludes a board from asserting that the specific conduct alleged in the original warning is part of an alleged pattern of behavior, but the original warning...must be reasonably related to the specific conduct alleged.”</p>

# SB2914 Notice to Remedy

<b>Introduced Bill</b>	<b>Senate Amendment 1</b>	<b>Differences</b>
<p><b>Warning Removal from File</b> Warnings may not be effective for longer than 4 years from the date of issuance. School district must remove the warning from the teacher's file after 4 years or sooner if agreed in CBA</p> <p>*Warning Removal Exemption Warnings as a result of a violation of Faith's Law (22-85.5 School Code) are not required to be removed after 4 years.</p>	<p><b>Warning Removal from File &amp; Exemptions</b> Removed</p>	<p>School management offered language to codify a process for removal of warnings, with the exception of violations of Faith's Law, but that language was not accepted by the IEA.</p> <p>Instead, the 4-year removal language was deleted in the amendment, along with any protections that would have existed for maintaining Faith's Law violations in a teacher's personnel file.</p> <p>Allowing an arbitrator to negate and erase any warning the teacher disagrees with accomplishes the same goal; removing damaging information from a personnel file that could illustrate a teacher's pattern of misconduct and erasing any history of misconduct harmful to students.</p>

# SB2914 Notice to Remedy

## Issues with Arbitration

- 1.If an arbitrator determines that a board-approved warning is invalid, the warning and any records related to this behavior may be ordered to be deleted from a teacher's personnel record, **putting future students at risk**. Without this accountability, misconduct behaviors are allowed to continue or escalate, including grooming behavior, boundary violations, physical abuse, educational malfeasance, educational negligence, violations of IEPs, 504 Plans, or violation of other State and Federal laws.
- 2.As opposed to ISBE-trained hearing officers for dismissal challenges, arbitrators have no such training, and are not allowed to exempt witnesses under age 18 to avoid re-traumatization.

## **SB2914 provides no exceptions for challenging alleged sexual misconduct as a violation of Faith's Law.**

The bill would allow an arbitrator's decision to invalidate the vote of a duly elected board of education, Title IX investigations, or any other investigations into the misconduct regardless of the alleged behavior.

## **There is no special or separate dismissal process for alleged sexual misconduct.**

Faith's Law only states that violations of professional codes of conduct "**may subject an employee to disciplinary action up to and including dismissal from employment.**" Dismissal is not automatic, nor is it guaranteed to be upheld by a hearing officer if challenged.

# World Language

## ISBE DATA ANALYSIS FINDINGS

- Approximately 2/3 of Illinois students already complete 2+ years of world language
- Remaining students primarily in CTE or fine arts pathways
- Students are making intentional, goal-aligned decisions
- Counselor-guided opt-out/substitution supports:
  - Informed decision-making
  - College eligibility & career readiness
  - District flexibility

## EXISTING STATUTORY LANGUAGE

- Current law allows course waivers when proficiency is demonstrated (with documentation)

## NEXT STEPS

- Ongoing work includes both our proposal and SB 4026 (ISBE World Language bill)
- Open to continued discussion and refinement beyond spring session
- **Request:** consider extending implementation from 2028 → 2030
- **Goal:** practical, balanced policy that supports all students

*Working on scheduling a meeting with Leader Lightford*

# HB4416 (Rep Evans) Unemployment Insurance

- We have been busy passing out MCAT funding fact sheets to legislators to help them understand what this bill would do to districts.
- LEND met with House Leader Evans and Senate President Pro Tempore, Bill Cunningham last week.
  - Discussions included impact to school districts, school district reserves, and the unemployment insurance trust fund.
- Our MCAT fact sheet (next slide) has been passed to several legislators in both the House and the Senate. Our work is being noticed.

## **ISBE FISCAL NOTE**

- Findings were that there would be significant costs to districts

# MCAT Fact Sheet

- **Limited EBF gains for many districts:** While the state invests approximately \$300 million annually through EBF, the formula appropriately prioritizes, as it should, the least adequately funded districts. As a result, 84% of new EBF dollars (FY 2026) go to Tier 1 districts, with Tier 2 districts receiving the next largest share, and only less than 1% of new funding reaching Tier 3 and Tier 4 districts.
- **Property wealth driving “adequacy” gains:** In many communities, increases in adequacy levels are the result of a number of factors including rising local property values, further deepening reliance on property taxes to fund schools.
- **Costs outpacing available resources:** District expenditures for contracts, transportation, food service, and special education continue to rise faster than available funding, putting additional strain on local budgets. These escalating cost pressures impact all districts, regardless of their adequacy level.
- **Severe underfunding of MCATs:** Mandated categorical grants remain significantly underfunded, with an estimated \$761 million needed to reach full funding in FY27.

**OUR ASK: Add \$300M to EBF & Fully Fund MCATs. STOP Unfunded Mandates!**

# SB3503 (Sen Porfirio) Food Service Contracts

- Organic Life is back, well sort of.....
- Senator Porfirio has reignited this issue in the Senate by assigning it to the Senate Executive Committee.
- We have highlighted this for Senate Leadership and a number of school districts have reached out to Porfirio already.
- ***Status: Next week we will see where it gets assigned and if it gets assigned.***

# HJRCA21 (Rep Ford) Millionaire's Tax

- Provides that an additional income tax shall be imposed on individuals in an amount equal to 3% of the portion of the individual's net income that is greater than \$1,000,000 for the taxable year. Provides that, of the revenue collected pursuant to those provisions, 50% shall be used to provide property tax relief and 50% shall be distributed to school districts solely on a per pupil basis. Effective upon being declared adopted.
- ***Status: More work needs to be done; likely won't pass this session***

# HFA3 HB910 (Welch) Bears/Megaprojects

- The core of the bill is a provision that allows the Bears or other “megaproject” developers to negotiate a payment in lieu of taxes, or PILOT, with local taxing bodies.
- Developments would qualify for megaproject status with an investment of at least \$100 million. Projects at that level could lock in property tax payments for up to 25 years. A second tier, for investments of at least \$500 million, would allow a 30-year agreement. A third tier, for investments of at least \$1 billion, like the Bears’ proposal, would allow a 40-year agreement. Another five years could be added to projects in each tier if the megaproject site requires environmental remediation. (Data Centers do not qualify under this legislation).
- Megaprojects would also qualify for a sales tax exemption on building materials.
- 50% of the receipts from the PILOT would go towards property tax relief. Of that, 60% would go to property tax rebates for residential homeowners in taxing districts with a megaproject and 40% would be deposited into the state’s existing property tax relief fund.
- ***Status: Passed with a strong bipartisan majority last night***

# SB3735 (Martwick) RTS/BIOMETRIC INFO

On April 9 written testimony was submitted outlining our opposition to this bill (testimony can be found on the LEND members only page).

## **EDUCATION TECHNOLOGY BILL THAT WOULD:**

- *Create parent/student rights to opt out of many digital learning tools*
- *Require non-digital alternatives for students who opt out*
- *Allow human review of AI-generated or automated grades*
- *Ban or eliminate most student biometric systems*
- *Expand privacy restrictions on student data and AI vendors*

## **FAMILIES COULD OPT OUT OF:**

- School-issued devices and electronic textbooks
- Online assignments
- Required digital reading
- Predictive analytics systems

# SB3735 (Martwick) RTS/BIOMETRIC INFO

## **SCHOOLS MUST PROVIDE COMPARABLE ANALOG ALTERNATIVES**

- *Paper assignments*
- *Printed readings*
- *Physical textbooks*

## **WOULD PROHIBIT OR REQUIRE REMOVAL OF STUDENT BIOMETRIC SYSTEMS SUCH AS:**

- Facial recognition
- Fingerprint scanners
- Voice recognition
- Iris/retina scans

Existing student biometric data must be destroyed within 30 days.

***Status: We are meeting with Senator Martwick next week.***

# SB4062 (Castro) Impact Fees

LEND along with other stakeholders submitted written testimony for the Senate Executive committee subject matter hearing yesterday (testimony can be found on the members only page). Highlights from the testimony:

- Illinois communities vary dramatically in housing stock, density, growth trends, construction costs, and school district capacity. A one-size-fits-all model cannot reasonably account for those differences.
- The need for impact fees is, in part, driven by long-standing challenges associated with Tax Increment Financing (TIF) practices across Illinois. TIF districts can divert critical property tax revenue away from schools while new development simultaneously increases student enrollment and facility demands.
- Through conversations with our member districts, it is clear that there is substantial variation across the state in how municipalities and school districts coordinate around new development.

We have been in discussions with the Governor's Office on the Build Illinois Proposal. This legislation is specific to impact fees, which is our largest issue with the Build Illinois Proposal. Our concerns have been shared with the Governor's team as well.

# HB4535 (Hirschauer/Villivalam) E-Learning

- *Passed the House, Thank You Representative Hirschauer.*
- LEND met with Senator Villivalam and we are working with the Senate President's staff to ensure the bill is assigned to the Senate Education committee and not viewed as an election bill.

# HB4379 (Rep Briel) Adult Changing Stations

- As amended includes the following:
  - Buildings constructed on or after January 1, 2029 and will not include retro fitting of existing structures.
  - Clarifies that the adult changing stations can be installed in a handicap stall.
- ***Status: Moves to the Senate***

# HB5375 (Rep DeLaRosa) School Transportation

- *If a driver has obtained and currently holds a valid school bus permit, a multifunction school activity bus (MFSAB) may be used for the purpose of transporting 15 or less persons whose purposes do include transporting students to and from home or school bus stops. Provides that the definition of "school bus" does not include a multifunction school-activity bus, unless the driver has obtained and currently holds a valid school bus permit.*
- ***Status: Working with Secretary of State , ISBE, and LEND over the summer***

# SB3669 (Sen Johnson) Multi Tier System Report

- According to the Proponents the intent of the legislation is to move the MTSS in statute from the Special Education section of code to the regular education section of school code.
- That is not how we read the legislation:
  - Requires the districts to create an MTSS plan
  - Codifies into statute that districts will have to provide MTSS for both academic and emotional supports
  - We are unclear how this will impact every student in your districts
- ***Status: The sponsor has agreed to continue to work with us and committed to hold on 2<sup>nd</sup> until agreement is reached***

# Mandate Reduction Council

Jen Figurelli was appointed to the council and sits on the Assessment Health and Safety Subcommittee

- We have had two meetings. ISBE has identified hundreds of mandates for review.
- Feedback needed to help inform necessity of the following mandates:
  - Grade Point Average Minimum to qualify to play sports
  - PE testing:
    - Do you or your staff ever review the data collected by the tests captured in grades 5, 7, and 9?
  - Safety Drills:
    - Do we need a total of 3 fire drills per year?
    - 1 bus drill
    - 1 severe weather drill
    - 1 active shooter drill
  - Unpaid balances
    - There is discussion about recommending that guardrails be put in place so districts can recover lost fees from families with the means to pay.

# FY27 Organizational Updates

- FY27 Proposed Dues
- FY27 Proposed Budget
- FY27 Proposed Council Meeting Dates
- Executive Board Slate
- Ethekos Survey

# FY27 Proposed Dues

Greg Harris

## LEND PROPOSED DUES ALLOCATION For Fiscal Year 2026-2027

<b>\$249,941</b>	<b>(2025-26 Dues)</b>
<b>2.70%</b>	<b>% Increase</b>
<b>\$6,748</b>	<b>\$ Increase</b>
<b>\$256,689</b>	<b>(2024-25 Dues)</b>

District	2025-2026 Dues (Approved)	2026-2027 Dues (Proposed)
Bensenville ESD 2	\$5,266	\$5,408
Addison ESD 4	\$5,907	\$6,067
Wood Dale ESD 7	\$5,116	\$5,255
Itasca ESD 10	\$4,803	\$4,932
Medinah ESD 11	\$4,916	\$5,048
Roselle ESD 12	\$4,810	\$4,940
Bloomingtondale ESD 13	\$5,095	\$5,232
Marquardt ESD 15	\$5,320	\$5,463
Queen Bee ESD 16	\$5,016	\$5,151
Keeneyville ESD 20	\$4,979	\$5,114
Benjamin ESD 25	\$4,766	\$4,895
West Chicago ESD 33	\$5,734	\$5,888

Winfield ESD 34	\$4,732	\$4,860
Glen Ellyn ESD 41	\$5,930	\$6,090
Lombard ESD 44	\$5,737	\$5,892
DuPage/Villa Park ESD 45	\$5,756	\$5,912
Salt Creek ESD 48	\$5,815	\$5,972
Butler ESD 53	\$6,548	\$6,724
Downers Grove ESD 58	\$6,985	\$7,174
Maercker ESD 60	\$5,161	\$5,300
Darien ESD 61	\$5,042	\$5,178
Gower ESD 62	\$0	\$0
Cass ESD 63	\$4,881	\$5,012
Center Cass ESD 66	\$5,082	\$5,220
Woodridge ESD 68	\$5,556	\$5,706
Hinsdale HSD 86	\$7,278	\$7,474
Glenbard HSD 87	\$8,052	\$8,270
DuPage/Addison HSD 88	\$6,543	\$6,719
CCSD 89 ( Glen Ellyn )	\$5,397	\$5,542
CCSD 93 ( Carol Stream )	\$5,820	\$5,977
West Chicago HSD 94	\$5,554	\$5,704
Downers Grove HSD 99	\$7,109	\$7,301
Fenton HSD 100	\$5,612	\$5,764
Lake Park HSD 108	\$6,050	\$6,213
CCSD 180 ( Burr Ridge )	\$5,014	\$5,150
CCSD 181 ( Hinsdale )	\$6,361	\$6,533
Wheaton CUSD 200	\$9,062	\$9,307
Westmont CUSD 201	\$5,057	\$5,194

Lisle CUSD 202	\$5,139	\$5,278
Naperville CUSD 203	\$10,755	\$11,045
Indian Prairie CUSD 204	\$14,421	\$14,811
Elmhurst CUSD 205	\$7,765	\$7,975
	<b>\$ 249,941</b>	<b>\$ 256,689</b>

# FY27 Proposed Budget

Greg Harris

<b>LEND</b>					
<b>Proposed FY27 Budget</b>					
					<u>3/15/26</u>
		Budget	Acutal .	Budget	Acutal
		FY 2026	FY 2026	FY 2027	FY 2027
<b>ESTIMATED BEGINNING CASH BALANCE:</b>		\$ 21,052.11	\$ 21,052.11	\$ 24,060.11	
<b>REVENUE:</b>					
Membership Dues		\$ 249,941.00	\$ 249,883.00	\$ 256,689.00	
LEND III Breakfast Sponsorships		\$ 10,000.00	\$ 12,000.00	\$ 12,000.00	
LEND III Breakfast Registration Fees		\$ 3,000.00	\$ 2,975.00	\$ 3,000.00	
Miscellaneous Revenues/Reimbursements		\$ -	\$ 5,554.00	\$ -	
<b>TOTAL REVENUES</b>		<b>\$ 262,941.00</b>	<b>\$ 270,412.00</b>	<b>\$ 271,689.00</b>	<b>\$ -</b>
<b>EXPENDITURES:</b>					
Ethekos Fees		\$ 244,433.00	\$ 183,324.78	\$ 251,033.00	
LEND Breakfast		\$ 13,000.00	\$ 14,178.63	\$ 15,000.00	
Internet, Legislative Tracking Website		\$ 2,500.00	\$ -	\$ 2,500.00	
Bank Fees		\$ -	\$ -	\$ -	
Miscellaneous Expenses/Refunds		\$ -	\$ 5,569.00	\$ -	
<b>TOTAL EXPENDITURES</b>		<b>\$ 259,933.00</b>	<b>\$ 203,072.41</b>	<b>\$ 268,533.00</b>	<b>\$ -</b>
<b>SURPLUS/(DEFICIT)</b>		<b>3,008.00</b>	<b>67,339.59</b>	<b>3,156.00</b>	<b>-</b>
<b>ENDING CASH BALANCE:</b>		<b>\$ 24,060.11</b>	<b>\$ 88,391.70</b>	<b>\$ 27,216.11</b>	<b>#VALUE!</b>

# FY27 Executive Board Slate

Jeff Schuler

<b>LEND EXECUTIVE BOARD SLATE</b>			
<b><i>TERM ENDING 2028</i></b>			<b>Outgoing Member</b>
Katie McCluskey	Superintendent	Bensenville 2	Hector Garcia
Allison Fosdick	Board Member	IPSD 204	
Donna Cain	Board Member	LEND Co-Chair	
Greg Harris	Business Manager	Roselle 12	
<b><i>TERM ENDING IN 2027</i></b>			<b>Outgoing Member</b>
Kara Casten	Board Member	CSD 99	
Jeff Schuler	Superintendent	LEND Co-Chair	
Curt Saindon	Business Manager	Woodridge 68	

# FY27 Proposed Meeting Dates

Jeff Schuler



## LEND FY27 Proposed Council Meeting Dates (Council meets on the 4th Friday of each month unless otherwise specified)

September 25, 2026  
DuPage 88 - Board Room

October 23, 2026

November 21, 2026  
Swiss Hotel  
Eleve' Ballroom  
7:15 am

January 22, 2027

February 26, 2027

March 19, 2027 (3rd Friday)

April 23, 2027

May 2027 - TBD  
In Person  
Subject to legislative calendar

# Ethekos Survey

Dr. Jeff Schuler  
Donna Cain

# Questions

# Contact Us

- **Jen Figurelli, Executive Director**
  - Cell: 312-451-7278
  - Email: [jenfigurelli@lend-dupage.org](mailto:jenfigurelli@lend-dupage.org)
- **Karli Ryan, Director**
  - Cell: 312-799-9286
  - Email: [karliryan@ethekos.com](mailto:karliryan@ethekos.com)
- **Peg Agnos, Executive Advisor**
  - Cell: 630-632-2954
  - Email: [pegagnos@lend-dupage.org](mailto:pegagnos@lend-dupage.org)