

SCHOOL DISTRICT NO. 103
BOARD OF EDUCATION MEETING
February 25, 2025
6:00 PM

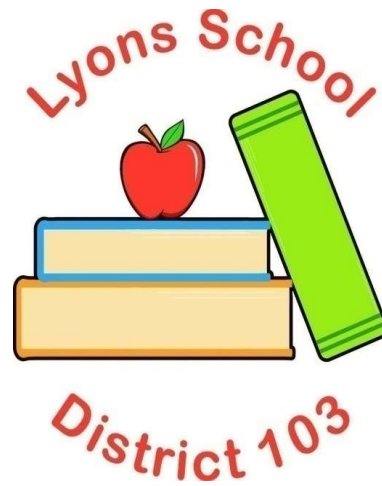
REGULAR MEETING CONSISTENT WITH THE REQUIREMENTS OF THE ILLINOIS REVISED STATUTES CHAPTER 102, PARAGRAPH 42.02 (OPEN MEETINGS ACT), NOTICES OF THIS MEETING HAVE BEEN POSTED. LOCATION OF THE MEETING IS CAFETERIA OF GEORGE WASHINGTON MIDDLE SCHOOL, 8101 OGDEN AVENUE, LYONS, ILLINOIS 60534, AT 6:00 PM.

AGENDA

- I. **Call to Order**
- II. **Pledge of Allegiance**
- III. **Roll Call**
- IV. **Reading of Communications**
- V. **Year-to-Date Financials** **3**
- VI. **Superintendent Report**
 - A. Mid-Year Update
- VII. **Closed Session**

The Board will go into Closed Executive Session to discuss the appointment, employment, compensation, discipline, performance, or dismissal of specific employees pursuant to Section 2(c)(1) of the Open Meetings Act, 5 ILCS 120/2(c)(1); and collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees, pursuant to Section 2(c)(2) of the Open Meetings Act, 5 ILCS 120/2(c)(2).
- VIII. **Return to Open Session**
- IX. **Public Comment**
- X. **Consent Agenda**
 - A. Authorize Payment of Monthly Bills for February 2025
 - 1. Board Bills February 2025 16
 - 2. Activity Funds February 2025 50
 - B. Approval of Minutes 56
 - 1. Regular Minutes of January 28, 2025
 - 2. Confidential Minutes of January 28, 2025
 - C. Approval of Personnel List #02.25.25 62
- XI. **Action Item** 63
 - A. Approval of Resolution Authorizing Administrator Contracts for the 2025-2026 School Year

B. Approval of Resolution Authorizing Raises for Non-Contracted Employees	132
C. Approval of 2025-2026 School Calendar	134
D. Approval of Centegix Safety Platform Contract (subject to attorney approval)	136
E. Approval of District Community Coordinator Position	146
F. Approval of \$5.00/hr Pay Increase (effective February 10, 2025) for Parent Liaisons who successfully received the ISBE-Recognized Additional Credential of Qualified Interpreter	
G. Approval of Addendum to Employment Agreement Between Board of Education of Lyons School District 103 and William Channell	149
H. Approval of Addendum to Employment Agreement Between Board of Education of Lyons School District 103 and Emelia Zarenana	150
I. Approval of Agreement between Lyons School District 103 and the Board of Trustees of Northern Illinois University, d/b/a Northern Illinois University through its Center for P-20 Engagement for Professional Learning, Coaching and Technical Assistance to be paid out of the Stronger Connections Grant	152
J. Approval of Grant for Robinson School's Patchwork Playground Mosaic Project	156
XII. <u>Adjournment</u>	



Working Together to Expand Student Opportunities

Serving the communities of Brookfield, Forest View,
Lyons, McCook and Stickney.

January YTD Financials

Fiscal Year 2025

Presented to BOE

2/25/2025

Lyons School District 103
EDUCATION FUND
Y-T-D REVENUE and EXPENSE by SOURCE

January 31, 2025

REVENUES	Budget	%	Monthly	YTD	Percent
	FY 2025	Of Total	January	as of	of Budget
		Revenue		1/31/2025	Realized
Property Taxes	\$ 21,631,000	51.91%	\$ 136,613	\$ 10,494,256	48.51
Corp. Per. Prop. Replacement Taxes	\$ 1,969,913	4.73%	\$ 482,353	\$ 1,908,707	96.89
State Evidence Based Funding (EBF)	\$ 12,495,602	29.99%	\$ 1,134,398	\$ 6,806,388	54.47
Categorical State Aid	\$ 1,192,397	2.86%	\$ 131,085	\$ 456,457	38.28
State Early Childhood Block Grant	\$ 636,106	1.53%	\$ -	\$ 71,412	11.23
Federal Nutrition Program	\$ 819,000	1.97%	\$ 85,736	\$ 464,177	56.68
Federal Title 1	\$ 663,731	1.59%	\$ 56,116	\$ 667,849	100.62
Other Federal	\$ 1,251,297	3.00%	\$ 110,457	\$ 471,870	37.71
Earnings on Investments	\$ 840,000	2.02%	\$ 2,229	\$ 90,442	10.77
Food Service	\$ 60,000	0.14%	\$ 2,058	\$ 8,761	14.60
Fees	\$ 300	0.00%	\$ -	\$ -	-
Other Rev; Before School & Camps	\$ 110,000	0.26%	\$ -	\$ 114,006	103.64
Total Revenue	\$ 41,669,346	100.00%	\$2,141,044	\$21,554,325	51.73%

EXPENDITURES	Budget	%	Monthly	YTD	Percent
	FY 2025	Of Total	January	as of	of Budget
		Expenditures		1/31/2025	Realized
Salaries	\$ 21,956,809	55.26%	\$ 1,684,185	\$ 9,829,035	44.77
Benefits	\$ 6,363,660	16.02%	\$ 492,765	\$ 3,240,542	50.92
Purchased Services	\$ 7,701,681	19.38%	\$ 523,331	\$ 6,651,805	86.37
Supplies	\$ 932,816	2.35%	\$ 19,171	\$ 663,283	71.11
Capital Outlay	\$ 7,242	0.02%	\$ -	\$ 1,031	14.24
Special Ed Tuition	\$ 2,564,510	6.45%	\$ 89,213	\$ 549,876	21.44
Dues&Fees/Tuition/Contingency	\$ 206,157	0.52%	\$ 1,146	\$ 2,036	0.99
Total Expenditures	39,732,875	100.00%	2,809,811	20,937,609	52.70%

Surplus/(Deficit)	\$ 1,936,471	4	\$ (668,767)	\$ 616,717
--------------------------	---------------------	----------	---------------------	-------------------

Lyons School District 103
OPERATION AND MAINTENANCE FUND
Y-T-D REVENUE and EXPENSE by SOURCE

January 31, 2025

REVENUES	Budget FY 2025	% Of Total Revenue	Monthly January	YTD as of 1/31/2025	Percent of Budget Realized
Property Taxes \$	2,486,400	96.77%	\$ 15,793	\$ 1,212,478	48.76
Corp. Per. Prop. Replacement Taxes \$	-	0.00%	\$ -	\$ -	#DIV/0!
State Evidence Based Funding (EBF) \$	-	0.00%	\$ -	\$ -	
Federal Aid \$	-	0.00%	\$ -	\$ -	
Earnings on Investments \$	30,000	1.17%	\$ -	\$ 2,185	7.28
Rentals \$	-	0.00%	\$ -	\$ -	
Maintenance Grant \$	50,000	1.95%	\$ -	\$ -	
Other Revenue Sources \$	3,000	0.12%	\$ 1,757	\$ 81,407	2,713.58
Total Revenue	\$ 2,569,400	100.00%	\$ 17,551	\$ 1,296,070	50.44%

EXPENDITURES	Budget FY 2025	% Of Total Expenditures	Monthly January	Actual as of 1/31/2025	Percent of Budget Realized
Salaries \$	1,753,276	53.41%	\$ 113,847	\$ 834,207	47.58
Benefits \$	362,274	11.04%	\$ 21,658	\$ 166,545	45.97
Purchased Services \$	534,659	16.29%	\$ 38,818	\$ 336,972	63.03
Supplies \$	591,009	18.00%	\$ 50,655	\$ 328,082	55.51
Capital Outlay \$	41,500	1.26%	\$ 1,850	\$ 1,662,238	4,005.39
Other Objects \$	-	0.00%	\$ -	\$ -	
Dues&Fees/Contingency \$	-	0.00%	\$ 2,800	\$ 2,800	#DIV/0!
Total Expenditures	\$ 3,282,718	100.00%	\$ 229,628	\$ 3,330,844	101.47%

Surplus/(Deficit)	\$ (713,318)	5	\$ (212,077)	\$ (2,034,774)
--------------------------	---------------------	----------	---------------------	-----------------------

Lyons School District 103
MUNICIPAL RETIREMENT, SOCIAL SECURITY & MEDICARE FUND
Y-T-D REVENUE and EXPENSE by SOURCE

January 31, 2025

REVENUES	Budget FY 2025	% Of Total Revenue	Monthly January	YTD as of 1/31/2025	Percent of Budget Realized
Property Taxes \$	209,300	39.54%	\$ 1,316	\$ 95,016	45.40
Corp. Per. Prop. Replacement Taxes \$	240,000	45.34%	\$ -	\$ 240,000	100.00
Earnings on Investments \$	80,000	15.11%	\$ -	\$ 5,484	6.86
Other Revenue		0.00%			
Total Revenue	\$ 529,300	100.00%	\$ 1,316	\$ 340,500	64.33%

EXPENDITURES	Budget FY 2025	% Of Total Expenditures	Monthly January	Actual as of 1/31/2025	Percent of Budget Realized
Benefits \$	912,094	100.00%	\$ 76,321	\$ 467,786	51.29
Purchased Services \$	-	0.00%	\$ -	\$ -	-
Total Expenditures	\$ 912,094	100.00%	\$ 76,321	\$ 467,786	51.29%

Surplus/(Deficit)	\$ (382,794)		\$ (75,004)	\$ (127,286)	
-------------------	--------------	--	-------------	--------------	--

Lyons School District 103
TORT IMMUNITY FUND
Y-T-D REVENUE and EXPENSE by SOURCE

January 31, 2025

REVENUES	Budget	%	Monthly	YTD	Percent
	FY 2025	Of Total	January	as of	of Budget
		Revenue		1/31/2025	Realized
Property Taxes \$	315,500	99.06%	\$ 1,974	\$ 150,898	47.83
Earnings on Investments \$	3,000	0.94%	\$ -	\$ 393	13.11
Other Revenue		0.00%			
Total Revenue	\$ 318,500	100.00%	\$ 1,974	\$ 151,291	47.50%

EXPENDITURES	Budget	%	Monthly	Actual	Percent
	FY 2025	Of Total	January	as of	of Budget
		Expenditures		1/31/2025	Realized
Salaries \$	72,500	18.63%	\$ 8,000	\$ 54,500	75.17
Purchase Services \$	316,694	81.37%	\$ -	\$ 297,622	93.98
Total Expenditures	\$ 389,194	100.00%	\$ 8,000	\$ 352,122	90.47%

Surplus/(Deficit)	\$ (70,694)		\$ (6,026)	\$ (200,830)	
--------------------------	--------------------	--	-------------------	---------------------	--

Lyons School District 103
TRANSPORTATION FUND
Y-T-D REVENUE and EXPENSE by SOURCE

January 31, 2025

REVENUES	Budget FY 2025	% Of Total Revenue	Monthly January	YTD as of 1/31/2025	Percent of Budget Realized
Property Taxes \$	102,000	9.93%	\$ 658	\$ 48,165	47.22
Categorical State Aid \$	845,000	82.28%	\$ 195,085	\$ 394,673	46.71
Earnings on Investments \$	80,000	7.79%	\$ -	\$ 4,604	5.75
Other Revenue \$	-	0.00%	\$ -	\$ -	-
Total Revenue	\$ 1,027,000	100.00%	\$ 195,743	\$ 447,441	43.57%

EXPENDITURES	Budget FY 2025	% Of Total Expenditures	Monthly January	Actual as of 1/31/2025	Percent of Budget Realized
Salaries \$	13,640	0.76%	\$ 921	\$ 11,602	85.06
Benefits \$	80	0.00%	\$ 1	\$ 49	61.72
Purchased Services \$	1,777,980	99.23%	\$ 134,199	\$ 924,447	51.99
Supplies \$	-	0.00%	\$ -	\$ -	-
Capital Outlay \$	-	0.00%	\$ -	\$ -	-
Dues&Fees/Contingency \$	-	0.00%	\$ -	\$ -	-
Total Expenditures	\$ 1,791,700	100.00%	\$ 135,121	\$ 936,098	52.25%

Surplus/(Deficit)	\$ (764,700)		\$ 60,622	\$ (488,656)	
-------------------	---------------------	--	------------------	---------------------	--

Lyons School District 103
WORKING CASH FUND
Y-T-D REVENUE and EXPENSE by SOURCE

January 31, 2025

REVENUES	Budget FY 2025	% Of Total Revenue	Monthly January	YTD as of 1/31/2025	Percent of Budget Realized
Property Taxes \$	202,500	71.68%	\$ 1,263	\$ 98,229	48.51
Earnings on Investments \$	80,000	28.32%	\$ -	\$ 5,975	7.47
Total Revenue	\$ 282,500	100.00%	\$ 1,263	\$ 104,204	36.89%
EXPENDITURES	Budget FY 2025	% Of Total Expenditures	Monthly January	Actual as of 1/31/2025	Percent of Budget Realized
Interfund Transfer					0.00%
Total Expenditures	\$ -	0.00%	\$ -	\$ -	0.00%
Surplus/(Deficit)	\$ 282,500		\$ 1,263	\$ 104,204	

Lyons School District 103
COMBINED OPERATING FUNDS
Y-T-D REVENUE and EXPENSE by SOURCE

January 31, 2025

REVENUES	Budget	%	Monthly	YTD	Percent
	FY 2025	Of Total	January	as of	of Budget
		Revenue		1/31/2025	Realized
Property Taxes \$	24,946,700	52.52%	\$ 157,618	\$ 12,099,042	48.50
Corp. Per. Prop. Replacement Taxes \$	3,309,913	6.97%	\$ 482,353	\$ 2,148,707	64.92
State Evidence Based Funding (EBF) \$	12,495,602	26.31%	\$ 1,134,398	\$ 6,806,388	54.47
Categorical State Aid \$	2,037,397	4.29%	\$ 326,170	\$ 851,129	41.78
State Early Childhood Block Grant \$	636,106	1.34%	\$ -	\$ 71,412	11.23
Federal Nutrition Program \$	819,000	1.72%	\$ 85,736	\$ 464,177	56.68
Federal Title 1 \$	663,731	1.40%	\$ 56,116	\$ 667,849	100.62
Other Federal \$	1,251,297	2.63%	\$ 110,457	\$ 471,870	37.71
Earnings on Investments \$	1,113,000	2.34%	\$ 2,229	\$ 109,083	9.80
Food Service \$	60,000	0.13%	\$ 2,058	\$ 8,761	14.60
Fees \$	300	0.00%	\$ -	\$ -	-
Before School Care, Camps \$	110,000	0.23%	\$ -	\$ 114,006	103.64
Rentals \$	-	0.00%	\$ -	\$ -	-
Maintenance Grants \$	50,000	0.11%	\$ -	\$ -	-
Other Revenue \$	3,000	0.01%	\$ 1,757	\$ 81,407	-
Total Revenue	\$ 47,496,046	100.00%	\$ 2,358,892	\$ 23,893,832	50.31%

EXPENDITURES	Budget	%	Monthly	Actual	Percent
	FY 2025	Of Total	January	as of	of Budget
		Expenditures		1/31/2025	Realized
Salaries \$	23,796,225	51.61%	\$ 1,806,953	\$ 10,729,344	45.09
Benefits \$	6,726,014	14.59%	\$ 514,425	\$ 3,407,137	50.66
IMRF/FICA/SS/Medicare \$	912,094	1.98%	\$ 76,321	\$ 467,786	51.29
Purchased Services \$	10,331,014	22.41%	\$ 696,348	\$ 8,210,845	79.48
Supplies \$	1,523,825	3.30%	\$ 69,826	\$ 991,365	65.06
Capital Outlay \$	48,742	0.11%	\$ 1,850	\$ 1,663,269	3,412.39
Special Ed Tuition \$	2,564,510	5.56%	\$ 89,213	\$ 549,876	21.44
Other, Dues&Fees/Contingency \$	206,157	0.45%	\$ 3,946	\$ 4,836	2.35
Total Expenditures	\$ 46,108,580	100.00%	\$ 45,559	\$ 26,024,458	56.44%

Surplus/(Deficit)	\$ 1,387,466	10	\$ 2,313,333	\$ (2,130,626)	
--------------------------	---------------------	-----------	---------------------	-----------------------	--

Lyons School District 103
DEBT SERVICE FUND
Y-T-D REVENUE and EXPENSE by SOURCE

January 31, 2025

REVENUES	Budget FY 2025	% Of Total Revenue	Monthly January	YTD as of 1/31/2025	Percent of Budget Realized
Property Taxes \$	106,200	46.95%	\$ 720	\$ 42,218	39.75
Earnings on Investments \$	35,000	15.47%	\$ -	\$ 2,982	8.52
Other Revenue Sources \$	85,000	37.58%	\$ -	\$ -	-
State Evidence Based Funding (EBF) \$	-	0.00%	\$ -	\$ -	-
Total Revenue	\$ 226,200	100.00%	\$ 720	\$ 45,200	19.98%

EXPENDITURES	Budget FY 2025	% Of Total Expenditures	Monthly January	Actual as of 1/31/2025	Percent of Budget Realized
Debt Service \$	993,500	100.00%	\$ -	\$ -	-
Total Expenditures	\$ 993,500	100.00%	\$ -	\$ -	0.00%

Surplus/(Deficit)	\$ (767,300)		\$ 720	\$ 45,200	
--------------------------	---------------------	--	---------------	------------------	--

Lyons School District 103
CAPITAL PROJECTS FUND
Y-T-D REVENUE and EXPENSE by SOURCE

January 31, 2025

REVENUES	Budget FY 2025	% Of Total Revenue	Monthly January	YTD as of 1/31/2025	Percent of Budget Realized
Corp. Per. Prop. Replacement Taxes	\$ 1,100,000	94.31%	\$ -	\$ -	-
Earnings on Investments	\$ -	0.00%	\$ -	\$ -	-
Federal Grant	\$ 1,166,319	51.46%	\$ -	\$ 1,166,319	100.00
Total Revenue	\$ 2,266,319	51.46%	\$ -	\$ 1,166,319	51.46%

EXPENDITURES	Budget FY 2025	% Of Total Expenditures	Monthly January	Actual as of 1/31/2025	Percent of Budget Realized
Purchased Services	\$ -	0.00%	\$ -	\$ -	-
Capital Outlay	\$ 2,182,042	100.00%	\$ -	\$ 1,324,952	60.72
Total Expenditures	\$ 2,182,042	100.00%	\$ -	\$ 1,324,952	60.72%

Surplus/(Deficit)	\$ 84,277		\$ -	\$ (158,633)	
--------------------------	------------------	--	-------------	---------------------	--

Lyons School District 103
HEALTH-LIFE-SAFETY FUND
Y-T-D REVENUE and EXPENSE by SOURCE

January 31, 2025

REVENUES	Budget	%	Monthly	YTD	Percent
	FY 2025	Of Total	January	as of	of Budget
		Revenue		1/31/2025	Realized
Property Taxes \$	365,000	83.91%	\$ 2,303	\$ 177,303	48.58
Earnings on Investments \$	70,000	16.09%	\$ -	\$ 5,016	7.17
Other Revenue \$	-	0.00%	\$ -	-	
Total Revenue	\$ 435,000	100.00%	\$ 2,303	\$ 182,318	41.91%

EXPENDITURES	Budget	%	Monthly	Actual	Percent
	FY 2025	Of Total	January	as of	of Budget
		Expenditures		1/31/2025	Realized
Purchased Services \$	-	0.00%	\$ -	-	-
Total Expenditures	\$ -	0.00%	\$ -	\$ -	-

Surplus/(Deficit)	\$ 435,000		\$ 2,303	\$ 182,318	
--------------------------	-------------------	--	-----------------	-------------------	--

Lyons School District 103
COMBINED ALL FUNDS
Y-T-D REVENUE and EXPENSE by SOURCE

January 31, 2025

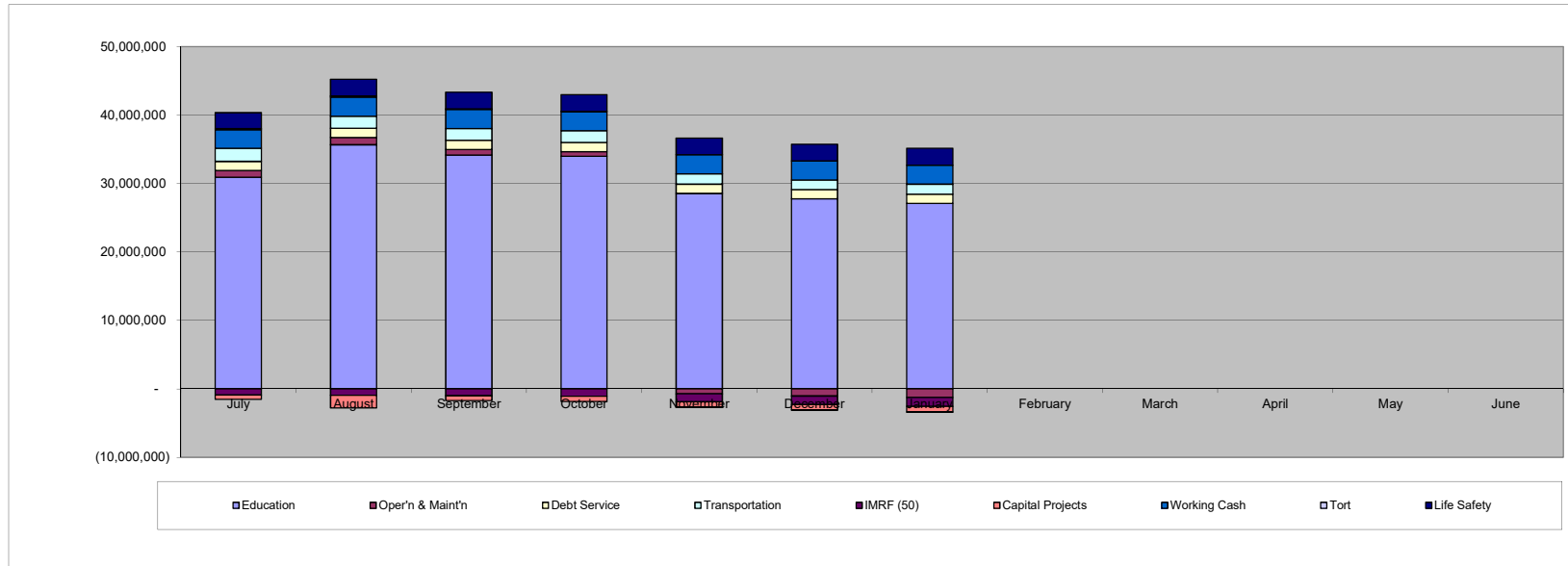
REVENUES	Budget	%	Monthly	YTD	Percent
	FY 2025	Of Total	January	as of	of Budget
		Revenue		1/31/2025	Realized
Property Taxes \$	25,417,900	52%	\$ 160,641	\$ 12,318,563	48.46
Corp. Per. Prop. Replacement Taxes \$	3,309,913	7%	\$ 482,353	\$ 2,148,707	64.92
State Evidence Based Funding (EBF) \$	12,495,602	25%	\$ 1,134,398	\$ 6,806,388	54.47
Categorical State Aid \$	2,037,397	4%	\$ 326,170	\$ 851,129	41.78
State Early Childhood Block Grant \$	636,106	1%	\$ -	\$ 71,412	11.23
Federal Nutrition Program \$	819,000	2%	\$ 85,736	\$ 464,177	56.68
Federal Title 1 \$	663,731	1%	\$ 56,116	\$ 667,849	100.62
Other Federal \$	2,417,616	5%	\$ 110,457	\$ 1,638,189	67.76
Earnings on Investments \$	1,218,000	2%	\$ 2,229	\$ 117,080	9.61
Food Service \$	60,000	0%	\$ 2,058	\$ 8,761	14.60
Fees \$	300	0%	\$ -	\$ -	-
Before School Care, Camps \$	110,000	0%	\$ -	\$ 114,006	103.64
Rentals \$	-	0%	\$ -	\$ -	-
Maintenance Grants \$	50,000	0%	\$ -	\$ -	-
Other Revenue \$	88,000	0%	\$ 1,757	\$ 81,407	92.51
Total Revenue	\$ 49,323,565	100.00%	\$ 2,361,915	\$ 25,287,669	51.27%

EXPENDITURES	Budget	%	Monthly	Actual	Percent
	FY 2025	Of Total	January	as of	of Budget
		Expenditures		1/31/2025	Realized
Salaries \$	23,796,225	48.28%	\$ 1,806,953	\$ 10,729,344	45.09
Benefits \$	6,726,014	13.65%	\$ 514,425	\$ 3,407,137	50.66
IMRF/FICA/SS/Medicare Fund \$	912,094	1.85%	\$ 76,321	\$ 467,786	51.29
Debt Service Fund \$	993,500	2.02%	\$ -	\$ -	-
Life Safety Fund \$	-	0.00%	\$ -	\$ -	-
Purchased Services \$	10,331,014	20.96%	\$ 696,348	\$ 8,210,845	79.48
Supplies \$	1,523,825	3.09%	\$ 69,826	\$ 991,365	65.06
Capital Outlay \$	2,230,784	4.53%	\$ 1,850	\$ 2,988,221	133.95
Special Ed Tuition \$	2,564,510	5.20%	\$ 89,213	\$ 549,876	21.44
Dues&Fees/Contingency \$	206,157	0.42%	\$ 3,946	\$ 4,836	2.35
Total Expenditures	\$ 49,284,122	100.00%	\$ 3,258,881	\$ 27,349,410	55.49%

Surplus/(Deficit)	\$ 1,139,443		\$ 2,316,356	\$ (2,061,741)	
--------------------------	---------------------	--	---------------------	-----------------------	--

Lyons Elementary School District 103
Fiscal Year 2024-25 Fund Balance
Source: Lyons Elementary School District 103 Monthly Reports

Fiscal Year 2024-25												
Fund	July	August	September	October	November	December	January	February	March	April	May	June
Education	30,928,476	35,671,186	34,147,680	33,963,883	28,560,791	27,780,943	27,112,176	-	-	-	-	-
Oper'n & Maint'n	992,257	1,061,362	832,062	702,703	(733,331)	(1,047,773)	(1,259,850)	-	-	-	-	-
Debt Service	1,321,679	1,347,505	1,347,505	1,349,671	1,342,752	1,345,691	1,346,411	-	-	-	-	-
Transportation	1,892,228	1,763,450	1,699,980	1,705,363	1,506,314	1,384,164	1,444,786	-	-	-	-	-
IMRF (50)	(900,455)	(933,872)	(1,009,029)	(1,085,059)	(1,167,612)	(1,241,251)	(1,317,078)	-	-	-	-	-
SSI/MEDICARE (51)	2,495,935	2,528,269	2,528,269	2,535,709	2,534,771	2,536,237	2,537,060	-	-	-	-	-
Capital Projects	(649,914)	(1,844,686)	(694,387)	(761,587)	(772,077)	(791,527)	(791,527)	-	-	-	-	-
Working Cash	2,729,909	2,780,818	2,780,818	2,791,065	2,792,682	2,794,105	2,795,368	-	-	-	-	-
Tort	168,853	172,594	109,538	48,253	(17,754)	(23,131)	(29,157)	-	-	-	-	-
Life Safety	2,331,745	2,424,140	2,424,140	2,436,528	2,438,473	2,441,339	2,443,642	-	-	-	-	-
Total	41,310,712	44,970,766	44,166,575	43,686,531	36,485,009	35,178,796	34,281,830	-	-	-	-	-



To Township Treasurer: The following payments were approved by the Board of Education, at a meeting held on 2/25/2025.

Checks for the amounts shown are hereby requested:

Payee	Date Paid/Description	Amount
Net Salaries	1/15/2025	614,526.30
AXA Equitable Life	OMNI Liability	14,399.23
Department of the Treasury	Federal Withholding - Payroll Taxes	113,380.63
Expert Pay	Child Support	792.30
First American Bank H.S.A.	Employer H.S.A. Contribution	-
First Investors/ADM	OMNI Liability	50.00
Great American Financial	OMNI Liability	200.00
Illinois Department of Revenue	State Withholding	36,421.76
Illinois Municipal Retirement Fund	Employee Deductions	11,304.54
Illinois Municipal Retirement Fund	IMRF Employer Payments	13,383.83
Lincoln Investment	OMNI Liability Payment	2,330.33
Lyons School District 103 Flex Spending	Flex Spending Account	1,233.10
NuMark Credit Union	Employee Deductions	3,900.76
SEIU Local 73 COPE	Deduction for Aides and Custodians	42.00
Service Employees International Union Local 73	Aide and Custodian Union Dues	1,077.37
Teachers Health Insurance Security	THIS Employee Deductions	5,613.53
Teachers Retirement System	TRS Employee Payments	69,986.55
Teachers Retirement System	TRS Employer Payments	5,837.21
Teachers Retirement System SSP	TRS Supplemental Savings Plan	1,147.68
Thomas H. Hooper Chapter 13 Trustee	Wage Garnishment	175.00
Vision	Employee Deductions	1,044.77
Waddell & Reed	OMNI Liability	75.00
West Suburban Teachers Union Local 571	Teacher Union Dues	11,648.91

Net Salaries	1/31/2025	693,393.79
AXA Equitable Life	OMNI Liability	14,424.23
Department of the Treasury	Federal Withholding - Payroll Taxes	118,151.97
Expert Pay	Child Support	792.30
First Investors/ADM	OMNI Liability	50.00
Great American Financial	OMNI Liability	200.00
Illinois Department of Revenue	State Withholding	37,689.00
Illinois Municipal Retirement Fund	Employee Deductions	11,199.38
Illinois Municipal Retirement Fund	IMRF Employer Payments	13,832.43
Lincoln Investment	OMNI Liability Payment	2,330.33
Lyons School District 103 Flex Spending	Flex Spending Account	1,233.10
NuMark Credit Union	Employee Deductions	4,400.76
SEIU Local 73 COPE	Deduction for Aides and Custodians	42.00
Service Employees International Union Local 73	Aide and Custodian Union Dues	1,094.12
Teachers Health Insurance Security	THIS Employee Deductions	5,787.07
Teachers Retirement System	TRS Employee Payments	71,855.82
Teachers Retirement System	TRS Employer Payments	5,966.37
Teachers Retirement System SSP	TRS Supplemental Savings Plan	1,145.88
Thomas H. Hooper Chapter 13 Trustee	Wage Garnishment	175.00
Vision	Employee Deductions	1,044.77
Waddell & Reed	OMNI Liability	75.00
West Suburban Teachers Union Local 571	Teacher Union Dues	11,648.91

Board President

Board Secretary

To Township Treasurer: The following payments were approved by the Board of Education, at a meeting held on 2/25/2025.

Checks for the amounts shown are hereby requested:

Payee	Date Paid/Description	Amount
Prepared by <u>Bill Wood</u> Business Manager		
_____ Superintendent	Salaries/Benefits Special voucher requests	1,905,103.03 -
Total Payroll Bill List Paid in Month		1,905,103.03

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
97193	3C Institute	02/25/2025	02052025	All Schools SW-Psych: C 3C Institute (Your Partner for Custom behavior health technologist) Bounce Pack / CBITS Quote # 01172025	7022400044	468.00	468.00
10E000	2210 3100 00 499806			EDUCATION/DISTRICT OFFICE/IMPROVEMENT OF INSTRUCTION SE		468.00	
97194	AMAZON CAPITAL SERVICES	02/25/2025	11G4-4NLM-JYXX	Planner book, plates, forks, post-it notes, address labels	5002400064	109.94	8,848.31
10E500	1110 4100 00 000000			EDUCATION/WASHINGTON MIDDLE SCHOOL/ELEMENTARY/SUPPLIES		109.94	
			11L3-DKTQ-L1DQ	Costello SPED Class: Ipad 10th Generation Case/Bean Bag Chair/Sensory Table	7022400038	230.30	
10E000	1205 4100 00 000000			EDUCATION/DISTRICT OFFICE/LEARNING DISABLED/SUPPLIES		230.30	
			11WQ-P641-K9FX	Edison School: (2- 24 Packs Neat Seats) (7- Blue 4 Packs Neat Seat) 1 Standing desk converter. Per Mr. Baisden	1002400004	383.88	
10E100	1110 4100 00 000000			EDUCATION/EDISON ELEMENTARY/ELEMENTARY/SUPPLIES		383.88	
			139W-JYGF-31C6	Storage Containers for GWMS - Food Service	5002400047	352.18	
10E500	2560 4100 00 000000			EDUCATION/WASHINGTON MIDDLE SCHOOL/FOOD SERVICES/SUPPLI		352.18	
			14FW-JHGN-KDRT	Costello SPED Cl-Kick Bands (3 Pack)/Post it Cover Up Tape/Sticky Easel Large Pad (2 Pack)/ Dry Erase Chore Chart/ Visual Timer and	7022400008	154.83	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
10E000	1205 4100 00 000000			other items. EDUCATION/DISTRICT OFFICE/LEARNING DISABLED/SUPPLIES		154.83	
			14TH-FYLK-LYLH	Kindergarten tassels and additional supplies	3002400016	23.27	
10E300	1110 4100 00 000000			EDUCATION/LINCOLN ELEMENTARY/ELEMENTARY/SUPPLIES		23.27	
			14WM-9MHX-PC41	Poster boards, Grad cords	5002400068	53.97	
10E500	1110 4100 00 000000			EDUCATION/WASHINGTON MIDDLE SCHOOL/ELEMENTARY/SUPPLIES		53.97	
			161H-CXTJ-91NC	White Gloves & Grab Bars	7012400028	113.98	
20E200	2540 4100 00 000000			OP, BLDG,MAIN/HOME ELEMENTARY/OPERATION AND MAINTENANCE		72.27	
10E600	2560 1130 00 000000			EDUCATION/COSTELLO ELEMENTARY/FOOD SERVICES/AIDES / PAR		41.71	
			16LF-P963-GMQR	PBIS MATERIAL	4002400017	17.98	
10E400	1110 4110 00 000000			EDUCATION/ROBINSON ELEMENTARY/ELEMENTARY/SUPPLIES		17.98	
			16MV-4NL3-GWFM	Kindergarten tassels and additional supplies	3002400016	205.46	
10E300	1110 4100 00 000000			EDUCATION/LINCOLN ELEMENTARY/ELEMENTARY/SUPPLIES		205.46	
			19FQ-9RP1-LR11	School Supplies/Personal Student White Boards, Pencils, Omnifix Cubes	1002400011	421.39	
10E100	1110 4100 00 000000			EDUCATION/EDISON ELEMENTARY/ELEMENTARY/SUPPLIES		421.39	
			1C3M-X6RQ-J3JY	Mckenny Vento Uniforms	5002400058	17.08	
10E500	1110 4100 00 499803			EDUCATION/WASHINGTON MIDDLE SCHOOL/ELEMENTARY/SUPPLIES/		17.08	
			1CRX-LQVX-CXN6	Additional supplies for staff	3002400012	225.96	
10E300	1110 4100 00 000000			EDUCATION/LINCOLN ELEMENTARY/ELEMENTARY/SUPPLIES		225.96	
			1D1T-4JW1-MXDT	staplers, paperclips, binder rings, expo markers, planner book	5002400067	157.34	
10E500	1110 4100 00 000000			EDUCATION/WASHINGTON MIDDLE SCHOOL/ELEMENTARY/SUPPLIES		157.34	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
10E200	1110 4100 00 000000		1DFR-JMZY-MYKX	Science Materials	2002400015	142.49	
			EDUCATION/HOME ELEMENTARY/ELEMENTARY/SUPPLIES			142.49	
10E600	1110 4100 00 000000		1F3P-1M9T-J67R	IAR testing rewards/candy	6002400036	110.28	
			EDUCATION/COSTELLO ELEMENTARY/ELEMENTARY/SUPPLIES			110.28	
10E600	1110 4100 00 000000		1F3P-1M9T-L6F9	Amazon order for supply closet, and coin counter for Costello School	6002400035	680.27	
			EDUCATION/COSTELLO ELEMENTARY/ELEMENTARY/SUPPLIES			680.27	
10E400	1110 4100 00 000000		1FHG-NL9X-FVQF	steam material and staff supplies	4002400016	64.12	
			EDUCATION/ROBINSON ELEMENTARY/ELEMENTARY/SUPPLIES			64.12	
10E500	1110 4100 00 000000		1JMR-P61H-R3PQ	Snacks- Nurses office	5002400065	78.99	
			EDUCATION/WASHINGTON MIDDLE SCHOOL/ELEMENTARY/SUPPLIES			78.99	
10E000	1205 4100 00 000000		1JP9-J17P-NWQH	GWM-SPED Class: Foam Letters/Math Link Cubes-Set of 100 /Toys Talking Cash Register/140 Pieces of Number Learning/Early Reading Kit Grade 1 level F-G	7022400036	151.77	
			EDUCATION/DISTRICT OFFICE/LEARNING DISABLED/SUPPLIES			151.77	
10E000	1205 4100 00 000000		1KJT-4Q3L-MGR7	Lincoln SPED Class: Beanbags Chair	7022400037	35.36	
			EDUCATION/DISTRICT OFFICE/LEARNING DISABLED/SUPPLIES			35.36	
10E000	1205 4100 00 000000		1PPR-TVYH-ND3Q	GW-SPED Class: Locker Hooks for Occupational Therapist	7022400033	52.64	
			EDUCATION/DISTRICT OFFICE/LEARNING DISABLED/SUPPLIES			52.64	
10E000	1205 4100 00 000000		1PPR-TVYH-PLP4	Lincoln SPED Class: 1-Adjustable Standing Desk / 1-Beanbag Chair	7022400034	195.47	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
10E000	1205 4100 00 000000			EDUCATION/DISTRICT OFFICE/LEARNING DISABLED/SUPPLIES		195.47	
			1QXJ-GDH6-NLRM	loose leaf paper, pencils, tape dispensers, rubber bands	5002400066	187.05	
10E500	1110 4100 00 000000			EDUCATION/WASHINGTON MIDDLE SCHOOL/ELEMENTARY/SUPPLIES		187.05	
			1RG6-6F9M-FLFX	Art supplies	3002400015	861.05	
10E300	1110 4100 02 000000			EDUCATION/LINCOLN ELEMENTARY/ELEMENTARY/SUPPLIES/ART		861.05	
			1RKG-N6L7-F4JJ	Mckenny Vento Uniforms	5002400058	25.00	
10E500	1110 4100 00 499803			EDUCATION/WASHINGTON MIDDLE SCHOOL/ELEMENTARY/SUPPLIES/		25.00	
			1T1X-7P9Q-PVRH	Mckinny Vento Uniforms	5002400060	37.15	
10E500	1110 4100 00 499803			EDUCATION/WASHINGTON MIDDLE SCHOOL/ELEMENTARY/SUPPLIES/		37.15	
			1VGJ-9TYD-G14M	STEM supplies	5002400046	300.92	
10E500	1120 4100 61 000000			EDUCATION/WASHINGTON MIDDLE SCHOOL/MIDDLE-JUNIOR HIGH/S		300.92	
			1VK9-H7YT-M97H	Art Class Supplies 2024-2025	4002400021	95.72	
10E400	1110 4100 02 000000			EDUCATION/ROBINSON ELEMENTARY/ELEMENTARY/SUPPLIES/ART		95.72	
			1VTF-4C4L-7VNNN	PD Books for Coaches/Teachers	7032400058	598.40	
10E000	1251 3140 00 493200			EDUCATION/DISTRICT OFFICE/TITLE II GRANT/PROFESSIONAL S		598.40	
			1WQY-CKQJ-R17X	Lincoln CD Classroom: Scotch PRO TL906 Thermal Laminator, 1 Laminating Machine, White/Blue /Amazon Basic Clear Thermal Sheets, 9 x 11.5 in	7022400042	75.97	
10E000	1205 4100 00 000000			EDUCATION/DISTRICT OFFICE/LEARNING DISABLED/SUPPLIES		75.97	
			1XQF-4PMC-NW4P	staff office supplies	4002400022	2,011.45	
10E400	1110 4100 00 000000			EDUCATION/ROBINSON ELEMENTARY/ELEMENTARY/SUPPLIES		2,011.45	
			1XQQ-6KVJ-CD36	Library staff	4002400011	20.48	
10E400	2220 4100 00 000000			EDUCATION/ROBINSON ELEMENTARY/EDUCATIONAL MEDIA SERVICE		20.48	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
			1XQQ-6KVJ-GPWT	Book tape, File folders	5002400049	46.40	
10E500	1110 4100 00 000000		EDUCATION/WASHINGTON MIDDLE SCHOOL/ELEMENTARY/SUPPLIES			46.40	
			1XR4-CQVW-JQCL	Primary CD-Lincoln /Edison - CanDo Theraputty Plus Hand Exercise Putty for Rehabilitation, Exercises, Hand Therapy, Hand Strengthening, Stress Relief - Green 2 oz Medium/Erasable Gel Pens, 15 Pack Black	7022400039	56.38	
10E000	1205 4100 00 000000		EDUCATION/DISTRICT OFFICE/LEARNING DISABLED/SUPPLIES			56.38	
			1YP1-3MHJ-K43K	Pre-K Program Page 2 of 2- Amazon Audi Supply List 2024/ Wooden lacing beads, wooden puzzles, counting colors sorting toys, microscope, sensory fidget tubes, math shelf, books	3012400024	553.39	
10E000	1275 4100 00 370500		EDUCATION/DISTRICT OFFICE/EARLY CHILDHOOD PRE K/SUPPLIE			553.39	
97195	Aya Healthcare, Inc	02/25/2025	10413148	Special Education Teacher	0	2,640.00	14,388.00
10E500	1110 3140 00 000000		EDUCATION/WASHINGTON MIDDLE SCHOOL/ELEMENTARY/PROFESSIO			2,640.00	
			10424562	Special Education Teacher	0	3,300.00	
10E500	1110 3140 00 000000		EDUCATION/WASHINGTON MIDDLE SCHOOL/ELEMENTARY/PROFESSIO			3,300.00	
			10435050	Special Education Teacher	0	2,640.00	
10E500	1110 3140 00 000000		EDUCATION/WASHINGTON MIDDLE SCHOOL/ELEMENTARY/PROFESSIO			2,640.00	
			10453670	Special Education Teacher	0	2,508.00	
10E500	1110 3140 00 000000		EDUCATION/WASHINGTON MIDDLE SCHOOL/ELEMENTARY/PROFESSIO			2,508.00	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
			10465684	Special Education Teacher	0	3,300.00	
10E500 1110 3140 00 000000				EDUCATION/WASHINGTON MIDDLE SCHOOL/ELEMENTARY/PROFESSIO		3,300.00	
97196	Ayala and Young Associates LLC	02/25/2025	25-0001	Professional Services	0	27,300.00	27,300.00
10E000 2310 3900 00 000000				EDUCATION/DISTRICT OFFICE/BOARD OF EDUCATION SERVICES/O		27,300.00	
97197	Baisden, Brandon	02/25/2025	10.20.24	IPA Conf. Expense reimbursement for Holiday Inn lodging at IPA conference 10/20/24 - 10/21/24.	0	159.04	159.04
10E100 1110 3320 00 000000				EDUCATION/EDISON ELEMENTARY/ELEMENTARY/TRAVEL		159.04	
97198	BAKER-TILLY,VIRCHOW,KRAUSE & C	02/25/2025	BT3053654	Single Audit	0	5,000.00	5,000.00
10E000 2310 3170 00 000000				EDUCATION/DISTRICT OFFICE/BOARD OF EDUCATION SERVICES/A		5,000.00	
97199	BARRETT, TIFFANY	02/25/2025	TR 12.16.24	Tuition Reimbursement, Governors State University 6 credit hours (Teacher Vacancy Grant funded)	0	3,330.43	3,330.43
10E000 1110 2300 00 399800				EDUCATION/DISTRICT OFFICE/ELEMENTARY/TUITION REIMBURSEM		3,330.43	
97200	Berwyn North School District 9	02/25/2025	100-2425	Be Strong Families Cafe's.	0	2,500.00	2,500.00
10E000 2210 3090 00 493200				EDUCATION/DISTRICT OFFICE/IMPROVEMENT OF INSTRUCTION SE		2,500.00	
97201	BIAGI, PATRICIA	02/25/2025	TR 1.16.25	Tuition Reimbursement, Concordia University Chicago 3 Credit Hours	0	600.00	600.00
10E500 1120 2300 00 000000				EDUCATION/WASHINGTON MIDDLE SCHOOL/MIDDLE-JUNIOR HIGH/T		600.00	
97202	BLISSFUL OWL-USE STEPHANIE LUK	02/25/2025	1501	Yoga and Fitness for Families	0	450.00	450.00
10E000 3000 3100 00 370501				EDUCATION/DISTRICT OFFICE/COMMUNITY SERVICES/PROFESSION		450.00	
97203	BLUE CROSS BLUE SHIELD OF IL	02/25/2025	210863206747	Service 01.01.25-01.31.25	0	537,453.89	537,453.89
10L000 4867 0000 00 000000				EDUCATION/DISTRICT OFFICE/BCBS PPO Flex/.		537,453.89	
97204	BMO HARRIS COMMERCIAL CARD	02/25/2025	1793 020525	January 25'	0	2,858.78	2,858.78

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
				charges			
10E000	2310 6400 00 000000			EDUCATION/DISTRICT OFFICE/BOARD OF EDUCATION SERVICES/D		225.00	
10E000	2320 3140 00 000000			EDUCATION/DISTRICT OFFICE/EXECUTIVE ADMINISTRATION SERV		174.32	
10E000	2320 3300 00 000000			EDUCATION/DISTRICT OFFICE/EXECUTIVE ADMINISTRATION SERV		138.17	
10E000	2320 4100 00 000000			EDUCATION/DISTRICT OFFICE/EXECUTIVE ADMINISTRATION SERV		282.70	
10E000	2330 3320 00 000000			EDUCATION/DISTRICT OFFICE/SPECIAL AREA ADMINISTRATION S		915.29	
10E000	2510 4100 00 000000			EDUCATION/DISTRICT OFFICE/DIRECTION OF BUSINESS SUPPORT		114.04	
20E000	2540 4100 00 000000			OP, BLDG,MAIN/DISTRICT OFFICE/OPERATION AND MAINTENANCE		747.29	
10E000	2310 3900 00 000000			EDUCATION/DISTRICT OFFICE/BOARD OF EDUCATION SERVICES/O		162.97	
10E000	2642 3900 00 000000			EDUCATION/DISTRICT OFFICE/HUMAN RESOURCES/OTHER PURCHAS		99.00	
97205	BOB & JOHN'S MOBIL	02/25/2025	0127851	January 25' Service	0	76.15	76.15
20E000	2545 4640 00 000000			OP, BLDG,MAIN/DISTRICT OFFICE/VEHICLE SERVICING AND MAI		76.15	
97206	BRITTEN SCHOOL	02/25/2025	16437	January 25' FA, CG	0	10,641.90	10,641.90
10E300	1912 6700 00 000000			EDUCATION/LINCOLN ELEMENTARY/OTHER LEA PRIVATE TUITION/		5,320.95	
10E500	1912 6700 00 000000			EDUCATION/WASHINGTON MIDDLE SCHOOL/OTHER LEA PRIVATE TU		5,320.95	
97207	BUCKEYE CLEANING CENTERS	02/25/2025	90640790	Home - hand soap	7012400046	557.60	3,073.74
20E200	2540 4100 00 000000			OP, BLDG,MAIN/HOME ELEMENTARY/OPERATION AND MAINTENANCE		557.60	
			90645768	Robinson - muscle cleaner, tile & bowl cleaner, disinfectant, HD cleaner, all purpose cleaner, dy-phase, carpet spotter, carpet cleaner, hand soap, plastic bottles, bottles sprayers	7012400050	2,516.14	
20E400	2540 4100 00 000000			OP, BLDG,MAIN/ROBINSON ELEMENTARY/OPERATION AND MAINTEN		2,516.14	
97208	BUREAU OF EDUCATION & RESEARCH	02/25/2025	5198989	Seminar registration for Samantha Alonzo to attend: Increase Your Success in Working with Students with High-Functioning Autism Spectrum Disorders Live Webinar Event on 3/10/2025	7032400072	295.00	885.00

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
10E000	2210 3140 00 493200			EDUCATION/DISTRICT OFFICE/IMPROVEMENT OF INSTRUCTION SE		295.00	
			5198999	Seminar Registration Fee for Debi Thomos to attend: Teaching MEDIA LITERACY SKILLS in a Fake News World Live Online Event on 3/11/2025	7032400073	295.00	
10E000	2210 3140 00 493200			EDUCATION/DISTRICT OFFICE/IMPROVEMENT OF INSTRUCTION SE		295.00	
			5199083	Seminar Registration for Katriona Ferguson to attend: School-Based SLPs: Language Disorders vs. Language Differences for English Language Learners (Grades K-12) Live Online Event on 2/26/2025	7032400074	295.00	
10E000	2210 3140 00 493200			EDUCATION/DISTRICT OFFICE/IMPROVEMENT OF INSTRUCTION SE		295.00	
97209	CARMONA, SOFIA	02/25/2025	SC 020525	Mileage Reimbursement	0	23.32	623.32
10E000	2330 3320 00 000000			EDUCATION/DISTRICT OFFICE/SPECIAL AREA ADMINISTRATION S		23.32	
			TR 1.7.25	Tuition Reimbursement, Concordia University Chicago 3 Credit Hours	0	600.00	
10E000	1110 2300 00 000000			EDUCATION/DISTRICT OFFICE/ELEMENTARY/TUITION REIMBURSEM		600.00	
97210	CASE LOTS INC	02/25/2025	29304	Edison - odor eliminator, toilet bowl cleaner, ceiling paint	7012400051	254.60	4,345.05
20E100	2540 4100 00 000000			OP, BLDG,MAIN/EDISON ELEMENTARY/OPERATION AND MAINTENAN		254.60	
			29305	Home - toilet	7012400049	1,382.85	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
20E200	2540 4100 00 000000			paper, mopheads, bleach, can liners, mr clean, film dissolver			
			OP, BLDG,MAIN/HOME ELEMENTARY/OPERATION AND MAINTENANCE			1,382.85	
			29588	GWMS - bleach, towels, toilet paper, gloves, vacuum, glue boards, toilet paper dispenser	7012400054	2,707.60	
20E500	2540 4100 00 000000						
			OP, BLDG,MAIN/WASHINGTON MIDDLE SCHOOL/OPERATION AND MA			2,707.60	
97211	CHICAGO METROPOLITAN FIRE PREV	02/25/2025	IN00450586	GWMS - B/A Monitoring 01.01.25 - 03.31.25	0	130.50	1,405.25
20E500	2540 3230 00 000000						
			OP, BLDG,MAIN/WASHINGTON MIDDLE SCHOOL/OPERATION AND MA			130.50	
			IN00451750	Admin - B/A Monitoring 01.01.25 - 03.31.25	0	130.50	
20E000	2540 3230 00 000000						
			OP, BLDG,MAIN/DISTRICT OFFICE/OPERATION AND MAINTENANCE			130.50	
			IN00451751	Shop - B/A Monitoring 01.01.25 - 03.31.25	0	123.75	
20E000	2540 3230 00 000000						
			OP, BLDG,MAIN/DISTRICT OFFICE/OPERATION AND MAINTENANCE			123.75	
			IN00451752	Costello - B/A Monitoring 01.01.25 - 03.31.25	0	130.50	
20E600	2540 3230 00 000000						
			OP, BLDG,MAIN/COSTELLO ELEMENTARY/OPERATION AND MAINTEN			130.50	
			IN00451753	Robinson - B/A Monitoring 01.01.25 - 03.31.25	0	130.50	
20E400	2540 3230 00 000000						
			OP, BLDG,MAIN/ROBINSON ELEMENTARY/OPERATION AND MAINTEN			130.50	
			IN00451754	Edison - B/A Monitoring 01.01.25 - 03.31.25	0	130.50	
20E100	2540 3230 00 000000						
			OP, BLDG,MAIN/EDISON ELEMENTARY/OPERATION AND MAINTENAN			130.50	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
			IN00451755	Home - B/A Monitoring 01.01.25 - 03.31.25	0	130.50	
20E200	2540 3230 00 000000			OP, BLDG,MAIN/HOME ELEMENTARY/OPERATION AND MAINTENANCE		130.50	
			IN00451756	Lincoln - B/A Monitoring 01.01.25 - 03.31.25	0	130.50	
20E300	2540 3230 00 000000			OP, BLDG,MAIN/LINCOLN ELEMENTARY/OPERATION AND MAINTENA		130.50	
			IN00452044	Service Call/Labor Hours/Battery	0	368.00	
20E500	2540 3230 00 000000			OP, BLDG,MAIN/WASHINGTON MIDDLE SCHOOL/OPERATION AND MA		368.00	
97212	CIT	02/25/2025	46428191	Docuware February 25'	0	3,140.94	3,140.94
10E000	2520 3900 00 000000			EDUCATION/DISTRICT OFFICE/FISCAL SERVICES/OTHER PURCHAS		3,140.94	
97213	CITY SOCIAL MARKETING SOLUTION	02/25/2025	1335	Feburary 25' Communication	0	7,500.00	7,500.00
10E000	2663 3900 00 000000			EDUCATION/DISTRICT OFFICE/TECH PROGRAMMING SERVICES/OTH		7,500.00	
97214	COMCAST CABLE	02/25/2025	6742 012225	GWMS 02.01.25 - 02.28.25	0	289.15	289.15
20E000	2540 3440 00 000000			OP, BLDG,MAIN/DISTRICT OFFICE/OPERATION AND MAINTENANCE		289.15	
97215	Compass Health Center Oakbrook	02/25/2025	1110602	Home/Hospital tutoring services provided to student from 9/3/2024 - 9/20/2024, 21 hours x \$50 per hour.	0	1,050.00	3,050.00
10E500	1120 3140 00 000000			EDUCATION/WASHINGTON MIDDLE SCHOOL/MIDDLE-JUNIOR HIGH/P		1,050.00	
			1159010	Home/Hospital tutoring services provided to student from 10/3/2024 - 10/25/2024; 40 hours x \$50 per hour.	0	2,000.00	
10E500	1120 3140 00 000000			EDUCATION/WASHINGTON MIDDLE SCHOOL/MIDDLE-JUNIOR HIGH/P		2,000.00	
97216	Cross Country Education	02/25/2025	3001729	Speech Language	0	3,381.00	12,054.00

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
				Pathologist			
10E300	1110 3140 00 000000			EDUCATION/LINCOLN ELEMENTARY/ELEMENTARY/PROFESSIONAL SE		1,323.00	
10E600	1110 3140 00 000000			EDUCATION/COSTELLO ELEMENTARY/ELEMENTARY/PROFESSIONAL S		2,058.00	
			3002445	Speech Language	0	2,082.50	
				Pathologist			
10E600	1110 3140 00 000000			EDUCATION/COSTELLO ELEMENTARY/ELEMENTARY/PROFESSIONAL S		2,082.50	
			3003071	Speech Language	0	3,136.00	
				Pathologist			
10E300	1110 3140 00 000000			EDUCATION/LINCOLN ELEMENTARY/ELEMENTARY/PROFESSIONAL SE		686.00	
10E600	1110 3140 00 000000			EDUCATION/COSTELLO ELEMENTARY/ELEMENTARY/PROFESSIONAL S		2,450.00	
			3003669	Speech Language	0	3,454.50	
				Pathologist			
10E300	1110 3140 00 000000			EDUCATION/LINCOLN ELEMENTARY/ELEMENTARY/PROFESSIONAL SE		1,372.00	
10E600	1110 3140 00 000000			EDUCATION/COSTELLO ELEMENTARY/ELEMENTARY/PROFESSIONAL S		2,082.50	
97217	Curious Little Minds, LLC	02/25/2025	1118	Infant Mental Health Consultation	0	775.00	775.00
10E000	3000 3100 00 370501			EDUCATION/DISTRICT OFFICE/COMMUNITY SERVICES/PROFESSION		775.00	
97218	CURRICULUM ASSOCIATES INC	02/25/2025	90850032	Quote 380919.1 i-Ready Spanish Math Materials grades 5-8	7032400039	493.00	493.00
10E000	1250 4100 00 430000			EDUCATION/DISTRICT OFFICE/TITLE I/SUPPLIES/TITLE I		493.00	
97219	DIRECT ENERGY SERVICES	02/25/2025	250350056244874	Service 12.18.24 - 01.21.25	0	26,697.02	26,697.02
20E100	2540 4660 00 000000			OP, BLDG,MAIN/EDISON ELEMENTARY/OPERATION AND MAINTENAN		2,831.96	
20E200	2540 4660 00 000000			OP, BLDG,MAIN/HOME ELEMENTARY/OPERATION AND MAINTENANCE		4,177.08	
20E300	2540 4660 00 000000			OP, BLDG,MAIN/LINCOLN ELEMENTARY/OPERATION AND MAINTENA		3,920.08	
20E400	2540 4660 00 000000			OP, BLDG,MAIN/ROBINSON ELEMENTARY/OPERATION AND MAINTEN		3,164.38	
20E500	2540 4660 00 000000			OP, BLDG,MAIN/WASHINGTON MIDDLE SCHOOL/OPERATION AND MA		9,227.48	
20E600	2540 4660 00 000000			OP, BLDG,MAIN/COSTELLO ELEMENTARY/OPERATION AND MAINTEN		3,376.04	
97220	DORANTES, JEANETTE	02/25/2025	TR 2.7.25	Tuition Reimbursement, Illinois State University Chicago 3 Credit Hours	0	600.00	600.00
10E300	1110 2300 00 000000			EDUCATION/LINCOLN ELEMENTARY/ELEMENTARY/TUITION REIMBUR		600.00	
97221	DURKIN, LIZABETH A	02/25/2025	01082025	Mileage reimbursement: Lincoln to West 40, 5 miles x .67	0	3.35	3.35

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
				= \$3.35.			
10E300 1110 3320 00 000000				EDUCATION/LINCOLN ELEMENTARY/ELEMENTARY/TRAVEL		3.35	
97222 EAB Global, Inc.		02/25/2025	INV902671	25'-26'District Leader	0	27,547.00	27,547.00
10E000 2210 3100 00 430000				EDUCATION/DISTRICT OFFICE/IMPROVEMENT OF INSTRUCTION SE		27,547.00	
97223 EASTER SEALS METROPOLITAN CHIC		02/25/2025	31315	KU September 24'	0	721.92	24,671.96
10E100 1912 6700 00 000000				EDUCATION/EDISON ELEMENTARY/OTHER LEA PRIVATE TUITION/T		721.92	
			31387	KU October 24'	0	992.64	
10E100 1912 6700 00 000000				EDUCATION/EDISON ELEMENTARY/OTHER LEA PRIVATE TUITION/T		992.64	
			31561	PRI, KU January 25'	0	13,769.38	
10E100 1912 6700 00 000000				EDUCATION/EDISON ELEMENTARY/OTHER LEA PRIVATE TUITION/T		9,188.02	
10E400 1912 6700 00 000000				EDUCATION/ROBINSON ELEMENTARY/OTHER LEA PRIVATE TUITION		4,581.36	
			31574	RH January 25'	0	9,188.02	
10E400 1912 6700 00 000000				EDUCATION/ROBINSON ELEMENTARY/OTHER LEA PRIVATE TUITION		9,188.02	
97224 FIRST STUDENT HODGKINS		02/25/2025	511638	WASHINGTON - BOYS BASKETBALL	0	232.21	27,249.05
40E000 2550 3310 00 000000				TRANSPORTION/DISTRICT OFFICE/PUPIL TRANSPORTATION SERVI		232.21	
			511640	Washington - Boys Basketball	0	232.21	
40E000 2550 3310 00 000000				TRANSPORTION/DISTRICT OFFICE/PUPIL TRANSPORTATION SERVI		232.21	
			514270	GWMS - Stickney/Forestvie w Library	0	232.21	
40E000 2550 3310 00 000000				TRANSPORTION/DISTRICT OFFICE/PUPIL TRANSPORTATION SERVI		232.21	
			514304	WASHINGTON - BOYS BASKETBALL	0	232.21	
40E000 2550 3310 00 000000				TRANSPORTION/DISTRICT OFFICE/PUPIL TRANSPORTATION SERVI		232.21	
			515221	Washington - Boys Basketball	0	232.21	
40E000 2550 3310 00 000000				TRANSPORTION/DISTRICT OFFICE/PUPIL TRANSPORTATION SERVI		232.21	
			519482	Washington - Boys Basketball	0	232.21	
40E000 2550 3310 00 000000				TRANSPORTION/DISTRICT OFFICE/PUPIL TRANSPORTATION SERVI		232.21	
			524433	GWMS - LT SOUTH	0	449.17	
40E000 2550 3310 00 000000				TRANSPORTION/DISTRICT OFFICE/PUPIL TRANSPORTATION SERVI		449.17	
			524480	GWMS - LT NORTH	0	416.65	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
40E000	2550 3310 00 000000			TRANSPORTION/DISTRICT OFFICE/PUPIL TRANSPORTATION SERVI		416.65	
			FA24-00001506	Alternative Transportation	0	10,412.89	
40E000	2550 3310 00 000000			TRANSPORTION/DISTRICT OFFICE/PUPIL TRANSPORTATION SERVI		10,412.89	
			FA25-00001906	Alternative Transportation Services (01.01.25 - 01.31.25)	0	14,577.08	
40E000	2550 3310 00 000000			TRANSPORTION/DISTRICT OFFICE/PUPIL TRANSPORTATION SERVI		14,577.08	
97225	FLEXIBLE BENEFITS SERVICE CORP	02/25/2025	380388865998	FSA 02.12.25	0	67.50	67.50
10E000	1110 2940 00 000000			EDUCATION/DISTRICT OFFICE/ELEMENTARY		67.50	
97226	FOLLETT Content Solutions , LL	02/25/2025	508164	Library books	3002400017	264.15	264.15
10E300	2220 4300 00 000000			EDUCATION/LINCOLN ELEMENTARY/EDUCATIONAL MEDIA SERVICES		264.15	
97227	G & O THERMAL SUPPLY COMPANY	02/25/2025	1222476-00	Robinson	0	309.00	442.25
20E400	2540 3230 00 000000			OP, BLDG,MAIN/ROBINSON ELEMENTARY/OPERATION AND MAINTEN		309.00	
			5110209-00	Costello	0	55.29	
20E600	2540 3230 00 000000			OP, BLDG,MAIN/COSTELLO ELEMENTARY/OPERATION AND MAINTEN		55.29	
			5110243-00	Home	0	77.96	
20E200	2540 3230 00 000000			OP, BLDG,MAIN/HOME ELEMENTARY/OPERATION AND MAINTENANCE		77.96	
97228	GALVEZ, MARIA	02/25/2025	01292025	Expense reimbursement for purchase of PBIS supplies at Dollar Tree.	0	13.84	13.84
10E500	1110 4110 00 000000			EDUCATION/WASHINGTON MIDDLE SCHOOL/ELEMENTARY/SUPPLIES		13.84	
97229	GARZA, ARACELI	02/25/2025	TR 1.6.25	Tuition Reimbursement, Concordia University Chicago 3 Credit Hours	0	600.00	1,200.00
10E500	1120 2300 00 000000			EDUCATION/WASHINGTON MIDDLE SCHOOL/MIDDLE-JUNIOR HIGH/T		600.00	
			TR 1.6.25 B	Tuition Reimbursement, Concordia University Chicago 3 Credit Hours	0	600.00	
10E500	1120 2300 00 000000			EDUCATION/WASHINGTON MIDDLE SCHOOL/MIDDLE-JUNIOR HIGH/T		600.00	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
97230	GEORGE WASHINGTON MIDDLE SCHOO	02/25/2025	GWMS 020725	Postage	0	19.45	448.53
10E500	2400 3400 00 000000			EDUCATION/WASHINGTON MIDDLE SCHOOL/SUPPORT SERVICES - S		19.45	
			GWMS 022025	GWMS PBIS attendance prize	0	253.54	
10E000	1250 4100 00 430000			EDUCATION/DISTRICT OFFICE/TITLE I/SUPPLIES/TITLE I		253.54	
			GWMS 120624	Postage	0	92.25	
10E500	2400 3400 00 000000			EDUCATION/WASHINGTON MIDDLE SCHOOL/SUPPORT SERVICES - S		92.25	
			GWMS 121324	Postage	0	21.78	
10E500	2400 3400 00 000000			EDUCATION/WASHINGTON MIDDLE SCHOOL/SUPPORT SERVICES - S		21.78	
			GWMS Activity Accoun	Reimbursement for purchase of uniforms (McKinney Vento grant).	0	61.51	
10E000	1110 4100 00 499805			EDUCATION/DISTRICT OFFICE/ELEMENTARY/SUPPLIES/McKinney-		61.51	
97231	GIANT STEPS	02/25/2025	103L-0125E	ED,HH,VN January 25' Tuition	0	23,706.87	23,804.37
10E400	1912 6700 00 000000			EDUCATION/ROBINSON ELEMENTARY/OTHER LEA PRIVATE TUITION		15,805.37	
10E500	1912 6700 00 000000			EDUCATION/WASHINGTON MIDDLE SCHOOL/OTHER LEA PRIVATE TU		7,901.50	
			103L-1224EF	HH December 24' Lunch	0	97.50	
10E500	1912 6700 00 000000			EDUCATION/WASHINGTON MIDDLE SCHOOL/OTHER LEA PRIVATE TU		97.50	
97232	GLOBAL WATER TECHNOLOGY	02/25/2025	141874	February 25' Water Treatment	0	364.44	364.44
20E000	2540 3230 00 000000			OP, BLDG,MAIN/DISTRICT OFFICE/OPERATION AND MAINTENANCE		364.44	
97233	Grand Canyon University	02/25/2025	23657	Leidi Guzman Tuition: Characteristics of Exceptional Students: Mild to Moderate	0	1,643.30	8,216.50
10E000	1110 2300 00 399800			EDUCATION/DISTRICT OFFICE/ELEMENTARY/TUITION REIMBURSEM		1,643.30	
			23659	Jennifer Stavrou Tuition: Characteristics of Exceptional Students: Mild to Moderate	0	1,643.30	
10E000	1110 2300 00 399800			EDUCATION/DISTRICT OFFICE/ELEMENTARY/TUITION REIMBURSEM		1,643.30	
			23661	Danielle Lyth	0	1,643.30	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
10E000	1110 2300 00 399800			Tuition: Characteristics of Exceptional Students: Mild to Moderate			
			EDUCATION/DISTRICT OFFICE/ELEMENTARY/TUITION REIMBURSEM			1,643.30	
			23662	Bojana Cekorov	0	1,643.30	
				Tuition: Characteristics of Exceptional Students: Mild to Moderate			
10E000	1110 2300 00 399800		EDUCATION/DISTRICT OFFICE/ELEMENTARY/TUITION REIMBURSEM			1,643.30	
			23663	Julianna Villarreal	0	1,643.30	
				Tuition: Characteristics of Exceptional Students: Mild to Moderate			
10E000	1110 2300 00 399800		EDUCATION/DISTRICT OFFICE/ELEMENTARY/TUITION REIMBURSEM			1,643.30	
97234	GRAND PRAIRIE TRANSIT	02/25/2025	RTINV1006783	January 25' Transportation	0	142,069.72	142,069.72
40E000	2550 3310 00 000000		TRANSPORTION/DISTRICT OFFICE/PUPIL TRANSPORTATION SERVI			142,069.72	
97235	GreatAmerica Financial Service	02/25/2025	38458502	Period Covered 03.01.25 - 03.31.25	0	11,719.90	11,719.90
10E000	2663 3230 00 000000		EDUCATION/DISTRICT OFFICE/TECH PROGRAMMING SERVICES/REP			11,719.90	
97236	GROOT, INC. A WASTE CONNECTION	02/25/2025	13915426T098	Admin February 25'	0	451.69	8,977.83
20E000	2540 3210 00 000000		OP, BLDG,MAIN/DISTRICT OFFICE/OPERATION AND MAINTENANCE			451.69	
			13917340T098	Home February 25'	0	793.49	
20E200	2540 3210 00 000000		OP, BLDG,MAIN/HOME ELEMENTARY/OPERATION AND MAINTENANCE			793.49	
			13917341T098	Edison February 25'	0	1,630.21	
20E100	2540 3210 00 000000		OP, BLDG,MAIN/EDISON ELEMENTARY/OPERATION AND MAINTENAN			1,630.21	
			13917342T098	Robinson February 25'	0	1,124.78	
20E400	2540 3210 00 000000		OP, BLDG,MAIN/ROBINSON ELEMENTARY/OPERATION AND MAINTEN			1,124.78	
			13917343T098	Lincoln February 25'	0	1,395.26	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
20E300	2540 3210 00 000000			OP, BLDG,MAIN/LINCOLN ELEMENTARY/OPERATION AND MAINTENA		1,395.26	
			13917344T098	Costello February 25'	0	1,658.20	
20E600	2540 3210 00 000000			OP, BLDG,MAIN/COSTELLO ELEMENTARY/OPERATION AND MAINTEN		1,658.20	
			13917345T098	GWMS February 25'	0	1,924.20	
20E500	2540 3210 00 000000			OP, BLDG,MAIN/WASHINGTON MIDDLE SCHOOL/OPERATION AND MA		1,924.20	
97237	GUARDIAN - ALTERNATE FUNDED	02/25/2025	469383 020325	Period Ending 01.31.25	0	16,086.64	16,086.64
10L000	4865 0000 00 000000			EDUCATION/DISTRICT OFFICE/Guardian Flex Dental/.		16,086.64	
97238	GUARDIAN -BILL ID 0001094522	02/25/2025	469383 021425	Period End 03.31.25	0	14,819.96	14,819.96
10E000	1110 2210 00 000000			EDUCATION/DISTRICT OFFICE/ELEMENTARY/INSTRUCTION LIFE I		9,141.62	
10L000	4865 0000 00 000000			EDUCATION/DISTRICT OFFICE/Guardian Flex Dental/.		4,590.02	
20L000	4865 0000 00 000000			OP, BLDG,MAIN/DISTRICT OFFICE/Guardian Flex Dental/.		919.86	
10L000	4990 0000 00 000000			EDUCATION/DISTRICT OFFICE/OTHER CURRENT LIABILITIES/.		168.46	
97239	HARLEM PLUMBING SUPPLY	02/25/2025	92513	District	0	70.50	70.50
20E000	2540 3230 00 000000			OP, BLDG,MAIN/DISTRICT OFFICE/OPERATION AND MAINTENANCE		70.50	
97240	HAYES MECHANICAL LLC	02/25/2025	53730	Edison	0	1,315.00	7,976.25
20E100	2540 3230 00 000000			OP, BLDG,MAIN/EDISON ELEMENTARY/OPERATION AND MAINTENAN		1,315.00	
			53741	Home	0	685.00	
20E200	2540 3230 00 000000			OP, BLDG,MAIN/HOME ELEMENTARY/OPERATION AND MAINTENANCE		685.00	
			53752	Edison	0	1,315.00	
20E100	2540 3230 00 000000			OP, BLDG,MAIN/EDISON ELEMENTARY/OPERATION AND MAINTENAN		1,315.00	
			53779	GWMS	0	370.00	
20E500	2540 3230 00 000000			OP, BLDG,MAIN/WASHINGTON MIDDLE SCHOOL/OPERATION AND MA		370.00	
			54103	Edison	0	448.75	
20E100	2540 3230 00 000000			OP, BLDG,MAIN/EDISON ELEMENTARY/OPERATION AND MAINTENAN		448.75	
			54121	Robinson	0	1,315.00	
20E400	2540 3230 00 000000			OP, BLDG,MAIN/ROBINSON ELEMENTARY/OPERATION AND MAINTEN		1,315.00	
			54152	GWMS	0	527.50	
20E500	2540 3230 00 000000			OP, BLDG,MAIN/WASHINGTON MIDDLE SCHOOL/OPERATION AND MA		527.50	
			54327	GWMS	0	685.00	
20E500	2540 3230 00 000000			OP, BLDG,MAIN/WASHINGTON MIDDLE SCHOOL/OPERATION AND MA		685.00	
			54330	GWMS	0	1,315.00	
20E500	2540 3230 00 000000			OP, BLDG,MAIN/WASHINGTON MIDDLE SCHOOL/OPERATION AND MA		1,315.00	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
97241	HOME DEPOT PRO	02/25/2025	847444007	Robinson - buffing pads	7012400048	32.40	2,464.00
20E400	2540 4100 00 000000			OP, BLDG,MAIN/ROBINSON ELEMENTARY/OPERATION AND MAINTEN		32.40	
			847928231	Robinson - buffing pads	7012400048	75.60	
20E400	2540 4100 00 000000			OP, BLDG,MAIN/ROBINSON ELEMENTARY/OPERATION AND MAINTEN		75.60	
			848917936	District - exit signs, emergency lights, vacuum repair parts	7012400053	835.78	
20E000	2540 4100 00 000000			OP, BLDG,MAIN/DISTRICT OFFICE/OPERATION AND MAINTENANCE		835.78	
			848917944	Robinson - paper towels, toilet paper	7012400052	750.94	
20E400	2540 4100 00 000000			OP, BLDG,MAIN/ROBINSON ELEMENTARY/OPERATION AND MAINTEN		750.94	
			851045120	Edison - toilet paper, toilet paper	7012400056	676.30	
20E100	2540 4100 00 000000			OP, BLDG,MAIN/EDISON ELEMENTARY/OPERATION AND MAINTENAN		676.30	
			851045138*	GWMS - vacuum roll brush, batteries, mop handles	7012400055	92.98	
20E500	2540 4100 00 000000			OP, BLDG,MAIN/WASHINGTON MIDDLE SCHOOL/OPERATION AND MA		92.98	
97242	IL COUNTIES RISK MGMT TRUST	02/25/2025	01000533 020425	FY25Workers Comp Audit	0	14,603.00	14,603.00
80E000	2362 3800 00 000000			TORT FUND/DISTRICT OFFICE/WORKERS COMP/INSURANCE		14,603.00	
97243	ILLCO	02/25/2025	2633698	Edison	0	310.55	507.01
20E100	2540 3230 00 000000			OP, BLDG,MAIN/EDISON ELEMENTARY/OPERATION AND MAINTENAN		310.55	
			2633699	GWMS	0	172.52	
20E500	2540 3230 00 000000			OP, BLDG,MAIN/WASHINGTON MIDDLE SCHOOL/OPERATION AND MA		172.52	
			2633816	GWMS	0	23.94	
20E500	2540 3230 00 000000			OP, BLDG,MAIN/WASHINGTON MIDDLE SCHOOL/OPERATION AND MA		23.94	
97244	ILLINOIS ASBO	02/25/2025	0054965	2024 Annual Conference Registration Fees for Kristopher Rivera (4/24/2024 - 4/26/2024)	0	645.00	645.00
10E000	2320 3300 00 000000			EDUCATION/DISTRICT OFFICE/EXECUTIVE ADMINISTRATION SERV		645.00	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
97245	ILLINOIS STATE POLICE/BUREAU O	02/25/2025	20250101388	January 25' background check	0	54.00	54.00
10E000	2310 3100 00 000000			EDUCATION/DISTRICT OFFICE/BOARD OF EDUCATION SERVICES/P		54.00	
97246	INTERPRENET, LTD	02/25/2025	152062	IEP Meeting - Spanish	0	179.80	1,121.30
10E000	4120 3040 00 000000			EDUCATION/DISTRICT OFFICE/PAYMENTS FOR SPECIAL EDUCATIO		179.80	
			153154	IEP Meeting - Spanish	0	174.90	
10E000	4120 3040 00 000000			EDUCATION/DISTRICT OFFICE/PAYMENTS FOR SPECIAL EDUCATIO		174.90	
			153155	IEP Meeting - Spanish	0	244.70	
10E000	4120 3040 00 000000			EDUCATION/DISTRICT OFFICE/PAYMENTS FOR SPECIAL EDUCATIO		244.70	
			153156	IEP Meeting - Spanish	0	174.90	
10E000	4120 3040 00 000000			EDUCATION/DISTRICT OFFICE/PAYMENTS FOR SPECIAL EDUCATIO		174.90	
			154152	IEP Meeting - Spanish	0	170.00	
10E000	4120 3040 00 000000			EDUCATION/DISTRICT OFFICE/PAYMENTS FOR SPECIAL EDUCATIO		170.00	
			154725	504 Meeting - Spanish	0	177.00	
10E000	4120 3040 00 000000			EDUCATION/DISTRICT OFFICE/PAYMENTS FOR SPECIAL EDUCATIO		177.00	
97247	ISCORP	02/25/2025	0744658	March 25' hosting services	0	1,036.80	1,036.80
10E000	2663 4700 00 000000			EDUCATION/DISTRICT OFFICE/TECH PROGRAMMING SERVICES/SOF		1,036.80	
97248	J&A Transportation, LLC	02/25/2025	103-0016	JN Transportation 01.05.25	0	100.00	100.00
40E000	2550 3310 00 000000			TRANSPORTION/DISTRICT OFFICE/PUPIL TRANSPORTATION SERVI		100.00	
97249	JAMROSE, CHRISTOPHER	02/25/2025	CJ 012725	Mileage Reimbursement	0	30.52	30.52
10E000	2330 3320 00 000000			EDUCATION/DISTRICT OFFICE/SPECIAL AREA ADMINISTRATION S		30.52	
97250	JOHNSON, DIANNA L	02/25/2025	TR 2.3.25	Tuition Reimbursement, Grand Canyon University Chicago 3 Credit Hours	0	600.00	600.00
10E400	1110 2300 00 000000			EDUCATION/ROBINSON ELEMENTARY/ELEMENTARY/TUITION REIMBU		600.00	
97251	JOHNSON CONTROLS SECURITY SOLU	02/25/2025	40952051	Edison Quarterly Billing	0	438.73	1,053.48

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
20E100	2540 3230 00 000000			OP, BLDG,MAIN/EDISON ELEMENTARY/OPERATION AND MAINTENAN		438.73	
			40952052	Lincoln Quarterly Billing	0	259.86	
20E300	2540 3230 00 000000			OP, BLDG,MAIN/LINCOLN ELEMENTARY/OPERATION AND MAINTENA		259.86	
			40952053	Home Quarterly Billing	0	354.89	
20E200	2540 3230 00 000000			OP, BLDG,MAIN/HOME ELEMENTARY/OPERATION AND MAINTENANCE		354.89	
97252	KELLY SERVICES, INC.	02/25/2025	5606738509	W.E. 01.19.25	0	25,459.20	108,127.01
10E100	1110 3140 00 000000			EDUCATION/EDISON ELEMENTARY/ELEMENTARY/PROFESSIONAL SER		3,476.06	
10E200	1110 3140 00 000000			EDUCATION/HOME ELEMENTARY/ELEMENTARY/PROFESSIONAL SERVI		2,123.90	
10E300	1110 3140 00 000000			EDUCATION/LINCOLN ELEMENTARY/ELEMENTARY/PROFESSIONAL SE		5,448.47	
10E400	1110 3140 00 000000			EDUCATION/ROBINSON ELEMENTARY/ELEMENTARY/PROFESSIONAL S		1,809.00	
10E500	1110 3140 00 000000			EDUCATION/WASHINGTON MIDDLE SCHOOL/ELEMENTARY/PROFESSIO		6,541.25	
10E600	1110 3140 00 000000			EDUCATION/COSTELLO ELEMENTARY/ELEMENTARY/PROFESSIONAL S		6,060.52	
			5606871165	W.E. 01.26.25	0	25,272.86	
10E100	1110 3140 00 000000			EDUCATION/EDISON ELEMENTARY/ELEMENTARY/PROFESSIONAL SER		3,114.16	
10E200	1110 3140 00 000000			EDUCATION/HOME ELEMENTARY/ELEMENTARY/PROFESSIONAL SERVI		3,183.78	
10E300	1110 3140 00 000000			EDUCATION/LINCOLN ELEMENTARY/ELEMENTARY/PROFESSIONAL SE		5,900.44	
10E400	1110 3140 00 000000			EDUCATION/ROBINSON ELEMENTARY/ELEMENTARY/PROFESSIONAL S		3,346.68	
10E500	1110 3140 00 000000			EDUCATION/WASHINGTON MIDDLE SCHOOL/ELEMENTARY/PROFESSIO		4,819.38	
10E600	1110 3140 00 000000			EDUCATION/COSTELLO ELEMENTARY/ELEMENTARY/PROFESSIONAL S		4,908.42	
			5607075200	W.E. 02.02.25	0	29,485.83	
10E100	1110 3140 00 000000			EDUCATION/EDISON ELEMENTARY/ELEMENTARY/PROFESSIONAL SER		4,249.30	
10E200	1110 3140 00 000000			EDUCATION/HOME ELEMENTARY/ELEMENTARY/PROFESSIONAL SERVI		3,384.78	
10E300	1110 3140 00 000000			EDUCATION/LINCOLN ELEMENTARY/ELEMENTARY/PROFESSIONAL SE		5,835.73	
10E400	1110 3140 00 000000			EDUCATION/ROBINSON ELEMENTARY/ELEMENTARY/PROFESSIONAL S		3,892.11	
10E500	1110 3140 00 000000			EDUCATION/WASHINGTON MIDDLE SCHOOL/ELEMENTARY/PROFESSIO		6,380.35	
10E600	1110 3140 00 000000			EDUCATION/COSTELLO ELEMENTARY/ELEMENTARY/PROFESSIONAL S		5,743.56	
			5607257903	W.E. 02.09.25	0	27,909.12	
10E100	1110 3140 00 000000			EDUCATION/EDISON ELEMENTARY/ELEMENTARY/PROFESSIONAL SER		4,405.92	
10E200	1110 3140 00 000000			EDUCATION/HOME ELEMENTARY/ELEMENTARY/PROFESSIONAL SERVI		1,886.02	
10E300	1110 3140 00 000000			EDUCATION/LINCOLN ELEMENTARY/ELEMENTARY/PROFESSIONAL SE		7,908.01	
10E400	1110 3140 00 000000			EDUCATION/ROBINSON ELEMENTARY/ELEMENTARY/PROFESSIONAL S		2,146.19	
10E500	1110 3140 00 000000			EDUCATION/WASHINGTON MIDDLE SCHOOL/ELEMENTARY/PROFESSIO		5,382.61	
10E600	1110 3140 00 000000			EDUCATION/COSTELLO ELEMENTARY/ELEMENTARY/PROFESSIONAL S		6,180.37	
97253	KOUNDAKJIAN, JILL	02/25/2025	TR 1.5.25	Tuition Reimbursement, University of Kansas 3 Credit Hours	0	600.00	1,200.00
10E200	1110 2300 00 000000			EDUCATION/HOME ELEMENTARY/ELEMENTARY/TUITION REIMBURSEM		600.00	
			TR 1.5.25 B	Tuition	0	600.00	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
10E200 1110 2300 00 000000				Reimbursement, University of Kansas 3 Credit Hours EDUCATION/HOME ELEMENTARY/ELEMENTARY/TUITION REIMBURSEM		600.00	
97254 LAGRANGE GLASS & MIRROR CO		02/25/2025	26567	Costello	0	201.75	201.75
20E600 2540 3230 00 000000				OP, BLDG,MAIN/COSTELLO ELEMENTARY/OPERATION AND MAINTEN		201.75	
97255 LAWLER, NICOLE		02/25/2025	NL 011425	Mileage	0	166.60	166.60
10E000 2330 3320 00 000000				Reimbursement EDUCATION/DISTRICT OFFICE/SPECIAL AREA ADMINISTRATION S		166.60	
97256 Lexia Voyager Sopris Inc.		02/25/2025	8550732	Rewards Secondary	7032400070	455.40	455.40
10E000 1250 4100 00 430000				Student Consumable Materials for Interventionist Kathy Stange at GW EDUCATION/DISTRICT OFFICE/TITLE I/SUPPLIES/TITLE I		455.40	
97257 LOPEZ, BETSY		02/25/2025	BL 020525	Mileage	0	160.37	160.37
10E000 2330 3320 00 000000				Reimbursement EDUCATION/DISTRICT OFFICE/SPECIAL AREA ADMINISTRATION S		160.37	
97258 LYONS POLICE DEPARTMENT		02/25/2025	Feb 19, 2025	SOR services for	0	8,000.00	8,000.00
80E000 2365 1000 00 000000				the month of February 2025. TORT FUND/DISTRICT OFFICE/RISK MANAGEMENT/SALARIES		8,000.00	
97259 Marblesoft, LLC		02/25/2025	00036036	Edison-SPED- 1- Touchchat Keyguard For Device: iPad 10th Gen 10.9" (2022-), To Fit Case: Unicorn Beetle iPad 10th Gen 10.9	7022400041	94.89	94.89
10E000 1205 4100 00 000000				EDUCATION/DISTRICT OFFICE/LEARNING DISABLED/SUPPLIES		94.89	
97260 Matias, Cindy		02/25/2025	CM 020525	Mileage	0	132.30	432.30
10E000 2330 3320 00 000000				Reimbursement EDUCATION/DISTRICT OFFICE/SPECIAL AREA ADMINISTRATION S		132.30	
10E000 2210 3100 00 370501			CM ER 020525	Expense Reimbursement (Wonder Works)	0	300.00	
				EDUCATION/DISTRICT OFFICE/IMPROVEMENT OF INSTRUCTION SE		300.00	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
97261	MCGRAW HILL LLC	02/25/2025	135788784001	Corrective Reading Consumables for Interventionist K. Stange at GW	7032400071	585.06	585.06
10E000	1250 4100 00 430000			EDUCATION/DISTRICT OFFICE/TITLE I/SUPPLIES/TITLE I		585.06	
97262	MCMILLIN, Ryan	02/25/2025	TR 2.13.25	Tuition Reimbursement, American College of Education 3 Credit Hours	0	600.00	600.00
10E100	1110 2300 00 000000			EDUCATION/EDISON ELEMENTARY/ELEMENTARY/TUITION REIMBURS		600.00	
97263	MEDIA RESOURCES INC	02/25/2025	16200	Speaker (Replacement-Costello)	7042400026	272.50	272.50
10E600	2663 5400 00 000000			EDUCATION/COSTELLO ELEMENTARY/TECH PROGRAMMING SERVICES		272.50	
97264	MENARDS-FRONT END MANAGER	02/25/2025	53980	District	0	207.84	630.70
20E000	2540 4100 00 000000			OP, BLDG,MAIN/DISTRICT OFFICE/OPERATION AND MAINTENANCE		207.84	
20E600	2540 4100 00 000000		54419	Costello	0	68.87	
20E000	2540 4100 00 000000			OP, BLDG,MAIN/COSTELLO ELEMENTARY/OPERATION AND MAINTEN		68.87	
20E000	2540 4100 00 000000		55055	Admin	0	53.06	
20E000	2540 4100 00 000000			OP, BLDG,MAIN/DISTRICT OFFICE/OPERATION AND MAINTENANCE		53.06	
20E000	2540 4100 00 000000		56734	Shop	0	300.93	
20E000	2540 4100 00 000000			OP, BLDG,MAIN/DISTRICT OFFICE/OPERATION AND MAINTENANCE		300.93	
97265	MENTA ACADEMY HILLSIDE	02/25/2025	SESINV-042152	MS October 24' Tuition	0	4,874.54	19,227.90
10E600	1912 6700 00 000000			EDUCATION/COSTELLO ELEMENTARY/OTHER LEA PRIVATE TUITION		4,874.54	
10E600	1912 6700 00 000000		SESINV-044587	MS January 25' Tuition	0	4,209.83	
10E600	1912 6700 00 000000			EDUCATION/COSTELLO ELEMENTARY/OTHER LEA PRIVATE TUITION		4,209.83	
10E500	1912 6700 00 000000		SESINV-044745	PP January 25' Tuition	0	6,711.18	
10E500	1912 6700 00 000000			EDUCATION/WASHINGTON MIDDLE SCHOOL/OTHER LEA PRIVATE TU		6,711.18	
10E500	1912 6700 00 000000		SESINV-044746	MM January 25' Tuition	0	3,432.35	
10E500	1912 6700 00 000000			EDUCATION/WASHINGTON MIDDLE SCHOOL/OTHER LEA PRIVATE TU		3,432.35	
97266	MIGALA, MELISSA G	02/25/2025	01282025	Expense reimbursement for PBIS prizes from	0	51.25	51.25

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
10E600	1110 4110 00 000000			Dollar Store. EDUCATION/COSTELLO ELEMENTARY/ELEMENTARY/SUPPLIES		51.25	
97267	MINUTEMAN PRESS OF LYONS	02/25/2025	47147	Detention slips, carbon copies	5002400042	180.29	873.58
10E500	1110 4100 00 000000			EDUCATION/WASHINGTON MIDDLE SCHOOL/ELEMENTARY/SUPPLIES		180.29	
10E500	1110 4100 00 000000		47287	Detention slips	5002400053	180.29	
10E500	1110 4100 00 000000			EDUCATION/WASHINGTON MIDDLE SCHOOL/ELEMENTARY/SUPPLIES		180.29	
10E600	1110 4100 00 000000		47588	57 each 18 x 24 glossy posters (Job 1046643) ordered by Chris Jamrose.	0	513.00	
10E600	1110 4100 00 000000			EDUCATION/COSTELLO ELEMENTARY/ELEMENTARY/SUPPLIES		513.00	
97268	MLPLUMBING, LLC dbaDELL PLUMBIN	02/25/2025	3397	Home	0	2,458.31	2,458.31
20E200	2540 3230 00 000000			OP, BLDG,MAIN/HOME ELEMENTARY/OPERATION AND MAINTENANCE		2,458.31	
97269	MUSIC IS ELEMENTARY	02/25/2025	INV-18527	First Steps in Music for Preschool and Beyond (Bundle); 5 each at \$170 = \$850.00	7002100231	918.00	918.00
10E000	1116 4100 00 000000			EDUCATION/DISTRICT OFFICE/ART/MUSIC K-5/SUPPLIES		918.00	
97270	NICOR GAS	02/25/2025	30067700002 010825	Home 12.04.24 - 01.04.25	0	1,981.96	28,142.66
20E200	2540 4650 00 000000			OP, BLDG,MAIN/HOME ELEMENTARY/OPERATION AND MAINTENANCE		1,981.96	
20E100	2540 4650 00 000000		41174700009 010825	Edison 12.04.24 - 01.04.25	0	4,035.13	
20E100	2540 4650 00 000000			OP, BLDG,MAIN/EDISON ELEMENTARY/OPERATION AND MAINTENAN		4,035.13	
20E300	2540 4650 00 000000		41400800003 012125	Lincoln 12.18.24 - 01.17.25	0	5,345.90	
20E300	2540 4650 00 000000			OP, BLDG,MAIN/LINCOLN ELEMENTARY/OPERATION AND MAINTENA		5,345.90	
20E000	2540 4650 00 000000		72030800006 012325	Board of Ed 12.18.24 - 01.17.25	0	1,633.49	
20E000	2540 4650 00 000000			OP, BLDG,MAIN/DISTRICT OFFICE/OPERATION AND MAINTENANCE		1,633.49	
20E600	2540 4650 00 000000		74981782589 012425	Costello 12.20.24 - 01.22.25	0	4,069.95	
20E600	2540 4650 00 000000			OP, BLDG,MAIN/COSTELLO ELEMENTARY/OPERATION AND MAINTEN		4,069.95	
			82030800005 012425	GWMS 12.20.24 -	0	11,076.23	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
				01.22.25			
20E500	2540 4650 00 000000			OP, BLDG,MAIN/WASHINGTON MIDDLE SCHOOL/OPERATION AND MA		11,076.23	
97271	Northern Illinois University	02/25/2025	MTS000129	In-Person and Virtual Coaching provided by MTSS Network at NIU July 1, 2024 - December 31, 2024	0	66,211.25	66,211.25
10E000	2320 3140 00 000000			EDUCATION/DISTRICT OFFICE/EXECUTIVE ADMINISTRATION SERV		16,211.25	
10E000	2210 3100 00 499806			EDUCATION/DISTRICT OFFICE/IMPROVEMENT OF INSTRUCTION SE		50,000.00	
97272	ODELSON & STERK, LTD.	02/25/2025	96	Svcs thru 12.31.24	0	26,337.50	26,337.50
10E000	2310 3180 00 000000			EDUCATION/DISTRICT OFFICE/BOARD OF EDUCATION SERVICES/L		26,337.50	
97273	OPEN KITCHENS	02/25/2025	12025	January 25' Billing	0	59,621.82	60,578.46
10E100	2560 3150 00 000000			EDUCATION/EDISON ELEMENTARY/FOOD SERVICES/FOOD - CONTRA		7,019.06	
10E200	2560 3150 00 000000			EDUCATION/HOME ELEMENTARY/FOOD SERVICES/FOOD - CONTRACT		7,286.46	
10E300	2560 3150 00 000000			EDUCATION/LINCOLN ELEMENTARY/FOOD SERVICES/FOOD - CONTR		8,345.29	
10E400	2560 3150 00 000000			EDUCATION/ROBINSON ELEMENTARY/FOOD SERVICES/FOOD - CONT		7,466.60	
10E500	2560 3150 00 000000			EDUCATION/WASHINGTON MIDDLE SCHOOL/FOOD SERVICES/FOOD -		23,510.45	
10E600	2560 3150 00 000000			EDUCATION/COSTELLO ELEMENTARY/FOOD SERVICES/FOOD - CONT		5,993.96	
			IN10194842	January 25' A la cart	0	956.64	
10E500	2560 3150 00 000000			EDUCATION/WASHINGTON MIDDLE SCHOOL/FOOD SERVICES/FOOD -		956.64	
97274	Papanicholas, Kelly	02/25/2025	TR 1.7.25	Tuition Reimbursement, University of Illinois at Urbana Champaign 4 Credit Hours	0	600.00	1,000.00
10E500	1120 2300 00 000000			EDUCATION/WASHINGTON MIDDLE SCHOOL/MIDDLE-JUNIOR HIGH/T		600.00	
			TR 1.7.25 B	Tuition Reimbursement, University of Illinois at Urbana Champaign 4 Credit Hours	0	400.00	
10E500	1120 2300 00 000000			EDUCATION/WASHINGTON MIDDLE SCHOOL/MIDDLE-JUNIOR HIGH/T		400.00	
97275	PARENTS AS TEACHERS NATIONAL C	02/25/2025	880779	Affiliate Renewal Fee for: Cindy Matias	0	2,200.00	2,200.00
10E000	2210 3100 00 370501			EDUCATION/DISTRICT OFFICE/IMPROVEMENT OF INSTRUCTION SE		2,200.00	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
97276	Peerless Network, Inc.	02/25/2025	68913	02.01.25 - 02.28.25	0	569.83	569.83
20E100	2540 3440 00 000000			OP, BLDG,MAIN/EDISON ELEMENTARY/OPERATION AND MAINTENAN		142.46	
20E200	2540 3440 00 000000			OP, BLDG,MAIN/HOME ELEMENTARY/OPERATION AND MAINTENANCE		142.46	
20E500	2540 3440 00 000000			OP, BLDG,MAIN/WASHINGTON MIDDLE SCHOOL/OPERATION AND MA		142.46	
20E600	2540 3440 00 000000			OP, BLDG,MAIN/COSTELLO ELEMENTARY/OPERATION AND MAINTEN		142.45	
97277	PILLADO-FRANCO, SARAHI	02/25/2025	TR 2.3.25	Tuition Reimbursement, Governors State University 6 Credit Hours	0	3,313.95	3,313.95
10E000	1110 2300 00 399800			EDUCATION/DISTRICT OFFICE/ELEMENTARY/TUITION REIMBURSEM		3,313.95	
97278	PITNEY BOWES GLOBAL FINANCIAL	02/25/2025	3107096587	Leasing 01.09.25-04.08.25	0	452.61	452.61
10E000	2310 3400 00 000000			EDUCATION/DISTRICT OFFICE/BOARD OF EDUCATION SERVICES/C		452.61	
97279	ProCare Therapy	02/25/2025	21087319	W.E. 12.06.24	0	495.00	42,433.75
10E200	1110 3140 00 000000			EDUCATION/HOME ELEMENTARY/ELEMENTARY/PROFESSIONAL SERVI		495.00	
10E200	1110 3140 00 000000		21094039	W.E. 12.13.24	0	1,485.00	
10E200	1110 3140 00 000000			EDUCATION/HOME ELEMENTARY/ELEMENTARY/PROFESSIONAL SERVI		1,485.00	
10E200	1110 3140 00 000000		21103248	W.E. 12.20.24	0	1,485.00	
10E200	1110 3140 00 000000			EDUCATION/HOME ELEMENTARY/ELEMENTARY/PROFESSIONAL SERVI		1,485.00	
10E200	1110 3140 00 000000		21108928	W.E. 01.10.25	0	1,485.00	
10E200	1110 3140 00 000000			EDUCATION/HOME ELEMENTARY/ELEMENTARY/PROFESSIONAL SERVI		1,485.00	
10E200	1110 3140 00 000000		21113750	W.E. 01.17.25	0	990.00	
10E200	1110 3140 00 000000			EDUCATION/HOME ELEMENTARY/ELEMENTARY/PROFESSIONAL SERVI		990.00	
10E500	1110 3140 00 000000		21115479	W.E. 01.17.25	0	3,800.00	
10E500	1110 3140 00 000000			EDUCATION/WASHINGTON MIDDLE SCHOOL/ELEMENTARY/PROFESSIO		3,800.00	
10E400	1110 3140 00 000000		21115533	W.E. 01.17.25	0	3,562.50	
10E400	1110 3140 00 000000			EDUCATION/ROBINSON ELEMENTARY/ELEMENTARY/PROFESSIONAL S		3,562.50	
10E500	1110 3140 00 000000		21120138	W.E. 01.24.25	0	3,800.00	
10E500	1110 3140 00 000000			EDUCATION/WASHINGTON MIDDLE SCHOOL/ELEMENTARY/PROFESSIO		3,800.00	
10E400	1110 3140 00 000000		21120363	W.E. 01.24.25	0	2,660.00	
10E400	1110 3140 00 000000			EDUCATION/ROBINSON ELEMENTARY/ELEMENTARY/PROFESSIONAL S		2,660.00	
10E200	1110 3140 00 000000		21120906	W.E. 01.24.25	0	1,485.00	
10E200	1110 3140 00 000000			EDUCATION/HOME ELEMENTARY/ELEMENTARY/PROFESSIONAL SERVI		1,485.00	
10E400	1110 3140 00 000000		21120907	W.E. 01.10.25	0	3,491.25	
10E400	1110 3140 00 000000			EDUCATION/ROBINSON ELEMENTARY/ELEMENTARY/PROFESSIONAL S		3,491.25	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
10E200	1110 3140 00 000000		21130690	W.E. 01.31.25 EDUCATION/HOME ELEMENTARY/ELEMENTARY/PROFESSIONAL SERVI	0	1,485.00	1,485.00
10E200	1110 3140 00 000000		21130955	W.E. 02.07.25 EDUCATION/HOME ELEMENTARY/ELEMENTARY/PROFESSIONAL SERVI	0	1,485.00	1,485.00
10E400	1110 3140 00 000000		21132202	W.E. 01.31.25 EDUCATION/ROBINSON ELEMENTARY/ELEMENTARY/PROFESSIONAL S	0	3,562.50	3,562.50
10E500	1110 3140 00 000000		21132203	W.E. 01.31.25 EDUCATION/WASHINGTON MIDDLE SCHOOL/ELEMENTARY/PROFESSIO	0	3,800.00	3,800.00
10E400	1110 3140 00 000000		21132210	W.E. 02.07.25 EDUCATION/ROBINSON ELEMENTARY/ELEMENTARY/PROFESSIONAL S	0	3,562.50	3,562.50
10E500	1110 3140 00 000000		21132213	W.E. 02.07.25 EDUCATION/WASHINGTON MIDDLE SCHOOL/ELEMENTARY/PROFESSIO	0	3,800.00	3,800.00
97280	Professional Pest Control, Inc	02/25/2025	18822	January 25' Billing	0	560.00	560.00
20E100	2540 3230 00 000000			OP, BLDG,MAIN/EDISON ELEMENTARY/OPERATION AND MAINTENAN		80.00	
20E200	2540 3230 00 000000			OP, BLDG,MAIN/HOME ELEMENTARY/OPERATION AND MAINTENANCE		75.00	
20E300	2540 3230 00 000000			OP, BLDG,MAIN/LINCOLN ELEMENTARY/OPERATION AND MAINTENA		90.00	
20E400	2540 3230 00 000000			OP, BLDG,MAIN/ROBINSON ELEMENTARY/OPERATION AND MAINTEN		80.00	
20E500	2540 3230 00 000000			OP, BLDG,MAIN/WASHINGTON MIDDLE SCHOOL/OPERATION AND MA		95.00	
20E600	2540 3230 00 000000			OP, BLDG,MAIN/COSTELLO ELEMENTARY/OPERATION AND MAINTEN		80.00	
20E000	2540 3230 00 000000			OP, BLDG,MAIN/DISTRICT OFFICE/OPERATION AND MAINTENANCE		60.00	
97281	PURCHASE POWER	02/25/2025	10971327 021925	Purchase Power Postage	0	559.76	559.76
10E000	2310 3400 00 000000			EDUCATION/DISTRICT OFFICE/BOARD OF EDUCATION SERVICES/C		559.76	
97282	QUALITY NETWORK SOLUTIONS, INC	02/25/2025	77847	Wireless Bluetooth Headset (Lupe)	7042400034	91.99	28,276.65
10E000	2663 7400 00 000000			EDUCATION/DISTRICT OFFICE/TECH PROGRAMMING SERVICES/EQU		91.99	
10E500	2663 7400 00 000000		77848	Epson BrightLink Projector - GWMS (replace broken projector)	7042400033	1,063.75	1,063.75
10E500	2663 7400 00 000000			EDUCATION/WASHINGTON MIDDLE SCHOOL/TECH PROGRAMMING SER		1,063.75	
10E000	2663 3100 00 000000		77976	Feburary 25' monthly	0	26,501.91	26,501.91
10E000	2663 3100 00 000000			EDUCATION/DISTRICT OFFICE/TECH PROGRAMMING SERVICES/PRO		26,501.91	
10E000	2663 3100 00 000000		78093	Monthly VoiP Phone Charges	0	619.00	619.00
10E000	2663 3100 00 000000			EDUCATION/DISTRICT OFFICE/TECH PROGRAMMING SERVICES/PRO		619.00	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
97283	QUINLAN & FABISH MUSIC CO	02/25/2025	15847248	Sheet Music, Band and Orchestra	5002400033	117.00	1,254.40
10E500	1590 4111 00 000000		EDUCATION/WASHINGTON MIDDLE SCHOOL/MUSIC INSTRUMENTAL/S			117.00	
			15856702	Sheet Music, Band and Orchestra	5002400033	45.00	
10E500	1590 4111 00 000000		EDUCATION/WASHINGTON MIDDLE SCHOOL/MUSIC INSTRUMENTAL/S			45.00	
			15928272	Sheet Music, Band and Orchestra	5002400033	112.50	
10E500	1590 4111 00 000000		EDUCATION/WASHINGTON MIDDLE SCHOOL/MUSIC INSTRUMENTAL/S			112.50	
			15944150	Instrument supplies, reeds, mouthpieces, stings	5002400035	65.54	
10E500	1590 4100 00 000000		EDUCATION/WASHINGTON MIDDLE SCHOOL/MUSIC INSTRUMENTAL/S			65.54	
			16001630	Instrument supplies, reeds, mouthpieces, stings	5002400035	135.06	
10E500	1590 4100 00 000000		EDUCATION/WASHINGTON MIDDLE SCHOOL/MUSIC INSTRUMENTAL/S			135.06	
			16010948	Band/Orch Supplies	5002400050	581.15	
10E500	1590 4100 00 000000		EDUCATION/WASHINGTON MIDDLE SCHOOL/MUSIC INSTRUMENTAL/S			581.15	
			16072763	Baritone saxophone repair	5002400062	107.00	
10E500	1590 3240 00 000000		EDUCATION/WASHINGTON MIDDLE SCHOOL/MUSIC INSTRUMENTAL/R			107.00	
			16103142	Violin 4/4 String Dominant Ball End *Score* Gateway March Gateway March	5002400061	65.25	
10E500	1590 4100 00 000000		EDUCATION/WASHINGTON MIDDLE SCHOOL/MUSIC INSTRUMENTAL/S			65.25	
			16156478	Violin 4/4 String Dominant Ball End *Score* Gateway March Gateway March	5002400061	25.90	
10E500	1590 4100 00 000000		EDUCATION/WASHINGTON MIDDLE SCHOOL/MUSIC INSTRUMENTAL/S			25.90	
97284	RAYLA, ALDE	02/25/2025	021925 AR2	Uber reimbursement	0	79.77	324.55
10E000	2330 3320 00 000000		EDUCATION/DISTRICT OFFICE/SPECIAL AREA ADMINISTRATION S			79.77	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
			021925AR	Uber reimbursement	0	244.78	
10E000 2330 3320 00 000000				EDUCATION/DISTRICT OFFICE/SPECIAL AREA ADMINISTRATION S		244.78	
97285 RUSSO POWER EQUIPMENT		02/25/2025	SPI20901102	Ice Melt	0	576.49	2,005.48
20E000 2540 4100 00 000000				OP, BLDG,MAIN/DISTRICT OFFICE/OPERATION AND MAINTENANCE		576.49	
			SPI20916837	Ice Melt	0	1,428.99	
20E000 2540 4100 00 000000				OP, BLDG,MAIN/DISTRICT OFFICE/OPERATION AND MAINTENANCE		1,428.99	
97286 SAM'S CLUB DIRECT		02/25/2025	437979636 012025	01.20.25 Statement	0	1,617.30	1,617.30
10E000 1250 4100 00 430000				EDUCATION/DISTRICT OFFICE/TITLE I/SUPPLIES/TITLE I		148.14	
10E000 1274 4100 00 370500				EDUCATION/DISTRICT OFFICE/EARLY CHILDHOOD 0-3/SUPPLIES/		358.25	
10E000 3000 4100 00 370501				EDUCATION/DISTRICT OFFICE/COMMUNITY SERVICES/SUPPLIES/P		1,110.91	
97287 SAWA, MEGAN E		02/25/2025	1/8/2025	Mileage reimbursement; Round trip Lincoln to West 40, 10 miles x .67 = \$6.70	0	6.70	6.70
10E300 1110 3320 00 000000				EDUCATION/LINCOLN ELEMENTARY/ELEMENTARY/TRAVEL		6.70	
97288 SCHINDLER ELEVATOR CORPORATION		02/25/2025	8106744615	Costello - Quarterly Billing (11.01.24 - 01.31.25)	0	899.16	899.16
20E600 2540 3200 00 000000				OP, BLDG,MAIN/COSTELLO ELEMENTARY/OPERATION AND MAINTEN		899.16	
97289 SCHOLASTIC INC (BOOKS/CATALOG)		02/25/2025	M75336655 8	Scholastic Magazines Quote 306220 Lincoln School	7032400013	2,062.52	3,043.17
10E000 1250 4100 00 430000				EDUCATION/DISTRICT OFFICE/TITLE I/SUPPLIES/TITLE I		2,062.52	
			M7576179 1	Scholastic Magazines Quote 306221 Robinson School	7032400014	980.65	
10E000 1250 4100 00 430000				EDUCATION/DISTRICT OFFICE/TITLE I/SUPPLIES/TITLE I		980.65	
97290 SCHOOL HEALTH CORPORATION		02/25/2025	CINV000183979	Recess equipment for outdoor recess	6002400034	180.92	272.91
10E600 1110 4100 00 000000				EDUCATION/COSTELLO ELEMENTARY/ELEMENTARY/SUPPLIES		180.92	
			CINV000190465	Recess equipment for outdoor recess	6002400034	91.99	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
10E600	1110 4100 00 000000			EDUCATION/COSTELLO ELEMENTARY/ELEMENTARY/SUPPLIES		91.99	
97291	SCHOOL SPECIALTY, INC.	02/25/2025	308104666020	Art Class Supplies 2024-2025	4002400020	471.27	471.27
10E400	1110 4100 02 000000			EDUCATION/ROBINSON ELEMENTARY/ELEMENTARY/SUPPLIES/ART		471.27	
97292	SCHURE, Allen	02/25/2025	021920 AS	GWMS Girls Volleyball	0	70.00	70.00
10E500	1501 3190 00 000105			EDUCATION/WASHINGTON MIDDLE SCHOOL/CO-CURRICULAR/OTHER		70.00	
97293	SEAL SOUTH, INC	02/25/2025	9019	Tuition January 25' DF	0	4,184.89	4,184.89
10E400	1912 6700 00 000000			EDUCATION/ROBINSON ELEMENTARY/OTHER LEA PRIVATE TUITION		4,184.89	
97294	SHAEVEL, KATHY	02/25/2025	exp reim KS	Exp. reimbursement	0	99.82	99.82
10E500	1110 4100 00 000000			EDUCATION/WASHINGTON MIDDLE SCHOOL/ELEMENTARY/SUPPLIES		99.82	
97295	SOARING EAGLE ACADEMY	02/25/2025	23401	KM January 25' Tuition	0	9,544.27	9,544.27
10E400	1912 6700 00 000000			EDUCATION/ROBINSON ELEMENTARY/OTHER LEA PRIVATE TUITION		9,544.27	
97296	Sunbelt Staffing, LLC	02/25/2025	21128333	W.E. 02.01.25	0	3,889.20	9,654.80
10E000	2210 3100 00 462000			EDUCATION/DISTRICT OFFICE/IMPROVEMENT OF INSTRUCTION SE		3,889.20	
10E000	2210 3100 00 462000		21128831	W.E. 02.01.25	0	5,765.60	
10E000	2210 3100 00 462000			EDUCATION/DISTRICT OFFICE/IMPROVEMENT OF INSTRUCTION SE		5,765.60	
97297	T-MOBILE	02/25/2025	972033599 012125	12.21.24 - 01.20.25 Hotspot	0	150.00	150.00
20E000	2540 3440 00 000000			OP, BLDG,MAIN/DISTRICT OFFICE/OPERATION AND MAINTENANCE		150.00	
97298	THE CENTER: RESOURCES FOR TEAC	02/25/2025	32954	Multicultural conference	0	2,470.00	5,570.00
10E000	2210 3100 00 490900			EDUCATION/DISTRICT OFFICE/IMPROVEMENT OF INSTRUCTION SE		2,470.00	
10E000	1251 3140 00 493200		32955	Registration Fee for ESSA/Multilingual Conference on December 12th and 13th. Attendee Kristopher Rivera	7032400062	380.00	
10E000	1251 3140 00 493200			EDUCATION/DISTRICT OFFICE/TITLE II GRANT/PROFESSIONAL S		380.00	
10E000	1251 3140 00 493200		32956	Registration Fees for The Multilingual Illinois /ESSA	7032400057	2,340.00	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
10E000 1251 3140 00 493200				Conference December 10th-13th.		2,340.00	
			EDUCATION/DISTRICT OFFICE/TITLE II GRANT/PROFESSIONAL S				
			32957	Registration Fee for ESSA/Multilingual Conference on December 10th and 11th, Attendee Jen Egan	7032400063	380.00	
10E000 1251 3140 00 493200			EDUCATION/DISTRICT OFFICE/TITLE II GRANT/PROFESSIONAL S			380.00	
97299 THOMSON REUTERS - WEST		02/25/2025	105500089	Online Software Subscription charges for CLEAR Proflex for month of January 2025.	0	761.20	761.20
10E000 1205 3160 00 000000			EDUCATION/DISTRICT OFFICE/LEARNING DISABLED/DATA PROCES			761.20	
97300 TREMCO/WEATHERPROOFING TECHNOL		02/25/2025	97907230	Robinson School patch and repair services for active water leak.	0	3,000.00	3,000.00
20E400 2540 3230 00 000000			OP, BLDG,MAIN/ROBINSON ELEMENTARY/OPERATION AND MAINTEN			3,000.00	
97301 Twin Engines, LLC.		02/25/2025	71924	Demo	0	120,000.00	120,000.00
60E000 2530 5000 00 000000			CAP PROJ/DISTRICT OFFICE/FACILITIES ACQUISITION AND CON			120,000.00	
97302 Tyler Technologies, Inc		02/25/2025	025-491984	Subscription	0	26,663.33	27,658.33
10E000 2663 4700 00 000000			EDUCATION/DISTRICT OFFICE/TECH PROGRAMMING SERVICES/SOF			26,663.33	
			025-493958	Project Management	0	510.00	
10E000 2520 3900 00 000000			EDUCATION/DISTRICT OFFICE/FISCAL SERVICES/OTHER PURCHAS			510.00	
			025-497619	Project Management	0	485.00	
10E000 2520 3900 00 000000			EDUCATION/DISTRICT OFFICE/FISCAL SERVICES/OTHER PURCHAS			485.00	
97303 VANDER PLOEG, GUADALUPE		02/25/2025	GVP 020425	CVP Expense	0	520.06	520.06
10E000 2330 3320 00 000000			EDUCATION/DISTRICT OFFICE/SPECIAL AREA ADMINISTRATION S			520.06	
97304 VERIZON WIRELESS		02/25/2025	6104332031	Billing 12.24.25 - 01.23.25	0	1,165.02	1,165.02
20E000 2540 3440 00 000000			OP, BLDG,MAIN/DISTRICT OFFICE/OPERATION AND MAINTENANCE			1,165.02	
97305 VILLAGE OF LYONS WATER DEPARTM		02/25/2025	13293 013125	Costello Svc.	0	850.07	850.07

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
				11.16.24 - 01.15.25			
20E600	2540 3700 00 000000			OP, BLDG,MAIN/COSTELLO ELEMENTARY/OPERATION AND MAINTEN		850.07	
97306	VILLAGE OF STICKNEY WATER DEPT	02/25/2025	101878 021125	Home 01.15.25-02.11.25	0	351.04	796.27
20E200	2540 3700 00 000000			OP, BLDG,MAIN/HOME ELEMENTARY/OPERATION AND MAINTENANCE		351.04	
			101884 021125	Edison 01.15.25-02.11.25	0	445.23	
20E100	2540 3700 00 000000			OP, BLDG,MAIN/EDISON ELEMENTARY/OPERATION AND MAINTENAN		445.23	
97307	VILLAGE OF BROOKFIELD	02/25/2025	400067001 020525	Lincoln reading 01.01.25 - 01.31.25	0	704.70	704.70
20E300	2540 3700 00 000000			OP, BLDG,MAIN/LINCOLN ELEMENTARY/OPERATION AND MAINTENA		704.70	
97308	WELSH, DAINA J	02/25/2025	exp. reim DW	exp. reimbursement	0	92.04	92.04
10E500	1590 4100 00 000000			EDUCATION/WASHINGTON MIDDLE SCHOOL/MUSIC INSTRUMENTAL/S		92.04	
97309	WEST 40 INTERMEDIATE SERVICE C	02/25/2025	250278	Emergency Response Plan completed 10/15/2024.	0	5,400.00	5,400.00
20E000	2546 3900 00 000000			OP, BLDG,MAIN/DISTRICT OFFICE/SECURITY SERVICES/OTHER P		5,400.00	
97310	WEST 40 ISC #2	02/25/2025	250592	West40 AA2001: Illinois Performance Evaluation- Teacher Evaluation Training 2/20/25 & 2/25/25 for Instructional Coach Tracy Dragos	7032400076	450.00	450.00
10E000	2210 3140 00 493200			EDUCATION/DISTRICT OFFICE/IMPROVEMENT OF INSTRUCTION SE		450.00	
97311	Wheaton North High School	02/25/2025	INV-119	DuPage County Social Studies Conference Registration Fees for GWMS Teachers (Bendersky, Papanicholas) on 2/28/2025.	0	100.00	100.00
10E500	1220 3140 00 000000			EDUCATION/WASHINGTON MIDDLE SCHOOL/CROSS-CATEGORICAL (C		100.00	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
97312	WILSON LANGUAGE	02/25/2025	INV94473	GW SPED-C1: WRS Introductory Set (Steps 1-6) 4th Edition	7022400043	538.92	538.92
10E000	1205 4100 00 000000			EDUCATION/DISTRICT OFFICE/LEARNING DISABLED/SUPPLIES		538.92	
				120 Computer	Check(s) For a Total of		1,623,532.19

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	0	ACH	Checks For a Total of	0.00
	120	Computer	Checks For a Total of	1,623,532.19
Total For	120	Manual, Wire Tran, ACH & Computer	Checks	1,623,532.19
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	1,623,532.19

FUND SUMMARY

Fund	Description	Balance Sheet	Revenue	Expense	Total
10	EDUCATION	558,299.01	0.00	646,195.92	1,204,494.93
20	OP, BLDG,MAIN	919.86	0.00	106,095.63	107,015.49
40	TRANSPORTION	0.00	0.00	169,418.77	169,418.77
60	CAP PROJ	0.00	0.00	120,000.00	120,000.00
80	TORT FUND	0.00	0.00	22,603.00	22,603.00

GENERAL FUND Totals for All Accounts

Costello Elementary School

Account #

				\$10,254.22
1/23/2025	1418	Migala (reim. Vinyl for basketball jerseys)	51.92	\$10,202.30
2/3/2025	1419	Scholastic Book Fairs (payment)	2528.86	\$7,673.44
2/4/2025		Deposit (Scholastic Book Fairs sales)	2528.86	\$10,202.30

EDISON ACTIVITY ACCOUNT - 2024-2025

January 2025					
Date	Check Number	Transaction	Debit	Credit	Total
		Balance Brought Forward			\$30,564.90
1/30/25	1363	EI Meson Express (PF/Spirit)	210.00		\$30,354.90
February 2025					
Date	Check Number	Transaction	Debit	Credit	Total
		Balance Brought Forward			\$30,354.90
					\$30,354.90

HOME SCHOOL GENERAL LEDGER JANUARY, 2025

Date	Ck.#	Description	Disbursements	Receipts	Balance
7/1/2024		STARTING BALANCE			\$ 2,585.24
10/1/2024		Deposit - Van Gogh Spring Commission		\$181.99	\$ 2,767.23
10/7/2024	1176	Van Gogh School Photographers - Escabi Order	\$40.00		\$ 2,727.23
10/7/2024	1177	Van Gogh School Photographers - Aguilar Order	\$14.00		\$ 2,713.23
10/17/2024		Deposit - Van Gogh Orders made with Cash payment to office		\$54.00	\$ 2,767.23
10/18/24	1178	LaTasha Bailey-Reimbursement for student bathroom stepstools	\$114.40		\$ 2,652.83
10/30/24	1179	Tiffany Barrett - Reimbursement for yearbook - for Judy Egan (retiring)	\$14.13		\$ 2,638.70
11/12/2024		Deposit - Fun Pacs		\$1,210.00	\$ 3,848.70
11/12/2024	1180	Lisa Kesman-reimbursement for Smencils for fundraiser	\$320.00		\$ 3,528.70
12/6/2024		Deposit - Library Grant		\$1,500.00	\$ 5,028.70
1/15/2025		Deposit - Smencil Sale		\$320.00	\$ 5,348.70
1/28/2025	1181	Follett - Library books purchased from library grant money	\$754.80		\$ 4,593.90
1/31/2025	1182	Melissa Merkel - staff bereavement donation	\$1,250.00		\$ 3,343.90

Lincoln School Activity Account July 2024-present							Put in proper account	Agrees w/ Checkbook
Check #	Invoice #	Date	Description	Debit	Credit	Balance		
Balance Forwarded from July 2024 Bank Statement							\$16,639.82	
			Balance Forwarded from July 2024 Bank Statement			\$16,639.82		yes
		8/1/24	Deposit - Van Gogh School Photographers Commission Check		\$392.49	\$17,032.31		
Balance Forwarded from August 2024 Bank Statement							\$17,032.31	yes
		9/18/24	Balance Forwarded from August 2024 Bank Statement			\$17,032.31		yes
		9/30/24	Balance Forwarded from September 2024 Bank Statement			\$17,032.31		yes
		10/15/24	Deposit - School Spirit Wear Sales at Open House 8.19.24 (leftover inventory from previous years)		\$551.00	\$17,583.31		
1182	1506	10/22/24	Student Council T-Shirts 2024-25 from Ink Your Wear	\$104.00		\$17,479.31		
1183	1492	10/22/24	New Lincoln Staff first Spirit Wear Shirt from Ink Your Wear	\$161.81		\$17,317.50		
1184		10/24/24	Cheryl Ludwig - PBIS Supplies Reimbursement for PBIS Quarter 1 Reward and PBIS hallway displays	\$142.98		\$17,174.52		
1185		10/24/24	Cheryl Ludwig - PBIS Supplies Reimbursement for PBIS hallway displays	\$75.88		\$17,098.64		
		10/31/24	Balance Forwarded from October 2024 Bank Statement			\$17,098.64		yes
		11/20/24	Balance Forwarded from November 2024 Bank Statement			\$17,098.64		yes
1186	1537	11/26/24	Ink Your Wear - white shirts for girls and boys basketball uniforms	\$78.00		\$17,020.64		
1187		12/20/24	Emelia Zarenana - PBIS Supplies Reimbursement for PBIS Quarter 2 Reward	\$786.62		\$16,234.02		
		12/31/24	Balance Forwarded from December 2024 Bank Statement			\$16,234.02		yes
		1/2/25	Deposit - PBIS Fundraiser @ Culvers (October 2024)		\$84.47	\$16,336.49		
		1/2/25	Deposit - Van Gogh School Photographers Commission Check		\$617.43	\$16,953.92		
1188		1/14/25	Ink Your Wear - two polos shirts for Basketball Coaches	\$54.14		\$16,899.78		
1189		1/27/25	Reimbursement to Sarah O'Malley for 4 uniform shirts for McKinney Vento student	\$32.00		\$16,867.78		
1190	1613	2/13/25	Ink Your Wear - two t-shirts for Yearbook Club students	\$20.00		\$16,847.78		

Date **Check Number**

Transaction

Debit

Credit

Total

Robinson

JAN-FEB 2025

\$12,629.34

Date	Check	Transaction	Debit	Credit	Total
1/23/2025	1275	Oneida Hernandez Uniforms for students	37.33		\$12,592.01
1/23/2025	1276	Merri fasano sweetheart dance	259.97		\$12,332.04
1/27/2025	1277	Meredith culliagan water	492.00		\$11,840.04
1/27/2025	1278	maricela mendoza (principal satmps)	25.55		\$11,814.49
1/30/2025	1279	Paisan pizzeria (parent conference)	179.43		\$11,635.06
2/5/2025		Deposit(school store 01/10-17/2025)		\$456.00	\$12,091.06
2/5/2025		Deposit school store 1/24/2025 and Cake fundraiser		\$823.10	\$12,914.16
2/5/2025		Student council deposit for Honor flight Chicago		201.98	\$13,116.14
2/5/2025		Deposit Van Gogh commission		319.28	\$13,435.42
2/7/2025		Dominos pizza(PBIS winners)	50.00		\$13,385.42

GWMS					
Date	Check #	Description	Disbursement	Receipts	Balance
22-Jan	1894	Maria Galvez- Uniforms	61.51		\$26,362.35
24-Jan	2895	Nicole Burr- Clipboards	34.3		\$26,328.05
27-Jan	1896	LTHS-Accompanist	50		\$26,278.05
30-Jan	1897	Maria Galvez-PTC Salad	41.84		\$26,236.21
30-Jan	1898	Paisans- PTC	288.76		\$25,947.45
7-Feb	1899	Salernos-PBIS ATTENDANCE	253.54		\$25,693.91
7-Feb	1900	USPS-records	19.45		\$25,674.46
7-Feb	Deposit	GWMS/SPORTS/BOC		2050	\$27,724.46
10-Feb	1901	Daina Welsh- Choir sheet music	92.03		\$27,632.43
14-Feb	1902	Holly Lockwood- Snacks 5th grade Tournament	23.29		\$27,609.14
14-Feb	1903	Taylor Koc - Jimmy Johns	194.24		\$27,414.90
14-Feb	Deposit	GWMS/Sports/BOC		777	\$28,191.90

MINUTES OF THE REGULAR MEETING
OF THE BOARD OF EDUCATION
LYONS ELEMENTARY SCHOOL DISTRICT 103
George Washington Middle School, Cafeteria
8101 Ogden Avenue, Lyons, Il 60534 at 6:00 P.M.
Tuesday, January 28, 2025

I. Call to Order

The regular meeting of the Board of Education was called to order at 6:00 p.m. by President Jorge Torres.

II. Roll Call

Members Physically Present:	Slagiana Aleksikj Olivia Quintero Mario Ramirez Winnifred Rodriguez Jorge Torres
-----------------------------	--

Absent:	Sara Andreas Les Antos
---------	---------------------------

III. Reading of Communications

Superintendent Rivera reported that two FOIAs were received in December, 2024 and were completed. To date, no FOIAs were received in January, 2025.

IV. Year-to-Date Financials

President Torres stated the financials are attached to the agenda for the public to view.

V. Superintendent's Report

Equity Audit Presentation – Ayala & Young Associates (AYA)

Superintendent Rivera introduced Dr. Carmen Ayala of Ayala & Young Associates, who is also the former State Superintendent, to discuss the equity audit conducted in July. Dr. Carmen presented the Board with a slide overview of the findings of the audit. She explained that the audit's purpose was to assess equity within the district. Dr. Carmen stated the audit involved 128 participants from various groups, including Cabinet Members; the Board of Education; Principals/Assistant Principals; Certified Staff (Elementary and other); Classified Staff; Students; and Parents. She stated the audit consisted of interviews and

focus groups that were broken down by race for all of the participants. The presentation included both "Strength Themes" and "Opportunities for Improvement Themes." Dr. Ayala stated she will be meeting with staff to discuss the results.

Superintendent Rivera stated that the district will use the audit findings to develop systems and structures addressing the identified areas for improvement. He also mentioned the upcoming 5 Essentials survey.

The Board had a brief discussion regarding the audit and found it informative. Superintendent Rivera emphasized the district's "no-fault problem-solving" approach. He also expressed his appreciation for Dr. Ayala's expertise and mentorship, noting her frequent availability. Dr. Ayala commented that the audit process would advance thanks to Mr. Rivera's groundwork.

VI. Closed Session

Mario Ramirez moved seconded by Olivia Quintero to go into Closed Executive Session at 6:53 p.m. to discuss the employment, compensation, and performance of specific employees pursuant to Section 2(c)(1) of the Open Meetings Act, 5 ILCS 120/2(c)(1); and collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees, pursuant to Section 2(c)(2) of the Open Meetings Act, 5 ILCS 120/2(c)(2).

Upon Roll Call:

Ayes:	Slagiana Aleksikj Olivia Quintero Mario Ramirez Winnifred Rodriguez Jorge Torres
Nays:	None
Absent:	Sara Andres Les Antos

Motion carried

VII. Return to Open Session

Winnifred Rodriguez moved seconded by Olivia Quintero to return to open session at 7:29 p.m.

Upon Roll Call:

Ayes:	Slagiana Aleksikj Olivia Quintero Mario Ramirez Winnifred Rodriguez Jorge Torres
-------	--

Nays:	None
-------	------

Absent:	Sara Andres Les Antos
---------	--------------------------

Motion carried

VII. Public Comment

None

VIII. Consent Agenda

Olivia Quintero moved seconded by Winifred Rodriguez to approve the Consent Agenda, as presented.

Upon Roll Call:

Ayes:	Slagiana Aleksikj Olivia Quintero Mario Ramirez Winnifred Rodriguez Jorge Torres
-------	--

Nays:	None
-------	------

Absent:	Sara Andres Les Antos
---------	--------------------------

Motion carried

- A. Authorize Payment of Monthly Bills for January 2025
 - 1. Board Bills January 2025
 - 2. Activity Funds January 2025
- B. Approval of Minutes
 - 1. Public Hearing and Regular Minutes of December 17, 2024
- C. Approval of Personnel List #01.28.25

IX. Action Items

Approval of Resolution in Support of Vision 2030

Olivia Quintero moved seconded by Winifred Rodriguez to approve the Resolution in Support of Vision 2030, as presented.

Upon Roll Call:

Ayes:	Slagiana Aleksikj Olivia Quintero Mario Ramirez Winnifred Rodriguez Jorge Torres
Nays:	None
Absent:	Sara Andres Les Antos

Motion carried

Approval of Creation of Lyons School District 103 Education Foundation

Olivia Quintero moved seconded by Winifred Rodriguez to approve the creation of Lyons School District 103 Education Foundation, as presented.

Upon Roll Call:

Ayes:	Slagiana Aleksikj Olivia Quintero Mario Ramirez Winnifred Rodriguez Jorge Torres
Nays:	None
Absent:	Sara Andres Les Antos

Motion carried

Approval of Grant Specialties Consultant Contract for COPS-SVPP Grant Support

Olivia Quintero moved seconded by Winifred Rodriguez to approve the Grant Specialties Consultant Contract for COPS-SVPP Grant Support, as presented.

Upon Roll Call:

Ayes:	Slagiana Aleksikj Olivia Quintero Mario Ramirez Winnifred Rodriguez Jorge Torres
Nays:	None
Absent:	Sara Andres Les Antos

Motion carried

Approval of Amended Resolution Appointing Member to Serve as the Township of Schools Trustee for School District 103

Olivia Quintero moved seconded by Mario Ramirez to approve the Amended Resolution Appointing Member to Serve as the Township of Schools Trustee for School District 103.

Upon Roll Call:

Ayes:	Slagiana Aleksikj Olivia Quintero Mario Ramirez Winnifred Rodriguez Jorge Torres
Nays:	None
Absent:	Sara Andres Les Antos

Motion carried

X. Adjournment

Olivia Quintero moved seconded by Winifred Rodriguez to adjourn at 7:38 p.m.

Upon Voice Vote there were 5 Ayes, 0 Nays, 2 Absent

Sara Andreas, Secretary

Jorge Torres, President

LYONS ELEMENTARY SCHOOL DISTRICT 103
PERSONNEL REPORT (February 25, 2025)
List #02.25.25

APPROVAL OF LEAVE OF ABSENCE

NAME	SCHOOL	POSITION	DATE
Julie Ciesielski	Edison	5 th Grade Teacher	02/24/2025 – 5/21/2025 (previously board approved on 1/28/25 as 03/06/2025 - 05/30/2025)
Pamela DeBord	Costello	ESL Teacher	02/14/2025 - 04/16/2025 (intermittent)
Gabriella Garcia-Zapata	Robinson	ESL Teacher	02/07/2025 - 03/03/2025
Krystal Higgins	GWMS	Science Teacher	08/15/2024 - 03/14/2025
Cynthia Kessel	GWMS	STEM Teacher	12/6/2024 - 03/12/2025
Brenda Lopez	Edison	School Nurse	05/09/2025 - End of SY 2024-2025
Melissa Merkel	Edison	Art Teacher	01/28/2025 – 03/01/2025
Sandra Pollyea	GWMS	Special Education Resource Teacher	03/24/2025 – 05/06/2025
Flor Ramirez	Edison	ESL Teacher	01/01/2025 - 08/01/2025 (intermittent)
Marialuisa Soto	Robinson	Food Service Aide	02/19/2025 - 04/07/2025

APPROVAL OF RETIREMENT

NAME	SCHOOL	POSITION	DATE
Abdul Kadir	District	Assistant Superintendent of Business	End of SY2024-2025
Vicki Baker	Lincoln	ECE Paraprofessional	End of SY2025-2026

Approved By:

Sara Andreas, Secretary

Dated: February 25, 2025

Jorge Torres, President

**RESOLUTION AUTHORIZING ADMINISTRATOR
CONTRACTS FOR THE 2025-2026 SCHOOL YEAR**

WHEREAS, the Board of Education of Lyons School District No. 103 (“Board”), after receiving recommendations from the Superintendent desires to authorize administrator contracts and establish contract terms including salary.

BE IT RESOLVED by the Board of Education of Lyons School District No. 103, Cook County, Illinois, as follows:

SECTION 1: That this Board hereby determines that the contract language, attached as Exhibits 1-10, is approved for the following administrator employment positions:

POSITION	CONTRACT
Certified District Administrator	Ex. 1
Certified District Administrator	Ex. 2
Non-Certified District Administrator	Ex. 3
School Principal & Safety Director	Ex. 4
School Assistant Principal & District Athletic Director	Ex. 5
Middle School Principal	Ex. 6
Elementary School Principal	Ex. 7
Elementary School Principal - Insurance waiver	Ex. 8
School Assistant Principal	Ex. 9
School Dean	Ex. 10

SECTION 2: The issuance to the administrator the type of contract, salary, and position listed below is authorized and approved for the 2025-2026 school year:

NAME	SALARY	CONTRACT	POSITION
Regina Redd	\$129,254.19	Ex. 1	Director – Curriculum & Instruction
Kim West	\$132,990.16	Ex. 1	Director – Student Services
Guadalupe Vander Ploeg	\$129,254.19	Ex. 2	Director – English Language Services
William Channell	\$125,000.00	Ex. 3	Business Manager
Stephanie Koenig	\$129,254.19	Ex. 3	Director – Human Resources
Daniel Trapp	\$ 96,719.14	Ex. 3	Director – Buildings & Grounds
Christopher Jamrose	\$126,528.00	Ex. 4	School Principal & District Safety Director
Ana Verduzco	\$110,357.17	Ex. 5	School Assistant Principal & District Athletic Director
Christopher Cybulski	\$129,254.19	Ex. 6	Middle School Principal
LaTasha Bailey	\$107,265.68	Ex. 7	Elementary School Principal
Brandon Baisden	\$107,865.56	Ex. 7	Elementary School Principal
Theresa Silva	\$112,715.95	Ex. 7	Elementary School Principal
Nicole Lawler	\$119,036.03	Ex. 8	Elementary School Principal
Emelia Zarenana	\$ 88,052.64	Ex. 9	School Assistant Principal
Raashida Washington-Sabree	\$ 93,600.00	Ex. 10	School Dean

**RESOLUTION AUTHORIZING ADMINISTRATOR
CONTRACTS FOR THE 2025-2026 SCHOOL YEAR**

SECTION 3: That the Superintendent of Lyons School District 103, as well as the Board President and its Secretary, are hereby authorized and directed to carry out and effect the terms of this Resolution.

SECTION 4: This Resolution shall be in full force and effect upon its adoption.

ADOPTED this 25th day of February, 2025, by the following roll-call vote:

BOARD MEMBER	AYES	NAYES	ABSENT	ABSTAIN
Jorge Torres, President				
Winifred Rodriguez, Vice President				
Sara Andreas, Secretary				
Slagiana Aleksikj				
Lestor Antos				
Mario Ramirez				
Olivia Quintero				

By:

President, Board of Education

Attest:

Secretary, Board of Education

EXHIBIT 1

**CERTIFIED DISTRICT ADMINISTRATOR
EMPLOYMENT AGREEMENT**

AGREEMENT made on the _____ (“____th”) day of _____, 2025, between the **BOARD OF EDUCATION OF LYONS SCHOOL DISTRICT NO. 103, COOK COUNTY, ILLINOIS**, hereinafter referred to as the "Board," and _____, hereinafter referred to as the "Administrator."

The Administrator hereby accepts employment upon the terms and conditions hereinafter set forth.

A. EMPLOYMENT AND COMPENSATION

1. **Term.** The Board, after the execution of this Agreement, hereby employs the Administrator as the _____ for the 2025-2026 school year beginning July 1, 2025, and ending June 30, 2026, unless this Agreement is terminated earlier pursuant to Section H of this Agreement.
2. **Salary.** The Board shall pay to the Administrator an annual salary during the term of this Agreement of _____ and no/100 Dollars (\$_____) in equal installments in accordance with the rules of the Board governing payments of other administrative staff members in the District. Required federal and state withholdings will be deducted from this compensation.
3. **TRS and THIS Contributions.** In addition to the annual salary stated in paragraph A.2 of this Contract, the Board shall make a contribution on behalf of the Administrator to the Illinois Teacher Retirement System ("TRS") in the amount equal to the Administrator's required member contribution to TRS applicable to the Administrator's annual salary. In addition, the Board shall pay the Administrator's required annual contribution for Teacher Retiree's Health Insurance (THIS). The Board's combined contribution on behalf of the Administrator to TRS and for THIS shall be limited to a maximum of 11%. It is the intention of the parties to qualify all such payments paid by the Board on the Administrator's behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The Administrator does not have any right or claim to said amounts except as they may become available at the time of retirement or resignation from the State of Illinois' Teacher Retirement System. Both parties acknowledge that the Administrator did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois' Teachers' Retirement System, and that such contributions are made as a condition of employment to secure the Administrator's future services, knowledge, and experience.
4. **Salary Adjustment.** Any salary or other adjustment or modification made during the life of this Agreement shall be in the form of a written amendment and shall become a part of this Agreement, but such adjustment or modification shall not be construed as a new Agreement with the Administrator, nor as an extension of the termination date of this Agreement.

B. BENEFITS

The Board will provide the Administrator with the following benefits:

1. Insurance Benefits.

- a. Term life insurance in the amount of Seventy-Five Thousand Dollars (\$75,000); and
- b. Long-term disability insurance in accordance with the basic LTD Insurance offered to licensed administrators; and
- c. 100% payment of District group health and dental insurance premium payments for individual and family/dependent coverage; and
- d. If any Board paid Insurance premium payments or subsidies are determined, during the course of this agreement, to be violative of any state or federal law, including but not limited to the Affordable Care Act, the Board reserves the right to amend or change the Board paid insurance premium payment or subsidy to comply with the dictates of any applicable state or federal law.

2. Vacation / Holidays. The Administrator shall be entitled to a paid vacation of twenty (20) working days which shall be accrued and earned during the contract year.

Vacation shall be scheduled and approved by the Superintendent and must be taken within the twelve-month period (July 1, 2024, through June 30, 2025, exclusive of weekends and school year holidays approved by the Board). Winter, Spring, and Summer recess periods shall constitute working days unless specifically scheduled and approved by the Superintendent to be credited toward the vacation days listed above.

The Administrator is not required to work on legal holidays recognized by the Board. The Administrator is entitled to paid time off on the Board-approved district legal holidays given to twelve-month employees as indicated on the Board-approved calendar.

Additionally, if Christmas Eve, Christmas Day, New Year's Eve, and New Year's Day are not Board recognized legal holidays, the Administrator shall be entitled to paid holiday time off during the winter recess on Christmas Eve, Christmas Day, New Year's Eve, and New Year's Day. If any of these days fall on a weekend, the district will designate an alternate day off with pay for bargaining unit members as pre-approved by the Superintendent in order to keep the district open during the recess.

In an emergency situation, the Superintendent is authorized to request that Administrator report to work on a holiday.

3. Sick Leave, Personal Leave, and Bereavement Days. The Administrator shall be granted sick leave, as defined in Section 24-6 of the Illinois School Code, of fifteen (15) working days per year which may be accumulated to a maximum of three hundred fifty-five (355) days. The Superintendent may require the Administrator to submit a physician's statement certifying the medical basis for the Administrator's absence for three (3) consecutive work days or more, or in other circumstances as the Superintendent deems necessary to validate the medical reason for the absence.

The Administrator shall be granted three (3) paid personal leave days per contract year for personal business. Unused personal leave days shall accumulate and carry over from year-to-year, and shall be credited toward the Administrator's accumulated sick leave. Without prior approval of the Superintendent, personal leave days may not be taken on institute days nor on work days immediately preceding or following a district holiday, winter recess, spring recess, or summer recess.

The Administrator shall be granted paid bereavement days for a death in the Administrator's immediate family as follows:

a. Five (5) school days of absence without loss of pay in the event of the death of an immediate family member. An immediate family member for the purposes of this section shall include a spouse, Civil Union Partner (defined as a legal relationship between two (2) of either the same or opposite sex, established pursuant to the Illinois Religious Freedom Protection and Civil Union Act) child, step-child, brother, sister, step-brother, step-sister, grandchild, grandparent, and parent, step-parents, or parent-in-law.

b. Three (3) school days of absence without loss of pay in the event of the death of a brother-in-law or sister-in-law.

c. The Superintendent or designee may grant bereavement leave for an immediate member of the household who is not listed above.

d. Paid bereavement leave shall be substituted for unpaid Family Bereavement Leave Act ("FBLA") leave. Paid sick leave may be substituted for the remainder of the unpaid FBLA leave.

The Administrator must seek pre-approval for Bereavement Days from the Superintendent except in emergency situations. Paid bereavement days must be used within two (2) weeks of the death of the family member unless otherwise approved by the Superintendent and do not accumulate nor carry over from year-to-year. Paid bereavement leave shall not be cumulative, nor shall the use of such paid bereavement leave cause any reduction in sick leave.

4. Other Benefits

a. The Administrator is expected to attend appropriate professional meetings at the local and state levels. The Administrator may attend professional meetings at the national level, subject to prior written approval by the Superintendent. All reasonable itemized expenses, as pre-approved in writing by the Superintendent, shall be paid by the Board.

b. The Board shall reimburse the Administrator for reasonable monthly expenses incurred in the performance of their duties. Itemization shall be made of all expenses incurred and receipts shall be submitted to the Superintendent for review and approval.

c. With the prior written approval of the Superintendent, the Board will pay the Administrator's membership in up to two (2) professional organizations as appropriate for the position.

d. The Administrator shall be allowed such other privileges, leaves, and fringe benefits as are commonly extended to other certified personnel in the District.

C. MILEAGE

The Board shall pay the established IRS rate per mile to the Administrator for vouchered mileage expenses incurred by the Administrator while using the Administrator's personal vehicle for the conduct of approved school district business. Reimbursement shall be pursuant to the District's policies, rules, and regulations.

D. DUTIES

1. The duties and responsibilities of the Administrator shall be those duties set forth in the Administrator's job description, those obligations imposed by the laws of the State of Illinois, and all such other professional duties as may be assigned by the Superintendent and as required by applicable Board policies, rules and regulations.

2. The Administrator shall submit recommendations, as requested, to the Superintendent concerning the appointment, retention, promotion, and assignment of all personnel under their supervision and shall keep such other registers and records and make such other reports as may be directed by the Superintendent and the Board or as required by law.

3. The Administrator agrees to devote their best efforts to this full-time employment at the School District and shall not undertake or accept other employment or responsibilities which will conflict with Administrator's assigned duties.

E. LICENSE

The Administrator throughout the life of this Agreement shall hold a valid and appropriate license as defined in the Illinois School Code to act as an Administrator for the position employed.

F. GRADUATE COURSEWORK

The District will provide Administrator reimbursement for completion of graduate coursework for which (1) a passing grade of at least B has been received and (2) that is preapproved by the Superintendent. Said reimbursement shall not exceed \$2,000 for the school year and shall not include any activity fees, laboratory fees, housekeeping, meals, transportation, costs of books, or any technology/system needed for such coursework. In the event that Administrator is terminated before completion of such coursework, Administrator waives all right to seek reimbursement.

G. EVALUATION

The Superintendent or a qualified designee, shall review and assess the Administrator's performance on an annual basis. The Superintendent will meet with the Administrator to review the Administrator's performance of assigned duties in accordance with the performance standards established for the position and other factors of assessment as determined by the Superintendent. A written summary of that evaluation will be given to the Administrator.

H. TERMINATION

Upon Termination, Administrator shall promptly return to the District all property of the District including but not limited to all equipment, keys, documents, letters, notes, computer hardware, lists, manuals, records, and similar repositories of or containing District information. This Agreement may be terminated by:

- a. Mutual agreement;
- b. Permanent disability;
- c. Discharge for cause;
- d. Retirement; or
- e. Resignation, provided, however, the Administrator shall provide the Board at least ninety (90) days advance written notice of the resignation.

1. Permanent Disability. The Board may terminate this contract for reasons of permanent disability or incapacity at any time after the Administrator has exhausted their available leave and vacation benefits and either has been absent from their employment for a continuous period of three (3) months or presents to the Board upon request a physician's statement certifying that he is permanently disabled or incapacitated. All obligations of the Board shall cease upon written notice of termination for permanent disability or incapacity, provided that the Administrator shall be entitled to a hearing before the Board if he so requests.

2. Discharge for Cause. Discharge for cause shall be for any conduct, act, omission, or failure to act by the Administrator which is detrimental to the best interests of the School District. Reasons for discharge for cause shall be given in writing to the Administrator, who shall be entitled to notice and an opportunity to request a hearing before the Board to discuss such causes. If the Administrator chooses to be accompanied by legal counsel, he shall be responsible for any costs involved. The Board hearing shall be conducted in a closed session.

I. MEDICAL EXAMINATION

The Board, in its discretion, reserves the right to require Administrator to submit to a medical examination, either physical or mental in accordance with applicable law. Such examination shall be performed by a physician licensed in Illinois to practice medicine and surgery in all its branches whenever the Board deems such examination necessary. Such required examination shall be at Board's expense and performed by a physician selected by the Board.

J. TERMINATION AT END OF AGREEMENT

The employment as an Administrator shall be deemed terminated upon expiration of this Agreement unless this Agreement is extended or the Administrator and the Board enter into a new Agreement. The Board, however, shall give notice of non-renewal and if applicable, a notice of reclassification, to the Administrator by April 1 of the contract year.

K. BACKGROUND INVESTIGATION

Under Section 10-21.9 of the Illinois School Code, the Board is prohibited from knowingly employing a person who has been convicted of committing or attempting to commit the named crimes therein. If any criminal background investigation reveals that there has been a violation of this law, this Agreement shall immediately become null and void.

L. NOTICE

All notice or communication permitted or required under this Agreement shall be in writing and shall become effective on the day of the mailing thereof by first class mail, registered mail, postage prepaid, addressed:

If to the Board: Board of Education
Lyons School District No. 103
4100 Joliet Ave.
Lyons, Illinois 60534

If to the Administrator: _____

At the last known address
on file with the District

M. APPLICABLE LAW

This Agreement shall be interpreted in accordance with the laws of the State of Illinois.

N. ENTIRE AGREEMENT

This Agreement contains all the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.

O. SIGNATURE IN COUNTERPARTS

This Agreement may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.

IN WITNESS WHEREOF, the parties have executed this Agreement on the date and year first above written.

ADMINISTRATOR

**BOARD OF EDUCATION OF
LYONS SCHOOL DISTRICT NO. 103
COOK COUNTY, ILLINOIS**

President

ATTEST:

Secretary

EXHIBIT 2

**CERTIFIED DISTRICT ADMINISTRATOR
EMPLOYMENT AGREEMENT**

AGREEMENT made on the _____ (“ th”) day of _____, 2025, between the **BOARD OF EDUCATION OF LYONS SCHOOL DISTRICT NO. 103, COOK COUNTY, ILLINOIS**, hereinafter referred to as the "Board," and _____, hereinafter referred to as the "Administrator."

The Administrator hereby accepts employment upon the terms and conditions hereinafter set forth.

A. EMPLOYMENT AND COMPENSATION

1. **Term.** The Board, after the execution of this Agreement, hereby employs the Administrator as the Director of English Language Services for the 2025-2026 school year beginning July 1, 2025, and ending June 30, 2026, unless this Agreement is terminated earlier pursuant to Section H of this Agreement.

2. **Salary.** The Board shall pay to the Administrator an annual salary during the term of this Agreement of One Hundred _____ and no/100 Dollars (\$_____) in equal installments in accordance with the rules of the Board governing payments of other administrative staff members in the District. Required federal and state withholdings will be deducted from this compensation.

3. **TRS and THIS Contributions.** In addition to the annual salary stated in paragraph A.2 of this Contract, the Board shall make a contribution on behalf of the Administrator to the Illinois Teacher Retirement System ("TRS") in the amount equal to the Administrator's required member contribution to TRS applicable to the Administrator's annual salary. In addition, the Board shall pay the Administrator's required annual contribution for Teacher Retiree's Health Insurance (THIS). The Board's combined contribution on behalf of the Administrator to TRS and for THIS shall be limited to a maximum of 11%. It is the intention of the parties to qualify all such payments paid by the Board on the Administrator's behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The Administrator does not have any right or claim to said amounts except as they may become available at the time of retirement or resignation from the State of Illinois' Teacher Retirement System. Both parties acknowledge that the Administrator did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois' Teachers' Retirement System, and that such contributions are made as a condition of employment to secure the Administrator's future services, knowledge, and experience.

4. **Salary Adjustment.** Any salary or other adjustment or modification made during the life of this Agreement shall be in the form of a written amendment and shall become a part of this Agreement, but such adjustment or modification shall not be construed as a new Agreement with the Administrator, nor as an extension of the termination date of this Agreement.

B. BENEFITS

The Board will provide the Administrator with the following benefits:

1. Insurance Benefits.

- a. Term life insurance in the amount of Seventy-Five Thousand Dollars (\$75,000); and
- b. Long-term disability insurance in accordance with the basic LTD Insurance offered to licensed administrators; and
- c. 100% payment of District group health and dental insurance premium payments for individual and family/dependent coverage; and
- d. If any Board paid Insurance premium payments or subsidies are determined, during the course of this agreement, to be violative of any state or federal law, including but not limited to the Affordable Care Act, the Board reserves the right to amend or change the Board paid insurance premium payment or subsidy to comply with the dictates of any applicable state or federal law.

2. Vacation / Holidays. The Administrator shall be entitled to a paid vacation of twenty (20) working days which shall be accrued and earned during the contract year.

Vacation shall be scheduled and approved by the Superintendent and must be taken within the twelve-month period (July 1, 2025, through June 30, 2026, exclusive of weekends and school year holidays approved by the Board). Winter, Spring, and Summer recess periods shall constitute working days unless specifically scheduled and approved by the Superintendent to be credited toward the vacation days listed above.

The Administrator is not required to work on legal holidays recognized by the Board. The Administrator is entitled to paid time off on the Board-approved district legal holidays given to twelve-month employees as indicated on the Board-approved calendar.

Additionally, if Christmas Eve, Christmas Day, New Year's Eve, and New Year's Day are not Board recognized legal holidays, the Administrator shall be entitled to paid holiday time off during the winter recess on Christmas Eve, Christmas Day, New Year's Eve, and New Year's Day. If any of these days fall on a weekend, the district will designate an alternate day off with pay for bargaining unit members as pre-approved by the Superintendent in order to keep the district open during the recess.

In an emergency situation, the Superintendent is authorized to request that Administrator report to work on a holiday.

3. Sick Leave, Personal Leave, and Bereavement Days. The Administrator shall be granted sick leave, as defined in Section 24-6 of the Illinois School Code, of fifteen (15) working days per year which may be accumulated to a maximum of three hundred fifty-five (355) days. The Superintendent may require the Administrator to submit a physician's statement certifying the medical basis for the Administrator's absence for three (3) consecutive work days or more, or in other circumstances as the Superintendent deems necessary to validate the medical reason for the absence.

The Administrator shall be granted three (3) paid personal leave days per contract year for personal business. Unused personal leave days shall accumulate and carry over from year-to-year, and shall be credited toward the Administrator's accumulated sick leave. Without prior approval of the Superintendent, personal leave days may not be taken on institute days nor on work days immediately preceding or following a district holiday, winter recess, spring recess, or summer recess.

The Administrator shall be granted paid bereavement days for a death in the Administrator's immediate family as follows:

a. Five (5) school days of absence without loss of pay in the event of the death of an immediate family member. An immediate family member for the purposes of this section shall include a spouse, Civil Union Partner (defined as a legal relationship between two (2) of either the same or opposite sex, established pursuant to the Illinois Religious Freedom Protection and Civil Union Act) child, step-child, brother, sister, step-brother, step-sister, grandchild, grandparent, and parent, step-parents, or parent-in-law.

b. Three (3) school days of absence without loss of pay in the event of the death of a brother-in-law or sister-in-law.

c. The Superintendent or designee may grant bereavement leave for an immediate member of the household who is not listed above.

d. Paid bereavement leave shall be substituted for unpaid Family Bereavement Leave Act ("FBLA") leave. Paid sick leave may be substituted for the remainder of the unpaid FBLA leave.

The Administrator must seek pre-approval for Bereavement Days from the Superintendent except in emergency situations. Paid bereavement days must be used within two (2) weeks of the death of the family member unless otherwise approved by the Superintendent and do not accumulate nor carry over from year-to-year. Paid bereavement leave shall not be cumulative, nor shall the use of such paid bereavement leave cause any reduction in sick leave.

4. Other Benefits

a. The Administrator is expected to attend appropriate professional meetings at the local and state levels. The Administrator may attend professional meetings at the national level, subject to prior written approval by the Superintendent. All reasonable itemized expenses, as pre-approved in writing by the Superintendent, shall be paid by the Board.

b. The Board shall reimburse the Administrator for reasonable monthly expenses incurred in the performance of their duties. Itemization shall be made of all expenses incurred and receipts shall be submitted to the Superintendent for review and approval.

c. With the prior written approval of the Superintendent, the Board will pay the Administrator's membership in up to two (2) professional organizations as appropriate for the position.

d. The Administrator shall be allowed such other privileges, leaves, and fringe benefits as are commonly extended to other certified personnel in the District.

C. REIMBURSEMENT OF BUSINESS EXPENSES

It is anticipated and agreed that the Administrator shall be required to incur certain expenses for the business of the District. The District agrees to reimburse the Administrator for flight expenses and vehicle rental expenses, incurred by them on behalf of the District, subject; however, to the Administrator substantiation of same and the District's prior approval from the Superintendent or designee of any such expense. The Administrator shall provide documentation to support such expenses to the Superintendent and his or her designee within thirty days of incurring such expense.

D. DUTIES

1. The duties and responsibilities of the Administrator shall be those duties set forth in the Administrator's job description, those obligations imposed by the laws of the State of Illinois, and all such other professional duties as may be assigned by the Superintendent and as required by applicable Board policies, rules and regulations.

2. The Administrator shall submit recommendations, as requested, to the Superintendent concerning the appointment, retention, promotion, and assignment of all personnel under their supervision and shall keep such other registers and records and make such other reports as may be directed by the Superintendent and the Board or as required by law.

3. The Administrator agrees to devote their best efforts to this full-time employment at the School District and shall not undertake or accept other employment or responsibilities which will conflict with Administrator's assigned duties.

4. The Administrator and District agree that the Administrator may work remotely to perform the duties set forth in the Administrator's job description for three out of the four

weeks of every month. While the Administrator is working remotely, Administrator shall be accessible by telephone, e-mails and other methods implemented by the District. The Administrator shall work at the District's office for one week out of every month, as determined by the Superintendent prior to the beginning of the 2025-2026 school year.

E. LICENSE

The Administrator throughout the life of this Agreement shall hold a valid and appropriate license as defined in the Illinois School Code to act as an Administrator for the position employed.

F. GRADUATE COURSEWORK

The District will provide Administrator reimbursement for completion of graduate coursework for which (1) a passing grade of at least B has been received and (2) that is preapproved by the Superintendent. Said reimbursement shall not exceed \$2,000 for the school year and shall not include any activity fees, laboratory fees, housekeeping, meals, transportation, costs of books, or any technology/system needed for such coursework. In the event that Administrator is terminated before completion of such coursework, Administrator waives all right to seek reimbursement.

G. EVALUATION

The Superintendent or a qualified designee, shall review and assess the Administrator's performance on an annual basis. The Superintendent will meet with the Administrator to review the Administrator's performance of assigned duties in accordance with the performance standards established for the position and other factors of assessment as determined by the Superintendent. A written summary of that evaluation will be given to the Administrator.

H. TERMINATION

Upon Termination, Administrator shall promptly return to the District all property of the District including but not limited to all equipment, keys, documents, letters, notes, computer hardware, lists, manuals, records, and similar repositories of or containing District information. This Agreement may be terminated by:

- a. Mutual agreement;
- b. Permanent disability;
- c. Discharge for cause;
- d. Retirement; or

e. Resignation, provided, however, the Administrator shall provide the Board at least ninety (90) days advance written notice of the resignation.

1. **Permanent Disability.** The Board may terminate this contract for reasons of permanent disability or incapacity at any time after the Administrator has exhausted their available leave and vacation benefits and either has been absent from their employment for a continuous period of three (3) months or presents to the Board upon request a physician's statement certifying that he is permanently disabled or incapacitated. All obligations of the Board shall cease upon written notice of termination for permanent disability or incapacity, provided that the Administrator shall be entitled to a hearing before the Board if he so requests.

2. **Discharge for Cause.** Discharge for cause shall be for any conduct, act, omission, or failure to act by the Administrator which is detrimental to the best interests of the School District. Reasons for discharge for cause shall be given in writing to the Administrator, who shall be entitled to notice and an opportunity to request a hearing before the Board to discuss such causes. If the Administrator chooses to be accompanied by legal counsel, he shall be responsible for any costs involved. The Board hearing shall be conducted in a closed session.

I. **MEDICAL EXAMINATION**

The Board, in its discretion, reserves the right to require Administrator to submit to a medical examination, either physical or mental in accordance with applicable law. Such examination shall be performed by a physician licensed in Illinois to practice medicine and surgery in all its branches whenever the Board deems such examination necessary. Such required examination shall be at the Board's expense and performed by a physician selected by the Board.

J. **TERMINATION AT END OF AGREEMENT**

The employment as an Administrator shall be deemed terminated upon expiration of this Agreement unless this Agreement is extended or the Administrator and the Board enter into a new Agreement. The Board, however, shall give notice of non-renewal and if applicable, a notice of reclassification, to the Administrator by April 1 of the contract year.

K. **BACKGROUND INVESTIGATION**

Under Section 10-21.9 of the Illinois School Code, the Board is prohibited from knowingly employing a person who has been convicted of committing or attempting to commit the named crimes therein. If any criminal background investigation reveals that there has been a violation of this law, this Agreement shall immediately become null and void.

L. NOTICE

All notice or communication permitted or required under this Agreement shall be in writing and shall become effective on the day of the mailing thereof by first class mail, registered mail, postage prepaid, addressed:

If to the Board: Board of Education
Lyons School District No. 103
4100 Joliet Ave.
Lyons, Illinois 60534

If to the Administrator: _____
At the last known address
on file with the District

M. APPLICABLE LAW

This Agreement shall be interpreted in accordance with the laws of the State of Illinois.

N. ENTIRE AGREEMENT

This Agreement contains all the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.

O. SIGNATURE IN COUNTERPARTS

This Agreement may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.

IN WITNESS WHEREOF, the parties have executed this Agreement on the date and year first above written.

ADMINISTRATOR

**BOARD OF EDUCATION OF
LYONS SCHOOL DISTRICT NO. 103
COOK COUNTY, ILLINOIS**

President

ATTEST:

Secretary

EXHIBIT 3

**NON-CERTIFIED DISTRICT ADMINISTRATOR
EMPLOYMENT AGREEMENT**

AGREEMENT made on the _____ ("____th") day of _____, 2025, between the **BOARD OF EDUCATION OF LYONS SCHOOL DISTRICT NO. 103, COOK COUNTY, ILLINOIS**, hereinafter referred to as the "Board," and _____, hereinafter referred to as the "Administrator."

The Administrator hereby accepts employment upon the terms and conditions hereinafter set forth.

A. EMPLOYMENT AND COMPENSATION

1. **Term.** The Board, after the execution of this Agreement, hereby employs the Administrator as the _____ for the 2025-2026 school year beginning July 1, 2025, and ending June 30, 2026, unless this Agreement is terminated earlier pursuant to Section H of this Agreement.

2. **Salary.** The Board shall pay to the Administrator an annual salary during the term of this Agreement of _____ and no/100 Dollars (\$_____) in equal installments in accordance with the rules of the Board governing payments of other administrative staff members in the District. Required federal and state withholdings will be deducted from this compensation.

3. **IMRF Contributions.** The Board shall pay the Illinois Municipal Retirement Fund employer contribution as required by statute.

4. **Salary Adjustment.** Any salary or other adjustment or modification made during the life of this Agreement shall be in the form of a written amendment and shall become a part of this Agreement, but such adjustment or modification shall not be construed as a new Agreement with the Administrator, nor as an extension of the termination date of this Agreement.

B. BENEFITS

The Board will provide the Administrator with the following benefits:

1. **Insurance Benefits.**

a. Term life insurance in the amount of Seventy-Five Thousand Dollars (\$75,000); and

b. Long-term disability insurance in accordance with the basic LTD Insurance offered to licensed administrators; and

c. 100% payment of District group health and dental insurance premium payments for individual and family/dependent coverage; and

d. If any Board paid Insurance premium payments or subsidies are determined, during the course of this agreement, to be violative of any state or federal law, including but not limited to the Affordable Care Act, the Board reserves the right to amend or change the Board paid insurance premium payment or subsidy to comply with the dictates of any applicable state or federal law.

2. **Vacation / Holidays.** The Administrator shall be entitled to a paid vacation of twenty (20) working days which shall be accrued and earned during the contract year.

Vacation shall be scheduled and approved by the Superintendent and must be taken within the twelve-month period (July 1, 2025, through June 30, 2026, exclusive of weekends and school year holidays approved by the Board). Winter, Spring, and Summer recess periods shall constitute working days unless specifically scheduled and approved by the Superintendent to be credited toward the vacation days listed above.

The Administrator is not required to work on legal holidays recognized by the Board. The Administrator is entitled to paid time off on the Board-approved district legal holidays given to twelve-month employees as indicated on the Board-approved calendar.

Additionally, if Christmas Eve, Christmas Day, New Year's Eve, and New Year's Day are not Board recognized legal holidays, the Administrator is entitled to paid holiday time off during the winter recess on Christmas Eve, Christmas Day, New Year's Eve, and New Year's Day. If any of these days fall on a weekend, the district will designate an alternate day off with pay for bargaining unit members as pre-approved by the Superintendent in order to keep the district open during the recess.

3. In an emergency situation, the Superintendent is authorized to request that Administrator report to work on a holiday.

4. **Sick Leave, Personal Leave, and Bereavement Days.** The Administrator shall be granted sick leave, as defined in Section 24-6 of the Illinois School Code, of fifteen (15) working days per year which may be accumulated to a maximum of three hundred fifty-five (355) days. The Superintendent may require the Administrator to submit a physician's statement certifying the medical basis for the Administrator's absence for three (3) consecutive work days or more, or in other circumstances as the Superintendent deems necessary to validate the medical reason for the absence.

The Administrator shall be granted three (3) paid personal leave days per contract year for personal business. Unused personal leave days shall accumulate and carry over from year-to-year, and shall be credited toward the Administrator's accumulated sick leave. Without prior approval of the Superintendent, personal leave days may not be

taken on institute days nor on work days immediately preceding or following a district holiday, winter recess, spring recess, or summer recess.

5. The Administrator shall be granted paid bereavement days for a death in the Administrator's immediate family as follows:

a. Five (5) school days of absence without loss of pay in the event of the death of an immediate family member. An immediate family member for the purposes of this section shall include a spouse, Civil Union Partner (defined as a legal relationship between two (2) of either the same or opposite sex, established pursuant to the Illinois Religious Freedom Protection and Civil Union Act) child, step-child, brother, sister, step-brother, step-sister, grandchild, grandparent, and parent, step-parents, or parent-in-law.

b. Three (3) school days of absence without loss of pay in the event of the death of a brother-in-law or sister-in-law.

c. The Superintendent or designee may grant bereavement leave for an immediate member of the household who is not listed above.

d. Paid bereavement leave shall be substituted for unpaid Family Bereavement Leave Act ("FBLA") leave. Paid sick leave may be substituted for the remainder of the unpaid FBLA leave.

The Administrator must seek pre-approval for Bereavement Days from the Superintendent except in emergency situations. Paid bereavement days must be used within two (2) weeks of the death of the family member unless otherwise approved by the Superintendent and do not accumulate nor carry over from year-to-year. Paid bereavement leave shall not be cumulative, nor shall the use of such paid bereavement leave cause any reduction in sick leave.

6. Other Benefits

a. The Administrator is expected to attend appropriate professional meetings at the local and state levels. The Administrator may attend professional meetings at the national level, subject to prior written approval by the Superintendent. All reasonable itemized expenses, as pre-approved in writing by the Superintendent, shall be paid by the Board.

b. The Board shall reimburse the Administrator for reasonable monthly expenses incurred in the performance of their duties. Itemization shall be made of all expenses incurred and receipts shall be submitted to the Superintendent for review and approval.

c. With the prior written approval of the Superintendent, the Board will pay the Administrator's membership in up to two (2) professional organizations as appropriate for the position.

d. The Administrator shall be allowed such other privileges, leaves, and fringe benefits as are commonly extended to other certified personnel in the District.

C. MILEAGE

The Board shall pay the established IRS rate per mile to the Administrator for vouchered mileage expenses incurred by the Administrator while using the Administrator's personal vehicle for the conduct of approved school district business. Reimbursement shall be pursuant to the District's policies, rules, and regulations.

D. DUTIES

1. The duties and responsibilities of the Administrator shall be those duties set forth in the Administrator's job description, those obligations imposed by the laws of the State of Illinois, and all such other professional duties as may be assigned by the Superintendent and as required by applicable Board policies, rules and regulations.

2. The Administrator shall submit recommendations, as requested, to the Superintendent concerning the appointment, retention, promotion, and assignment of all personnel under their supervision and shall keep such other registers and records and make such other reports as may be directed by the Superintendent and the Board or as required by law.

3. The Administrator agrees to devote their best efforts to this full-time employment at the School District and shall not undertake or accept other employment or responsibilities which will conflict with Administrator's assigned duties.

E. LICENSE

The Administrator throughout the life of this Agreement shall hold a valid and appropriate license as defined in the Illinois School Code to act as an Administrator for the position employed.

F. GRADUATE COURSEWORK

The District will provide Administrator reimbursement for completion of graduate coursework for which (1) a passing grade of at least B has been received and (2) that is preapproved by the Superintendent. Said reimbursement shall not exceed \$2,000 for the school year and shall not include any activity fees, laboratory fees, housekeeping, meals, transportation, costs of books, or any technology/system needed for such coursework. In the event that Administrator is terminated before completion of such coursework, Administrator waives all right to seek reimbursement.

G. EVALUATION

The Superintendent or a qualified designee, shall review and assess the Administrator's performance on an annual basis. The Superintendent will meet with the Administrator to review the Administrator's performance of assigned duties in accordance with the performance standards established for the position and other factors of assessment as determined by the Superintendent. A written summary of that evaluation will be given to the Administrator.

H. TERMINATION

Upon Termination, Administrator shall promptly return to the District all property of the District including but not limited to all equipment, keys, documents, letters, notes, computer hardware, lists, manuals, records, and similar repositories of or containing District information. This Agreement may be terminated by:

- a. Mutual agreement;
- b. Permanent disability;
- c. Discharge for cause;
- d. Retirement; or
- e. Resignation, provided, however, the Administrator shall provide the Board at least ninety (90) days advance written notice of the resignation.

1. Permanent Disability. The Board may terminate this contract for reasons of permanent disability or incapacity at any time after the Administrator has exhausted their available leave and vacation benefits and either has been absent from their employment for a continuous period of three (3) months or presents to the Board upon request a physician's statement certifying that he is permanently disabled or incapacitated. All obligations of the Board shall cease upon written notice of termination for permanent disability or incapacity, provided that the Administrator shall be entitled to a hearing before the Board if he so requests.

2. Discharge for Cause. Discharge for cause shall be for any conduct, act, omission, or failure to act by the Administrator which is detrimental to the best interests of the School District. Reasons for discharge for cause shall be given in writing to the Administrator, who shall be entitled to notice and an opportunity to request a hearing before the Board to discuss such causes. If the Administrator chooses to be accompanied by legal counsel, he shall be responsible for any costs involved. The Board hearing shall be conducted in a closed session.

I. MEDICAL EXAMINATION

The Board, in its discretion, reserves the right to require Administrator to submit to a medical examination, either physical or mental in accordance with applicable law. Such

examination shall be performed by a physician licensed in Illinois to practice medicine and surgery in all its branches whenever the Board deems such examination necessary. Such required examination shall be at Board expense and performed by a physician selected by the Board.

J. TERMINATION AT END OF AGREEMENT

The employment as an Administrator shall be deemed terminated upon expiration of this Agreement unless this Agreement is extended or the Administrator and the Board enter into a new Agreement. The Board, however, shall give notice of non-renewal and if applicable, a notice of reclassification, to the Administrator by April 1 of the contract year.

K. BACKGROUND INVESTIGATION

Under Section 10-21.9 of the Illinois School Code, the Board is prohibited from knowingly employing a person who has been convicted of committing or attempting to commit the named crimes therein. If any criminal background investigation reveals that there has been a violation of this law, this Agreement shall immediately become null and void.

L. NOTICE

All notice or communication permitted or required under this Agreement shall be in writing and shall become effective on the day of the mailing thereof by first class mail, registered mail, postage prepaid, addressed:

If to the Board: Board of Education
Lyons School District No. 103
4100 Joliet Ave.
Lyons, Illinois 60534

If to the Administrator: _____
At the last known address on file with the District

M. APPLICABLE LAW

This Agreement shall be interpreted in accordance with the laws of the State of Illinois.

N. ENTIRE AGREEMENT

This Agreement contains all the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements,

and communications between the parties concerning such subject matter, whether oral or written.

O. SIGNATURE IN COUNTERPARTS

This Agreement may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.

IN WITNESS WHEREOF, the parties have executed this Agreement on the date and year first above written.

**ADMINISTRATOR
LYONS SCHOOL DISTRICT NO. 103
COOK COUNTY, ILLINOIS**

BOARD OF EDUCATION OF

President

ATTEST:

Secretary

EXHIBIT 4

**SCHOOL PRINCIPAL & DISTRICT SAFETY DIRECTOR
EMPLOYMENT AGREEMENT**

AGREEMENT made on the ____ (“ th”) day of ____, 2025, between the **BOARD OF EDUCATION OF LYONS SCHOOL DISTRICT NO. 103, COOK COUNTY, ILLINOIS**, hereinafter referred to as the "Board," and _____, hereinafter referred to as the "Administrator."

The Administrator hereby accepts employment upon the terms and conditions hereinafter set forth.

A. EMPLOYMENT AND COMPENSATION

1. **Term.** The Board, after the execution of this Agreement, hereby employs the Administrator as a Principal and Safety Director for the 2025-2026 school year which begins July 1, 2025, and ends June 30, 2026, unless this Agreement is terminated earlier pursuant to Section H of this Agreement.

2. **Salary.** The Board shall pay to the Administrator an annual salary during the term of this Agreement of _____ and no/100 Dollars (\$_____) in equal installments in accordance with the rules of the Board governing payments of other administrative staff members in the District. This salary is comprised of \$_____ as compensation for the Safety Director position and \$_____ as compensation for the Principal position. Required federal and state withholdings will be deducted from this compensation.

3. **TRS and THIS Contributions.** In addition to the annual salary stated in paragraph A.2 of this Contract, the Board shall make a contribution on behalf of the Administrator to the Illinois Teacher Retirement System ("TRS") in the amount equal to the Administrator's required member contribution to TRS applicable to the Administrator's annual salary. In addition, the Board shall pay the Administrator's required annual contribution for Teacher Retiree's Health Insurance (THIS). The Board's combined contribution on behalf of the Administrator to TRS and for THIS shall be limited to a maximum of 11%. It is the intention of the parties to qualify all such payments paid by the Board on the Administrator's behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The Administrator does not have any right or claim to said amounts except as they may become available at the time of retirement or resignation from the State of Illinois' Teacher Retirement System. Both parties acknowledge that the Administrator did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois' Teachers' Retirement System, and that such contributions are made as a condition of employment to secure the Administrator's future services, knowledge, and experience.

4. **Salary Adjustment.** Any salary or other adjustment or modification made during the life of this Agreement shall be in the form of a written amendment and shall become a part of this Agreement, but such adjustment or modification shall not be construed as

a new Agreement with the Administrator, nor as an extension of the termination date of this Agreement.

B. BENEFITS

The Board will provide the Administrator with the following benefits:

1. Insurance Benefits.

a. Term life insurance in the amount of Seventy-Five Thousand Dollars (\$75,000); and

b. Long-term disability insurance in accordance with the basic LTD Insurance offered to licensed administrators; and

c. 100% payment of District group health and dental insurance premium payments for individual and family/dependent coverage; and

d. If any Board paid Insurance premium payments or subsidies are determined, during the course of this agreement, to be violative of any state or federal law, including but not limited to the Affordable Care Act, the Board reserves the right to amend or change the Board paid insurance premium payment or subsidy to comply with the dictates of any applicable state or federal law.

2. Work Days / Vacation / Holidays. The Administrator shall work two-hundred six (206) days each fiscal year, commencing and ending as determined by the Superintendent.

The Administrator shall be entitled to all legal school holidays, winter, and spring recess periods. Given this schedule, the Administrator will not earn or be eligible for vacation time. In an emergency situation, the superintendent is authorized to request that Administrator report to work on a school holiday, weekend, or recess day.

3. Sick Leave, Personal Leave, and Bereavement Days. The Administrator shall be granted sick leave, as defined in Section 24-6 of the Illinois School Code, of fifteen (15) working days per year which may be accumulated to a maximum of three hundred fifty-five (355) days. The Superintendent may require the Administrator to submit a physician's statement certifying the medical basis for the Administrator's absence for three (3) consecutive work days or more, or in other circumstances as the Superintendent deems necessary to validate the medical reason for the absence.

4. The Administrator shall be granted three (3) paid personal leave days per contract year for personal business. Unused personal leave days shall accumulate and carry over from year-to-year, and shall be credited toward the Administrator's accumulated sick leave. Without prior approval of the Superintendent, personal leave days may not be taken on institute days nor on work days immediately preceding or following a district holiday, winter recess, spring recess, or summer recess.

The Administrator shall be granted paid bereavement days for a death in the Administrator's immediate family as follows:

- a. Five (5) school days of absence without loss of pay in the event of the death of an immediate family member. An immediate family member for the purposes of this section shall include a spouse, Civil Union Partner (defined as a legal relationship between two (2) of either the same or opposite sex, established pursuant to the Illinois Religious Freedom Protection and Civil Union Act) child, step-child, brother, sister, step-brother, step-sister, grandchild, grandparent, and parent, step-parents, or parent-in-law.
- b. Three (3) school days of absence without loss of pay in the event of the death of a brother-in-law or sister-in-law.
- c. The Superintendent or designee may grant bereavement leave for an immediate member of the household who is not listed above.
- d. Paid bereavement leave shall be substituted for unpaid Family Bereavement Leave Act ("FBLA") leave. Paid sick leave may be substituted for the remainder of the unpaid FBLA leave.

The Administrator must seek pre-approval for Bereavement Days from the Superintendent except in emergency situations. Paid bereavement days must be used within two (2) weeks of the death of the family member unless otherwise approved by the Superintendent and do not accumulate nor carry over from year-to-year. Paid bereavement leave shall not be cumulative, nor shall the use of such paid bereavement leave cause any reduction in sick leave.

C. MILEAGE

The Board shall pay the established IRS rate per mile to the Administrator for vouchered mileage expenses incurred by the Administrator while using the Administrator's personal vehicle for the conduct of approved school district business. Reimbursement shall be pursuant to the District's policies, rules, and regulations.

D. DUTIES

1. The duties and responsibilities of the Administrator shall be those duties set forth in the Administrator's job description, those obligations imposed by the laws of the State of Illinois, and all such other professional duties as may be assigned by the Superintendent and as required by applicable Board policies, rules and regulations.
2. The Administrator shall submit recommendations, as requested, to the Superintendent concerning the appointment, retention, promotion, and assignment of all personnel under their supervision and shall keep such other registers and records and

make such other reports as may be directed by the Superintendent and the Board or as required by law.

3. The Administrator agrees to devote their best efforts to this full-time employment at the School District and shall not undertake or accept other employment or responsibilities which will conflict with Administrator's assigned duties.

E. LICENSE

The Administrator throughout the life of this Agreement shall hold a valid and appropriate license as defined in the Illinois School Code to act as an Administrator for the position employed.

F. GRADUATE COURSEWORK

The District will provide Administrator reimbursement for completion of graduate coursework for which (1) a passing grade of at least B has been received and (2) that is preapproved by the Superintendent. Said reimbursement shall not exceed \$2,000 for the school year and shall not include any activity fees, laboratory fees, housekeeping, meals, transportation, costs of books, or any technology/system needed for such coursework. In the event that Administrator is terminated before completion of such coursework, Administrator waives all right to seek reimbursement.

G. EVALUATION

The Administrator shall be evaluated for the Principal position in accordance with Section 24A-15 of the Illinois School Code. This evaluation shall take place by March 1 of the contract year.

H. TERMINATION

Upon Termination, Administrator shall promptly return to the District all property of the District including but not limited to all equipment, keys, documents, letters, notes, computer hardware, lists, manuals, records, and similar repositories of or containing District information. This Agreement may be terminated by:

- a. Mutual agreement;
- b. Permanent disability;
- c. Discharge for cause;
- d. Retirement; or
- e. Resignation, provided, however, the Administrator shall provide the Board at least ninety (90) days advance written notice of the resignation.

1. **Permanent Disability.** The Board may terminate this contract for reasons of permanent disability or incapacity at any time after the Administrator has exhausted their available leave and vacation benefits and either has been absent from their employment for a continuous period of three (3) months or presents to the Board upon request a physician's statement certifying that he is permanently disabled or incapacitated. All obligations of the Board shall cease upon written notice of termination for permanent disability or incapacity, provided that the Administrator shall be entitled to a hearing before the Board if he so requests.

2. **Discharge for Cause.** Discharge for cause shall be for any conduct, act, omission, or failure to act by the Administrator which is detrimental to the best interests of the School District. Reasons for discharge for cause shall be given in writing to the Administrator, who shall be entitled to notice and an opportunity to request a hearing before the Board to discuss such causes. If the Administrator chooses to be accompanied by legal counsel, he shall be responsible for any costs involved. The Board hearing shall be conducted in a closed session.

I. MEDICAL EXAMINATION

The Board, in its discretion, reserves the right to require Administrator to submit to a medical examination, either physical or mental in accordance with applicable law. Such examination shall be performed by a physician licensed in Illinois to practice medicine and surgery in all its branches whenever the Board deems such examination necessary. Such required examination shall be at Board's expense and performed by a physician selected by the Board.

J. TERMINATION AT END OF AGREEMENT

The employment as an Administrator shall be deemed terminated upon expiration of this Agreement unless this Agreement is extended or the Administrator and the Board enter into a new Agreement. The Board, however, shall give notice of non-renewal and if applicable, a notice of reclassification, to the Administrator by April 1 of the contract year.

K. BACKGROUND INVESTIGATION

Under Section 10-21.9 of the Illinois School Code, the Board is prohibited from knowingly employing a person who has been convicted of committing or attempting to commit the named crimes therein. If any criminal background investigation reveals that there has been a violation of this law, this Agreement shall immediately become null and void.

L. NOTICE

All notice or communication permitted or required under this Agreement shall be in

writing and shall become effective on the day of the mailing thereof by first class mail, registered mail, postage prepaid, addressed:

If to the Board: Board of Education
Lyons School District No. 103
4100 Joliet Ave.
Lyons, Illinois 60534

If to the Administrator: _____
At the last known address
on file with the District

M. APPLICABLE LAW

This Agreement shall be interpreted in accordance with the laws of the State of Illinois.

N. ENTIRE AGREEMENT

This Agreement contains all the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.

O. SIGNATURE IN COUNTERPARTS

This Agreement may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.

IN WITNESS WHEREOF, the parties have executed this Agreement on the date and year first above written.

ADMINISTRATOR

**BOARD OF EDUCATION OF
LYONS SCHOOL DISTRICT NO. 103
COOK COUNTY, ILLINOIS**

President

ATTEST:

Secretary

EXHIBIT 5

**SCHOOL ASSISTANT PRINCIPAL & DISTRICT ATHLETIC DIRECTOR
EMPLOYMENT AGREEMENT**

AGREEMENT made on the ____ (“__th”) day of ____, 2025, between the **BOARD OF EDUCATION OF LYONS SCHOOL DISTRICT NO. 103, COOK COUNTY, ILLINOIS**, hereinafter referred to as the "Board," and _____, hereinafter referred to as the "Administrator."

The Administrator hereby accepts employment upon the terms and conditions hereinafter set forth.

A. EMPLOYMENT AND COMPENSATION

1. **Term.** The Board, after the execution of this Agreement, hereby employs the Administrator as an Assistant Principal and Athletic Director for the 2025-2026 school year which begins July 1, 2025, and ends June 30, 2026, unless this Agreement is terminated earlier pursuant to Section H of this Agreement.

2. **Salary.** The Board shall pay to the Administrator an annual salary during the term of this Agreement of _____ and no/100 Dollars (\$_____) in equal installments in accordance with the rules of the Board governing payments of other administrative staff members in the District. This salary is comprised of \$_____ as compensation for the Athletic Director position and \$_____ as compensation for the Assistant Principal position. Required federal and state withholdings will be deducted from this compensation.

3. **TRS and THIS Contributions.** In addition to the annual salary stated in paragraph A.2 of this Contract, the Board shall make a contribution on behalf of the Administrator to the Illinois Teacher Retirement System ("TRS") in the amount equal to the Administrator's required member contribution to TRS applicable to the Administrator's annual salary. In addition, the Board shall pay the Administrator's required annual contribution for Teacher Retiree's Health Insurance (THIS). The Board's combined contribution on behalf of the Administrator to TRS and for THIS shall be limited to a maximum of 11%. It is the intention of the parties to qualify all such payments paid by the Board on the Administrator's behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The Administrator does not have any right or claim to said amounts except as they may become available at the time of retirement or resignation from the State of Illinois' Teacher Retirement System. Both parties acknowledge that the Administrator did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois' Teachers' Retirement System, and that such contributions are made as a condition of employment to secure the Administrator's future services, knowledge, and experience.

4. **Salary Adjustment.** Any salary or other adjustment or modification made during the life of this Agreement shall be in the form of a written amendment and shall become

a part of this Agreement, but such adjustment or modification shall not be construed as a new Agreement with the Administrator, nor as an extension of the termination date of this Agreement.

B. BENEFITS

The Board will provide the Administrator with the following benefits:

1. Insurance Benefits.

- a. Term life insurance in the amount of Seventy-Five Thousand Dollars (\$75,000); and
- b. Long-term disability insurance in accordance with the basic LTD Insurance offered to licensed administrators; and
- c. 100% payment of District group health and dental insurance premium payments for individual and family/dependent coverage; and
- d. If any Board paid Insurance premium payments or subsidies are determined, during the course of this agreement, to be violative of any state or federal law, including but not limited to the Affordable Care Act, the Board reserves the right to amend or change the Board paid insurance premium payment or subsidy to comply with the dictates of any applicable state or federal law.

2. Work Days / Vacation / Holidays. The Administrator shall work two-hundred six (206) days each fiscal year, commencing and ending as determined by the Superintendent.

The Administrator shall be entitled to all legal school holidays, winter, and spring recess periods. Given this schedule, the Administrator will not earn or be eligible for vacation time. In an emergency situation, the superintendent is authorized to request that Administrator report to work on a school holiday, weekend, or recess day.

3. Sick Leave, Personal Leave, and Bereavement Days. The Administrator shall be granted sick leave, as defined in Section 24-6 of the Illinois School Code, of fifteen (15) working days per year which may be accumulated to a maximum of three hundred fifty-five (355) days. The Superintendent may require the Administrator to submit a physician's statement certifying the medical basis for the Administrator's absence for three (3) consecutive work days or more, or in other circumstances as the Superintendent deems necessary to validate the medical reason for the absence.

4. The Administrator shall be granted three (3) paid personal leave days per contract year for personal business. Unused personal leave days shall accumulate and carry over from year-to-year, and shall be credited toward the Administrator's accumulated sick leave. Without prior approval of the Superintendent, personal leave

days may not be taken on institute days nor on work days immediately preceding or following a district holiday, winter recess, spring recess, or summer recess.

The Administrator shall be granted paid bereavement days for a death in the Administrator's immediate family as follows:

- a. Five (5) school days of absence without loss of pay in the event of the death of an immediate family member. An immediate family member for the purposes of this section shall include a spouse, Civil Union Partner (defined as a legal relationship between two (2) of either the same or opposite sex, established pursuant to the Illinois Religious Freedom Protection and Civil Union Act) child, step-child, brother, sister, step-brother, step-sister, grandchild, grandparent, and parent, step-parents, or parent-in-law.
- b. Three (3) school days of absence without loss of pay in the event of the death of a brother-in-law or sister-in-law.
- c. The Superintendent or designee may grant bereavement leave for an immediate member of the household who is not listed above.
- d. Paid bereavement leave shall be substituted for unpaid Family Bereavement Leave Act ("FBLA") leave. Paid sick leave may be substituted for the remainder of the unpaid FBLA leave.

The Administrator must seek pre-approval for Bereavement Days from the Superintendent except in emergency situations. Paid bereavement days must be used within two (2) weeks of the death of the family member unless otherwise approved by the Superintendent and do not accumulate nor carry over from year-to-year. Paid bereavement leave shall not be cumulative, nor shall the use of such paid bereavement leave cause any reduction in sick leave.

C. MILEAGE

The Board shall pay the established IRS rate per mile to the Administrator for vouchered mileage expenses incurred by the Administrator while using the Administrator's personal vehicle for the conduct of approved school district business. Reimbursement shall be pursuant to the District's policies, rules, and regulations.

D. DUTIES

1. The duties and responsibilities of the Administrator shall be those duties set forth in the Administrator's job description, those obligations imposed by the laws of the State of Illinois, and all such other professional duties as may be assigned by the Superintendent and as required by applicable Board policies, rules and regulations.

2. The Administrator shall submit recommendations, as requested, to the Superintendent concerning the appointment, retention, promotion, and assignment of all personnel under their supervision and shall keep such other registers and records and make such other reports as may be directed by the Superintendent and the Board or as required by law.

3. The Administrator agrees to devote their best efforts to this full-time employment at the School District and shall not undertake or accept other employment or responsibilities which will conflict with Administrator's assigned duties.

E. LICENSE

The Administrator throughout the life of this Agreement shall hold a valid and appropriate license as defined in the Illinois School Code to act as an Administrator for the position employed.

F. GRADUATE COURSEWORK

The District will provide Administrator reimbursement for completion of graduate coursework for which (1) a passing grade of at least B has been received and (2) that is preapproved by the Superintendent. Said reimbursement shall not exceed \$2,000 for the school year and shall not include any activity fees, laboratory fees, housekeeping, meals, transportation, costs of books, or any technology/system needed for such coursework. In the event that Administrator is terminated before completion of such coursework, Administrator waives all right to seek reimbursement.

G. EVALUATION

The Administrator shall be evaluated for the Assistant Principal position in accordance with Section 24A-15 of the Illinois School Code. This evaluation shall take place by March 1 of the contract year.

H. TERMINATION

Upon Termination, Administrator shall promptly return to the District all property of the District including but not limited to all equipment, keys, documents, letters, notes, computer hardware, lists, manuals, records, and similar repositories of or containing District information. This Agreement may be terminated by:

- a. Mutual agreement;
- b. Permanent disability;
- c. Discharge for cause;

- d. Retirement; or
- e. Resignation, provided, however, the Administrator shall provide the Board at least ninety (90) days advance written notice of the resignation.

1. Permanent Disability. The Board may terminate this contract for reasons of permanent disability or incapacity at any time after the Administrator has exhausted their available leave and vacation benefits and either has been absent from their employment for a continuous period of three (3) months or presents to the Board upon request a physician's statement certifying that he is permanently disabled or incapacitated. All obligations of the Board shall cease upon written notice of termination for permanent disability or incapacity, provided that the Administrator shall be entitled to a hearing before the Board if he so requests.

2. Discharge for Cause. Discharge for cause shall be for any conduct, act, omission, or failure to act by the Administrator which is detrimental to the best interests of the School District. Reasons for discharge for cause shall be given in writing to the Administrator, who shall be entitled to notice and an opportunity to request a hearing before the Board to discuss such causes. If the Administrator chooses to be accompanied by legal counsel, he shall be responsible for any costs involved. The Board hearing shall be conducted in a closed session.

I. MEDICAL EXAMINATION

The Board, in its discretion, reserves the right to require Administrator to submit to a medical examination, either physical or mental in accordance with applicable law. Such examination shall be performed by a physician licensed in Illinois to practice medicine and surgery in all its branches whenever the Board deems such examination necessary. Such required examination shall be at Board's expense and performed by a physician selected by the Board.

J. TERMINATION AT END OF AGREEMENT

The employment as an Administrator shall be deemed terminated upon expiration of this Agreement unless this Agreement is extended or the Administrator and the Board enter into a new Agreement. The Board, however, shall give notice of non-renewal and if applicable, a notice of reclassification, to the Administrator by April 1 of the contract year.

K. BACKGROUND INVESTIGATION

Under Section 10-21.9 of the Illinois School Code, the Board is prohibited from knowingly employing a person who has been convicted of committing or attempting to commit the named crimes therein. If any criminal background investigation reveals that there has been a violation of this law, this Agreement shall immediately become null and void.

L. NOTICE

All notice or communication permitted or required under this Agreement shall be in writing and shall become effective on the day of the mailing thereof by first class mail, registered mail, postage prepaid, addressed:

If to the Board: Board of Education
Lyons School District No. 103
4100 Joliet Ave.
Lyons, Illinois 60534

If to the Administrator: _____
At the last known address
on file with the District

M. APPLICABLE LAW

This Agreement shall be interpreted in accordance with the laws of the State of Illinois.

N. ENTIRE AGREEMENT

This Agreement contains all the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.

O. SIGNATURE IN COUNTERPARTS

This Agreement may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.

IN WITNESS WHEREOF, the parties have executed this Agreement on the date and year first above written.

ADMINISTRATOR

**BOARD OF EDUCATION OF
LYONS SCHOOL DISTRICT NO. 103
COOK COUNTY, ILLINOIS**

President

ATTEST:

Secretary

EXHIBIT 6

**MIDDLE SCHOOL PRINCIPAL
EMPLOYMENT AGREEMENT**

AGREEMENT made on the _____ (“_____”th) day of _____, 2025, between the **BOARD OF EDUCATION OF LYONS SCHOOL DISTRICT NO. 103, COOK COUNTY, ILLINOIS**, hereinafter referred to as the "Board," and _____, hereinafter referred to as the "Administrator."

The Administrator hereby accepts employment upon the terms and conditions hereinafter set forth.

A. EMPLOYMENT AND COMPENSATION

1. **Term.** The Board, after the execution of this Agreement, hereby employs the Administrator as the _____ for the 2025-2026 school year beginning July 1, 2025, and ending June 30, 2026, unless this Agreement is terminated earlier pursuant to Section H of this Agreement.

2. **Salary.** The Board shall pay to the Administrator an annual salary during the term of this Agreement of _____ and no/100 Dollars (\$_____) in equal installments in accordance with the rules of the Board governing payments of other administrative staff members in the District. Required federal and state withholdings will be deducted from this compensation.

3. **TRS and THIS Contributions.** In addition to the annual salary stated in paragraph A.2 of this Contract, the Board shall make a contribution on behalf of the Administrator to the Illinois Teacher Retirement System ("TRS") in the amount equal to the Administrator's required member contribution to TRS applicable to the Administrator's annual salary. In addition, the Board shall pay the Administrator's required annual contribution for Teacher Retiree's Health Insurance (THIS). The Board's combined contribution on behalf of the Administrator to TRS and for THIS shall be limited to a maximum of 11%. It is the intention of the parties to qualify all such payments paid by the Board on the Administrator's behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The Administrator does not have any right or claim to said amounts except as they may become available at the time of retirement or resignation from the State of Illinois' Teacher Retirement System. Both parties acknowledge that the Administrator did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois' Teachers' Retirement System, and that such contributions are made as a condition of employment to secure the Administrator's future services, knowledge, and experience.

4. **Salary Adjustment.** Any salary or other adjustment or modification made during the life of this Agreement shall be in the form of a written amendment and shall become a part of this Agreement, but such adjustment or modification shall not be construed as a new Agreement with the Administrator, nor as an extension of the termination date of this Agreement.

B. BENEFITS

The Board will provide the Administrator with the following benefits:

1. Insurance Benefits.

- a. Term life insurance in the amount of Seventy-Five Thousand Dollars (\$75,000); and
- b. Long-term disability insurance in accordance with the basic LTD Insurance offered to licensed administrators; and
- c. 100% payment of District group health and dental insurance premium payments for individual and family/dependent coverage; and
- d. If any Board paid Insurance premium payments or subsidies are determined, during the course of this agreement, to be violative of any state or federal law, including but not limited to the Affordable Care Act, the Board reserves the right to amend or change the Board paid insurance premium payment or subsidy to comply with the dictates of any applicable state or federal law.

2. Vacation / Holidays. The Administrator shall be entitled to a paid vacation of twenty (20) working days which shall be accrued and earned during the contract year.

Vacation shall be scheduled and approved by the Superintendent and must be taken within the twelve-month period (July 1, 2024, through June 30, 2025, exclusive of weekends and school year holidays approved by the Board). Winter, Spring, and Summer recess periods shall constitute working days unless specifically scheduled and approved by the Superintendent to be credited toward the vacation days listed above.

The Administrator is not required to work on legal holidays recognized by the Board. The Administrator is entitled to paid time off on the Board-approved district legal holidays given to twelve-month employees as indicated on the Board-approved calendar.

Additionally, if Christmas Eve, Christmas Day, New Year's Eve, and New Year's Day are not Board recognized legal holidays, the Administrator shall be entitled to paid holiday time off during the winter recess on Christmas Eve, Christmas Day, New Year's Eve, and New Year's Day. If any of these days fall on a weekend, the district will designate an alternate day off with pay for bargaining unit members as pre-approved by the Superintendent in order to keep the district open during the recess.

In an emergency situation, the Superintendent is authorized to request that Administrator report to work on a holiday.

3. Sick Leave, Personal Leave, and Bereavement Days. The Administrator shall be granted sick leave, as defined in Section 24-6 of the Illinois School Code, of fifteen (15) working days per year which may be accumulated to a maximum of three hundred fifty-five (355) days. The Superintendent may require the Administrator to submit a physician's statement certifying the medical basis for the Administrator's absence for three (3) consecutive work days or more, or in other circumstances as the Superintendent deems necessary to validate the medical reason for the absence.

The Administrator shall be granted three (3) paid personal leave days per contract year for personal business. Unused personal leave days shall accumulate and carry over from year-to-year, and shall be credited toward the Administrator's accumulated sick leave. Without prior approval of the Superintendent, personal leave days may not be taken on institute days nor on work days immediately preceding or following a district holiday, winter recess, spring recess, or summer recess.

The Administrator shall be granted paid bereavement days for a death in the Administrator's immediate family as follows:

- a. Five (5) school days of absence without loss of pay in the event of the death of an immediate family member. An immediate family member for the purposes of this section shall include a spouse, Civil Union Partner (defined as a legal relationship between two (2) of either the same or opposite sex, established pursuant to the Illinois Religious Freedom Protection and Civil Union Act) child, step-child, brother, sister, step-brother, step-sister, grandchild, grandparent, and parent, step-parents, or parent-in-law.
- b. Three (3) school days of absence without loss of pay in the event of the death of a brother-in-law or sister-in-law.
- c. The Superintendent or designee may grant bereavement leave for an immediate member of the household who is not listed above.
- d. Paid bereavement leave shall be substituted for unpaid Family Bereavement Leave Act ("FBLA") leave. Paid sick leave may be substituted for the remainder of the unpaid FBLA leave.

The Administrator must seek pre-approval for Bereavement Days from the Superintendent except in emergency situations. Paid bereavement days must be used within two (2) weeks of the death of the family member unless otherwise approved by the Superintendent and do not accumulate nor carry over from year-to-year. Paid bereavement leave shall not be cumulative, nor shall the use of such paid bereavement leave cause any reduction in sick leave.

4. Other Benefits

a. The Administrator is expected to attend appropriate professional meetings at the local and state levels. The Administrator may attend professional meetings at the national level, subject to prior written approval by the Superintendent. All reasonable itemized expenses, as pre-approved in writing by the Superintendent, shall be paid by the Board.

b. The Board shall reimburse the Administrator for reasonable monthly expenses incurred in the performance of their duties. Itemization shall be made of all expenses incurred and receipts shall be submitted to the Superintendent for review and approval.

c. With the prior written approval of the Superintendent, the Board will pay the Administrator's membership in up to two (2) professional organizations as appropriate for the position.

d. The Administrator shall be allowed such other privileges, leaves, and fringe benefits as are commonly extended to other certified personnel in the District.

C. MILEAGE

The Board shall pay the established IRS rate per mile to the Administrator for vouchered mileage expenses incurred by the Administrator while using the Administrator's personal vehicle for the conduct of approved school district business. Reimbursement shall be pursuant to the District's policies, rules, and regulations.

D. DUTIES

1. The duties and responsibilities of the Administrator shall be those duties set forth in the Administrator's job description, those obligations imposed by the laws of the State of Illinois, and all such other professional duties as may be assigned by the Superintendent and as required by applicable Board policies, rules and regulations.

2. The Administrator shall submit recommendations, as requested, to the Superintendent concerning the appointment, retention, promotion, and assignment of all personnel under their supervision and shall keep such other registers and records and make such other reports as may be directed by the Superintendent and the Board or as required by law.

3. The Administrator agrees to devote their best efforts to this full-time employment at the School District and shall not undertake or accept other employment or responsibilities which will conflict with Administrator's assigned duties.

E. LICENSE

The Administrator throughout the life of this Agreement shall hold a valid and appropriate license as defined in the Illinois School Code to act as an Administrator for the position employed.

F. GRADUATE COURSEWORK

The District will provide Administrator reimbursement for completion of graduate coursework for which (1) a passing grade of at least B has been received and (2) that is preapproved by the Superintendent. Said reimbursement shall not exceed \$2,000 for the school year and shall not include any activity fees, laboratory fees, housekeeping, meals, transportation, costs of books, or any technology/system needed for such coursework. In the event that Administrator is terminated before completion of such coursework, Administrator waives all right to seek reimbursement.

G. EVALUATION

The Superintendent or a qualified designee, shall review and assess the Administrator's performance on an annual basis. The Superintendent will meet with the Administrator to review the Administrator's performance of assigned duties in accordance with the performance standards established for the position and other factors of assessment as determined by the Superintendent. A written summary of that evaluation will be given to the Administrator.

H. TERMINATION

Upon Termination, Administrator shall promptly return to the District all property of the District including but not limited to all equipment, keys, documents, letters, notes, computer hardware, lists, manuals, records, and similar repositories of or containing District information. This Agreement may be terminated by:

- a. Mutual agreement;
- b. Permanent disability;
- c. Discharge for cause;
- d. Retirement; or
- e. Resignation, provided, however, the Administrator shall provide the Board at least ninety (90) days advance written notice of the resignation.

1. Permanent Disability. The Board may terminate this contract for reasons of permanent disability or incapacity at any time after the Administrator has exhausted their available leave and vacation benefits and either has been absent from their employment for a continuous period of three (3) months or presents to the Board upon request a physician's statement certifying that he is permanently disabled or incapacitated. All obligations of the Board shall cease upon written notice of termination for permanent disability or incapacity, provided that the Administrator shall be entitled to a hearing before the Board if he so requests.

2. Discharge for Cause. Discharge for cause shall be for any conduct, act, omission, or failure to act by the Administrator which is detrimental to the best interests of the School District. Reasons for discharge for cause shall be given in writing to the Administrator, who shall be entitled to notice and an opportunity to request a hearing before the Board to discuss such causes. If the Administrator chooses to be accompanied by legal counsel, he shall be responsible for any costs involved. The Board hearing shall be conducted in a closed session.

I. MEDICAL EXAMINATION

The Board, in its discretion, reserves the right to require Administrator to submit to a medical examination, either physical or mental in accordance with applicable law. Such examination shall be performed by a physician licensed in Illinois to practice medicine and surgery in all its branches whenever the Board deems such examination necessary. Such required examination shall be at Board's expense and performed by a physician selected by the Board.

J. TERMINATION AT END OF AGREEMENT

The employment as an Administrator shall be deemed terminated upon expiration of this Agreement unless this Agreement is extended or the Administrator and the Board enter into a new Agreement. The Board, however, shall give notice of non-renewal and if applicable, a notice of reclassification, to the Administrator by April 1 of the contract year.

K. BACKGROUND INVESTIGATION

Under Section 10-21.9 of the Illinois School Code, the Board is prohibited from knowingly employing a person who has been convicted of committing or attempting to commit the named crimes therein. If any criminal background investigation reveals that there has been a violation of this law, this Agreement shall immediately become null and void.

L. NOTICE

All notice or communication permitted or required under this Agreement shall be in writing and shall become effective on the day of the mailing thereof by first class mail, registered mail, postage prepaid, addressed:

If to the Board: Board of Education
Lyons School District No. 103
4100 Joliet Ave.
Lyons, Illinois 60534

If to the Administrator: _____

At the last known address
on file with the District

M. APPLICABLE LAW

This Agreement shall be interpreted in accordance with the laws of the State of Illinois.

N. ENTIRE AGREEMENT

This Agreement contains all the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.

O. SIGNATURE IN COUNTERPARTS

This Agreement may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.

IN WITNESS WHEREOF, the parties have executed this Agreement on the date and year first above written.

ADMINISTRATOR

**BOARD OF EDUCATION OF
LYONS SCHOOL DISTRICT NO. 103
COOK COUNTY, ILLINOIS**

President

ATTEST:

Secretary

EXHIBIT 7

**ELEMENTARY SCHOOL PRINCIPAL
EMPLOYMENT AGREEMENT**

AGREEMENT made on the _____ (“____th”) day of _____, 2025, between the **BOARD OF EDUCATION OF LYONS SCHOOL DISTRICT NO. 103, COOK COUNTY, ILLINOIS**, hereinafter referred to as the “Board,” and _____, hereinafter referred to as the “Administrator.”

The Administrator hereby accepts employment upon the terms and conditions hereinafter set forth.

A. EMPLOYMENT AND COMPENSATION

1. **Term.** The Board, after the execution of this Agreement, hereby employs the Administrator as a Principal for the 2025-2026 school year which begins July 1, 2025, and ends June 30, 2026, unless this Agreement is terminated earlier pursuant to Section H of this Agreement.

2. **Salary.** The Board shall pay to the Administrator an annual salary during the term of this Agreement of _____ and no/100 Dollars (\$ _____) in equal installments in accordance with the rules of the Board governing payments of other administrative staff members in the District. Required federal and state withholdings will be deducted from this compensation.

3. **TRS and THIS Contributions.** In addition to the annual salary stated in paragraph A.2 of this Contract, the Board shall make a contribution on behalf of the Administrator to the Illinois Teacher Retirement System (“TRS”) in the amount equal to the Administrator’s required member contribution to TRS applicable to the Administrator’s annual salary. In addition, the Board shall pay the Administrator’s required annual contribution for Teacher Retiree’s Health Insurance (THIS). The Board’s combined contribution on behalf of the Administrator to TRS and for THIS shall be limited to a maximum of 11%. It is the intention of the parties to qualify all such payments paid by the Board on the Administrator’s behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The Administrator does not have any right or claim to said amounts except as they may become available at the time of retirement or resignation from the State of Illinois’ Teacher Retirement System. Both parties acknowledge that the Administrator did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois’ Teachers’ Retirement System, and that such contributions are made as a condition of employment to secure the Administrator’s future services, knowledge, and experience.

4. **Salary Adjustment.** Any salary or other adjustment or modification made during the life of this Agreement shall be in the form of a written amendment and shall become a part of this Agreement, but such adjustment or modification shall not be construed as a new Agreement with the Administrator, nor as an extension of the termination date of this Agreement.

B. BENEFITS

The Board will provide the Administrator with the following benefits:

1. Insurance Benefits.

a. Term life insurance in the amount of Seventy-Five Thousand Dollars (\$75,000); and

b. Long-term disability insurance in accordance with the basic LTD Insurance offered to licensed administrators; and

c. 100% payment of District group health and dental insurance premium payments for individual and family/dependent coverage; and

d. If any Board paid Insurance premium payments or subsidies are determined, during the course of this agreement, to be violative of any state or federal law, including but not limited to the Affordable Care Act, the Board reserves the right to amend or change the Board paid insurance premium payment or subsidy to comply with the dictates of any applicable state or federal law.

2. Work Days / Vacation / Holidays. The Administrator shall work two-hundred six (206) days each fiscal year, commencing and ending as determined by the Superintendent.

The Administrator shall be entitled to all legal school holidays, winter, and spring recess periods. Given this schedule, the Administrator will not earn or be eligible for vacation time. In an emergency situation, the superintendent is authorized to request that Administrator report to work on a school holiday, weekend, or recess day.

3. Sick Leave, Personal Leave, and Bereavement Days. The Administrator shall be granted sick leave, as defined in Section 24-6 of the Illinois School Code, of fifteen (15) working days per year which may be accumulated to a maximum of three hundred fifty-five (355) days. The Superintendent may require the Administrator to submit a physician's statement certifying the medical basis for the Administrator's absence for three (3) consecutive work days or more, or in other circumstances as the Superintendent deems necessary to validate the medical reason for the absence.

4. The Administrator shall be granted three (3) paid personal leave days per contract year for personal business. Unused personal leave days shall accumulate and carry over from year-to-year, and shall be credited toward the Administrator's accumulated sick leave. Without prior approval of the Superintendent, personal leave days may not be taken on institute days nor on work days immediately preceding or following a district holiday, winter recess, spring recess, or summer recess.

The Administrator shall be granted paid bereavement days for a death in the Administrator's immediate family as follows:

- a. Five (5) school days of absence without loss of pay in the event of the death of an immediate family member. An immediate family member for the purposes of this section shall include a spouse, Civil Union Partner (defined as a legal relationship between two (2) of either the same or opposite sex, established pursuant to the Illinois Religious Freedom Protection and Civil Union Act) child, step-child, brother, sister, step-brother, step-sister, grandchild, grandparent, and parent, step-parents, or parent-in-law.
- b. Three (3) school days of absence without loss of pay in the event of the death of a brother-in-law or sister-in-law.
- c. The Superintendent or designee may grant bereavement leave for an immediate member of the household who is not listed above.
- d. Paid bereavement leave shall be substituted for unpaid Family Bereavement Leave Act ("FBLA") leave. Paid sick leave may be substituted for the remainder of the unpaid FBLA leave.

The Administrator must seek pre-approval for Bereavement Days from the Superintendent except in emergency situations. Paid bereavement days must be used within two (2) weeks of the death of the family member unless otherwise approved by the Superintendent and do not accumulate nor carry over from year-to-year. Paid bereavement leave shall not be cumulative, nor shall the use of such paid bereavement leave cause any reduction in sick leave.

C. MILEAGE

The Board shall pay the established IRS rate per mile to the Administrator for vouchered mileage expenses incurred by the Administrator while using the Administrator's personal vehicle for the conduct of approved school district business. Reimbursement shall be pursuant to the District's policies, rules, and regulations.

D. DUTIES

1. The duties and responsibilities of the Administrator shall be those duties set forth in the Administrator's job description, those obligations imposed by the laws of the State of Illinois, and all such other professional duties as may be assigned by the Superintendent and as required by applicable Board policies, rules and regulations.
2. The Administrator shall submit recommendations, as requested, to the Superintendent concerning the appointment, retention, promotion, and assignment of all personnel under their supervision and shall keep such other registers and records and

make such other reports as may be directed by the Superintendent and the Board or as required by law.

3. The Administrator agrees to devote their best efforts to this full-time employment at the School District and shall not undertake or accept other employment or responsibilities which will conflict with Administrator's assigned duties.

E. LICENSE

The Administrator throughout the life of this Agreement shall hold a valid and appropriate license as defined in the Illinois School Code to act as an Administrator for the position employed.

F. GRADUATE COURSEWORK

The District will provide Administrator reimbursement for completion of graduate coursework for which (1) a passing grade of at least a B has been received and (2) that is preapproved by the Superintendent. Said reimbursement shall not exceed \$2,000 for the school year and shall not include any activity fees, laboratory fees, housekeeping, meals, transportation, costs of books, or any technology/system needed for such coursework. In the event that the Administrator is terminated before completion of such coursework, the Administrator waives all right to seek reimbursement.

G. EVALUATION

The Administrator shall be evaluated in accordance with Section 24A-15 of the Illinois School Code. This evaluation shall take place by March 1 of the contract year.

H. TERMINATION

Upon Termination, Administrator shall promptly return to the District all all property of the District including but not limited to all equipment, keys, documents, letters, notes, computer hardware, lists, manuals, records, and similar repositories of or containing District information. This Agreement may be terminated by:

- a. Mutual agreement;
- b. Permanent disability;
- c. Discharge for cause;
- d. Retirement; or
- e. Resignation, provided, however, the Administrator shall provide the Board at least ninety (90) days advance written notice of the resignation.

1. **Permanent Disability.** The Board may terminate this contract for reasons of permanent disability or incapacity at any time after the Administrator has exhausted their available leave and vacation benefits and either has been absent from their employment for a continuous period of three (3) months or presents to the Board upon request a physician's statement certifying that he is permanently disabled or incapacitated. All obligations of the Board shall cease upon written notice of termination for permanent disability or incapacity, provided that the Administrator shall be entitled to a hearing before the Board if he so requests.

2. **Discharge for Cause.** Discharge for cause shall be for any conduct, act, omission, or failure to act by the Administrator which is detrimental to the best interests of the School District. Reasons for discharge for cause shall be given in writing to the Administrator, who shall be entitled to notice and an opportunity to request a hearing before the Board to discuss such causes. If the Administrator chooses to be accompanied by legal counsel, he shall be responsible for any costs involved. The Board hearing shall be conducted in a closed session.

I. MEDICAL EXAMINATION

The Board, in its discretion, reserves the right to require Administrator to submit to a medical examination, either physical or mental in accordance with applicable law. Such examination shall be performed by a physician licensed in Illinois to practice medicine and surgery in all its branches whenever the Board deems such examination necessary. Such required examination shall be at the Board's expense and performed by a physician selected by the Board.

J. TERMINATION AT END OF AGREEMENT

The employment as an Administrator shall be deemed terminated upon expiration of this Agreement unless this Agreement is extended or the Administrator and the Board enter into a new Agreement. The Board, however, shall give notice of non-renewal and if applicable, a notice of reclassification, to the Administrator by April 1 of the contract year.

K. BACKGROUND INVESTIGATION

Under Section 10-21.9 of the Illinois School Code, the Board is prohibited from knowingly employing a person who has been convicted of committing or attempting to commit the named crimes therein. If any criminal background investigation reveals that there has been a violation of this law, this Agreement shall immediately become null and void.

L. NOTICE

All notice or communication permitted or required under this Agreement shall be in

writing and shall become effective on the day of the mailing thereof by first class mail, registered mail, postage prepaid, addressed:

If to the Board: Board of Education
Lyons School District No. 103
4100 Joliet Ave.
Lyons, Illinois 60534

If to the Administrator: _____
At the last known address
on file with the District

M. APPLICABLE LAW

This Agreement shall be interpreted in accordance with the laws of the State of Illinois.

N. ENTIRE AGREEMENT

This Agreement contains all the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.

O. SIGNATURE IN COUNTERPARTS

This Agreement may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.

IN WITNESS WHEREOF, the parties have executed this Agreement on the date and year first above written.

ADMINISTRATOR

**BOARD OF EDUCATION OF
LYONS SCHOOL DISTRICT NO. 103
COOK COUNTY, ILLINOIS**

President

ATTEST:

Secretary

EXHIBIT 8

**ELEMENTARY SCHOOL PRINCIPAL
EMPLOYMENT AGREEMENT**

AGREEMENT made on the _____ (“____th”) day of _____, 2025, between the **BOARD OF EDUCATION OF LYONS SCHOOL DISTRICT NO. 103, COOK COUNTY, ILLINOIS**, hereinafter referred to as the "Board," and _____, hereinafter referred to as the "Administrator."

The Administrator hereby accepts employment upon the terms and conditions hereinafter set forth.

A. EMPLOYMENT AND COMPENSATION

1. Term. The Board, after the execution of this Agreement, hereby employs the Administrator as a Principal for the 2025-2026 school year which begins July 1, 2025, and ends June 30, 2026, unless this Agreement is terminated earlier pursuant to Section H of this Agreement.

2. Salary. The Board shall pay to the Administrator an annual salary during the term of this Agreement of _____ and no/100 Dollars (\$_____) in equal installments in accordance with the rules of the Board governing payments of other administrative staff members in the District. Required federal and state withholdings will be deducted from this compensation.

3. TRS and THIS Contributions. In addition to the annual salary stated in paragraph A.2 of this Contract, the Board shall make a contribution on behalf of the Administrator to the Illinois Teacher Retirement System ("TRS") in the amount equal to the Administrator's required member contribution to TRS applicable to the Administrator's annual salary. In addition, the Board shall pay the Administrator's required annual contribution for Teacher Retiree's Health Insurance (THIS). The Board's combined contribution on behalf of the Administrator to TRS and for THIS shall be limited to a maximum of 11%. It is the intention of the parties to qualify all such payments paid by the Board on the Administrator's behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The Administrator does not have any right or claim to said amounts except as they may become available at the time of retirement or resignation from the State of Illinois' Teacher Retirement System. Both parties acknowledge that the Administrator did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois' Teachers' Retirement System, and that such contributions are made as a condition of employment to secure the Administrator's future services, knowledge, and experience.

4. Salary Adjustment. Any salary or other adjustment or modification made during the life of this Agreement shall be in the form of a written amendment and shall become a part of this Agreement, but such adjustment or modification shall not be construed as a new Agreement with the Administrator, nor as an extension of the termination date of this Agreement.

B. BENEFITS

The Board will provide the Administrator with the following benefits:

1. Insurance Benefits.

- a. Term life insurance in the amount of Seventy-Five Thousand Dollars (\$75,000); and
- b. Long-term disability insurance in accordance with the basic LTD Insurance offered to licensed administrators; and
- c. At the initial offer of employment, the Administrator declined individual medical and dental insurance (and, if elected, family coverage) due to coverage elsewhere and was compensated for the denial of this benefit by an increase in salary. Should said Administrator have a qualified life change event and enroll in the District medical or dental group insurance, the Administrator is responsible for the entire insurance premium cost which will be deducted from their salary unless another payment mechanism is agreed to by the District.; and
- d. If any Board paid Insurance premium payments or subsidies are determined, during the course of this agreement, to be violative of any state or federal law, including but not limited to the Affordable Care Act, the Board reserves the right to amend or change the Board paid insurance premium payment or subsidy to comply with the dictates of any applicable state or federal law.

2. Vacation / Holidays. The Administrator shall be entitled to a paid vacation of twenty (20) working days which shall be accrued and earned during the contract year.

Vacation shall be scheduled and approved by the Superintendent and must be taken within the twelve-month period (July 1, 2024, through June 30, 2025, exclusive of weekends and school year holidays approved by the Board). Winter, Spring, and Summer recess periods shall constitute working days unless specifically scheduled and approved by the Superintendent to be credited toward the vacation days listed above.

The Administrator is not required to work on legal holidays recognized by the Board. The Administrator is entitled to paid time off on the Board-approved district legal holidays given to twelve-month employees as indicated on the Board-approved calendar.

Additionally, if Christmas Eve, Christmas Day, New Year's Eve, and New Year's Day are not Board recognized legal holidays, the Administrator shall be entitled to paid holiday time off during the winter recess on Christmas Eve, Christmas Day, New Year's Eve, and New Year's Day. If any of these days fall on a weekend, the district will designate

an alternate day off with pay for bargaining unit members as pre-approved by the Superintendent in order to keep the district open during the recess.

In an emergency situation, the Superintendent is authorized to request that Administrator report to work on a holiday.

3. Sick Leave, Personal Leave, and Bereavement Days. The Administrator shall be granted sick leave, as defined in Section 24-6 of the Illinois School Code, of fifteen (15) working days per year which may be accumulated to a maximum of three hundred fifty-five (355) days. The Superintendent may require the Administrator to submit a physician's statement certifying the medical basis for the Administrator's absence for three (3) consecutive work days or more, or in other circumstances as the Superintendent deems necessary to validate the medical reason for the absence.

The Administrator shall be granted three (3) paid personal leave days per contract year for personal business. Unused personal leave days shall accumulate and carry over from year-to-year, and shall be credited toward the Administrator's accumulated sick leave. Without prior approval of the Superintendent, personal leave days may not be taken on institute days nor on work days immediately preceding or following a district holiday, winter recess, spring recess, or summer recess.

The Administrator shall be granted paid bereavement days for a death in the Administrator's immediate family as follows:

- a. Five (5) school days of absence without loss of pay in the event of the death of an immediate family member. An immediate family member for the purposes of this section shall include a spouse, Civil Union Partner (defined as a legal relationship between two (2) of either the same or opposite sex, established pursuant to the Illinois Religious Freedom Protection and Civil Union Act) child, step-child, brother, sister, step-brother, step-sister, grandchild, grandparent, and parent, step-parents, or parent-in-law.
- b. Three (3) school days of absence without loss of pay in the event of the death of a brother-in-law or sister-in-law.
- c. The Superintendent or designee may grant bereavement leave for an immediate member of the household who is not listed above.
- d. Paid bereavement leave shall be substituted for unpaid Family Bereavement Leave Act ("FLBA") leave. Paid sick leave may be substituted for the remainder of the unpaid FBLA leave.

The Administrator must seek pre-approval for Bereavement Days from the Superintendent except in emergency situations. Paid bereavement days must be used within two (2) weeks of the death of the family member unless otherwise approved by the Superintendent and do not accumulate nor carry over from year-to-year. Paid

bereavement leave shall not be cumulative, nor shall the use of such paid bereavement leave cause any reduction in sick leave.

C. MILEAGE

The Board shall pay the established IRS rate per mile to the Administrator for vouchered mileage expenses incurred by the Administrator while using the Administrator's personal vehicle for the conduct of approved school district business. Reimbursement shall be pursuant to the District's policies, rules, and regulations.

D. DUTIES

1. The duties and responsibilities of the Administrator shall be those duties set forth in the Administrator's job description, those obligations imposed by the laws of the State of Illinois, and all such other professional duties as may be assigned by the Superintendent and as required by applicable Board policies, rules and regulations.

2. The Administrator shall submit recommendations, as requested, to the Superintendent concerning the appointment, retention, promotion, and assignment of all personnel under their supervision and shall keep such other registers and records and make such other reports as may be directed by the Superintendent and the Board or as required by law.

3. The Administrator agrees to devote their best efforts to this full-time employment at the School District and shall not undertake or accept other employment or responsibilities which will conflict with Administrator's assigned duties.

E. LICENSE

The Administrator throughout the life of this Agreement shall hold a valid and appropriate license as defined in the Illinois School Code to act as an Administrator for the position employed.

F. GRADUATE COURSEWORK

The District will provide Administrator reimbursement for completion of graduate coursework for which (1) a passing grade of at least B has been received and (2) that is preapproved by the Superintendent. Said reimbursement shall not exceed \$2,000 for the school year and shall not include any activity fees, laboratory fees, housekeeping, meals, transportation, costs of books, or any technology/system needed for such coursework. In the event that Administrator is terminated before completion of such coursework, Administrator waives all right to seek reimbursement.

G. EVALUATION

Upon Termination, Administrator shall promptly return to the District all property of the

District including but not limited to all equipment, keys, documents, letters, notes, computer hardware, lists, manuals, records, and similar repositories of or containing District information. The Administrator shall be evaluated in accordance with Section 24A-15 of the Illinois School Code. This evaluation shall take place by March 1 of the contract year.

H. TERMINATION

Upon Termination, Administrator shall promptly return to the District all all property of the District including but not limited to all equipment, keys, documents, letters, notes, computer hardware, lists, manuals, records, and similar repositories of or containing District information. This Agreement may be terminated by:

- a. Mutual agreement;
- b. Permanent disability;
- c. Discharge for cause;
- d. Retirement; or
- e. Resignation, provided, however, the Administrator shall provide the Board at least ninety (90) days advance written notice of the resignation.

1. Permanent Disability. The Board may terminate this contract for reasons of permanent disability or incapacity at any time after the Administrator has exhausted their available leave and vacation benefits and either has been absent from their employment for a continuous period of three (3) months or presents to the Board upon request a physician's statement certifying that he is permanently disabled or incapacitated. All obligations of the Board shall cease upon written notice of termination for permanent disability or incapacity, provided that the Administrator shall be entitled to a hearing if he so requests.

2. Discharge for Cause. Discharge for cause shall be for any conduct, act, omission, or failure to act by the Administrator which is detrimental to the best interests of the School District. Reasons for discharge for cause shall be given in writing to the Administrator, who shall be entitled to notice and an opportunity to request a hearing before the Board to discuss such causes. If the Administrator chooses to be accompanied by legal counsel, he shall be responsible for any costs involved. The Board hearing shall be conducted in a closed session.

I. MEDICAL EXAMINATION

The Board, in its discretion, reserves the right to require Administrator to submit to a medical examination, either physical or mental in accordance with applicable law. Such examination shall be performed by a physician licensed in Illinois to practice medicine

and surgery in all its branches whenever the Board deems such examination necessary. Such required examination shall be at the Board's expense and performed by a physician selected by the Board.

J. TERMINATION AT END OF AGREEMENT

The employment as an Administrator shall be deemed terminated upon expiration of this Agreement unless this Agreement is extended or the Administrator and the Board enter into a new Agreement. The Board, however, shall give notice of non-renewal and if applicable, a notice of reclassification, to the Administrator by April 1 of the contract year.

K. BACKGROUND INVESTIGATION

Under Section 10-21.9 of the Illinois School Code, the Board is prohibited from knowingly employing a person who has been convicted of committing or attempting to commit the named crimes therein. If any criminal background investigation reveals that there has been a violation of this law, this Agreement shall immediately become null and void.

L. NOTICE

All notice or communication permitted or required under this Agreement shall be in writing and shall become effective on the day of the mailing thereof by first class mail, registered mail, postage prepaid, addressed:

If to the Board: Board of Education
 Lyons School District No. 103
 4100 Joliet Ave.
 Lyons, Illinois 60534

If to the Administrator: _____
 At the last known address
 on file with the District

M. APPLICABLE LAW

This Agreement shall be interpreted in accordance with the laws of the State of Illinois.

N. ENTIRE AGREEMENT

This Agreement contains all the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.

O. SIGNATURE IN COUNTERPARTS

This Agreement may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.

IN WITNESS WHEREOF, the parties have executed this Agreement on the date and year first above written.

ADMINISTRATOR

**BOARD OF EDUCATION OF
LYONS SCHOOL DISTRICT NO. 103
COOK COUNTY, ILLINOIS**

President

ATTEST:

Secretary

EXHIBIT 9

**SCHOOL ASSISTANT PRINCIPAL
EMPLOYMENT AGREEMENT**

AGREEMENT made on the _____ (“_____th”) day of _____, 2025, between the **BOARD OF EDUCATION OF LYONS SCHOOL DISTRICT NO. 103, COOK COUNTY, ILLINOIS**, hereinafter referred to as the "Board," and _____, hereinafter referred to as the "Administrator."

The Administrator hereby accepts employment upon the terms and conditions hereinafter set forth.

A. EMPLOYMENT AND COMPENSATION

1. **Term.** The Board, after the execution of this Agreement, hereby employs the Administrator as an Assistant Principal for the 2025-2026 school year which begins July 1, 2025, and ends June 30, 2026, unless this Agreement is terminated earlier pursuant to Section H of this Agreement.

2. **Salary.** The Board shall pay to the Administrator an annual salary during the term of this Agreement of _____ and no/100 Dollars (\$ _____) in equal installments in accordance with the rules of the Board governing payments of other administrative staff members in the District. Required federal and state withholdings will be deducted from this compensation.

3. **TRS and THIS Contributions.** In addition to the annual salary stated in paragraph A.2 of this Contract, the Board shall make a contribution on behalf of the Administrator to the Illinois Teacher Retirement System ("TRS") in the amount equal to the Administrator's required member contribution to TRS applicable to the Administrator's annual salary. In addition, the Board shall pay the Administrator's required annual contribution for Teacher Retiree's Health Insurance (THIS). The Board's combined contribution on behalf of the Administrator to TRS and for THIS shall be limited to a maximum of 11%. It is the intention of the parties to qualify all such payments paid by the Board on the Administrator's behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The Administrator does not have any right or claim to said amounts except as they may become available at the time of retirement or resignation from the State of Illinois' Teacher Retirement System. Both parties acknowledge that the Administrator did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois' Teachers' Retirement System, and that such contributions are made as a condition of employment to secure the Administrator's future services, knowledge, and experience.

4. **Salary Adjustment.** Any salary or other adjustment or modification made during the life of this Agreement shall be in the form of a written amendment and shall become a part of this Agreement, but such adjustment or modification shall not be construed as a new Agreement with the Administrator, nor as an extension of the termination date of this Agreement.

B. BENEFITS

The Board will provide the Administrator with the following benefits:

1. Insurance Benefits.

- a. Term life insurance in the amount of Seventy-Five Thousand Dollars (\$75,000); and
- b. Long-term disability insurance in accordance with the basic LTD Insurance offered to licensed administrators; and
- c. 100% payment of District group health and dental insurance premium payments for individual and family/dependent coverage; and
- d. If any Board paid Insurance premium payments or subsidies are determined, during the course of this agreement, to be violative of any state or federal law, including but not limited to the Affordable Care Act, the Board reserves the right to amend or change the Board paid insurance premium payment or subsidy to comply with the dictates of any applicable state or federal law.

2. Work Days / Vacation / Holidays. The Administrator shall work two-hundred six (206) days each fiscal year, commencing and ending as determined by the Superintendent.

The Administrator shall be entitled to all legal school holidays, winter, and spring recess periods. Given this schedule, the Administrator will not earn or be eligible for vacation time. In an emergency situation, the superintendent is authorized to request that Administrator report to work on a school holiday, weekend, or recess day.

3. Sick Leave, Personal Leave, and Bereavement Days. The Administrator shall be granted sick leave, as defined in Section 24-6 of the Illinois School Code, of fifteen (15) working days per year which may be accumulated to a maximum of three hundred fifty-five (355) days. The Superintendent may require the Administrator to submit a physician's statement certifying the medical basis for the Administrator's absence for three (3) consecutive work days or more, or in other circumstances as the Superintendent deems necessary to validate the medical reason for the absence.

The Administrator shall be granted three (3) paid personal leave days per contract year for personal business. Unused personal leave days shall accumulate and carry over from year-to-year, and shall be credited toward the Administrator's accumulated sick leave. Without prior approval of the Superintendent, personal leave days may not be taken on institute days nor on work days immediately preceding or following a district holiday, winter recess, spring recess, or summer recess.

The Administrator shall be granted paid bereavement days for a death in the Administrator's immediate family as follows:

- a. Five (5) school days of absence without loss of pay in the event of the death of an immediate family member. An immediate family member for the purposes of this section shall include a spouse, Civil Union Partner (defined as a legal relationship between two (2) of either the same or opposite sex, established pursuant to the Illinois Religious Freedom Protection and Civil Union Act) child, brother, sister, step-child, step-brother, step-sister, grandchild, grandparent, and parent, step-parents, or parent-in-law.
- b. Three (3) school days of absence without loss of pay in the event of the death of a brother-in-law or sister-in-law.
- c. The Superintendent or designee may grant bereavement leave for an immediate member of the household who is not listed above.
- d. Paid bereavement leave shall be substituted for unpaid Family Bereavement Leave Act ("FLBA") leave. Paid sick leave may be substituted for the remainder of the unpaid FLBA leave.

The Administrator must seek pre-approval for Bereavement Days from the Superintendent except in emergency situations. Paid bereavement days must be used within two (2) weeks of the death of the family member unless otherwise approved by the Superintendent and do not accumulate nor carry over from year-to-year. Paid bereavement leave shall not be cumulative, nor shall the use of such paid bereavement leave cause any reduction in sick leave.

C. MILEAGE

The Board shall pay the established IRS rate per mile to the Administrator for vouchered mileage expenses incurred by the Administrator while using the Administrator's personal vehicle for the conduct of approved school district business. Reimbursement shall be pursuant to the District's policies, rules, and regulations.

D. DUTIES

1. The duties and responsibilities of the Administrator shall be those duties set forth in the Administrator's job description, those obligations imposed by the laws of the State of Illinois, and all such other professional duties as may be assigned by the Superintendent and as required by applicable Board policies, rules and regulations.
2. The Administrator shall submit recommendations, as requested, to the Superintendent concerning the appointment, retention, promotion, and assignment of all personnel under their supervision and shall keep such other registers and records and

make such other reports as may be directed by the Superintendent and the Board or as required by law.

3. The Administrator agrees to devote their best efforts to this full-time employment at the School District and shall not undertake or accept other employment or responsibilities which will conflict with Administrator's assigned duties.

E. LICENSE

The Administrator throughout the life of this Agreement shall hold a valid and appropriate license as defined in the Illinois School Code to act as an Administrator for the position employed.

F. GRADUATE COURSEWORK

The District will provide Administrator reimbursement for completion of graduate coursework for which (1) a passing grade of at least B has been received and (2) that is preapproved by the Superintendent. Said reimbursement shall not exceed \$2,000 for the school year and shall not include any activity fees, laboratory fees, housekeeping, meals, transportation, costs of books, or any technology/system needed for such coursework. In the event that Administrator is terminated before completion of such coursework, Administrator waives all right to seek reimbursement.

G. EVALUATION

The Administrator shall be evaluated in accordance with Section 24A-15 of the Illinois School Code. This evaluation shall take place by March 1 of the contract year.

H. TERMINATION

Upon Termination, Administrator shall promptly return to the District all property of the District including but not limited to all equipment, keys, documents, letters, notes, computer hardware, lists, manuals, records, and similar repositories of or containing District information. This Agreement may be terminated by:

- a. Mutual agreement;
- b. Permanent disability;
- c. Discharge for cause;
- d. Retirement; or
- e. Resignation, provided, however, the Administrator shall provide the Board at least ninety (90) days advance written notice of the resignation.

1. **Permanent Disability.** The Board may terminate this contract for reasons of permanent disability or incapacity at any time after the Administrator has exhausted their available leave and vacation benefits and either has been absent from their employment for a continuous period of three (3) months or presents to the Board upon request a physician's statement certifying that he is permanently disabled or incapacitated. All obligations of the Board shall cease upon written notice of termination for permanent disability or incapacity, provided that the Administrator shall be entitled to a hearing before the Board if he so requests.

2. **Discharge for Cause.** Discharge for cause shall be for any conduct, act, omission, or failure to act by the Administrator which is detrimental to the best interests of the School District. Reasons for discharge for cause shall be given in writing to the Administrator, who shall be entitled to notice and an opportunity to request a hearing before the Board to discuss such causes. If the Administrator chooses to be accompanied by legal counsel, he shall be responsible for any costs involved. The Board hearing shall be conducted in a closed session.

I. MEDICAL EXAMINATION

The Board, in its discretion, reserves the right to require Administrator to submit to a medical examination, either physical or mental in accordance with applicable law. Such examination shall be performed by a physician licensed in Illinois to practice medicine and surgery in all its branches whenever the Board deems such examination necessary. Such required examination shall be at Board expense and performed by a physician selected by the Board.

J. TERMINATION AT END OF AGREEMENT

The employment as an Administrator shall be deemed terminated upon expiration of this Agreement unless this Agreement is extended or the Administrator and the Board enter into a new Agreement. The Board, however, shall give notice of non-renewal and if applicable, a notice of reclassification, to the Administrator by April 1 of the contract year.

K. BACKGROUND INVESTIGATION

Under Section 10-21.9 of the Illinois School Code, the Board is prohibited from knowingly employing a person who has been convicted of committing or attempting to commit the named crimes therein. If any criminal background investigation reveals that there has been a violation of this law, this Agreement shall immediately become null and void.

L. NOTICE

All notice or communication permitted or required under this Agreement shall be in

writing and shall become effective on the day of the mailing thereof by first class mail, registered mail, postage prepaid, addressed:

If to the Board: Board of Education
Lyons School District No. 103
4100 Joliet Ave.
Lyons, Illinois 60534

If to the Administrator: _____
At the last known address
on file with the District

M. APPLICABLE LAW

This Agreement shall be interpreted in accordance with the laws of the State of Illinois.

N. ENTIRE AGREEMENT

This Agreement contains all the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.

O. SIGNATURE IN COUNTERPARTS

This Agreement may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.

IN WITNESS WHEREOF, the parties have executed this Agreement on the date and year first above written.

ADMINISTRATOR

**BOARD OF EDUCATION OF
LYONS SCHOOL DISTRICT NO. 103
COOK COUNTY, ILLINOIS**

President

ATTEST:

Secretary

EXHIBIT 10

**SCHOOL DEAN
EMPLOYMENT AGREEMENT**

AGREEMENT made on the _____ (“____th”) day of _____, 2025, between the **BOARD OF EDUCATION OF LYONS SCHOOL DISTRICT NO. 103, COOK COUNTY, ILLINOIS**, hereinafter referred to as the "Board," and _____, hereinafter referred to as the "Administrator."

The Administrator hereby accepts employment upon the terms and conditions hereinafter set forth.

A. EMPLOYMENT AND COMPENSATION

1. Term. The Board, after the execution of this Agreement, hereby employs the Administrator as an Assistant Principal for the 2025-2026 school year which begins July 1, 2025, and ends June 30, 2026, unless this Agreement is terminated earlier pursuant to Section H of this Agreement.

2. Salary. The Board shall pay to the Administrator an annual salary during the term of this Agreement of _____ and no/100 Dollars (\$_____) in equal installments in accordance with the rules of the Board governing payments of other administrative staff members in the District. Required federal and state withholdings will be deducted from this compensation.

3. TRS and THIS Contributions. In addition to the annual salary stated in paragraph A.2 of this Contract, the Board shall make a contribution on behalf of the Administrator to the Illinois Teacher Retirement System ("TRS") in the amount equal to the Administrator's required member contribution to TRS applicable to the Administrator's annual salary. In addition, the Board shall pay the Administrator's required annual contribution for Teacher Retiree's Health Insurance (THIS). The Board's combined contribution on behalf of the Administrator to TRS and for THIS shall be limited to a maximum of 11%. It is the intention of the parties to qualify all such payments paid by the Board on the Administrator's behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The Administrator does not have any right or claim to said amounts except as they may become available at the time of retirement or resignation from the State of Illinois' Teacher Retirement System. Both parties acknowledge that the Administrator did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois' Teachers' Retirement System, and that such contributions are made as a condition of employment to secure the Administrator's future services, knowledge, and experience.

4. Salary Adjustment. Any salary or other adjustment or modification made during the life of this Agreement shall be in the form of a written amendment and shall become a part of this Agreement, but such adjustment or modification shall not be construed as a new Agreement with the Administrator, nor as an extension of the termination date of this Agreement.

B. BENEFITS

The Board will provide the Administrator with the following benefits:

1. Insurance Benefits.

- a. Term life insurance in the amount of Seventy-Five Thousand Dollars (\$75,000); and
- b. Long-term disability insurance in accordance with the basic LTD Insurance offered to licensed administrators; and
- c. 100% payment of District group health and dental insurance premium payments for individual and family/dependent coverage; and
- d. If any Board paid Insurance premium payments or subsidies are determined, during the course of this agreement, to be violative of any state or federal law, including but not limited to the Affordable Care Act, the Board reserves the right to amend or change the Board paid insurance premium payment or subsidy to comply with the dictates of any applicable state or federal law.

2. Work Days / Vacation / Holidays. The Administrator shall work two-hundred six (206) days each fiscal year, commencing and ending as determined by the Superintendent.

The Administrator shall be entitled to all legal school holidays, winter, and spring recess periods. Given this schedule, the Administrator will not earn or be eligible for vacation time. In an emergency situation, the superintendent is authorized to request that Administrator report to work on a school holiday, weekend, or recess day.

3. Sick Leave, Personal Leave, and Bereavement Days. The Administrator shall be granted sick leave, as defined in Section 24-6 of the Illinois School Code, of fifteen (15) working days per year which may be accumulated to a maximum of three hundred fifty-five (355) days. The Superintendent may require the Administrator to submit a physician's statement certifying the medical basis for the Administrator's absence for three (3) consecutive work days or more, or in other circumstances as the Superintendent deems necessary to validate the medical reason for the absence.

The Administrator shall be granted three (3) paid personal leave days per contract year for personal business. Unused personal leave days shall accumulate and carry over from year-to-year, and shall be credited toward the Administrator's accumulated sick leave. Without prior approval of the Superintendent, personal leave days may not be taken on institute days nor on work days immediately preceding or following a district holiday, winter recess, spring recess, or summer recess.

The Administrator shall be granted paid bereavement days for a death in the Administrator's immediate family as follows:

- a. Five (5) school days of absence without loss of pay in the event of the death of an immediate family member. An immediate family member for the purposes of this section shall include a spouse, Civil Union Partner (defined as a legal relationship between two (2) of either the same or opposite sex, established pursuant to the Illinois Religious Freedom Protection and Civil Union Act) child, brother, sister, step-child, step-brother, step-sister, grandchild, grandparent, and parent, step-parents, or parent-in-law.
- b. Three (3) school days of absence without loss of pay in the event of the death of a brother-in-law or sister-in-law.
- c. The Superintendent or designee may grant bereavement leave for an immediate member of the household who is not listed above.
- d. Paid bereavement leave shall be substituted for unpaid Family Bereavement Leave Act ("FLBA") leave. Paid sick leave may be substituted for the remainder of the unpaid FLBA leave.

The Administrator must seek pre-approval for Bereavement Days from the Superintendent except in emergency situations. Paid bereavement days must be used within two (2) weeks of the death of the family member unless otherwise approved by the Superintendent and do not accumulate nor carry over from year-to-year. Paid bereavement leave shall not be cumulative, nor shall the use of such paid bereavement leave cause any reduction in sick leave.

C. MILEAGE

The Board shall pay the established IRS rate per mile to the Administrator for vouchered mileage expenses incurred by the Administrator while using the Administrator's personal vehicle for the conduct of approved school district business. Reimbursement shall be pursuant to the District's policies, rules, and regulations.

D. DUTIES

1. The duties and responsibilities of the Administrator shall be those duties set forth in the Administrator's job description, those obligations imposed by the laws of the State of Illinois, and all such other professional duties as may be assigned by the Superintendent and as required by applicable Board policies, rules and regulations.
2. The Administrator shall submit recommendations, as requested, to the Superintendent concerning the appointment, retention, promotion, and assignment of all personnel under their supervision and shall keep such other registers and records and

make such other reports as may be directed by the Superintendent and the Board or as required by law.

3. The Administrator agrees to devote their best efforts to this full-time employment at the School District and shall not undertake or accept other employment or responsibilities which will conflict with Administrator's assigned duties.

E. LICENSE

The Administrator throughout the life of this Agreement shall hold a valid and appropriate license as defined in the Illinois School Code to act as an Administrator for the position employed.

F. GRADUATE COURSEWORK

The District will provide Administrator reimbursement for completion of graduate coursework for which (1) a passing grade of at least B has been received and (2) that is preapproved by the Superintendent. Said reimbursement shall not exceed \$2,000 for the school year and shall not include any activity fees, laboratory fees, housekeeping, meals, transportation, costs of books, or any technology/system needed for such coursework. In the event that Administrator is terminated before completion of such coursework, Administrator waives all right to seek reimbursement.

G. EVALUATION

The Administrator shall be evaluated in accordance with Section 24A-15 of the Illinois School Code. This evaluation shall take place by March 1 of the contract year.

H. TERMINATION

Upon Termination, Administrator shall promptly return to the District all property of the District including but not limited to all equipment, keys, documents, letters, notes, computer hardware, lists, manuals, records, and similar repositories of or containing District information. This Agreement may be terminated by:

- a. Mutual agreement;
- b. Permanent disability;
- c. Discharge for cause;
- d. Retirement; or
- e. Resignation, provided, however, the Administrator shall provide the Board at least ninety (90) days advance written notice of the resignation.

1. **Permanent Disability.** The Board may terminate this contract for reasons of permanent disability or incapacity at any time after the Administrator has exhausted their available leave and vacation benefits and either has been absent from their employment for a continuous period of three (3) months or presents to the Board upon request a physician's statement certifying that he is permanently disabled or incapacitated. All obligations of the Board shall cease upon written notice of termination for permanent disability or incapacity, provided that the Administrator shall be entitled to a hearing before the Board if he so requests.

2. **Discharge for Cause.** Discharge for cause shall be for any conduct, act, omission, or failure to act by the Administrator which is detrimental to the best interests of the School District. Reasons for discharge for cause shall be given in writing to the Administrator, who shall be entitled to notice and an opportunity to request a hearing before the Board to discuss such causes. If the Administrator chooses to be accompanied by legal counsel, he shall be responsible for any costs involved. The Board hearing shall be conducted in a closed session.

I. MEDICAL EXAMINATION

The Board, in its discretion, reserves the right to require Administrator to submit to a medical examination, either physical or mental in accordance with applicable law. Such examination shall be performed by a physician licensed in Illinois to practice medicine and surgery in all its branches whenever the Board deems such examination necessary. Such required examination shall be at Board expense and performed by a physician selected by the Board.

J. TERMINATION AT END OF AGREEMENT

The employment as an Administrator shall be deemed terminated upon expiration of this Agreement unless this Agreement is extended or the Administrator and the Board enter into a new Agreement. The Board, however, shall give notice of non-renewal and if applicable, a notice of reclassification, to the Administrator by April 1 of the contract year.

K. BACKGROUND INVESTIGATION

Under Section 10-21.9 of the Illinois School Code, the Board is prohibited from knowingly employing a person who has been convicted of committing or attempting to commit the named crimes therein. If any criminal background investigation reveals that there has been a violation of this law, this Agreement shall immediately become null and void.

L. NOTICE

All notice or communication permitted or required under this Agreement shall be in

writing and shall become effective on the day of the mailing thereof by first class mail, registered mail, postage prepaid, addressed:

If to the Board: Board of Education
Lyons School District No. 103
4100 Joliet Ave.
Lyons, Illinois 60534

If to the Administrator: _____
At the last known address
on file with the District

M. APPLICABLE LAW

This Agreement shall be interpreted in accordance with the laws of the State of Illinois.

N. ENTIRE AGREEMENT

This Agreement contains all the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.

O. SIGNATURE IN COUNTERPARTS

This Agreement may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.

IN WITNESS WHEREOF, the parties have executed this Agreement on the date and year first above written.

ADMINISTRATOR

**BOARD OF EDUCATION OF
LYONS SCHOOL DISTRICT NO. 103
COOK COUNTY, ILLINOIS**

President

ATTEST:

Secretary

RESOLUTION AUTHORIZING RAISES FOR NON-CONTRACTED EMPLOYEES

WHEREAS, the Board of Education of Lyons School District 103 has determined that the non-contracted employees set forth in Exhibit 1 shall receive a raise beginning July 1, 2025 by the percentage depicted in Exhibit 1.

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of Lyons School District No. 103, Cook County, Illinois, as follows:

SECTION 1: That this Board of Education determined that the non-contracted employees listed on Exhibit 1, attached hereto and made a part hereof, will receive a wage increase by the percentage depicted in Exhibit 1 beginning July 1, 2025.

SECTION 2: That the Superintendent or his designee are authorized to undertake action on the part of the Board as contained in this Resolution to complete satisfaction of any provision, term and condition therefore, as stated therein.

SECTION 3: This Resolution shall be in full force and effect upon its adoption.

ADOPTED this 25th day of February, 2025, by the following roll-call vote:

BOARD MEMBER	AYES	NAYES	ABSENT	ABSTAIN
Jorge Torres, President				
Winifred Rodriguez, Vice President				
Sara Andreas, Secretary				
Slagiana Aleksikj				
Lestor Antos				
Mario Ramirez				
Olivia Quintero				

President, Board of Education

Attest:

Secretary, Board of Education

RESOLUTION AUTHORIZING RAISES

EXHIBIT 1

NON-CONTRACTED SCHOOL OFFICE WORKERS RECEIVING A 3.50% WAGE INCREASE:

SECRETARIES

Shannon Blazina (Costello)
Leslie Hernandez (Lincoln)
Lisa Kesman (Home)
Deborah Klein (Edison)
Maricela Mendoza (Robinson)
Taylor Koc (GWMS)
Maria Lopez (GWMS)
Yolanda Sanchez (GWMS)

PARENT LIAISONS

Jeffrey Guerrero (Robinson)
Lizette Lopez (Costello)
Gabriela Quintero (Lincoln)
Silvia Vernor (Edison)

NON-CONTRACTED DISTRICT OFFICE WORKERS RECEIVING A 3.50% WAGE INCREASE:

Demi Caballero (Human Resources Generalist)
Charline Latronica (Executive Assistant)
Jennifer Vargas (Student Information Data Specialist)
Angelina Viramontes (Student Services Assistant)

NON-CONTRACTED SCHOOL NURSES RECEIVING A 3.50% WAGE INCREASE

Special Cunningham, RN (Home)
Oneida Hernandez, RN (Robinson)
Dawn Lewis, RN (Costello)
Brenda Lopez, RN (Edison)
Mary Mangerson, RN (Lincoln)

NON-CONTRACTED PARENT EDUCATORS RECEIVING A 3.50% INCREASE

Donna Gill
Betsy Lopez
Mical Martinez
Cindy Matias (Supervisor)

Lyons School District 103 | 2025-2026 SCHOOL CALENDAR

JULY 2025						
S	M	T	W	Th	F	S
		1	2	3	HOL	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

4 Independence Day

July: Attendance 0 Days

JANUARY 2026						
S	M	T	W	Th	F	S
				HOL	NIA	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	HOL	20	21	22	23	24
25	26	27	28	29	30	31

12/22 – 1/2 Winter Break

7 School Improvement Day (SIP)
(Student Dismissal: K-5 11:50 a.m.
GWMS – 11:05 a.m.)
19 ML King Day
29 Half Day/ Parent/Teacher Conf
30 Half Day

Attendance: 19
Accum: 100

AUGUST 2025						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

15 Teacher Institute
18 Teacher Institute
18 K-5 Open House 5:30-7
19 Teacher Institute
20 First Day of School
27 Early Dismissal (K-5 & GWMS)
GWMS Open House- 5:30-7

Attendance: 8 Days
Accum: 8 Days

FEBRUARY 2026						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	HOL	17	18	19	20	21
22	23	24	25	26	27	28

4 School Improvement Day (SIP)
(Student Dismissal: K-5 11:50 a.m.
GWMS – 11:05 a.m.)
16 Presidents' Day

Attendance: 19
Accum: 119

SEPTEMBER 2025						
S	M	T	W	Th	F	S
	HOL	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

1 Labor Day
10 School Improvement Day (SIP)
(Student Dismissal: K-5 11:50 a.m.
GWMS – 11:05 a.m.)

Attendance: 21 Days
Accum: 29 Days

MARCH 2026						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	NIA	NIA				

4 School Improvement Day (SIP)
(Student Dismissal: K-5 11:50 a.m.
GWMS – 11:05 a.m.)
27 Early Dismissal
3/30 - 4/6 Spring Break

March 13-End of 3rd Quarter

Attendance: 20
Accum: 139

OCTOBER 2025						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	HOL	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

13 Columbus/Indigenous Day
8 School Improvement Day (SIP)
(Student Dismissal: K-5 11:50 a.m.
GWMS – 11:05 a.m.)
23 Half Day/ Parent Teacher Conf.
24 Half Day

October 17-End of 1st Quarter

Attendance: 22 Days
Accum: 51 Days

APRIL 2026						
S	M	T	W	Th	F	S
			NIA	NIA	HOL	4
5	NIA	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

3 Good Friday
3/30 - 4/6 Spring Break
8 School Improvement Day (SIP)
(Student Dismissal: K-5 11:50 a.m.
GWMS – 11:05 a.m.)
20 Teacher Institute

Attendance: 17
Accum: 156

NOVEMBER 2025						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	NIA	NIA	NIA	HOL	NIA	29
30						

5 School Improvement Day(SIP)
(Student Dismissal: K-5 11:50 a.m.
GWMS – 11:05 a.m.)
24 Not In Attendance
25 Not In Attendance
26 Not In Attendance
27 Thanksgiving Day
28 Not in Attendance

Attendance: 15 Days
Accum: 66 Days

MAY 2026						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	HOL	26	27	28	29	30
31						

6 School Improvement Day (SIP)
(Student Dismissal: K-5 11:50 a.m.
GWMS – 11:05 a.m.)
25 Memorial Day
29 Last Day of School

May 29 - End of 4th Quarter

Attendance: 20
Accum: 176 Days + 5 Emer

DECEMBER 2025						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	NIA	NIA	HOL	HOL	NIA	27
28	NIA	NIA	HOL			

3 School Improvement Day (SIP)
(Student Dismissal: K-5 11:50 a.m.
GWMS – 11:05 a.m.)
19 Early Dismissal
22-1/2 Winter Break

December 19 –End of 2nd Quarter

Attendance: 15
Accum: 81

JUNE 2026						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	HOL	20
21	22	23	24	25	26	27
28	29	30				

6/1-6/5 Emergency Days
19 Juneteenth

**XED – please see note below

Accum: Students: 176 Days + 5 Emer
Accum: Teachers 180 Days

Lyons School District 103 | 2025-2026 SCHOOL CALENDAR

District Calendar Information

First day of school: August 20
Last day of school: May 29 (if no emergency days are used)

Open House: K-5: August 18 - 5:30 - 7:00 p.m.
Open House: GWMS: August 27 - 5:30 - 7:00 p.m.

Regular school day schedule: GWMS: 7:55 a.m.-2:40 p.m.
K-5: 8:35 a.m.-3:05 p.m.

Early Dismissal Days (DS): GWMS: 7:55 a.m.-2:05 p.m.
K-5: 8:35 a.m.-2:35 p.m.

Parent Teacher Conference (XHPT) and SIP Day (SIP) schedules: GWMS: 7:55 a.m.-11:05 p.m.
K-5: 8:35 a.m.-11:50 p.m.

NIA: Non-Attendance Day

- Teacher Institutes (TI): August 15, August 18, August 19, April 20
 - Early Dismissal Days (DS): August 27, December 19, March 27
 - Holidays (HOL): September 1, October 13, November 27, December 25, January 1, January 19, February 16, April 3, May 25, June 19
 - Parent-Teacher Conferences (XHPT): October 23, January 29
 - SIP Days: September 10, October 8, November 5, December 3, January 7, February 4, March 4, April 8, May 6
 - Half Day (HALF): October 23, October 24, January 29, January 30
 - Thanksgiving Break: November 24 – 28
 - Winter Break: December 22 – January 2
 - Spring Break: March 30 - April 6
-
- First Quarter: August 20 - October 17
 - Second Quarter: October 20 – December 19
 - Third Quarter: January 5 - March 13
 - Fourth Quarter: March 16 - May 29
-
- Emergency Days: June 1 - June 5

Order Acknowledgement

Customer:	<i>Lyons School District 103</i>
Location:	<i>4100 Joliet Ave Lyons IL, 60534 –1513</i>
Project:	<i>Safety Platform</i>
Billing Contact:	<i>Christopher Jamrose jamrosec@lyons103.org</i>
Customer Purchase Order Number:	

Thank you for your purchase of the CENTEGIX® Safety Platform™

CENTEGIX® will install, program, configure, and commission the CENTEGIX Safety Platform™ Equipment and Software at sites listed on **Exhibit A** to this Order Acknowledgement.

Alignment of expectations and responsibilities between all parties, including third parties (e.g., your intercom provider) are required for a superior experience and successful deployment. This Order Acknowledgement includes expectations, assumptions, and responsibilities for all parties in order to deliver rapid and successful deployment of the CENTEGIX Safety Platform.

NOTES

- The CENTEGIX® Safety Platform™ is comprised of the following solutions:
 - **CrisisAlert™** is the badge-based incident response solution worn by every staff member that empowers staff to get help from school administrators or put the entire campus in lockdown with the push of a button. Used 98% of the time for medical emergencies, physical altercations, and behavioral situations the badge is always on for notification of extreme threats to safety. CrisisAlert can notify 911 dispatch— including room-level location details—and initiate visual and audio notifications so that everyone on campus knows that a site has been locked down.
 - **Visitor Management** makes monitoring who's coming in and out of your schools easy, ensuring that only authorized visitors are allowed on campus. Screen all school visitors, create custom banned person lists, monitor custody issues, log student tardies and early releases, send security alerts to staff, and create detailed reports on all activities tracked.
 - **Safety Blueprint** provides dynamic, digital mapping that elevates safety management, planning, and preparedness. With every building and safety asset mapped in one system, responders are fully equipped for immediate action.
- Note: 1 CrisisAlert badge allocated per staff member and additional CrisisAlert badges included as set forth in the quote for sites purchased. Additional CrisisAlert badges beyond original allocation are available via CENTEGIX Customer Support for an additional fee and delivered to a central location for the Customer to distribute.

CUSTOMER & CENTEGIX RESPONSIBILITIES

Project Planning	
CUSTOMER	<ul style="list-style-type: none"> • Designate a core team that has primary responsibility for overseeing the CENTEGIX Safety Platform™ implementation, policy, and all communication. • Provide a detailed map of each site (as outlined in the Safety Blueprint section below) showing all buildings and rooms where the Safety Platform will be installed. • Be responsible for distributing all badges, which are delivered to a central location, to the individual site locations.
CENTEGIX	<ul style="list-style-type: none"> • Provide an install schedule for each solution for all site locations provided that all maps have been loaded to the application and approved/signed off by the customer. The schedule is subject to change. Customer will accommodate adjustments for the project to remain on track.

Gateway	
CUSTOMER	<ul style="list-style-type: none"> • Provides network information for the CrisisAlert Gateway(s) to be configured. • If required, two (2) Power-Over-Ethernet (POE) drops at exterior locations defined by CENTEGIX. • Connecting the Gateway(s) that CENTEGIX will monitor.
CENTEGIX	<ul style="list-style-type: none"> • All gateways/wireless back-up equipment must be installed and confirmed online by the CENTEGIX Command Center for all locations before a target install date for the rest of the solution can be confirmed.

Visitor Management (if applicable)	
CUSTOMER	<ul style="list-style-type: none"> • Purchases or provides compatible scanner(s), printer(s), and consumables for use at entry points and all computers on which the system will be used. • Provide network information for the Visitor Management System to be connected. • Maintain computers and all other peripherals. Computers will need to be connected to either the WiFi or network before installation. • Perform all required OS, driver, and browser updates for all computers, scanners, and printers used with Visitor management.

Safety Blueprint	
CUSTOMER	<ul style="list-style-type: none"> ● Provide scaled floor plan drawings of the facility buildings to be mapped in Safety Blueprint in either a PDF or DWG format. Drawings must include rooms, walls, and doors. ● Provide an assets list and map labels to identify on the Safety Blueprint map, if purchased. ● Verify the accuracy of the Safety Blueprint map including the final floor plan drawings, asset locations, and map labels.
CENTEGIX	<ul style="list-style-type: none"> ● Review the customer's submitted floorplan drawings for approval and render the floorplans in Blueprint.

Intercom Integration (if applicable)	
CUSTOMER	<ul style="list-style-type: none"> ● Customer and its third-party intercom provider(s) are responsible for the operation of the intercom system(s), along with any additional costs associated with upgrading or alterations to the customers intercom software, hardware and network connections. ● Provide a site-specific URL or other API for each message for sites that have IP-based intercom systems with virtual triggers. ● Provide network information for the CrisisAlert Intercom Integration Device to be programmed. Customer will ensure its intercom system(s) is/are connected to the device.

Additional 3 rd Party Software Integration (if applicable)	
CUSTOMER	<ul style="list-style-type: none"> ● Customer and its third-party software provider(s) are responsible for the operation of the additional software capabilities, along with any additional costs associated with upgrading or alterations to the third-party software.. ● Provide a site-specific URL or other API for sites that have 3rd party software integrations that CENTEGIX supports.
CENTEGIX	<ul style="list-style-type: none"> ● Integrations (if applicable) purchased through CENTEGIX are supported by CENTEGIX and our third-party partners.

Onsite Access	
CUSTOMER	<ul style="list-style-type: none"> ● Provide 2 sets of district/organization-wide master keys per site. ● Provide evening and weekend access to sites for install team flexibility. ● Override the security system when the installation team is onsite. ● Provide guest Wi-Fi information if available. ● If CENTEGIX installation team is unable to access a room or building, or a map is inaccurate causing a delay in the installation, the Customer will incur a minimum revisit fee of \$500/site per revisit, dependent upon remaining work.

	<ul style="list-style-type: none"> If CENTEGIX installation team is unable to locate a suitable stationary element to install exterior equipment, the Customer will need to install a pole or other suitable structure for this equipment to be located.
CENTEGIX	<ul style="list-style-type: none"> The installation team designated by CENTEGIX will install hardware equipment at each facility/site purchased.

Software	
CUSTOMER	<ul style="list-style-type: none"> Deploy the CrisisAlert Desktop Application software to supported equipment, including laptops, desktops, tablets, and mobile equipment using the files provided by the CENTEGIX Onboarding Specialist. Allow Public DNS for the CENTEGIX Wireless Back-up equipment.

Implementation and Training	
CUSTOMER	<ul style="list-style-type: none"> Provide the information necessary to enable Active Directory syncing (if applicable). Responsible for the configuration of the Safety Platform™ system (including CrisisAlert, Safety Blueprint, and if utilized Visitor Management) with reasonable guidance from CENTEGIX. Conduct site testing, with guidance from CENTEGIX to ensure the system is functioning properly. Both parties will sign-off in agreement that site testing has been verified. Identifying individuals who can deliver end-user training for its organization on how to use the CrisisAlert badge (and Visitor Management badge if applicable), including requiring each staff member with a badge to complete a "Badge Training" session in which they, at minimum, activate a badge alert. Assist CENTEGIX in obtaining the necessary support from the selected public safety answering point (PSAP) agency, if applicable.
CENTEGIX	<ul style="list-style-type: none"> Provide remote training for system configuration. Provide onsite training for Responders and Badge Managers unless opted out on the quote (CrisisAlert) Provide training for school administrators and front office staff based on the training method purchased (Visitor Management). Provide the requirements for user access to the Safety Blueprint map features. Provide remote training for Safety Blueprint asset and map management. Recommend other optional services are available to assist with deployment

Communications	
CUSTOMER	<ul style="list-style-type: none"> Share communications with your stakeholders (Parents, Teachers, Staff, and Students) during the different stages of your CrisisAlert process. You can do so via internal emails, district-wide newsletters, school communications, morning announcements, creating a webpage on your website, and on social media. During sign-up: Inform all stakeholders about the decision to implement CrisisAlert.

	<ul style="list-style-type: none"> ● During installation: Keep stakeholders updated on the progress. Staff will want to know what to expect during this process. Students may wonder why new equipment is now appearing throughout the building. ● Operational Phase: Your community will want to see how your CrisisAlert solution works. One way to do this is by hosting a demo day where you can invite speakers to participate, provide answers to frequently asked questions, and demonstrate how your new solution works. ● Ongoing Communication: Keep your stakeholders informed by communicating with them on how you have utilized your CrisisAlert solution and how it has impacted your school community.
CENTEGIX	<ul style="list-style-type: none"> ● Provide a communications kit to help customers communicate with their communities about CrisisAlert. Customer will coordinate a call between CENTEGIX point of contact and the Communications Director for the customer to review best practices for communicating about CrisisAlert.

Post Implementation	
CUSTOMER	<ul style="list-style-type: none"> ● Provide general troubleshooting of the system and its equipment with the site. District technical support can escalate an issue to be addressed through their account manager or support manager. ● Managing and maintaining all users and their permissions for the software through the term of the contract. ● Providing Badge Training and training documentation to new users of the system ● Conducting test drills of CrisisAlert at the beginning of each semester. ● Managing and maintaining all Visitor Management hardware through the term of the contract. ● Report structural changes to the building floorplans and layout to Centegix.
CENTEGIX	<ul style="list-style-type: none"> ● Onsite assistance is available to assist the customer regarding all purchased solutions. Contact CENTEGIX Support at support@centegix.com for more information.

CONTRACT TERMS (QUOTE)

Product Item / Fee		*Sites	Annual Rate (Per Site)	Annual Recurring Rate	Term Amount
SAFETY PLATFORM with CrisisAlert™					
Safety Blueprint		5	Included	Included	Included
Visitor Management		5	Included	Included	Included
Reunification		5	Included	Included	Included
Annual Fees - CrisisAlert™					
Wireless Backup		5	\$200	\$1,200	\$6,000
Annual Fees - Visitor Management & Reunification					
OneRoster Integration		5	\$250	\$1,500	\$7,500
Annual & Full Term Platform Sub-totals:				\$90,700	\$253,500
One Time Fees - CrisisAlert™					
Installation & Setup		5		\$3,000	\$18,000
CENTEGIX Gateway Cabling & Installation		5		\$2,000	\$12,000
Implementation		5		\$2,000	\$12,000
Shipping		5		\$400	\$2,400
On-Site Responder Training		5		\$1,000	\$6,000
One Time Fees - Safety Blueprint™					
Remote Installation and Remote Training		5		Included	Included
One Time Fees - Visitor Management					
Remote Installation and Remote Training (VM)		5		Included	Included
SIS/API Integration Setup		5		Included	Included
Visitor & Student Starter Kit		5		\$250	\$1,500
				One Time Fees Sub-total:	\$51,900
				Full Term Contract Total	\$305,400

NOTES:
 Quote includes site mapping and training, along with software licensing and hardware warranty based on the term selected.
 *Preliminary site count listed pending a final site list from customer.
 Quote includes 5 Elementary schools and 1 Middle School building. Quote does not include central office or any additional district buildings.
 Annual contract will renew after the selected term expires at CENTEGIX then current pricing.

All invoices are payable on Net 30 terms.

Any remaining fees (if applicable) will be invoiced annually upon the anniversary date.

Amounts do not include local, state or federal taxes. If you are tax exempt, please provide a tax exempt form otherwise sales tax will be charged.

BILLING AND PAYMENT TERMS

Upon execution of this Order Acknowledgement, CENTEGIX will invoice the Customer as follows:

1. Year One* to be invoiced with the following billing milestones:
 - 50% of Year 1 cost invoiced upon the earlier of the PO date or signed OA date
 - 50% of Year 1 cost invoiced 120 days after the earlier of the PO date or the signed OA date (Anniversary Date)
2. The remaining fees will be invoiced annually upon the Anniversary Date.

Schedule Item	Billing Milestone	Due Upon	Amount
Year One	50%	Execution of Purchase Order or signed OA	\$51,300
Year One	50%	120 days after the Purchase Order or signed OA	\$51,300
Year Two	100%	Anniversary Date	\$50,700
Year Three	100%	Anniversary Date	\$50,700
Year Four	100%	Anniversary Date	\$50,700
Year Five	100%	Anniversary Date	\$50,700

* Year One includes annual platform total and one-time Professional Services fees (3).

All invoices are payable on Net 30 terms.

OTHER INFORMATION

CENTEGIX standard terms and conditions <https://www.centegix.com/legal-tc3/> are incorporated by reference and are a part of this Order Acknowledgement.

- If applicable, the supplemental terms on **Exhibit B** (the “**Special Terms**”) are incorporated by reference and are a part of this Order Acknowledgement.

We look forward to working with you to achieve a successful deployment of the CENTEGIX Safety Platform™. If you have any questions or concerns, please don't hesitate to contact your Onboarding Specialist.

Thank you for the trust you have placed in CENTEGIX to protect your students and staff.

ACCEPTANCE OF ORDER ACKNOWLEDGEMENT

AUTHORIZED CUSTOMER REPRESENTATIVE

Acknowledged and agreed.

Signature:	
Name:	▪
Title:	▪
Date:	▪

AUTHORIZED CENTEGIX REPRESENTATIVE

Acknowledged and agreed.

Signature:	
Name:	▪
Title:	▪
Date:	▪

EXHIBIT A

Site(s) Purchased:

CONFIDENTIAL

#	Site Name (what the customer calls the site)	Address	City	ST	Zip	Phone (required if integrating with PSAP)
1	Costello School	4632 Clyde Avenue	Lyons	IL	60534	708-783-4300
2	Edison Elementary School	4100 Scoville Avenue	Stickney	IL	60402	(708)783-4400
3	Home Elementary School	4400 Home Avenue	Stickney	IL	60402	708-783-4500
4	JW Robinson Jr. Elementary	4431 Gage Avenue	Lyons	IL	60534	708-783-4700
5	Lincoln Elementary School	4300 Grove Avenue	Brookfield	IL	60513	708-783-4600
6	Washington Middle School	8101 Ogden Avenue	Lyons	IL	60534	708-783-4200
7						
8						
9						
10						
11						
12						
13						
14						
15						
16						
17						
18						
19						
20						

EXHIBIT B

JOB TITLE: District Community Coordinator
REPORTS TO: English Lang. Services Director
SUPERVISES: N/A
DEPARTMENT: English Language Services

JOB TYPE: Full-Time (35 hours/week)
FLSA STATUS: Non-Exempt
PAY RATE: \$30.00/hour starting rate
BENEFITS: Eligible

I. JOB FUNCTION

The District Community Liaison implements and manages District-wide community initiatives and activities to empower community members to become positive active participants in the education of all children. Supports the English Language Services Director and Superintendent in the organization and documentation of community involvement. The District Community Liaison will perform various routine duties to support the community, including but not limited to converting oral speech and written text from one language to another in a variety of contexts on behalf of the District.

II. TERM

Shall work all days of student attendance that require parent services as determined by the Superintendent and occasional days of non-student attendance as job duties demand (i.e., mandatory training, community events, registration events, etc).

III. DUTIES AND RESPONSIBILITIES

This list is not all-inclusive and is only intended to illustrate the various responsibilities and duties performed.

- A. Acts as District Office Secretary.
- B. Establishes and maintains partnerships with schools, educational organizations, and community groups, including but not limited to parent-teacher organizations and the West 40 Family Engagement Network, to enhance community engagement.
- C. Serves as a liaison between community members and the District; facilitates effective communication among students, families, schools, the community, or other interested parties.
- D. Assists families with registration information; provides information regarding student online systems; processes registration transactions; determines residency status and eligibility for registration.
- E. Provides the coordination, technical assistance, and other support necessary to assist and build the capacity of the District in planning and implementing effective community involvement activities to improve student academic achievement and school performance; promotes strategies to support successful District and community interactions.
- F. Promotes the importance of communication between the District and community members on an ongoing basis through avenues such as community events in English and Spanish.
- G. Provides assistance to families of children served by the District, as appropriate, in understanding academic standards and how to monitor a child's progress and work with educators to improve the achievement of their children.

- H. Provides supportive professional assistance to families; facilitates family to District interactions to encourage student development; encourages families to participate in District events as often as possible by developing family strengths and resources; assists families to act as advocates for their child.
- I. Translates through careful listening or reading of content, including jargon and acronyms, in the original language; understands and analyzes what is being said or written, effectively and accurately translates the message, intent, and nuances being communicated; reproduces statements or questions in the desired output language.
- J. Uses equipment such as microphones or headsets to ensure precise and timely translations or interpretations.
- K. Gathers, develops, and maintains lists of terminology and information that may be used in technical translations such as legal or medical materials.
- L. Protects the confidentiality of information and adheres to any related ethical or professional codes.
- M. Performs clerical duties including typing, filing, and completing simple forms; prepares letters, memos, forms, and reports according to written or verbal instructions.
- N. Operates office machines including copiers, scanners, phone and voicemail systems, personal computers, and other standard office equipment.
- O. Manages calendars and schedules appointments.
- P. Participates in professional development opportunities as necessary.
- Q. Attends work as scheduled and arrives in a timely manner.
- R. Performs other related duties as assigned.

IV. KNOWLEDGE, SKILLS, AND ABILITIES

- A. Fluency in and thorough understanding of the primary language(s) being translated.
- B. Superior verbal and written communication skills in the applicable languages.
- C. Excellent listening skills and auditory recall to remember spoken words and to accurately reproduce them in the desired language.
- D. Proficient in Google Suite or related software.
- E. Ability to appropriately understand and respond to culturally sensitive situations, perspectives, and phrases.
- F. Must be able to learn and proficiently use various technology platforms used for school-to-home communication
- G. Ability to work well under pressure and in intense situations.

I. EDUCATION AND EXPERIENCE

Fluency in English and Spanish languages required. High school diploma required; Associates degree highly preferred. Foreign language interpreter certificate preferred; equivalent demonstration of language proficiency required. Three years of experience in a related role preferred.

II. PHYSICAL REQUIREMENTS

Prolonged periods sitting at a desk and working on a computer. Must be able to lift up to 15 pounds at times. If requested, reasonable accommodations will be made to enable employees with disabilities to perform the essential functions of their job, absent undue hardship.

ADDENDUM TO EMPLOYMENT AGREEMENT BETWEEN BOARD OF EDUCATION LYONS SCHOOL DISTRICT 103 AND WILLIAM CHANNELL

This ADDENDUM, made this 25th day of February, 2025, between the BOARD OF EDUCATION OF Lyons School District 103, COOK COUNTY, ILLINOIS (hereinafter referred to as the "BOARD"), and William Channell (hereinafter referred to as the (Administrator")), is attached to the Administrator's Contract executed on July 1, 2024 ("AGREEMENT") by the BOARD and together the ADDENDUM and Agreement reflect the terms of the Contract between the Board and the Administrator for the 2024-2025 School Year ("CONTRACT").

SCOPE OF THE ADDENDUM AND AGREEMENT

Under the CONTRACT, all other provisions of the AGREEMENT remain in full force and effect except to the extent that any of the terms or conditions contained in this ADDENDUM may contradict or conflict with any of the terms or conditions of the AGREEMENT, it is expressly understood and agreed that the terms of this ADDENDUM shall take precedence and supersede the AGREEMENT. The terms in this ADDENDUM are the only changes to the AGREEMENT. The following Sections of the AGREEMENT are amended as indicated by the stricken (deleted) language and bolded and underlined (added) language below to create the Addendum:

ADDENDUM

A. EMPLOYMENT AND COMPENSATION

1. **Term.** The Board, after the execution of this Agreement, hereby employs the Administrator as a Business Manager for the 2024-2025 school year beginning February 26, 2025, and ending June 30, 2025, unless this Agreement is terminated earlier pursuant to Section H of this Agreement.
2. **Salary.** The Board shall pay to the Administrator at a **daily rate of \$478.92 which shall be paid** in equal installments in accordance with the rules of the Board governing payments of other administrative staff members in the District. Required federal and state withholdings will be deducted from this compensation.

IN WITNESS WHEREOF, the parties have executed this Addendum on the 25th day of February 2025.

BOARD OF EDUCATION
LYONS SCHOOL DISTRICT 103

ADMINISTRATOR

President

William Channell

ATTEST:

Secretary

**ADDENDUM TO EMPLOYMENT AGREEMENT BETWEEN BOARD OF
EDUCATION LYONS SCHOOL DISTRICT 103 AND EMELIA ZARENANA**

This ADDENDUM, made this 25th day of February, 2025, between the BOARD OF EDUCATION OF Lyons School District 103, COOK COUNTY, ILLINOIS (hereinafter referred to as the "BOARD"), and Emelia Zarenana (hereinafter referred to as the "Administrator"), is attached to the Administrator's Contract executed on April 23, 2024 ("AGREEMENT") by the BOARD and together the ADDENDUM and Agreement reflect the terms of the Contract between the Board and the Administrator for the 2024-2025 School Year ("CONTRACT").

SCOPE OF THE ADDENDUM AND AGREEMENT

Under the CONTRACT, all other provisions of the AGREEMENT remain in full force and effect except to the extent that any of the terms or conditions contained in this ADDENDUM may contradict or conflict with any of the terms or conditions of the AGREEMENT, it is expressly understood and agreed that the terms of this ADDENDUM shall take precedence and supersede the AGREEMENT. The terms in this ADDENDUM are the only changes to the AGREEMENT. The following Sections of the AGREEMENT are amended as indicated by the stricken (deleted) language and bolded and underlined (added) language below to create the Addendum:

ADDENDUM

A. EMPLOYMENT AND COMPENSATION

1. **Term.** The Board, after the execution of this Agreement, hereby employs the Administrator as an Assistant_Principal for the 2024-2025 school year which begins July 1, 2024, and ends June 30, 2025, unless this Agreement is terminated earlier pursuant to Section H of this Agreement. **Additionally, Administrator, during a portion of the 2024-2025 school year, shall serve as Interim Principal of Lincoln School unless the Administrator is otherwise assigned by the Superintendent. The Superintendent shall determine the start and end date of the Interim Principal Appointment.**

1. **Salary.** The Board shall pay to the Administrator an annual salary during the term of this Agreement of Eight-Four Thousand Six Hundred Sixty Six Dollars and no/100 Dollars (\$ 84,666.00). **During the period Administrator serves as Interim Principal**

of Lincoln School, she will be paid an additional salary of eighty-nine and 68/100 dollars (\$89.68) per day. The Administrator's salary shall be paid in equal installments in accordance with the rules of the Board governing payments of other administrative staff members in the District. Required federal and state withholdings will be deducted from this compensation.

J. TERMINATION AT END OF AGREEMENT and NOTICE OF NON-RENEWAL

The employment as an Administrator shall be deemed terminated upon expiration of this Agreement unless this Agreement is extended or the Administrator and the Board enter into a new Agreement. **Notice is hereby given to the Administrator that Employment as a Principal shall not be renewed for the following school year. However, the Non-Renewal as a Principal does not preclude the Board and Administrator from entering into a new employment agreement with the Administrator to be employed as a Principal for a subsequent school year. If the Board; however, determines that the Administrator shall not be renewed as an Assistant Principal, the Board shall give notice of non-renewal as Assistant Principal and if applicable, a notice of reclassification, to the Administrator by April 1 of the contract year.**

IN WITNESS WHEREOF, the parties have executed this Addendum on 25th day of February 2025.

BOARD OF EDUCATION
LYONS SCHOOL DISTRICT 103

ADMINISTRATOR

President

Emelia Zarenana

ATTEST:

Secretary



NORTHERN ILLINOIS UNIVERSITY
Center for P-20 Engagement

AGREEMENT

THIS AGREEMENT, made and entered this February 6, 2025 and between the BOARD OF TRUSTEES OF NORTHERN ILLINOIS UNIVERSITY, acting on behalf of Northern Illinois University through its Center for P-20 Engagement referred to as the “University”, and Lyons SD 103 (Stronger Connection Grant), 4100 Joliet Ave., Lyons, IL 60543 referred to as the “Lyons SD 103”, witnesseth:

1. Scope of Work. In consideration of the mutual promises hereafter specified, the University and Lyons SD 103 agree to the services delineated in Attachment A, which document is incorporated by reference herein and made a part hereof.
2. Terms of Agreement. The term of this Agreement shall be from the date of execution above through June 30, 2025 or the completion of the project, whichever is latest, unless the term is extended by the mutual written agreement of the parties.
3. Compensation. As full and complete compensation for these services, Lyons SD 103 shall pay the University a fee not to exceed \$46,000.00. The actual fee will be based on services provided. Payments shall be made according to the following payment schedule:

June, 2025

4. Signed Counterparts. This Agreement may be executed in two or more counterparts, each of which shall be deemed an original, but all of which together shall constitute the same document. This Agreement must be manually signed and may be delivered by facsimile or email (in .pdf format) and upon such delivery the facsimile or .pdf signature will be deemed to have the same effect as if the original signature has been delivered to the other Party.
5. The parties hereto shall abide by the requirements of Executive Order 11246 and the Rules and Regulations of the Illinois Department of Human Rights, and there shall be no discrimination because of race, color, religion, sex, national origin, ancestry, age, marital status, physical or mental handicap unrelated to ability or an unfavorable discharge from military service in the employment, training or promotion of personnel engaged in the performance of this agreement.

This Agreement constitutes the entire Agreement between parties hereto. There is no part of that Agreement not set forth herein; and no changes in or additions to said Agreement shall be valid unless in writing and signed by the parties hereto.



Scope of Services for: Lyons SD 103-Stronger Connections Grant

Contact: Kim West, Director of Student Services- westk@lyons103.org

Date: 01-06-25

Length of Agreement January 6, 2025-June 30, 2025

Scope of Services	Timelines	Estimated Contact Hours
Professional Learning, Coaching and Technical Assistance		
<p>Professional Learning to meet the needs of the Stronger Connections grant with various staff/teams:</p> <ol style="list-style-type: none"> 1. Universal PBIS with Social Workers- role and review supporting staff and process 2. Universal PBIS with DLT 3. Trauma Informed MTSS with Social Workers 4. MTSS- SEB for Tier 2 with Social Workers/Psychologists 5. SWIS training for new staff 6. Data Analysis from Tier 2 behavior data 7. Development of PBIS handbook for all tiers of support with SEB team. 8. ACES awareness and development of all staff training by SW Dept 9. Attendance and MTSS 10. SEB Intervention selection 	<p>January - May 2025</p> <p>January 2025</p> <p>February DLT 2025</p> <p>January 28</p> <p>February 24, 2025</p> <p>March 3, 2025</p> <p>March 18, 2025</p> <p>March 20, 2025-May 5</p> <p>April 2025- institute day</p> <p>April 29, 2025</p> <p>February-April 2025</p>	<p>6</p> <p>4</p> <p>6</p> <p>6</p> <p>2</p> <p>3</p> <p>6</p> <p>6</p> <p>6</p> <p>6</p>
<p>The Director of Student Services may identify additional professional learning and/or coaching to be provided in-person or virtually.</p>	<p>Dates TBD</p>	<p>Up to 49 hours</p>

Hourly rates are based on direct contact time and include most technical assistance, prep and travel time.	Total Estimated Hours	51 Hours to 100 hours
Mileage may be charged in addition for some in-person work.	Total Cost @\$460 in-person/\$345 virtual per hour	\$23,460 Up To \$46,000

**THE FRED AND LOIS MILLS (MILLS) GRANT APPLICATION GUIDELINES FOR
FACULTY MEMBERS IN THE WONSOOK KIM SCHOOL OF ART
ILLINOIS STATE UNIVERSITY**

Fred and Lois Mills, along with family and friends, contributed monies to create an endowed fund to encourage and support research and creative work by both faculty members and students in the Wonsook Kim School of Art.

Eligibility:

Undergraduate and graduate students in the Wonsook Kim School of Art are eligible and may apply for the Fall 2024 Mills Grant.

Priorities of the Grant:

The awarding of grants is based on the strength of the proposal, with priority being given to projects that show the likelihood of substantive progress or completion within a realistic timeline outlined by the applicant.

Provisions of the Grant:

In Fall 2024, one grant of \$2,000.00 will be awarded to a student.

Funds may be used to offset the cost of materials, supplies, travel, conference registration, hiring assistants, etc. in keeping with the regulations established by Illinois State University for research, development, and travel funds and those established by the ISU Foundation. Those given a Mills Grant are still eligible for support from other endowed funds; School, College, and University research and travel funds; external grants; and any other development opportunity that may arise. A one-page report on the outcome of the project is due within 90 days of the end of the stated timeline. Failure to submit this report on time will result in a loss of eligibility for subsequent Mills Grants.

Application:

A single pdf. application must be sent to Amy Meyer (ammeyer3@ilstu.edu) by Friday, November 22, 2024, 4:30 PM (firm deadline)

- Cover sheet to include name, proposal title, abstract of proposal in 75 words or less
- Description of proposed project not to exceed 1,000 words: basic ideas, problems, works, questions the project will examine; current state of the proposed project, timeline, milestones expected; relationship of study to your previous work and work in the field generally; projected use of project's product(s)
- Bibliography, if relevant
- Budget
- Curriculum vitae not to exceed five pages

Selection Process:

The Advisory Council of the Wonsook Kim School of Art will review the applications, identify the two strongest applications, and submit them to the director who will make the final decision as to the grant awardee and contact that person. Any late or incomplete applications will not be considered.

Questions may be directed to Associate Director Brian Franklin at bfrankl@ilstu.edu

Robinson's Patchwork Playground: A Mosaic Restoration Project



The “Patchwork Playground” project aims to repair sections of the two blacktops at Robinson Elementary School. This collaborative initiative will involve both Robinson Elementary students and volunteer ISU Art Education students working together to design and install student-made mosaics in the potholes. Each grade level team will create vibrant designs using rounded square glass mosaic tiles in their assigned team color. Fifth-grade students will be encouraged to develop a design that reflects their role as leaders within a global community. Once the potholes are filled with concrete, the mosaic designs will be embedded into the surface. This project will not only engage students and staff in artistic expression but also foster a sense of school pride. The finished mosaics will serve as lasting works of art that the Robinson and Lyons communities can take ownership of and cherish for years to come.



District 103's Mission and Vision

Students of today; leaders of tomorrow.

“Our **mission** is to create empowered students who will acquire and implement the skills and knowledge necessary to engage in an evolving global community; while supporting a learning environment that is inclusive, respectful, equitable, whole person driven, and encourages lifelong learning.”

“Our **vision** is to empower students to acquire and apply age-appropriate skills and knowledge while supporting them with an inclusive, respectful, student-centered environment that supports life-long learning.”

This project addresses the district’s **mission** and **vision** by empowering students in a global community with a student-centered creative project to motivate students to take ownership of their education and become leaders.

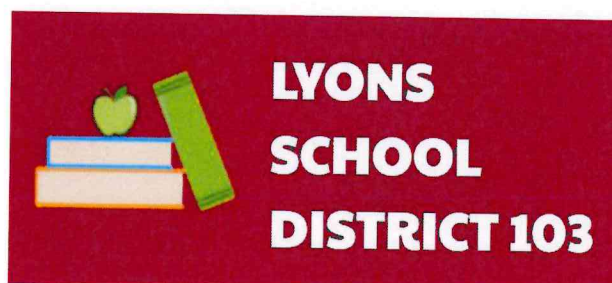


PHOTO BOARD

Current status of Robinson Elementary's blacktop



Inspiration for restoration



My own Mosaic work



Here is the proposed timeline for 2025:

(January) – Planning:

- Meet with administration to introduce the project and go over details
- Gather images of damaged areas and assign sections to each grade level team between the two blacktops on the east side of the school

(February) – Prep:

- Students and staff will be told about this exciting new art installation project coming in the Spring and discuss the voting and design process
- Dates can be finalized for when design submissions are due for 5th grade as well as when the votes are due

(March) – Design:

- A *Making Day* will be dedicated where I either push into classrooms or have students meet me on the stage in the gym to work on creating the mosaic as a team
- Mosaics will be left to dry before *Installation Day*

(April) – Mosaic Installation:

- Prepare the blacktop for installation by cleaning out any potholes of debris or weeds. Debris can be removed with a brush/broom. Maintenance and grounds can advise on removing any plant growth.
- Robinson students and staff will be guided by ISU graduate art education students and myself in installing the prepared mosaics in their designated spaces.

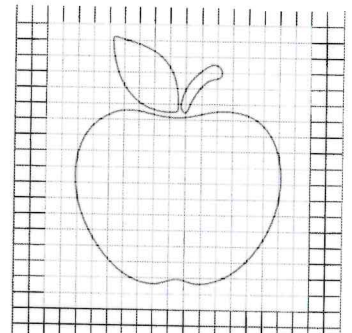
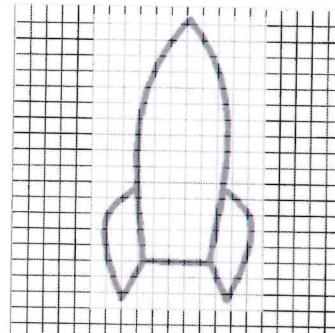
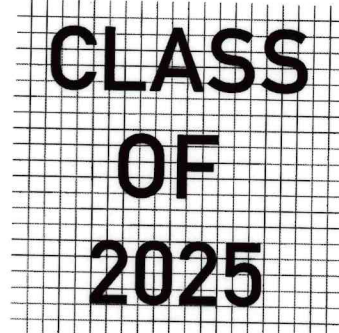
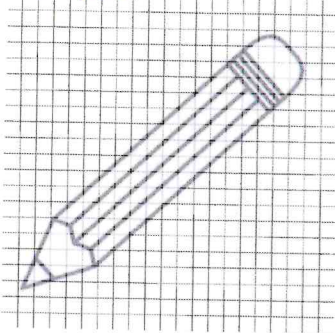
(May)– Celebration:

- If time allows, Robinson can host an unveiling event to showcase the completed mosaics and celebrate the work of the students with food and music.

Step 1: "Voting Day"

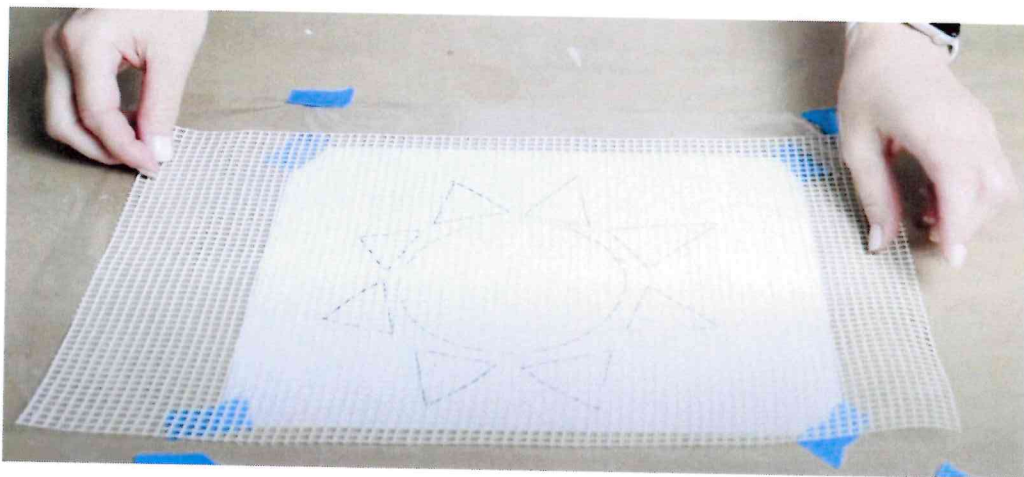
I'd like to have students vote on their grade level team's design from a series of offered pre-made templates. I would like to consider allowing the 5th-grade team the opportunity to design their own idea and have them vote anonymously to choose the winner. This can be done using a *Google Form*.

Examples



Step 2: "Making Day"

Cut out a cardboard template the same size as that grade-level pothole to use as an outline. I will then scale the winning image to fit that size and overlay it with mosaic mesh, also known as a substrate, to prepare for *Making Day*. This day will be a day where I push into each grade level and work on creating the mosaic with them and their teacher. This will be done with pre-cut glass tiles (rounded edges for safety) and mosaic glue. The students will help place the stones onto the mesh overlay and complete their design as a team.



Step 3: “Installation Day”

On a date agreed upon with Principal Lawler and the staff, each grade level will venture outside, one at a time, and install their mosaics with myself and a team of trained Illinois State University graduate art education students (approx. 2-3 student volunteers). Leaders will mix *Quikcrete Cement with Charcoal dye and water* in 5-gallon buckets to match the base of the blacktop. It will then be poured into the pothole to fill it to the top to even out with the blacktop. Students will put on gloves and aid in placing the premade mosaic into their team’s designated potholes. A sponge and water will be available to show the students how to wipe their pieces down for clarity. If extra time is available, students will be able to free-hand place mosaic tiles to fill cracks around the blacktop as well.



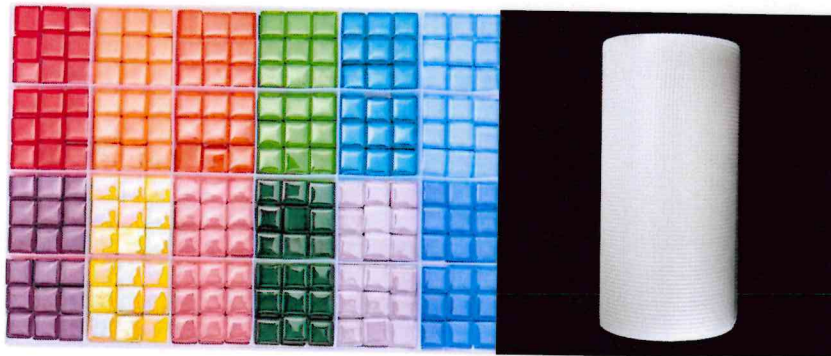
Step 4:

Place cones around the new mosaic art for 5 days in warm weather, which is above 70 degrees, or for 7 days if it’s below that to let cure.

Supplies & Training

→ Materials and Supplies

- ✓ Glass Mosaic Tiles (variety of colors)
- ✓ Adhesives
- ✓ Concrete Filler
- ✓ Safety Equipment (Gloves & Goggles)
- ✓ Traffic Cones
- ✓ 5 Gallon Buckets
- ✓ Mosaic Clippers
- ✓ Mosaic Mesh



→ Artist Workshop Training

- ✓ Mosaic I Intensive Weekend Workshop

<https://chicagomosaicschool.org/classes-and-workshops/p/mosaic-i-intensive-weekend-workshop>

Any money left, I would like to donate to the school's heritage committee to continue to host events that build on community connections.

1. Safety Concerns

- Will the mosaic cause any tripping hazards? No, it should fix the risk of students or staff tripping from any potholes.
- Are the materials used safe for children? Students will not be using any power tools or anything sharp at all. The only thing will be working with is mosaic adhesives with gloves, similar to Mod Podge.

2. Longevity and Durability

- How long will the mosaic last? By using glass tiles, the mosaic will last through high heat and freezing temperatures. These should last a very long time but if the blacktop ever gets paved it will be no problem to pave over.
- Will the mosaic require maintenance? No. If for whatever reason it does, I can make the repairs.

3. Cost

- What is the total cost of the project, and how does it fit within the budget? This project will be at no cost to the district as I will be using my own grant money to complete it.

4. Timeline

- How long will the project take to complete, and how many school hours will be needed? I don't want to take students out of the classroom during instruction time. I will build a schedule with Principal Lawler.

5. Parent Approval

- Has the school community or parents been consulted? To cover all our bases the school can send permission slips and a general newsletter to families to make sure that parents want their child to participate.

6. Playground Functionality

- Will the restoration interfere with playground equipment or other facilities? The mosaics do not interfere with the playground equipment.

7. Village of Lyons Compliance

- Are there any local regulations or codes that need to be followed? I have reached out to John Pierce the Building Director for the Village of Lyons to ensure the project complies with any regulations regarding public safety, accessibility, or school property modifications.
(jpierce@villageoflyons-il.net)

8. Collaboration and Project Management

- Who will be responsible for managing the project? I will be the main project manager but will be working with Jessica Dababneh, a first-grade teacher and Heritage Committee Leader, as well as Principal Lawler, on all schedules, timelines, and additional communication to ensure the work runs smoothly.

Please let me know if you have any additional questions, concerns, or recommended revisions to this community project. I appreciate you taking the time to look over this proposal.

*Thank
you!*