



**Board of Education - Regular Meeting  
District Office  
1936 Green Bay Rd.  
Highland Park, IL 60035  
Tuesday, December 14, 2021 7:00 PM**

**Agenda**

**Mission Statement**

*The mission of North Shore School District 112, a community partnership committed to a world-class education, is to nurture every child to become an inspired learner, a well-rounded individual and contributing member of a global community by striving for excellence within an environment that fosters innovation, respect, engagement and intellectual inquiry*

***LIVE STREAMING - To watch the live stream or the recorded Board Meeting, please visit our Vimeo page at <https://vimeo.com/user133899354>***

1. Call to Order/Roll Call (7:00 pm)
2. Adjourn to Closed Session
  - a. Discuss the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity. However, a meeting to consider an increase in compensation to a specific employee of a public body that is subject to the Local Government Wage Increase Transparency Act may not be closed and shall be open to the public and posted and held in accordance with this Act.5 ILCS 120/2 (c)(1)
3. Reconvene to Open Session (7:15 p.m.)
4. Approval of Agenda
5. Pledge of Allegiance
6. Superintendent Report
7. Information & Presentations
  - a. 112 Education Foundation Presentation (Policy 8:100)
  - b. Principal Presentation- Ravinia Elementary School (Policy 1:110)
  - c. Presentation-Update on Projected Costs for Long Range Facility Planning Phase 2 (Policy 4:150)
  - d. Schooling Update (Policy 1:10)
  - e. HUMANeX Student & Family Engagement Survey Results (6:65, 8:90)
  - f. Draft 2022-23 Student Fee Recommendation (Policy 4:140 4:110 4:120)
  - g. Freedom of Information Requests (Policy 2:250)

8. Public Comments Related to Matters on the Agenda (Policy 2:230) The Board welcomes comments and questions and gives them serious consideration. The first community participation is solely for comments about matters on this agenda. If you wish to offer comments, please see the guidelines at the top of the downloaded agenda.
9. Action Items
  - a. Approval of Meeting Minutes (Policy 2:220)
    - i. Committee of the Whole Meeting Minutes - November 9, 2021
    - ii. Regular Meeting Minutes - November 16, 2021
    - iii. Closed Session Minutes - November 16, 2021
  - b. Consent Agenda (Policy 2:220)
    - i. Personnel Recommendations: Employment, Resignation, Retirement & Leave of Absence (Policy 5:30)
    - ii. Bill List (Policy 4:50)
    - iii. Treasurer's Report - November 2021 (Policy 4:80)
    - iv. Destruction of Closed Session Recordings - 6/9/20 & 6/30/20 (Policy 2:220)
    - v. Open Closed Session Minutes - 8/10/21, 6/8/21, 6/24/21 (Policy 2:220)
    - vi. Approval to Accept Donation (Policy 2:105)
    - vii. Consultant Agreements - Marzano Resources (Phil Warrick) & Educating Outside the Lines (Disability Awareness) (Policy 4:60)
  - c. Adoption of Updated Board Policies 1:10, 1:20, 1:30, 2:10, 2:30, 2:130, 2:240, 3:30, 5:10, 6:100, 6:145, 6:160, 6:170, 6:235, 6:255, 6:260, 7:220, 7:230, 7:280, 8:90, 8:20 & 8:25 (Policy 2:240)
  - d. Approval of 2022-23 School Calendar (Policy 6:20)
  - e. Lease Renewal - 2020 St. Johns Condo Assoc. for Parking Indian Trail (Policy 4:60)
  - f. Lease Renewal - Hilco Realty Management for Parking at Green Bay (Policy 4:60)
  - g. Resolution 211214 TRS Supplemental Savings System (Policy 4:112)
  - h. Approval of Superintendent Contract 2022-2026 (Policy 3:40)
10. Public Comments (see guidance at top of the downloaded agenda)
11. Committee Reports (Policy 2:150)
12. Board/Superintendent Other
13. Closed Session (Policy 2:200)
  - a. The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity. However, a meeting to consider an increase in compensation to a specific employee of a public body that is subject to the Local Government Wage Increase Transparency Act may not be closed and shall be open to the public and posted and held in accordance with this Act.5 ILCS 120/2 (c)(1)
  - b. Litigation, when an action against, affecting or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting.

5 ILCS 120/2(c)(11).

- c. The placement of individual students in special education programs and other matters relating to individual students. 5 ILCS 120/2(c)(10).

14. Adjournment

**Board of  
Education  
Presentation**

**December 14, 2021**



# Mission

**To enrich and enhance  
educational opportunities  
for all children in North  
Shore School District 112.**



# Signature Programs

- Foundation Grants
- iRead read-a-thon
- Author Visits
- FUNd Run 5K and Family Walk
- Reel 112 Film Festival
- Robot Revolution robotics program
- Partnership with Ravinia Festival's REACH\*TEACH\*PLAY education programs
- Kids Go Classic concert



# Since its launch in 1995,

- Over \$1 million donated to our students and schools
- Almost \$540,000 in Foundation Grants across District 112
- Over \$145,000 committed to author visits
- Over \$560,000 raised for need-based scholarships



# Funding Structure

Annual  
Appeal/  
Donations

iRead

FUNd Run



Foundation Grants  
Reel 112 Film Festival  
Robot Revolution

Author Visits

Need-based  
scholarship funds



# Calendar of Events

August	September	October	November	December	January
	Robot Revolution robotics team practices begin	FUNd Run  Fall Grant applications due	Fall Grants announced	High 5 A Teacher	iRead Kick Off event  iRead read-a-thon
February	March	April	May	June	July
iRead read-a-thon  Ravinia guest musician visits (middle schools)	Robot Revolution robotics district-wide competition  Ravinia guest musician visits (middle schools)	Spring Grant applications due  Ravinia concerts (middle schools, 4/5 grades)	Spring Grants announced  Reel 112 Film Festival  High 5 A Teacher	High 5 A Teacher	Kids Go Classic concert

# FUNd Run 2021

- Return to in-person event with a virtual option
- Raised \$34,000 for need-based scholarships
- Almost 900 participants, across all D112 schools



# Foundation Grants

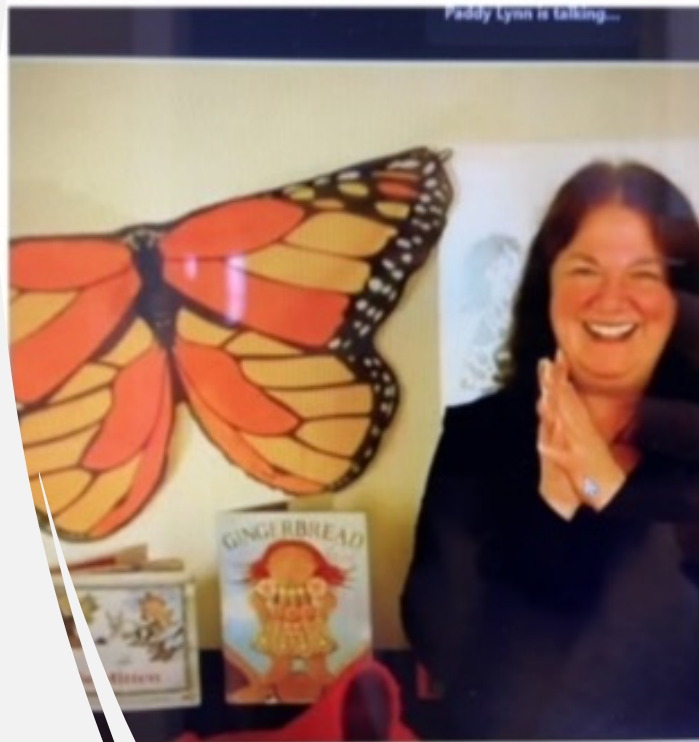
- Resumed Foundation Grant program in fall 2021
- 11 grants, totaling \$20,000, awarded across D112
- Continuing StoryWalk112 at all D112 schools



# iRead 2022

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- Live virtual performance by Paddy Lynn hosted by the HP Public Library on January 8. Registration required.
- Online activities and Teacher Read-Aloud videos on 112 Education Foundation website.
- Kick-Off week is Sat. January 8 to Mon. January 17 at the HP and HW libraries.
- Tremendous partnership with D112 librarian team





# Holiday High Five A Teacher

Gifting is simple. Make a tax-deductible donation to the 112 Education Foundation in the teacher's honor, and we will send a High 5 notecard letting the teacher know of your generosity, along with a personal note you include.



**[112foundation.org/high-five-a-teacher](https://112foundation.org/high-five-a-teacher)**



# Upcoming Events

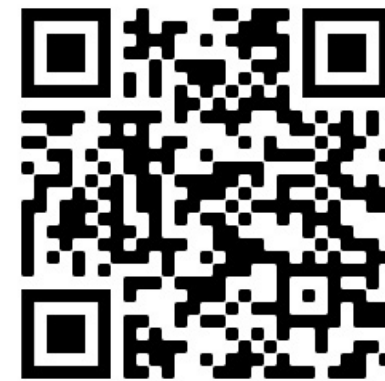
<b>iRead Kick-Off event</b>	<b>Saturday, January 8 Highland Park Public Library</b>
<b>Robot Revolution robotics competition</b>	<b>Saturday, March 5 Northwood Middle School</b>
<b>4<sup>th</sup>/5<sup>th</sup> Grade Concert</b>	<b>TBD</b>
<b>Middle School Orchestra Performance</b>	<b>Friday, April 29 venue TBD</b>
<b>Reel 112 Film Festival</b>	<b>Monday, May 16 Landmark Renaissance Theater</b>

# Annual Appeal



The 112 Education Foundation depends on community support to run our signature events and programs. Please consider donating today.

[112foundation.org/donate/](https://112foundation.org/donate/)



# DRAFT

NSSD 112  
NORTH SHORE SD 112 - LONG RANGE FACILITY PLANNING - PHASE 2  
PROGRAM ESTIMATE - R01.1  
Highland Park, IL



R01.1

ESTIMATE SUMMARY - BY LOCATION

December 13, 2021

DESCRIPTION		BASE BUDGET
SORT BY - Sort 3		
Early Childhood & Red Oak Site Improvements	Sequence 1, Start 2022	12,439,788
Ravinia	Sequence 2, Start 2023	27,785,151
Indian Trail	Sequence 2, Start 2023	26,402,419
Indian Trail - Central Kitchen	Sequence 2, Start 2023	4,173,972
Oak Terrace	Sequence 2, Start 2024	3,358,030
Wayne Thomas	Sequence 3, Start 2025	18,873,811
Braeside	Sequence 3, Start 2025	14,560,957
Sherwood	Sequence 4, Start 2026	29,127,921
Red Oak	Sequence 4, Start 2026	20,298,188
<b>TOTAL PROJECT COST</b>		<b>157,020,238</b>

NOTES/COMMENTS:

Total project cost includes direct and indirect construction costs, escalation, contingencies, and owner costs

# DRAFT

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NSSD 112  
 NORTH SHORE SD 112 - LONG RANGE FACILITY PLANNING - PHASE 2  
 PROGRAM ESTIMATE - R01.1  
 Highland Park, IL



R01.1

December 13, 2021

ESTIMATE SUMMARY - BY LOCATION & CONSTRUCTION TYPE

DESCRIPTION	Early Childhood & Red Oak Site		Ravinia Elementary		Indian Trail Elementary		Indian Trail - Central Kitchen		Oak Terrace Elementary		Wayne Thomas Elementary		Braeside Elementary		Sherwood Elementary		Red Oak Elementary		BASE BUDGET TOTAL ALL BUILDINGS	
	Improvements	BASE BUDGET	BASE BUDGET	BASE BUDGET	BASE BUDGET	BASE BUDGET	BASE BUDGET	BASE BUDGET	BASE BUDGET	BASE BUDGET	BASE BUDGET	BASE BUDGET	BASE BUDGET	BASE BUDGET	BASE BUDGET	BASE BUDGET	BASE BUDGET	BASE BUDGET	BASE BUDGET	BASE BUDGET
SORT BY - Sort 2	\$/sqft	\$/sqft	\$/sqft	\$/sqft	\$/sqft	\$/sqft	\$/sqft	\$/sqft	\$/sqft	\$/sqft	\$/sqft	\$/sqft	\$/sqft	\$/sqft	\$/sqft	\$/sqft	\$/sqft	\$/sqft	\$/sqft	\$/sqft
Heavy Renovation	-	-	3,026,694	227.85	1,032,499	106.98	2,460,312	492.06	-	-	967,357	269.16	1,102,104	351.44	1,032,128	197.57	774,556	185.15	10,395,649	
Medium Renovation	-	-	1,015,768	85.49	1,128,228	93.81	-	-	446,713	93.81	1,210,123	93.81	541,553	93.81	1,128,416	93.81	1,754,585	93.81	7,225,386	
Light Renovation	-	-	1,386,760	67.55	3,077,960	67.55	-	-	483,350	65.47	2,454,964	67.55	1,980,304	67.55	1,886,263	65.47	1,795,860	67.44	13,065,460	
New Construction	5,815,949	388.29	5,048,925	451.76	1,462,310	435.08	-	-	1,032,148	595.58	-	-	-	-	5,385,251	333.18	-	-	18,744,583	
Infrastructure & Assessment Upgrades	1,734,713	23.85	5,551,320	100.84	8,432,941	122.25	-	-	154,569	1.74	5,414,012	95.88	4,120,488	93.22	5,668,192	114.41	6,085,483	105.50	37,161,718	
<b>SUBTOTAL CONSTRUCTION</b>	<b>7,550,662</b>		<b>16,029,466</b>		<b>15,133,937</b>		<b>2,460,312</b>		<b>2,116,780</b>		<b>10,046,456</b>		<b>7,744,449</b>		<b>15,100,251</b>		<b>10,410,483</b>		<b>86,592,796</b>	
Escalation (Midpoint of Construction, 4.5% Annual)	376,492	4.99%	1,375,827	8.50%	1,298,963	8.58%	211,171	8.58%	242,703	11.47%	1,754,356	17.48%	1,352,369	17.48%	3,451,712	22.86%	2,379,695	22.86%	12,443,289	
Contingency	1,132,599	15.0%	2,404,420		2,270,091		369,047		317,517		1,506,968		1,161,667		2,265,038		1,561,572		12,988,919	
CM/GC Staff, Fee, Insurance	1,087,170	12.0%	2,377,166		2,244,359		364,864		321,240		1,596,934		1,231,018		2,498,040		1,722,210		13,443,000	
<b>TOTAL CONSTRUCTION</b>	<b>10,146,924</b>		<b>22,186,878</b>		<b>20,947,350</b>		<b>3,405,394</b>		<b>2,998,241</b>		<b>14,904,714</b>		<b>11,489,503</b>		<b>23,315,040</b>		<b>16,073,961</b>		<b>125,468,004</b>	
OTHER PROJECT COSTS (A/E, FFE, Misc.) - PRELIMINARY																				
<b>SUBTOTAL OWNER COSTS</b>	<b>2,292,865</b>		<b>5,598,273</b>		<b>5,455,070</b>		<b>768,579</b>		<b>359,789</b>		<b>3,969,098</b>		<b>3,071,453</b>		<b>5,812,881</b>		<b>4,224,227</b>		<b>31,552,234</b>	
<b>TOTAL PROJECT COST</b>	<b>12,439,788</b>		<b>27,785,151</b>		<b>26,402,419</b>		<b>4,173,972</b>		<b>3,358,030</b>		<b>18,873,811</b>		<b>14,560,957</b>		<b>29,127,921</b>		<b>20,298,188</b>		<b>157,020,238</b>	

# DRAFT

# Schooling Update

**December 14, 2021**

**Dr. Michael Lubelfeld,  
Superintendent of Schools**

**Board of Education Meeting**



# Layered Mitigation Strategies



- Promoting COVID-19 vaccination for those eligible including ages 5-11
- Consistent and correct use of masks
- Physical distancing
- Screening testing and symptomatic testing
- Improving ventilation
- Handwashing and respiratory etiquette
- Staying home when sick and getting tested
- Testing and contact tracing in combination with isolation and quarantine
- Routine cleaning with disinfection under certain conditions.

# COVID-19 Vaccination Clinic



<b>Vaccine Clinics 11/11 &amp; 12/4</b>	<b>11/11/21</b>	<b>12/4/21</b>
<b>Dose</b>		
Pediatric Dose #1 (ages 5-11)	685	10
Pediatric Dose #2 (ages 5-11)		570
Adult 1st Dose (J&J)	1	
Adult 2nd Dose		2
Adult Boosters	153	82
<b>Total</b>	<b>839</b>	<b>664</b>

# COVID-19 Testing

- Weekly screening with **SHIELD**
  - **15,856 completed w/ 22 positives between 9/13 - 12/10/21**
  - Currently, available to all unvaccinated students
  - Following winter break, available to any student (opt-in) regardless of vaccination status
  - Testing completed weekly during school day



[LINK TO English  
OPT IN FORM](#)

[LINK TO Spanish  
OPT IN FORM](#)

# COVID-19 Testing



- **BinaxNOW - 478 completed thru 12/10/21**
  - Daily Drive Up Testing
    - 7:45am-8:15am at Green Bay
  - In-school for students & staff who develop symptoms
  - Test to Stay - close contacts from within school
    - Testing on days 1, 3, 5, & 7
    - **108 students** have participated in Test to Stay thru 12/10/21

# COVID-19 Impacts



- Total **Staff Positive** between 8/18 and 12/10/21 = **24**
- Total **Students Positive** between 8/18 and 12/10/21= **93**
- Current number of students out due to quarantine on 12/10/21 (below):

	<b>PS</b>	<b>K</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
<b>Students (Q)</b>	0	2	2	5	2	1	2	0	0	0

# Close Contact Definitions



- **Students within school setting (indoors)**
  - When masked appropriately, less than 3' for more than 15 cumulative minutes in a 24-hour period
  - when unmasked (e.g. lunch) or inconsistently masked, less than 6' for more than 15 cumulative minutes in a 24-hour period
- **Students outside the school setting (indoors)**
  - Regardless of masking, less than 6' for more than 15 cumulative minutes in a 24-hour period
- **Staff within or outside the school setting (indoors)**
  - Regardless of masking, less than 6' for more than 15 cumulative minutes in a 24-hour period

# Close Contact & Quarantine



- **Close Contact Quarantine** - Individuals determined to be a close contact *could be required* to quarantine for 7 to 14 days (determined in collaboration with the LCHD)
- **Test to Stay Options** - Potential option for close contacts when **proper masking** has occurred **within a school setting** for **asymptomatic individuals**
  - Unvaccinated Students - Test on days 1, 3, 5, & 7
  - **Vaccinated** Staff & Students - Test between days 5 & 7

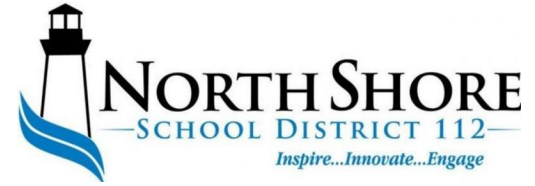
\*Specifics subject to change per Lake County Department of Public Health

# Teaching & Learning



- **Paper Tutoring at Middle School**
  - 240 tutoring sessions between 11/7-12/10 which is 3 instructional weeks (No School Thanksgiving week)
  - **1053 tutoring sessions since we started in October**
- **NWEA MAP TESTING**
  - December 6th - 16th

# What's coming up?



- 1/12/2022 - Facilities Committee Meeting - Review of Phase 2 Options
- 1/18/2022 - Regular Meeting - Student Learning & Growth
- 1/27/2022 - Citizen Task Force Meeting - Long Range Planning Phase 2

*Inspire...Innovate...Engage*



# Information Report Humanex Student & Family Engagement Survey Results

December 14, 2021

Dr. Michael Lubelfeld,  
Superintendent of Schools  
Board of Education

# Facts about Student Survey

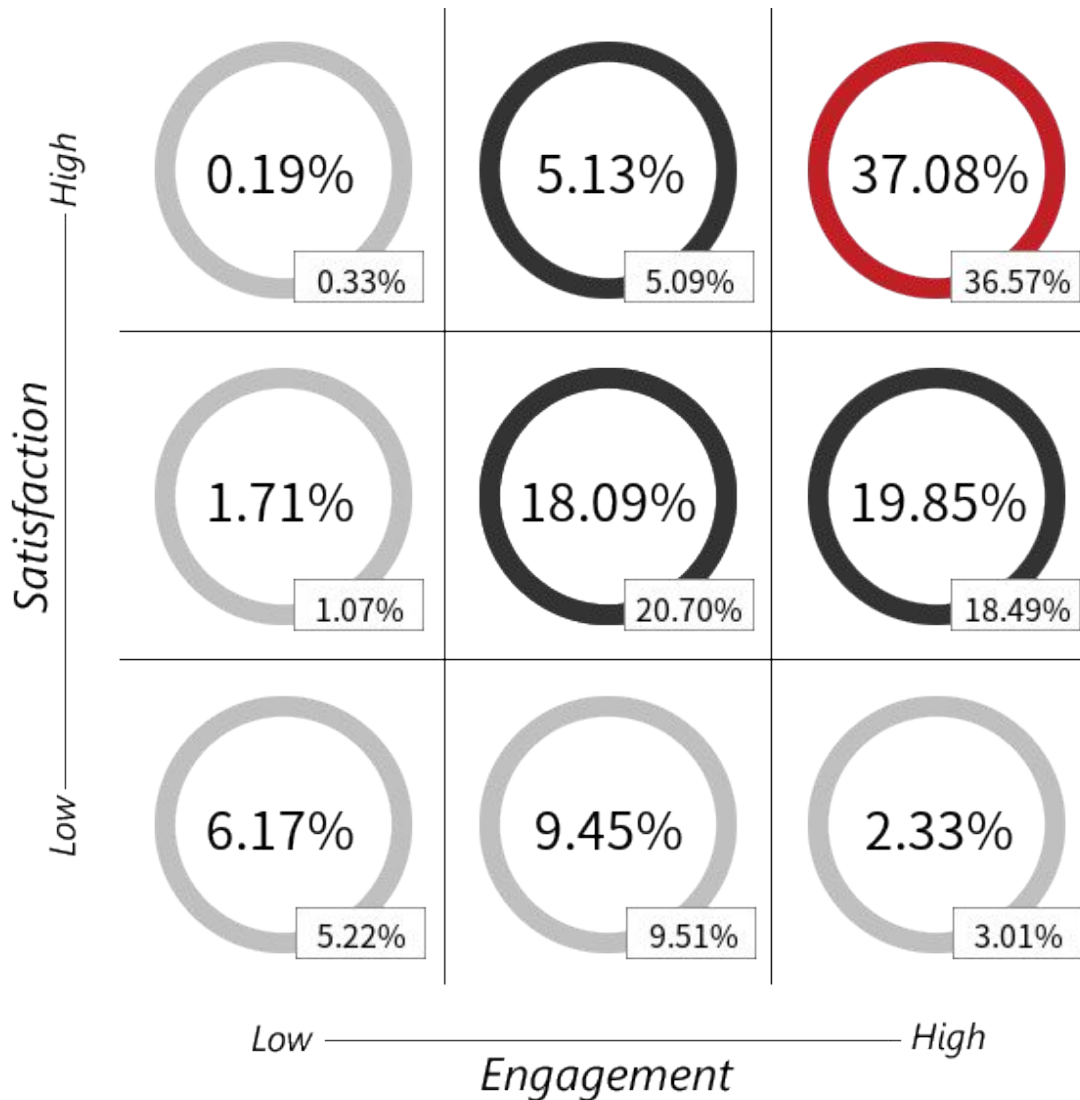
- **Online Assessment**
- **Confidential & Anonymous**
- **64 Questions**
- **13 Dimensions**
  
- **Three Areas Assessed:**
  - **Student**
  - **Teacher**
  - **Principal**

# Student Engagement DIMENSIONS

DIMENSIONS RANK ORDERED	PREVIOUS MEAN	CURRENT MEAN
Self-Esteem	4.15	4.17
Belonging	4.02	4.04
Classroom Management	3.98	4.03
Fairness	3.99	4.02
Feedback	3.96	3.97
Engagement	3.95	3.96
Safety	3.88	3.93
Perceptions of Teacher	3.81	3.83
Survival Needs	3.74	3.78
Relevance	3.63	3.70
Satisfaction	3.63	3.64
Choice	3.22	3.28

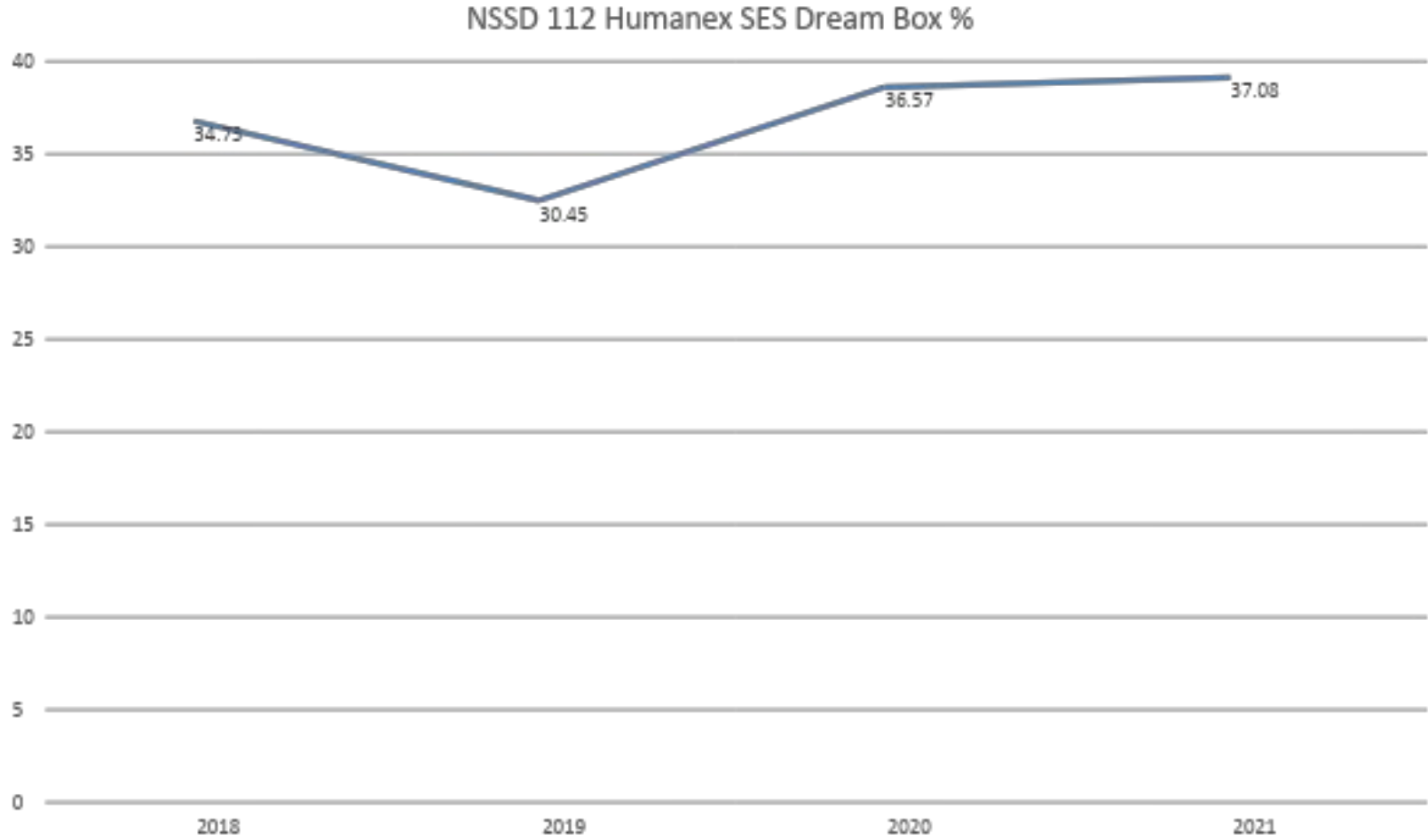


Student Engagement 3x3

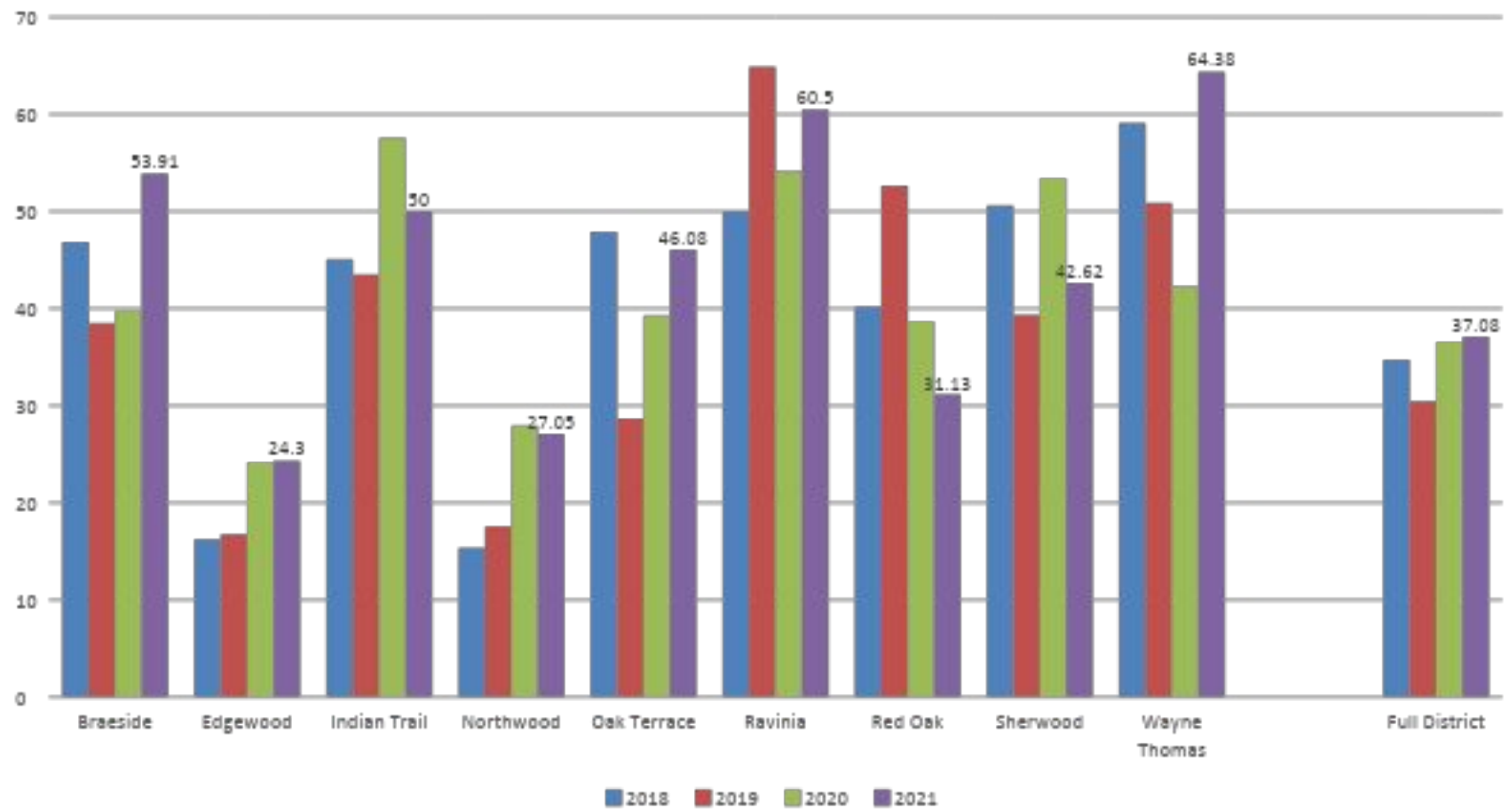


**37.08% = 785 students**

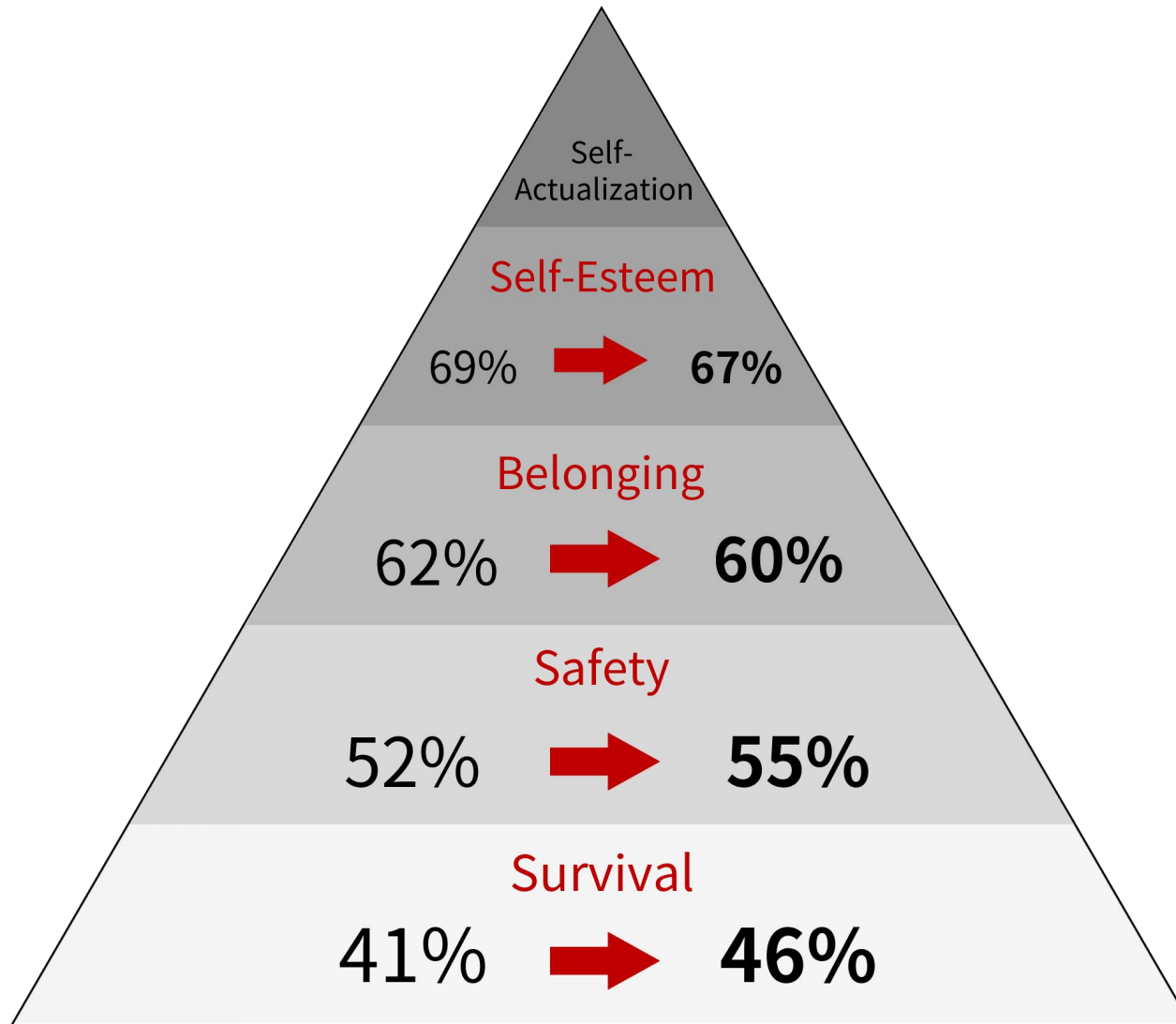
**80.15% (middle four boxes) = 1,696 students**



NSSD 112 Humanex Student 2021 Dream Box%



# NSSD 112 (n=2116) Student Engagement 2021 Snapshot of Maslow's Hierarchy



# NSSD 112 (n=2116) Student Engagement 2021

## Top Items

RANK ORDERED BY MEAN	Dimension	PREVIOUS MEAN	CURRENT MEAN
13. I have friends at school who care about me.	Self-Esteem	4.23	4.36
15. My teachers want me to be a successful person.	Self-Esteem	4.36	4.36
6. My teachers care about my health.	Survival Needs	4.30	4.33
16. My teachers treat me with respect.	Self-Esteem	4.27	4.30
5. My teachers let me get a drink when I am thirsty.	Survival Needs	4.11	4.28



# NSSD 112 (n=2116) Student Engagement 2021

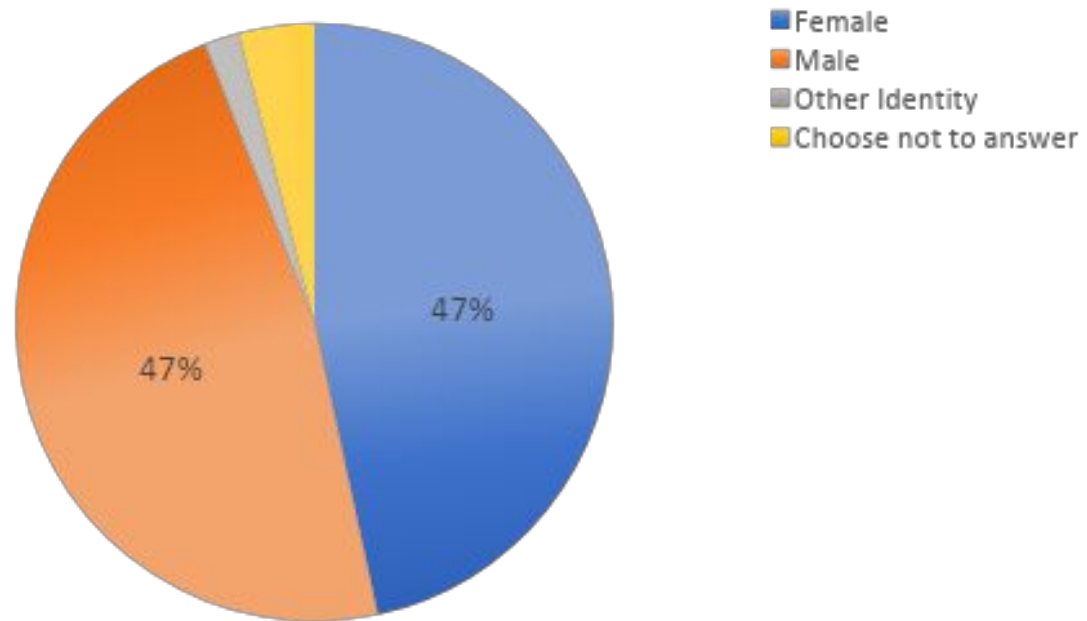
## Bottom Items

RANK ORDERED BY MEAN	Dimension	PREVIOUS MEAN	CURRENT MEAN
33. In class, I get to choose the activities I work on.	Choice	2.84	2.90
3. I have a lot of energy at the start of the school day.	Survival Needs	3.27	3.14
64. I feel comfortable sharing personal information with my teachers.	Safety	3.23	3.24
36. I get to make decisions about how I learn in the classroom.	Choice	3.20	3.24
37. My teachers ask me to help create classroom rules or expectations.	Choice	3.30	3.31



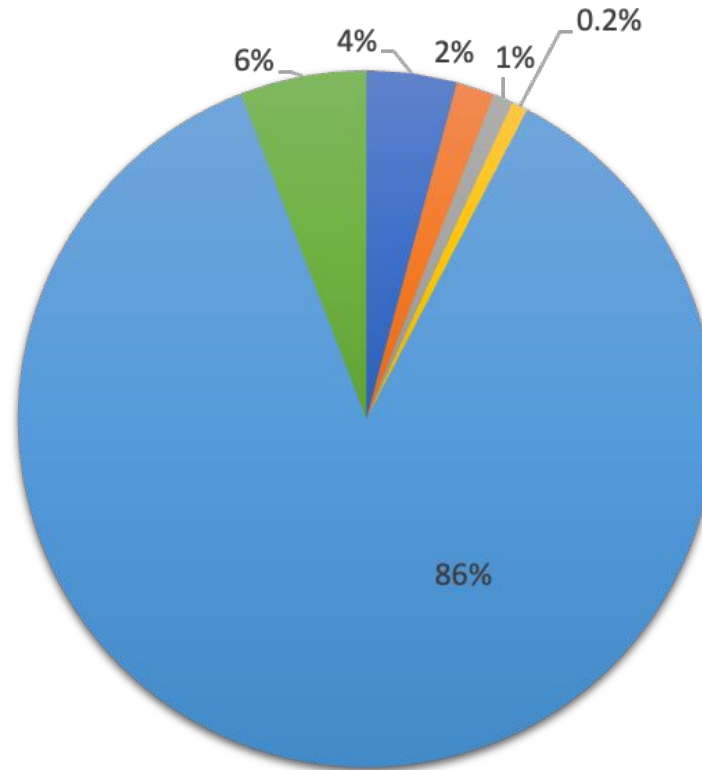
# North Shore D112 (N=2127)

## Gender



# North Shore D112 (N=2127)

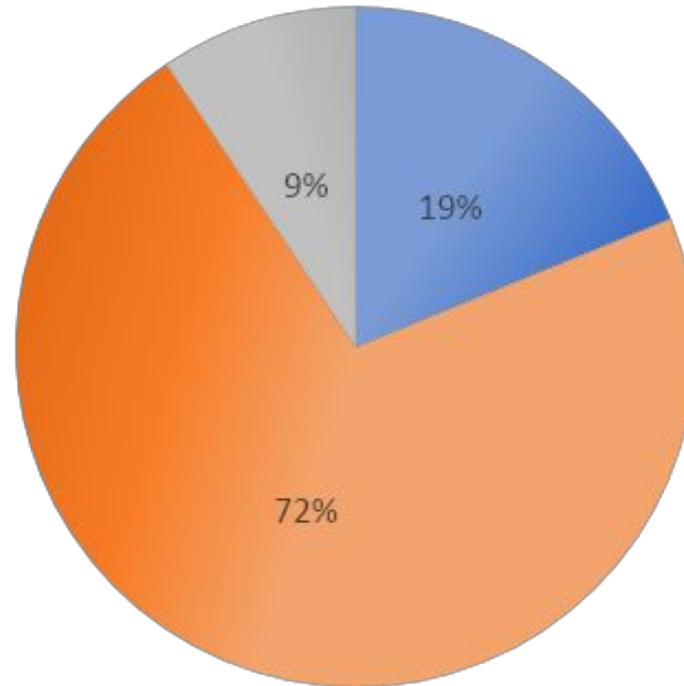
## Race/Origin



■ Asian ■ Black or African American ■ Indigenous ■ Other Identity ■ White ■ Choose not to answer

# North Shore D112 (N=2127)

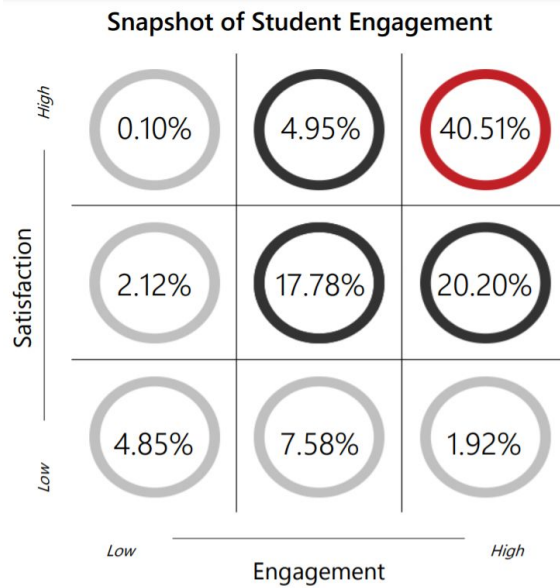
## Ethnicity



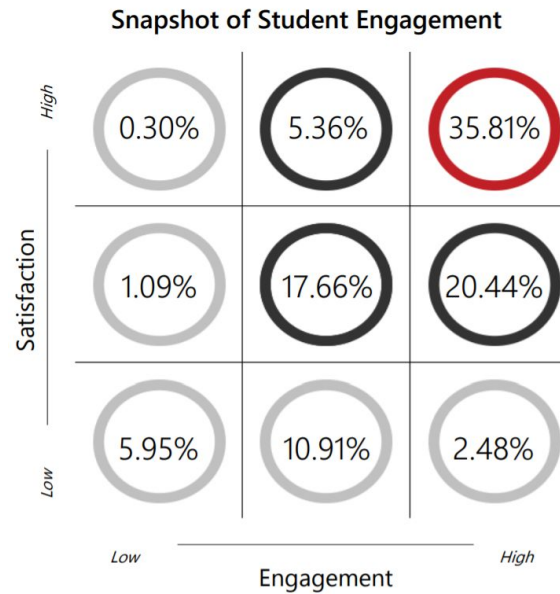
■ Hispanic or Latino ■ Not Hispanic or Latino ■ Choose not to answer

# Engagement by Gender

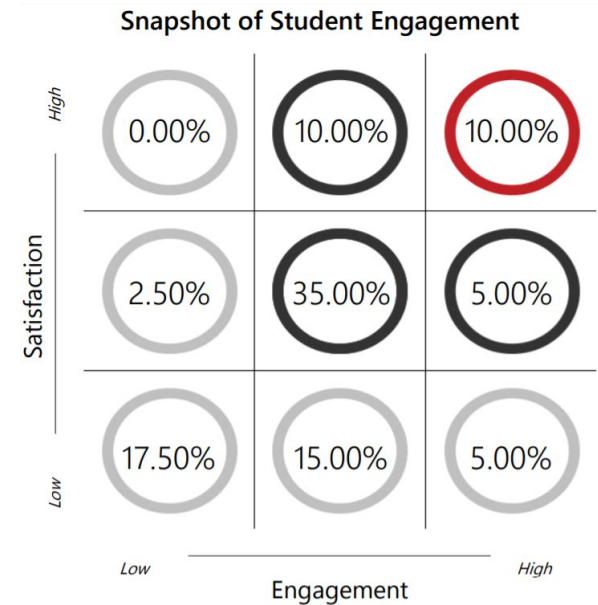
## Female (n=991)



## Male (n=1009)



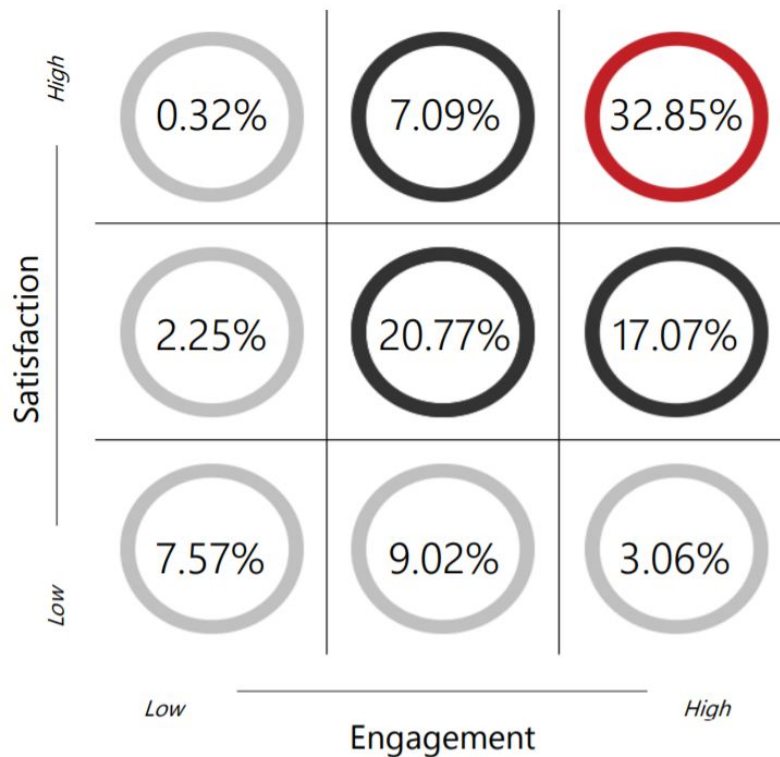
## Other Identity (n=40)



# Engagement by Race

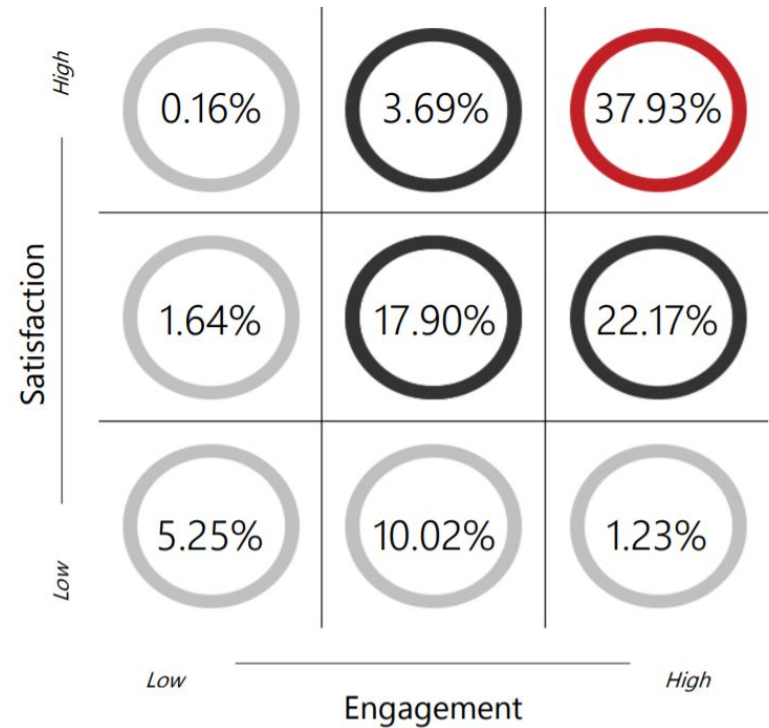
## People of Color (n=621)

### Snapshot of Student Engagement

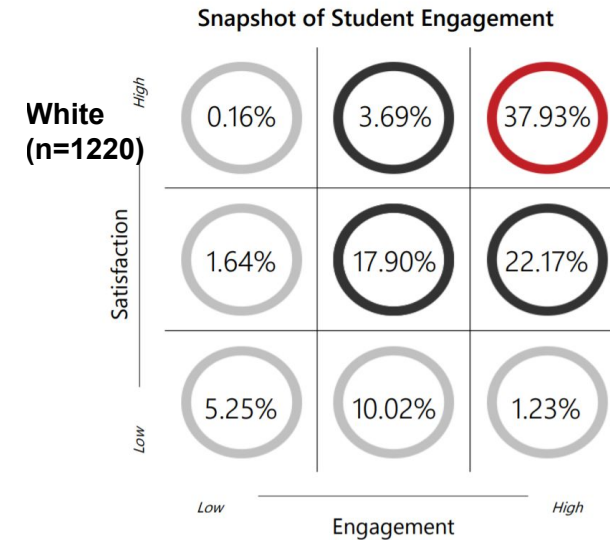
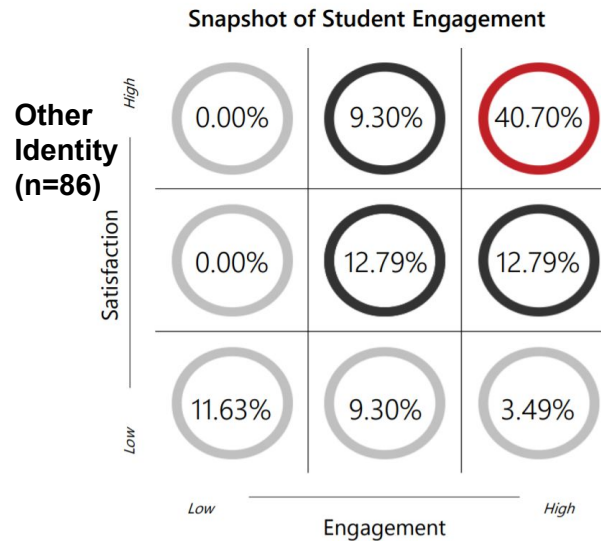
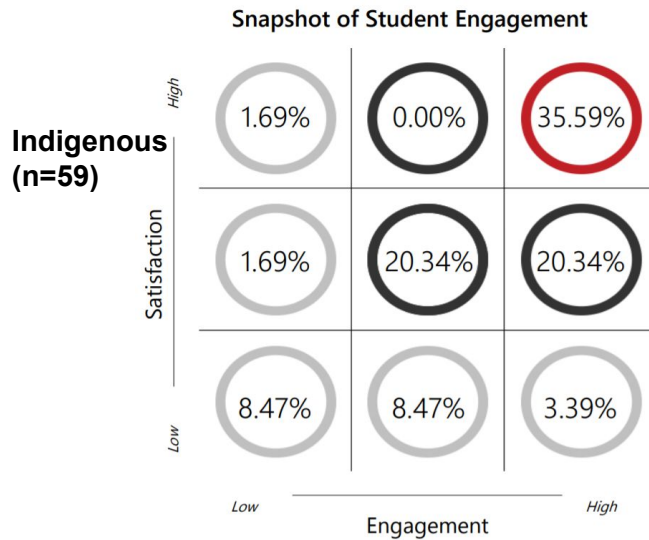
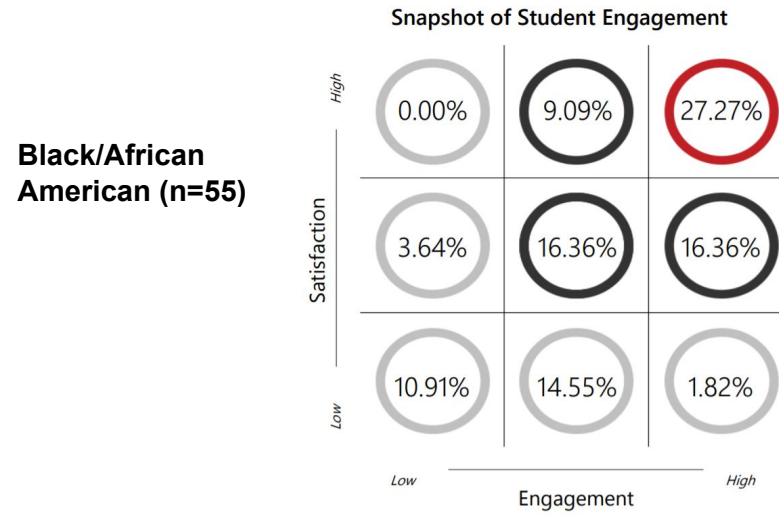
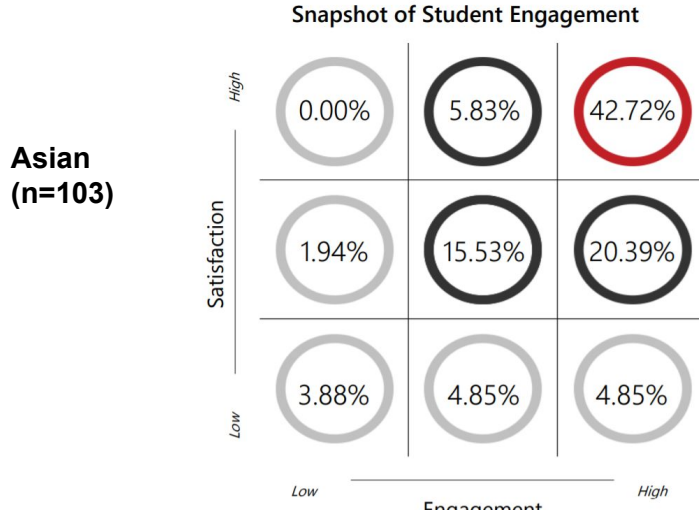


## White (n=1220)

### Snapshot of Student Engagement



# Engagement by Race



# Engagement by Ethnicity

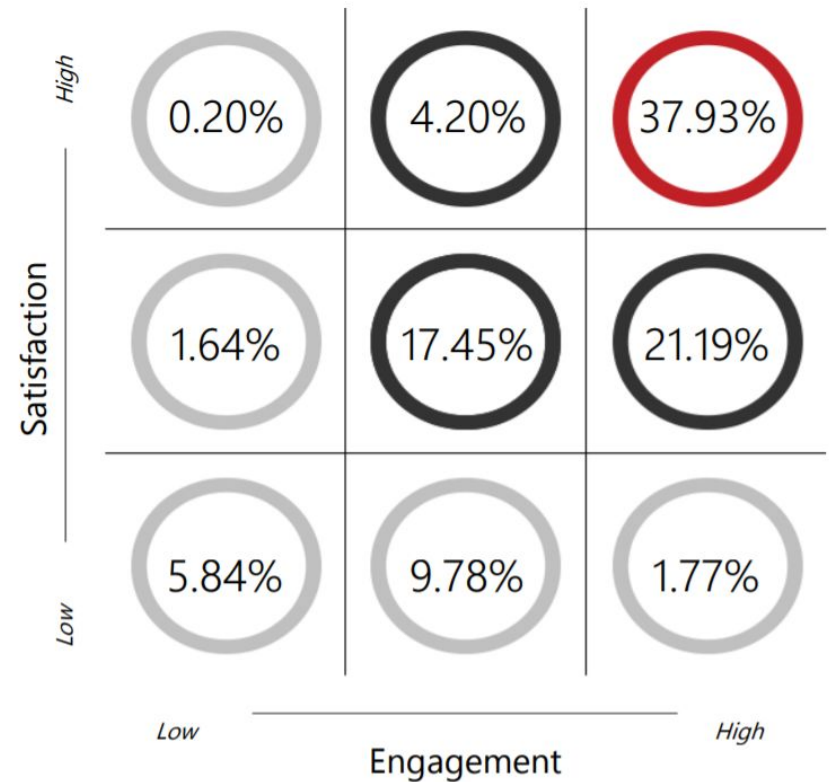
## Hispanic or Latino (n=401)

### Snapshot of Student Engagement



## Not Hispanic or Latino (n=1526)

### Snapshot of Student Engagement



# Facts about Family Survey

- Online Assessment
- Confidential & Anonymous
- 43 Statements
- Eight Dimensions

# NSSD 112 (n=1212) Family Engagement 2021

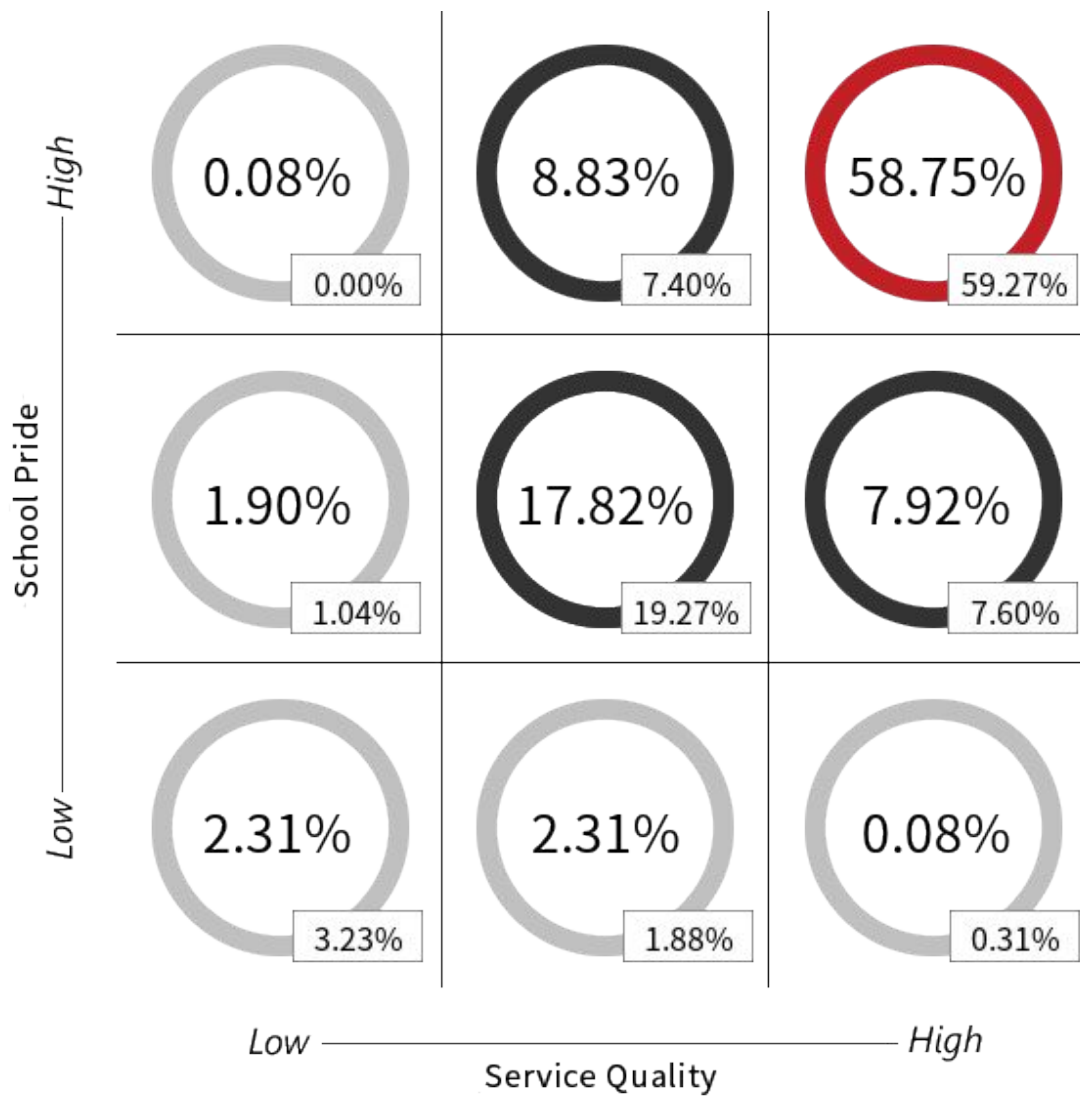
## DIMENSIONS

DIMENSIONS RANK ORDERED	PREVIOUS MEAN	CURRENT MEAN
Safety	4.31	4.36
Student Learning	4.03	4.25
Teachers	4.14	4.25
School Environment	4.22	4.23
School District	4.11	4.19
Superintendent	4.09	4.16
Mission	4.09	4.08
Principal	4.13	4.06



# NSSD 112 (n=1212) Family Engagement 2021

## Family Engagement 3x3

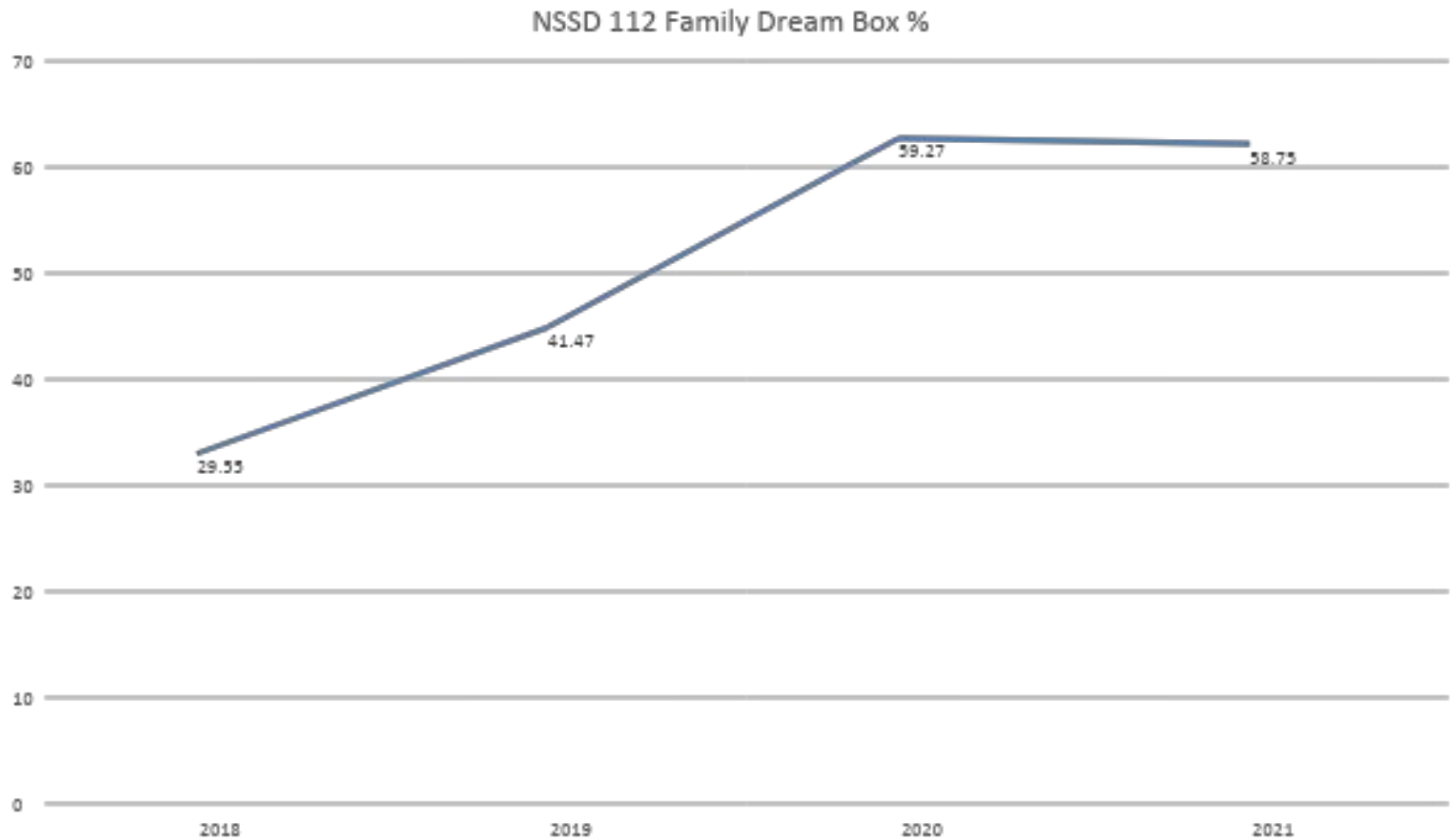


**58.75% = 712 parents**

**93.32% (middle four boxes) = 1,131 parents**

# NSSD 112 (n=1212) Family Engagement 2021

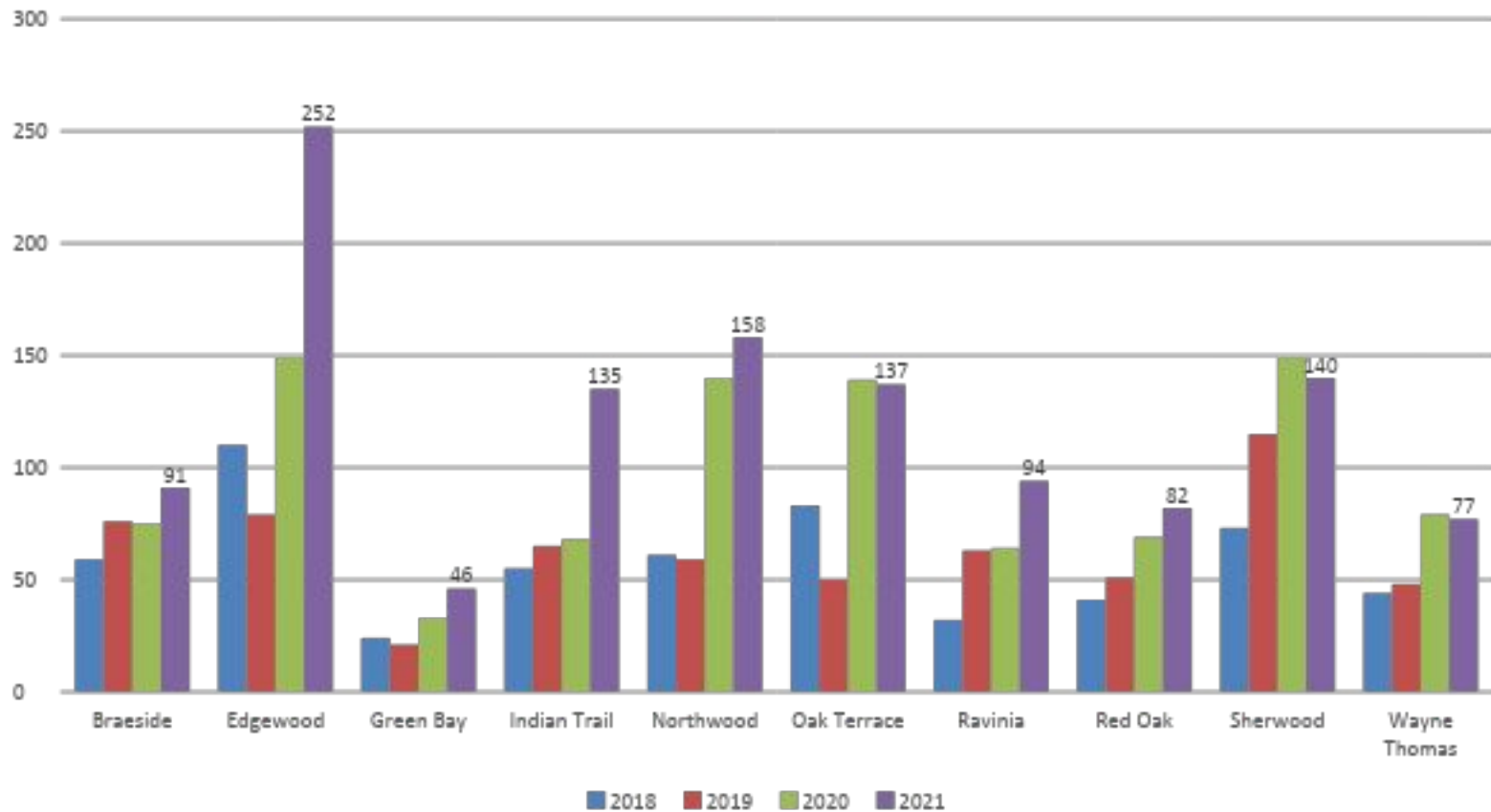
## Dream Box %



# NSSD 112 (n=1212) Family Engagement 2021

## Family Engagement 3x3

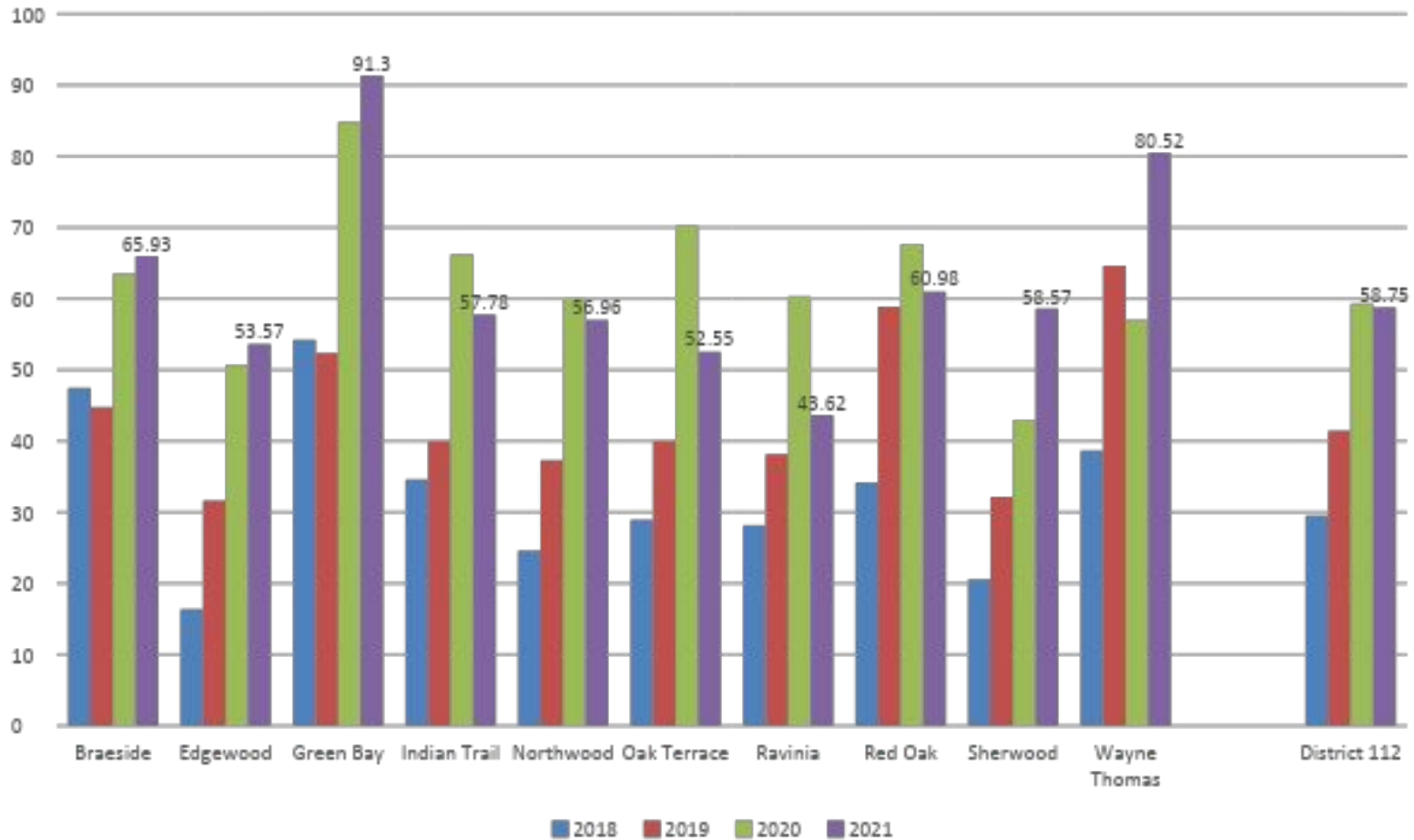
NSSD112 Humanex Family 2021 Participation  
District (n=1212)



# NSSD 112 (n=1212) Family Engagement 2021

## Family Engagement

NSSD112 Humanex Family 2021 Dream Box %



# NSSD 112 (n=1212) Family Engagement 2021

## Top Items

RANK ORDERED BY MEAN	Dimension	PREVIOUS MEAN	CURRENT MEAN
21. Teachers treat me with respect.	Teachers	4.56	4.62
19. I feel comfortable approaching my child's teachers with questions or concerns.	Teachers	4.52	4.57
22. Teachers treat my child with respect.	Teachers	4.54	4.56
3. My child feels welcome in school.	School Environment	4.49	4.56
20. When I raise questions or concerns, my child's teachers respond in a timely manner.	Teachers	4.48	4.50



# NSSD 112 (n=1212) Family Engagement 2021

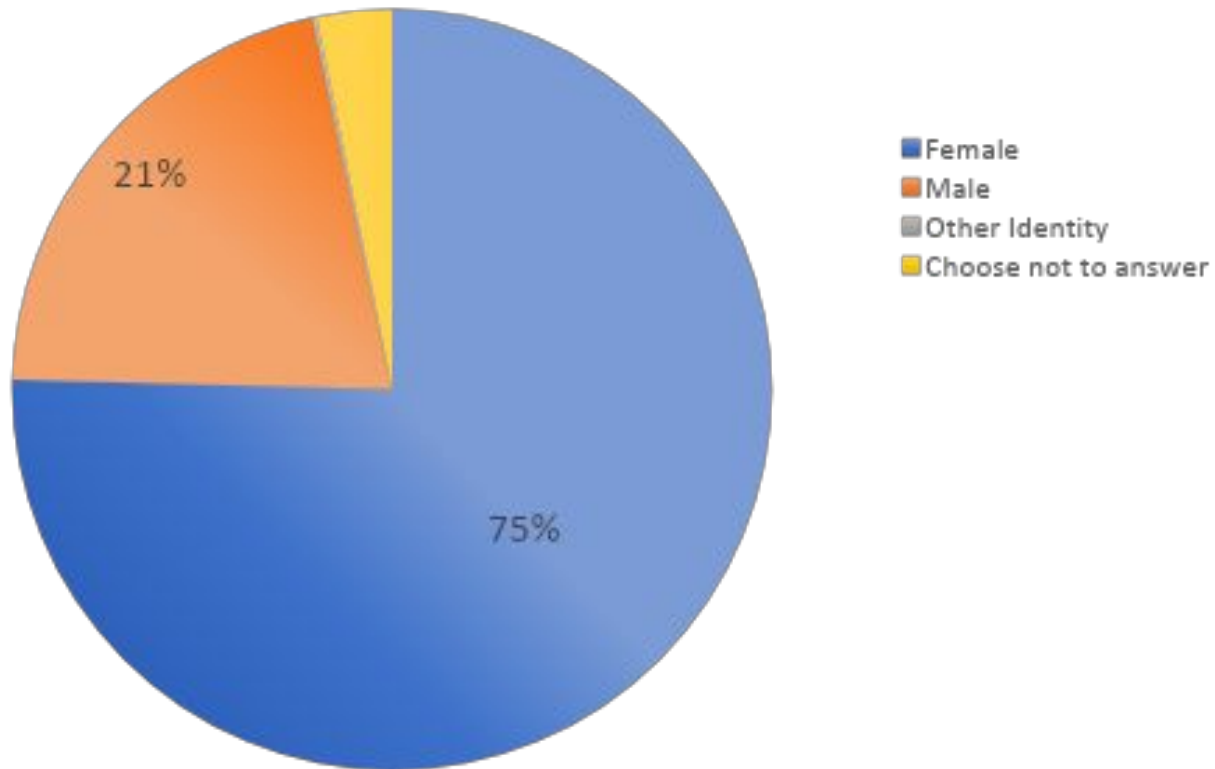
## Bottom Items

RANK ORDERED BY MEAN	Dimension	PREVIOUS MEAN	CURRENT MEAN
10. The cafeteria provides high-quality meals.	School Environment	3.36	3.31
26. My child's teachers reach out to me regularly with feedback about how my child is doing in school.	Teachers	3.43	3.51
16. My child feels comfortable going to his/her principal with a question/problem.	Principal	3.77	3.78
38. This school district does an excellent job of communicating with me personally.	School District	3.93	3.91
35. As a parent, I actively contribute to the school district's success.	Mission	3.89	3.93



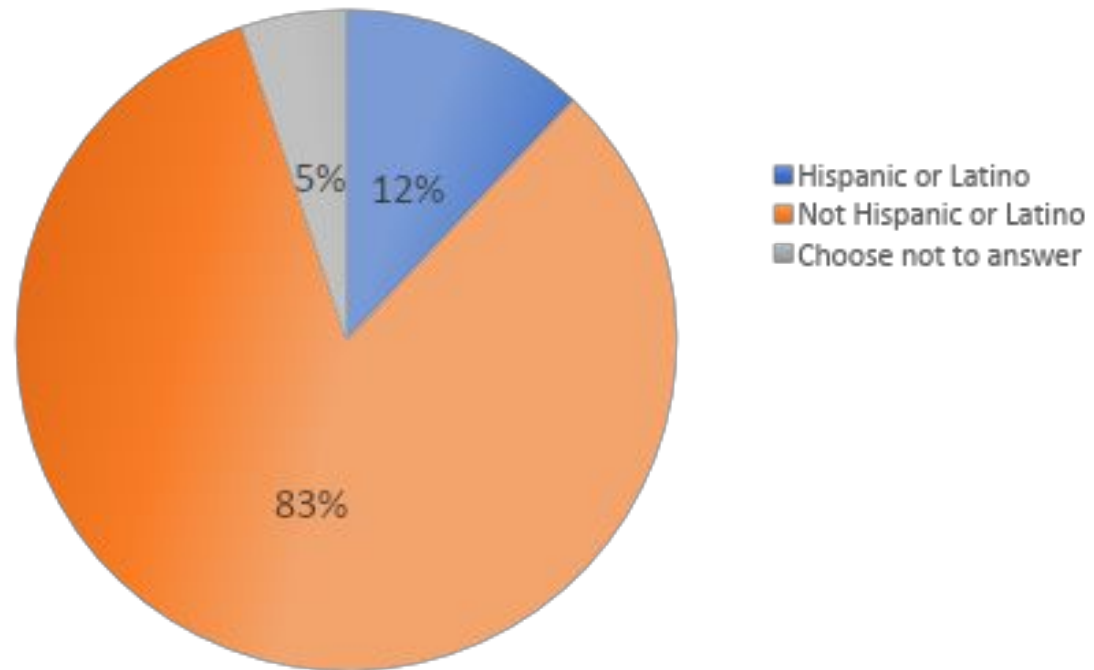
# North Shore D112 (N=1220)

## Gender



# North Shore D112 (N=1220)

## Ethnicity



# Engagement by Gender

## Female (n=920)

### Snapshot of Parent Engagement



## Male (n=259)

### Snapshot of Parent Engagement



# Engagement by Race

## People of Color (n=225)

### Snapshot of Parent Engagement



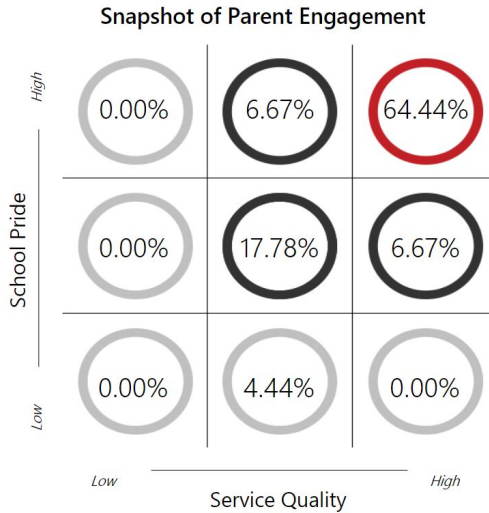
## White (n=928)

### Snapshot of Parent Engagement

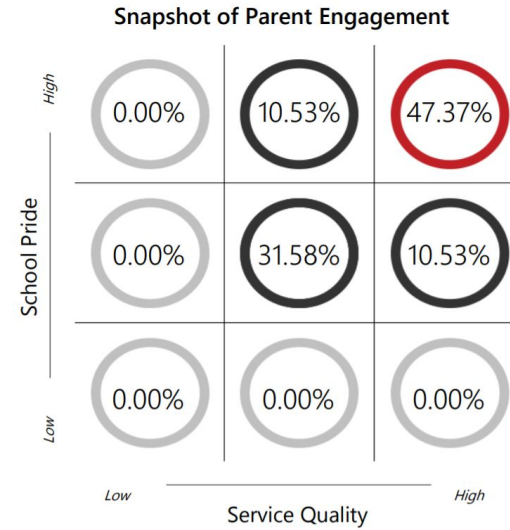


# Engagement by Race

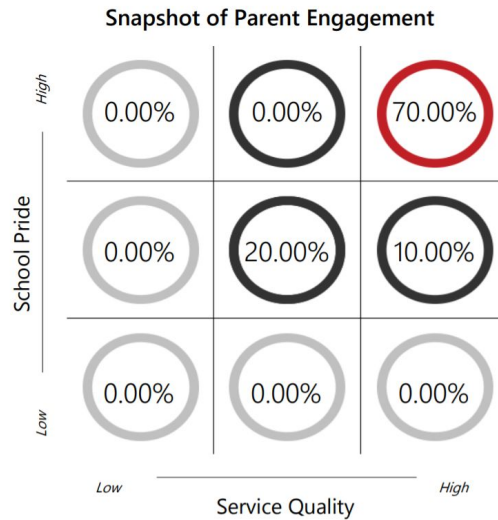
**Asian  
(n=45)**



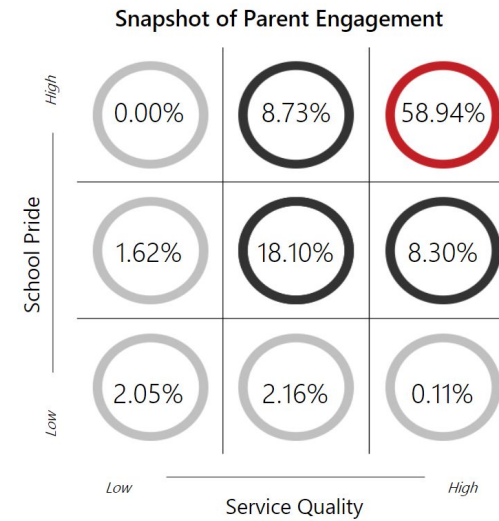
**Black/African  
American  
(n=19)**



**Indigenous  
(n=10)**



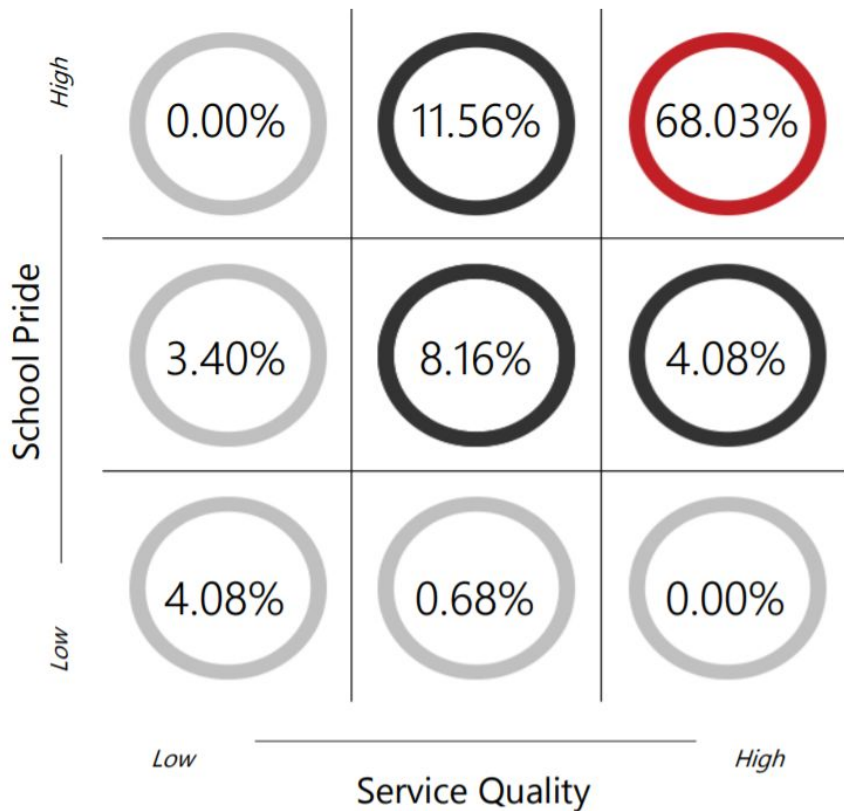
**White  
(n=928)**



# Engagement by Ethnicity

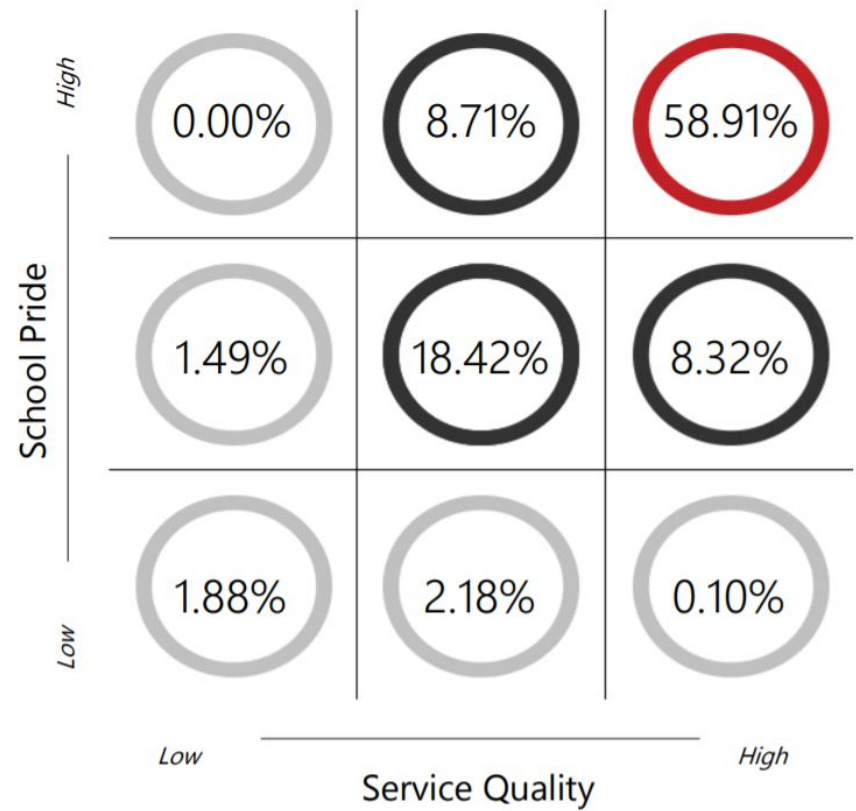
## Hispanic or Latino (n=147)

Snapshot of Parent Engagement



## Not Hispanic or Latino (n=1010)

Snapshot of Parent Engagement



1. Post the action items
2. Revisit the plan and implement
  - Choose people to champion efforts
  - Accountability
3. Contact Humanex for support

Date: December 14, 2021

To: Dr. Michael Lubelfeld, Superintendent of Schools  
Members of the Board of Education

From: Jeremy Davis, Assistant Superintendent for Finance and Operations

Subject: 2022-23 Student Fee Recommendation

Policy Alignment: Policy - 4:140 Operational Services, 4:110 Transportation, and 4:120 Food Services

Disposition: Information

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Executive Summary:

Each year, the Board of Education sets student fees to support students' services beyond the district's funding from local, state, and federal sources. This year, given the ongoing worldwide pandemic, and given the fact that District 112 has a balanced budget and anticipates an operating fund surplus this fiscal year, the administration will recommend that the Board of Education hold most fees constant with a few exceptions. The following are the proposed student fees for the 2022-2023 school year.

**1. Registration Fee/Technology Fee:**

North Shore School District 112 currently charges \$230 per student for its 2021-2022 Registration Fee and \$30 per student for its 2021-2022 Technology Fee. Most area school districts do not charge a specific Technology Fee. As such, the district administration recommends that District 112's Registration and Technology Fees be combined into a single Registration Fee of \$260 per student beginning in 2022-2023.

Additionally, please note that historically only 3rd through 8th-grade students have paid the technology fee, as Chromebooks and iPads were not distributed to Kindergarten through 2nd-grade students. Now, however, all K-8th grade students receive devices. As such, the administration recommends that the new \$260 Registration Fee be applied to all students in grades K-8. Thus, K-2 grade students will see a net \$30 increase in Registration/Technology Fees beginning next fiscal year.

## **2. Transportation Fee:**

The district is required to provide regular education students with transportation services provided they live more than 1½ miles from their attendance center or if they have to cross in a hazardous area, as defined by the Illinois Department of Transportation. Students who live less than 1½ miles from their attendance center and do not have to cross a hazardous area may opt for district-provided transportation services on a fee basis. The district will accommodate those requests on a space-available basis, provided there is an existing route that can accommodate these students. We are proposing no change to the \$495 annual transportation fee for the 2022-2023 school year.

A late-payment processing fee of \$50 for returning students paid after July 29, 2022, is charged to families to cover the additional administrative costs of adjusting routes after the deadline date. We are proposing no change for the 2022-2023 school year.

## **3. Full-Day/Half-Day Kindergarten Tuition:**

The district currently charges \$230 for registration for its full-day kindergarten program and \$75 for its half-day kindergarten program. The administration recommends changing the rate to \$260 per student for the 2022-2023 school year for both full-day and half-day kindergarten, consistent with other grade levels. The rationale is as follows. Kindergarteners now receive 1:1 devices from the district. The district still must purchase workbooks and other student supplies for half-day students. And finally, the administration no longer wishes to incentivize half-day kindergarten by offering a reduced Registration Fee.

## **4. Early Childhood Blended Program Tuition:**

In connection with determining the tuition fee for the district's Early Childhood Blended Program, the current tuition rate is \$3,300 and has been maintained at this rate since the 2015-2016 school year. We are proposing no change for the 2022-2023 school year.

## **5. Student Milk Fees:**

Our recommendation for the price of a carton of milk is to remain at 60 cents per milk for the school year 2022-2023 at our six (6) schools enrolled in the Illinois Free Lunch and Special Milk Programs (Braeside, Ravinia, Indian Trail, Sherwood, Wayne Thomas, and Edgewood). The fee for 175 days of milk delivery is \$105 per year.

Summary of Recommended Student Fees:

<b>STUDENT FEES 2022-2023</b>	<b>Paid On/Before 7/28/2022</b>	<b>Paid On/After 7/29/2022</b>
*Registration Fee: Kindergarten - 8th Grade	\$ 260.00	\$ 280.00
Technology Fee (Eliminated)	\$ 0.00	\$ 0.00
Tuition: Early Childhood Blended Program	\$ 3,300.00	\$ 3,300.00
**Transportation Fee (All Grades)	\$ 495.00	\$ 545.00
Annual Milk Fee: 1st-8th Grade and Full Day Kindergartners	\$ 105.00	\$ 105.00
*An additional \$20.00 late fee will be applied to any registration fees received after 7/29/2022.		
**Transportation fees for returning students paid after 7/29/2022 are subject to a \$50.00 late fee to cover the additional administrative costs of changing routings after the deadline.		

The district will waive fees to families who meet the district’s guidelines, as per District 112’s Policy 4:140. It will continue to accept applications for the existing Hardship program, and payment plans will be available for parents. The Business Services maintains all current student fee information on the district’s website, under Departments > Business Services > Student Fees and Registration.

Based on this information, the Administration will recommend that at the January 18, 2022, Regular Board meeting, the Board approves the fees described above for the 2022-2023 school year.

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Recommendation: N/A



# 2022-23 Student Fees Recommendation

December 14, 2021

Board of Education Meeting

Prepared by:  
Jeremy Davis

Assistant Superintendent for Finance & Operations

# Student Fees



*The Superintendent will recommend to the Board of Education a schedule of fees, if any, to be charged [to] students for the use of textbooks, consumable materials, extracurricular activities, and other school fees.*

-Board Policy 4:140

# Registration Fees

- North Shore School District 112 charges each student a "Registration Fee," which is an apportionment of the cost of consumable instructional materials and supplies that the Schools need. These include workbooks, subscriptions, duplicating paper for materials distributed in class, science materials, paint, glue, chalk, and pencils used and consumed in class. The 2021-2022 Registration Fee is \$230 per student.
- NSSD 112 charges a late-payment processing fee of \$20 for Registration Fees received after the due date.
- NSSD 112 has averaged \$557,559 per year in Registration Fee collections over the past 3 years.

# Technology Fees



- The District Technology Fee originated in 2017-2018 and was applied to 3rd to 8th grade students to help offset the cost of the District's 1:1 device program as well as insurance for the devices. The 2021-2022 Technology Fee is \$30 per student.
- Most area school districts do not charge a Technology Fee.
- NSSD 112 has averaged \$53,203 in Technology Fee collections per year over the past 3 years.

# 2022-2023 Registration/Tech Fee Recommendation



- Eliminate the Technology Fee line item and increase the Registration Fee by \$30. The proposed 2022-2023 Registration Fee will be \$260 and applicable to all K-8 students. (All students now receive 1:1 devices instead of just 3rd through 8th grades.)
- The District anticipates that this will add approximately \$27,000 to annual District revenue.
- The District will continue to waive Registration Fees for those students who qualify. The District late payment fee will remain in effect as well.

# Kindergarten Registration Fees



- The District proposes to make both Half-Day and Full-Day Kindergarten Registration a \$260 fee to match 1st through 8th grade levels. We have very few Half-Day Kindergarten students in NSSD 112.

# Transportation Fees



- NSSD 112 currently charges \$495 per year to transport students who live less than 1.5 miles from their attendance center.
- The pandemic has affected demand for this service. Last year, the District collected less than \$12,000 in Transportation Fee revenue.
- The District is recommending no change to this fee for the upcoming 2022-2023 School Year. There is a \$50 late payment fee applied if families pay after the due date.

# Early Childhood Tuition Fees



- NSSD 112 currently charges \$3,300 per year for its early childhood program. The District recommends no change in this fee for the 2022-2023 School Year.
- Most families with students attending Green Bay School are not charged for services.
- NSSD 112 only collected approximately \$15,000 in Pre-Kindergarten tuition during the 2020-2021 School Year.

# Milk Fees



- NSSD 112 currently charges \$105 per year for one carton of milk per day for the 2021-2022 School Year at the majority of its schools. This amount equates to 60 cents per milk. The District recommends no change in this fee for the 2022-2023 School Year.

# Student Fee Recommendation Summary



<b>STUDENT FEES 2022-2023</b>	<b>Paid On/Before 7/28/2022</b>	<b>Paid On/After 7/29/2022</b>
*Registration Fee: Kindergarten - 8th Grade	\$ 260.00	\$ 280.00
Technology Fee (Eliminated)	\$ 0.00	\$ 0.00
Tuition: Early Childhood Blended Program	\$ 3,300.00	\$ 3,300.00
**Transportation Fee (All Grades)	\$ 495.00	\$ 545.00
Annual Milk Fee: 1st-8th Grade and Full Day Kindergartners	\$ 105.00	\$ 105.00
*An additional \$20.00 late fee will be applied to any registration fees received after 7/29/2022.		
**Transportation fees for returning students paid after 7/29/2022 are subject to a \$50.00 late fee to cover the additional administrative costs of changing routings after the deadline date.		

A large crowd of students is seated in a school gymnasium. Many students are wearing blue clothing, including hoodies and t-shirts. Some are wearing blue headbands. The students are looking in various directions, some towards the camera and others towards the side. The background shows a typical school gymnasium setting with a whiteboard and some posters on the wall. The text "Questions and Comments" is overlaid in white, bold, sans-serif font across the center of the image.

# Questions and Comments

Date: December 14, 2021  
To: Board of Education  
From: Dr. Michael Lubelfeld, Superintendent  
Subject: FOIA Requests  
Policy Alignment: Policy 2:250-Access to Public Records  
Disposition: Information

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**Executive Summary:**

Board Policy 2:250 Access to Public Records requires the Superintendent or designee(s) to report to the Board any Freedom of Information (FOIA) requests and the status of the District's response at each regular Board meeting.

The following is a summary of recent requests made under the Freedom of Information Act:

- A request was made on November 15, 2021 by Tamara Salamon for the number of staff requesting a religious exemption from the COVID-19 vaccine mandate and the number of requests approved. The District responded to the request on November 22, 2021.

**Recommendation:**

Information



**Board of Education  
Committee of the Whole/Facilities Meeting  
1936 Green Bay Rd., Highland Park, IL 60035**

**November 9, 2021**

**Open Session Minutes**

This meeting was held in-person adhering to Governor Pritzker's [Executive Order 2021-18](#), requiring all people to wear face coverings regardless of vaccination status while inside school buildings.

**Call to Order, Roll Call**

President Brunk called the meeting to order at 7:01 p.m.

**Members Present:**

Alexander Brunk, Lisa Hirsh, Melissa Itkin, Dan Jenks, Art Kessler, Adam Kornblatt

**Members Absent**

Bennett Lasko

**Administrators Present:**

Dr. Michael Lubelfeld, Superintendent

Dr. Monica Schroeder, Deputy Superintendent

Dr. Kevin Ryan, Assistant Superintendent of Teaching and Learning

Dr. Holly Colin, Assistant Superintendent of Student Services

Mr. Jeremy Davis, Assistant Superintendent for Finance & Operations

Mr. Nicholas Glenn, Director of Communications

Mr. Charlie Privett, Director of Facilities & Operations

**Guests Presenters:**

Chad Taylor & Peter Roslan, Gilbane Building Co.

Stuart Brodsky & Steve Shearer Wight & Company

**Approval of Agenda**

President Brunk asked for a motion to approve the agenda as presented. Mr. Jenks moved and Mr. Kornblatt seconded the motion. The agenda was approved by voice vote.

**Edgewood Construction Update**

Gilbane construction managers, Chad Taylor and Peter Roslan provided an update on the construction progress at Edgewood. They shared photos and drone footage noting that needed demolition work had been completed. The precast for the new gym/storm shelter addition was completed and pier and foundation work for the new 3 story classroom section was underway.

Re-roofing of existing buildings was complete but due to material delivery delays, roofing of new areas is expected to be completed in December. Bathroom plumbing, electrical, fire protection, ductwork, and classroom framing are underway in the 2nd & 3rd-floor renovations. The double-wall framing for the music new wing is in progress. Looking ahead to next steps, the sanitary sewer lift station will be connected with the City lines; drywall will start in certain areas after inspections are complete; the foundation will be poured for new 3-story addition and structural steel will begin throughout. It was noted that there have been a few surprises with many tunnels found underground from old heating steam pipes and utilities which required extra work and time to fill in. A time capsule inside a wall from 1954 was found and will be reincorporated into the new building. Also, a wall mural celebrating author Shel Silverstein was uncovered and may have been signed by the author. The \$38,000,000 construction budget and incurred costs were reviewed. There have been a number of owner-directed change orders to the project totaling \$350,000, which will be funded from other sources as well as additional owner-directed soft costs of \$900,000,000 that will be funded by reallocating funds from other sources. The project is on schedule and within budget.

### **Public Comments**

None

### **Other**

- Dr. Lubelfeld noted that the District plans to hold a youth COVID-19 vaccination clinic at Northwood on November 11, 2021 while students are off school for Veterans Day.
- Dr. Lubelfeld along with Braeside Principal Jamie Kahn and teacher Andi Simon traveled to Washington DC to accept the Blue Ribbon award last week and the celebration ceremony at Braeside on November 8 was wonderful.

### **Adjournment**

President Brunk asked for a motion to adjourn the Committee of the Whole Meeting. Mr. Jenks moved and Ms. Hirsh seconded the motion to adjourn. The motion was approved by voice vote.

The meeting adjourned at 7:56 p.m.

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Alexander Brunk, President

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Melissa Itkin, Secretary

Date of Approval: December 14, 2021



**Board of Education Regular Meeting  
1936 Green Bay Rd., Highland Park, IL 60035**

**November 16, 2021**

**Open Session Minutes**

*This meeting was held in-person adhering to Governor Pritzker's [Executive Order 2021-18](#), requiring all people to wear face coverings in school buildings regardless of vaccination status. Community members were welcomed to offer public comments in person during designated times on the agenda. This meeting was streamed live and can be accessed online at <https://vimeo.com/user133899354>*

**Call to Order, Roll Call**

President Brunk called the meeting to order at 7:01 p.m.

**Members Present:**

Alexander Brunk, Lisa Hirsh, Melissa Itkin, Dan Jenks, Art Kessler, Bennett Lasko

**Members Absent**

Adam Kornblatt

**Administrators Present:**

Dr. Michael Lubelfeld, Superintendent

Dr. Monica Schroeder, Deputy Superintendent

Dr. Kevin Ryan, Assistant Superintendent of Teaching and Learning

Mr. Jeremy Davis, Assistant Superintendent for Finance & Operations

Dr. Holly Colin, Assistant Superintendent for Student Services

Mr. Nicholas Glenn, Director of Communications

**Approval of Agenda**

Ms. Hirsh requested that the Minutes from the Regular Meeting and Closed Session Meeting of October 19, 2021, be removed from the Consent Agenda approved as a separate item. President Brunk asked for a motion to remove the minutes from the consent agenda as suggested. Ms. Hirsh moved and Mr. Jenks seconded the motion to remove the October 19 minutes from the consent agenda and vote on them separately. Upon a voice vote, the minutes were removed. President Brunk asked for a motion to approve the amended agenda as presented. Mr. Jenks moved and Ms. Hirsh seconded the motion. The amended agenda was approved by voice vote.

**Pledge of Allegiance**

President Brunk led the Pledge of Allegiance.

## **Superintendent's Report**

- Dr. Lubefeld, Mr. Lasko and, Wight Architect, Brad Paulsen plan to present at the Illinois Association of School Boards Joint Annual Conference on November 20, 2021. Their presentation, Imagining Tomorrow via School Modernization will focus on the construction of Northwood and the process of growth in D112.
- Northwood Middle School has been officially recognized as a LEED Silver project by fulfilling the requirement of the LEED Green Building Rating System Certification established by the U.S. Green Council. Architects worked hard to ensure the design of both Northwood and Edgewood would meet LEED Silver certification and be healthy, and highly efficient, green buildings.
- In honor of Board Members Day on November 15, Dr. Lubefeld recognized and thanked all the Board members for their service to the community. Their selfless contributions, vision, mission, and values continue to shine and will be their legacy to the District.

## **Public Hearing - 2021 Tax Levy Presentation**

President Brunk opened the 2021 Tax Levy Public Hearing at 7:08 p.m. Mr. Jeremy Davis, Assistant Superintendent for Finance & Operations presented an overview of the 2021 Tax Levy. He reviewed the Levy calculation noting CPI at 1.40% and estimated new properties at \$22,200,000. Mr. Davis discussed how the new Automatic Recapture Levy which basically allows Districts to recapture lost EAV reductions from the following year after tax rates were already established. The automatic capture levy applies the previous year's losses to the current year levy. The prior year capture for District 112 will be \$430,955 in the 2021 Levy. The recommended 2021 Levy request will be \$78,132,183, which represents a 3.38% increase over last year's extension. Mr. Davis noted that Lake County informed the District that the extension the District can realistically expect to receive is \$77,789,550 which would then be a 2.92% increase over last year. The Board will be asked to approve the Levy later on the agenda and the approved Levy will be filed with Lake County by the December 22 deadline. Members of the Board noted that they understand the tax burden on the community and wish they didn't have to levy to the maximum allowed but the District is in the process of addressing years of deferred facilities maintenance projects that require considerable investments as well as the impact of PTELL. President Brunk asked the audience if there were any public comments on the Levy. Ms. Jolyn Daugherty, a District 112 parent, said the last referendum in 2016 didn't go well and she doesn't understand why taxes continue to rise despite the District receiving CARES Act funds.

## **Phase 1 Long-Range Plan Construction Update**

Gilbane Construction managers presented an update on the renovations at Edgewood. Drone footage and pictures of the site were shown. Areas identified for demolition were completed in early fall and the precast gym storm shelter has been erected. Work continues on the 2nd & 3rd floors with bathroom plumbing and framing; classroom wall framing; electrical and ductwork; and fire protection completed. Soon a sanitary sewer lift station will be installed and the foundation for 3-story addition will be installed. The \$38,000,000 construction budget and incurred costs were reviewed. There have been a number of owner-directed change orders to the project

totaling \$350,000 that will be funded from other district sources, which include a complete boiler replacement, new windows and doors, and an emergency power system. There have also been additional owner-directed soft costs of \$900,000,000 for additional furniture, safety & security items, and classroom technology. The soft cost additions will be funded by reallocating funds from other sources. There have been no significant delays and the project is still expected to be completed by winter 2022.

### **Principal Presentation - Dual Language Elementary Schools Oak Terrace & Red Oak**

Red Oak building leaders Nicole Bellini and Colleen Goodrich along with Oak Terrace building leaders Lilli Melamed, Shalagh O'Neill, and Anel Escamilla talked about how Oak Terrace and Red Oak schools support the whole child through academics, linguistic, social, and emotional growth. Students are provided leadership opportunities by participating in Leadership Squad, Safety Patrol, Zero Waste Program, and the School Store. They spoke about using Kagan Strategies with second-grade students to build English/Spanish oracy and interact with content while increasing student engagement. They provided an example of this by having Board members participate in a Rally Round activity in Spanish.

### **Schooling Update**

- On November 11, the District hosted an IDPH youth COVID-19 vaccination event at Northwood. 685 students, ages 5-11, received their first dose and 153 adults received a booster dose at the event. Families will soon have the opportunity to register their children for the second dose at an event scheduled for December 2.
- Weekly SHIELD testing continues for unvaccinated students. Since testing began in September, 11,803 tests have been administered with 13 students testing positive. 550 Binax NOW rapid tests have been used for drive-up testing; for students and staff who exhibit symptoms at school; and for 92 students identified as close contact who qualify for test-to-stay.
- Since August 18, a total of 13 staff members and 58 students have tested positive
- To date, 10 staff members remain unvaccinated or not fully vaccinated. 8 will be put on unpaid leave starting November 17 in accordance with the terms in the Memorandum of Agreement with both labor unions that represent the employees, NSEA/NSSSA.
- Paper Tutoring continues to be available to middle school students 7 days a week. In the first month, 266 students have taken advantage of the service with 714 tutoring sessions logged.

### **First Reading Board Policy Updates 1:10, 1:20, 1:30, 2:10, 2:130, 2:240, 3:30, 5:10, 6:100, 6:145, 6:160, 6:170, 6:235, 6:255, 6:260, 7:220, 7:230, 7:280, 8:90, 8:20 & 8:25**

The Policy Committee met on November 9 to review and discuss updates to policies recommended by PRESS. Mr. Lasko, the Policy Committee chair noted that the majority of updates were driven by changes in state law. Based on the committee's recommendations, the Board was presented with updates to the following policies for a first reading:

- 1:10 School District Legal Status
- 1:20 District Organization, Operations, and Cooperative Agreements
- 1:30 School District Philosophy

- 2:10 School District Governance
- 2:30 School District Elections
- 2:130 Board-Superintendent Relationship
- 2:240 Board Policy Development
- 3:30 Chain of Command,
- 5:10 Equal Employment Opportunity and Minority Recruitment
- 5:30 Hiring Process and Criteria
- 6:100 Using Animals in the Educational Program
- 6:145 Migrant Students
- 6:160 English Learners
- 6:170 Title I Programs
- 6:235 Access to Electronic Networks
- 6:255 Assemblies and Ceremonies
- 6:260 Complaints About Curriculum Instructional Materials, and Programs
- 7:220 Bus Conduct
- 7:230 Misconduct by Students with Disabilities
- 7:280 Communicable and Chronic Infectious Disease
- 8:90 Parent Organizations and Booster Clubs
- 8:25 Advertising & Distributing Materials (Retained)
- 8:20 Community Use of School Facilities (Retained)

The Board will be asked to approve the policy updates at the December 14 Regular Meeting.

#### **Draft 2022-23 School Calendar**

Dr. Monica Schroeder presented a draft of the 2022-23 school calendar for review. She reported on the results of a survey that was offered to parents and staff seeking their feelings on calendar options. The majority of respondents felt starting school the fourth week of August was best. It was equally divided on whether it was important to begin school on the same day as District 113 but the great majority felt it was important to mirror winter and spring break schedules with District 113. More than half of respondents like early release days to proceed a holiday and prefer Fridays for monthly early release days. The majority approved of parent/teacher conferences falling during Thanksgiving week and just prior to Spring break. In regards to holidays that District 113 plans to observe, the majority felt it was important to also observe Veterans Day, Martin Luther King Jr. Day, and Presidents Day. The District 112 Calendar Committee took into account the survey data and created a proposed draft 2022-23 calendar that suggests the first day of student attendance as August 24, 2022, and the last day of school as June 9, 2023, excluding any emergency days needed. Winter break would begin on Friday, December 23, 2022, through January 6, 2023, and Spring break from March 27, 2023, through March 31, 2023. It was noted that Election Day, November 8, 2022, is now a required holiday and Veterans Day, November 11, 2022, will be observed and both fall in the same week. The Board will be asked to approve the final calendar at the December 14, 2021, Regular Meeting.

#### **Lease - 2020 St. Johns Condo Assoc. for Parking Indian Trail**

Jeremy Davis presented for the Board's review the proposed 2022 lease renewal for 2020 St. Johns Condominium Association. The one-year lease provides condominium tenants access to 6 parking spaces at Indian Trail School during non-school hours. The terms are January 1, 2022, through December 31, 2022, at a monthly cost of \$172.26. The Board will be asked to approve the lease on December 14.

#### **Lease - Hillco Realty Management for Parking at Green Bay**

Jeremy Davis presented for the Board's review the lease renewal for Hilco Realty. The six-month lease provides Hilco tenants access to 20 parking spaces at Green Bay School during non-school hours at a monthly cost of \$586.66. The Board will be asked to approve the lease on December 14.

#### **Freedom of Information Requests**

The Board was notified of the following requests received under the Freedom of Information Act:

- A request was made on October 19, 2021, by Bernadette Soto of the Carpenter's Union for contracts, certified payroll and related email correspondence with AAA Lock & Key, American Building Services LLC, BR Bleachers, Chicago Doorways, Lux Construction Solutions LLC, Maldonado's Drywall Inc., Shaumbaugh & Son L.P., and Touch of Beauty Carpeting. The District responded to the request on October 22, 2021.
- A request was made on October 20, 2021, by Vince Espi of LocalLabs for contracts, materials, and payment information pertaining to Panorama. The District responded to the request on October 22, 2021.

#### **Public Comments Related to Matters on the Agenda**

- Kristen Ramirez, a District 112 parent, understands the District's mandate for staff to be vaccinated but is concerned about the negative impact placing non-compliant teachers on unpaid leave will have especially on special education students. She would like an exception made for a teacher until a replacement plan is in place.
- Lynn Ulrich, a Lake County resident, and a nurse, feels people are being deceived and lied to about the benefits of wearing masks and that vaccinations are dangerous and other treatment options available.
- Nancy and Frank DePodesta, District 112 parents, support their child's teacher and appreciate the vaccine mandate but would like the Board to reconsider her religious exemption request. They are concerned about replacement plans for the most vulnerable students.
- Ashley Catezone, an Edgewood teacher, doesn't understand why her religious exemption request from the vaccine mandate was denied. She has strong connections with her students and is willing to consent to testing in order to stay and support her students.
- Tamara Solomon, a Bilingual Psychologist at Oak Terrace, doesn't understand why her religious exemption request from the vaccine mandate was denied. She doesn't feel she should have to make a choice between sincere religious belief and her job and would like the Board to reconsider placing her on an unpaid leave of absence.

- Jolyn Daughtery, a District 112 parent, would like the staff vaccination mandate changed. She feels it's against the law and said she was formally filing a verbal complaint of intimidation and bullying of staff.
- Sharon Meiten, a community member, doesn't feel there is any point in wearing masks or in the staff vaccination mandate. She feels unvaccinated staff have no impact on students.

### **Approval of Meeting Minutes of October 19, 2021**

The Board was presented with the Regular Meeting Minutes of October 19, 2021 and Closed Session Meeting Minutes of October 19, 2021, for approval. Mr. Jenks moved and Mr. Kessler seconded the motion to approve the minutes, as presented. President Brunk requested a roll call vote:

AYES: Brunk, Itkin, Jenks, Kessler, Lasko

NAYS: None

ABSTAIN: Hirsh

The motion passed.

### **Consent Agenda**

The Board utilizes a consent agenda for various routine action items, which allows the Board to approve items in a single motion unless the Board or the Superintendent requests otherwise.

Ms. Hirsh requested an opportunity for the Board to discuss the Personnel Recommendations in closed session prior to voting on the Consent Agenda.

President Brunk moved and Ms. Hirsh second the motion to immediately adjourn to closed session to discuss the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity.

Mr. Lasko suggested a counter-motion requesting instead that the Personnel Recommendations be removed from the Consent Agenda and discussed in closed session that already appears at the end of the agenda. This would allow the Board to continue on with the agenda without a disruption in the middle of the meeting. The Personnel recommendations would then be voted on once the Board reconvened to open session, as the last item of business.

Dr. Lubelfeld noted that since there was a motion and a second already on the table to immediately adjourn to closed session to discuss the Personnel Recommendations, the Board should move forward with a vote on that motion first. President Brunk requested a roll call vote to immediately adjourn to closed session:

AYES: None

NAYS: Brunk, Hirsh, Itkin, Jenks, Kessler, Lasko

The motion was defeated.

President Brunk then asked for a motion to remove the Personnel Recommendations from the Consent agenda so they could be discussed in closed session at the end of the meeting and voted on separately when the Board reconvened to open session, as Mr. Lasko had suggested. Mr. Lasko moved and Mr. Jenks seconded the motion. President Brunk requested a roll call vote:

AYES: Brunk, Hirsh, Itkin, Jenks, Kessler, Lasko

NAYS: None

The motion passed.

The following items were presented to the Board for approval as part of the Consent Agenda:

- Approval of Closed Session Meeting Minutes- September 14, 2021
- Bill List
- Treasurer's Report - October 2021
- Destruction of Closed Session Recordings - May 5, 2020, May 12, 2020, May 19, 2020

President Brunk asked for a motion to approve the consent agenda, as presented. Mr. Jenks moved and Mr. Kessler seconded the motion. President Brunk requested a roll call vote:

AYES: Brunk, Itkin, Hirsh, Jenks, Kessler, Lasko

NAYS: None

The motion passed.

#### **Resolution 211116 Authorizing Final Tax Levy 2021**

President Brunk asked for a motion to approve Resolution 211116 Authorizing the Final Tax Levied for 2021 in the amount \$78,132,183, as presented. Mr. Jenks moved and Ms. Hirsh seconded the motion. President Brunk requested a roll call vote:

AYES: Brunk, Hirsh, Itkin, Jenks, Kessler, Lakso

NAYS: None

The motion passed.

#### **Resolution 211116a Abating Property Tax Levied for 2021**

The Board was presented with Resolution 211116a Abating Property Tax Levied for 2021. President Brunk asked for a motion to approve Resolution 211116a Abating Property Tax Levied for 2021 to pay debt service on General Obligation School Bonds (Alternate Revenue Source), Series 2019, as presented. Mr. Lasko moved and Mr. Jenks seconded the motion. President Brunk requested a roll call vote:

AYES: Brunk, Hirsh, Itkin, Jenks, Kessler, Lakso

NAYS: None

The motion passed

#### **District Management Group Agreement - Breakthrough Teams**

The English Learner (EL) students at Oak Terrace and Red Oak were hit particularly hard by the Pandemic. In an effort to close the opportunity gaps between ELL students and non-ELL students, the District plans to partner with District Management Group to provide additional intense support to grade-level teams to help them to use data more effectively to plan instruction

for some of the most at-risk students. K-5 grade-level teams at Red Oak and at Oak Terrace work with DMGroup's DMBreakthrough Results Coaches once a week for support in increasing student achievement for EL students. The cost of the proposal is \$150,000 and covers work with 12 teams for 10 weeks. President Brunk asked for a motion to approve the Agreement DM Group - Breakthrough Teams, as presented. Mr. Lasko moved and Ms. Hirsh seconded the motion. President Brunk requested a roll call vote:

AYES: Brunk, Hirsh, Itkin, Jenks, Kessler, Lasko

NAYS: None

The motion passed.

### **Public Comments**

- Lynn Ulrich, a Lake County resident, said that people have died and had serious side effects from the COVID-19 vaccinations and people should have a choice.
- Jolyn Daughtery, a District 112 parent, noted there have been legal challenges that have blocked some employers from implementing vaccination mandates.

### **Committee/Liaison Reports**

- 112 Education Foundation - Ms. Itkin reported that she attended the Foundation meeting the previous week. iRead will kick off on January 8. Donations can be made on the 112 Education Foundation website.
- Policy Committee - Mr. Lasko reported that the Policy Committee met on November 9 to review PRESS-recommended policy updates which were presented to the Board for first reading.

### **Board/Superintendent Other**

President Brunk asked if there has been any change in mitigation protocols from the IDPH and Dr. Lubefeld said he had not seen any.

### **Adjourn to Closed Session**

President Brunk asked for a motion to adjourn to closed session to discuss:

- Appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity. However, a meeting to consider an increase in compensation to a specific employee of a public body that is subject to the Local Government Wage Increase Transparency Act may not be closed and shall be open to the public and posted and held in accordance with this Act.5 ILCS 120/2 (c)(1)

### **Reconvene to Open Session**

The Board reconvened to open session at 10:09 p.m.

### **Approval of Personnel Recommendations**

The Board was presented with the Personnel Recommendations for approval. Dr. Lubefeld offered a reminder that at the September 21 Regular Board meeting the Board entered into a joint agreement with the NSEA and the NSSSA relating to COVID-19 vaccinations, which

outlined the expectations and processes. He stated that during the closed session, the board discussed the specific individuals who remain unvaccinated and are being placed on unpaid leave. They were also advised on who has been appointed to fill the vacancy of the affected staff. President Brunk asked for a motion to approve the Personnel Recommendations, as presented. Mr. Jenks moved and Ms. Hirsh seconded the motion. President Brunk requested a roll call vote:

AYES: Brunk, Hirsh, Itkin, Jenks, Kessler, Lasko

NAYS: None

The motion passed.

### **Adjourn to Closed Session**

President Brunk asked for a motion to adjourn to closed session to discuss:

- Appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity. However, a meeting to consider an increase in compensation to a specific employee of a public body that is subject to the Local Government Wage Increase Transparency Act may not be closed and shall be open to the public and posted and held in accordance with this Act.5 ILCS 120/2 (c)(1)

Ms. Jenks moved and Ms. Hirsh seconded the motion. President Brunk requested a roll call vote:

AYES: Brunk, Hirsh, Itkin, Jenks, Kessler, Lasko

NAYS: None

The motion passed.

The Board adjourned to closed session at 10:13 p.m.

### **Reconvene to Open Session**

The Board reconvened to open session at 10:30 p.m.

### **Adjournment**

President Brunk asked for a motion to adjourn the regular meeting. Mr. Jenks moved and Ms. Itkin seconded the motion to adjourn. The motion was approved by voice vote.

The meeting adjourned at 10:31 p.m.

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Alexander Brunk, President

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Melissa Itkin, Secretary

Date of Approval: December 14, 2021

**Revised as of 12/14/21**

Date: December 14, 2021

To: Dr. Michael Lubelfeld, Superintendent of Schools  
Members of the Board of Education

From: Dr. Monica Schroeder, Deputy Superintendent

Subject: Personnel Recommendations

Policy Alignment: Policy 5:30 Hiring Process and Criteria

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**CERTIFIED STAFF RE-EMPLOYMENT**

<u>NAME</u>	<u>FTE</u>	<u>POSITION</u>	<u>SCHOOL</u>	<u>EFFECTIVE DATE</u>
James Seligman	1.0	3rd Grade Teacher	SW	11/29/21
Iliana Martinez Velezquez	1.0	Spec. Ed. Resource	OT	1/3/22

**CLASSIFIED STAFF RE-EMPLOYMENT**

<u>NAME</u>	<u>FTE</u>	<u>POSITION</u>	<u>SCHOOL</u>	<u>EFFECTIVE DATE</u>
Leonor Anaya	1.0	DL Paraprofessional	OT	12/14/21

**CERTIFIED STAFF RETIREMENT**

<u>NAME</u>	<u>FTE</u>	<u>POSITION</u>	<u>SCHOOL</u>	<u>EFFECTIVE DATE</u>
Susan Siciliano	1.0	Music Teacher	OT	2025-2026

**CERTIFIED PERSONNEL**

<u>NAME</u>	<u>FTE</u>	<u>POSITION</u>	<u>SCHOOL</u>	<u>EFFECTIVE DATE</u>
David Sachs	1.0	Spec. Ed. Resource Teacher	NW	12/13/21

**CLASSIFIED PERSONNEL**

<b><u>NAME</u></b>	<b><u>FTE</u></b>	<b><u>POSITION</u></b>	<b><u>SCHOOL</u></b>	<b><u>EFFECTIVE DATE</u></b>
Susan Weitz	1.0	1:1 Spec. Ed. Paraprofessional	RA	12/13/21
Paula Diethrich	1.0	Spec. Ed. Paraprofessional	GB	11/29/21
Cherie Greenwood	1.0	Technology Specialist	DO	1/3/22

**CLASSIFIED PERSONNEL RESIGNATION**

<b><u>NAME</u></b>	<b><u>FTE</u></b>	<b><u>POSITION</u></b>	<b><u>SCHOOL</u></b>	<b><u>EFFECTIVE DATE</u></b>
Olivia Richardson	1.0	1:1 Spec. Ed. Paraprofessional	GB	1/14/22

**EXTRA DUTY STIPEND REVISION**

<b><u>School</u></b>	<b><u>Activity</u></b>	<b><u>Coach/Sponsor Name</u></b>
Northwood	Future Giants	Janelli Soto
Northwood	Future Giants	Maria Moreno
Oak Terrace	Book Match	Shannon Ruiz-Crosswhite
Oak Terrace	Book Match	Denise Oswald

Board of Education

North Shore School District 112  
Highland Park, Illinois

December 14, 2021

To the Board of Education:

We present for your approval for payment the following vendor disbursements:

EDUCATION FUND:	\$ 1,299,009.14
OPERATIONS & MAINTENANCE:	\$ 221,084.60
TRANSPORTATION FUND:	\$ 1,073,419.06
NW CONSTRUCTION ACCOUNT:	\$ 39,226.36
EDGEWOOD CONSTRUCTION ACCOUNT:	\$ 1,534,795.31
ACTIVITY FUND:	\$ 2,073.84
TOTAL	\$ 4,169,608.31

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
212200176	NIHIP	12/14/2021	12012021	2021-22 HEALTH INSURANCE PREMIUM	2502200253	594,294.29	594,294.29
10E200	2610 2220 22 000000			EDUCATION FUND/DISTRICT WIDE/DISTRICT BENEFITS/MEDICAL		594,294.29	
				1 ACH	Check(s) For a Total of		594,294.29

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
1011960	AAA LOCK & KEY***	12/14/2021	582272	AAA LOCK AND KEY BPO	2502200026	174.00	546.00
20E200	2540 3210 31 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		174.00	
			582278	AAA LOCK AND KEY BPO	2502200026	248.00	
20E200	2540 3210 31 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		248.00	
			582283	AAA LOCK AND KEY BPO	2502200026	124.00	
20E200	2540 3210 31 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		124.00	
1011961	ABM BUILDING VALUE	12/14/2021	1127868	DAY PORTER SERVICES FOR DETAIL CLEANING FOR NOVEMBER 2021; INVOICE NUMBER 1127868; OK TO PAY	2202200572	16,888.54	16,888.54
20E200	2540 3000 41 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		16,888.54	
1011962	ACCESS ONE	12/14/2021	5160963	SERVER DATA COLLECTION/TELECOM UNICATION FOR: BRAE,EW,EP,IT,LINC ,NW,OT,RAV,RO,SHER ,WT,GB SS FROM 11/1/21 TO 11/30/21 MONTHLY- OK TO PAY	2202200514	3,353.22	3,353.22
20E070	2540 3263 42 000000			OPERATIONS & MAINTENANCE FUND/OAK TERRACE/OPER. & MAINT		648.87	
20E010	2540 3263 42 000000			OPERATIONS & MAINTENANCE FUND/BRAESIDE/OPER. & MAINT./P		42.12	
20E090	2540 3263 42 000000			OPERATIONS & MAINTENANCE FUND/RED OAK/OPER. & MAINT./PH		75.07	
20E080	2540 3263 42 000000			OPERATIONS & MAINTENANCE FUND/RAVINIA/OPER. & MAINT./PH		42.12	
20E020	2540 3263 42 000000			OPERATIONS & MAINTENANCE FUND/EDGEWOOD/OPER. & MAINT./P		75.07	
20E110	2540 3263 42 000000			OPERATIONS & MAINTENANCE FUND/WAYNE THOMAS/OPER. & MAIN		108.02	
20E060	2540 3263 42 000000			OPERATIONS & MAINTENANCE FUND/NORTHWOOD/OPER. & MAINT./		75.07	
20E030	2540 3263 42 000000			OPERATIONS & MAINTENANCE FUND/ELM PLACE/OPER. & MAINT./		75.07	
20E040	2540 3263 42 000000			OPERATIONS & MAINTENANCE FUND/INDIAN TRAIL/OPER. & MAIN		42.12	
20E050	2540 3263 42 000000			OPERATIONS & MAINTENANCE FUND/LINCOLN/OPER. & MAINT./PH		41.98	
20E100	2540 3263 42 000000			OPERATIONS & MAINTENANCE FUND/SHERWOOD/OPER. & MAINT./P		42.12	
20E120	2540 3263 42 000000			OPERATIONS & MAINTENANCE FUND/GREEN BAY SCHOOL/OPER. &		2,085.59	
1011963	ACCURATE BIOMETRICS	12/14/2021	388112111	CRIMINAL BACKGROUND CHECKS/SCHROEDER	2002200023	550.00	550.00
10E200	2642 3102 38 000000			EDUCATION FUND/DISTRICT WIDE/PERSONNEL/CRIMINAL BACKGRO		550.00	
1011964	ACS FILTERS & SERVICE	12/14/2021	188991	ASSORTMENT OF FILTERS DISTRICT	2202200581	3,744.85	3,744.85

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
20E200	2540 4203 50 000000			WIDE; ORDERED FOR ALFREDO JURADO; (THIS ORDER WAS SUPPOSED TO BE PART OF PO 2202101587 BUT THE SUPPLIER MADE A MISTAKE); INVOICE NUMBER 188991; OK TO PAY		3,744.85	
				OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI			
1011965	ACS/SUSICO CO	12/14/2021	0053576	QUOTE TRACKING NUMBER 102521-6; BLACKTOP SIGNAGE FOR RED OAK; "BUSES MAY NOT PARK ON BLACKTOP DURING SCHOOL HOURS"	2202200458	150.00	150.00
20E090	2540 4000 65 000000			OPERATIONS & MAINTENANCE FUND/RED OAK/OPER. & MAINT./SU		150.00	
1011966	Vendor Continued Void	12/14/2021					0.00
1011967	Vendor Continued Void	12/14/2021					0.00
1011968	ALPHA PRIME COMMUNICATIONS***	12/14/2021	117842	BATTERIES FOR WALKIE TALKIE FOR SHERWOOD DUE DATE: 10/16/21 INV#117842 OK TO PAY	2202200469	140.00	1,890.00
20E100	2540 3216 31 000000			OPERATIONS & MAINTENANCE FUND/SHERWOOD/OPER. & MAINT./S		140.00	
			117875	*****3 QUOTES***** WALKIES TALKIES NEED IT FOR: SHERWOOD TC508400-470 (X 5) , GB (HYT PD662 UHF 4 W16 (X1 CUSTODIAN) BG (PD702U2 DMR PORTABLE UHF 450-520 (X1 NURSE)	2202200435	300.00	
20E200	2540 4000 65 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		300.00	
			117884	*****3 QUOTES***** WALKIES TALKIES	2202200435	950.00	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
				NEED IT FOR: SHERWOOD TC508400-470 (X 5) , GB (HYT PD662 UHF 4 W16 (X1 CUSTODIAN) BG (PD702U2 DMR PORTABLE UHF 450-520 (X1 NURSE)			
20E200	2540 4000 65 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		950.00	
			117885	*****3 QUOTES***** WALKIES TALKIES NEED IT FOR: SHERWOOD TC508400-470 (X 5) , GB (HYT PD662 UHF 4 W16 (X1 CUSTODIAN) BG (PD702U2 DMR PORTABLE UHF 450-520 (X1 NURSE)	2202200435	500.00	
20E200	2540 4000 65 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		500.00	
1011969	Vendor Continued Void	12/14/2021					0.00
1011970	Vendor Continued Void	12/14/2021					0.00
1011971	Vendor Continued Void	12/14/2021					0.00
1011972	Vendor Continued Void	12/14/2021					0.00
1011973	Vendor Continued Void	12/14/2021					0.00
1011974	Vendor Continued Void	12/14/2021					0.00
1011975	Vendor Continued Void	12/14/2021					0.00
1011976	Vendor Continued Void	12/14/2021					0.00
1011977	Vendor Continued Void	12/14/2021					0.00
1011978	Vendor Continued Void	12/14/2021					0.00
1011979	Vendor Continued Void	12/14/2021					0.00
1011980	Vendor Continued Void	12/14/2021					0.00
1011981	Vendor Continued Void	12/14/2021					0.00
1011982	Vendor Continued Void	12/14/2021					0.00
1011983	Vendor Continued Void	12/14/2021					0.00
1011984	Vendor Continued Void	12/14/2021					0.00
1011985	Vendor Continued Void	12/14/2021					0.00
1011986	Vendor Continued Void	12/14/2021					0.00
1011987	Vendor Continued Void	12/14/2021					0.00
1011988	Vendor Continued Void	12/14/2021					0.00
1011989	AMAZON	12/14/2021	119R-Y3WP-MVTQ	SUPPLIES	2122200126	244.40	19,631.65
10E200	1200 4000 50 000000			EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./SUPPLIES AND M		244.40	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
10E200	1200 4000 50 000000		11F4-LN79-RJVC	SUPPLIES	2122200137	136.98	
			EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./SUPPLIES AND M			136.98	
10E040	1100 4000 50 000000		133F-PYMH-FJ1J	Sporting goods/gym supplies	402200091	186.98	
			EDUCATION FUND/INDIAN TRAIL/REGULAR PROGRAMS/SUPPLIES A			186.98	
10E010	1100 4000 63 000000		133F-PYMH-HKCR	BR/RESOURCE MANIPULATIVES FOR STUDENTS	102200057	67.80	
			EDUCATION FUND/BRAESIDE/REGULAR PROGRAMS/SUPPLIES AND M			67.80	
10E200	2210 4000 56 000000		134C-PCHP-YW7C	2021-2022 - SUPPLIES AND MATERIALS - STEM/CMA	2102200124	89.99	
			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN			89.99	
10E040	1100 4000 50 000000		13CT-W4VN-6JD7	Classroom supplies	402200084	68.00	
			EDUCATION FUND/INDIAN TRAIL/REGULAR PROGRAMS/SUPPLIES A			68.00	
10E040	1100 4000 62 000000		13P3-JNPD-G4C1	Handbells and Expo Markers	402200092	432.59	
10E040	1100 4000 50 000065			EDUCATION FUND/INDIAN TRAIL/REGULAR PROGRAMS/SUPPLIES A		69.21	
				EDUCATION FUND/INDIAN TRAIL/REGULAR PROGRAMS/SUPPLIES A		363.38	
10E200	1200 4000 50 000000		13QW-W6WV-WJQG	SUPPLIES	2122200082	87.01	
			EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./SUPPLIES AND M			87.01	
10E060	1100 4000 50 000000		13VQ-XJFJ-QLDK	DAY OF GIVING SUPPLIES NEEDED FOR ADVISORY/CC/NW	602200103	65.51	
			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND			65.51	
10E200	2210 4000 35 000000		144Y-MVTQ-G6C9	2021-2022 - SUPPLIES AND MATERIALS - PD	2102200114	68.12	
			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN			68.12	
10E010	1100 4000 63 000000		1469-73CV-7Q3N	BR/CLASSROOM SUPPLY - ELECTRIC PENCIL SHARPENER STUDENTS NEED	102200056	26.00	
			EDUCATION FUND/BRAESIDE/REGULAR PROGRAMS/SUPPLIES AND M			26.00	
			14L7-JLF9-4YQQ	CAR PHONE HOLDER MOUNT FOR	2202200510	26.89	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
20E200	2540 4000 65 000000			DASHBOARD OR WINDSHIELD; ORDERED FOR STAN PAIC			
				OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		26.89	
10E070	1100 4000 50 000000		163K-PX7L-43X3	SOCIAL WORK/OT	702200091	111.34	
				EDUCATION FUND/OAK TERRACE/REGULAR PROGRAMS/SUPPLIES AN		111.34	
10E200	2520 4000 50 000000		16G6-NPC6-6R1H	BILL MONEY	2502200243	1,035.11	
				COUNTING MACHINE			
10E200	2520 5000 90 000000			EDUCATION FUND/DISTRICT WIDE/FISCAL SERVICES/SUPPLIES A		343.42	
				EDUCATION FUND/DISTRICT WIDE/FISCAL SERVICES/CAPITAL OU		691.69	
10E200	2210 4000 56 000000		16TX-C3F9-6XKQ	2021-2022 - SUPPLIES AND MATERIALS - CMA/STEM	2102200098	53.96	
				EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		53.96	
10E060	1100 4000 50 000000		179Q-TMVV-KLFQ	CLEANING SUPPLY NEEDED FOR FURNITURE/NW/MR	602200086	11.98	
				EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND		11.98	
10E020	1100 4000 50 000000		17C6-6JNM-6WN9	GENERAL STAFF SUPPLIES/EW	202200075	127.83	
				EDUCATION FUND/EDGEWOOD/REGULAR PROGRAMS/SUPPLIES AND M		127.83	
10E200	1200 4000 50 000000		17HN-LQK9-QM7X	SUPPLIES	2122200170	73.71	
				EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./SUPPLIES AND M		73.71	
10E200	1100 4000 50 192004		17M9-QCLX-C66T	2021-2022 - SUPPLIES AND MATERIALS - DAY OF GIVING - FOUNDATION GRANT	2102200126	251.34	
				EDUCATION FUND/DISTRICT WIDE/REGULAR PROGRAMS/SUPPLIES		251.34	
20E200	2540 4000 65 000000		17NP-6G4J-4VWV	SUPPLIES FOR OPERATIONS DEPARTMENT	2202200479	97.75	
				OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		97.75	
10E200	2210 4000 56 000000		17Q9-HF66-9713	2021-2022 - SUPPLIES AND MATERIALS - CMA/STEM	2102200122	57.00	
				EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		57.00	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
10E200	1200 4000 50 000000		17QG-NN1Y-V61D	SUPPLIES	2122200169	69.94	
			EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./SUPPLIES AND M			69.94	
10E200	1200 4000 50 000000		19QF-GGFX-J941	SUPPLIES	2122200164	65.99	
			EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./SUPPLIES AND M			65.99	
10E040	1100 4000 50 000000		19T6-CMJQ-NXMX	C batteries	402200089	54.12	
			EDUCATION FUND/INDIAN TRAIL/REGULAR PROGRAMS/SUPPLIES A			54.12	
10E060	1100 4000 50 000000		1C41-NC31-PDYF	ITEMS FOR STUDENT IN SW PER AP MR/MR/NW	602200105	31.26	
			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND			31.26	
10E200	2210 4000 35 000000		1C79-QFYK-KDLK	2021-2022 - SUPPLIES AND MATERIALS - PD	2102200096	173.17	
			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN			173.17	
10E120	1125 4000 50 000000		1C9P-K7TY-W6J3	GENERAL SUPPLIES	1202200035	421.35	
			EDUCATION FUND/GREEN BAY SCHOOL/PREK REGULAR/SUPPLIES A			421.35	
10E040	1100 4000 50 000000		1D47-YH6X-Y94K	Sidewalk chalk and sticky tac	402200083	38.43	
			EDUCATION FUND/INDIAN TRAIL/REGULAR PROGRAMS/SUPPLIES A			38.43	
10E090	1100 4000 50 000000		1FD7-N7VG-3GKW	SCHOOL SUPPLIES	902200062	18.58	
			EDUCATION FUND/RED OAK/REGULAR PROGRAMS/SUPPLIES AND MA			18.58	
10E200	2210 4000 57 000000		1FGN-F13P-VFKT	2021-2022 - SUPPLIES AND MATERIALS - SCIENCE	2102200101	15.49	
			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN			15.49	
10E200	2210 4000 57 000000		1FJ4-F7JV-MXKX	2021-2022 - SUPPLIES AND MATERIALS - SCIENCE	2102200115	60.95	
			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN			60.95	
10E200	2210 4000 35 000000		1G1G-TVC6-N7HW	2021-2022 - SUPPLIES AND MATERIALS - PD	2102200136	51.03	
			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN			51.03	
10E200	1200 4000 50 000000		1H9F-6C9V-46F6	SUPPLIES	2122200108	316.32	
			EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./SUPPLIES AND M			316.32	
			1HJ7-F1KQ-HCRJ	(2) POWER SONIC	2202200313	79.98	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
10E040	2540 3000 38 000067			PS-12180NB BATTERIES FOR THE FIRE PANEL @ INDIAN TRAIL GREEN HOUSE; ORDERED FOR TOM SPELLMAN			
			EDUCATION FUND/INDIAN TRAIL/OPER. & MAINT./PURCHASED SE			79.98	
			1HL1-7NW3-XR9N	BR/BUILDING SUPPLIES FOR IMC TEACHER, STAFF AND CUSTODIAN	102200054	31.75	
10E010	1100 4000 50 000000		EDUCATION FUND/BRAESIDE/REGULAR PROGRAMS/SUPPLIES AND M			31.75	
			1HTT-KQP9-JYFD	2021-2022 - SUPPLIES AND MATERIALS - STEM/CMA	2102200135	14.99	
10E200	2210 4000 56 000000		EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN			14.99	
			1HTT-KQP9-VNGR	GENERAL SUPPLY ITEMS FOR SCHOOL STORE/EW	202200076	28.99	
10E020	1100 4000 50 000000		EDUCATION FUND/EDGEWOOD/REGULAR PROGRAMS/SUPPLIES AND M			28.99	
			1HV9-MG3M-H1XQ	OFFICE SUPPLY: OIL DIFFUSER OK TO PAY	2202200560	29.33	
20E200	2540 4000 50 000000		OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI			29.33	
			1JG9-LQ33-Q9G9	CLASSROOM SUPPLY ORDER FOR 21-22SY/NC/NW	602200091	32.70	
10E060	1100 4000 50 000000		EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND			32.70	
			1JT4-RYQ1-M3NF	SUPPLIES	2122200117	91.96	
10E200	1200 4000 50 000000		EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./SUPPLIES AND M			91.96	
			1JWQ-FW1W-N7Y9	AMAZON - DIA DE LOS MUERTOS ITEMS	2152200021	15.99	
10E200	3000 3000 38 490900		EDUCATION FUND/DISTRICT WIDE/COMMUNITY SVC/PURCHASED SE			15.99	
			1K4J-QDNP-PDC1	SUPPLIES	2122200159	346.29	
10E200	1200 4000 50 000000		EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./SUPPLIES AND M			346.29	
			1K4J-QDNP-Q9JM	CLASSROOM SUPPLY ORDER FOR 21-22SY/KC&MS/NW	602200092	82.82	
10E060	1100 4000 50 000000		EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND			82.82	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
			1KD7-K17R-T6MP	AMAZON/STUDENT SUPPORT ITEMS/WT	1102200063	31.79	
10E110	1100 4000 50 000000		EDUCATION FUND/WAYNE THOMAS/REGULAR PROGRAMS/SUPPLIES A			31.79	
			1KJK-7N1L-44YG	2021-2022 - SUPPLIES AND MATERIALS - FOUNDATION GRANT	2102200127	700.00	
10E200	1100 4000 50 192004		EDUCATION FUND/DISTRICT WIDE/REGULAR PROGRAMS/SUPPLIES			700.00	
			1KY9-TFYH-Q1JN	SUPPLIES	2122200101	647.00	
10E200	1200 4000 50 000000		EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./SUPPLIES AND M			647.00	
			1KYY-DC93-6TXG	Batteries	402200088	64.13	
10E040	1100 4000 50 000000		EDUCATION FUND/INDIAN TRAIL/REGULAR PROGRAMS/SUPPLIES A			64.13	
			1L7L-6CR4-MTKH	CLASSROOM SUPPLY ORDER FOR GUTIERREZ/ID/NW	602200102	13.85	
10E060	1100 4000 50 000000		EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND			13.85	
			1L9D-Y73V-DQFR	(3) DICKIES DUCK DUNGAREES CARPENTER WORK PANTS FOR JAVIER ARRAIAGA; (1) DYMO LABEL PRINTER FOR SUSANA RABIN IN THE OPERATIONS DEPARTMENT	2202200523	332.53	
20E200	2540 4000 65 000000		OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI			332.53	
			1LCQ-H13Y-77YX	SUPPLIES	2122200083	966.69	
10E200	1200 4000 50 000000		EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./SUPPLIES AND M			966.69	
			1LTW-FLGW-X319	SUPPLIES	2122200090	73.79	
10E200	1200 4000 50 000000		EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./SUPPLIES AND M			73.79	
			1N4D-RHTT-3YKJ	SUPPLIES - SAIL	2122200085	1,223.25	
10E200	1200 4000 50 000000		EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./SUPPLIES AND M			1,223.25	
			1NDH-TN73-9T1L	2021-2022 SUPPLIES AND MATERIALS - PD	2102200129	648.75	
10E200	2210 4000 35 000000		EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN			648.75	
			1NMQ-TLG4-69TG	SUPPLIES	2122200167	316.68	
10E200	1200 4000 50 000000		EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./SUPPLIES AND M			316.68	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
			1NMQ-TLG4-9KDY	BR/TAPE FOR TEACHERS AND BUILDING STAFF	102200061	37.99	
10E010	1100 4000 63 000000			EDUCATION FUND/BRAESIDE/REGULAR PROGRAMS/SUPPLIES AND M		37.99	
			1NRL-PHCL-CYMT	SUPPLIES FOR THE OPERATIONS DEPARTMENT	2202200473	268.47	
20E200	2540 4000 65 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		268.47	
			1P1C-LFJ1-G6F7	2021-2022 - SUPPLIES AND MATERIALS - STEM	2102200097	11.57	
10E200	2210 4000 56 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		11.57	
			1P7P-DGNT-MMWQ	SUPPLIES	2122200094	337.74	
10E200	1200 4000 50 000000			EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./SUPPLIES AND M		337.74	
			1PMN-QF3H-J4GJ	GENERAL SUPPLIES	1202200038	395.31	
10E120	1125 4000 50 000000			EDUCATION FUND/GREEN BAY SCHOOL/PREK REGULAR/SUPPLIES A		395.31	
			1PWV-3QPL-TG6R	SUPPLIES	2122200095	289.07	
10E200	1200 4000 50 000000			EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./SUPPLIES AND M		289.07	
			1PX6-MHKD-TKHH	2021-2022 - SUPPLIES AND MATERIALS - PD	2102200134	55.30	
10E200	2210 4000 35 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		55.30	
			1PX7-JGQ3-9GLM	2021-2022 - SUPPLIES AND MATERIALS - STEM/CMA	2102200110	171.95	
10E200	2210 4000 56 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		171.95	
			1Q6G-3C9Q-P3T9	OFFICE SUPPLY FOR OPERATIONS DEPARTMENT	2202200531	26.94	
20E200	2540 4000 65 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		26.94	
			1QGQ-VKKC-7NYH	TELEPHONE REPAIR	5552200156	45.98	
10E200	2220 3000 42 000000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/PURCHASED SERVIC		45.98	
			1QQ1-CXFN-Y3J9	SUPPLIES FOR THE OPERATIONS DEPARTMENT	2202200489	215.74	
20E200	2540 4000 65 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		215.74	
			1QYR-1PPP-397C	SUPPLIES AND MATERIALS -	2102200140	33.98	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
				LIBRARY			
10E200	2210 4000 60 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		33.98	
			1R6W-CM9H-7XPM	GENERAL SUPPLIES	1202200033	743.61	
10E120	1125 4000 50 000000			EDUCATION FUND/GREEN BAY SCHOOL/PREK REGULAR/SUPPLIES A		743.61	
			1R74-NMCP-HTWG	SUPPLIES - SAIL	2122200085	159.74	
10E200	1200 4000 50 000000			EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./SUPPLIES AND M		159.74	
			1RDM-KJ1R-HP47	2021-2022 SUPPLIES AND MATERIALS - CMA/STEM	2102200092	203.95	
10E200	2210 4000 56 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		203.95	
			1RNJ-3WPT-NRFP	WATER BOTTLES FOR SPECIAL EDUC DEPARTMENT/MR/NW	602200087	16.98	
10E060	1100 4000 50 000000			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND		16.98	
			1RRQ-N69L-RXY9	PBIS REPLENISHMENT ORDER FOR HUSKY HUT/NB/NW	602200099	264.75	
10E060	1100 4000 50 000000			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND		264.75	
			1RWK-6TF7-7LPV	LIBRARY SUPPLIES	902100076	19.94	
10E090	1100 4000 50 000000			EDUCATION FUND/RED OAK/REGULAR PROGRAMS/SUPPLIES AND MA		19.94	
			1RWL-ND4J-1T6P	2021-2022 - SUPPLIES AND MATERIALS - FOUNDATION GRANT - DAY OF GIVING	2102200130	758.23	
10E200	1100 4000 50 192004			EDUCATION FUND/DISTRICT WIDE/REGULAR PROGRAMS/SUPPLIES		758.23	
			1RXX-XTXK-Q3J1	HDMI CABLE FOR LIBRARY REPLACEMENT/EH/NW	602200106	13.76	
10E060	1100 4000 63 000000			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND		13.76	
			1RYL-JPNL-G1KL	ADAPTIVE PE SUPPLIES	2122200168	1,735.99	
10E200	1200 4000 50 000000			EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./SUPPLIES AND M		1,735.99	
			1TH7-G16H-JN7X	2021-2022 SUPPLIES AND MATERIALS - STEM/CMA	2102200133	24.01	
10E200	2210 4000 56 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		24.01	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
			1TL1-XCJG-FQ9W	Cardea Child Safety Door Finger Pinch Guard Hinge Protector for The Front of The Door - White FOR BRAESIDE; ORDERED FOR STAN PAIC	2202200462	99.99	
20E010	2540 4000 65 000000			OPERATIONS & MAINTENANCE FUND/BRAESIDE/OPER. & MAINT./S		99.99	
			1TX4-T4GM-WCXD	(30) HEPA REPLACEMENT FILTERS FOR AIR PURIFIERS; DISTRICT WIDE; ORDERED FOR ALFREDO JURADO	2202200402	1,585.00	
20E200	2540 4203 50 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		834.00	
20E100	2540 4000 65 000000			OPERATIONS & MAINTENANCE FUND/SHERWOOD/OPER. & MAINT./S		751.00	
			1VDW-J7RX-1VRT	AMAZON/ORANGE FROG/WT	1102200062	53.96	
10E110	1100 4000 50 000000			EDUCATION FUND/WAYNE THOMAS/REGULAR PROGRAMS/SUPPLIES A		53.96	
			1VY6-MDT3-PVJT	INSTRUCTIONAL CLASSROOM SUPPLIES.	902200063	49.71	
10E090	1100 4000 50 000000			EDUCATION FUND/RED OAK/REGULAR PROGRAMS/SUPPLIES AND MA		49.71	
			1WWN-X9LN-DF7N	2021-2022 - SUPPLIES AND MATERIALS - STEM/CMA	2102200109	5.20	
10E200	2210 4000 56 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		5.20	
			1X19-WD39-MLWY	GENERAL SUPPLIES	1202200036	99.60	
10E120	1125 4000 50 000000			EDUCATION FUND/GREEN BAY SCHOOL/PREK REGULAR/SUPPLIES A		99.60	
			1X1L-V1W7-1JLD	SUPPLIES AND MATERIALS - CMA/STEM	2102200139	102.88	
10E200	2210 4000 56 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		102.88	
			1X44-GDRM-N743	BUSINESS OFFICE GENERAL OFFICE SUPPLIES	2502200195	53.04	
10E200	2520 4000 50 000000			EDUCATION FUND/DISTRICT WIDE/FISCAL SERVICES/SUPPLIES A		53.04	
			1X63-QKX3-NCVP	SUPPLY NEEDED FOR	602200100	219.49	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
10E060	1100 4000 50 000000			DAY OF GIVING/CC/NW EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND		219.49	
			1XJ6-WF4Q-6JHK	2021-2022 - SUPPLIES AND MATERIALS - CMA/STEM	2102200094	53.73	
10E200	2210 4000 56 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		53.73	
			1XQ4-3MT1-KRCY	CLASSROOM SUPPLY ORDER FOR HOLSEN/SH/NW	602200084	63.78	
10E060	1100 4000 50 000000			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND		63.78	
			1XWD-VNFV-VNV6	2021-2022 - SUPPLIES AND MATERIALS - CMA/STEM	2102200142	89.99	
10E200	2210 4000 56 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		89.99	
			1Y7Q-RPQP-1YHW	PBIS REPLENISHMENT ORDER FOR HUSKY HUT/NB/NW	602200099	20.99	
10E060	1100 4000 50 000000			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND		20.99	
			1Y7Q-RPQP-JM6X	SCHOOL SUPPLIES	902200062	306.92	
10E090	1100 4000 50 000000			EDUCATION FUND/RED OAK/REGULAR PROGRAMS/SUPPLIES AND MA		306.92	
			1YK4-H7RY-44MY	SUPPLIES	2122200148	107.20	
10E200	1200 4000 50 000000			EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./SUPPLIES AND M		107.20	
			1YRL-WYN3-HN1H	ELECTRIC PRESSURE WASHER TO WASH SALT OFF TRUCK AFTER USE; ORDERED FOR EFRAIN PERNILLO	2202200527	129.99	
20E200	2540 4000 65 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		129.99	
			1YV1-6QYF-G3GL	RECESS EQUIPMENT/EW	202200061	256.38	
10E020	1100 4000 50 000000			EDUCATION FUND/EDGEWOOD/REGULAR PROGRAMS/SUPPLIES AND M		256.38	
			1YXL-DCPV-NFMR	BINS NEEDED IN OFFICE FOR MEETINGS/MR/NW	602200088	60.66	
10E060	1100 4000 50 000000			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND		60.66	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
			1YY6-DYXG-VL3V	2021-2022 - SUPPLIES AND MATERIALS - STEM/CMA	2102200112	31.96	
10E200	2210 4000 56 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		31.96	
1011990	AMERICAN MESSAGING***	12/14/2021	U1124151VK	PAGING SS FROM 11/1/21 TO 11/31/21 OK TO PAY	2202200554	230.90	230.90
20E200	2540 3261 42 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		230.90	
1011991	AMSCO ENGINEERING INC.	12/14/2021	2019015.F	LEED COMMISSIONING SERVICES FOR THE NORTHWOOD MIDDLE SCHOOL ADDITIONS AND RENOVATIONS, FEE FOR LEED V4 FUNDEMENTAL COMMISSIONING SERVICES FEE FOR LEED V4 ENHANCED OPTION 1 PATH 1 COMMISSIONING SERVICES, INVOICE NUMBER 2019015.F, OK TO PAY	2202200579	11,250.00	11,250.00
61E200	2540 5000 96 000000			NW CONSTRUCTION ACCOUNT/DISTRICT WIDE/OPER. & MAINT./CA		11,250.00	
1011992	ANDERSON LOCK	12/14/2021	1078869	EMERGENCY; WEATHER STRIPPING FOR DOORS AT RAVINIA SCHOOL; ORDERED BY STAN PAIC; INVOICE NUMBER 1078869; OK TO PAY	2202200573	562.59	562.59
20E080	2540 3210 31 000000			OPERATIONS & MAINTENANCE FUND/RAVINIA/OPER. & MAINT./WI		562.59	
1011993	ANDY FRAIN SERVICES, INC.	12/14/2021	310186	CROSSING GUARD AND SUPERVISION SERVICES FOR OCTOBER 2021; INVOICE NUMBER 310186; OK TO PAY	2202200576	25,572.96	25,572.96
20E200	2540 3000 38 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		25,572.96	
1011994	ANTHONY ROOFING, LTD.	12/14/2021	S69004556	QUOTE; REPAIR ROOF LEAK	2202200385	368.60	368.60

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
				(OUTSIDE OF CONFERENCE ROOM) @ INDIAN TRAIL; TIME & MATERIAL SHEET ATTACHED; (PRICE WILL CHANGE DEPENDING ON LABOR & MATERIAL).			
20E040	2540 3209 31 000000			OPERATIONS & MAINTENANCE FUND/INDIAN TRAIL/OPER. & MAIN		368.60	
1011995	APPLE COMPUTER, INC	12/14/2021	AG20092021	REPAIR PARTS, OPEN PO	5552200015	99.00	99.00
10E200	2220 4000 31 000000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/SUPPLIES AND MAT		99.00	
1011996	APPLE, INC.	12/14/2021	AG21602422	CAPITAL OUTLAY, NEW EQUIPMENT, OPERATIONS	5552200122	2,588.00	2,588.00
20E200	2540 5000 90 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		2,588.00	
1011997	BANNER PLUMBING SUPPLY CO, INC	12/14/2021	2782655	BANNER PLUMBING BPO	2502200027	1,461.00	1,461.00
20E200	2540 4208 50 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		1,461.00	
1011998	BARNES & NOBLE INC.	12/14/2021	4186631	2021-2022 - SUPPLIES AND MATERIALS - INSTRUCTIONAL	2102200059	22.15	43.73
10E200	2210 4000 50 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		22.15	
			4188473	2021-2022 - SUPPLIES AND MATERIALS - INSTRUCTIONAL	2102200059	21.58	
10E200	2210 4000 50 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		21.58	
1011999	PAUL BASBAGILL	12/14/2021	11022021	PAYMENT NEEDED FOR BASKETBALL REFEREE FOR 2 GAMES/MT/NW	602200095	110.00	110.00
10E060	1100 4000 50 000000			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND		110.00	
1012000	BENDI INVESTMENTS LLC	12/14/2021	10134	CONSULTANTS	5552200042	2,500.00	23,881.00
10E200	2220 3000 34 000000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/PURCHASED SERVIC		2,500.00	
			10140	PURCHASED SERVICES	2122200173	21,381.00	
10E200	1200 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./PURCHASED SERV		21,381.00	
1012001	THE BOOK STALL	12/14/2021	384480	2021-2022 -	2102200118	287.84	493.29

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
10E200	2210 4000 60 421000			SUPPLIES AND MATERIALS - LIBRARY - ESSER		287.84	
			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN				
			386046	2021-2022 -	2102200131	205.45	
				SUPPLIES AND MATERIALS - LIBRARY			
10E200	2210 4000 60 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		205.45	
1012002	BRETT WINANDY INC.	12/14/2021	835	PROPOSAL NUMBER 187; HANG NEW DOOR FOR STORAGE CLOSET LABOR W/MATERIALS @ ELM PLACE	2202200445	1,039.80	2,317.30
20E030	2540 3201 31 000000			OPERATIONS & MAINTENANCE FUND/ELM PLACE/OPER. & MAINT./		1,039.80	
			836	PROPOSAL NUMBER 188; INSTALL GLASS IN OFFICE DOOR @ GREEN BAY	2202200446	212.50	
20E120	2540 3202 31 000000			OPERATIONS & MAINTENANCE FUND/GREEN BAY SCHOOL/OPER. &		212.50	
			841	INSTALL NEW 1/2 INCH SURFACE MOUNT HINGES ON OFFICE DOORS AT BRAESIDE, PROPOSAL NUMBER 185	2202200021	1,065.00	
20E010	2540 3201 31 000000			OPERATIONS & MAINTENANCE FUND/BRAESIDE/OPER. & MAINT./G		1,065.00	
1012003	BURRIS EQUIPMENT CO	12/14/2021	SW1005107-1	EMERGENCY KUBOTA REPAIR FOR NORTHWOOD/WAYNE THOMAS KUBOTA; (TAKEN IN BY GREG RILEY); INVOICE NUMBER SW1005107; OK TO PAY	2202200585	1,164.65	1,164.65
20E200	2540 3213 31 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		1,164.65	
1012004	LINDA BYRNE KNAPP	12/14/2021	12047	REFUND FOOD SERVICE ACCOUNT BALANCE FOR: OLIEVA KNAPP	2502200232	22.70	22.70
10E200	2560 3000 41 000000			EDUCATION FUND/DISTRICT WIDE/FOOD SERVICE/PURCHASED SER		22.70	

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1012005	CERDANT	12/14/2021	61888	SOFTWARE/SITE LICENSE	5552200157	6,284.25	6,284.25
10E200	2220 3000 80 000000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/PURCHASED SERVIC		6,284.25	
1012006	CESO COMMUNICATIONS, LLC	12/14/2021	1366	PURCHASED SERVICES/SCHROEDER	2002200022	1,000.00	1,000.00
10E200	2642 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/PERSONNEL/PURCHASED SERVIC		1,000.00	
1012007	TRACE CHASE	12/14/2021	120220021	BASKETBALL REFEREE/EW	202200085	810.00	810.00
10E020	1100 3000 38 000000			EDUCATION FUND/EDGEWOOD/REGULAR PROGRAMS/PURCHASED SERV		810.00	
1012008	CHICAGO TRIBUNE	12/14/2021	CU00229550	PURCHASED SERVICES/GLENN	2602200014	29.45	29.45
10E200	2630 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/INFORMATION SERVICES/PURCH		29.45	
1012009	CITY OF HIGHLAND PARK	12/14/2021	00317911042021	PAST DUE WATER BILL FOR: GREEN HOUSE, LAND, IT, EW, EP, EP/P LAYG GB, LINC, BRAE SS ON 11/4/21 OK TO PAY	2202200555	1,153.32	1,240.85
20E200	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		174.59	
20E010	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/BRAESIDE/OPER. & MAINT./P		63.14	
20E040	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/INDIAN TRAIL/OPER. & MAIN		104.83	
20E050	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/LINCOLN/OPER. & MAINT./PU		75.18	
20E120	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/GREEN BAY SCHOOL/OPER. &		194.53	
10E040	2540 3000 38 000067			EDUCATION FUND/INDIAN TRAIL/OPER. & MAINT./PURCHASED SE		541.05	
			026495112021	WATER SEWER BILL FOR LINCOLN S FROM 8/1/21 TO 10/31/21 OK TO PAY	2202200525	87.53	
20E050	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/LINCOLN/OPER. & MAINT./PU		87.53	
1012010	COMCAST BUSINESS+++	12/14/2021	133383918	DISTRICT WIDE INTERNET SERVICE - OPEN PO - FY22	5552200038	16,439.51	16,439.51
10E200	2220 3261 42 000000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/PHONE SECURITY/N		16,439.51	
1012011	COMMONWEALTH EDISON	12/14/2021	015503911512072021	ELECTRICITY MONTHLY INVOICES FOR: EP, EW, GREENHOUSE SS ON 10/21/21 TO 11/19/21 OK TO PAY	2202200568	1,467.73	1,467.73
20E020	2540 4000 69 000000			OPERATIONS & MAINTENANCE FUND/EDGEWOOD/OPER. & MAINT./S		326.01	

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20E030	2540 4000 69 000000			OPERATIONS & MAINTENANCE FUND/ELM PLACE/OPER. & MAINT./		995.94	
10E040	2540 3000 38 000067			EDUCATION FUND/INDIAN TRAIL/OPER. & MAINT./PURCHASED SE		145.78	
1012012	CONNECTION'S ACADEMY EAST	12/14/2021	8996	PRIVATE SCHOOL TUITION - NOV2021 - E.L. - INV#8996	2122200179	4,948.20	13,470.10
10E200	1912 6700 40 000000			EDUCATION FUND/DISTRICT WIDE/SP ED TUITION; PRIV FACILI		4,948.20	
			8997	PRIVATE SCHOOL TUITION - NOV2021 - I.H. - INV#8997	2122200178	3,573.70	
10E200	1912 6700 40 000000			EDUCATION FUND/DISTRICT WIDE/SP ED TUITION; PRIV FACILI		3,573.70	
			8998	PRIVATE SCHOOL TUITION - NOV2021 - S.Q. - INV#8998	2122200180	4,948.20	
10E200	1912 6700 40 000000			EDUCATION FUND/DISTRICT WIDE/SP ED TUITION; PRIV FACILI		4,948.20	
1012013	CONNECTIONS DAY SCHOOL SOUTH C	12/14/2021	29207	PRIVATE SCHOOL TUITION - NOVEMBER2021 - Y.H. - INVOICE #29207	2122200176	7,298.28	7,298.28
10E200	1912 6700 40 000000			EDUCATION FUND/DISTRICT WIDE/SP ED TUITION; PRIV FACILI		7,298.28	
1012014	CONSOLIDATED FLOORING OF CHICA	12/14/2021	31897	INSTALLATION OF CARPET LABOR & WALL BASE AT LINCOLN; SUSANA'S NEW OFFICE, PER CHARLIE PRIVETT; OK TO PAY	2202200518	1,507.00	1,507.00
20E050	2540 3211 31 000000			OPERATIONS & MAINTENANCE FUND/LINCOLN/OPER. & MAINT./FL		1,507.00	
1012015	THE COVE SCHOOL	12/14/2021	SD112-1121A	PRIVATE SCHOOL TUITION - NOVEMBER 2021	2122200174	20,610.06	20,610.06
10E200	1912 6700 40 000000			EDUCATION FUND/DISTRICT WIDE/SP ED TUITION; PRIV FACILI		20,610.06	
1012016	CHRIS CURRY	12/14/2021	11162021	BASKETBALL REFEREE/EW	202200082	110.00	110.00
10E020	1100 3000 38 000000			EDUCATION FUND/EDGEWOOD/REGULAR PROGRAMS/PURCHASED SERV		110.00	
1012017	MICHELLE DEBROCKE	12/14/2021	202944	REFUND FOOD SERVICE ACCOUNT BALANCE FOR: SAWYER NELSON	2502200233	36.50	36.50
10E200	2560 3000 41 000000			EDUCATION FUND/DISTRICT WIDE/FOOD SERVICE/PURCHASED SER		36.50	
1012018	DEFRANCO PLUMBING INC	12/14/2021	29943	QUOTE OFF RATE	2202200451	696.50	1,064.68

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
20E050	2540 3208 31 000000			SHEET; RODDING WASHING MACHINE AT LINCOLN; (PRICE WILL CHANGE DEPENDING ON LABOR & MATERIAL).		696.50	
			30027	OPERATIONS & MAINTENANCE FUND/LINCOLN/OPER. & MAINT./PL			
				QUOTE FOR TIME AND MATERIAL OFF RATE SHEET; REPAIR LEAK IN HALLWAY BETWEEN ROOM 102 AND 104 AT WAYNE THOMAS; (PRICE WILL CHANGE DEPENDING ON TIME FOR LABOR & MATERIAL).	2202200471	368.18	
20E110	2540 3208 31 000000			OPERATIONS & MAINTENANCE FUND/WAYNE THOMAS/OPER. & MAIN		368.18	
1012019	DEMCO, INC.***	12/14/2021	1973419	LIBRARY ORDER FROM DEMCO/EH/NW	602200061	942.84	2,133.10
10E060	1100 4000 63 000000			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND		942.84	
			2459886	DEMCO ORDER BEING PLACED BY LIBRIAN/EH/NW	602200101	518.89	
10E060	1100 4000 63 000000			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND		518.89	
			7028740	2021-2022 - SUPPLIES AND MATERIALS - LIBRARY	2102200106	179.37	
10E200	2210 4000 60 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		179.37	
			7042520	Rolls of paper for teacher workroom	402200082	492.00	
10E040	1100 4000 50 000000			EDUCATION FUND/INDIAN TRAIL/REGULAR PROGRAMS/SUPPLIES A		492.00	
1012020	DIGITAL PAPER SOLUTIONS, INC.*	12/14/2021	0555694	PURCHASED SERVICES - SPED RECORDS	2122200023	468.00	4,531.41
10E200	1200 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./PURCHASED SERV		468.00	
			0555719	PURCHASED SERVICES	2122200165	4,063.41	
10E200	1200 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./PURCHASED SERV		4,063.41	

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1012021	DISTRICT MANAGEMENT GROUP	12/14/2021	25088	DM BREAKTHROUGH RESULTS TEAMS FOR DL -PRELAUNCH RESEARCH & ANALYSIS FEE (DISCOUNTED)	2302200046	12,500.00	12,500.00
10E200	1100 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/REGULAR PROGRAMS/PURCHASED		12,500.00	
1012022	CAREY DOWDLE	12/14/2021	11042021	BASKETBALL REFEREE/EW	202200083	380.00	380.00
10E020	1100 3000 38 000000			EDUCATION FUND/EDGEWOOD/REGULAR PROGRAMS/PURCHASED SERV		380.00	
1012023	ENCOURAGING ARTS INC	12/14/2021	16231	SCHOOL SIGNS	902200060	5,805.00	5,805.00
10E090	1100 4000 50 000000			EDUCATION FUND/RED OAK/REGULAR PROGRAMS/SUPPLIES AND MA		5,805.00	
1012024	ENVIROMENTAL FUTURES, INC	12/14/2021	21-1597	WATER FILTER FOR GB/DO STAFF	5552200149	468.00	2,340.00
10E200	2570 4000 50 000000			EDUCATION FUND/DISTRICT WIDE/INTERNAL SER./SUPPLIES AND		468.00	
			21-2469	WATER FILTER FOR GB/DO STAFF	5552200149	468.00	
10E200	2570 4000 50 000000			EDUCATION FUND/DISTRICT WIDE/INTERNAL SER./SUPPLIES AND		468.00	
			21-2752	WATER FILTER FOR GB/DO STAFF	5552200149	468.00	
10E200	2570 4000 50 000000			EDUCATION FUND/DISTRICT WIDE/INTERNAL SER./SUPPLIES AND		468.00	
			21-2960	WATER FILTER FOR GB/DO STAFF	5552200149	468.00	
10E200	2570 4000 50 000000			EDUCATION FUND/DISTRICT WIDE/INTERNAL SER./SUPPLIES AND		468.00	
			21/2751	WATER FILTER FOR GB/DO STAFF	5552200149	468.00	
10E200	2570 4000 50 000000			EDUCATION FUND/DISTRICT WIDE/INTERNAL SER./SUPPLIES AND		468.00	
1012025	ERIKSSON ENGINEERING ASSOC	12/14/2021	24329	PROVIDE PROFESSIONAL CVIL ENGINEERING SERVICES AND PERMITTING IN CONNECTION WITH THE CONSTRUCTION OF NEW, TEMPORARY MOBILE CLASSROOM AT ELM PLACE AND SHERWOOD; NOT TO EXCEED \$17,250	2202101548	13,808.75	13,808.75
20E200	2540 3235 34 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		13,808.75	
1012026	Vendor Continued Void	12/14/2021					0.00

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1012027	ESSCOE,LLC	12/14/2021	48187	QUOTE; INVESTIGATE ISSUE WITH CALLING INDIVIDUAL CLASSROOMS THROUGH INTERCOM HAS INCORRECT ROOM NUMBERS @ BRAESIDE	2202200284	370.00	805.00
20E010	2540 3216 31 000000			OPERATIONS & MAINTENANCE FUND/BRAESIDE/OPER. & MAINT./S		370.00	
			48565	CENTRAL STATION MONITORING AT OAK TERRACE; INVOICE NUMBER 48565; OK TO PAY	2202200590	135.00	
20E070	2540 3216 31 000000			OPERATIONS & MAINTENANCE FUND/OAK TERRACE/OPER. & MAINT		135.00	
			49167	QUOTE; VESTIBULE HANDICAP PADDLE NOT WORKING; TESTED AND REPLACE TRANSMITTER BATTERIES AT WAYNE THOMAS	2202200522	300.00	
20E110	2540 3216 31 000000			OPERATIONS & MAINTENANCE FUND/WAYNE THOMAS/OPER. & MAIN		300.00	
1012028	Vendor Continued Void	12/14/2021					0.00
1012029	FEDERAL EXPRESS	12/14/2021	7-516-52519	FEDEX DELIVERY SERVICE FOR PAYMENTS TO METALMASTER, GILBANE AND BERGLUND CONSTRUCTION	2502200245	113.88	426.36
10E200	2520 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/FISCAL SERVICES/PURCHASED		113.88	
			7-575-89559	FEDEX DELIVERY SERVICE FOR PAYMENTS TO PROXIMITY LEARNING, ABM, BERGLUND CONSTRUCTION, GILBANE AND METALMASTER	2502200248	305.65	
10E200	2520 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/FISCAL SERVICES/PURCHASED		305.65	
			9-611-72277	FEDEX DELIVERY	2502200245	6.83	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
10E200 2520 3000 38 000000				SERVICE FOR PAYMENTS TO METALMASTER, GILBANE AND BERGLUND CONSTRUCTION EDUCATION FUND/DISTRICT WIDE/FISCAL SERVICES/PURCHASED		6.83	
1012030	MEISELLE FESALVO	12/14/2021	202274	REFUND FOOD SERVICE ACCOUNT BALANCE FOR: GENELLE FESALVO	2502200234	7.13	7.13
10E200 2560 3000 41 000000				EDUCATION FUND/DISTRICT WIDE/FOOD SERVICE/PURCHASED SER		7.13	
1012031	Vendor Continued Void	12/14/2021					0.00
1012032	FIRST STUDENT, INC	12/14/2021	083121	BUS SERVICE FOR AUGUST; INVOICE NUMBER 083121; OK TO PAY	2202200517	209,700.31	989,024.67
40E200 2550 3401 34 000000				TRANSPORTATION FUND/DISTRICT WIDE/TRANSPORTATION/CONTRA		209,700.31	
			11754463	TRANSPORTATION SERVICES AND DISINFECTING 40 BUSES @ \$23.83; INVOICE NUMBER 11754463; FROM SEPTEMBER 1, 2021 THROUGH SEPTEMBER 30, 2021; OK TO PAY	2202200577	389,557.36	
40E200 2550 3401 34 000000				TRANSPORTATION FUND/DISTRICT WIDE/TRANSPORTATION/CONTRA		389,557.36	
			11754464	TRANSPORTATION SERVICES AND DISINFECTING 40 BUSES @ \$23.83; INVOICE NUMBER 11754464; FROM OCTOBER 1, 2021 THROUGH OCTOBER 30, 2021; OK TO PAY	2202200578	389,767.00	
40E200 2550 3401 34 000000				TRANSPORTATION FUND/DISTRICT WIDE/TRANSPORTATION/CONTRA		389,767.00	
1012033	FLECKS LANDSCAPING	12/14/2021	21101590	LANDSCAPING MONTHLY SERVICES FOR WHOLE DISTRICT SS: 10/4/21 TO	2202200567	7,668.00	7,668.00

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20E200	2540 3283 89 000000			10/30/21 INV# 21101590			
				OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		7,668.00	
1012034	FOLLETT SCHOOL SOLUTIONS, INC*	12/14/2021	1455061	SOFTWARE/SITE LICENSE	5552200098	10,416.88	10,416.88
10E200	2220 3000 80 000000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/PURCHASED SERVIC		10,416.88	
1012035	FOLLETT SCHOOL SOLUTIONS, INC*	12/14/2021	1447118	Battery Replacement for Library Scanner - #32892A DO NOT ORDER / SCHOOL WILL ORDER	402200031	43.38	1,838.53
10E040	1100 4000 50 000000			EDUCATION FUND/INDIAN TRAIL/REGULAR PROGRAMS/SUPPLIES A		43.38	
			344279F	2021-2022 - SUPPLIES AND MATERIALS - ELA - LIBRARY	2102200075	310.01	
10E200	2210 4000 60 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		310.01	
			373126	2021-2022 - SUPPLIES AND MATERIALS - LIBRARY	2102200105	1,099.52	
10E200	2210 4000 60 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		1,099.52	
			373126A	2021-2022 - SUPPLIES AND MATERIALS - LIBRARY	2102200105	385.62	
10E200	2210 4000 60 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		385.62	
1012036	FOURTH CLIFF ADVENTURE INC.	12/14/2021	1016	EMERGENCY SERVICE CALL ON A JAMMED BASKETBALL HOOP; GYM TEACHER CALLED FOR SERVICE; INVOICE NUMBER 1016; OK TO PAY	2202200582	350.00	350.00
20E060	2540 3218 31 000000			OPERATIONS & MAINTENANCE FUND/NORTHWOOD/OPER. & MAINT./		350.00	
1012037	FRANK COONEY COMPANY	12/14/2021	00228150	LEADER IN ME/ STUDENT MATERIALS ALL GRADES / WT	1102200057	247.32	247.32
10E110	1100 4000 50 000000			EDUCATION FUND/WAYNE THOMAS/REGULAR PROGRAMS/SUPPLIES A		247.32	
1012038	FRANCZEK PC	12/14/2021	208325	LEGAL SERVICES	2302200041	2,452.00	2,452.00

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				INVOICE #208325 11/17/21			
10E200	2310 3000 26 000000			EDUCATION FUND/DISTRICT WIDE/BOARD OF ED./PURCHASED SER		2,452.00	
1012039	FRAUD HOTLINE LLC	12/14/2021	7387	SERVICE NONPROFIT HOTLINE ANNUAL SUBSCRIPTION, DESCRIPTION IS ANONYMOUS AND CONFIDENTIAL REPORTING SERVICE NSSD	2502200247	250.00	250.00
10E200	2520 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/FISCAL SERVICES/PURCHASED		250.00	
1012040	TIM GALASSINI	12/14/2021	11042021	BASKETBALL REFEREE/EW	202200081	285.00	285.00
10E020	1100 3000 38 000000			EDUCATION FUND/EDGEWOOD/REGULAR PROGRAMS/PURCHASED SERV		285.00	
1012041	ELYSIA GARCIA	12/14/2021	55277	REFUND FOOD SERVICE ACCOUNT BALANCE FOR: NICOLAS GARCIA	2502200223	63.25	63.25
10E200	2560 3000 41 000000			EDUCATION FUND/DISTRICT WIDE/FOOD SERVICE/PURCHASED SER		63.25	
1012042	MARYAM GARCIA	12/14/2021	56096	REFUND FOOD SERVICE ACCOUNT BALANCE FOR: ERIC GARCIA	2502200224	11.48	11.48
10E200	2560 3000 41 000000			EDUCATION FUND/DISTRICT WIDE/FOOD SERVICE/PURCHASED SER		11.48	
1012043	GARAVENTA USA, INC	12/14/2021	52847	EMERGENCY SERVICE CALL FOR WHEELCHAIR LIFT AT INDIAN TRAIL; INVOICE NUMBER 52847; OK TO PAY	2202200580	435.00	435.00
20E040	2540 3217 31 000000			OPERATIONS & MAINTENANCE FUND/INDIAN TRAIL/OPER. & MAIN		435.00	
1012044	GBC NATIONAL SERVICE DEPT***	12/14/2021	4717910313	GENERAL SUPPLIES	1202200028	258.79	2,327.34
10E120	1125 4000 50 000000			EDUCATION FUND/GREEN BAY SCHOOL/PREK REGULAR/SUPPLIES A		258.79	
10E120	1125 4000 50 000000		4717920499	GENERAL SUPPLIES	1202200028	2,068.55	
10E120	1125 4000 50 000000			EDUCATION FUND/GREEN BAY SCHOOL/PREK REGULAR/SUPPLIES A		2,068.55	
1012045	GENERAL MECHANICAL SERVICES***	12/14/2021	SI2137428	---PROPOSAL---REPL ACEMENT OF LIBRARY COMPRESSOR PROPOSAL AT SHERWOOD	2202200233	2,885.00	2,885.00

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20E100	2540 3203 31 000000			OPERATIONS & MAINTENANCE FUND/SHERWOOD/OPER. & MAINT./H		2,885.00	
1012046	GILBANE	12/14/2021	202111-J601	EDGEWOOD RENOVATIONS; GILBANE PROJECT NUMBER J06919.200; APPLICATION NUMBER 13; INVOICE NUMBER 202110-J601; PERIOD ENDING 11/30/2021; OK TO PAY	2202200571	1,397,711.21	1,397,711.21
62E200	2540 5000 96 000000			EDGEWOOD CONSTRUCTION ACCOUNT/DISTRICT WIDE/OPER. & MAI		1,397,711.21	
1012047	W.W. GRAINGER, INC.	12/14/2021	9084549345	GRAINGER BPO	2502200028	377.80	1,140.94
20E200	2540 4000 65 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		377.80	
20E200	2540 4000 65 000000		9136369460	GRAINGER BPO	2502200028	26.41	
20E200	2540 4000 65 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		26.41	
20E200	2540 4000 65 000000		9137565868	GRAINGER BPO	2502200028	683.90	
20E200	2540 4000 65 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		683.90	
20E200	2540 4000 65 000000		9137935632	GRAINGER BPO	2502200028	52.83	
20E200	2540 4000 65 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		52.83	
1012048	GROWER EQUIPMENT & SUPPLY CO.	12/14/2021	RO-3572	EMERGENCY SNOWBLOWER REPAIR; (TAKEN IN BY GREG RILEY); INVOICE NUMBER RO-3572; OK TO PAY	2202200583	146.49	295.81
20E200	2540 3282 89 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		146.49	
20E200	2540 3282 89 000000		RO-3573	EMERGENCY SNOWBLOWER REPAIR; (TAKEN IN BY GREG RILEY); INVOICE NUMBER RO-3573; OK TO PAY	2202200584	149.32	
20E200	2540 3282 89 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		149.32	
1012049	HEARTLAND ALLIANCE CCIS	12/14/2021	19269	PURCHASED SERVICES - INTERPRETER FOR IEP MTG / PHONE	2122200162	576.37	576.37

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
10E200 1200 3000 38 000000				CALLS EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./PURCHASED SERV		576.37	
1012050	HEARTLAND BUSINESS SYSTEMS	12/14/2021	455918-H	SOFTWARE/SITE LICENSES - DATA CENTER & VEEAM - FY22	5552200091	2,331.40	19,676.29
10E200 2220 3000 80 000000				EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/PURCHASED SERVIC		2,331.40	
10E200 2220 3000 38 000000			475797-H	PURCHASED SERVICE	5552200047	3,450.00	
10E200 2220 3000 38 000000				EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/PURCHASED SERVIC		3,450.00	
10E200 2220 3000 38 000000			476692-H	PURCHASED SERVICES, OTHER	5552200131	12,825.00	
10E200 2220 3000 38 000000				EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/PURCHASED SERVIC		12,825.00	
10E200 2220 3000 80 000000			477996-H	SOFTWARE/SITE LICENSE - OPEN PO - FY22	5552200064	1,069.89	
10E200 2220 3000 80 000000				EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/PURCHASED SERVIC		1,069.89	
1012051	BEATRIZ HERNANDEZ	12/14/2021	55368	REFUND FOOD SERVICE ACCOUNT BALANCE FOR: MELANIE HERNANDEZ	2502200235	50.00	50.00
10E200 2560 3000 41 000000				EDUCATION FUND/DISTRICT WIDE/FOOD SERVICE/PURCHASED SER		50.00	
1012052	HIGHLAND PARK FORD	12/14/2021	143601	DUMP TRUCK OIL CHANGED NEED IT. SS ON 11/3/21 OK TO PAY	2202200526	52.59	170.54
20E200 2540 3213 31 000000				OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		52.59	
20E200 2540 3213 31 000000			143676	DUM TRUCK TIRE SENSOR REPAIR INV#143676 OK TO PAY	2202200512	95.59	
20E200 2540 3213 31 000000				OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		95.59	
20E200 2540 3213 31 000000			144183	WHIP BLADE X2 FOR A TRUCK INV#144183 OK TO PAY	2202200533	22.36	
20E200 2540 3213 31 000000				OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		22.36	
1012053	HODGES, LOIZZI, EISENHAMMER	12/14/2021	53564	LEGAL SERVICES INVOICE#53564 OCT. 31, 2021	2302200042	9,932.20	16,339.78
10E200 2310 3000 26 000000				EDUCATION FUND/DISTRICT WIDE/BOARD OF ED./PURCHASED SER		9,932.20	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
			54048	LEGAL SERVICES INVOICE #54048 11/30/21	2302200043	6,118.32	
10E200	2310 3000 26 000000			EDUCATION FUND/DISTRICT WIDE/BOARD OF ED./PURCHASED SER		6,118.32	
			54157	LEGAL SERVICES PROJECT 440 INVOICE #54157 11/30/21	2302200044	289.26	
10E200	2310 3000 26 000000			EDUCATION FUND/DISTRICT WIDE/BOARD OF ED./PURCHASED SER		289.26	
1012054	HUMANADENTAL	12/14/2021	378638641	2021-22 DENTAL INSURANCE PREMIUM	2502200251	1,739.50	1,739.50
10E200	2610 2230 22 000000			EDUCATION FUND/DISTRICT WIDE/DISTRICT BENEFITS/DENTAL I		1,739.50	
1012055	Vendor Continued Void	12/14/2021					0.00
1012056	Vendor Continued Void	12/14/2021					0.00
1012057	ICE ENTERPRISES	12/14/2021	S12-1203	BLANKET REQUISITION; AERATE/FERTILIZE/S EED-A-VATION THE SOCCER FIELDS @ EW (2), IT (1), NW (2), RV (1), SW (6); JULY 1, 2021 - JUNE 30, 2022	2202200349	856.00	3,470.00
20E200	2540 3281 89 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		856.00	
			S12-1204	BLANKET REQUISITION; AERATE/FERTILIZE/S EED-A-VATION THE SOCCER FIELDS @ EW (2), IT (1), NW (2), RV (1), SW (6); JULY 1, 2021 - JUNE 30, 2022	2202200349	335.00	
20E200	2540 3281 89 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		335.00	
			S12-1205	BLANKET REQUISITION; AERATE/FERTILIZE/S EED-A-VATION THE SOCCER FIELDS @ EW (2), IT (1), NW (2), RV (1), SW (6); JULY 1, 2021 - JUNE 30,	2202200349	275.00	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
				2022			
20E200	2540 3281 89 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		275.00	
			S12-1206	BLANKET	2202200349	1,179.00	
				REQUISITION; AERATE/FERTILIZE/S EED-A-VATION THE SOCCER FIELDS @ EW (2), IT (1), NW (2), RV (1), SW (6); JULY 1, 2021 - JUNE 30, 2022			
20E200	2540 3281 89 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		1,179.00	
			S12-1207	BLANKET	2202200349	825.00	
				REQUISITION; AERATE/FERTILIZE/S EED-A-VATION THE SOCCER FIELDS @ EW (2), IT (1), NW (2), RV (1), SW (6); JULY 1, 2021 - JUNE 30, 2022			
20E200	2540 3281 89 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		825.00	
1012058	IDLEWOOD ELECTRIC SUPPLY, INC.	12/14/2021	760796	IDLEWOOD BPO	2502200029	343.09	343.09
20E200	2540 4207 50 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		343.09	
1012059	INSPEC	12/14/2021	400700-8	OAK TERRACE ROOF REPLACEMENT DESIGN CONSTRUCTION OBSERVATION/PROJEC T #400700; INVOICE NUMBER 400700-8; OK TO PAY	2202200570	5,500.00	5,500.00
20E070	2540 3209 31 000000			OPERATIONS & MAINTENANCE FUND/OAK TERRACE/OPER. & MAINT		5,500.00	
1012060	Vendor Continued Void	12/14/2021					0.00
1012061	JOHNSON CONTROLS SECURITY SOLU	12/14/2021	36234617/0903033	QUATERLY BILL FOR GREENHOUSE SS ON 9/1/21 DUE DATE 9/13/21 RECEIVED ON 11/16/21 OK TO PAY TOTAL \$200.64	2202200529	200.64	976.47
10E040	2540 3000 38 000067			EDUCATION FUND/INDIAN TRAIL/OPER. & MAINT./PURCHASED SE		200.64	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
			36375712	QUARTERLY INVOICES FOR: RO, LINCOLN,WT,NW,BRAE SS FROM 10/1/21 TO 12/31/21 DUE DATE: 10/1/21 WE JUST RECEIVED THE INVOICES 11/16/21, OK TO PAY	2202200528	563.33	
20E010	2540 3000 38 000000			OPERATIONS & MAINTENANCE FUND/BRAESIDE/OPER. & MAINT./P		119.33	
20E050	2540 3000 38 000000			OPERATIONS & MAINTENANCE FUND/LINCOLN/OPER. & MAINT./PU		111.00	
20E060	2540 3000 38 000000			OPERATIONS & MAINTENANCE FUND/NORTHWOOD/OPER. & MAINT./		111.00	
20E090	2540 3000 38 000000			OPERATIONS & MAINTENANCE FUND/RED OAK/OPER. & MAINT./PU		111.00	
20E110	2540 3000 38 000000			OPERATIONS & MAINTENANCE FUND/WAYNE THOMAS/OPER. & MAIN		111.00	
			36601594	QUATERLY BILLING FOR GREEN HOUSE (IT) INV #36601594 SS FROM 12/1 TO 2/28/22 OK TO PAY- DUE DATE: 12/1/21	2202200535	212.50	
10E040	2540 3000 38 000067			EDUCATION FUND/INDIAN TRAIL/OPER. & MAINT./PURCHASED SE		212.50	
1012062	JOHNSTONE SUPPLY/GURNEE	12/14/2021	167423GU	OVERLOAD AND RELAY KIT FOR REFRIGERATOR @ WAYNE THOMAS; ORDERED FOR ALFREDO JURADO	2202200312	74.00	74.00
20E110	2540 4203 50 000000			OPERATIONS & MAINTENANCE FUND/WAYNE THOMAS/OPER. & MAIN		74.00	
1012063	Vendor Continued Void	12/14/2021					0.00
1012064	Vendor Continued Void	12/14/2021					0.00
1012065	KAGAN PUBLISHING, INC	12/14/2021	649780	2021-2022 - PD SERVICES - REGISTRATIONS	2102200003	2,379.00	61,800.00
10E200	2210 3000 35 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./PURCHASED S		2,379.00	
			650047	2021-2022 - PURCHASED SERVICES - PD	2102200107	195.00	
10E200	2210 3000 35 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./PURCHASED S		195.00	
			650342	2021-2022 - PD SERVICES	2102200113	5,258.00	
10E200	2210 3000 35 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./PURCHASED S		5,258.00	
			651149	Kagan Teacher	402200087	29.00	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
				Books			
10E040	1100 4000 50 000000			EDUCATION FUND/INDIAN TRAIL/REGULAR PROGRAMS/SUPPLIES A		29.00	
			651153	Kagan Books for	402200085	140.00	
				Music			
10E040	1100 4000 50 000000			EDUCATION FUND/INDIAN TRAIL/REGULAR PROGRAMS/SUPPLIES A		140.00	
			651155	Kagan Books for	402200086	87.00	
				Dlugie/Cresham			
10E040	1100 4000 50 000000			EDUCATION FUND/INDIAN TRAIL/REGULAR PROGRAMS/SUPPLIES A		87.00	
			K121711	2021-2022 - PD	2102200004	8,229.00	
				SERVICES -			
				REGISTRATIONS			
10E200	2210 3000 35 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./PURCHASED S		8,229.00	
			K121728	2021-2022 - PD	2102200004	4,998.00	
				SERVICES -			
				REGISTRATIONS			
10E200	2210 3000 35 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./PURCHASED S		4,998.00	
			K121734	2021-2022 - PD	2102200004	4,998.00	
				SERVICES -			
				REGISTRATIONS			
10E200	2210 3000 35 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./PURCHASED S		4,998.00	
			K121808	2021-2022 - PD	2102200004	10,746.00	
				SERVICES -			
				REGISTRATIONS			
10E200	2210 3000 35 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./PURCHASED S		10,746.00	
			K121809	2021-2022 - PD	2102200004	8,247.00	
				SERVICES -			
				REGISTRATIONS			
10E200	2210 3000 35 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./PURCHASED S		8,247.00	
			K121810	2021-2022 - PD	2102200004	5,748.00	
				SERVICES -			
				REGISTRATIONS			
10E200	2210 3000 35 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./PURCHASED S		5,748.00	
			K121811	2021-2022 - PD	2102200004	10,746.00	
				SERVICES -			
				REGISTRATIONS			
10E200	2210 3000 35 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./PURCHASED S		10,746.00	
1012066	KELLY EDUCATION	12/14/2021	527241	PURCHASED	2102200141	3,480.12	10,283.40
				SERVICES -			
				TUTORING			
10E200	1100 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/REGULAR PROGRAMS/PURCHASED		3,480.12	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
			530864	PURCHASED SERVICES - TUTORING	2102200141	3,107.52	
10E200 1100 3000 38 000000				EDUCATION FUND/DISTRICT WIDE/REGULAR PROGRAMS/PURCHASED		3,107.52	
			533839	PURCHASED SERVICES - TUTORING	2102200141	3,513.24	
10E200 1100 3000 38 000000				EDUCATION FUND/DISTRICT WIDE/REGULAR PROGRAMS/PURCHASED		3,513.24	
			536944	PURCHASED SERVICES - TUTORING	2102200141	182.52	
10E200 1100 3000 38 000000				EDUCATION FUND/DISTRICT WIDE/REGULAR PROGRAMS/PURCHASED		182.52	
1012067	STATE GRAPHICS	12/14/2021	67735	5,000 WINDOW BUSINESS ENVELOPES WITH DISTRICT MAILING ADDRESS.	2502200179	315.95	315.95
10E200 2520 4000 50 000000				EDUCATION FUND/DISTRICT WIDE/FISCAL SERVICES/SUPPLIES A		315.95	
1012068	KELLY KINSLOW	12/14/2021	202833	REFUND FOOD SERVICE ACCOUNT BALANCE FOR: JOSEPH MARTIN JR.	2502200227	43.75	43.75
10E200 2560 3000 41 000000				EDUCATION FUND/DISTRICT WIDE/FOOD SERVICE/PURCHASED SER		43.75	
1012069	CHRISTOPHER KOZLOWSKI	12/14/2021	12032021	MILEAGE REIMBURSEMENT FOR STUDENT TRANSPORTATION EXPENSE - S.K.	2122200183	649.04	649.04
10E200 1200 3000 30 000000				EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./PURCHASED SERV		649.04	
1012070	KRIHA BOUCEK	12/14/2021	2878	LEGAL SERVICES INVOICE #2878 11/5/21	2302200040	3,925.00	9,612.50
10E200 2310 3000 26 000000				EDUCATION FUND/DISTRICT WIDE/BOARD OF ED./PURCHASED SER		3,925.00	
			2999	LEGAL SERVICES INVOICE #2999 12/1/21	2302200045	5,687.50	
10E200 2310 3000 26 000000				EDUCATION FUND/DISTRICT WIDE/BOARD OF ED./PURCHASED SER		5,687.50	
1012071	Vendor Continued Void	12/14/2021					0.00
1012072	LAKELAND/LARSEN ELEVATOR CORPO	12/14/2021	85151	MONTHLY ELEVATOR MAINTENANCE FOR EP, OT, RO & WT FOR NOVEMBER	2202200588	907.50	1,815.00

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
20E200	2540 3217 31 000000			2021; INVOICE NUMBER 85151; (CUSTOMER DISCOUNT FOR EDGEWOOD CONSTRUCTION -\$80.00); OK TO PAY			
			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI			907.50	
			85306	MONTHLY ELEVATOR MAINTENANCE FOR EP, OT, RO & WT FOR DECEMBER	2202200589	907.50	
				2021; INVOICE NUMBER 85306; (CUSTOMER DISCOUNT FOR EDGEWOOD CONSTRUCTION -\$80.00); OK TO PAY			
			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI			907.50	
1012073	LAKESHORE LEARNING MATERIALS**	12/14/2021	3708870721	PANDA STAR ITEMS	2502200018	6.99	13.98
10E100	1100 4000 16 000000			EDUCATION FUND/SHERWOOD/REGULAR PROGRAMS/SUPPLIES AND M		6.99	
			538238090221	CLASSROOM SUPPLY ORDER FOR GUTIERREZ/IG/NW	602200039	6.99	
			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND			6.99	
1012074	LAKESHORE RECYCLING SYSTEMS	12/14/2021	0004830386	EXTRA -GARBAGE AND RECYCLING SERVICES FOR OAK TERRACE SS FROM OCTOBER 19 TO OCTOBER 27 OK TO PAY	2202200536	902.57	902.57
			OPERATIONS & MAINTENANCE FUND/OAK TERRACE/OPER. & MAINT			902.57	
1012075	DUYHAI LE	12/14/2021	200794200793	REFUND FOOD SERVICE ACCOUNT BALANCE FOR: HAILEY & VICTORIA LE	2502200225	48.46	48.46
			EDUCATION FUND/DISTRICT WIDE/FOOD SERVICE/PURCHASED SER			48.46	
1012076	LIBERTYVILLE MUSIC CENTER	12/14/2021	1632919	PAYMENT NEEDED ON INVOICE FOR	602200094	102.00	102.00

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
10E060	1100 3000 31 100031			MUSICAL INSTRUMENT REPAIRS/MD/NW EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/PURCHASED SER		102.00	
1012077	OSNAT LICHTENFELD	12/14/2021	202194	REFUND FOOD SERVICE ACCOUNT BALANCE FOR: BEN LICHTENFELD	2502200226	31.50	31.50
10E200	2560 3000 41 000000			EDUCATION FUND/DISTRICT WIDE/FOOD SERVICE/PURCHASED SER		31.50	
1012078	LISA WESTMAN CONSULTING INC.	12/14/2021	659	2021-2022 - PD SERVICES	2102200144	2,200.00	7,700.00
10E200	2210 3000 35 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./PURCHASED S		2,200.00	
10E200	2210 3000 34 493200		660	2021-2022 - PURCHASED SERVICES - CONSULTANT - TITLE II	2102200145	5,500.00	
1012079	LUSTER LEARNING INSTITUTE	12/14/2021	2706	CLASSROOM MANUALS	2122200157	225.00	225.00
10E200	1200 4000 58 000000			EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./SUPPLIES AND M		225.00	
1012080	WILLIAM V. MACGILL & CO.***	12/14/2021	IN0774868	GENERAL HEALTH SUPPLIES	1202200020	619.96	1,444.41
10E120	2130 4000 50 000000			EDUCATION FUND/GREEN BAY SCHOOL/HEALTH SERVICES/SUPPLIE		619.96	
10E090	1100 4000 50 000000		IN0775774	NURSE'S OFFICE SUPPLIES	902100081	644.56	
10E200	2130 4000 50 000000		IN0776282	HEALTH SUPPLIES - RAVINIAF	2122200135	108.30	
10E040	1100 4000 50 000000		IN0777917	Nurse Supplies	402200078	71.59	
1012081	JOHN MAK	12/14/2021	11192021	BASKETBALL REFEREE/EW	202200086	110.00	110.00
10E020	1100 3000 38 000000			EDUCATION FUND/EDGEWOOD/REGULAR PROGRAMS/PURCHASED SERV		110.00	
1012082	MARISSA BENNETT CONSULTING, LL	12/14/2021	3997480	PURCHASED SERVICES - OCTOBER 2021 - S.P.	2122200161	1,800.00	6,787.50
10E200	1200 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./PURCHASED SERV		1,800.00	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
			4099721	PURCHASED SERVICES - INVOICE #4099721 - NOV2021 - S.P.	2122200166	4,987.50	
10E200	1200 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./PURCHASED SERV		4,987.50	
1012083	OLIVIA MARRONE	12/14/2021	203024	REFUND FOOD SERVICE ACCOUNT BALANCE FOR: JACE MARRONE	2502200236	12.50	12.50
10E200	2560 3000 41 000000			EDUCATION FUND/DISTRICT WIDE/FOOD SERVICE/PURCHASED SER		12.50	
1012084	MARZANO RESOURCES, LLC	12/14/2021	M211183	2021-2022 - PD SERVICES	2102200083	2,994.00	2,994.00
10E200	2210 3000 35 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./PURCHASED S		2,994.00	
1012085	THE MATH LEARNING CENTER+++	12/14/2021	INV10621	2021-2022 - SUPPLIES AND MATERIALS - MATH	2102200089	599.74	22,106.74
10E200	2210 4000 56 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		599.74	
			INV4265	2021-2022 - SUPPLIES AND MATERIALS - MATH	2102200013	21,507.00	
10E200	2210 4000 56 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		21,507.00	
1012086	MCGRAW HILL SCHOOL EDUCATION L	12/14/2021	120035379001	SPECIAL ED TEXTBOOKS	2122200098	2,764.09	5,296.57
10E200	1200 4000 58 000000			EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./SUPPLIES AND M		2,764.09	
			120083024001	SPECIAL ED TEXTBOOKS	2122200098	925.62	
10E200	1200 4000 58 000000			EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./SUPPLIES AND M		925.62	
			120466443001	SPECIAL ED SUPPLEMENTAL RESOURCES	2122200128	845.94	
10E200	1100 4000 65 462000			EDUCATION FUND/DISTRICT WIDE/REGULAR PROGRAMS/SUPPLIES		845.94	
			12047592001	SPECIAL ED SUPPLEMENTAL RESOURCES	2122200128	760.92	
10E200	1100 4000 65 462000			EDUCATION FUND/DISTRICT WIDE/REGULAR PROGRAMS/SUPPLIES		760.92	
1012087	Vendor Continued Void	12/14/2021					0.00
1012088	MCMMASTER-CARR	12/14/2021	68510241	ONLINE ORDER; (1) SEALED LARGE-CELL BATTERY FOR CONTINUOUS USE, (1) HAND HELD	2202200530	734.11	800.17

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
20E100	2540 4000 65 000000			BATTERY CARRIER, (1) ADJUSTABLE BATTERY LOAD TESTER FOR SHERWOOD; ORDERED FOR DAN DALPONTE		734.11	
			OPERATIONS & MAINTENANCE FUND/SHERWOOD/OPER. & MAINT./S				
			68654678	ONLINE ORDER; (1) ELECTRONIC EQUIPMENT POWER CORD (71535K56) FOR VISION SCREENER (VISIONS SCREENING IN JANUARY FOR STUDENT) FOR JAN KLEINFELDT AND HOLLY COLIN; ORDER PER DAN DALPONTE	2202200532	25.35	
20E200	2540 4000 65 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		25.35	
			68728884	ONLINE ORDER; (6) HALOGEN BULBS FOR INDIAN TRAIL, PER FIRE INSPECTION; ORDERED FOR DAN DALPONTE	2202200541	40.71	
20E040	2540 4000 65 000000			OPERATIONS & MAINTENANCE FUND/INDIAN TRAIL/OPER. & MAIN		40.71	
1012089	MENONI & MOCOgni, INC.	12/14/2021	1438754	LANDSCAPING MATERIAL FOR ELM PLACE ON 7/20/21 OK TO PAY	2202200133	445.00	595.00
20E030	2540 3283 89 000000			OPERATIONS & MAINTENANCE FUND/ELM PLACE/OPER. & MAINT./		445.00	
			1458556	LANDSCAPING PRODUCTS : PLOW PREP INV#1458556 OK TO PAY	2202200524	150.00	
20E200	2540 3283 89 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		150.00	
1012090	MICHAEL'S UNIFORM COMPANY	12/14/2021	94330	QUOTE; ASSORTMENT OF UNIFORMS FOR THE MAINTENANCE GUY'S IN THE OPERATIONS DEPARTMENT	2202200318	59.13	190.13
20E200	2540 4000 65 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		59.13	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
			94414	UNIFORM ORDERS FOR JAMES BACK AND JAVIER HERRERA	2202200009	131.00	
20E200 2540 4000 65 000000				OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		131.00	
1012091	MODERN MEDIA TECH LLC	12/14/2021	4253	PURCHASED SERVICES, OTHER	5552200137	100.00	7,530.00
10E200 2220 3000 38 000000				EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/PURCHASED SERVIC		100.00	
			4262	CAPITAL OUTLAY, NEW EQUIPMENT, NORTHWOOD SECURITY	5552200142	3,590.00	
10E200 2220 5000 90 421000				EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/CAPITAL OUTLAY/C		3,590.00	
			4263	PURCHASED SERVICES, OTHER, ELM PLACE	5552200139	510.00	
10E200 2220 3000 38 000000				EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/PURCHASED SERVIC		510.00	
			4289	CAPITAL OUTLAY, NEW EQUIPMENT	5552200160	3,330.00	
10E200 2220 5000 90 000000				EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/CAPITAL OUTLAY/C		3,330.00	
1012092	Vendor Continued Void	12/14/2021					0.00
1012093	MOORE LANDSCAPES	12/14/2021	25127	--PROPOSAL-- ENTRANCE PLANT REPLACEMENTS @ SHERWOOD ELEMENTARY SCHOOL; PROPOSAL	2202200095	8,550.00	21,441.00
20E100 2540 3283 89 000000				OPERATIONS & MAINTENANCE FUND/SHERWOOD/OPER. & MAINT./G		8,550.00	
			25128	--PROPOSAL-- COURTYARD RESTORATION @ GREENY BAY EC SCHOOL; PROPOSAL AND 2ND PROPOSAL FROM VILLARREAL LANDSCAPE, INC.	2202200094	9,583.00	
20E200 2540 3283 89 000000				OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		9,583.00	
			25129	--PROPOSAL-- BUTTERFLY PLANTING UNDER SCHOOL NAME @ INDIAN TRAIL ELEMENTARY	2202200096	3,308.00	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
				SCHOOL; PROPOSAL			
20E040	2540 3283 89 000000			OPERATIONS & MAINTENANCE FUND/INDIAN TRAIL/OPER. & MAIN		3,308.00	
1012094	MULTIVISTA	12/14/2021	3974	MULTIVISTA WILL PROVIDE NORTH SHORE SCHOOL DISTRICT 112 WITH MULTIVISTA DOCUMENTATION SERVICES FOR EDGEWOOD MIDDLE SCHOOL PROJECT IN ACCORDANCE WITH THE SCOPE AND TERMS LISTED IN THIS DOCUMENT AND IN THE ACCOMPANYING RIDER: PROJECT QUOTE TERMS AND CONDITIONS	2202101549	3,696.68	3,696.68
62E200	2540 5000 96 000000			EDGEWOOD CONSTRUCTION ACCOUNT/DISTRICT WIDE/OPER. & MAI		3,696.68	
1012095	MUNDELEIN S.D. 75	12/14/2021	10152021070	INVOICE PAYMENT NEEDED FOR COED SOCCER 8TH GRADE TOURNAMENT/MT/NW	602200070	75.00	75.00
10E060	1100 4000 50 000000			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND		75.00	
1012096	Vendor Continued Void	12/14/2021					0.00
1012097	NAPA AUTO PARTS	12/14/2021	086194	DIESEL FUEL COND 1 QT INV#086194 OK TO PAY	2202200511	18.58	402.50
20E200	2540 4213 50 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		18.58	
			087011	AUTO REPAIR INVOICES REQ FOR MAINTENANCE CREW: EVOLUTION BLADE (T2), ICON BLADE INV#087012 INV#087011 aDJ PINTLE MOUNT, PINTLE HOOK OK TO PAY	2202200565	241.98	
20E200	2540 4213 50 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		241.98	
			087012	AUTO REPAIR INVOICES REQ FOR MAINTENANCE CREW:	2202200565	141.94	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
20E200 2540 4213 50 000000				EVOLUTION BLADE (T2), ICON BLADE INV#087012 INV#087011 aDJ PINTLE MOUNT, PINTLE HOOK OK TO PAY OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		141.94	
1012098 NASCO		12/14/2021	116730	ART SUPPLIES/OT	702200032	1,147.62	1,630.62
10E070 1100 4000 52 000000				EDUCATION FUND/OAK TERRACE/REGULAR PROGRAMS/SUPPLIES AN		1,147.62	
10E070 1100 4000 52 000000			137355	ART SUPPLIES/OT	702200032	416.76	
10E070 1100 4000 52 000000				EDUCATION FUND/OAK TERRACE/REGULAR PROGRAMS/SUPPLIES AN		416.76	
10E070 1100 4000 52 000000			175961	ART SUPPLIES/OT	702200032	66.24	
10E070 1100 4000 52 000000				EDUCATION FUND/OAK TERRACE/REGULAR PROGRAMS/SUPPLIES AN		66.24	
1012099 NATURESCAPE DESIGN, INC.		12/14/2021	80508	SPRINKLER HEADS NEED TO BE FLAGGED @ INDIAN TRAIL; THIS IS THE SECOND TIME THAT THE CONTRACTOR HAD TO COME OUT BECAUSE SOMEONE REMOVED THE FLAGS, WAS ORIGINALLY DONE ON PO 2202200352; (ICE ENTERPRISIE NEEDS THIS DONE SO THEY CAN AERATE THE SOCCER FIELD); PRICE RANGE IS \$127.50 TO \$263.00; OK TO PAY OPERATIONS & MAINTENANCE FUND/INDIAN TRAIL/OPER. & MAIN	2202200586	115.51	115.51
20E040 2540 3281 89 000000						115.51	
1012100 BEATRIZ NAVA		12/14/2021	200451	REFUND FOOD SERVICE ACCOUNT BALANCE FOR: DANIEL CAMPOS-NAVA	2502200237	44.80	44.80
10E200 2560 3000 41 000000				EDUCATION FUND/DISTRICT WIDE/FOOD SERVICE/PURCHASED SER		44.80	
1012101 NAVIGATE360, LLC		12/14/2021	68013	PURCHASED SERVICES	2122200155	5,125.00	12,955.00
10E200 1200 3000 38 000000				EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./PURCHASED SERV		5,125.00	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
			68537	PURCHASED SERVICES	2122200154	7,830.00	
10E200 1200 3000 38 000000				EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./PURCHASED SERV		7,830.00	
1012102	NELCO	12/14/2021	7640497	2021-2022 BUSINESS OFFICE SUPPLIES-W2	2502200222	528.80	528.80
10E200 2520 4000 50 000000				EDUCATION FUND/DISTRICT WIDE/FISCAL SERVICES/SUPPLIES A		528.80	
1012103	NEMETH GLASS OF ILLINOIS, INC+	12/14/2021	164524	EMERGENCY; SWITCH THERMO WINDOWS AROUND AT LINCOLN; REQUESTED BY GREG RILEY; INVOICE NUMBER 164524; OK TO PAY	2202200515	165.00	2,950.00
20E050 2540 3210 31 000000				OPERATIONS & MAINTENANCE FUND/LINCOLN/OPER. & MAINT./WI		165.00	
			164863	QUOTE 55099; SKYLITE-VELUX 31 3/8 X 151 3/8 CLEAR ALUMINUM CLEAR PLASTIC DOME FOR ELM PLACE SCHOOL	2202200406	2,785.00	
20E030 2540 3210 31 000000				OPERATIONS & MAINTENANCE FUND/ELM PLACE/OPER. & MAINT./		2,785.00	
1012104	NEW CONNECTIONS ACADEMY	12/14/2021	13377	PRIVATE SCHOOL TUITION - SEPTEMBER 2021 - SK	2122200160	6,242.20	11,860.18
10E200 1912 6700 40 000000				EDUCATION FUND/DISTRICT WIDE/SP ED TUITION; PRIV FACILI		6,242.20	
			13446	PRIVATE SCHOOL TUITION - NOV2021 - S.K. - INV#13446	2122200177	5,617.98	
10E200 1912 6700 40 000000				EDUCATION FUND/DISTRICT WIDE/SP ED TUITION; PRIV FACILI		5,617.98	
1012105	NEWSELA	12/14/2021	Q-68812	2021-2022 SUPPLIES AND MATERIALS - ELA	2102200125	4,500.00	4,500.00
10E200 2210 4000 60 000000				EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		4,500.00	
1012106	NEXTERA ENERGY SERVICES	12/14/2021	49487065547590	ENERGY BILL FOR:WT,IT,RO,BRAE, LINC,GB,WH,NW,EW,R AV,EP,SHER,OT SS ON SEPTEMBER	2202200569	40,106.98	40,106.98

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
				22,2021 TO OCTOBER 2021 OK TO PAY			
20E200	2540 4000 69 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		201.10	
20E010	2540 4000 69 000000			OPERATIONS & MAINTENANCE FUND/BRAESIDE/OPER. & MAINT./S		2,939.56	
20E020	2540 4000 69 000000			OPERATIONS & MAINTENANCE FUND/EDGEWOOD/OPER. & MAINT./S		1,328.03	
20E030	2540 4000 69 000000			OPERATIONS & MAINTENANCE FUND/ELM PLACE/OPER. & MAINT./		5,254.39	
20E040	2540 4000 69 000000			OPERATIONS & MAINTENANCE FUND/INDIAN TRAIL/OPER. & MAIN		2,754.33	
20E050	2540 4000 69 000000			OPERATIONS & MAINTENANCE FUND/LINCOLN/OPER. & MAINT./SU		1,450.72	
20E060	2540 4000 69 000000			OPERATIONS & MAINTENANCE FUND/NORTHWOOD/OPER. & MAINT./		5,862.73	
20E070	2540 4000 69 000000			OPERATIONS & MAINTENANCE FUND/OAK TERRACE/OPER. & MAINT		6,924.99	
20E080	2540 4000 69 000000			OPERATIONS & MAINTENANCE FUND/RAVINIA/OPER. & MAINT./SU		2,328.15	
20E090	2540 4000 69 000000			OPERATIONS & MAINTENANCE FUND/RED OAK/OPER. & MAINT./SU		2,351.68	
20E100	2540 4000 69 000000			OPERATIONS & MAINTENANCE FUND/SHERWOOD/OPER. & MAINT./S		2,830.14	
20E110	2540 4000 69 000000			OPERATIONS & MAINTENANCE FUND/WAYNE THOMAS/OPER. & MAIN		2,353.33	
20E120	2540 4000 69 000000			OPERATIONS & MAINTENANCE FUND/GREEN BAY SCHOOL/OPER. &		3,527.83	
1012107	JAMES NOLAN	12/14/2021	110820201	BASKETBALL REFEREE/EW	202200080	405.00	405.00
	10E020 1100 3000 38 000000			EDUCATION FUND/EDGEWOOD/REGULAR PROGRAMS/PURCHASED SERV		405.00	
1012108	NORTH SHORE WATER RECLAMATION	12/14/2021	4671566	WATER & SEWER SERVICES FOR NW,WT,RO,SHER DUE DATE: 12/13/21 OK TO PAY	2202200566	1,440.79	1,440.79
	20E060 2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/NORTHWOOD/OPER. & MAINT./		864.88	
	20E090 2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/RED OAK/OPER. & MAINT./PU		95.65	
	20E100 2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/SHERWOOD/OPER. & MAINT./P		175.01	
	20E110 2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/WAYNE THOMAS/OPER. & MAIN		305.25	
1012109	NORTH SHORE GAS	12/14/2021	3922929176	GAS BILL FOR LINCOLN SCHOOL SS ON 10/1/21 TO 10/21/21 OK TO PAY	2202200553	2,262.15	4,391.05
	20E050 2540 4000 68 000000			OPERATIONS & MAINTENANCE FUND/LINCOLN/OPER. & MAINT./SU		2,262.15	
			3923658167	GAS BILL FOR GREENHOUSE (IT) BILL DATE: 11/12/21 OK TO PAY	2202200537	396.68	
	10E040 2540 3000 38 000067			EDUCATION FUND/INDIAN TRAIL/OPER. & MAINT./PURCHASED SE		396.68	
			3924398914	GAS BILL FOR NORTHWOOD SS FRON 10/12/21 TO 11/9/21 OK TO PAY	2202200552	1,732.22	
	20E060 2540 4000 68 000000			OPERATIONS & MAINTENANCE FUND/NORTHWOOD/OPER. & MAINT./		1,732.22	

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1012110	NORTHSHORE UNIVERSITY HEALTHSY	12/14/2021	84237318	2021-22 MEDICAL/INSURANCE COVID TESTING	2502200252	171.00	171.00
10E200	2610 2220 22 419000			EDUCATION FUND/DISTRICT WIDE/DISTRICT BENEFITS/MEDICAL		171.00	
1012111	NORTHWEST SUBURBAN SPECIAL EDU	12/14/2021	8374	PUBLIC TUITION SERVICES - PROVIDED FOR HEARING IMPAIRED STUDENTS	2122200171	17,197.63	17,197.63
10E200	4220 6700 40 000000			EDUCATION FUND/DISTRICT WIDE/SP ED TUITION PUBLIC/TUITI		17,197.63	
1012112	KATHERINE OIEN	12/14/2021	200311	REFUND FOOD SERVICE ACCOUNT BALANCE FOR: MILES YOURA	2502200238	63.44	63.44
10E200	2560 3000 41 000000			EDUCATION FUND/DISTRICT WIDE/FOOD SERVICE/PURCHASED SER		63.44	
1012113	ORGANICLIFE, LLC	12/14/2021	113602063573	Organic Life Food Service 7/1/2021-6/30/2022	2502200013	84,375.99	84,375.99
10E200	2560 3000 41 000000			EDUCATION FUND/DISTRICT WIDE/FOOD SERVICE/PURCHASED SER		84,375.99	
1012114	PAPER EDUCATION COMPANY INC.	12/14/2021	0915202109142022	2021-2022 - PURCHASED SERVICES - SITE LICENSES SOFTWARE	2102200078	76,552.08	76,552.08
10E200	1100 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/REGULAR PROGRAMS/PURCHASED		76,552.08	
1012115	JW PEPPER & SON, INC.***	12/14/2021	363575028	GENERAL MUSIC SUPPLIES/EW	202200009	256.95	686.40
10E020	1100 4000 50 000000			EDUCATION FUND/EDGEWOOD/REGULAR PROGRAMS/SUPPLIES AND M		256.95	
10E020	1100 4000 50 000000		363645804	GENERAL MUSIC SUPPLIES/EW	202200009	219.10	
10E020	1100 4000 50 000000			EDUCATION FUND/EDGEWOOD/REGULAR PROGRAMS/SUPPLIES AND M		219.10	
10E020	1100 4000 50 000000		363659369	GENERAL MUSIC SUPPLIES/EW	202200009	143.60	
10E020	1100 4000 50 000000			EDUCATION FUND/EDGEWOOD/REGULAR PROGRAMS/SUPPLIES AND M		143.60	
10E020	1100 4000 50 000000		363664109	GENERAL MUSIC SUPPLIES/EW	202200009	14.95	
10E020	1100 4000 50 000000			EDUCATION FUND/EDGEWOOD/REGULAR PROGRAMS/SUPPLIES AND M		14.95	
10E020	1100 4000 50 000000		363733083	GENERAL MUSIC SUPPLIES/EW	202200009	51.80	
10E020	1100 4000 50 000000			EDUCATION FUND/EDGEWOOD/REGULAR PROGRAMS/SUPPLIES AND M		51.80	
1012116	PERMA BOUND***	12/14/2021	1909777-00	2021-2022 -	2102200128	2,591.75	2,591.75

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10E200 2210 4000 60 000000				SUPPLIES AND MATERIALS - ELA EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		2,591.75	
1012117	SONOVA USA INC***	12/14/2021	5134583887	CLASSROOM SOUNDFIELDS PER QUOTE #5120179679	2122200079	3,848.99	5,041.97
10E200 1200 4000 50 000000				EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./SUPPLIES AND M		1,778.99	
10E200 1200 5000 90 000000				EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./CAPITAL OUTLAY		2,070.00	
			5134728707	SPECIAL ED REPAIR - M.L.	2122200105	178.99	
10E200 1200 3000 31 000000				EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./PURCHASED SERV		178.99	
			5135033590	CAPITAL OUTLAY - CLASSROOM SOUNDFIELD **COST OF ONE SOUNDFIELD BUNDLE ESTIMATED BASED ON RECENT PURCHASES**	2122200158	1,013.99	
10E200 1200 5000 90 000000				EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./CAPITAL OUTLAY		1,013.99	
1012118	RAPTOR TECHNOLOGIES, LLC	12/14/2021	INV24774	CAPITAL OUTLAY, NEW EQUIPMENT, OPERATIONS	5552200100	33,480.00	33,480.00
10E200 2220 5000 90 000000				EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/CAPITAL OUTLAY/C		33,480.00	
1012119	REALLY GOOD STUFF, INC.***	12/14/2021	7825858	INSTRUCTIONAL CLASSROOM SUPPLIES	902200061	146.90	146.90
10E090 1100 4000 50 000000				EDUCATION FUND/RED OAK/REGULAR PROGRAMS/SUPPLIES AND MA		146.90	
1012120	READ NATURALLY INC.	12/14/2021	249814	SPECIAL ED CURRICULUM	2122200091	580.00	580.00
10E200 1200 4000 58 000000				EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./SUPPLIES AND M		580.00	
1012121	REBECCA STUDIOS, INC	12/14/2021	10142021	PAYMENT NEEDED FOR ACCOMPANIST FOR CHORUS CONCERT/CE/NW	602200093	150.00	150.00
10E060 1100 4000 50 000000				EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND		150.00	
1012122	RED WING BUSINESS ADVANTAGE AC	12/14/2021	20211110058088	SHOES NENED FOR OUR MAITENANCE CREW: JAVIER ARRIAGA, EFRAIN P (2),GREG R, TOM S (2) INV#	2202200556	1,448.35	1,448.35

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				20211110058088 OK TO PAY			
20E200	2540 4000 65 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		1,448.35	
1012123	STACEY REISINGER	12/14/2021	201764	REFUND FOOD SERVICE ACCOUNT BALANCE FOR: EVALYN REISINGER	2502200239	81.62	81.62
10E200	2560 3000 41 000000			EDUCATION FUND/DISTRICT WIDE/FOOD SERVICE/PURCHASED SER		81.62	
1012124	R&G CONSULTANTS	12/14/2021	5823	PURCHASED SERVICES - MEDICARE REIMBURSEMENT - INV#5823 - NOV2021 - OKAY TO PAY	2122200184	273.35	273.35
10E200	1200 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./PURCHASED SERV		273.35	
1012125	TODD ROTH	12/14/2021	12022021	ASSIGNER FOR BASKETBALL REFEREES/EW	202200084	316.00	316.00
10E020	1100 3000 38 000000			EDUCATION FUND/EDGEWOOD/REGULAR PROGRAMS/PURCHASED SERV		316.00	
1012126	LAUREN RUSS	12/14/2021	202336	REFUND FOOD SERVICE ACCOUNT BALANCE FOR: ZACHARY TORRES	2502200228	77.23	77.23
10E200	2560 3000 41 000000			EDUCATION FUND/DISTRICT WIDE/FOOD SERVICE/PURCHASED SER		77.23	
1012127	RUSSO POWER EQUIPMENT INC	12/14/2021	SPI10848354	EMERGENCY; (1) HEDGE TRIMMER PURCHASED BY GREG RILEY TO CUT BRANCHES THAT FELL OFF TREE FROM STORM; INVOICE NUMBER SPL10848354; OK TO PAY	2202200591	489.99	489.99
20E200	2540 4000 65 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		489.99	
1012128	SADLIER	12/14/2021	INV110516	2021-2022 - SUPPLIES AND MATERIALS - ELA	2102200070	499.90	499.90
10E200	2210 4000 60 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		499.90	
1012129	SAFEGWAY TRANSPORTATION SERVICE	12/14/2021	474	SPECIAL ED TRANSPORTATION - OCTOBER 2021	2122200153	84,394.39	84,394.39

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40E200 2550 3000 47 000000				TRANSPORTATION FUND/DISTRICT WIDE/TRANSPORTATION/PURCHA		84,394.39	
1012130	SAMANTHA PERRELLI	12/14/2021	1101202111282021	PURCHASED SERVICES - TUTORING - O.H.	2122200175	1,615.00	1,615.00
10E200 1200 3000 38 000000				EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./PURCHASED SERV		1,615.00	
1012131	MICHELLE SASVELD	12/14/2021	12179	REFUND FOOD SERVICE ACCOUNT BALANCE FOR: CONNOR SASVELD	2502200240	71.62	71.62
10E200 2560 3000 41 000000				EDUCATION FUND/DISTRICT WIDE/FOOD SERVICE/PURCHASED SER		71.62	
1012132	SAVVAS+++	12/14/2021	4026529753	2021-2022 - SUPPLIES AND MATERIALS - MATH	2102200116	1,522.08	1,522.08
10E200 2210 4000 56 000000				EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		1,522.08	
1012133	SCHOLASTIC BOOK CLUBS***	12/14/2021	W4944638BF	Scholastic Book Fair Invoice - No Order - Bill to be paid	402200090	1,341.91	1,341.91
99L000 9059 0000 00 000000				INDIAN TRAIL LIBRARY/NS		1,341.91	
1012134	FRED SCHLESSINGER	12/14/2021	11082021	PAYMENT NEEDED FOR REFEREE WHO OFFICIATED BASKETBALL GAMES/MT/NW	602200096	110.00	110.00
10E060 1100 4000 50 000000				EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND		110.00	
1012135	SCHOOL OUTFITTERS***	12/14/2021	INV13688198	GENERAL SUPPLIES	1202100106	2,784.34	2,784.34
10E120 1100 3000 38 192006				EDUCATION FUND/GREEN BAY SCHOOL/REGULAR PROGRAMS/PURCHA		2,784.34	
1012136	SCHOOL SPECIALTY INC.***	12/14/2021	208128971310	ART SUPPLY ORDER FOR ART TEACHER FOR 21-22 SCHOOL YEAR/BG/NW	602200000	113.55	113.55
10E060 1100 4000 52 000000				EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND		113.55	
1012137	SCHURING & SCHURING, INC.	12/14/2021	180665	GENERAL SUPPLIES	1202200037	12.13	60.64
10E120 1125 4000 50 000000				EDUCATION FUND/GREEN BAY SCHOOL/PREK REGULAR/SUPPLIES A		12.13	
10E120 1125 4000 50 000000			6652538	GENERAL SUPPLIES	1202200039	12.13	
10E120 1125 4000 50 000000				EDUCATION FUND/GREEN BAY SCHOOL/PREK REGULAR/SUPPLIES A		12.13	
10E120 1125 4000 50 000000			6652679	GENERAL SUPPLIES	1202200041	12.13	
10E120 1125 4000 50 000000				EDUCATION FUND/GREEN BAY SCHOOL/PREK REGULAR/SUPPLIES A		12.13	
			6652787	GENERAL SUPPLIES	1202200041	24.25	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
10E120	1125 4000 50 000000			EDUCATION FUND/GREEN BAY SCHOOL/PREK REGULAR/SUPPLIES A		24.25	
1012138	SECURE HALO	12/14/2021	2025	SOFTWARE/SITE LICENSE	5552200052	1,320.00	1,320.00
10E200	2220 3000 80 000000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/PURCHASED SERVIC		1,320.00	
1012139	SCOTT SHALLENBARGER	12/14/2021	11960	REFUND FOOD SERVICE ACCOUNT BALANCE FOR: PARKER SHALLENBARGER	2502200229	83.13	83.13
10E200	2560 3000 41 000000			EDUCATION FUND/DISTRICT WIDE/FOOD SERVICE/PURCHASED SER		83.13	
1012140	ANNE SHIVAK	12/14/2021	55783	REFUND FOOD SERVICE ACCOUNT BALANCE FOR: JAMES SHIVAK	2502200230	9.56	9.56
10E200	2560 3000 41 000000			EDUCATION FUND/DISTRICT WIDE/FOOD SERVICE/PURCHASED SER		9.56	
1012141	ROBERT SHULMAN	12/14/2021	12012021	PARENT REIMBURSEMENT FOR TRANSPORTATION EXPENSE - NOVEMBER2021 - J.S.	2122200185	143.36	143.36
10E200	1200 3000 30 000000			EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./PURCHASED SERV		143.36	
1012142	SIGN-A-RAMA***	12/14/2021	INV-7013	SUPPLIES - COVID TESTING SIGN	2122200089	66.00	313.50
10E200	1200 4000 50 000000			EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./SUPPLIES AND M		66.00	
			INV-7073	ESTIMATE NUMBER EST-7073; (12) SCHOOL NAME LOGO FOR MAIL DIVIDERS FOR MAIL AT GREEN BAY	2202200542	247.50	
20E200	2540 4000 65 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		247.50	
1012143	Vendor Continued Void	12/14/2021					0.00
1012144	JOHNSON CONTROLS FIRE PROTECTI	12/14/2021	88190410	EMERGENCY; TECH REPAIRED CIRCUIT #1 CAUSED BY A PINCHED CABLE. TECH REPAIRED GROUND FAULT AT INDIAN TRAIL; INVOICE NUMBER 88190410; OK TO PAY	2202200520	1,476.64	3,598.64

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
20E040	2540 3212 31 000000			OPERATIONS & MAINTENANCE FUND/INDIAN TRAIL/OPER. & MAIN		1,476.64	
			88200456	EMERGENCY; TECH REPAIRED DISCONNECTED SIGNAL CIRCUIT DUE TO A GROUNDED WIRE IN THE FIELD. REPAIRED GROUND FAULT CAUSED BY PINCHED WIRES IN MUSIC ROOM AND RESTORED SYSTEM AT INDIAN TRAIL; INVOICE NUMBER 88200456; OK TO PAY	2202200521	1,043.00	
20E040	2540 3212 31 000000			OPERATIONS & MAINTENANCE FUND/INDIAN TRAIL/OPER. & MAIN		1,043.00	
			88260431	EMERGENCY SERVICE CALL; NAC PANEL 3 IN TROUBLE AND WILL NOT CLEAR IN MAIN PANEL AT BRAESDIE; INVOICE NUMBER 88260431; DAN DALPONTE REQUESTED THEM TO COME OUT; OK TO PAY	2202200587	1,079.00	
20E010	2540 3212 31 000000			OPERATIONS & MAINTENANCE FUND/BRAESIDE/OPER. & MAINT./S		1,079.00	
1012145	SKYWARD	12/14/2021	21-1313jv	PURCHASED SERVICES/SCHROEDER	2002200021	5,993.00	5,993.00
10E200	2642 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/PERSONNEL/PURCHASED SERVIC		5,993.00	
1012146	Vendor Continued Void	12/14/2021					0.00
1012147	SMITHEREEN PEST MANAGEMENT***	12/14/2021	2512260	PEST CONTROL FOR SHERWOOD SS FOR A WASP ON 7/29/21 INV#2512260 OK TO PAY	2202200539	200.00	1,145.00
20E100	2540 3238 34 000000			OPERATIONS & MAINTENANCE FUND/SHERWOOD/OPER. & MAINT./P		200.00	
			2596976	PEST CONTROL FOR ALL SCHOOLS: WT, IT, BRAE, GB, WH, R O, SHER, EP, LINC, EW( X2) MONTHLY SERVICES ON	2202200540	815.00	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
				11/1/21 OK TO PAY			
20E200	2540 3238 34 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		33.00	
20E090	2540 3238 34 000000			OPERATIONS & MAINTENANCE FUND/RED OAK/OPER. & MAINT./PE		46.00	
20E110	2540 3238 34 000000			OPERATIONS & MAINTENANCE FUND/WAYNE THOMAS/OPER. & MAIN		50.00	
20E100	2540 3238 34 000000			OPERATIONS & MAINTENANCE FUND/SHERWOOD/OPER. & MAINT./P		39.00	
20E080	2540 3238 34 000000			OPERATIONS & MAINTENANCE FUND/RAVINIA/OPER. & MAINT./PE		46.00	
20E070	2540 3238 34 000000			OPERATIONS & MAINTENANCE FUND/OAK TERRACE/OPER. & MAINT		55.00	
20E050	2540 3238 34 000000			OPERATIONS & MAINTENANCE FUND/LINCOLN/OPER. & MAINT./PE		46.00	
20E040	2540 3238 34 000000			OPERATIONS & MAINTENANCE FUND/INDIAN TRAIL/OPER. & MAIN		46.00	
20E030	2540 3238 34 000000			OPERATIONS & MAINTENANCE FUND/ELM PLACE/OPER. & MAINT./		55.00	
20E020	2540 3238 34 000000			OPERATIONS & MAINTENANCE FUND/EDGEWOOD/OPER. & MAINT./P		296.00	
20E010	2540 3238 34 000000			OPERATIONS & MAINTENANCE FUND/BRAESIDE/OPER. & MAINT./P		46.00	
20E120	2540 3238 34 000000			OPERATIONS & MAINTENANCE FUND/GREEN BAY SCHOOL/OPER. &		57.00	
			2607478	EDGEWOOD SCHOOL WILDLIFE CONTROL-PICKED INV#2607478 WORK DATE: 11/18/21 OK TO PAY	2202200538	130.00	
20E020	2540 3238 34 000000			OPERATIONS & MAINTENANCE FUND/EDGEWOOD/OPER. & MAINT./P		130.00	
1012148	SOCIAL THINKING***	12/14/2021	08062021	INSTRUCTIONAL CLASSROOM SUPPLIES	902200015	22.99	22.99
10E090	1100 4000 50 000000			EDUCATION FUND/RED OAK/REGULAR PROGRAMS/SUPPLIES AND MA		22.99	
1012149	SOLIANT	12/14/2021	20261073	PURCHASED SERVICES - REMOTE LEARNING STAFFING	2122200187	624.00	624.00
10E200	1200 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./PURCHASED SERV		624.00	
1012150	SOWN TO GROW, INC.	12/14/2021	2020-21-1419	PILOT SOFTWARE IMPLEMENTATION - SEL CURRICULUM/ TRAINING/ADMIN DATA REPORTS/COACHING PER ESTIMATE #202122-944	2122200129	3,000.00	3,000.00
10E200	1200 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./PURCHASED SERV		3,000.00	
1012151	STANDARD INSURANCE COMPANY	12/14/2021	1586860001	2021-22 LONG TERM DISABILITY	2502200250	1,390.50	1,390.50
10E200	2610 2220 22 000000			EDUCATION FUND/DISTRICT WIDE/DISTRICT BENEFITS/MEDICAL		1,390.50	
1012152	SUNSET FOOD MART, INC.	12/14/2021	00159101	SNACKS FOR GREEN BAY PRESCHOOL	1202200018	486.00	2,085.56
10E120	1125 4000 16 000000			EDUCATION FUND/GREEN BAY SCHOOL/PREK REGULAR/SUPPLIES A		486.00	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
			00160703	SNACKS FOR GREEN BAY PRESCHOOL	1202200018	658.48	
10E120 1125 4000 16 000000				EDUCATION FUND/GREEN BAY SCHOOL/PREK REGULAR/SUPPLIES A		658.48	
			00161404	SNACKS FOR GREEN BAY PRESCHOOL	1202200018	857.70	
10E120 1125 4000 16 000000				EDUCATION FUND/GREEN BAY SCHOOL/PREK REGULAR/SUPPLIES A		857.70	
			00375337	SNACKS FOR GREEN BAY PRESCHOOL	1202200018	83.38	
10E120 1125 4000 16 000000				EDUCATION FUND/GREEN BAY SCHOOL/PREK REGULAR/SUPPLIES A		83.38	
1012153 T MOBILE		12/14/2021	96958076011032021	MOBILE HOT SPOTS, (ESSER III)	5552200148	4,060.00	5,589.01
10E200 2220 3000 38 421000				EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/PURCHASED SERVIC		4,060.00	
			97228284911132021	MOBILE HOT SPOTS, OPEN PO (ESSER III)	5552200023	1,500.00	
10E200 2220 3000 38 421000				EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/PURCHASED SERVIC		1,500.00	
			9743040051132021	CELL PHONE - CN	5552200147	29.01	
10E200 2220 3000 42 090000				EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/PURCHASED SERVIC		29.01	
1012154 LAURA TAYLOR		12/14/2021	202957	REFUND FOOD SERVICE ACCOUNT BALANCE FOR: GRACI MATTHEWS	2502200241	28.75	28.75
10E200 2560 3000 41 000000				EDUCATION FUND/DISTRICT WIDE/FOOD SERVICE/PURCHASED SER		28.75	
1012155 TCJ MECHANICAL		12/14/2021	21-34497	---VERBAL ESTIMATE---COMPRES SOR IS NOT WORKING PROPERLY IN WALK IN FREEZER AT NORTHWOOD	2202200225	513.00	513.00
20E060 2540 3203 31 000000				OPERATIONS & MAINTENANCE FUND/NORTHWOOD/OPER. & MAINT./		513.00	
1012156 THE MULCH CENTER		12/14/2021	237684	THE MULCH CENTER BPO	2502200030	22.00	22.00
20E200 2540 3283 89 000000				OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		22.00	
1012157 THE EXCHANGE		12/14/2021	78388	QUOTE 029125; PARTS TO FIX THE SNOW PLOW	2202200476	1,850.82	1,850.82
20E200 2540 4213 50 000000				OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		1,850.82	
1012158 THOMPSON ELEVATOR INSPECTION S		12/14/2021	21-2570	(1) SEMI-ANNUAL ELEVATOR	2202200544	100.00	100.00

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
20E070	2540 3217 31 000000			RE-INSPECTION AND (1) ELEVATOR CERTIFICATE FOR OAK TERRACE; (REG # H012780) INVOICE NUMBER 21-2570; OK TO PAY		100.00	
				OPERATIONS & MAINTENANCE FUND/OAK TERRACE/OPER. & MAINT			
1012159	THOMSON REUTERS - WEST	12/14/2021	845467769	PURCHASED SERVICES	2122200002	457.60	457.60
10E200	1200 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./PURCHASED SERV		457.60	
1012160	TOTAL PROMOTIONS, INC.	12/14/2021	I-336622	BR/INVOICE FROM NEW BUTTONS FOR STUDENTS	102200064	191.93	191.93
99L000	9041 0000 00 000000			BRAESIDE ACTIVITY/NS		191.93	
1012161	TOTAL FITNESS, INC.	12/14/2021	2021265	WEIGHT ROOM AND EXERCISE EQUIPMENT	602200017	87,773.91	88,741.00
10E060	1100 5000 96 000000			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/CAPITAL OUTLA		87,773.91	
			2021329	ESTIMATE; EXERCISE EQUIPMENT MAINTENANCE AGREEMENT FOR EDGEWOOD AT ELM PLACE; FOR FALL AND SPRING	2202200455	700.00	
20E030	2540 3201 31 000000			OPERATIONS & MAINTENANCE FUND/ELM PLACE/OPER. & MAINT./		700.00	
			2021350	ESTIMATE NUMBER 20022459; EXERCISE EQUIPMENT REPAIR AT ELM PLACE	2202200516	267.09	
20E030	2540 3201 31 000000			OPERATIONS & MAINTENANCE FUND/ELM PLACE/OPER. & MAINT./		267.09	
1012162	MORAINNE TOWNSHIP COMMUNITY CHE	12/14/2021	11222021	BR/DONATION TO MORAINNE TOWNSHIP FROM BRAESIDE DOLLAR DRIVE	102200060	540.00	540.00
99L000	9041 0000 00 000000			BRAESIDE ACTIVITY/NS		540.00	
1012163	Vendor Continued Void	12/14/2021					0.00
1012164	TRANE U.S. INC***	12/14/2021	312157872	EDGEWOOD MIDDLE SCHOOL RENOVATION	2202101241	8,366.63	40,363.42

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
				TRANE EQUIPMENT BID PRICE.....\$1,499,3 58 CO-OP INFORMATION: CO-OP NAME: OMNIA PARTNERS CO-OP CONTRACT NUMBER: USC 15-JLP-023 CO-OP BID NUMBER: 30-191240-20-016			
62E200	2540 5000 96 000000			EDGEWOOD CONSTRUCTION ACCOUNT/DISTRICT WIDE/OPER. & MAI		8,366.63	
			312180770	EDGEWOOD MIDDLE SCHOOL RENOVATION TRANE EQUIPMENT BID PRICE.....\$1,499,3 58 CO-OP INFORMATION: CO-OP NAME: OMNIA PARTNERS CO-OP CONTRACT NUMBER: USC 15-JLP-023 CO-OP BID NUMBER: 30-191240-20-016	2202101241	31,996.79	
62E200	2540 5000 96 000000			EDGEWOOD CONSTRUCTION ACCOUNT/DISTRICT WIDE/OPER. & MAI		31,996.79	
1012165	TREES R US, INC***	12/14/2021	25758	REMOVAL OF TREE STUMPS AND DEAD TREE DEBRIS ALONG RING ROAD AT EDGEWOOD SCHOOL; PROPOSAL	2202200014	3,325.00	3,325.00
20E020	2540 3283 89 000000			OPERATIONS & MAINTENANCE FUND/EDGEWOOD/OPER. & MAINT./G		3,325.00	
1012166	ULINE***	12/14/2021	140517316	(1) 4x8 MAGNETIC WHITEBOARD FOR BRAESIDE; ORDERED FOR GREG RILEY	2202200460	418.14	527.36
20E010	2540 4000 65 000000			OPERATIONS & MAINTENANCE FUND/BRAESIDE/OPER. & MAINT./S		418.14	
			141147711	(4) H-1415; E-TRACK SNAPS INTO INTO TRAILER FITTINGS; ORDERED FOR JAMES BOCK	2202200519	109.22	
20E200	2540 4000 65 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		109.22	
1012167	UNITED CONSULTING ENGINEERS	12/14/2021	6-12012021	QC ESTIMATED COST	2202101283	22,979.00	22,979.00

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
62E200	2540 5000 96 000000			PROPOSAL FOR EDGEWOOD MIDDLE SCHOOL ADDITIONS AND RENOVATIONS		22,979.00	
			EDGEWOOD CONSTRUCTION ACCOUNT/DISTRICT WIDE/OPER. & MAI				
1012168	ANNE MARIE VALENTINE	12/14/2021	100239	REFUND FOOD SERVICE ACCOUNT	2502200231	14.24	14.24
				BALANCE FOR: COLE VALENTI			
10E200	2560 3000 41 000000			EDUCATION FUND/DISTRICT WIDE/FOOD SERVICE/PURCHASED SER		14.24	
1012169	Vendor Continued Void	12/14/2021					0.00
1012170	WAREHOUSE DIRECT***	12/14/2021	5057081-0	CLASSROOM SUPPLIES/OT	702200022	74.07	1,034.56
10E070	1100 4000 50 000000			EDUCATION FUND/OAK TERRACE/REGULAR PROGRAMS/SUPPLIES AN		74.07	
			5067887-0	SUPPLIES/OT	702200001	137.04	
10E070	1100 4000 50 000000			EDUCATION FUND/OAK TERRACE/REGULAR PROGRAMS/SUPPLIES AN		137.04	
			5067891-0	CLASSROOM SUPPLIES/OT	702200007	26.59	
10E070	1100 4000 50 000000			EDUCATION FUND/OAK TERRACE/REGULAR PROGRAMS/SUPPLIES AN		26.59	
			5067898-0	CLASSROOM SUPPLIES/OT	702200008	21.66	
10E070	1100 4000 50 000000			EDUCATION FUND/OAK TERRACE/REGULAR PROGRAMS/SUPPLIES AN		21.66	
			5067901-0	CLASSROOM SUPPLIES/OT	702200011	107.45	
10E070	1100 4000 50 000000			EDUCATION FUND/OAK TERRACE/REGULAR PROGRAMS/SUPPLIES AN		107.45	
			5067908-0	CLASSROOM SUPPLIES/OT	702200013	139.87	
10E070	1100 4000 50 000000			EDUCATION FUND/OAK TERRACE/REGULAR PROGRAMS/SUPPLIES AN		139.87	
			5067912-0	CLASSROOM SUPPLIES/OT	702200016	26.59	
10E070	1100 4000 50 000000			EDUCATION FUND/OAK TERRACE/REGULAR PROGRAMS/SUPPLIES AN		26.59	
			5067917-0	CLASSROOM SUPPLIES/OT	702200021	83.98	
10E070	1100 4000 50 000000			EDUCATION FUND/OAK TERRACE/REGULAR PROGRAMS/SUPPLIES AN		83.98	
			5083907-0	GENERAL SUPPLIES	1202200023	109.77	
10E120	1125 4000 50 000000			EDUCATION FUND/GREEN BAY SCHOOL/PREK REGULAR/SUPPLIES A		109.77	
			5110581-0	REPLENISHMENT OF MATERIALS IN OFFICE/JS/NW	602200098	151.78	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
10E060	1100 4000 50 000000			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND		151.78	
			5110644-0	SUPPLY FOR DAY OF GIVING/CC/NW	602200104	155.76	
10E060	1100 4000 50 000000			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND		155.76	
1012171	Vendor Continued Void	12/14/2021					0.00
1012172	WIGHT & COMPANY	12/14/2021	180033-034	PROFESSIONAL ARCHITECT SERVICES (NOR010) FOR NORTHWOOD ADDITIONS AND RENOVATIONS FOR THE PERIOD ENDING OCTOBER 31, 2021, INVOICE NUMBER 180033-034; PROJECT NUMBER 180033; OK TO PAY	2202200562	27,976.36	100,620.37
61E200	2540 5000 96 000000			NW CONSTRUCTION ACCOUNT/DISTRICT WIDE/OPER. & MAINT./CA		27,976.36	
			180038-026	PROFESSIONAL ARCHITECT SERVICES FOR EDGEWOOD ADDITIONS AND RENOVATIONS FOR THE PERIOD ENDING OCTOBER 31, 2021; INVOICE NUMBER 180038-026; PROJECT NUMBER 180038; OK TO PAY	2202200563	70,045.00	
62E200	2540 5000 96 000000			EDGEWOOD CONSTRUCTION ACCOUNT/DISTRICT WIDE/OPER. & MAI		70,045.00	
			210098-006	PROFESSIONAL ARCHITECT SERVICES FOR LRFP UPDATE AND PLANNING PHASE 2 FOR THE PERIOD ENDING OCTOBER 31, 2021; INVOICE NUMBER 210098-006; PROJECT NUMBER 210098 NOR010; OK TO PAY	2202200561	2,599.01	
20E200	2540 5000 95 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		2,599.01	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
1012173	MIKE WILKINS	12/14/2021	11172021	BASKETBALL REFEREE/EW	202200087	110.00	110.00
10E020	1100 3000 38 000000			EDUCATION FUND/EDGEWOOD/REGULAR PROGRAMS/PURCHASED SERV		110.00	
1012174	WILSON LANGUAGE TRAINING CORP.	12/14/2021	1891623	WILSON LANGUAGE TRAINING MATERIALS - STUDENT/TEACHER SUPPLIES	2122200134	899.21	899.21
10E200	1100 4000 65 462000			EDUCATION FUND/DISTRICT WIDE/REGULAR PROGRAMS/SUPPLIES		899.21	
1012175	Vendor Continued Void	12/14/2021					0.00
1012176	Vendor Continued Void	12/14/2021					0.00
1012177	Vendor Continued Void	12/14/2021					0.00
1012178	Vendor Continued Void	12/14/2021					0.00
1012179	Vendor Continued Void	12/14/2021					0.00
1012180	WILLSCOT/WILLIAMS SCOTSMAN	12/14/2021	9012095313	BLANKET ORDER; MOBILE LEASE AGREEMENTS WILL BE FOR A MINIMUM OF 24 MONTHS FOR AN APPROXIMATE TOTAL AMOUNT OF \$693,298.33 (WAS \$836,706.66 - \$143,408.33(PO 2202101493)FOR THE DEPOSIT = \$693,298.33) FOR ELM PLACE & SHERWOOD	2202200280	3,822.00	23,742.69
20E200	2540 3000 38 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		3,822.00	
			9012149519	BLANKET ORDER; MOBILE LEASE AGREEMENTS WILL BE FOR A MINIMUM OF 24 MONTHS FOR AN APPROXIMATE TOTAL AMOUNT OF \$693,298.33 (WAS \$836,706.66 - \$143,408.33(PO 2202101493)FOR THE DEPOSIT = \$693,298.33) FOR ELM PLACE & SHERWOOD	2202200280	2,773.58	
20E200	2540 3000 38 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		2,773.58	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
			9012149521	BLANKET ORDER; MOBILE LEASE AGREEMENTS WILL BE FOR A MINIMUM OF 24 MONTHS FOR AN APPROXIMATE TOTAL AMOUNT OF \$693,298.33 (WAS \$836,706.66 - \$143,408.33(PO 2202101493)FOR THE DEPOSIT = \$693,298.33) FOR ELM PLACE & SHERWOOD	2202200280	2,763.43	
20E200	2540 3000 38 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		2,763.43	
			9012149522	BLANKET ORDER; MOBILE LEASE AGREEMENTS WILL BE FOR A MINIMUM OF 24 MONTHS FOR AN APPROXIMATE TOTAL AMOUNT OF \$693,298.33 (WAS \$836,706.66 - \$143,408.33(PO 2202101493)FOR THE DEPOSIT = \$693,298.33) FOR ELM PLACE & SHERWOOD	2202200280	3,595.92	
20E200	2540 3000 38 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		3,595.92	
			9012149523	BLANKET ORDER; MOBILE LEASE AGREEMENTS WILL BE FOR A MINIMUM OF 24 MONTHS FOR AN APPROXIMATE TOTAL AMOUNT OF \$693,298.33 (WAS \$836,706.66 - \$143,408.33(PO 2202101493)FOR THE DEPOSIT = \$693,298.33) FOR ELM PLACE & SHERWOOD	2202200280	3,595.92	
20E200	2540 3000 38 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		3,595.92	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
			9012149524	BLANKET ORDER; MOBILE LEASE AGREEMENTS WILL BE FOR A MINIMUM OF 24 MONTHS FOR AN APPROXIMATE TOTAL AMOUNT OF \$693,298.33 (WAS \$836,706.66 - \$143,408.33(PO 2202101493)FOR THE DEPOSIT = \$693,298.33) FOR ELM PLACE & SHERWOOD	2202200280	3,595.92	
20E200	2540 3000 38 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		3,595.92	
			9012149525	BLANKET ORDER; MOBILE LEASE AGREEMENTS WILL BE FOR A MINIMUM OF 24 MONTHS FOR AN APPROXIMATE TOTAL AMOUNT OF \$693,298.33 (WAS \$836,706.66 - \$143,408.33(PO 2202101493)FOR THE DEPOSIT = \$693,298.33) FOR ELM PLACE & SHERWOOD	2202200280	3,595.92	
20E200	2540 3000 38 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		3,595.92	
1012181	WISCONSIN DIAGNOSTIC LABORATOR	12/14/2021	1190781	PURCHASED SERVICES - COVID TESTING	2122200163	2,400.00	2,400.00
10E200	1200 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./PURCHASED SERV		2,400.00	
			222	Computer	Check(s) For a Total of		3,575,314.02

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	1	ACH	Checks For a Total of	594,294.29
	222	Computer	Checks For a Total of	3,575,314.02
Total For	223	Manual, Wire Tran,	ACH & Computer Checks	4,169,608.31
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	4,169,608.31

FUND SUMMARY

Fund	Description	Balance Sheet	Revenue	Expense	Total
10	EDUCATION FUND	0.00	0.00	1,299,009.14	1,299,009.14
20	OPERATIONS & MAINTENANCE FUND	0.00	0.00	221,084.60	221,084.60
40	TRANSPORTATION FUND	0.00	0.00	1,073,419.06	1,073,419.06
61	NW CONSTRUCTION ACCOUNT	0.00	0.00	39,226.36	39,226.36
62	EDGEWOOD CONSTRUCTION ACCOUNT	0.00	0.00	1,534,795.31	1,534,795.31
99	ACTIVITY FUND	2,073.84	0.00	0.00	2,073.84

FUND / OBJECT SUMMARY

<u>FUND</u>	<u>OBJECT</u>	<u>DESCRIPTION</u>	<u>AMOUNT</u>
10	1000	SALARIES	1,816,974.51
	1150	OVERTIME	1,503.60
	1160	SUBSTITUTES	7,683.75
	2110	TEACHERS RETIREMENT	36,912.81
	2120	IMRF	2,187.97
	2310	OTHER BENEFITS	1,463.53
		Fund 10 Total	1,866,726.17
20	1000	SALARIES	46,858.19
	2120	IMRF	353.40
		Fund 20 Total	47,211.59
40	1000	SALARIES	3,499.13
	2120	IMRF	164.88
		Fund 40 Total	3,664.01
50	2120	IMRF	25,203.82
	2130	FICA	14,012.96
	2140	MEDICARE	26,376.25
		Fund 50 Total	65,593.03
		Summary total	1,983,194.80

OBJECT SUMMARY

<u>OBJECT</u>	<u>DESCRIPTION</u>	<u>AMOUNT</u>
1000	SALARIES	1,867,331.83
1150	OVERTIME	1,503.60
1160	SUBSTITUTES	7,683.75

Check Date 11/15/2021

<u>OBJECT</u>	<u>DESCRIPTION</u>	<u>AMOUNT</u>
2110	TEACHERS RETIREMENT	36,912.81
2120	IMRF	27,910.07
2130	FICA	14,012.96
2140	MEDICARE	26,376.25
2310	OTHER BENEFITS	1,463.53
	Summary total	1,983,194.80

\*\*\*\*\* End of report \*\*\*\*\*

Check Date 11/30/2021

## FUND / OBJECT SUMMARY

<u>FUND</u>	<u>OBJECT</u>	<u>DESCRIPTION</u>	<u>AMOUNT</u>
10	1000	SALARIES	1,788,474.82
	1150	OVERTIME	-5,955.28
	1160	SUBSTITUTES	11,347.50
	2110	TEACHERS RETIREMENT	36,455.49
	2120	IMRF	2,085.48
	2310	OTHER BENEFITS	1,463.53
		Fund 10 Total	1,833,871.54
20	1000	SALARIES	51,815.96
	2120	IMRF	353.40
		Fund 20 Total	52,169.36
40	1000	SALARIES	3,499.13
	2120	IMRF	164.88
		Fund 40 Total	3,664.01
50	2120	IMRF	25,923.53
	2130	FICA	14,599.29
	2140	MEDICARE	25,980.09
		Fund 50 Total	66,502.91
		Summary total	1,956,207.82

## OBJECT SUMMARY

<u>OBJECT</u>	<u>DESCRIPTION</u>	<u>AMOUNT</u>
1000	SALARIES	1,843,789.91
1150	OVERTIME	-5,955.28
1160	SUBSTITUTES	11,347.50

Check Date 11/30/2021

<u>OBJECT</u>	<u>DESCRIPTION</u>	<u>AMOUNT</u>
2110	TEACHERS RETIREMENT	36,455.49
2120	IMRF	28,527.29
2130	FICA	14,599.29
2140	MEDICARE	25,980.09
2310	OTHER BENEFITS	1,463.53
	Summary total	1,956,207.82

\*\*\*\*\* End of report \*\*\*\*\*

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                                REPORT SPECIFICATIONS  
DISTRICT:      NORTH SHORE SCHOOL DISTRICT 112  
REPORT TITLE:  
PROGRAM NAME:  fin/3apcc12.  TIME:      8:52:22 AM  
COPIES:        1              LPI:      6  
RUN ON SERVER: yes           CREATE ASCII FILE: NO  
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Begin Date: 10/01/2021

Through Date: 10/31/2021

Page Break: no

<u>District Card Name</u>	<u>Trans Date</u>	<u>Transaction Description</u>	<u>Where Used</u>	<u>Amount</u>
Nicholas Glenn	10/29/2021	STAPLES 00116616	NICHOLAS GLEN	42.99
	10/29/2021	UPWORK -422456101REF	NICHOLAS GLEN	-56.65
	10/26/2021	BEST BUY MHT 00011650	NICHOLAS GLEN	349.99
	10/25/2021	ADOBE STOCK	NICHOLAS GLEN	29.99
	10/22/2021	UPWORK -422456101REF	NICHOLAS GLEN	56.65
	10/20/2021	STAPLES 00116616	NICHOLAS GLEN	29.98
	10/18/2021	4IMPRINT	NICHOLAS GLEN	553.49
	10/18/2021	BESTBUYCOM806505165444	NICHOLAS GLEN	1,599.99
	10/18/2021	BESTBUYCOM806505165444	NICHOLAS GLEN	59.99
	10/18/2021	BESTBUYCOM806505165444	NICHOLAS GLEN	44.99
	10/14/2021	UPWORK -420554420REF	NICHOLAS GLEN	5.15
	10/11/2021	BESTBUYCOM806500635879	NICHOLAS GLEN	2,379.94
	10/11/2021	BESTBUYCOM806500920824	NICHOLAS GLEN	1,099.97
	10/05/2021	UPWORK -417800068REF	NICHOLAS GLEN	49.44
	10/05/2021	UPWORK -418514822REF	NICHOLAS GLEN	25.75
	10/05/2021	WWW.GOODIESETC.COM	NICHOLAS GLEN	444.00
	10/01/2021	ADOBE CREATIVE CLOUD	NICHOLAS GLEN	31.86
			Total Credit Card Amount	6,747.52
Jamie Kahn	10/25/2021	Halloween Treat for Staff/Bus Driver Appreciation Day	JAMIE KAHN	66.69
	10/22/2021	ULTIMATESCREENPRINTING- Blue Ribbon Shirts Students/staff	JAMIE KAHN	1,805.00
	10/20/2021	Parent Teacher Conference Scheduler Subscription PTC Fast	JAMIE KAHN	50.00
	10/18/2021	Staff Breakfast from Panera	JAMIE KAHN	45.27
			Total Credit Card Amount	1,966.96
Red Oak1	10/28/2021	SQ TOOLS 4 READING	NICOLE BELLINI	50.00
	10/18/2021	LA MEXICANITA BAKERY	NICOLE BELLINI	60.00
	10/15/2021	SQ MUN2 LLC	NICOLE BELLINI	262.57
	10/14/2021	SQ TOOLS 4 READING	NICOLE BELLINI	150.00
	10/13/2021	BACK YARD GRILL	NICOLE BELLINI	45.78
	10/12/2021	GOOGLE GOOGLE ST/ FRD ADJ	NICOLE BELLINI	-0.49
	10/12/2021	GOOGLE GOOGLE ST/FRD ADJ	NICOLE BELLINI	-1.99
	10/07/2021	SCRIPPS SPELLING BEE	NICOLE BELLINI	175.00
	10/05/2021	JEWEL OSCO 3459	NICOLE BELLINI	4.99
			Total Credit Card Amount	745.86
Susana Rabin	10/27/2021	ANNUAL MEMBERSHIP FEE	SUSANA RABIN	35.00
			Total Credit Card Amount	35.00

<u>District Card Name</u>	<u>Trans Date</u>	<u>Transaction Description</u>	<u>Where Used</u>	<u>Amount</u>
Jeremy Davis	10/29/2021	IL ASBO MEMBERSHIP RENEWAL FOR J.DAVIS 9/1/2021-8/31/2022	ILLINOIS ASSOCIATION OF SCHOOL BUSINESS OFFICIALS ( IL ASBO)	855.00
	10/29/2021	ADVOCACY WEBINAR - PROP TAX REV RECAPTURE	ILLINOIS ASSOCIATION OF SCHOOL BUSINESS OFFICIALS (IL ASBO)	29.00
	Total Credit Card Amount			884.00
Efrain Martinez	10/28/2021	EMBASSY SUITES E PEORA	EFRAIN MARTINEZ	21.20
	10/26/2021	CHILIS 1786 ECOMM	EFRAIN MARTINEZ	27.00
	10/25/2021	STEAK-N-SHAKE#0005 Q99	EFRAIN MARTINEZ	8.67
	10/25/2021	TST SUGAR WOOD FIRED	EFRAIN MARTINEZ	17.75
	10/18/2021	READYREFRESH BY NESTLE	EFRAIN MARTINEZ	27.92
	10/14/2021	"PTCFAST, LLC"	EFRAIN MARTINEZ	100.00
	10/08/2021	MUSIC THEATRE INTL	EFRAIN MARTINEZ	810.00
	10/05/2021	EXPEDIA 72174487277078	EFRAIN MARTINEZ	390.32
	10/05/2021	ILLINOIS PRINCIPALS AS	EFRAIN MARTINEZ	389.00
	10/04/2021	GRUBHUBDOAPATYSRISTOR	EFRAIN MARTINEZ	33.96
	10/04/2021	TARGET 00011684	EFRAIN MARTINEZ	50.00
	10/04/2021	TEACHERSPAYTEACHERS.CO	EFRAIN MARTINEZ	7.00
	10/04/2021	TOTALLY PROMOTIONAL	EFRAIN MARTINEZ	100.61
	Total Credit Card Amount			1,983.43
Lilli Melamed	10/11/2021	LUNCH FOR INSTITUTE DAY PRESENTER	BACK YARD GRILL	11.99
	10/04/2021	ASSEMBLY	THE SWEATSHOP 4 LLC	1,200.00
	Total Credit Card Amount			1,211.99
James Bock	10/27/2021	USPS PO 1636120040	JAMES BOCK	17.12
	10/26/2021	USPS PO 1636120040	JAMES BOCK	8.96
	10/21/2021	CRAFTWOOD LUMBER & HAR	JAMES BOCK	61.90
	10/21/2021	CRAFTWOOD LUMBER & HAR	JAMES BOCK	27.98
	10/20/2021	CRAFTWOOD LUMBER & HAR	JAMES BOCK	5.99
	10/19/2021	CRAFTWOOD LUMBER & HAR	JAMES BOCK	17.74
	10/13/2021	USPS PO 1636120040	JAMES BOCK	28.88
	10/07/2021	USPS PO 1636120040	JAMES BOCK	65.03
	10/04/2021	SHERWIN WILLIAMS 70190	JAMES BOCK	14.12
	10/04/2021	SHERWIN WILLIAMS 70190	JAMES BOCK	95.92
	Total Credit Card Amount			343.64
DirOfLanguage3	10/28/2021	CRAFTWOOD LUMBER & HAR	LINDSEY ROSE	392.00
	10/21/2021	UBER TRIP	LINDSEY ROSE	35.31
	10/21/2021	UBER TRIP	LINDSEY ROSE	35.97
	10/18/2021	THE BOOK STALL	LINDSEY ROSE	75.95

<u>District Card Name</u>	<u>Trans Date</u>	<u>Transaction Description</u>	<u>Where Used</u>	<u>Amount</u>
	10/13/2021	SAVVAS LEARNING	LINDSEY ROSE	53.33
	10/12/2021	SAVVAS LEARNING	LINDSEY ROSE	532.85
			Total Credit Card Amount	1,125.41
Superintendent Admin	10/28/2021	DINNER FACILITIES PRESENTATION PLANNING MEETI	12 - EC - LOU MALNATIS	148.45
	10/28/2021	COFFEE/SNACKS/SUPPLIES	WALMART	66.16
	10/20/2021	HOTEL SERVICE LEARNING SYMPOSIUM-WILL KAPLAN	EF EDUCATION FIRST	170.00
	10/05/2021	COFFEE/SNACKS/PAPER SUPPLIES	WALMART.COM AA	126.29
			Total Credit Card Amount	510.90
Green Bay Principal	10/22/2021	LEFTYS PIZZA KITCHEN	CHELSEY MAXWELL	167.75
	10/22/2021	LEFTYS PIZZA KITCHEN	CHELSEY MAXWELL	41.75
	10/21/2021	"4IMPRINT, INC"	CHELSEY MAXWELL	1,357.64
			Total Credit Card Amount	1,567.14
Ravinia Principal	10/11/2021	BACK YARD GRILL	COURTNEY NORDSTROM	42.50
			Total Credit Card Amount	42.50
Edgewood School	10/29/2021	"4IMPRINT, INC"	EDGEWOOD SCHOOL	673.54
	10/29/2021	TARGET 00009423	EDGEWOOD SCHOOL	19.47
	10/25/2021	USPS PO 1636060035	EDGEWOOD SCHOOL	7.38
	10/21/2021	"4IMPRINT, INC"	EDGEWOOD SCHOOL	189.93
	10/19/2021	MATH OLYMPIADS	EDGEWOOD SCHOOL	119.00
	10/07/2021	CUSTOMINK GROUPS	EDGEWOOD SCHOOL	16.12
	10/05/2021	SAMS CLUB #8184	EDGEWOOD SCHOOL	239.73
	10/05/2021	TARGET 00011684	EDGEWOOD SCHOOL	38.60
	10/05/2021	USPS PO 1636060035	EDGEWOOD SCHOOL	7.38
	10/04/2021	DOLLARTREE	EDGEWOOD SCHOOL	34.00
	10/01/2021	AMZN MKTP US 2COM111H2	EDGEWOOD SCHOOL	18.98
	10/01/2021	AMZN MKTP US 2C4ZL3QA0	EDGEWOOD SCHOOL	13.98
	10/01/2021	AMZN MKTP US 2C7Z34PB2	EDGEWOOD SCHOOL	9.99
	10/01/2021	JEWEL OSCO 3459	EDGEWOOD SCHOOL	50.98
	10/01/2021	JOANN STORES #2287	EDGEWOOD SCHOOL	11.98
	10/01/2021	MICHAELS STORES 9176	EDGEWOOD SCHOOL	168.03
	10/01/2021	SPIRIT HALLOWEEN 60179	EDGEWOOD SCHOOL	12.99
	10/01/2021	SPIRIT HALLOWEEN 61157	EDGEWOOD SCHOOL	27.98
	10/01/2021	TARGET 00008359	EDGEWOOD SCHOOL	29.87
			Total Credit Card Amount	1,689.93





<u>District Card Name</u>	<u>Trans Date</u>	<u>Transaction Description</u>	<u>Where Used</u>	<u>Amount</u>
	10/07/2021	GREEN SCREEN BY DO INK, iPad APP	APPLE.COM/BILL	1,743.00
	10/04/2021	SALES TAX REFUND	DRI LOGITECH STORE	-6.00
	10/04/2021	LOGITECH CRAYON REPAIR PARTS	DRI LOGITECH STORE	101.95
Total Credit Card Amount				12,663.47
Teaching & Learning	10/29/2021	LEFTYS PIZZA KITCHEN	KEVIN RYAN	82.85
	10/29/2021	SSL SCIENCE-DELTA	KEVIN RYAN	10.86
	10/29/2021	STAPLS7342492472000001	KEVIN RYAN	30.99
	10/29/2021	STAPLS7342492472000002	KEVIN RYAN	11.71
	10/27/2021	DELTAEDUCATION.COM	KEVIN RYAN	59.54
	10/20/2021	PAYPAL DLENM	KEVIN RYAN	960.00
	10/18/2021	STAPLS7340917403001001	KEVIN RYAN	-5.12
	10/18/2021	STAPLS7341074187001001	KEVIN RYAN	-7.17
	10/18/2021	STAPLS7341074187002001	KEVIN RYAN	-7.17
	10/18/2021	STAPLS7341074187003001	KEVIN RYAN	-12.55
	10/14/2021	DELTAEDUCATION.COM	KEVIN RYAN	249.87
	10/14/2021	DELTAEDUCATION.COM	KEVIN RYAN	176.29
	10/14/2021	SP INSTRUCTIONAL COA	KEVIN RYAN	91.90
	10/13/2021	WPY FIRST EDUCATIONAL	KEVIN RYAN	300.00
	10/13/2021	WPY FIRST EDUCATIONAL	KEVIN RYAN	300.00
	10/12/2021	RBT POTBELLY #42	KEVIN RYAN	-2.80
	10/11/2021	POTBELLY #42	KEVIN RYAN	69.91
	10/11/2021	STAPLS7341074187000001	KEVIN RYAN	90.77
	10/08/2021	LEGO EDUCATION	KEVIN RYAN	2,699.40
	10/07/2021	STAPLS7340917403000001	KEVIN RYAN	93.19
	10/05/2021	"INVENTABLES, INC"	KEVIN RYAN	87.29
	10/05/2021	THE MATH LEARNING CENT	KEVIN RYAN	60.00
	10/05/2021	SAVVAS LEARNING	KEVIN RYAN	400.76
	10/05/2021	STAPLS7340245925000001	KEVIN RYAN	26.29
	10/05/2021	THE MATH LEARNING CENT	KEVIN RYAN	35.00
	10/05/2021	THE MATH LEARNING CENT	KEVIN RYAN	34.00
	10/04/2021	12 - EC - LOU MALNATIS	KEVIN RYAN	31.86
	10/04/2021	STAPLS7340354048000001	KEVIN RYAN	374.08
	10/04/2021	STAPLS7340354048000002	KEVIN RYAN	49.43
	10/01/2021	STAPLS7340346208000001	KEVIN RYAN	49.43
	10/01/2021	STAPLS7340347902000002	KEVIN RYAN	49.43
	10/01/2021	STAPLS7340349262000002	KEVIN RYAN	49.43
	10/01/2021	STAPLS7340350978000002	KEVIN RYAN	49.43
	10/01/2021	STAPLS7340353394000002	KEVIN RYAN	49.43

<u>District Card Name</u>	<u>Trans Date</u>	<u>Transaction Description</u>	<u>Where Used</u>	<u>Amount</u>
	10/01/2021	STAPLS7340355176000001	KEVIN RYAN	49.43
			Total Credit Card Amount	6,587.76
Indian Trail	10/29/2021	LOOM SUBSCRIPTION	MARIA GRABLE	20.00
	10/28/2021	THE BOOK STALL	MARIA GRABLE	28.78
	10/22/2021	THE BOOK STALL	MARIA GRABLE	4.79
	10/21/2021	SP SWEET SHOT COOKIE	MARIA GRABLE	75.00
	10/15/2021	REALLY GREAT READING C	MARIA GRABLE	47.95
	10/14/2021	JEWEL OSCO 3459	MARIA GRABLE	31.95
	10/12/2021	SPOTIFY USA	MARIA GRABLE	9.99
	10/05/2021	PICMONKEY LLC	MARIA GRABLE	72.00
	10/05/2021	THE BOOK STALL	MARIA GRABLE	415.63
	10/04/2021	POTBELLY # 42	MARIA GRABLE	172.93
	10/04/2021	RBT POTBELLY # 42	MARIA GRABLE	-6.92
			Total Credit Card Amount	872.10
Superintendent	10/28/2021	MEAL IPA CONF. SCHROEDER	MARRIOTT PEORIA	20.80
	10/28/2021	MEAL IPA CONF. LUBELFELD	MARRIOTT PEORIA	19.80
	10/27/2021	BREAKFAST IPA CONF. - LUBELFELD	MARRIOTT PEORIA	17.00
	10/26/2021	MEAL IPA CONF. LUBELFELD	STAYBRIDGE SUITES PEORIA	9.83
	10/18/2021	ICLOUD STORAGE -LUBELFELD	APPLE.COM/BILL	2.99
	10/18/2021	TRANSLATION/CAPTION SERVICE - LUBELFELD	REV.COM	9.00
	10/05/2021	TRANSLATION/SUBTITLE SERVICE - LUBELFELD	REV.COM	12.00
	10/04/2021	PARKING-IL SUPT CONFERENCE-LUBELFELD	BANK OF SPRINGFIELD CE	14.00
	10/04/2021	HOTEL- IL SUPT. CONFERENCE - LUBELFELD	DOUBLETREE AB LINCOLN	277.98
			Total Credit Card Amount	383.40
Wayne Thomas	10/20/2021	PANERA BREAD #204019 O	MICHAEL RODRIGO	46.46
	10/15/2021	TST JUDY'S PIZZERIA	MICHAEL RODRIGO	27.37
	10/12/2021	WALMART.COM AA	MICHAEL RODRIGO	23.11
			Total Credit Card Amount	96.94
Personnel	10/28/2021	MARRIOTT PEORIA PERE M	MONICA SCHROEDER	323.00
	10/27/2021	IN AMERICAN ASSOC OF	MONICA SCHROEDER	550.00
	10/27/2021	IN AMERICAN ASSOC OF	MONICA SCHROEDER	550.00
	10/25/2021	TST SUGAR WOOD FIRED	MONICA SCHROEDER	20.51
	10/21/2021	PAYPAL IASPA	MONICA SCHROEDER	150.00
	10/20/2021	IN AMERICAN ASSOC OF	MONICA SCHROEDER	325.00
	10/20/2021	IN AMERICAN ASSOC OF	MONICA SCHROEDER	550.00

<u>District Card Name</u>	<u>Trans Date</u>	<u>Transaction Description</u>	<u>Where Used</u>	<u>Amount</u>
	10/18/2021	MARRIOTT CRYSTAL GATEW	MONICA SCHROEDER	1,183.64
	10/18/2021	UA INFLT 01699485466840	MONICA SCHROEDER	12.99
	10/18/2021	UNITED 01699484480072	MONICA SCHROEDER	35.00
	10/18/2021	UNITED 01699484480083	MONICA SCHROEDER	45.00
	10/13/2021	CHIPOTLE 0106	MONICA SCHROEDER	11.88
	10/12/2021	SQ UNION CAB	MONICA SCHROEDER	12.86
	10/12/2021	UNITED 01699475701335	MONICA SCHROEDER	35.00
	10/12/2021	UNITED 01699475701346	MONICA SCHROEDER	45.00
			Total Credit Card Amount	3,849.88
Red Oak	10/04/2021	DD/BR #306048	NICOLE BELLINI	70.97
			Total Credit Card Amount	70.97
Sherwood Principal	10/28/2021	PACIFIC NORTHWEST PUBL	RACHEL FILIPPI	139.10
	10/25/2021	PANERA BREAD #601763 O	RACHEL FILIPPI	-17.42
	10/11/2021	SQ KAGAN PUBLISHING	RACHEL FILIPPI	7.56
	10/05/2021	"PTCFAST, LLC"	RACHEL FILIPPI	50.00
			Total Credit Card Amount	179.24
Edgewood Principal	10/29/2021	TEACHERSPAYTEACHERS.CO	ANTHONY CANDELA	31.98
	10/27/2021	"PTCFAST, LLC"	ANTHONY CANDELA	50.00
	10/05/2021	JEWEL OSCO 3459	ANTHONY CANDELA	46.41
	10/05/2021	JIMMY JOHNS - 1032	ANTHONY CANDELA	511.81
			Total Credit Card Amount	640.20
Personnel Admin	10/08/2021	WALMART.COM AA	JESSICA DUBOIS	146.82
			Total Credit Card Amount	146.82
Green Bay Admin	10/26/2021	OFFICEMAX/OFFICEDEPT#3	MAGDALENA ROMAN	31.99
	10/25/2021	STAPLES 00116616	MAGDALENA ROMAN	59.98
	10/14/2021	JERRY SMITH FARM	MAGDALENA ROMAN	366.08
	10/14/2021	SLP NOW MEMBERSHIP	MAGDALENA ROMAN	249.00
	10/12/2021	ULTIMATE SLP	MAGDALENA ROMAN	12.95
	10/08/2021	SWINGSETMALL.COM	MAGDALENA ROMAN	1,089.00
			Total Credit Card Amount	1,809.00
Communications Dir 2	10/27/2021	ANNUAL MEMBERSHIP FEE	NICHOLAS GLENN	35.00
			Total Credit Card Amount	35.00

<u>District Card Name</u>	<u>Trans Date</u>	<u>Transaction Description</u>	<u>Where Used</u>	<u>Amount</u>
Greg Riley3	10/28/2021	THE HOME DEPOT #1926	Home Depot	110.43
	10/27/2021	CRAFTWOOD LUMBER & HAR	RILEY GREG	5.79
	10/21/2021	THE HOME DEPOT #1926	Home Depot	44.94
	10/18/2021	THE HOME DEPOT 1926	RILEY GREG	206.86
	10/13/2021	THE HOME DEPOT #1926	RILEY GREG	1.52
	10/07/2021	CRAFTWOOD LUMBER & HAR	RILEY GREG	27.96
	10/05/2021	THE HOME DEPOT #1926	Home Depot	32.94
			Total Credit Card Amount	430.44
Stan Paic3	10/28/2021	CRAFTWOOD LUMBER & HAR	PAIC STAN	104.14
	10/28/2021	THE HOME DEPOT #1926	PAIC STAN	108.01
	10/21/2021	CRAFTWOOD LUMBER & HAR	PAIC STAN	37.36
	10/20/2021	CRAFTWOOD LUMBER & HAR	PAIC STAN	118.89
	10/18/2021	MIDWEST APPLIANCE PART	PAIC STAN	114.69
	10/15/2021	CRAFTWOOD LUMBER & HAR	PAIC STAN	57.83
	10/08/2021	CRAFTWOOD LUMBER & HAR	PAIC STAN	32.03
	10/08/2021	CRAFTWOOD LUMBER & HAR	PAIC STAN	32.03
	10/05/2021	CRAFTWOOD LUMBER & HAR	PAIC STAN	43.19
	10/05/2021	CRAFTWOOD LUMBER & HAR	PAIC STAN	32.42
10/01/2021	CRAFTWOOD LUMBER & HAR	PAIC STAN	71.79	
			Total Credit Card Amount	752.38
Tom Spellman3	10/28/2021	CRAFTWOOD LUMBER & HAR	SPELLMAN TOM	24.97
	10/22/2021	MUTUAL ACE HARDWARE &	SPELLMAN TOM	111.55
	10/21/2021	CRAFTWOOD LUMBER & HAR	SPELLMAN TOM	98.99
	10/19/2021	MUTUAL ACE HARDWARE &	SPELLMAN TOM	217.75
	10/18/2021	THE HOME DEPOT 1926	SPELLMAN TOM	236.12
			Total Credit Card Amount	689.38
Dan Dal Pnte3	10/29/2021	THE HOME DEPOT #1926	DAL PNTE DAN	56.47
	10/29/2021	THE HOME DEPOT 1926	DAL PNTE DAN	207.19
	10/27/2021	MUTUAL ACE HARDWARE &	DAL PNTE DAN	45.85
	10/20/2021	MUTUAL ACE HARDWARE &	DAL PNTE DAN	146.56
	10/18/2021	THE HOME DEPOT #1926	DAL PNTE DAN	79.05
	10/18/2021	THE HOME DEPOT 1926	DAL PNTE DAN	221.53
	10/11/2021	CRAFTWOOD LUMBER & HAR	DAL PNTE DAN	17.57
	10/08/2021	MUTUAL ACE HARDWARE &	DAL PNTE DAN	77.27
	10/07/2021	THE HOME DEPOT #1926	DAL PNTE DAN	124.45
	10/01/2021	BERLAND'S INC	DAL PNTE DAN	239.98
			Total Credit Card Amount	1,215.92

<u>District Card Name</u>	<u>Trans Date</u>	<u>Transaction Description</u>	<u>Where Used</u>	<u>Amount</u>
Alfredo Jurado3	10/27/2021	ENCOMPASS PARTS	JURADO ALFREDO	114.59
			Total Credit Card Amount	114.59
Dir of Operations2	10/22/2021	SUPPLYHOUSE.COM	DIRECTOR OF OPERATIONS	54.51
	10/21/2021	TARGET 00011684	DIRECTOR OF OPERATIONS	33.98
	10/19/2021	BUCKEYE POWER SALES CO	DIRECTOR OF OPERATIONS	490.00
	10/14/2021	KALAHARI RESORT - WI	DIRECTOR OF OPERATIONS	249.49
	10/14/2021	WASBO FOUNDATION	DIRECTOR OF OPERATIONS	275.00
	10/11/2021	UNITED RENTALS 3301	DIRECTOR OF OPERATIONS	180.00
	10/01/2021	POSITIVE PROMOTIONS	DIRECTOR OF OPERATIONS	246.45
			Total Credit Card Amount	1,529.43
			Grand Total Amount	62,214.19

\*\*\*\*\* End of report \*\*\*\*\*

**MEMORANDUM**  
**NORTH SHORE SCHOOL DISTRICT 112**

TO: Dr. Michael Lubelfeld, Superintendent of Schools  
Members of the Board of Education

FROM: Mr. Jeremy Davis, Assistant Superintendent of Finance and Operations

RE: **Business Office Monthly Report of Summary Financial Performance Data for November 2021**

Policy Alignment: Policy 4.8 – Accounting and Audits

DATE: December 14, 2021

**1. Investments**

See Treasurer’s Report for month and summary of cash and investments.

**2. Financial Packet**

The Financial Packet for the month of November, 2021, including the following reports, is presented for your review.

- a. Summary reports of Expenditures for the month.
- b. Check Summaries for disbursements processed from the last to the current Board meeting are provided for separate Board approval.

The status of the Education Fund expenses (in \$ millions) are as follows:

TOTAL	SPENT	
BUDGET	YTD	BALANCE
\$62.8	\$21.9	\$40.9

**North Shore School District 112  
Summary of Cash & Investments  
November 30, 2021**

	<u>Cash &amp; Investments November 30, 2021</u>	<u>% of Total</u>	<u>Cash &amp; Investments October 31, 2021</u>	<u>Monthly Change in Cash &amp; Investments</u>	<u>Cash &amp; Investments November 30, 2020</u>	<u>% of Total</u>	<u>Annual Change in Cash &amp; Investments</u>
<b>10 Education</b>	\$ 74,387,362.48	59%	\$ 78,426,627.81	\$ (4,039,265.33)	\$ 69,197,828.04	49%	\$ 5,189,534.44
<b>20 Operations and Maintenance</b>	\$ 9,167,733.26	7%	\$ 14,304,432.13	\$ (5,136,698.87)	\$ 12,150,277.21	9%	\$ (2,982,543.95)
<b>30 Debt Service</b>	\$ 2,958,691.35	2%	\$ 75,224.67	\$ 2,883,466.68	\$ 2,907,563.12	2%	\$ 51,128.23
<b>40 Transportation</b>	\$ 8,346,648.26	7%	\$ 8,134,172.76	\$ 212,475.50	\$ 5,658,605.53	4%	\$ 2,688,042.73
<b>50 Municipal Retirement</b>	\$ 2,884,963.37	2%	\$ 3,014,259.02	\$ (129,295.65)	\$ 3,489,626.77	2%	\$ (604,663.40)
<b>60 Capital Projects</b>	\$ 25,726,939.45	20%	\$ 27,310,118.33	\$ (1,583,178.88)	\$ 44,271,812.31	31%	\$ (18,544,872.86)
<b>70 Working Cash</b>	\$ 2,971,445.35	2%	\$ 2,971,389.79	\$ 55.56	\$ 2,966,223.88	2%	\$ 5,221.47
<b>Total District Funds</b>	<b>\$ 126,443,783.52</b>	<b>100%</b>	<b>\$ 134,236,224.51</b>	<b>\$ (7,792,440.99)</b>	<b>\$ 140,641,936.86</b>	<b>100%</b>	<b>\$ (14,198,153.34)</b>
<b>99 Student Activity</b>	\$ 210,335.63	0%	\$ 210,606.36	\$ (270.73)	\$ 217,570.60	0%	\$ (7,234.97)
<b>Total All Funds</b>	<b>\$ 126,654,119.15</b>	<b>100%</b>	<b>\$ 134,446,830.87</b>	<b>\$ (7,792,711.72)</b>	<b>\$ 140,859,507.46</b>	<b>100%</b>	<b>\$ (14,205,388.31)</b>

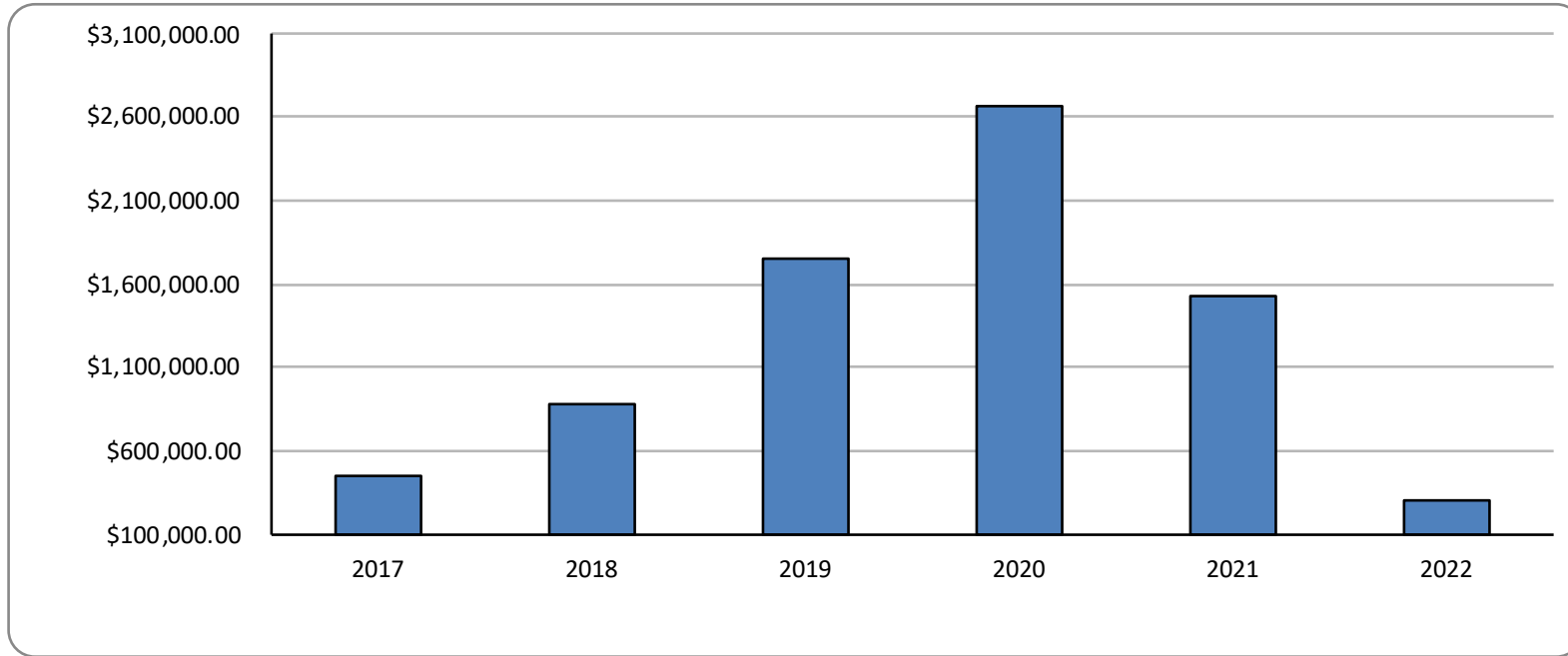
\*\*Please note that the District is reporting cash and investments on a cost basis.

**North Shore School District 112**  
**Fund Balance Summary**  
**November 30, 2021**

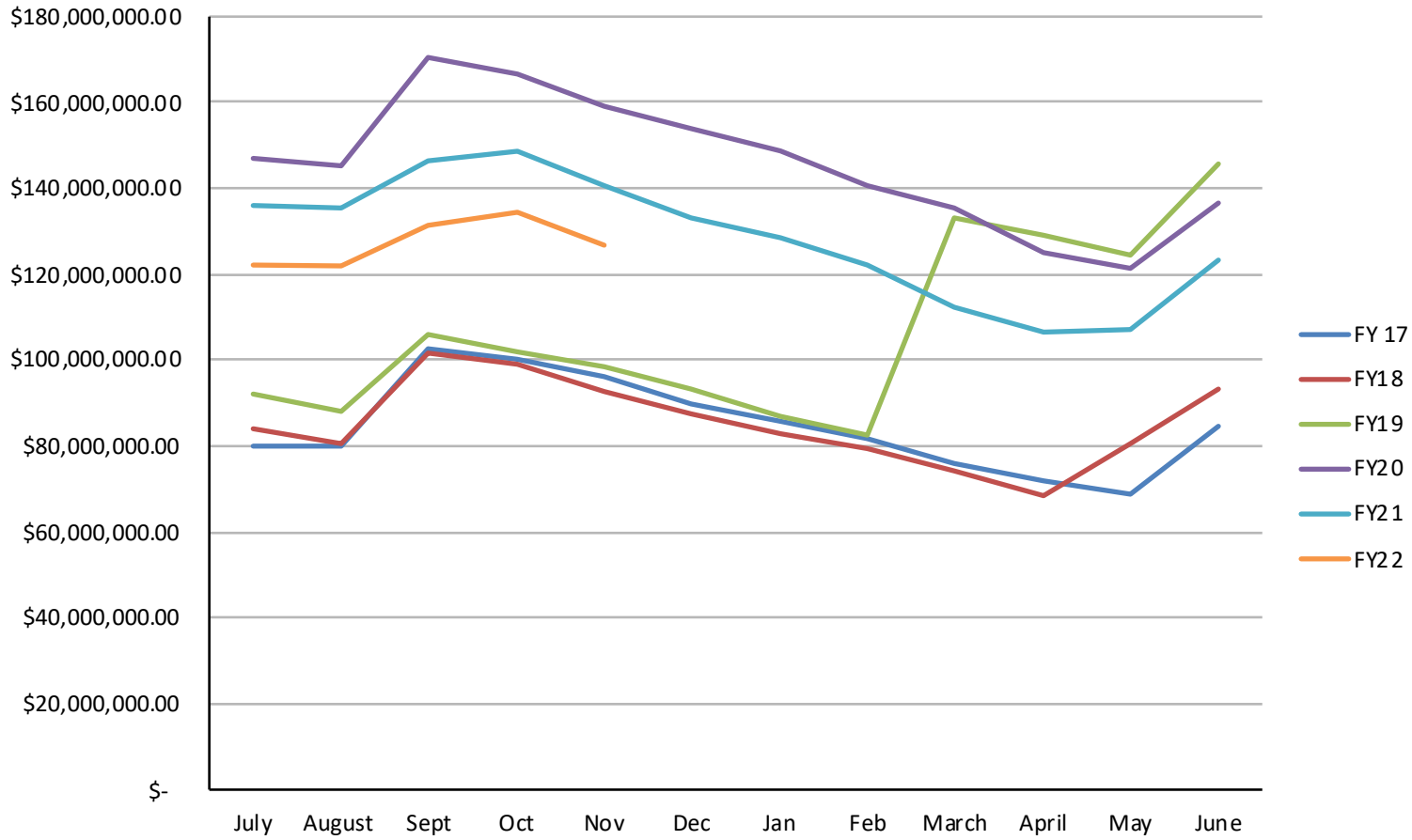
Fund	Audited Fund Balance June 30, 2021	2021-22 Fiscal Year to Date Revenues	2021-22 Fiscal Year to Date Expenditures	Excess / (Deficiency) of Revenues Over Expenditures	2021-22 Other Financing Sources/Uses	Unaudited Fund Balance November 30, 2021
(10) Education	\$ 37,031,843	\$ 58,959,620	\$ 21,933,750	\$ 37,025,870	\$ -	\$ 74,057,713
(20) Operations and Maintenance	\$ 5,116,238	\$ 13,175,699	\$ 6,041,731	\$ 7,133,968	\$ (3,866,888)	\$ 8,383,318
(40) Transportation	\$ 4,614,817	\$ 4,457,386	\$ 990,921	\$ 3,466,465	\$ -	\$ 8,081,282
(50) Municipal Retirement	\$ 3,341,103	\$ 197,489	\$ 515,495	\$ (318,005)	\$ -	\$ 3,023,098
(70) Working Cash	\$ 2,966,545	\$ 4,867	\$ -	\$ 4,867	\$ -	\$ 2,971,412
<b>Total Operating Funds</b>	<b>\$ 53,070,546</b>	<b>\$ 76,795,062</b>	<b>\$ 29,481,896</b>	<b>\$ 47,313,165</b>	<b>\$ (3,866,888)</b>	<b>\$ 96,516,823</b>
(30) Debt Service	\$ 75,125	\$ 121	\$ 983,444	\$ (983,323)	\$ 3,866,888	\$ 2,958,690
(60) Capital Projects	\$ 33,152,456	\$ 177,657	\$ 7,749,881	\$ (7,572,224)	\$ -	\$ 25,580,232
<b>Total Non-Operating Funds</b>	<b>\$ 33,227,581</b>	<b>\$ 177,778</b>	<b>\$ 8,733,324</b>	<b>\$ (8,555,546)</b>	<b>\$ 3,866,888</b>	<b>\$ 28,538,923</b>
<b>Total All Funds</b>	<b>\$ 86,298,127</b>	<b>\$ 76,972,839</b>	<b>\$ 38,215,220</b>	<b>\$ 38,757,619</b>	<b>\$ -</b>	<b>\$ 125,055,746</b>

\*Please note fund balance is the net of all District assets and liabilities (including audit accruals).

## Interest Received



# Cash Balance



North Shore School District 112  
Statement of Revenue, Expenditures and Change in Fund Balance  
Total Governmental Funds by Object  
Fiscal Year to Date through November 30, 2021

	Operating Funds												Total Governmental Funds
	General Fund			Special Revenue Funds									
	Education & Working Cash Funds	% Bud	Operations & Maintenance Fund	% Bud	Transportation Fund	% Bud	Municipal Retirement / Social Security Fund	% Bud	Debt Service Fund	% Bud	Capital Projects Fund	% Bud	
<b>Revenue:</b>													
Local Sources	\$ 56,774,089	97%	\$ 13,175,699	99%	\$ 3,735,384	92%	\$ 197,489	20%	\$ 121	35%	\$ 177,657	79%	\$ 74,060,439
State Sources	1,296,505	38%	-	-	722,002	111%	-	-	-	-	-	-	\$ 2,018,507
Federal Sources	893,893	24%	-	-	-	-	-	-	-	-	-	-	\$ 893,893
<b>Total Revenue</b>	<b>\$ 58,964,487</b>	<b>89%</b>	<b>\$ 13,175,699</b>	<b>99%</b>	<b>\$ 4,457,386</b>	<b>95%</b>	<b>\$ 197,489</b>	<b>20%</b>	<b>\$ 121</b>	<b>35%</b>	<b>\$ 177,657</b>	<b>79%</b>	<b>\$ 76,972,840</b>
<b>Expenditures:</b>													
Salaries	\$ 12,016,463	28%	\$ 522,780	49%	\$ 34,991	42%	\$ -	34%	\$ -	25%	\$ -	32%	\$ 12,574,235
Employee Benefits	\$ 3,107,376	41%	3,534	42%	1,649	40%	515,495	34%	-	25%	-	32%	\$ 3,628,054
Purchased Services	\$ 2,954,027	49%	1,882,970	32%	951,011	21%	-	-	-	-	-	-	\$ 5,788,007
Supplies	\$ 1,556,111	69%	480,487	45%	3,270	13%	-	-	-	-	-	-	\$ 2,039,868
Capital Outlay	\$ 829,211	69%	3,151,960	75%	-	-	-	-	-	-	7,749,881	32%	\$ 11,731,052
Debt Service Payment	-	-	-	-	-	-	-	-	983,444	25%	-	-	\$ 983,444
Other	\$ 1,470,561	22%	-	-	-	-	-	-	-	-	-	-	\$ 1,470,561
<b>Total Expenditures</b>	<b>\$ 21,933,750</b>	<b>33%</b>	<b>\$ 6,041,731</b>	<b>50%</b>	<b>\$ 990,921</b>	<b>21%</b>	<b>\$ 515,495</b>	<b>34%</b>	<b>\$ 983,444</b>	<b>25%</b>	<b>\$ 7,749,881</b>	<b>32%</b>	<b>\$ 38,215,220</b>
Excess (Deficiency) of Revenue over (under) Expenditures	\$ 37,030,737		\$ 7,133,968		\$ 3,466,465		\$ (318,005)		\$ (983,322)		\$ (7,572,224)		\$ 38,757,619
<b>Other Financing Sources/(Uses):</b>													
Other Sources of Funds	-		-		-		-		3,866,888		-		\$ 3,866,888
Other Uses of Funds	-		(3,866,888)		-		-		-		-		\$ (3,866,888)
<b>Total Sources/(Uses)</b>	<b>\$ -</b>		<b>\$ (3,866,888)</b>		<b>-</b>		<b>-</b>		<b>\$ 3,866,888</b>		<b>\$ -</b>		<b>-</b>
Change in Fund Balance	\$ 37,030,737		\$ 3,267,080		\$ 3,466,465		\$ (318,005)		\$ 2,883,566		\$ (7,572,224)		\$ 38,757,619
Beginning Fund Balance as of 6/30/21	\$ 39,998,388		\$ 5,116,238		\$ 4,614,816		\$ 3,341,104		\$ 75,126		\$ 33,152,456		\$ 86,298,127
Ending Fund Balance as of 11/30/21	\$ 77,029,125		\$ 8,383,318		\$ 8,081,280		\$ 3,023,099		\$ 2,958,691		\$ 25,580,232		\$ 125,055,746

**Northshore School District 112**  
**Cash and Investments**  
**30-Nov-21**

	<u>Account Balance</u>	<u>% of Total</u>
<b>Petty Cash</b>		
Statement Balance	\$ 643.67	
Less: Outstanding Checks	\$ -	
Plus Deposits in Transit	\$ -	
Adjusted	<u><u>\$ 643.67</u></u>	<b>0.00%</b>
<b>PMA 1030</b>		
Statement Balance	\$ 52,344,989.60	
Less: Outstanding Checks and transfers	\$ (144,027.22)	
Plus Deposits in Transit and transfers	\$ 1,635,929.64	
Other Transactions	\$ 50,248.28	
Adjusted	<u><u>\$ 53,887,140.30</u></u>	<b>42.55%</b>
<b>PMA 1033 ST Investments</b>		
Statement Balance	\$ 5,746,983.74	
Less: Outstanding Checks	\$ -	
Plus Deposits in Transit	\$ -	
Adjusted	<u><u>\$ 5,746,983.74</u></u>	<b>4.54%</b>
<b>PMA 1034 LT Cash</b>		
Statement Balance	\$ 7,722,346.86	
Less: Outstanding Checks	\$ -	
Plus Deposits in Transit	\$ -	
Adjusted	<u><u>\$ 7,722,346.86</u></u>	<b>6.10%</b>
<b>PMA 1047 LT Investments</b>		
Statement Balance	\$ 249,098.29	
Less: Outstanding Checks	\$ -	
Plus Deposits in Transit	\$ -	
Adjusted	<u><u>\$ 249,098.29</u></u>	<b>0.20%</b>
<b>PMA Flex 1048</b>		
Statement Balance	\$ 6,969.90	
Less: Outstanding Checks	\$ -	
Plus Deposits in Transit	\$ -	
Adjusted	<u><u>\$ 6,969.90</u></u>	<b>0.01%</b>

<b>PMA Stud Activity Account</b>			
Statement Balance	\$	317,842.01	
Less: Outstanding Checks	\$	(1,201.92)	
Plus Deposits in Transit	\$	40.00	
Adjusted	<b>\$</b>	<b>316,680.09</b>	<b>0.25%</b>
<b>PMA 1056 Bonds</b>			
Statement Balance	\$	10,007,206.23	
Less: Outstanding Checks (Transfer)	\$	(1,635,067.34)	
Plus Deposits in Transit	\$	-	
Adjusted	<b>\$</b>	<b>8,372,138.89</b>	<b>6.61%</b>
<b>Wells Fargo 1022</b>			
Statement Balance	\$	2,798,890.84	
Less: Outstanding Checks (Transfer)	\$	-	
Unrealized (gain)/loss	\$	31.81	
(Increase)/decrease in investment cost value	\$	-	
Adjusted	<b>\$</b>	<b>2,798,922.65</b>	<b>2.21%</b>
<b>Fifth Third Bank 1024</b>			
Statement Balance	\$	23,919,101.75	
Unrealized (gain)/loss	\$	(6,857.69)	
(Increase)/decrease in investment cost value	\$	75,378.90	
Adjusted	<b>\$</b>	<b>23,987,622.96</b>	<b>18.94%</b>
<b>JP Morgan Investments 1051</b>			
Statement Balance	\$	6,173,840.07	
Unrealized (gain)/loss	\$	3,596.41	
Accrued Interest	\$	-	
(Increase)/decrease in investment cost value	\$	(2,436.48)	
Adjusted	<b>\$</b>	<b>6,175,000.00</b>	<b>4.88%</b>
<b>Fifth Third Bank WC 1055</b>			
Statement Balance	\$	100,251.97	
Unrealized (gain)/loss	\$	-	
(Increase)/decrease in investment cost value	\$	-	
Adjusted	<b>\$</b>	<b>100,251.97</b>	<b>0.08%</b>
<b>Fifth Third Bank-Capital Projects 1057</b>			
Statement Balance	\$	17,299,825.82	
Plus Deposits in Transit (Transfer)	\$	-	
Unrealized (gain)/loss	\$	(11,466.60)	
(Increase)/decrease in investment cost value	\$	1,960.61	
Adjusted	<b>\$</b>	<b>17,290,319.83</b>	<b>13.65%</b>
<b>Total Cash and Investments</b>	<b>\$</b>	<b>126,654,119.15</b>	<b>100.00%</b>

Date: December 14, 2021  
To: Members of the Board of Education  
From: Dr. Michael Lubelfeld, Superintendent of Schools  
Subject: Destruction of Closed Session Audio Recordings  
Policy Alignment: Policy 2.220 Board of Education Meeting Procedures  
Disposition: Action

---

**Executive Summary:**

In accordance with Board Policy 2:220 Board of Education Meeting Procedures, the superintendent or Board president shall make audio recordings of all closed session meetings. After 18 months, the audio recordings can be destroyed with the Board's approval.

It is my recommendation that the audio recordings from the closed meetings on June 9, 2020, and June 30, 2020, be destroyed. Written minutes of this closed meeting were approved by the Board and will continue to be maintained in accordance with law and policy.

**Recommendation:**

Roll call vote to approve the audio recording from the closed meetings on June 9, 2020, and June 30, 2020 be destroyed.

Date: December 14, 2021  
To: Members of the Board of Education  
From: Dr. Michael Lubelfeld, Superintendent of Schools  
Subject: Open Closed Session Meeting Minutes (Semi-Annual Review)  
Policy Alignment: Policy 2:220 - Board Meeting Procedures  
Disposition: Action

---

**Executive Summary:**

In accordance with the Open Meetings Act and Board Policy 2:220, semi-annually the Board is required to review written minutes of closed session meetings that are currently unavailable to the public. If the substance of the minutes no longer needs to remain confidential, the Board may choose to open the minutes to the public.

The closed session meeting minutes from June 2021 through October 2021 have been reviewed by Board President, Mr. Brunk and Board Secretary, Ms. Itkin. It's been determined the need for confidentiality no longer exists for the closed session minutes of June 8, 2021, June 24, 2021, and August 10, 2021, and should be made available for public inspection.

**Recommendation:**

Roll call vote to approve opening the closed session meeting minutes of June 8, 2021, June 24, 2021, and August 10, 2021, as presented.

Date: December 14, 2021

To: Dr. Michael Lubelfeld, Superintendent of Schools  
Members of the Board of Education

From: Jeremy Davis, Assistant Superintendent for Finance and Operations

Subject: Approval to Accept Donation

Policy Alignment: Policy 8:80 Gifts To The District

Disposition: Action

---

Executive Summary:

The Board of Education must approve all donations to District 112. Per Policy 8:80, the School Board accepts gifts from any education foundation or other entity or individual, provided the district can use the gift in a manner compatible with the school district's mission, objectives and policies. It is my pleasure to present to the Board of Education the following donation:

- 300 coats donated in partnership with Highland Park Community Foundation, Highland Park-Highwood Rotary, and Operation Warm.

North Shore School District 112 greatly appreciates the generous donation and recommends a letter of acknowledgment be sent to the donor on behalf of the Board of Education following approval of this recommendation.

---

Recommendation: Action

Roll call vote to approve the donation listed above and a letter of acknowledgment to be sent to the donator on behalf of the Board of Education for their generous donation to District 112.

Date: December 14, 2021  
To: Members of the Board of Education  
From: Dr. Holly Colin, Asst. Supt. for Student Services  
Dr. Kevin Ryan, Asst. Supt. for Teaching & Learning  
Subject: Consultant Agreements - Ed. Outside Lines & Marzano Resources(Phil Warrick)  
Policy Alignment: Policy 4:60 Purchase & Contracts  
Disposition: Action

---

**Executive Summary:**

The Board is being presented with two consultant agreements for approval.

**Educating Outside the Lines (EOL) at a cost of \$35,000**

The District has contracted with EOL for the last 3+ years to provide disability awareness in all the elementary schools. The topics presented differ per grade level and are as follows: We Are All Alike, We Are All Different (kindergarten); Helping Tools (1st); Hidden Disabilities (2nd); Vision and Hearing (3rd); Physical Disabilities (4th); Hidden Disabilities (5th).

**Purchase Agreement - Marzano Resources (Phil Warrick) at a cost of \$32,000**

Our principals will continue their work with Dr. Phil Warrick with 4 additional days of onsite coaching in the spring. Our administrative team worked with Dr. Warrick in the fall. Dr. Warrick will visit classrooms with building leadership. He will model classroom observations, lead insightful discussions of what was observed, provide growth-based feedback to principals, and help principals craft effective feedback for teachers around the instructional framework.

**Recommendation:**

Roll call vote to approve the consultant agreement with Educating Outside the Lines at a cost of \$35,000 and Marzano Resources (Phil Warrick) at a cost of \$32,000, as presented.



# CONTRACT



## Contract of Services

The following services will be provided by Educating Outside The Lines to North Shore School District 112 for the 2021-2022 School Year.

- o All School Assembly: Speaker with Disability (K- 2nd, and 3rd-5th sessions)  
Held either virtual live or in-person
  
- o Two days of grade-level activities (per grade) on distinct topics including speakers and simulations, allowing for sustained learning and impact throughout grade progression
  - Kindergarten: "We are all alike, We are all different"
  - First Grade: Helping Tools for People with Disabilities
  - Second Grade: Developmental and Hidden Disabilities
  - Third Grade: Deafness and Blindness
  - Fourth Grade: Physical Disabilities
  - Fifth Grade: Hidden Disabilities
  
- o Approximately 1 hour per classroom throughout the week (additional 45 minute assembly)
  
- Additional program design provided for all specials to teach about Disability Awareness throughout the week with programming for music, art, STEM/STEAM and library
- Posters and coloring pages throughout school produced in each classroom
- Printed materials for each classroom activity (as needed)
- All materials needed for activities
- Training of parent volunteers for classroom activities
- Student take-home information for each grade level with parent follow-up and suggestions for home discussion



# CONTRACT



For services provided in this agreement, the client agrees to the fee of \$5000 per school for a total of \$35,000.

Under execution of this contract fees will be payable as follows: Fifty percent 50% (\$17,500) due upon execution and signing of contract. Balance due (\$17,500) on February 1, 2022.

*Educating Outside The Lines NFP and Patricia O'Machel (as its manager) agrees to provide, for the use of Dist. 112, all services listed above. The client will provide all necessary equipment for activities, such equipment for assemblies may include audio and video presentation equipment in adequate space for assembly gathering, audio video equipment for classroom presentations, volunteers for activities, and adequate space for all activities.*

*The schools will agree to not film, reproduce or reuse any materials provided by Educating Outside The Lines NFP. All intellectual property is the property of Educating Outside The Lines.*

*Educating Outside The Lines (EOTL) will have no responsibility for any injury that may occur as a result of the performance or in school activities provided by EOTL or any of its agents.*

*In the event that programming is cancelled due to Covid related school closures, EOTL will provide the option for virtual programming via Zoom to complete the contract.*

Signature (Dist 112):

*Holly Culina*

Title (Dist. 112):

*Asst. Superintendent*

Date:

*11/30/21*

Signature (EOTL):

Title (EOTL):

Date:

## Marzano Resources Purchase Agreement

Effective November 23, 2021, Marzano Resources, LLC (“Marzano Resources”) located at 555 N. Morton St., Bloomington, IN 47404 and North Shore School District 112 (“Customer”) located at 1936 Green Bay Rd., Highland Park, IL 60035 agree as follows:

1. **Summary of Products and Services:** Customer will purchase the following Marzano Resources products and services (“Products”). Additional Products may be added by mutual written Agreement.

Products and Services	Total
Professional Development	\$32,000.00
<b>Total</b>	<b>\$32,000.00</b>

2. **Payment Terms:** Customer will provide Marzano Resources with a purchase order made out to Marzano Resources, 555 N. Morton St., Bloomington, IN 47404, for the full amount due under this Agreement upon execution of this Agreement (the “Purchase Order Due Date”). A non-refundable deposit of 20% of the Professional Development amount will be invoiced upon execution of this Agreement. The total includes any travel, lodging, and incidental expenses incurred by Marzano Resources. All payments are due net 30 days from the actual date of invoice. All past due invoices are subject to a finance charge of 1.5% monthly. Marzano Resources will invoice Customer off of the purchase order based on the following schedule:

Description	Payment	Expected Invoice Date
20% Deposit (non-refundable)	\$6,400.00	Upon execution of Agreement
May 2022 Session(s)	\$25,600.00	May 20, 2022

3. **Professional Development**

- 3.1. **Description of Services:** Marzano Resources will provide a speaker (“Associate”) to perform the professional development services described in Exhibit A.
- 3.2. **Presentation Materials:** Customer will reproduce any handouts and other print materials related to the services and will notify the Associate directly of any deadlines for reproduction.
- 3.3. **Venue and Audio/Visual Equipment:** Customer will provide a venue, audio/video equipment, and technical support for all sessions.

4. **General Terms**

- 4.1. **Intellectual Property:** Customer acknowledges that Marzano Resources or Associate owns the copyrights to all tangible or electronic presentation materials, handouts, and/or program books used in conjunction with services performed under this Agreement and that no materials will be developed specifically for Customer. Marzano Resources will retain all copyrights owned prior to entering this Agreement, and Customer may not reproduce any materials not designated

reproducible without the express written permission of Marzano Resources. All audio, video, and digital recording of the services by Customer is prohibited.

**4.2. Force Majeure:** If an event beyond the parties' control makes performance impossible, illegal, or commercially impracticable (a "Force Majeure Event"), the parties will proceed as follows:

- a. If a Force Majeure Event prevents services from occurring onsite, the parties will arrange for the affected services to be delivered virtually on the scheduled dates.
- b. If a Force Majeure Event prevents services from occurring as scheduled, the parties will use best efforts to reschedule or make substitutions for affected services or products.
- c. If a Force Majeure Event prevents performance entirely, neither party will have any further liability to the other party for the prevented performance.
- d. All obligations unaffected by a Force Majeure Event will remain in place.

**4.3. Termination:** Marzano Resources may terminate this Agreement if Marzano Resources has not received a purchase order by the Purchase Order Due Date.

a. **Professional Development:** If Customer cancels any Professional Development Services within 90 days of the scheduled date for any reason but Force Majeure, Customer will reimburse Marzano Resources for any reasonable business expenses incurred in anticipation of performance of this Agreement that exceed the amount of the deposit. If events beyond the parties' control make performance on the scheduled dates impossible, the parties will make a good faith effort to reschedule the Professional Development Services.

b. **Resource Returns and Refunds:** Resource returns and refunds will be handled by the Return Policy outlines at <https://www.marzanoresources.com/customer-service/product-orders>.

**4.4. Entire Agreement:** This Agreement and any exhibits attached hereto constitute the entire agreement of the parties and supersede any prior or contemporaneous written or oral understanding or agreement. No waiver or modification of any of the terms of the Agreement will be effective unless made in writing and signed by both parties, and the unenforceability, invalidity, or illegality of any provision of this Agreement will not render the other provisions unenforceable, invalid, or illegal. Any waiver by either party of any default or breach hereunder will not constitute a waiver of any provision of this Agreement or of any subsequent default or breach of the same or a different kind.

This Agreement is acknowledged and accepted by Customer and Marzano Resources:

_____	_____	_____	_____
Dr. Kevin D. Ryan	Date	Kate Weber	Date
Assistant Superintendent of Teaching & L		Director of Professional Development	
North Shore School District 112		Marzano Resources, LLC	

Please email this Agreement to Monica Martinez at [monica.martinez@marzanoresources.com](mailto:monica.martinez@marzanoresources.com) or fax to 866.868.5478.

**Exhibit A****Description of Professional Development Services****Service 1****Date:** May 17, 2022**Speaker:** Phil Warrick**Topic:** Improving Teacher Development and Evaluation**Format:** Onsite**Cost:** \$8,000.00**Service 2****Date:** May 17, 2022**Speaker:** Phil Warrick**Topic:** Improving Teacher Development and Evaluation**Format:** Onsite**Cost:** \$8,000.00**Service 3****Date:** May 17, 2022**Speaker:** Phil Warrick**Topic:** Improving Teacher Development and Evaluation**Format:** Onsite**Cost:** \$8,000.00**Service 4****Date:** May 17, 2022**Speaker:** Phil Warrick**Topic:** Improving Teacher Development and Evaluation**Format:** Onsite**Cost:** \$8,000.00

**CONTACT INFORMATION**

Please provide the following information.

**Who will be the contact person for the work?**

Contact: \_\_\_\_\_  
Title: \_\_\_\_\_  
Phone: \_\_\_\_\_  
Email: \_\_\_\_\_  
Cell #: \_\_\_\_\_  
Fax: \_\_\_\_\_

**Who will receive and pay the invoices?**

Contact: \_\_\_\_\_  
Title: \_\_\_\_\_  
Phone: \_\_\_\_\_  
Email: \_\_\_\_\_  
Fax: \_\_\_\_\_

**Shipping Information (required for resource delivery)**

Shipping Contact: \_\_\_\_\_  
Shipping Address: \_\_\_\_\_  
City, State, Zip: \_\_\_\_\_  
Phone: \_\_\_\_\_  
Delivery Date: \_\_\_\_\_  
Delivery Times: \_\_\_\_\_

- Choose one:
- Do you have a Delivery Dock?
  - Do you have double doors (for pallet)?
  - Do you require inside delivery?

Date: December 14, 2021  
To: Board of Education  
From: Dr. Michael Lubelfeld, Superintendent  
Subject: Adoption of Board Policy Updates  
Board Policy Alignment: Policy 2:240- Board Policy Development  
Disposition: Information

---

**Executive Summary:**

The Board governs the District using written policies to ensure legal compliance, establish consistent processes, delegate authority and define operating limits. Board Policy 2:240 requires the Board to continually monitor policies for legal compliance, relevance, and effectiveness.

At the November 16, 2021 Regular Board meeting, the Board was presented with draft updates for a first-reading and are now being presented with the final versions of the following policies for adoption:

- 1:10 School District Legal Status
- 1:20 District Organization, Operations, and Cooperative Agreements
- 1:30 School District Philosophy
- 2:10 School District Governance
- 2:30 School District Elections
- 2:130 Board-Superintendent Relationship
- 2:240 Board Policy Development
- 3:30 Chain of Command
- 5:10 Equal Employment Opportunity and Minority Recruitment
- 6:100 Using Animals in the Educational Program
- 6:145 Migrant Students
- 6:160 English Learners
- 6:170 Title I Programs
- 6:235 Access to Electronic Networks
- 6:255 Assemblies and Ceremonies
- 6:260 Complaints About Curriculum, Instructional Materials, and Programs
- 7:220 Bus Conduct
- 7:230 Misconduct by Students with Disabilities
- 7:280 Communicable and Chronic Infectious Disease
- 8:90 Parent Organizations and Booster Clubs
- 8:20 Community Use of School Facilities (retained)
- 8:25 Advertising & Distributing Materials (retained)

Recommendation:

Roll call vote to adopt board policy updates, as presented.

## *Document Status: 5-Year-Review - Needs Review*

### **SCHOOL DISTRICT ORGANIZATION**

#### **1:10 School District Legal Status**

The Illinois Constitution requires the State to provide for an efficient system of high-quality public educational institutions and services in order to achieve the educational development of all persons to the limits of their capabilities.

The General Assembly has implemented this mandate through the creation of school districts. The District is governed by the laws for school districts serving a resident population of not fewer than 1,000 and not more than 500,000.

The Board of Education constitutes a body corporate that possesses all the usual powers of a corporation for public purposes, and in that name may sue and be sued, purchase, hold and sell personal property and real estate, and enter into such obligations as are authorized by law.

LEGAL REF.:

[Ill. Constitution, Art. X](#), Sec. 1.

[105 ILCS 5/10-1](#) *et seq.*

CROSS REF.: 2:10 (School District Governance), 2:20 (Powers and Duties of the Board of Education; Indemnification)

**ADOPTED: June 11, 2019**

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## *Document Status: 5-Year-Review - Needs Review*

### **SCHOOL DISTRICT ORGANIZATION**

#### **1:20 District Organization, Operations, and Cooperative Agreements**

The District is organized and operates as an Elementary District serving the educational needs of children in grades Pre-K through 8 and others as required by the School Code.

The District enters into and participates in joint programs and intergovernmental agreements with units of local government and other school districts in order to jointly provide services and activities in a manner that will increase flexibility, scope of service opportunities, cost reductions, and/or otherwise benefit the District and the community. The Superintendent shall manage these activities to the extent the program or agreement requires the District's participation, and shall provide periodic implementation or operational data and/or reports to the Board of Education concerning these programs and agreements.

LEGAL REF.:

[Ill. Constitution, Art. VII](#), Sec. 10.

[5 ILCS 220/1](#) *et seq.*

**ADOPTED: June 11, 2019**

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# Document Status: 5-Year-Review - Needs Review

## SCHOOL DISTRICT ORGANIZATION

### 1:30 School District Philosophy

#### Mission

The mission of North Shore School District 112, a community partnership committed to a world -class education, is to nurture every child to become an inspired learner, a well-rounded individual and contributing member of a global community by striving for excellence within an environment that fosters innovation, respect, engagement and intellectual inquiry.

#### Beliefs

We believe that. . .

- All individuals have inherent value.
- Hard work, self-confidence and determination increase the probability of achieving full potential.
- Individuals are responsible for their own decisions and actions.
- Any community benefits when people willingly contribute to the well-being of others.
- Everyone can be a successful learner.
- Effective education enhances the quality of life.
- Understanding diversity is essential for people to thrive in an interdependent world.
- Honesty and integrity build trusting relationships.
- Effective education is a partnership among school, family and the broader community.
- Change involves risk and is necessary for continuous improvement in a dynamic world.

#### Parameters

- We will always provide safe, supportive and nurturing learning and working environments.
- We will not tolerate behavior that is disrespectful or demeaning to any individual or group.
- No new program or service will be accepted unless:
  - it is consistent with the strategic plan
  - its benefits justify costs
  - and provisions are made for professional development and program evaluation
- No program or service will be retained unless it makes an optimal contribution to the mission and benefits continue to justify the cost.
- We practice fiscal responsibility while maintaining an operating fund balance of at least 25%.
- The scope of our programming will always attend to the social, emotional and physical well-being of our students.
- The School Improvement Plans will always be consistent with the District 's strategic plan.
- We will always consider the environmental impact of our decisions as we pursue the mission.

#### Objectives

- Every student will achieve personal academic excellence by demonstrating growth as measured by North Shore School District standards and assessments.
- Every child will develop, understand and consistently demonstrate the character attributes of respect, responsibility, trustworthiness, caring, fairness and citizenship at school and in the community.

#### LEGAL REF.:

[23 Ill. Admin Code § 1.210](#)

CROSS REF.: 2:10 (School District Governance), 3:10 (Goals and Objectives), 6:10 (Educational Philosophy and Objectives)

ADOPTED: June 11, 2019

## Document Status: Draft Update

### BOARD OF EDUCATION

#### 2:10 School District Governance

The District is governed by a Board of Education consisting of seven members. The Board's powers and duties include the authority to adopt, enforce, and monitor all policies for the management and governance of the District's schools.

Official action by the Board may only occur at a duly called and legally conducted meeting. Except as otherwise provided by the Open Meetings Act, at which a quorum is must be physically present at the meeting. [PRESSPlus1](#)

As stated in the Board member oath of office prescribed by the School Code, a Board member has no legal authority as an individual, except to the extent lawfully delegated by the Board of Education.

LEGAL REF.:

5 ILCS 120/~~1.02~~, Open Meetings Act.

[105 ILCS 5/10-1](#), [5/10-10](#), [5/10-12](#), [5/10-16.5](#), [5/10-16.7](#), and [5/10-20.5](#).

CROSS REF.: 1:10 (School District Legal Status), 2:20 (Powers and Duties of the Board of Education; Indemnification), 2:80 (Board Member Oath and Conduct), 2:120 (Board Member Development), 2:200 (Types of Board of Education Meetings), 2:220 (Board of Education Meeting Procedure)

~~ADOPTED: June 11, 2019~~

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#### PRESSPlus Comments

PRESSPlus 1. Updated to reflect changes to 5 ILCS 120/7(e), amended by P.A. 101-640, permitting public bodies to meet without a quorum physically present during a public health emergency. **Issue 107, June 2021**

## Document Status: Draft Update

### BOARD OF EDUCATION

#### 2:130 Board-Superintendent Relationship

The Board of Education directs, through policy, the Superintendent in his or her charge of the administration of the District by delegating its authority to operate the District and provide leadership to staff. [PRESSPlus1](#) The Board of Education employs and evaluates the Superintendent and holds him or her responsible for the operation of the District in accordance with Board policies and State and federal law.

The Board-Superintendent relationship is based on mutual respect for their complementary roles. The relationship requires clear communication of expectations regarding the duties and responsibilities of both the Board and Superintendent.

The Board considers the recommendations of the Superintendent as the District's Chief Executive Officer. The Board adopts policies necessary to provide general direction for the District and to encourage achievement of District goals. The Superintendent develops plans, programs, and procedures needed to implement the policies and directs the District's operations.

LEGAL REF.:

[105 ILCS 5/10-16.7](#) and [5/10-21.4](#).

CROSS REF.: 3:40 (Superintendent)

~~ADOPTED: June 11, 2019~~

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#### PRESSPlus Comments

PRESSPlus 1. Updated in response to a five-year review. Statutory text, previously contained in the sample policy's footnotes, was moved into the policy as a result of **PRESS** Advisory Board feedback. **Issue 107, June 2021**

## Document Status: Draft Update

### BOARD OF EDUCATION

#### **2:240 Board Policy Development**

The Board of Education governs using written policies. Written policies ensure legal compliance, establish Board processes, articulate District ends, delegate authority, and define operating limits. Board policies also provide the basis for monitoring progress toward District ends.

##### Policy Development

Anyone may propose new policies, changes to existing policies, or deletion of existing policies. Staff suggestions should be processed through the Superintendent. Suggestions from all others should be made to the Board President or the Superintendent.

A Board Policy Committee will consider all policy suggestions and provide information and recommendations to the Board.

The Superintendent is responsible for: (1) providing relevant policy information and data to the Board, (2) notifying those who will implement or be affected by or required to implement a proposed policy and obtaining their advice and suggestions, and (3) having policy recommendations drafted into written form for Board deliberation. The Superintendent shall seek the counsel of the Board Attorney when appropriate.

##### Policy Adoption and Dissemination

Policies or policy revisions will not be adopted at the Board meeting at which they are first introduced, except when: (1) appropriate for a consent agenda because no Board discussion is required, or (2) necessary or prudent in order to meet emergency or special conditions or to be legally compliant. Further Board consideration ~~will~~ may be given at a subsequent meeting(s) and after opportunity for community input. The adoption of a policy will serve to supersede all previously adopted policies on the same topic.

The Board policies are available for public inspection in the District's main office during regular office hours. Copy requests should be made pursuant to Board policy 2:250, *Access to District Public Records*.

##### Board Policy Review and Monitoring

The Board will periodically review its policies for relevancy, monitor its policies for effectiveness, and consider whether any modifications are required. The Board may use an annual policy review and monitoring calendar.

##### Words Importing Gender [PRESSPlus1](#)

Throughout this policy manual, words importing the masculine and/or feminine gender include all gender neutral/inclusive pronouns.

##### Superintendent Implementation

The Board will support any reasonable interpretation of Board policy made by the Superintendent. If reasonable minds differ, the Board will review the applicable policy and consider the need for further clarification.

In the absence of Board policy, the Superintendent is authorized to take appropriate action.

##### Suspension of Policies

The Board, by a majority vote of members present at any meeting, may temporarily suspend a Board policy except those provisions that are controlled by law or contract. The failure to suspend with a specific motion does not invalidate the Board action.

LEGAL REF.:

[105 LCS 5/10-20.5.](#)

CROSS REF.: 2:150 (Committees), 2:250 (Access to District Public Records), 3:40 (Superintendent)

**ADOPTED: June 11, 2019**

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## PRESSPlus Comments

PRESSPlus 1. Optional. Updated in response to subscriber feedback and evolving diversity, equity, and inclusion work at IASB. Consult the board attorney to determine whether inclusion of a subhead related to gender neutral/inclusive pronouns is appropriate for the district. This subhead's text mirrors language from the Ill. Statute on Statutes importing words applying the masculine gender to include the female gender. See 5 ILCS 70/1.04.

For students, State law prohibits gender-based discrimination, including transgender and gender non-conforming students. 775 ILCS 5/5-101(A)(11); 775 ILCS 5/1-103(O-1); and 23 Ill.Admin.Code §1.240. Title IX of the Education Amendments of 1972 (20 U.S.C. §1681) also prohibits exclusion and discrimination on the basis of sex. 20 U.S.C. §1681(a). See also policy 7:10, *Equal Educational Opportunities*.

For employees, the Equal Employment Opportunities Act (a/k/a Title VII of the Civil Rights Act of 1964) prohibits discrimination because of an individual's sex, which includes sexual orientation and/or transgender status. See 42 U.S.C. §2000e et seq., amended by The Lilly Ledbetter Fair Pay Act of 2009, Pub.L. 111-2; Bostock v. Clayton Cnty., 140 S.Ct. 1731 (2020); and Hively v. Ivy Tech, 853 F.3d 339 (7th Cir. 2017). See also policy 5:10, *Equal Employment Opportunity and Minority Recruitment*. **Issue 107, June 2021**

## Document Status: Draft Update

### BOARD OF EDUCATION

#### 2:30 School District Elections

School District elections are non-partisan, governed by the general election laws of the State, and include the election of Board of Education members, various public policy propositions, and advisory questions. Board members are elected at the consolidated election held on the first Tuesday in April in odd-numbered years. If, however, that date conflicts with the celebration of Passover, the consolidated election is postponed to the first Tuesday following the last day of Passover. The canvass of votes is conducted by the election authority within 21 days after the election.

The Board, by proper resolution, may cause to be placed on the ballot: (a) public policy referendum according to [Article 28 of the Election Code](#), or (b) advisory questions of public policy according to [Section 9-1.5 of the School Code](#).

The Board Secretary serves as the local election official. He or she receives petitions for the submission of a public question to referenda and forwards them to the proper election officer and otherwise provides information to the community concerning District elections.

#### LEGAL REF.:

10 ILCS 5/1-3, 5/2A, [5/9](#), 5/10-9, 5/22-17, 5/22-18, and 5/28.

105 ILCS 5/9 and 5/9-1.5. [PRESSPlus1](#)

CROSS REF.: 2:40 (Board Member Qualifications), 2:50 (Board Member Term of Office), 2:210 (Organizational Board of Education Meeting)

~~ADOPTED: June 11, 2019~~

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#### PRESSPlus Comments

PRESSPlus 1. The Legal References are updated. **Issue 107, June 2021**

## *Document Status: 5-Year-Review - Needs Review*

### GENERAL SCHOOL ADMINISTRATION

#### **3:30 Chain of Command**

The Superintendent shall develop an organizational chart indicating the channels of authority and reporting relationships for school personnel. These channels should be followed, and no level should be bypassed except in unusual situations.

All personnel should refer matters requiring administrative action to the responsible administrator, and may appeal a decision to a higher administrative officer. Whenever possible, each employee should be responsible to only one immediate supervisor. When this is not possible, the division of responsibility must be clear.

CROSS REF.: 1:20 (District Organization, Operations, and Cooperative Agreements), 2:140 (Communications To and From the Board), 3:70 (Succession of Authority), 8:110 (Public Suggestions and Concerns)

ADOPTED: June 11, 2019

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## Document Status: Draft Update

### General Personnel

#### 5:10 Equal Employment Opportunity and Minority Recruitment

The School District shall provide equal employment opportunities to all persons regardless of their race; color; creed; religion; national origin; sex; sexual orientation; age; ancestry; marital status; arrest record; military status; order of protection status; unfavorable military discharge; citizenship status provided the individual is authorized to work in the United States; use of lawful products while not at work; being a victim of domestic violence, sexual violence, or gender violence; genetic information; physical or mental handicap or disability, if otherwise able to perform the essential functions of the job with reasonable accommodation; pregnancy, childbirth, or related medical conditions; credit history, unless a satisfactory credit history is an established bona fide occupational requirement of a particular position; conviction record, unless authorized by law; [PRESSPlus1](#) or other legally protected categories. No one will be penalized solely for his or her status as a registered qualifying patient or a registered designated caregiver for purposes of the Compassionate Use of Medical Cannabis Program Act, [410 ILCS 130/](#).

Persons who believe they have not received equal employment opportunities should report their claims to the Nondiscrimination Coordinator and/or a Complaint Manager for the Uniform Grievance Procedure. These individuals are listed below. No employee or applicant will be discriminated or retaliated against because he or she: (1) requested, attempted to request, used, or attempted to use a reasonable accommodation as allowed by the Illinois Human Rights Act, or (2) initiated a complaint, was a witness, supplied information, or otherwise participated in an investigation or proceeding involving an alleged violation of this policy or State or federal laws, rules or regulations, provided the employee or applicant did not make a knowingly false accusation nor provide knowingly false information.

#### Administrative Implementation

The Superintendent shall appoint a Nondiscrimination Coordinator for personnel who shall be responsible for coordinating the District's nondiscrimination efforts. The Nondiscrimination Coordinator may be the Superintendent or a Complaint Manager for the Uniform Grievance Procedure. The Nondiscrimination Coordinator also serves as the District's Title IX Coordinator.

The Superintendent shall insert into this policy the names, office addresses, email addresses, and telephone numbers of the District's current Nondiscrimination Coordinator and Complaint Managers.

#### **Nondiscrimination Coordinator:**

Dr. Monica Schroeder, Deputy Superintendent  
1936 Green Bay Rd., Highland Park, IL 60035  
[mschroeder@nssd112.org](mailto:mschroeder@nssd112.org)  
224/765-3044

#### **Complaint Managers:**

Dr. Holy Colin, Assistant Superintendent  
1936 Green Bay Rd., Highland Park, IL 60035  
[hcolin@nssd112.org](mailto:hcolin@nssd112.org)  
224/765-3047

Dr. Kevin Ryan, Assistant Superintendent  
1936 Green Bay Rd., Highland Park, IL 60035  
[kryan@nssd112.org](mailto:kryan@nssd112.org)  
224/765-3051

The Superintendent shall also use reasonable measures to inform staff members and applicants that the District is an equal opportunity employer, such as, by posting required notices and including this policy in the appropriate handbooks.

#### Minority Recruitment

The District will attempt to recruit and hire minority employees. The implementation of this policy may include advertising openings in minority publications, participating in minority job fairs, and recruiting at colleges and universities with significant minority enrollments. This policy, however, does not require or permit the District to give preferential treatment or special rights based on a protected status without evidence of past discrimination.

#### LEGAL REF.:

[8 U.S.C. §1324a](#) et seq., Immigration Reform and Control Act.

[20 U.S.C. §1681](#) et seq., Title IX of the Education Amendments of 1972; [34 C.F.R. Part 106](#).

[29 U.S.C. §206](#)(d), Equal Pay Act.

[29 U.S.C. §621](#) et seq., Age Discrimination in Employment Act.

[29 U.S.C. §701](#) et seq., Rehabilitation Act of 1973.

[38 U.S.C. §4301](#) et seq., Uniformed Services Employment and Reemployment Rights Act (1994).

[42 U.S.C. §1981](#) et seq., Civil Rights Act of 1991.

[42 U.S.C. §2000e](#) et seq., Title VII of the Civil Rights Act of 1964; [29 C.F.R. Part 1601](#).

[42 U.S.C. §2000ff](#) et seq., Genetic Information Nondiscrimination Act of 2008.

[42 U.S.C. §2000d](#) et seq., Title VI of the Civil Rights Act of 1964.

[42 U.S.C. §2000e](#)(k), Pregnancy Discrimination Act.

[42 U.S.C. §12111](#) et seq., Americans with Disabilities Act, Title I.

[Ill. Constitution, Art. I](#), §§17, 18, and 19.

105 ILCS 5/10-20.7, [5/10-20.7a](#), [5/10-21.1](#), [5/10-22.4](#), [5/10-23.5](#), 5/22-19, 5/24-4, 5/24-4.1, and 5/24-7.

[410 ILCS 130/40](#), Compassionate Use of Medical Cannabis Program Act.

[410 ILCS 513/25](#), Genetic Information Privacy Act.

[740 ILCS 174/](#), Ill. Whistleblower Act.

775 ILCS 5/1-103, 5/2-102, 103, [103.1](#), and 5/6-101, Ill. Human Rights Act.

775 ILCS 35/~~5~~, Religious Freedom Restoration Act.

[820 ILCS 55/10](#), Right to Privacy in the Workplace Act.

[820 ILCS 70/](#), Employee Credit Privacy Act.

[820 ILCS 75/](#), Job Opportunities for Qualified Applicants Act.

[820 ILCS 112/](#), Ill. Equal Pay Act of 2003.

[820 ILCS 180/30](#), Victims' Economic Security and Safety Act.

[820 ILCS 260/](#), Nursing Mothers in the Workplace Act.

CROSS REF.: 2:260 (Uniform Grievance Procedure), 2:265 (Title IX Sexual Harassment Grievance Procedure), 5:20 (Workplace Harassment Prohibited), 5:30 (Hiring Process and Criteria), 5:40 (Communicable and Chronic Infectious Disease), 5:50 (Drug- and Alcohol-Free Workplace; E-Cigarette, Tobacco, and Cannabis Prohibition), 5:70 (Religious Holidays), 5:180 (Temporary Illness or Temporary Incapacity), 5:200 (Terms and Conditions of Employment and Dismissal), 5:250 (Leaves of Absence), 5:270 (Employment, At-Will, Compensation, and Assignment), 5:300, (Schedules and Employment Year), 5:330 (Sick Days, Vacation, Holidays, and Leaves), 7:10 (Equal Educational Opportunities), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 8:70 (Accommodating Individuals with Disabilities)

Adopted: October 20, 2020

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## **PRESSPlus Comments**

PRESSPlus 1. Updated in response to 775 ILCS 5/2-103.1, added by P.A. 101-656, prohibiting an employer from disqualifying or taking other adverse action against applicants/employees based on conviction records unless certain conditions and notification requirements are met.

See 5:30-AP2, E1, *Notice of Preliminary Hiring Decision Based on Conviction Record* and 5:30-AP2, E2, *Notice of Final Hiring Decision Based on Conviction Record*, available by logging in to **PRESS Online** at [www.iasb.com](http://www.iasb.com). The exhibits were added with **PRESS** Issue 107 to assist districts with implementation of 775 ILCS 5/2-103.1, added by P.A. 101-656, requiring employers to provide an applicant with preliminary and final written notice before disqualifying the applicant based on a

conviction record.

For more detail and discussion about the impacts of P.A. 101-656, see 5:30, *Hiring Process and Criteria*, at f/ns 5 and 6, and 5:30-AP2, *Investigations*, available at **PRESS Online** by logging in at [www.iasb.com](http://www.iasb.com). **Issue 107, June 2021**

## *Document Status: 5-Year-Review - Needs Review*

### INSTRUCTION

#### **6:100 Using Animals in the Educational Program**

Animals may be brought into school facilities for educational purposes according to procedures developed by the Superintendent assuring: (a) the animal is appropriately housed, humanely cared for, and properly handled, and (b) students will not be exposed to a dangerous animal or an unhealthy environment.

##### Animal Experiments

Experiments on living animals are prohibited; however, behavior studies that do not impair an animal's health or safety are permissible.

##### Animal Dissection

The dissection of dead animals or parts of dead animals shall be allowed in the classroom only when the dissection exercise contributes to or is a part of an illustration of pertinent study materials. All dissection of animals shall be confined to the classroom and must comply with the School Code.

Students who object to performing, participating in, or observing the dissection of animals are excused from classroom attendance without penalty during times when such activities are taking place. No student will be penalized or disciplined for refusing to perform, participate in, or observe a dissection. The Superintendent or designee shall inform students of: (1) their right to refrain from performing, participating in, or observing dissection, and (2) which courses contain a dissection unit and which of those courses offers an alternative project.

LEGAL REF.:

[105 ILCS 5/2-3.122](#), [5/27-14](#), and [112/](#).

CROSS REF.: 6:40 (Curriculum Development)

**ADOPTED: June 11, 2019**

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# Document Status: Draft Update - New To District

## 6:145 Migrant Students

### *New/Unpublished Section*

The Superintendent will develop and implement a program to address the needs of migrant children in the District in accordance with federal law, [PRESSPlus1](#)

This program will:

1. Identify migrant students and assess their educational and related health and social needs.
2. Provide a full range of services to migrant students through appropriate local, State, and federal educational programs, including applicable Title I programs, special education, gifted education, vocational education, language programs, counseling programs, and elective classes.
3. Provide migrant children with full and appropriate opportunities to meet the same challenging State academic standards that all children are expected to meet.
4. Provide, to the extent feasible:
  - a. Advocacy and outreach programs to migrant children and their families, including helping such children and families gain access to other education, health, nutrition, and social services,
  - b. Professional development programs, including mentoring, for District staff,
  - c. Family literacy programs, and
  - d. The integration of information technology into educational and related programs.
5. Provide programs, activities, and procedures for the engagement of parents/guardians and family members of migrant students in an understandable format and language.

### Migrant Education Program for Parent/Guardian and Family Member Engagement

Parents/guardians and family members of migrant students will be involved in and regularly consulted about the development, implementation, operation, and evaluation of the migrant program.

Parents/guardians and family members of migrant students will receive instruction regarding their role in improving the academic achievement of their children.

LEGAL REF.:

20 U.S.C. §6318.

20 U.S.C. §6391 *et seq.*, Education of Migratory Children.

34 C.F.R. §200.81 *et seq.*

CROSS REF.: 6:170 (Title I Programs)

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### **PRESSPlus Comments**

PRESSPlus 1. This policy has not been previously adopted by the Board, however, it is mandatory for districts receiving Title I funds. A redline version showing the changes made to the sample version, as well as the footnote information, is available at **PRESS** Online by logging in at [www.iasb.com](http://www.iasb.com). **Issue 107, June 2021**

## Document Status: Draft Update

### INSTRUCTION

#### 6:160 English Learners

The District offers opportunities for resident English Learners to achieve at high levels in academic subjects and to meet the same challenging State academic standards that all children are expected to meet. The Superintendent or designee shall develop and maintain a program for English Learners that will:

1. Assist all English Learners to achieve English proficiency, facilitate effective communication in English, and encourage their full participation in school activities and programs as well as promote participation by the parents/guardians of English Learners.
2. Appropriately identify students with limited English language proficiency.
3. Comply with State law regarding the Transitional Bilingual Educational Program (TBE) or Transitional Program of Instruction (TPI), whichever is applicable.
4. Comply with any applicable State and federal requirements for the receipt of grant money for English Learners and programs to serve them.
5. Determine the appropriate instructional program and environment for English Learners.
6. Annually assess the English proficiency of English Learners and monitor their progress in order to determine their readiness for a mainstream classroom environment.
7. Include English Learners, to the extent required by State and federal law, in the District's student assessment program to measure their achievement in reading/language arts and mathematics.
8. Provide information to the parents/guardians of English Learners about: (a) the reasons for their child's identification, (b) their child's level of English proficiency, (c) the method of instruction to be used, (d) how the program will meet their child's needs, (e) how the program will specifically help their child learn English and meet age-appropriate academic achievement standards for grade promotion and graduation, (f) specific exit requirements of the program, (g) how the program will meet their child's individualized education program, if applicable, and (h) information on parent/guardian rights. Parents/guardians will be regularly apprised of their child's progress and involvement will be encouraged.

#### Parent Involvement

Parents/guardians of English Learners will be informed how they can: (1) be involved in the education of their children; ~~and~~ (2) be active participants in assisting their children to attain English proficiency, achieve at high levels within a well-rounded education, and meet the challenging State academic standards expected of all students; and (3) participate and serve on the District's Transitional Bilingual Education Programs Parent Advisory Committee. [PRESSPlus1](#)

#### LEGAL REF.:

[20 U.S.C. §§6312, 6314, 6315](#), and [6318](#).

[20 U.S.C. §6801](#) *et seq.*

[34 C.F.R. Part 200](#).

[105 ILCS 5/14C-1](#) *et seq.*

[23 Ill.Admin.Code Part 228](#).

CROSS REF.: 6:15 (School Accountability), 6:170 (Title I Programs), 6:340 (Student Testing and Assessment Program)

~~ADOPTED: June 11, 2019~~

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#### **PRESSPlus Comments**

PRESSPlus 1. 105 ILCS 5/14C-10 requires school districts to establish parent advisory committees for transitional bilingual education programs. See 2:150-AP, *Superintendent Committees*, available at **PRESS Online** by logging in at [www.iasb.com](http://www.iasb.com). **Issue 107, June 2021**

## Document Status: 5-Year-Review - Needs Review

### INSTRUCTION

#### **6:170 Title I Programs**

The Superintendent or designee shall pursue funding under Title I, Improving the Academic Achievement of the Disadvantaged, of the Elementary and Secondary Education Act, to supplement instructional services and activities in order to improve the educational opportunities of educationally disadvantaged or deprived children.

All District schools, regardless of whether they receive Title I funds, shall provide services that, taken as a whole, are substantially comparable. Teachers, administrators, and other staff shall be assigned to schools in a manner that ensures equivalency among the District's schools. Curriculum materials and instructional supplies shall be provided in a manner that ensures equivalency among the District's schools.

#### Title I Parent and Family Engagement

The District maintains programs, activities, and procedures for the engagement of parents/guardians and families of students receiving services, or enrolled in programs, under Title I. These programs, activities, and procedures are described in District-level and School-level compacts.

##### *District-Level Parent and Family Engagement Compact*

The Superintendent or designee shall develop a *District-Level Parent and Family Engagement Compact* according to Title I requirements. The *District-Level Parent and Family Engagement Compact* shall contain: (1) the District's expectations for parent and family engagement, (2) specific strategies for effective parent and family engagement activities to improve student academic achievement and school performance, and (3) other provisions as required by federal law. The Superintendent or designee shall ensure that the *Compact* is distributed to parents/guardians of students receiving services, or enrolled in programs, under Title I.

##### *School-Level Parent and Family Engagement Compact*

Each Building Principal or designee shall develop a *School-Level Parent and Family Engagement Compact* according to Title I requirements. This *School-Level Parent and Family Engagement Compact* shall contain: (1) a process for continually involving parents/guardians in its development and implementation, (2) how parents/guardians, the entire school staff, and students share the responsibility for improved student academic achievement, (3) the means by which the school and parents/guardians build and develop a partnership to help children achieve the State's high standards, and (4) other provisions as required by federal law. Each Building Principal or designee shall ensure that the *Compact* is distributed to parents/guardians of students receiving services, or enrolled in programs, under Title I.

Incorporated

by Reference: 6:170-AP1, E1 (District-Level Parent and Family Engagement Compact) and 6:170-AP1, E2 (School-Level Parent and Family Engagement Compact)

LEGAL REF.:

Title I of the Elementary and Secondary Education Act, [20 U.S.C. §6301-6514](#).

CROSS REF.: 2:260 (Uniform Grievance Procedure), 4:110 (Transportation), 5:190 (Teacher Qualifications), 5:280 (Duties and Qualifications), 6:15 (School Accountability), 6:140 (Education of Homeless Children), 6:145 (Migrant Students), 6:160 (English Learners), 7:10 (Equal Educational Opportunities), 7:30 (Student Assignment), 7:60 (Residence), 7:100 (Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students), 8:95 (Parental Involvement)

**ADOPTED: June 11, 2019**

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## Document Status: Draft Update

### INSTRUCTION

#### 6:235 Access to Electronic Networks

Electronic networks, including the Internet, are a part of the District's instructional program and serve to promote educational excellence by facilitating resource sharing, innovation, and communication.

The term *electronic networks* includes all of the District's technology resources, including, but not limited to: [PRESSPlus1](#)

1. The District's local-area and wide-area networks, including wireless networks (Wi-Fi), District-issued Wi-Fi hotspots, and any District servers or other networking infrastructure;
2. Access to the Internet or other online resources via the District's networks or to any District-issued online account from any computer or device, regardless of location;
3. District-owned or District-issued computers, laptops, tablets, phones, or similar devices.

The Superintendent shall develop an implementation plan for this policy and appoint system administrator(s).

The School District is not responsible for any information that may be lost or damaged, or become unavailable when using the network, or for any information that is retrieved or transmitted via the Internet. Furthermore, the District will not be responsible for any unauthorized charges or fees resulting from access to the Internet.

#### Curriculum and Appropriate Online Behavior

The use of the District's electronic networks shall: (1) be consistent with the curriculum adopted by the District as well as the varied instructional needs, learning styles, abilities, and developmental levels of the students, and (2) comply with the selection criteria for instructional materials and library resource center materials. As required by federal law and Board policy 6:60, *Curriculum Content*, students will be educated about appropriate online behavior, including but not limited to: (1) interacting with other individuals on social networking websites and in chat rooms, and (2) cyberbullying awareness and response. Staff members may, consistent with the Superintendent's implementation plan, use the Internet throughout the curriculum.

The District's electronic network is part of the curriculum and is not a public forum for general use.

#### Acceptable Use

All use of the District's electronic networks must be: (1) in support of education and/or research, and be in furtherance of the goals stated herein, or (2) for a legitimate school business purpose. Use is a privilege, not a right. ~~Students and staff members~~ Users of the District's electronic networks have no expectation of privacy in any material that is stored on, transmitted, or received via the District's electronic networks ~~or District computers~~. General rules for behavior and communications apply when using electronic networks. The District's administrative procedure, *Acceptable Use of the District's Electronic Networks*, contains the appropriate uses, ethics, and protocol. Electronic communications and downloaded material, including files deleted from a user's account but not erased, may be monitored or read by school officials.

#### Internet Safety

Technology protection measures shall be used on each District computer with Internet access. They shall include a filtering device that protects against Internet access by both adults and minors to visual depictions that are: (1) obscene, (2) pornographic, or (3) harmful or inappropriate for students, as defined by federal law and as determined by the Superintendent or designee. The Superintendent or designee shall enforce the use of such filtering devices. An administrator, supervisor, or other authorized person may disable the filtering device for bona fide research or other lawful purpose, provided the person receives prior permission from the Superintendent or system administrator. The Superintendent or designee shall include measures in this policy's implementation, which are reasonably designed to:

1. Ensure staff supervision of student access to online electronic networks,
2. Restrict student access to inappropriate matter as well as restricting access to harmful materials,
3. Ensure student and staff privacy, safety, and security when using electronic communications,
4. Restrict unauthorized access, including "hacking" and other unlawful activities, and
5. Restrict unauthorized disclosure, use, and dissemination of personal identification information, such as, names and addresses.

#### Authorization for Electronic Network Access

Each staff member must sign the *Authorization for Access to the District's Electronic Networks* as a condition for using the District's electronic network. Each student and his or her parent(s)/guardian(s) must sign the *Authorization* before being granted unsupervised use.

### Confidentiality

All users of the District's computers to access the Internet shall maintain the confidentiality of student records. Reasonable measures to protect against unreasonable access shall be taken before confidential student information is loaded onto the network.

### Violations

The failure of any ~~student or staff member~~ user PRESSPlus2 to follow the terms of the District's administrative procedure, *Acceptable Use of the District's Electronic Networks*, or this policy, will result in the loss of privileges, disciplinary action, and/or appropriate legal action.

### LEGAL REF.:

~~No Child Left Behind Act, 20 U.S.C. §6777~~ 20 U.S.C. §7131, Elementary and Secondary Education Act.

~~Children's Internet Protection Act, 47 U.S.C. §254(h) and (l)~~, Children's Internet Protection Act.

~~Enhancing Education Through Technology Act, 20 U.S.C §6751 et seq.~~

47 C.F.R. Part 54, Subpart F, Universal Service Support for Schools and Libraries.

115 ILCS 5/14(c-5), III. Educational Labor Relations Act.

720 ILCS 5/26.5.

CROSS REF.: 5:100 (Staff Development Program), 5:170 (Copyright), 6:40 (Curriculum Development), 6:60 (Curriculum Content), 6:210 (Instructional Materials), 6:220 (Bring Your Own Technology (BYOT) Program; Responsible Use and Conduct), 6:230 (Library Media Program), 6:260 (Complaints About Curriculum, Instructional Materials, and Programs), 7:130 (Student Rights and Responsibilities), 7:190 (Student Behavior), 7:310 (Restrictions on Publications; Elementary Schools), 7:345 (Use of Educational Technologies; Student Data Privacy and Security)

Adopted: July 20, 2020

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### **PRESSPlus Comments**

PRESSPlus 1. Updated in response to the expanded use of educational technologies in schools and for other continuous improvements. **Issue 107, June 2021**

PRESSPlus 2. This policy only requires staff and students to sign the *Authorization*; however, all users of the District's Electronic Networks, including board members and volunteers, are bound by this policy and its implementing procedure and should be familiar with their content. The District's administrative procedure, 6:235-AP1, *Acceptable Use of the District's Electronic Networks* (available at PRESS Online by logging in at [www.iasb.com](http://www.iasb.com)), rather than this board policy, specifies appropriate conduct, ethics, and protocol for Internet use. **Issue 107, June 2021**

## Document Status: Draft Update

### INSTRUCTION

#### **6:255 Assemblies and Ceremonies**

Assemblies must be approved by the Superintendent or designee and be consistent with the District's educational objectives.

The District shall not endorse or otherwise promote invocations, benedictions, and group prayers at any school assembly, ceremony, or other school-sponsored activity.

LEGAL REF.:

Lee v. Weisman, 505 U.S. 577/112 S.Ct. 2649 (1992).

Santa Fe Independent Sch. Dist. v. Doe, 530 U.S. 290/120 S.Ct. 2266 (2000).

Jones v. Clear Creek Independent Sch. Dist., 930 F.2d 416/977 F.2d 963 (5th Cir., 1991/1992), *reh'g denied*, 983 F.2d 234 (5th Cir., 1992) and *cert. granted, judgement vacated/denied*, 505 U.S. 1215/113 S.Ct. 2950 (1992), *remand*, 977 F.2d 963, *reh'g denied*, 983 F.2d 234 (5th Cir., 1992), and *cert. denied*, 508 U.S. 967 (1993). [PRESSPlus1](#)

CROSS REF.: 6:70 (Teaching About Religion), 6:80 (Teaching About Controversial Issues)

**ADOPTED: June 11, 2019**

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#### **PRESSPlus Comments**

PRESSPlus 1. The Legal References have been updated. **Issue 107, June 2021**

## Document Status: Draft Update

### INSTRUCTION

#### **6:260 Complaints About Curriculum, Instructional Materials, and Programs**

Parents/guardians have the right to inspect any instructional material used as part of their child's educational curriculum pursuant to Board of Education policy 7:15, *Student and Family Privacy Rights*. [PRESSPlus1](#)

Persons who believe that curriculum, instructional materials, or programs violate rights guaranteed by any law or Board policy should file a complaint using Board policy 2:260, *Uniform Grievance Procedure*. Persons with all other suggestions or complaints about curriculum, instructional materials, ~~and~~ or programs should complete a *Curriculum Objection* form ~~and/or use the Uniform Grievance Procedure~~. A parent/guardian may request that his/her child be exempt from using a particular instructional material or program by completing a *Curriculum Objection* form.

#### LEGAL REF.:

20 U.S.C. §1232h, Protection of Pupil Rights Amendment.

CROSS REF.: 2:260 (Uniform Grievance Procedure), 7:15 (Student and Family Privacy Rights), 8:110 (Public Suggestions and Concerns)

~~ADOPTED: June 11, 2019~~

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#### **PRESSPlus Comments**

PRESSPlus 1. 20 U.S.C. §1232h(c)(1)(C)(i). Updated in response to a five-year review. **Issue 107, June 2021**

## Document Status: 5-Year-Review - Needs Review

### STUDENTS

#### **7:220 Bus Conduct**

All students must follow the District's *School Bus Safety Rules*.

#### School Bus Suspensions

The Superintendent, or any designee as permitted in the School Code, is authorized to suspend a student from riding the school bus for up to 10 consecutive school days for engaging in gross disobedience or misconduct, including but not limited to, the following:

1. Prohibited student conduct as defined in Board of Education policy, 7:190, *Student Behavior*.
2. Willful injury or threat of injury to a bus driver or to another rider.
3. Willful and/or repeated defacement of the bus.
4. Repeated use of profanity.
5. Repeated willful disobedience of a directive from a bus driver or other supervisor.
6. Such other behavior as the Superintendent or designee deems to threaten the safe operation of the bus and/or its occupants.

If a student is suspended from riding the bus for gross disobedience or misconduct on a bus, the Board of Education may suspend the student from riding the school bus for a period in excess of 10 days for safety reasons. The District's regular suspension procedures shall be used to suspend a student's privilege to ride a school bus.

#### Academic Credit for Missed Classes During School Bus Suspension

A student suspended from riding the bus who does not have alternate transportation to school shall have the opportunity to complete or make up work for equivalent academic credit. It shall be the responsibility of the student's parent or guardian to notify the school that the student does not have alternate transportation.

#### Electronic Recordings on School Buses

Electronic visual and audio recordings may be used on school buses to monitor conduct and to promote and maintain a safe environment for students and employees when transportation is provided for any school related activity. Notice of electronic recordings shall be displayed on the exterior of the vehicle's entrance door and front interior bulkhead in compliance with State law and the rules of the Illinois Department of Transportation, Division of Traffic Safety.

Students are prohibited from tampering with electronic recording devices. Students who violate this policy shall be disciplined in accordance with the Board's discipline policy and shall reimburse the School District for any necessary repairs or replacement.

#### LEGAL REF.:

Family Educational Rights and Privacy Act, [20 U.S.C. §1232g](#); [34 C.F.R. Part 99](#).

[105 ILCS 5/10-20.14](#), [5/10-22.6](#), and [10/](#).

[720 ILCS 5/14-3\(m\)](#).

[23 Ill.Admin.Code Part 375](#), Student Records.

CROSS REF.: 4:110 (Transportation), 4:170 (Safety), 7:130 (Student Rights and Responsibilities), 7:170 (Vandalism), 7:190 (Student Behavior), 7:200 (Suspension Procedures), 7:230 (Misconduct by Students with Disabilities), 7:340 (Student Records)

**ADOPTED: June 11, 2019**

## Document Status: 5-Year-Review - Needs Review

### STUDENTS

#### **7:230 Misconduct by Students with Disabilities**

##### Behavioral Interventions

Behavioral interventions shall be used with students with disabilities to promote and strengthen desirable behaviors and reduce identified inappropriate behaviors. The Board of Education will establish and maintain a committee to develop, implement, and monitor procedures on the use of behavioral interventions for children with disabilities.

##### Discipline of Special Education Students

The District shall comply with the Individuals With Disabilities Education Improvement Act of 2004 and the Illinois State Board of Education's *Special Education* rules when disciplining special education students. No special education student shall be expelled if the student's particular act of gross disobedience or misconduct is a manifestation of his or her disability.

##### LEGAL REF.:

Individuals With Disabilities Education Improvement Act of 2004, [20 U.S.C. §§1412](#), [1413](#), and [1415](#).

Gun-Free Schools Act, [20 U.S.C. §7151](#) *et seq.*

[34 C.F.R. §§300.101](#), [300.530 - 300.536](#).

[105 ILCS 5/10-22.6](#) and [5/14-8.05](#).

[23 Ill.Admin.Code §226.400](#).

[Honig v. Doe](#), 108 S.Ct. 592 (1988).

CROSS REF.: 2:150 (Committees), 6:120 (Education of Children with Disabilities), 7:130 (Student Rights and Responsibilities), 7:190 (Student Behavior), 7:200 (Suspension Procedures), 7:210 (Expulsion Procedures), 7:220 (Bus Conduct)

ADOPTED: June 11, 2019

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## Document Status: Draft Update

### STUDENTS

#### **7:280 Communicable and Chronic Infectious Disease**

A student with or carrying a communicable and/or chronic infectious disease has all rights, privileges, and services provided by law and the Board of Education's policies. The Superintendent will develop procedures to safeguard these rights while managing health and safety concerns.

LEGAL REF.:

[105 LCS 5/10-21.11.](#)

~~410 LCS 315/2a.~~ [PRESSPlus1](#)

23 Ill.Admin.Code §§ 1.610 and 226.300.

77 Ill.Admin.Code Part 690.

~~Individuals With Disabilities Education Act, 20 U.S.C. §1400 et seq.,~~ [Individuals With Disabilities Education Improvement Act of 2004.](#)

~~Rehabilitation Act, Section 504,~~ 29 U.S.C. §794(a), [Rehabilitation Act of 1973, Section 504.](#)

~~ADOPTED: June 11, 2019~~

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#### **PRESSPlus Comments**

PRESSPlus 1. Repealed by P.A. 98-353. **Issue 107, June 2021**

## Document Status: Draft Update

### COMMUNITY RELATIONS

#### 8:90 Parent Organizations and Booster Clubs

Parent organizations and booster clubs are invaluable resources to the District's schools. While parent organizations and booster clubs have no administrative authority and cannot determine District policy, the Board of Education welcomes their suggestions and assistance.

Parent organizations and booster clubs may be recognized by the Board and permitted to use the District's name, a District school's name, or a District school's team name, or any logo attributable to the District provided they first receive the Superintendent or designee's express written consent. Consent to use one of the above-mentioned names or logos will generally be granted if the organization or club is a 501(c)(3) that has submitted proof of its status and has by-laws containing the following:

1. The organization's or club's name and purpose, such as, to enhance students' educational experiences, to help meet educational needs of students, to provide extra athletic benefits to students, to assist specific sports teams or academic clubs through financial support, or to enrich extracurricular activities.
2. The rules and procedures under which it operates.
3. An agreement to adhere to all Board policies and administrative procedures.
4. A statement that membership is open and unrestricted, meaning that membership is open to all parent(s)/guardian(s) of students enrolled in the school, District staff, and community members.
5. A statement that the District is not, and will not be, responsible for the organization's or club's business or the conduct of its members, including on any organization or club websites or social media accounts. [PRESSPlus1](#)
6. An agreement to maintain and protect its own finances.
7. A recognition that money given to a school cannot be earmarked for any particular expense. Booster clubs may make recommendations, but cash or other valuable consideration must be given to the District to use at its discretion. The Board's legal obligation to comply with Title IX by providing equal athletic opportunity for members of both genders will supersede an organization or club's recommendation.

Permission to use one of the above-mentioned names or logos may be rescinded at any time and does not constitute permission to act as the District's representative. At no time does the District accept responsibility for the actions of any parent organization or booster club regardless of whether it was recognized and/or permitted to use any of the above-mentioned names or logos. The Superintendent shall designate an administrative staff member to serve as the recognized liaison to parent organizations or booster clubs. The liaison will serve as a resource person and provide information about school programs, resources, policies, problems, concerns, and emerging issues. Building staff will be encouraged to participate in the organizations.

CROSS REF.: 8:80 (Gifts to the District)

ADOPTED: June 11, 2019

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#### **PRESSPlus Comments**

PRESSPlus 1. Updated in response to a five-year review. **Issue 107, June 2021**



**The Policy Committee recommends rescinding the 8/16/11 version and adopting this updated version from PRESS**

**8:20 Community Use of School Facilities**

School facilities are available to community organizations during non-school hours when such use does not: (1) interfere with any school function or affect the safety of students or employees, or (2) affect the property or liability of the School District. The use of school facilities for school purposes has precedence over all other uses. The District reserves the right to cancel previously scheduled use of facilities by community organizations and other groups. The use of school facilities requires the prior approval of the Superintendent or designee and is subject to applicable procedures.

Persons on school premises must abide by the District's conduct rules at all times.

Student groups, school-related organizations, government agencies, and non-profit organizations are granted the use of school facilities at no cost during regularly staffed hours. Fees and costs shall apply during non-regularly staffed hours and to other organizations granted use of facilities at any time. A fee schedule and other terms of use shall be prepared by the Superintendent and be subject to annual approval by the School Board.

LEGAL REF.: Boy Scouts of America Equal Access Act, 20 U.S.C. §7905.

10 ILCS 5/19-2.2.

105 ILCS 5/10-20.40, 5/10-22.10, and 5/29-3.5.

Good News Club v. Milford Central School, 121 S.Ct. 2093 (2001).

Lamb's Chapel v. Center Moriches Union Free School District, 113 S.Ct. 2141 (1993).

Rosenberger v. Rector and Visitors of Univ. of Va., 515 U.S. 819 (1995).

CROSS REF.: 7:330 (Student Use of Building - Equal Access), 8:25 (Advertising and Distributing Materials in Schools Provided by Non-School Related Entities), 8:30 (Visitors to and Conduct on School Property)

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**North Shore SD 112**

**The Policy Committee recommends rescinding the 2/15/11 version and adopting this updated version from PRESS**

**8:25 Advertising and Distributing Materials in Schools Provided by Non-School Related Entities**

No material or literature shall be posted or distributed that would: (1) disrupt the educational process, (2) violate the rights or invade the privacy of others, (3) infringe on a trademark or copyright, or (4) be defamatory, obscene, vulgar, or indecent. No material, literature, or advertisement shall be posted or distributed without advance approval as described in this policy.

Community, Educational, Charitable, or Recreational Organizations

Community, educational, charitable, recreational, or similar groups may, under procedures established by the Superintendent, advertise events pertinent to students' interests or involvement. All advertisements must (1) be student-oriented, (2) prominently display the sponsoring organization's name, and (3) be approved in advance by the Superintendent or designee. The District reserves the right to decide where and when any advertisement or flyer is distributed, displayed, or posted.

Commercial Companies and Political Candidates or Parties

Commercial companies may purchase space for their advertisements in or on: (1) athletic field fences; (2) athletic, theater, or music programs; (3) student newspapers or yearbooks; (4) scoreboards; or (5) other appropriate locations. The advertisements must be consistent with this policy and its implementing procedures and be appropriate for display in a school context. Prior approval from the Board is needed for advertisements on athletic fields, scoreboards, or other building locations. Prior approval is needed from the Superintendent or designee for advertisements on athletic, theater, or music programs; student newspapers and yearbooks; and any commercial material related to graduation, class pictures, or class rings.

No individual or entity may advertise or promote its interests by using the names or pictures of the School District, any District school or facility, staff members, or students except as authorized by and consistent with administrative procedures and approved by the Board.

Material from candidates and political parties will not be accepted for posting or distribution, except when used as part of the curriculum.

LEGAL REF.: Lamb's Chapel v. Center Moriches Union Free Sch. Dist., 508 U.S. 384 (1993).

Berger v. Rensselaer Central Sch. Corp., 982 F.2d 1160 (7th Cir. 1993), cert. denied, 113 S.Ct. 2344 (1993).

Sherman v. Community Consolidated Sch. Dist. 21, 8 F.3d 1160 (7th Cir. 1993), cert. denied, 8 F.3d 1160 (1994).

Hedges v. Wauconda Community Unit Sch. Dist. No. 118, 9 F.3d 1295 (7th Cir. 1993).

Victory Through Jesus Sports Ministry v. Lee's Summit R-7 Sch. Dist., 640 F.3d 329 (8th Cir. 2011), cert. denied, 565 U.S. 1036 (2011).

DiLoreto v. Downey Unified Sch. Dist., 196 F.3d 958 (9th Cir. 1999).

CROSS REF.: 7:325 (Student Fundraising Activities), 7:330 (Student Use of Buildings - Equal Access)

**North Shore SD 112**

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Date: December 14, 2021

To: Dr. Michael Lubelfeld, Superintendent of Schools  
Members of the Board of Education

From: Dr. Monica Schroeder, Deputy Superintendent

Subject: Final Draft Public School Calendar - 2022-23

Board Policy Alignment: 6:20 School Year Calendar and Day

Disposition: Action

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**Executive Summary:**

The Board is presented with the final draft of the proposed 2022-23 School Calendar as discussed at the November 16, 2021 Regular Board Meeting.

**Recommendation:**

Voice vote to approve the 2022-23 School Calendar, as presented.

# North Shore School District 112 2022-2023 School Calendar

August 2022						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	<del>15</del>	<del>16</del>	<del>17</del>	<del>18</del>	<del>19</del>	20
21	<del>22</del>	<del>23</del>	(24)	25	26	27
28	29	30	31			

August	
15-19	New Teacher Orientation
22, 23	Institute Day
24	First Day of Student Attendance Elem 8:40 a.m. - 1:40 p.m. MS 7:55 a.m. - 12:55 p.m.
6 days	

February 2023						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	<del>20</del>	(21)	22	23	24	25
26	27	28				

February	
17	Early Release MS: 12:55 p.m Elem: 1:40 p.m.
20	Presidents' Day ( No Student Attendance)
21	Institute Day No Student Attendance
18 days	

September 2022						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	<del>X</del>	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	<del>26</del>	27	28	29	30	

September	
5	Labor Day (No Student Attendance)
23	Early Release MS: 12:55 p.m Elem: 1:40 p.m.
26	Rosh Hashanah No Student Attendance
20 days	

March 2023						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	<del>24</del>	25
26	<del>27</del>	<del>28</del>	<del>29</del>	<del>30</del>	<del>31</del>	

March	
23	Early Release MS: 12:55 p.m Elem: 1:40 p.m.
23	Conferences 3:15 pm - 8 pm
24	No Student Attendance
24	Conferences 8 am - 12 pm
27-31	Spring Break
17 days	

October 2022						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	<del>5</del>	6	7	8
9	<del>10</del>	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

October	
5	Yom Kippur No Student Attendance
10	Institute Day (No student attendance)
28	Early Release MS: 12:55 p.m Elem: 1:40 p.m.
19 days	

April 2023						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	<del>7</del>	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

April	
3	School Resumes
6	Early Release MS: 12:55 p.m Elem: 1:40 p.m.
7	Good Friday No Student attendance
19 days	

November 2022						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	<del>X</del>	9	10	<del>11</del>	12
13	14	15	16	17	18	19
20	21	22	<del>23</del>	<del>24</del>	<del>25</del>	26
27	28	29	30			

November	
8	Election Day (No Student Attendance)
11	Veteran's Day ( No Student Attendance)
18	Early Release- Record's Day MS: 12:55 p.m Elem: 1:40 p.m.
21-22	Parent Teacher Conferences 12:00 p.m. - 8:00 p.m.
23-25	Thanksgiving Break (No Student Attendance)
16 days	

May 2023						
Su	M	Tu	W	Th	F	Sa
	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	<del>29</del>	30	31			

May	
26	Early Release (Records Day 2) MS: 12:55 p.m Elem: 1:40 p.m.
29	Memorial Day (No Student Attendance)
22 days	

December 2022						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	<del>23</del>	24
25	<del>26</del>	<del>27</del>	<del>28</del>	<del>29</del>	<del>30</del>	31

December	
22	Early Release MS: 12:55 p.m Elem: 1:40 p.m.
23-6	Winter Break No Student Attendance
16 days	

June 2023						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12 <sup>e</sup>	13 <sup>e</sup>	14 <sup>e</sup>	15 <sup>e</sup>	16 <sup>e</sup>	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

June	
8	Early Release MS: 12:55 p.m Elem: 1:40 p.m.
9	Last Day of School
9	Early Release MS: 12:55 p.m Elem: 1:40 p.m.
12-16	Emergency Days
7 days	

January 2023						
Su	M	Tu	W	Th	F	Sa
1	<del>2</del>	<del>3</del>	<del>4</del>	<del>5</del>	<del>6</del>	7
8	9	10	11	12	13	14
15	<del>16</del>	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

January	
9	School Resumes
13	Early Release MS: 12:55 p.m Elem: 1:40 p.m.
16	Martin Luther King Jr. Day (No Student Attendance)
16 days	

July 2023						
Su	M	Tu	W	Th	F	Sa
						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					

July	
4	Independence day

1st qtr = days  
2nd qtr = days  
3rd qtr = days  
4th qtr = days  
176 days

1st tri = days  
2nd tri = days  
3rd tri = days  
176 days

Legend			
(	First Day of School	)	Last Day of School
X	Legal Holiday	ER	Early Release
☐	Institute Day	/	New Teacher Orientation
=	No Student Attendance	PT	Conferences
e	Emergency Days		

Board of Education  
Adopted  
on:  
December 14, 2021

End of Quarter dates:  
End of Trimester dates:

FINAL DRAFT FOR BOARD CONSIDERATION 12-14-21

Date: December 14, 2021

To: Dr. Michael Lubelfeld, Superintendent of Schools  
Members of the Board of Education

From: Jeremy Davis, Assistant Superintendent for Finance and Operations

Subject: Approval to Renew the Lease Agreement with 2020 St. Johns  
Condominium Association for Six (6) Parking Spaces at Indian Trail  
School for the 2022 Calendar Year

Policy Alignment: Policy 4:60 Purchase and Contract

Disposition: Action

---

Executive Summary:

Since 2000, the District has maintained a lease agreement for the 2020 St. Johns Condominium Association residents at the Indian Trail School parking lot. Parking is only permitted from 4:00 P.M. until 7:00 A.M. – Monday through Friday. Weekend parking is allowed. No parking is allowed during school hours or if it snows.

The lease agreement is for six (6) parking spaces at the Indian Trail School parking lot for a rental fee of \$172.26 per month or \$2,067.10 per year. The rental fee is based on the previous year's rental fee increased by a CPI of 1.40%; attached is the lease agreement.

At the December 14, 2021 Regular Board meeting, the administration recommends that the Board authorizes extending the Lease Agreement term with 2020 St. Johns Condominium Association by one year through December 31, 2022.

---

Recommendation: Action

Roll call vote to authorize to extend the term of the Lease Agreement with 2020 St. Johns Condominium Association by one year through December 31, 2022, as presented.

**Amendment No. 15  
To The Lease Agreement of November 15, 2005**

Pursuant to paragraph 17 "Term" of the Lease Agreement dated as of the 15<sup>th</sup> day of November 2005 between the Board of Education of North Shore School District 112, Lake County, IL (hereinafter "LICENSOR") and 2020 St. Johns Condominium Association (hereinafter "LICENSEE"), the LICENSOR and LICENSEE by signature below agree to extend the term of the Lease Agreement by one year through December 31, 2022; and to amend paragraph 8 "Payment of Rent" to reflect the revised payment of One Hundred Seventy-Two Dollars and Twenty-Six Cents (\$172.26) per month. Six (6) parking spaces (\$172.26 x 12 months = \$2,067.12) for the extended term of the lease from January 1, 2022 through December 31, 2022. All other wording in this section remains the same.

**LESSEE:**

**2020 ST. JOHNS CONDOMINIUM  
ASSOCIATION  
HIGHLAND PARK, ILLINOIS  
Property Manager:  
Advantage Management Association  
350 N. LaSalle, 9<sup>th</sup> Floor  
Chicago, IL 60654  
Attn: Adam Stolberg**

**LESSOR:**

**NORTH SHORE SCHOOL  
DISTRICT NO. 112  
HIGHLAND PARK,  
LAKE COUNTY, ILLINOIS**

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

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

Dated: \_\_\_\_\_

Dated: \_\_\_\_\_

Date: December 14, 2021

To: Dr. Michael Lubelfeld, Superintendent of Schools  
Members of the Board of Education

From: Jeremy Davis, Assistant Superintendent for Finance and Operations

Subject: Approval to Renew the Lease Agreement with Hillco Realty for Twenty Parking Spaces at Green Bay School for January through June 2022

Policy Alignment: Policy 4:60 Purchase and Contract

Disposition: Action

---

Executive Summary:

Hillco Realty entered into a lease agreement with the District in 2000 to provide parking spaces for tenants occupying the condominiums that border our parking lot to the north of Green Bay School. Parking is only permitted from 4:00 P.M. to 7:30 A.M. Monday through Friday. Weekend parking is allowed. No parking is permitted during school hours. Due to our increased staffing and meetings at Green Bay, Hillco Realty provides the use of their parking lot, which is east of our entrance driveway, to District 112 staff and visitors during school days from 7:30 A.M. to 4:00 P.M.

The lease agreement is for twenty (20) parking spaces for a rental fee of \$586.66 per month or \$3,519.96 for the 6-month contract duration. The rental fee is based on the previous year's rental fee increased by a CPI of 1.40%; attached is the lease agreement. The administration is recommending only a 6-month extension at this point to maintain flexibility in case the Board wishes to sell 1936 Green Bay Road.

At the December 14, 2021 Regular Board meeting, the administration recommends that the Board authorizes extending the Lease Agreement term with Hillco Realty for six months through June 30, 2022.

---

Recommendation: Action

Roll call vote to authorize to extend the term of the Lease Agreement with Hillco Realty for six months through June 30, 2022, as presented.

**Amendment No. 15  
To The Lease Agreement of November 15, 2005**

Pursuant to paragraph 16 of the Lease Agreement dated as of the 15<sup>th</sup> day of November 2005 between the Board of Education of North Shore School District 112, Lake County, IL (hereinafter "LICENSOR") and Hillco Realty Management (hereinafter "LICENSEE"), the LICENSOR and LICENSEE by signature below agree to extend the term of the Lease Agreement for six months through June 30, 2022; and to amend paragraph 8 "Payment of Rent" to reflect the revised payment of Five Hundred Eighty-Six Dollars and Sixty-Six Cents (\$586.66) per month. Twenty (20) parking spaces (\$586.66 x 6 = \$3,519.96) for the extended term of the lease from January 1, 2022 through June 30, 2022. All other wording in this section remains the same.

**LESSEE:**

**HILLCO REALTY MANAGEMENT  
P.O. BOX 608  
HIGHLAND PARK, IL 60035**

**LESSOR:**

**NORTH SHORE SCHOOL  
DISTRICT NO. 112  
HIGHLAND PARK,  
LAKE COUNTY, ILLINOIS**

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

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

Dated: \_\_\_\_\_

Dated: \_\_\_\_\_

Date: December 14, 2021

To: Dr. Michael Lubelfeld, Superintendent of Schools  
Members of the Board of Education

From: Jeremy Davis, Assistant Superintendent for Finance and Operations

Subject: Approval of Resolution No. 211214 for the Adoption of the Teacher's Retirement System of the State of Illinois Supplement Savings Plan

Policy Alignment: Policy 4:112 Tax Sheltered 403(b)/457 Retirement Programs

Disposition: Approval

---

Executive Summary:

Per Section 16-204 of the *Pension Code* (40 ILCS 5/16-204), the Board of Trustees of the Teachers' Retirement System (TRS) of the State of Illinois adopted a Supplemental Savings Plan (SSP) document effective October 29, 2019, and amended it on October 30, 2020. The SSP is intended to qualify as an eligible deferred compensation plan under Section 457(b) of the Internal Revenue Code. The Teachers' Retirement System has directed all school districts to adopt the SSP as the "optional defined contribution benefit" outlined in Section 16-204 of the Pension Code (40 ILCS 5/16-204).

While the district must approve the adoption of the SSP by completing a resolution to adopt the plan and the Supplemental Savings Plan Employer Participation Agreement (see attached), the due date for such compliance has not been released by TRS. Additionally, according to our legal counsel, the Participation Agreement and Plan Document currently available from TRS do not protect the employer as well as they should, and our attorneys - along with others - are working with TRS in an attempt to modify those documents. Our attorneys also believe that significant issues exist regarding employer liability and coordination of contributions with other already existing 457(b) plans in our district. As such, our attorneys recommend that the Board adopt the attached Resolution now as it provides the administration with authority to sign the Participation Agreement and all supporting documents. The administration then will wait to fill out the Participation Agreement and supporting documents after a compliance deadline has been established by TRS.

The administration recommends that the Board adopts Resolution 211214 for the Adoption of the Teachers' Retirement System of the State of Illinois Supplement Savings Plan at the Regular Board of Education Meeting on December 14, 2021.

---

Recommendation: Action

Roll call vote to adopt Resolution 211214 for the Adoption of the Teachers' Retirement System of the State of Illinois Supplement Savings Plan (SSP), as presented.

**RESOLUTION NO. 211214  
OF THE BOARD OF EDUCATION  
NORTH SHORE SCHOOL DISTRICT 112**

**ADOPTING THE PARTICIPATION AGREEMENT FOR THE  
TEACHERS' RETIREMENT SYSTEM SUPPLEMENTAL SAVINGS PLAN**

**WHEREAS**, the Board of Education of North Shore School District 112, Lake County, State of Illinois, ("Board" or "Employer") is a political subdivision of the State of Illinois, or an agency or instrumentality of the State of Illinois or of a political subdivision of the State of Illinois and thus, an eligible employer pursuant to Section 457(e)(1)(A) of the *Internal Revenue Code* of 1986;

**WHEREAS**, on behalf of certain of its employees, the Employer has been directed by the Teachers' Retirement System of the State of Illinois to adopt the Teachers' Retirement System of the State of Illinois Supplemental Savings Plan (the "Supplemental Savings Plan"), as the "optional defined contribution benefit" set forth in Section 16-204 of the *Pension Code* (40 ILCS 5/16-204), by entering into an Employer Participation Agreement between the Teachers' Retirement System of the State of Illinois (the "System") and the Employer; and

**WHEREAS**, the Board desires to provide the Administration with the power to execute any and all necessary documents, including, but not limited to, the Employer Participation Agreement, as necessary now and in the future to effectuate initial participation in and maintenance of the Supplemental Savings Plan.

**THEREFORE BE IT RESOLVED**, by the Board of Education of North Shore School District 112, Lake County, Illinois, as follows:

Section 1: That the appropriate officers of the Employer (the "Authorized Officers") be and hereby are authorized and directed to take any and all action, including, but not limited to, the execution and delivery of documents and instruments to the Teachers' Retirement System, as such Authorized Officers deem necessary or desirable in their sole discretion to effectuate fully and carry out the purposes of the foregoing resolutions and to ensure the Employer adopts the Supplemental Savings Plan and performs all of its duties and responsibilities, as set forth in the Employer Participation Agreement and the Supplemental Savings Plan, attached hereto in substantial form, subject to legal review, and incorporated herein as Attachments A and B.

Section 2: The Board designates individuals holding the following positions as the Authorized Officers for purposes of the foregoing duties and responsibilities until alternate or additional Authorized Officers are designated by Board action:

- 1) Katie Herak, Payroll Manager
- 2) Jeremy Davis, Assistant Superintendent for Finance and Operations

Section 3: That this Resolution may be signed in counterparts or on successive dates following its adoption. Any signature line in this Resolution not signed manually by the Board President or Board Secretary may be signed electronically or deemed to be signed through email or other electronic communications with the same force and effect as an original written signature, pursuant to the *Uniform Electronic Transactions Act* (815 ILCS 333/1 et seq.) and other applicable law.



**TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS**

2815 W Washington | PO Box 19253 | Springfield IL 62794-9253

R. Stanley Rupnik, Executive Director

employers@trsil.org | http://www.trsil.org

SUPPLEMENTAL SAVINGS PLAN 888-678-3675 | FAX: 217-753-0969

## Supplemental Savings Plan Employer Participation Agreement

The undersigned employer ("Employer") and the Teachers' Retirement System of the State of Illinois (the "System") agree to the participation of the Employer in the Teachers' Retirement System of the State of Illinois Supplemental Savings Plan (the "Plan"). The Plan is sponsored and administered by the System and is intended to qualify as an eligible deferred compensation plan under Section 457(b) of the Internal Revenue Code ("Code") that is a governmental plan under Code Section 414(d) and Section 3(33) of the Employee Retirement Income Security Act of 1974 ("ERISA").

Complete this Participation Agreement only if the Employer is both an employer subject to Article 16 of the Illinois Pension Code and an eligible employer within the meaning of Code Section 457(e)(1)(A).

### Employer Information

School District or Agency Name:	TRS Code:
Address:	Tax ID Number: _____ - _____

### Type of Adoption and Effective Date

The Employer's Plan document shall consist of this Employer Participation Agreement ("Participation Agreement") and the Plan document, as amended from time to time. All capitalized terms in this Participation Agreement shall have the meaning set forth in the Plan document.

It is very important that this Participation Agreement be completed accurately to ensure consistency between the Plan and actual plan operation. The Employer may prospectively change the terms of its participation in the Plan at any time by completing a new Participation Agreement with the System.

This Participation Agreement is for the following purpose (*check and complete one only*):

- This is a new 457(b) deferred compensation plan adopted by the Employer for its Employees effective \_\_\_\_\_, 20\_\_\_\_ (*insert effective date of this Participation Agreement*).
- This is an amendment to be effective as of \_\_\_\_\_, \_\_\_\_\_ (*insert effective date of this amendment*) to the current Participation Agreement previously adopted by the Employer, which was originally effective \_\_\_\_\_, 20\_\_\_\_ (*insert effective date of the original Participation Agreement*).

### Custody of Assets

Code Section 457(g) shall be satisfied by setting aside Plan assets for the exclusive benefit of Participants and Beneficiaries in a Trust pursuant to the terms of the Plan.

### Participation

An Employee may become a Participant in the Plan for purposes of Elective Deferrals and Discretionary Employer Contributions immediately upon commencement of employment with the Employer. "Employee" means an individual who is a teacher, as defined in Section 16-106 of the Illinois Pension Code, of an Employer. An Employee does not include an individual who is a leased employee under Code Section 414(n)(2).

### Elective Deferrals

All Employees of the Employer shall be permitted to make Elective Deferrals to the Plan. Elective Deferrals include pre-tax contributions and Roth contributions. A Participant shall be 100% vested in his or her Elective Deferrals at all times. As further provided in the Administrative Information section of this Participation Agreement, the Employer is solely responsible for monitoring the limit on Elective Deferrals under this Plan and any other 457(b) plan in which the Employer's employees are eligible to participate to assure that contributions to this Plan do not exceed any applicable limits under the Code, including but not limited to Code Section 457(b).

### Discretionary Matching Contributions

1. The Employer shall (*check and complete one only*):

- a.  **Not** make Discretionary Matching Contributions.
- b.  Make Discretionary Matching Contributions.

*Note: Any Discretionary Matching Contribution will reduce, dollar for dollar, the Elective Deferrals that a participant can contribute.*

2. A Participant shall be 100% vested in his or her discretionary matching contributions at all times.

### Discretionary Nonelective Contributions

1. The Employer shall (*check and complete one only*):

- a.  **Not** make Discretionary Nonelective Contributions.
- b.  Make Discretionary Nonelective Contributions.

*Note: Any Discretionary Nonelective Contribution will reduce, dollar for dollar, the amount a participant can contribute.*

2. A Participant shall be 100% vested in his or her Discretionary Nonelective Contributions at all times.

### Administrative Information

In executing this Participation Agreement, the Employer agrees:

- that it is eligible to adopt the Plan, and that its governing body has adopted a resolution to approve the adoption of the Plan for its eligible employees, which resolution is available to the System upon request;
- to be bound by all terms of the Plan document, as applicable, the terms of this Participation Agreement, and the rules and regulations of the System, all as may be amended from time to time, and that no oral understanding not incorporated into this Participation Agreement is binding on any party;
- to provide any information reasonably requested by the System or a service provider from time to time to properly administer the Plan in accordance with its terms and applicable law;
- to allow the System and/or the service providers reasonable access to eligible employees to assist with enrollment in and administration of the Plan; to be solely responsible for the correction of any operational or compliance errors resulting from the Employer's failure to perform its responsibilities or provide accurate information to the System or a service provider, including by way of example and not limitation, to seek relief under the Employee Plans Compliance Resolution System, as determined and directed by the System;

*(continued)*

- that all contributions to the Plan will be deposited in the [Teachers' Retirement System of the State of Illinois Supplemental Saving Plan Trust established by the System and the System's Custodial Bank] for the exclusive benefit of participants and beneficiaries, and that the Employer shall have no right to Trust assets;
- that participants in the Plan have the right to direct the investment of their accounts by choosing among the investment options selected by the System and offered under the Plan, and that any participant who does not provide timely investment direction will be deemed to have elected the Plan's default investment, as selected by the System;
- that participants will be charged fees for the investment and administration services provided by the System and the service providers, which will be offset against investment returns or deducted from participant accounts periodically; and
- that the Employer has consulted, to the extent necessary, with its own legal and tax advisors.

The Employer further agrees that it is responsible for the following areas of compliance:

- determining and monitoring employee eligibility in accordance with the terms of the Plan and the Participation Agreement;
- entering into salary reduction agreements with Employees and timely remitting all Elective Deferrals and Discretionary Employer Contributions, if any, to the Plan; and
- calculating and processing all participant Elective Deferrals, Discretionary Matching Contributions and Discretionary Nonelective Contributions in accordance with this Plan and the Code and to monitor compliance with respect to any of these contributions with the limits imposed by the Code, including Code Section 457 under this Plan and; any other Code Section 457(b) plan in which Employer's employees participate.

This Participation Agreement is duly executed on behalf of the Employer by the undersigned authorized signatories and shall be effective as indicated under Type of Adoption and Effective Date section.

**Employer's Authorized Signatories:**

Signature*:	Signature*:
Print:	Print:
Title:	Title:
Date:	Date:

*\* Handwritten signatures required. Electronic signatures are unacceptable currently.*

**Acceptance of Employer's participation in the Teachers' Retirement System of the State of Illinois Supplemental Savings Plan:**

Signature: 

Date: 02/04/2021

Executive Director

**TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS**



2815 W Washington | PO Box 19253 | Springfield IL  
 62794-9253 R. Stanley Rupnik, Executive Director  
 employers@trsil.org | http://www.trsil.org  
 SUPPLEMENTAL SAVINGS PLAN 888-678-3675 | FAX: 217-753-0969

**Appendix A  
 Authorized Contact Form**

All official communications from the Employer to the System shall be directed to the attention of the following:

Teachers' Retirement System of the State of Illinois  
 Attention: Employer Services Department  
 2815 W. Washington, P.O. Box 19253, Springfield, IL 62794-9253  
 Telephone Number: (877) 927-5877  
 Email: **employerservices@trsil.org**

All official communications from the System to the Employer shall be directed to the attention of the following:

Employer:	Attention:
Address:	Telephone Number: ( )
FAX Number: ( )	Email:

The following individuals are authorized to represent and act on behalf of the Employer for all purposes related to the Employer's participation in the Teachers' Retirement System of the State of Illinois Supplemental Savings Plan.

Contact Name:	
Title:	
Telephone Number: ( )	Email Address:
Signature*	
Date	

Contact Name:	
Title:	
Telephone Number: ( )	Email Address:
Signature*	
Date	

Contact Name:	
Title:	
Telephone Number: ( )	Email Address:
Signature*	
Date	

Contact Name:	
Title:	
Telephone Number: ( )	Email Address:
Signature*	
Date	

\* Handwritten signatures required. Electronic signatures are unacceptable currently.

The Employer agrees that the System is entitled to rely on this Appendix A, and shall be held harmless in doing so, until such time that the Employer submits a revised Appendix A to the System.

**The undersigned represents that he or she is an authorized representative of the Employer with authority to sign the Participation Agreement and this Appendix A on the Employer's behalf.**

Signature*:  	Date:  
Print Name:  	Title:  
Telephone Number: (      )	Email Address:  

*\* Handwritten signature required. Electronic signature is unacceptable currently.*

**TEACHERS' RETIREMENT SYSTEM  
OF THE STATE OF ILLINOIS**

**457(b) DEFERRED COMPENSATION  
SUPPLEMENTAL SAVINGS PLAN ("SSP")**

**Effective October 29, 2019  
Amended October 30, 2020**

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## **ARTICLE I: ESTABLISHMENT OF PLAN**

### **Section 1.01. Plan Establishment, History, and Purpose.**

(a) Pursuant to Section 16-204 of the Illinois Pension Code, 40 ILCS 5/16-204, the Board of Trustees (“Board”) of the Teachers’ Retirement System of the State of Illinois (“System”) establishes the Teachers’ Retirement System of the State of Illinois Supplemental Savings Plan (“SSP” or “Plan”), effective October 29, 2019, for the benefit of eligible members.

(b) The Plan is an eligible deferred compensation plan under Section 457(b) of the Internal Revenue Code (“Code”) and is a governmental plan within the meaning of Code Section 414(d) and Section 3(32) of the Employee Retirement Income Security Act of 1974, as amended (“ERISA”). As a governmental plan, ERISA does not apply.

(c) The purpose of the plan is to provide eligible individuals the opportunity to save on a regular and long-term basis for their retirement by allowing participants to designate a portion of their compensation to be deferred and invested until such time as the participants may withdraw such amounts as provided under the terms of this Plan.

### **Section 1.02. Plan Funding.**

The Plan is funded exclusively through Contributions, which shall be used for the purchase of Investment Funds from the Fund Sponsor(s) identified in Appendix A attached hereto, as that Appendix may be amended from time to time.

## **ARTICLE II: CONSTRUCTION AND DEFINITIONS**

### **Section 2.01. Construction and Governing Law.**

(a) This Plan shall be interpreted, enforced and administered in accordance with the Code and, when not inconsistent with the Code, or expressly provided otherwise herein, the laws of the State of Illinois without regard to conflict of law principles.

(b) Words used herein in the masculine gender shall be construed to include the feminine gender where appropriate, and *vice versa*, words used herein in the singular or plural shall be construed as being in the plural or singular where appropriate, and *vice versa*.

(c) The headings and subheadings in the Plan are inserted for convenience of reference only and are not to be considered in the construction of any provision of the Plan.

(d) If any provision of the Plan shall be held to violate the Code or be illegal or invalid for any other reason, that provision shall be deemed to be null and void, but the invalidation of that provision shall not otherwise impair or affect the Plan.

(e) In resolving any conflict between provisions of the Plan and in resolving any other uncertainty as to the meaning or intention of any provision of the Plan, the interpretation that

causes the Plan to (i) constitute an eligible deferred compensation plan under the provisions of Code Section 457(b), (ii) be a “governmental” plan as defined in ERISA Section 3(32) and Code Section 414(d), and (iii) comply with all applicable requirements of the Code shall prevail over any different interpretation.

## **Section 2.02. Definitions.**

When the initial letter of a word or phrase is capitalized herein the meaning of such word or phrase shall be as follows:

(a) “Account” means the following separate accounts maintained for each Participant reflecting his or her interest under the Plan as follows:

(1) “Pre-Tax Contribution Account” means the account maintained to reflect the Participant’s interest under the Plan attributable to his or her Pre-Tax Contributions pursuant to Section 4.01.

(2) “Roth Contribution Account” means the account maintained to reflect the Participant’s interest under the Plan attributable to his or her Roth Contributions pursuant to Section 4.01.

(3) “Discretionary Nonelective Contribution Account” means the account maintained to reflect the Participant’s interest under the Plan attributable to his or her Discretionary Nonelective Contributions, if any, pursuant to Section 4.02.

(4) “Rollover Contribution Account” means the account maintained to reflect the Participant’s interest under the Plan attributable to his or her Rollover Contributions pursuant to Section 4.04.

(b) “Administrator” means the System; provided, however, that to the extent that the System has delegated any of its responsibilities as Administrator to any other person, persons or entities, the term Administrator shall be deemed to refer to that person, persons, or entity.

(c) “Alternate Payee” means any spouse, former spouse, child or dependent of a Participant who is recognized by a Qualified Illinois Domestic Relations Order (QILDRO) issued in accordance with the Illinois Pension Code, 40 ILCS 5/1-119, as having a right to receive all, or a portion of, the benefit payable under the Plan with respect to such Participant.

(d) “Applicable Form” means the appropriate form as designated and furnished by the Administrator or the Fund Sponsor to make any election or provide any notice required by the Plan. In those circumstances where a written election or consent is not required by the Plan or the Code, the Administrator and/or the Fund Sponsor may prescribe an electronic or telephonic form in lieu of or in addition to a written form.

(e) “Beneficiary” means the person, company, trustee or estate designated by the Participant on the Applicable Form to receive any benefits payable under the Plan in the event of the Participant’s death. If the designated Beneficiary does not survive the Participant or there is

no Beneficiary designated, the Participant's surviving Spouse or, if applicable, the Participant's civil union partner within the meaning of 750 ILCS 75, shall be the Beneficiary. If there is no surviving Spouse or civil union partner, the Participant's estate shall be the Beneficiary. Beneficiary also means an alternate payee within the meaning of Code Section 414(p)(8).

(f) "Board" means the System's Board of Trustees.

(g) "Code" means the Internal Revenue Code of 1986, as amended from time to time.

(h) "Compensation" means all cash compensation for services to the Employer, including salary, wages, fee, commissions, bonuses, and overtime pay, that is includible in the Employee's gross income for the calendar year and amounts that would be cash compensation includible in gross income but for a reduction election under Code Section 125, 132(f) 401(k), 403(b), or 457(b) (including any Elective Deferrals under the Plan). Compensation does not include amounts "picked up" by the Employer within the meaning of Code Section 414(h). Compensation includes any compensation described in subsection (1) or (2), provided it is paid by the later of two and one-half months (2½) months after the Employee's Severance from Employment with the Employer or the end of the calendar year in which the Employee has a Severance from Employment with the Employer:

(1) a payment would have been paid to the Employee prior to a Severance from Employment if the Employee continued in employment with the Employer and that otherwise satisfies the definition of Compensation; and

(2) a payment for unused accrued *bona fide* sick, vacation, or other leave, but only if the Employee would have been able to use the leave if employment had continued and the payment would be Compensation if paid prior to the Employee's severance from Employment, and only if the Employee separately elects for such payment to be reduced on his or her Salary Reduction Agreement pursuant to Section 4.01.

Any payment that is not described in subsection (1) or (2) is not considered Compensation if paid after Severance from Employment. Thus, for example, Compensation does not include amounts paid after Severance from Employment that are severance pay or unfunded nonqualified deferred compensation.

(i) "Contributions" mean Pre-Tax Contributions, Roth Contributions, Discretionary Nonelective Contributions, and Rollover Contributions.

(j) "Cost-of-Living Adjustment" means the cost-of-living adjustment prescribed by the Secretary of the Treasury under Code Section 401(a)(17), 414(v), or 457(e)(15) for any applicable year.

(k) "Discretionary Employer Contributions" means Discretionary Nonelective Contributions.

(l) “Discretionary Nonelective Contributions” means any contributions made to the Plan by the Employer in accordance with Section 4.02 that are not related to a Participant’s contributions to this Plan or another retirement plan.

(m) “Effective Date” means October 29, 2019.

(n) “Elective Deferral” means Pre-Tax Contributions and Roth Contributions.

(o) “Employee” means an individual who is a teacher (as defined in Section 16-106 of the Illinois Pension Code) of an Employer. An Employee does not include an individual who is a leased employee under Code Section 414(n)(2).

(p) “Employer” means each employing unit subject to Article 16 of the Illinois Pension Code, who is an eligible employer within the meaning of Code Section 457(e)(1)(A) and which has adopted this Plan by executing an adoption agreement provided by the System.

(q) “Fund Sponsor” means a bank, insurance company, regulated investment company, or another entity that has been approved by the Administrator to make Investment Funds available to Participants under this Plan, and that is set forth in Appendix A hereto, as amended from time to time. The Administrator, in its sole and absolute discretion, shall select the Fund Sponsor(s) and may add or delete Fund Sponsor(s).

(r) “HEART Act” means the Heroes Earnings Assistance and Relief Tax Act of 2008, as amended from time to time.

(s) “Illinois Pension Code” means 40 ILCS 5 *et seq.*, as amended from time to time.

(t) “Includible Compensation” means all compensation received by an Employee from the Employer that is includible in his or her gross income for federal income tax purposes (computed without regard to Code Section 911) for that taxable year. Includible Compensation also includes any amounts excludable from taxable income because of an election under Code Sections 401(k), 403(b), 457(b), 125, and 132(f). Includible Compensation includes any compensation described in paragraphs (1) and (2), provided the compensation is paid by the later of two and one-half (2½) months after the Employee’s Severance from Employment or the end of the calendar year in which the Employee has a Severance from Employment:

(1) any payment that would have been paid to the Employee prior to a Severance from Employment if the Employee had continued in employment with the Employer and that is regular compensation for services during the Employee’s regular working hours, compensation for services outside the Employee’s regular working hours (such as overtime or shift differential), commissions, bonuses, or other similar payments; and

(2) a payment for unused accrued bona fide sick leave, vacation or other leave, but only if the Employee would have been able to use the leave if employment had continued and the payment would have been included in the definition of Earnings if paid prior to the Employee’s Severance from Employment.

Includible Compensation is determined without regard to any community property laws. Includible Compensation shall not exceed the limits under Code Section 401(a)(17), to the extent applicable, increased by the Cost-of-Living Adjustment.

(u) “ILCS” means the Illinois Compiled Statutes, as amended from time to time.

(v) “Ill. Admin. Code” means the Illinois Administrative Code, as amended from time to time.

(w) “Investment Funds” means the mutual funds, collective investment funds, insurance company separate accounts, annuity contracts, or other investment vehicles made available to Participants for the investment of their Accounts. The Administrator, in its sole and absolute discretion, shall select the Investment Funds and may add or delete Investment Funds.

(x) “Normal Retirement Age” means for purposes for Section 5.01(c), any age designated by a Participant (i) beginning no earlier than the earliest age at which a Participant has the right to retire under the System’s pension plan and to receive immediate retirement benefits without actuarial or similar reduction because of retirement before some later age specified in such basic pension plan and (ii) ending no later than age 70½. In the case of a Participant who continues to work beyond age 70½ and who, upon the attainment of age 70½, had not made the catch-up election provided for under Section 5.01(b), the Normal Retirement Age shall be the age designated by the Participant, which shall not be later than the age at which the Participant Separates from Service.

(y) “Participant” means any Employee or Alternate payee who is or may become eligible to receive a benefit of any type under the Plan. A Participant shall also mean, when appropriate to the context, a former Employee who is eligible to receive a benefit of any type under the Plan.

(z) “Plan” or “SSP” means the “Teachers’ Retirement System of the State of Illinois Supplemental Savings Plan” as amended from time to time.

(aa) “Plan Year” means July 1 through June 30.

(bb) “Pre-Tax Contributions” mean contributions made to the Plan by the Employer at the election of a Participant pursuant to a Salary Reduction Agreement in accordance with Section 4.01.

(cc) “Qualified Distribution” means a distribution from a Roth Contribution Account after the Participant has satisfied a five (5) year tax holding period and has attained age fifty nine and one-half (59½), died, or become Disabled, in accordance with Code Section 402A(d). The five (5) year tax holding period is the period of five (5) consecutive taxable years that begins with the first day of the first taxable year in which the Participant makes a designated Roth Contribution under the Plan or to another retirement plan which amount was directly rolled over to the Plan and ends when five (5) consecutive taxable years have been completed.

(dd) “Rollover Contributions” mean an amount contributed to the Plan pursuant to Section 4.04.

(ee) “Roth Contributions” means contributions made to the Plan by the Employer at the election of a Participant under a Salary Reduction Agreement that have been (i) designated irrevocably by the Participant as a Roth Contribution being made in lieu of all of a portion of the Pre-Tax Contributions the Participant is otherwise eligible to make under the Plan, and (ii) treated by the Employer as includible in the Participant’s gross income at the time the Participant would have received that amount in cash if the Participant had not made such an election.

(ff) “Salary Reduction Agreement” means an agreement entered into between an Employee and the Employer pursuant to Section 4.01. Such agreement shall not be effective with respect to Compensation made available prior to the effective date of such agreement and shall be binding on the parties and irrevocable with respect to Compensation earned while it is in effect.

(gg) “Section” means, when not preceded by the word Code, a section of the Plan.

(hh) “Severance from Employment” means the complete termination for four consecutive months of the employment relationship between the Employee and all Employers. Notwithstanding the preceding, for purposes of Section 9.01 only, a Participant shall be treated as having had a Severance from Employment during any period the Participant is performing service in the uniformed services described Code Section 3401(h)(2)(A).

(ii) “Spouse” means the person to whom a Participant is legally married under federal law or civil union partner within the meaning of 750 ILCS 75.

(jj) “TRS” or “System” means the Teachers’ Retirement System of the State of Illinois, a retirement system established under Article 16 of the Illinois Pension Code.

(kk) “Trust” means any trust that satisfies the requirements of Code Section 457(g) (including a custodial account or annuity contract described in Code Section 401(f) that satisfies the requirements of Code Section 457(g)(3)) established to hold the Trust Fund, and as maintained pursuant to a trust agreement, custodial account, or annuity contract.

(ll) “Trust Fund” means the assets of the Plan held pursuant to the terms of the Plan and the Trust.

(mm) “Trustee” means the trustee or any successor trustee designated and appointed by the System and includes a custodian under a custodial account or annuity contract under Code Section 457(g)(3).

(nn) “Unforeseeable Financial Emergency” means a severe financial hardship of the Participant resulting from:

- (1) an illness or accident of the Participant, the Participant’s Spouse, or the Participant’s dependent (as defined in Code Section 152, without regard to Code Sections 152(b)(1), (b)(2), and (d)(1)(B));

(2) loss of the Participant's property due to casualty (including the need to rebuild a home following damage to a home not otherwise covered by homeowner's insurance, *e.g.*, as a result of a natural disaster); or

(3) other similar extraordinary and unforeseeable circumstances arising as a result of events beyond the control of the Participant.

(oo) "USERRA" means the Uniformed Services Employment and Reemployment Rights Act of 1994, as amended from time to time.

(pp) "Vested" means the interest of the Participant or Beneficiary in his or her Accounts which is unconditional, legally enforceable, and nonforfeitable at all times.

### **ARTICLE III: ELIGIBILITY AND PARTICIPATION**

#### **Section 3.01. Participation.**

(a) An Employee employed by an Employer prior to the Effective Date of the Plan may become a Participant in the Plan for purposes of Elective Deferrals and Discretionary Employer Contributions, if any, upon the Effective Date of the Plan.

(b) An Employee employed or reemployed by an Employer on or after the Effective Date of the Plan may become a Participant in the Plan for purposes of Elective Deferrals and Discretionary Employer Contributions, if any, immediately upon the commencement of employment with the Employer.

(c) To become a Participant under the Plan, an Employee must complete the Applicable Form(s), which may include a Salary Reduction Agreement and/or Fund Sponsor enrollment and investment election forms, and return them to the Administrator or Fund Sponsor, as applicable. An Employee who fails to complete the Applicable Forms, including a Salary Reduction Agreement to make Elective Deferrals, shall be deemed to have waived all of his or her rights under the Plan, provided that such Employee may become a Participant in the Plan at any time thereafter by completing the Applicable Form(s) and returning them to the Administrator or Fund Sponsor, as applicable.

#### **Section 3.02. Cessation of Contributions.**

A Participant shall cease to be eligible to make Contributions under the Plan when (i) he or she is no longer an Employee or (ii) the Plan is terminated.

## **ARTICLE IV: CONTRIBUTIONS**

### **Section 4.01. Elective Deferrals.**

(a) Subject to the limitations under Article V, an Employee who has satisfied the participation requirements under Section 3.01 (a) or (b) may enter into a written Salary Reduction Agreement with the Employer agreeing to contribute each pay period Pre-Tax Contributions and/or Roth Contributions to the Plan equal to a whole percentage or fixed dollar amount of his or her Compensation, as permitted by the Administrator. Elective Deferrals shall begin as soon as administratively practicable following the date specified in the Salary Reduction Agreement, or, if later or if no date is specified, as soon as administratively practicable after the Salary Reduction Agreement is filed with the Administrator. Notwithstanding the preceding, the Salary Reduction Agreement shall become effective no earlier than the first day of the month following the month in which the Salary Reduction Agreement is executed and submitted to the Administrator; provided, however, that a new Employee may defer Compensation payable in the calendar month during which he or she first becomes an Employee if he or she enters into a Salary Reduction Agreement before the first day on which he or she performs services for the Employer.

(b) Elective Deferrals shall reduce the Compensation otherwise payable to a Participant and shall be paid in cash to the Trust Fund by the Employer, on a basis consistent with its payroll practices, as soon as administratively feasible after being withheld from the Compensation of a Participant, but no later than fifteen (15) business days following the end of the month in which such amount is withheld from the Compensation of the Participant.

(c) If the Participant fails to designate whether Elective Deferrals are Pre-Tax Contributions or Roth Contributions, the Participant will be deemed to have designated his or her Elective Deferrals as Pre-Tax Contributions. Pre-Tax Contributions shall be allocated to the Pre-Tax Contribution Account of the Participant as of the date of contribution. Roth Contributions shall be allocated to the Roth Contribution Account of the Participant as of the date of contribution.

(d) A Participant may change his or her election to make Pre-Tax Contributions and/or Roth Contributions at any time by filing a new Salary Reduction Agreement with the Administrator. Any such changes shall be effective as soon as administratively practicable following the date specified in the new Salary Reduction Agreement, or, if later, as soon as administratively practicable after the Salary Reduction Agreement is filed with the Administrator; provided that the Salary Reduction Agreement shall become effective no earlier than the first day of the month following the month in which the Salary Reduction Agreement is executed and submitted to the Administrator.

(e) A Participant may terminate his or her election to make Elective Deferrals at any time by filing the Applicable Form with the Administrator, which shall be effective as soon as administratively practicable after the Applicable Form is filed with the Administrator.

(f) An election to make Elective Deferrals shall not be valid with respect to any period during which the Participant is not an Employee. No election to make, change, or discontinue Elective Deferrals shall be given retroactive effect.

(g) The Administrator may establish additional non-discriminatory rules and procedures governing the manner and timing of elections by Participants to make, change, or discontinue Elective Deferrals.

#### **Section 4.02. Discretionary Employer Contributions.**

(a) An Employer may make Discretionary Employer Contributions, which may include Discretionary Matching Contributions and Discretionary Nonelective Contributions, by completing and returning any Applicable Forms to the Administrator.

(b) Notwithstanding Section 4.01(c), if an Employee fails to complete the Applicable Form(s) at such time that the Employee is eligible for Discretionary Employer Contributions, Discretionary Employer Contributions shall be made by the Employer to a Discretionary Employer Contribution Account under the Plan on behalf of the Participant and invested in the default Investment Option described in Section 7.02 until such time that the Employee completes the Applicable Form(s).

(c) The System may establish reasonable policies to govern Discretionary Employer Contributions under the Plan, which may be amended from time to time. All Discretionary Employer Contributions shall comply with such policies and shall be administered in accordance with such policies.

(d) Employer Contributions shall be allocated to each Participant's Discretionary Matching Contribution Account and/or Discretionary Nonelective Contribution Account, as applicable, as of the date made to the Plan, but no later than the last day of the Plan Year.

#### **Section 4.03. Sick, Vacation and Back-Pay.**

A Participant who has not had a Severance from Employment may elect to defer accumulated sick pay, accumulated vacation pay, and back pay under the Plan if the requirements of Code Section 457(b) are satisfied. These amounts may be deferred for any calendar month only if a Salary Reduction Agreement providing for the deferral is entered into before the beginning of the month in which the amounts would otherwise be paid or made available and the Participant is an Employee on the date the amounts would otherwise be paid or made available. Compensation that would otherwise be paid for a payroll period that begins before Severance from Employment is treated as an amount that is paid or made available before an Employee has a Severance from Employment.

#### **Section 4.04. Rollover Contributions to the Plan.**

(a) Participants may transfer to the Plan as a Rollover Contribution a distribution from a Code Section 401(a) or 403(a) qualified plan (excluding after-tax contributions), a Code Section 403(b) plan (excluding after-tax contributions), a Code Section 408 individual retirement account or annuity, or a Code Section 457(b) eligible deferred compensation plan which is maintained by an eligible employer described in Code Section 457(e)(1)(A). Any Rollover Contribution (i) shall be subject to the Administrator's determination, in its discretion, that the Rollover Contribution

satisfies all applicable requirements of the Code and (ii) shall be made directly from such prior plan, or if such amount was distributed to the Participant, shall be made within sixty (60) days after the Participant receives the rollover amount.

(b) Except as provided in Section 4.05, the Plan shall accept a Rollover Contribution to a Roth Contribution Account only if it is a direct rollover from another Roth elective deferral account under an applicable retirement plan described in Code Section 402A(e)(1) and only to the extent the rollover is permitted under the rules of Code Section 402(c).

(c) A Rollover Contribution shall be allocated to the Rollover Contribution Account of the Participant as of the date of the contribution; provided, however, that a separate Rollover Contribution Account shall be maintained to reflect any direct rollover to the Plan of an eligible Roth Rollover Contribution pursuant to Section 4.04(b).

(d) Before a Rollover Contribution is made, the Participant shall designate on the Applicable Form the Investment Funds in which the Fund Sponsor should invest the Participant's Rollover Contribution.

#### **Section 4.05. In-Plan Roth Rollover.**

(a) Any portion or all of a Participant's Account (other than a Roth Contribution Account or Roth Rollover Contribution Account) is eligible for direct rollover to the Participant's Roth Contribution Account under the Plan, even if the Account is not otherwise distributable (pursuant to Code Section 402A(c)(4)(E)) under the Article IX of the Plan, and the transfer shall be treated as a qualified rollover contribution (within the meaning of Code Section 408A(e)) to the Participant's Roth Contribution Account.

(b) A Participant's election under this Section 4.05 shall be subject to the reasonable administrative procedures established by the Administrator, Code Section 402A(c)(4) and the regulations thereunder, and subsequent guidance from the Internal Revenue Service.

(c) The taxable portion of the Participant's Account directly rolled over to a Roth Contribution Account under this Section 4.05 shall be included in the Participant's gross income in the tax year in which the transfer occurs.

(d) To the extent required by Code Section 402(f), the Administrator shall provide written information regarding in-Plan Roth rollovers under this Section 4.05, for amounts that are otherwise distributable under Article IX.

#### **Section 4.06. Plan-to-Plan Transfer.**

A Participant and/or an Employer on behalf of a Participant or group of Participants may direct a transfer to this Plan from another governmental Code Section 457(b) plan under the following conditions:

(a) The transferor plan provides for transfer;

(b) The Participant whose amounts are being transferred will have a deferred amount immediately after the transfer at least equal to the deferred amount with respect to that Participant immediately before the transfer; and

(c) The transfer satisfies such other rules and policies established by the Administrator or the Fund Sponsor.

**Section 4.07. Leave of Absence.**

During a paid leave of absence, Contributions shall continue to be made for a Participant on the basis of Compensation paid by the Employer during the leave. No Contributions shall be made on behalf of a Participant who is on an unpaid leave of absence.

**Section 4.08. Expenses of Plan.**

All reasonable expenses of administering the Plan shall be charged against and paid from the Participant's Accounts, subject to the terms of the applicable Investment Funds, unless paid by the System or the Employer. The Administrator shall have the right to allocate expenses associated with maintaining the Accounts of terminated Employees to such Accounts, even if no expenses are allocated to the Accounts of active Employees, in accordance with rules promulgated by the Internal Revenue Service.

**ARTICLE V: LIMITATIONS ON CONTRIBUTIONS**

**Section 5.01. Elective Deferral Limits.**

(a) The maximum amount of Elective Deferrals to the Plan for any calendar year shall be limited to the lesser of (i) the applicable dollar amount as provided in Code Section 457(e)(15) or (ii) the Participant's Includible Compensation as provided in Code Section 457(b)(2). The applicable dollar amount is Nineteen Thousand Dollars (\$19,000) for 2019, increased thereafter by the Cost-of-Living Adjustment.

(b) A Participant who attains age fifty (50) or more by the end of the calendar year, and who is contributing up to the applicable dollar amount under paragraph (a), may make additional Elective Deferrals under Code Section 414(v) of up to Six Thousand Dollars (\$6,000) for 2019, increased thereafter by the Cost-of-Living Adjustment.

(c) If the applicable year is one of a Participant's last three calendar years ending before the year in which the Participant attains Normal Retirement Age and the amount determined under this paragraph (c) exceeds the amount computed under paragraphs (a) and (b), then the Elective Deferrals limit under this Article V shall be the lesser of:

(1) An amount equal to two (2) times the applicable dollar amount set forth in paragraph (a) for such year; or

(2) The sum of:

(i) An amount equal to (i) the aggregate paragraph (a) limit for the current year plus each prior calendar year beginning after December 31, 2001, during which the Participant was an Employee under the Plan, minus (ii) the aggregate amount of Compensation that the Participant deferred under the Plan during such years, plus

(ii) An amount equal to (i) the aggregate limit referred to in Code Section 457(b)(2) for each prior calendar year beginning after December 31, 1978, and before January 1, 2002, during which the Participant was an Employee (determined without regard to paragraph (b) or (c)), minus (ii) the aggregate contributions to Pre-2002 Coordination Plans (as defined by Treasury regulations and as provided in Section 5.03(c)) for such years.

However, in no event can the Elective Deferrals be more than the Participant's Compensation for the year.

### **Section 5.02. Employer Contribution Limits.**

If the Employer elects to make Discretionary Employer Contributions to the Plan on behalf of a Participant pursuant to Section 4.02, the Discretionary Employer Contributions shall be deemed Elective Deferrals for purposes of this Article, and shall apply toward the maximum Elective Deferral limits set forth in this Article.

### **Section 5.03. Coordination of Limits.**

(a) If the Participant is or has been a participant in one or more other eligible plans within the meaning of Code Section 457(b), then this Plan and all such other plans shall be considered as one plan for purposes of applying the foregoing limitations of this Article V. For this purpose, the Administrator shall take into account any other such eligible plan maintained by the Employer for which the Administrator receives from the Employer sufficient information concerning such plan, and shall also take into account any other such eligible plan for which the Administrator receives from the Participant sufficient information concerning his or her participation in such other plan.

(b) In applying Section 5.03, a year shall be taken into account only if:

(1) the Participant was eligible to participate in the Plan during all or a portion of the year; and

(2) Compensation deferred, if any, under the Plan during the year was subject to the applicable dollar amount described in Section 5.01(a) or any other plan ceiling required by Code Section 457(b).

(c) For purposes of Section 5.01(c)(2)(ii) "contributions to Pre-2002 Coordination Plans" means any employer contribution, salary reduction or elective contribution under any other eligible Code Section 457(b) plan, or a salary reduction or elective contribution under any Code Section 401(k) qualified cash or deferred arrangement, Code Section 402(h)(1)(B) simplified

employee pension (SARSEP), Code Section 403(b) annuity contract, and Code Section 408(p) simple retirement account, or under any plan for which a deduction is allowed because of a contribution to an organization described in Code Section 501(c)(18), including plans, arrangements or accounts maintained by the Employer or any employer for whom the Participant performed services. However, the contributions for any calendar year are only taken into account for purposes of Section 5.01(c)(2)(ii) to the extent that the total of such contributions does not exceed the aggregate limit referred to in Code Section 457(b)(2) for that year.

(d) For 2002 and thereafter, any amounts contributed by the Participant to a tax-sheltered annuity pursuant to Code Section 403(b) or to a 401(k) plan pursuant to Code Section 402(e)(3) shall not reduce the maximum Elective Deferrals under Section 5.01.

(1) An individual is treated as not having deferred compensation under a plan for a prior taxable year to the extent excess deferrals under the plan are distributed, as described in Section 5.04. To the extent that the combined deferrals for pre-2002 years exceeded the maximum deferral limitations, the amount is treated as an excess deferral for those prior years.

(2) The Participant is responsible for ensuring coordination of these limits.

#### **Section 5.04. Correction of Excess Deferrals.**

(a) If the Elective Deferrals on behalf of a Participant for any calendar year exceeds the limitations described above, or the Elective Deferrals on behalf of a Participant for any calendar year exceeds the limitations described above when combined with other amounts deferred by the Participant under another eligible deferred compensation plan under Code Section 457(b) for which the Participant provides information that is accepted by the Administrator, then the Elective Deferrals, to the extent in excess of the applicable limitation and adjusted for earnings, shall be distributed to the Participant no later than April 15 following the calendar year in which the excess Elective Deferral was made.

(b) If a Participant who made contributions to both the Pre-Tax Contribution Account and Roth Contribution Account for a calendar year has excess amount for that year, the excess amounts will be distributed out of the Roth Contribution Account first, unless the Participant elects to instead have the excess amounts distributed first out of the Pre-Tax Contribution Account.

### **ARTICLE VI: ACCOUNTING**

#### **Section 6.01. Participant Accounts.**

The fund Administrator shall establish and maintain adequate records to reflect the Accounts of each Participant and Beneficiary. Credits and charges shall be made to such Accounts to reflect additions, distributions, and withdrawals, and to reflect gains or losses pursuant to the terms of each Investment Fund. The maintenance of individual Accounts is for accounting purposes only, and a segregation of Plan assets to each Account shall not be required.

**Section 6.02. Participant Statements.**

The Fund Sponsor(s) shall provide to each Participant a quarterly statement reflecting the value of the Participant's Account(s) as of the end of each quarter and shall provide similar information to the Administrator upon its request.

**Section 6.03. Value of Account.**

The value of the Account of a Participant as of any valuation date is the value of the Account balance as determined by the Fund Sponsor. All transactions and Account records shall be based on fair market value.

**ARTICLE VII: INVESTMENT OF CONTRIBUTIONS**

**Section 7.01. Fund Sponsors and Investment Funds.**

(a) All Contributions under the Plan shall be transferred to the Fund Sponsor(s) to be held, managed, invested and distributed in accordance with the provisions of the Plan and the Investment Funds as applicable. All benefits under the Plan shall be distributed solely from the Investment Funds, and the System and/or Employer shall have no liability for any such benefits other than the obligation to make Contributions as provided in the Plan.

(b) Participants' Accounts shall be invested in one or more of the Investment Funds available to Participants under this Plan, as selected by the Administrator and communicated to Participants. The Administrator's current selection of Fund Sponsor(s) and Investment Funds is not intended to limit future additions or deletions of Fund Sponsor(s) or Investment Funds.

(c) A Participant shall have the right to direct the investment of his or her Account by filing the Applicable Form with the Administrator. A Participant may change his or her investment election as often as determined by the Administrator. A Participant may elect to transfer all or any portion of his or her Accounts invested in any one Investment Fund to another Investment Fund, subject to the limitations of the Investment Fund(s), by filing a request on the Applicable Form with the Administrator or by such other means that may be provided for by the Administrator.

**Section 7.02. Default Investments.**

If a Participant does not have a valid and complete investment direction on file with the Administrator on the Applicable Form, Contributions may be invested in a default fund selected by the Administrator in its sole discretion, until the Participant makes an affirmative election regarding the investment of his or her Account.

## **ARTICLE VIII: TRUST**

### **Section 8.01. Trust Fund.**

All Contributions under the Plan shall be transferred to the Trustee to be held in Trust as part of the Trust Fund in accordance with the provisions of the Plan and the Investment Funds, as applicable. All assets held in connection with the Plan, including all Contributions, all property and rights acquired or purchased with such amounts, and all income attributable to such amounts, property or rights, shall be held in, managed, invested and distributed in Trust as part of the Trust Fund, in accordance with the provisions of the Plan. All benefits under the Plan shall be distributed solely from the Trust Fund, and the System and/or Employer shall have no liability for any such benefits other than the obligation to make Contributions as provided in the Plan.

### **Section 8.02. Trust Status.**

The Trust Fund shall be held in Trust for the exclusive benefit of Participants and Beneficiaries under the Plan in accordance with Code Section 457(g). No part of the Trust Fund shall be used for, or diverted to, purposes other than for the exclusive benefit of Participants and their Beneficiaries, and for defraying the reasonable expenses of the Plan and Trust. The Trust is exempt from tax pursuant to Code Sections 457(g)(2) and 501(a).

## **ARTICLE IX: DISTRIBUTIONS**

### **Section 9.01. Distribution Restrictions.**

(a) Except as otherwise provided in this Article IX, a Participant is not entitled to a distribution of his or her Accounts under the Plan until the earlier of (i) the Participant's Severance from Employment, or (ii) the calendar year in which the Participant attains age fifty nine and one-half (59 ½)

(b) If a Participant had a Severance from Employment solely because he or she is performing service in the uniformed services as described in Code Section 3401(h)(2)(A), and the Participant receives a distribution under the Plan because of such Severance from Employment, the Participant may not make Elective Deferrals to the Plan for the six (6) month period beginning on the date of the distribution.

(c) If a Participant has a Rollover Contributions Account, the Participant may at any time elect to receive a distribution of all or any portion of the amount held in the Rollover Contributions Account.

(d) A Participant may submit a request for distribution to the Administrator on the Applicable Form. The Employer shall certify that the Participant has had a Severance from Employment, if applicable.

**Section 9.02. Payment Options.**

(a) Subject to Section 9.04, the terms of the Investment Funds, and any restrictions established by the System, a Participant may elect to receive his or her Account under any form of payment offered by the Administrator.

(b) To the extent permitted by the Investment Funds, the Administrator may make a lump sum payment of a Account without the consent of the Participant or Beneficiary if his or her Account balance does not exceed Five Thousand Dollars (\$5,000) or if different, the dollar limit under Code Section 411(a)(11), provided that to the extent the Account balance exceeds One Thousand Dollars (\$1,000), or if different, the dollar amount under Code Section 401(a)(31)(B)(i)(I), such distribution shall be made in a direct rollover to an individual retirement plan designated by the Administrator, unless the Participant elects to have such distribution paid directly to an eligible retirement plan specified by the Participant in a direct rollover or to receive the distribution directly in a lump sum. For this purpose, the value of a Participant's or Beneficiary's Account balance shall not include any amounts in his or her Rollover Contribution Account. Any lump sum payments made under this Section 9.02(b) shall be made in a uniform and nondiscriminatory manner.

**Section 9.03. Death Benefit.**

If a Participant dies before distribution of his or her Account commences, his or her Account shall be payable to his or her Beneficiary(ies) under the payment options available under the Investment Fund(s), subject to Code Section 401(a)(9).

**Section 9.04. Required Distribution Rules.**

The provisions of this Section 9.04 take precedence over any inconsistent provisions of the Plan. All distributions under this Plan shall be made in accordance with Code Section 401(a)(9), and the regulations promulgated thereunder, including the incidental death benefit rules under Code Section 401(a)(9)(G), and shall comply with the following rules.

(a) Distributions may only be made over one of the following periods (or combination thereof):

- (1) The life of the Participant;
- (2) The life of the Participant and a designated Beneficiary;
- (3) A period certain not extending beyond the life expectancy of the Participant;

or

(4) A period certain not extending beyond the joint and last survivor life expectancy of the Participant and designated Beneficiary.

(b) A Participant's Accounts shall be distributed to the Participant beginning no later than April 1 of the calendar year following the calendar year in which the Participant attains age

seventy two (72) or, if later, April 1 of the calendar year following the calendar year that the Participant has a Severance from Employment.

(c) Upon the death of the Participant, the following distribution provisions shall take effect:

(1) If the Participant dies after distribution of his or her Account(s) begins, any remaining portion of the Account(s) shall continue to be distributed at least as rapidly as under the method of distribution in effect at the time of the Participant's death.

(2) If the Participant dies before distributions of his or her Account(s) begins and the Participant has no designated Beneficiary(ies), the Participant's Account(s) under the Plan shall be distributed by December 31 of the calendar year containing the fifth (5<sup>th</sup>) anniversary of the Participant's death.

(3) If the Participant dies before distribution of his or her Account(s) begin and any portion of his or her Account(s) are payable to a designated Beneficiary, the designated Beneficiary may elect for the Participant's Account(s) to be distributed (i) by December 31 of the calendar year containing the fifth (5<sup>th</sup>) anniversary of the Participant's death, or (ii) beginning no later than December 31 of the calendar year immediately following the calendar year in which the Participant died, over the life of the designated Beneficiary or over a period not exceeding the life expectancy of the designated Beneficiary. If the designated Beneficiary is the surviving Spouse, the Beneficiary may elect to delay payment under subparagraph (ii) until December 31 of the calendar year in which the Participant would have attained age seventy two (72). If the designated Beneficiary does not elect a method of distribution as provided above, the Participant's Account(s) shall be distributed in accordance with subparagraph (i).

(4) Any distribution required under the incidental death benefit requirements of Code Section 401(a) shall be treated as distributions required under this Section 9.04(c).

(d) The Administrator shall be solely responsible for complying with the provisions of this Section 9.04. The Administrator shall calculate the amounts required to be distributed to a Participant under this Section and notify such Participant of such distributions at least sixty (60) days prior to the date distributions must begin.

#### **Section 9.05. Unforeseeable Financial Emergency Distributions.**

(a) If permitted by the applicable Investment Fund, a Participant who has not had a Severance from Employment, and who has taken or exhausted all other available in-service withdrawals from the Plan, may request and receive a distribution for an Unforeseeable Financial Emergency from his or her Account including Discretionary Employer Contributions, and Elective Deferrals.

(b) Any distribution made because of the Participant's Unforeseeable Financial Emergency shall not exceed the amount reasonably necessary to relieve the Participant's need, including any anticipated taxes or penalties associated with such distribution.

(c) The Participant's distribution request shall specify the reason for the Unforeseeable Financial Emergency and specify the amount the Participant wishes to withdraw to meet the need caused by the Unforeseeable Financial Emergency.

(d) A distribution on account of Unforeseeable Financial Emergency shall not be made to the extent that such emergency is or may be relieved through reimbursement or compensation from insurance or otherwise, by liquidation of the Participant's assets to the extent the liquidation of such assets would not itself cause severe financial hardship, or by cessation of Elective Deferrals under the Plan.

(e) The Administrator shall determine based on uniform and nondiscriminatory standards whether an Unforeseeable Financial Emergency exists based on the facts and circumstances and in accordance with the claim procedures of the Plan.

(f) The Administrator shall take such steps as appropriate to coordinate Unforeseeable Financial Emergency distributions, including collection of information from Fund Sponsors, and transmission of information requested by any Fund Sponsor.

(g) The Administrator may charge a reasonable fee for processing Unforeseeable Financial Emergency distributions.

#### **Section 9.06. Transfer to Defined Benefit Governmental Plan.**

(a) If a Participant is also a participant in a tax-qualified defined benefit governmental plan (as defined in Code Section 414(d)) that provides for the acceptance of plan-to-plan transfers with respect to the Participant, then the Participant may elect to have any portion of the Participant's Account transferred to the defined benefit governmental plan, subject to the terms of the Investment Fund(s). A transfer under this Section may be made before the Participant has had a Severance from Employment.

(b) A transfer may be made under this Section only if the transfer is either for the purchase of permissive service credit (as defined in Code Section 415(n)(3)(A)) under the receiving defined benefit governmental plan or a repayment to which Code Section 415 does not apply by reason of Code Section 415(k)(3).

(c) Notwithstanding paragraph (a), no portion of the Participant's Account attributable to Roth Contributions or Roth Rollover Contributions may be transferred under this Section 9.06.

#### **Section 9.07 Plan to Plan Transfer**

A Participant may elect to transfer all or a portion of his or her Account prior to the Participant's separation from employment, from this Plan to another section 457(b) plan, provided the transferee plan will accept the transfer, and further provided that the transferee plan is maintained by the Participant's employer. It is the sole responsibility of the individual requesting a transfer of vested amounts to register for the transfer, complete all necessary paperwork, and pay applicable fees, if any.

## **ARTICLE X: LOANS**

### **Section 10.01 Availability and Effect of Participant Loans.**

Participants who are also Employees shall be permitted to borrow amounts credited to their Accounts subject to the following requirements and rules:

(a) No loan to a Participant may exceed the lesser of (i) \$50,000, or (ii) one half of the value of the Participant's Account balance (as of the valuation date immediately preceding the date on which such loan is approved by the Administrator). Any such loan may not be for an amount less than one-thousand dollars (\$1,000.00). For purposes hereof, only one loan shall be outstanding at a time.

(b) Regardless of the use of the proceeds, the repayment period for the load shall not exceed five years.

(c) Loans shall have a level amortization with payments not less frequently than quarterly throughout the repayment period.

(d) The interest rate on any loan from the Plan shall equal one percentage point above the prime rate. The loan can be repaid early without penalty.

(e) A borrower who is on a leave of absence for the performance of uniformed service within the meaning of Section 414(u) of the Internal Revenue Code may elect to suspend payment for the period of uniformed service. If the borrower so elects, then upon the borrower's return from uniformed service, the load repayment period shall be extended by a period equal to the length of the uniformed service.

(f) Loans shall be secured by the pledge of the portion of the Participant's Account invested in such loan.

(g) The Participant shall be required, as a condition to receiving a loan, to enter into an agreement authorizing the Administrator to establish and make automatic monthly (ACH) deductions from the Participant's personal bank account only. A Participant may prepay the entire outstanding balance of his / her loan at any time, in whole or in part, provided that a partial prepayment shall not change the payment schedule or the interest rate on the loan.

(h) In the event that a Participant fails to make a loan payment within 90 days after the payment due date, a default on the loan shall occur. In the event of a default, all remaining payments on the loan shall be immediately due and payable. The Participant shall not be allowed to initiate another loan from the Plan until the defaulted amount is repaid.

(i) If any automatic monthly (ACH) deductions cannot be made in full because of insufficient funds or due to a closed, suspended, or restricted bank account, the Participant shall pay directly to the Administrator the full amount that would have been deducted from the

participant's bank account, with such payment to be made by the last business day of the calendar month in which the amount would have been deducted. The Participant would be required to reestablish the automatic monthly (ACH) deductions from the Participant's personal bank account with the Administrator prior to the next amortized scheduled draft date or be considered in default.

(j) In the event the Participant fails to repay the loan per (h) above, the loan shall be considered a distribution and subject to applicable income taxes.

Each loan will be evidenced by legally enforceable agreement between the Participant and the Administrator, the terms of which shall be in compliance with the requirements of (a) above. The Participant shall pay the Administrator expenses associated with the loan including any fees imposed by the System to cover any expenses to operate the loan program. These fees are subject to change with notice to Participants.

## **ARTICLE XI: VESTING**

A Participant shall be one hundred percent (100%) Vested in his or her Accounts at all times.

## **ARTICLE XII: ROLLOVERS FROM THIS PLAN**

### **Section 12.01. Definitions for this Article.**

For purposes of this Article, the following definitions shall apply.

(a) "Direct Rollover" means an Eligible Rollover Distribution that is paid directly to an Eligible Retirement Plan for the benefit of the Distributee.

(b) "Distributee" means a Participant, the Spouse of the Participant, or the Participant's former Spouse who is the Alternate Payee under a Qualified Illinois Domestic Relations Order (QILDRO) as defined in 40 ILCS 5/1-119, and a Participant's non-Spouse Beneficiary, any of whom is eligible to receive a distribution from the Plan.

(c) "Eligible Retirement Plan," as defined under Code Section 402(c)(8)(B), means:

- (1) an individual retirement account described in Code Section 408(a);
- (2) an individual retirement annuity (other than an endowment contract) described in Code Section 408(b);
- (3) any annuity plan described in Code Section 403(a);
- (4) a plan described in Code Section 403(b);
- (5) a qualified plan described in Code Section 401(a);

(6) a Code Section 457(b) eligible deferred compensation plan which is maintained by a state, political subdivision of a state, or any agency or instrumentality of a state or political subdivision of a state;

(7) a Roth individual retirement account described in Code Section 408A(e) provided the Distributee's adjusted gross income does not exceed any limit applicable under federal law for the tax year in which the distribution occurs; and

(8) a SIMPLE IRA described in Code Section 408(p)(1), provided that the rollover contribution is made after the two (2) year period described in Code Section 72(t)(6).

In the case of a distribution to a non-spouse Beneficiary, and Eligible Retirement Plan means the plans described in subparagraphs (1) and (2) only, to the extent consistent with the provisions of Code Section 402(c)(11) and any successor provisions thereto or additional guidance issued thereunder.

(d) "Eligible Rollover Distribution," as defined in Code Section 402(f)(2)(A), means any distribution of all or any portion of the balance to the credit of the Distributee under the Plan, excluding the following:

(1) any distribution that is one of a series of substantially equal periodic payments (not less frequently than annually) made for the life (or the life expectancy) of the Distributee or the joint lives (or joint life expectancies) of the Distributee and the Distributee's designated beneficiary, or for a specified period of ten (10) years or more;

(2) any distribution to the extent such distribution is required under Code Section 401(a)(9);

(3) the portion of any distribution that is not includible in gross income; however, a portion of a distribution will not fail to be an eligible rollover distribution merely because the portion consists of after-tax employee contributions that are not includible in gross income, although such portion may be transferred only to an individual retirement account or annuity described in Code Section 408(a) or (b) or to a qualified retirement plan described in Code Section 401(a) that agrees to separately account for amounts so transferred (and earnings thereon), including separately accounting for the portion of the distribution that is includible in gross income and the portion of the distribution that is not so includible;

(4) any distribution which is made upon the financial hardship of the Participant; and

(5) other items designated by regulations, or by the commissioner in revenue rulings, notices, or other guidance, as items that do not constitute an eligible rollover distribution.

### **Section 12.02. Direct Transfer of Eligible Rollover Distribution.**

A Distributee may elect on an Applicable Form to have an Eligible Rollover Distribution paid directly to an Eligible Retirement Plan as specified by the Distributee in a Direct Rollover, at the time and in the manner prescribed by the Administrator. An Eligible Rollover Distribution that is paid to an Eligible Retirement Plan in a Direct Rollover is excludable from the Distributee's gross income under Code Section 402; provided, however, if any portion of such Eligible Rollover Distribution is subsequently distributed from the Eligible Retirement Plan, that portion shall be included in gross income to the extent required under Code Section 402, 403, or 408.

### **Section 12.03. Mandatory Withholding of Eligible Rollover Distributions.**

(a) If the Distributee of an Eligible Rollover Distribution does not elect to have the Eligible Rollover Distribution paid directly from the Plan to an Eligible Retirement Plan in a Direct Rollover pursuant to Code Section 401(a)(31), the Eligible Rollover Distribution shall be subject to a mandatory twenty percent (20%) federal income tax withholding under Code Section 3405(c). Only that portion of the Eligible Rollover Distribution that is not paid directly from the Plan to an Eligible Retirement Plan in a Direct Rollover shall be subject to the mandatory withholding requirement under Code Section 3405(e), and only to the extent such amount would otherwise be includible in the Distributee's taxable gross income.

(b) If a Distributee elects to have an Eligible Rollover Distribution paid to the Distributee, the distribution may be excluded from gross income of the Distributee provided that said distribution is contributed to an Eligible Retirement Plan no later than the sixtieth (60<sup>th</sup>) day following the day on which the Distributee received the distribution.

(c) If the Plan distribution is not an Eligible Rollover Distribution, said distribution shall be subject to the elective withholding provisions of Code Section 3405(a) and (b).

### **Section 12.04. Explanation of Plan Distribution and Withholding Requirements.**

Not fewer than thirty (30) days nor more than one hundred eighty (180) days before an Eligible Rollover Distribution, the Administrator shall provide each Distributee a written explanation as required under Code Section 402(f), which explains the rules:

(a) under which Distributee may elect to have an Eligible Rollover Distribution paid in a Direct Rollover to an Eligible Retirement Plan;

(b) that require the withholding of tax on an Eligible Rollover Distribution if it is not paid in a Direct Rollover to an Eligible Retirement Plan;

(c) that provide that a distribution shall not be subject to tax if the distribution is rolled over to an Eligible Retirement Plan within sixty (60) days after the date the Distributee receives the distribution; and

(d) if applicable, certain special rules regarding taxation of the distribution as described in Code Sections 402(d) and (e).

Notwithstanding the above, a distribution may begin fewer than thirty (30) days after the notice discussed in the preceding sentence is given, provided that the Administrator clearly informs the Participant that he or she has a right to a period of at least thirty (30) days after receiving the notice to consider the decision of whether or not to elect a distribution and the Participant, after receiving a notice, affirmatively elects a distribution.

## **ARTICLE XIII: ADMINISTRATION OF THE PLAN**

### **Section 13.01. Authority of the Administrator.**

The Administrator is responsible for enrolling Participants in the Plan, sending Contributions for each Participant to the selected Fund Sponsor(s), and performing the duties required for operation of the Plan. The Administrator shall have all power necessary or convenient to enable it to exercise its authority under the Plan. In connection therewith, the Administrator may provide rules and regulations, not inconsistent with the provisions hereof, for the operation and management of the Plan, and may from time to time amend or rescind such rules or regulations. The Administrator is authorized to accept service of legal process for the Plan.

### **Section 13.02. Responsibility of the Employer.**

The Employer is responsible for entering into Salary Reduction Agreements with Participants and timely remitting Contributions to the Plan and such other responsibilities as may be delegated to Employer by the Administrator from time to time.

### **Section 13.03. Powers of the Administrator.**

The Administrator shall have the power and discretion to construe and interpret the Plan, including any ambiguities, to determine all questions of fact or law arising under the Plan, and to resolve any disputes arising under and all questions concerning administration of the Plan. The Administrator may correct any defect, supply any omission or reconcile any inconsistency in the Plan in such manner and to such extent as the Administrator may deem expedient and, subject to the Plan's claims procedures, the Administrator should be the sole and final judge of such expediency. Benefits under the plan shall be paid only if the Administrator decides in its discretion that the Participant or Beneficiary is entitled to them.

Without limiting the generality of the foregoing, the Administrator shall have the following powers and duties:

- (a) to require any person to furnish such information as it may request for the purpose of the proper administration of the Plan as a condition to receiving any benefit under the Plan;
- (b) to make and enforce such rules and regulations and prescribe the use of such forms as it shall deem necessary for the efficient administration of the Plan;
- (c) to interpret the Plan and to resolve ambiguities, inconsistencies and omissions;

(d) to decide all questions concerning the Plan and the eligibility of any Eligible Individual to participate in the Plan;

(e) to determine the amount of benefits which shall be payable to any person in accordance with the provisions of the Plan;

(f) to determine the methods and procedures for the implementation and use of any automated telephone, computer, internet, intranet or other electronic or automated system adopted by the Employer for purposes of Plan administration, including, without limitation, for receiving and processing enrollments and instructions with respect to the investment of assets allocated to a Participant's Account or Rollover Account and for such other purposes as may be designated from time to time.

**Section 13.04. Delegation by Administrator.**

The Administrator may delegate to an individual, committee, or organization to carry out its fiduciary duties or other responsibilities under the Plan. Any such individual, committee or organization delegated fiduciary duties shall be a fiduciary until the Administrator revokes such delegation. A delegation of the Administrator duties or responsibilities may be revoked without cause or advance notice. Such individual, committee, or organization shall have the same power and authority with respect to such delegated fiduciary or other responsibilities as the Administrator has under the Plan. ‘

**Section 13.05. Employment of Consultants**

The Administrator may employ one (1) or more persons to render advice with regard to its responsibilities under the Plan.

**ARTICLE XIV: REQUESTS FOR INFORMATION AND CLAIMS PROCEDURES**

**Section 14.01. Requests for Information Concerning Eligibility, Participation and Contributions.**

Requests for information concerning eligibility, participation, contributions, or any other aspects of the operation of the Plan, and service of legal process, should be in writing and directed to the Administrator of the Plan.

**Section 14.02. Requests for Information Concerning Investment Funds.**

Requests for information concerning the Investment Funds and their terms, conditions, and interpretations thereof, claims thereunder, and any requests for review of such claims, should be in writing and directed to the Fund Sponsor(s).

**Section 14.03. Processing of Claims.**

An aggrieved party must first exhaust all claims remedies and procedures established by the System's designated third-party plan administrator. Within thirty-five (35) days from the date of

the third-party plan administrator's final disposition of the claim from which review is sought, a Participant or Beneficiary adversely affected by such claim disposition may file a written request for review in accordance with applicable provisions of 80 Ill. Admin. Code 1650.

## **ARTICLE XV: AMENDMENT AND TERMINATION**

### **Section 15.01. Amendment and Termination.**

While it is expected that the Plan shall continue indefinitely, the System reserves the right to amend, freeze, or terminate the Plan, or to discontinue any time, by action of the Board.

### **Section 15.02. Adverse Effects.**

Any amendment or termination of the Plan cannot adversely affect the benefits accrued by Participants prior to the date of amendment or termination. The Plan may not be amended in a manner that violates any provision of the Code.

### **Section 15.03. Distribution Upon Termination of the Plan.**

The System shall have the right to completely terminate this Plan, subject to any statutory requirements, at any time and in its sole discretion. In such a case, the System shall arrange for suitable distribution of Plan assets, including the possibility of transfer to another 457 plan or plans. The Trustee shall not be required to pay out any asset of the Trust Fund to Participants and Beneficiaries or a successor plan upon termination of the Trust until the Trustee has received written confirmation from the System (i) that all provisions of the law with respect to such termination have been complied with, and, (ii) after the Trustee has made a determination of the fair market value of the assets of the Plan, that the assets of the Plan are sufficient to discharge when due all obligations of the Plan required by law. The Trustee shall rely conclusively upon such written certification and shall be under no obligation to investigate or otherwise determine its propriety.

## **ARTICLE XVI: MISCELLANEOUS**

### **Section 16.01. Non-Alienation.**

(a) A Participant's Account under the Plan shall not be liable for any debt, liability, contract, engagement, or tort of the Participant or his or her Beneficiary, nor subject to anticipation, sale, assignment, transfer, encumbrance, pledge, charge, attachment, garnishment, execution, alienation, or any other voluntary or involuntary alienation or other legal or equitable process, nor transferable by operation of law.

(b) Notwithstanding paragraph (a), pursuant to 40 ILCS 5/1-119, a Participant's Account shall be paid to an Alternate Payee as directed in a Qualified Illinois Domestic Relations Order ("QILDRO"), provided that the QILDRO is properly filed with the System. A QILDRO is an Illinois court order that (i) creates or recognizes the existence of an alternate payee's right to receive all or a portion of a Participant's accrued benefits in the Plan, (ii) is issued pursuant to 40

ILCS 5/1-119 and Section 503(b)(2) of the Illinois Marriage and Dissolution of Marriage Act, and (iii) meets the requirements of 40 ILCS 5/1-119 and the System's administrative rules as applicable, 80 Ill. Admin. Code 1650.1110 *et seq.*

(c) Notwithstanding paragraph (a), the Plan shall offset from the benefit otherwise payable to a Participant or his or her Spouse such amounts as are permitted to be offset under a court order, civil judgment, or settlement agreement in accordance with Code Section 401(a)(13)(C).

### **Section 16.02. Military Service.**

(a) Notwithstanding any provisions of this Plan to the contrary, contributions, benefits, and service credit with respect to qualified military service shall be provided in accordance with USERRA, the HEART Act, Code Section 414(u), and Code Section 401(a)(37). For purposes of this section, "qualified military service" means any service in the uniformed services as defined in USERRA by any individual if such individual is entitled to reemployment rights under USERRA with respect to such service.

(b) A Participant whose employment is interrupted by qualified military service or who is on a leave of absence for qualified military service may elect to make Elective Deferrals upon resumption of employment with the Employer up to the maximum Elective Deferrals that the Participant could have elected during that period if the Participant's employment with the Employer had continued (at the same level of Compensation) without the interruption or leave, reduced by the Elective Deferrals, if any, actually made for the Participant during the period of the interruption or leave. Except to the extent provided under Code Section 414(u), this right applies for the lesser of (i) five (5) years following the resumption of employment or (ii) a period equal to three (3) times the period of the interruption or leave. Such Elective Deferrals by the Participant may only be made during such period and while the Participant is reemployed by the Employer.

(c) If a Participant timely resumes employment with the Employer in accordance with USERRA, the Employer shall make the Discretionary Matching Contributions and Discretionary Nonelective Contributions, if any, that would have been made if the Participant had remained employed during the Participant's qualified military service. Discretionary Matching Contributions and Discretionary Nonelective Contributions must be made no later than ninety (90) days after the date of reemployment or when Discretionary Matching Contributions and Discretionary Nonelective Contributions are normally due for the year in which the qualified military service was performed, if later.

(d) To the extent provided under Code Section 401(a)(37), in the case of a Participant whose employment is interrupted by qualified military service and who dies while performing qualified military service, the survivor of such Participant shall be entitled to any additional benefit (other than benefit accruals) provided under the Plan as if the Participant timely resumed employment in accordance with USERRA and then, on the next day, terminated employment on account of death.

(e) A Participant whose employment is interrupted by qualified military service or who is on a leave of absence for qualified military service and who receives a differential wage payment

within the meaning of Code Section 414(u)(12)(D) from the Employer shall be treated as an Employee of the Employer who is a Participant eligible to make Elective Deferrals during such service and the differential wage payment shall be treated as Compensation and Includible Compensation. This provision shall be applied to all similarity situated individuals in a reasonably equivalent manner.

### **Section 16.03. Limitation of Rights and Obligations.**

Neither the establishment nor maintenance of the Plan, nor any amendment thereof, nor the purchase of any insurance contract, nor any act or omission under the Plan or resulting from the operation of the Plan shall be construed:

(a) as conferring upon any Participant, Beneficiary or any other person any right or claim against the System, Employer, Administrator, or Trust, except to the extent that such right or claim shall be specifically expressed and provided in the Plan;

(b) as a contract or agreement between the System and/or the Employer and any Participant or other person; or

(c) as an agreement, consideration, or inducement of employment or as effecting in any manner or to any extent whatsoever the rights or obligations of the System, the Employer, or any Employee to continue or terminate the employment relationship at any time.

### **Section 16.04. Federal and State Taxes.**

It is intended that the Discretionary Employer Contributions and Pre-Tax Contributions, plus any earnings thereunder, are excludable from gross income for federal and state income tax purposes until paid to Participants or Beneficiaries, and that Roth Contributions and Earnings thereunder are excludable from gross income for deferral and state income tax purposes when paid to Participants or Beneficiaries to the extent that they are Qualified Distributions. However, the Administrator does not guarantee that any particular federal or state income, payroll, or other tax consequence will occur as a result of participation in this Plan.

### **Section 16.05. Erroneous Payments.**

If the Administrator or Fund Sponsor makes any payment that according to the terms of the Plan and the benefits provided hereunder should not have been made, the Administrator or Fund Sponsor may recover that incorrect payment, by whatever means necessary, whether or not it was made due to the error of the Administrator or Fund Sponsor, from the person to whom it was made or from any other appropriate party. For example, if any such incorrect payment is made directly to a Participant, the Administrator or Fund Sponsor may deduct it when making any future payments directly to that Participant.

### **Section 16.06. Missing or Lost Participants.**

In the event that the Administrator does not have current contact information for or is unable to identify a Participant or Beneficiary under the Plan, the Administrator shall make reasonable

attempts to determine the address and identity of the Participant or Beneficiary entitled to benefits under the Plan. A reasonable attempt to locate a missing or lost Participant or Beneficiary shall include (i) providing notice to the Participant at the Participant's last known address via certified mail; (ii) determining whether the Employer's records or the records of another plan maintained by the Employer has a more current address for the Participant; (iii) attempting to contact any named Beneficiary of the Participant; and (iv) searching for the missing Participant via free electronic search tools, such as Internet search engines, public record databases, obituaries, and social media. If such search methods are unsuccessful, based on the facts and circumstances, the Administrator may use other search methods, including using Internet search tools, commercial locator services, credit reporting agencies, information brokers, investigation databases, and analogous services that may involve charges. The Administrator may charge missing Participants and Beneficiaries reasonable expenses for efforts to find them. If a Participant or Beneficiary has not been located after reasonable efforts have been made, then any benefit to which the Participant or Beneficiary is entitled under the Plan shall be deposited in an Individual Retirement Account established in the Participant's or Beneficiary's name.

#### **Section 16.07. Liability.**

The System shall satisfy any liability actually and reasonably incurred by any members of the Board or any person to whom any power, authority, or responsibility of the System is delegated pursuant to Section 13.03, except a Fund Sponsor or other service provider. The right of indemnification exists under the regulations or bylaws of the System's Board of Trustees, under any provision of law, or under any other agreement; provided, however, that the System will not satisfy any such liability to the extent that the person did not act in good faith. Except to the extent otherwise provided above, the System is an entity not authorized by Illinois law to provide indemnification to any party. Accordingly, except as provided above, the System shall at no time or for any reason be required to indemnify any party in connection with the Plan; provided, however, that the System is not relieved of any enforceable obligations that the System may have under the Plan.

#### **Section 16.08. No Reversion.**

Under no circumstances or conditions will any Contributions revert to, be paid to, or inure to the benefit of, directly or indirectly, the System or the Employer, but shall be held for the exclusive purpose of providing benefits to Participants and their Beneficiaries and defraying the reasonable expenses of administering the Plan. However, if Contributions are made by the System or the Employer by mistake of fact, these amounts and, if applicable, any interest earned therein, may be returned to the System or Employer, as applicable, within one year of the date that they were made.

#### **Section 16.09. Finality of Determination.**

All determinations under the Plan are made on the basis of the records of the System and the Employer, and all determinations made are final and conclusive upon Employees, former Employees, and all other persons claiming a benefit under the Plan.

**Section 16.10. Claims of Other Persons.**

The provisions of the Plan will not be construed as giving any Participant or any other person, firm, or corporation, any legal or equitable right against the System or Employer, its trustees, officers, employees, or directors, except the rights as specifically provided for in this Plan or created in accordance with the terms and provisions of this Plan.

**Section 16.11. Counterparts.**

The Plan may be executed in any number of counterparts, each of which shall be deemed to be an original. All counterparts shall constitute but one and the same instrument and shall be evidenced by any one counterpart.

IN WITNESS WHEREOF, the Board of Trustees of the System has caused this Plan to be adopted as of the Effective Date.

*SPACE INTENTIONALLY LEFT BLANK*


**CERTIFICATE OF ADOPTION**

THE BOARD OF TRUSTEES OF THE TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS hereby adopts the TEACHERS' RETIREMENT SYSTEM OF THE STATE ILLINOIS SUPPLEMENTAL SAVINGS PLAN in the form attached hereto, effective October 29, 2019.

**BOARD OF TRUSTEES OF THE TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS**

By:   
Dr. Carmen Ayala, Board Chair

Date: October 29, 2019

Attest:   
Richard W. Ingram, Executive Director

Date: October 29, 2019

AMENDED October 30, 2020

THE BOARD OF TRUSTEES OF THE TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS hereby amends the TEACHERS' RETIREMENT SYSTEM OF THE STATE ILLINOIS SUPPLEMENTAL SAVINGS PLAN adopted October 29, 2019, in the form attached hereto, effective October 30, 2020.

BOARD OF TRUSTEES OF THE TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS

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

Devon Bruce, Board Chair

Date: November \_\_, 2020

*December 2, 2020*

Attest: \_\_\_\_\_

Stan Rupnik, Acting Executive Director

December 2, 2020  
Date: November \_\_, 2020

**APPENDIX A: APPROVED VENDORS**

**TEACHERS' RETIREMENT SYSTEM  
OF THE STATE OF ILLINOIS  
SUPPLEMENTAL SAVINGS PLAN**

The current selection of Fund Sponsor(s) is not intended to limit future additions or deletions of Fund Sponsor(s). The Administrator from time to time may add or delete Fund Sponsor(s) which shall be effective on the date adopted by the Administrator and shall be reflected in a revised Appendix A.

**A. Approved Fund Sponsor(s)**

Effective \_\_\_\_\_, the Fund Sponsors under the Plan are:

I.

Dated this \_\_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_.

Date: December 14, 2021  
To: Board of Education  
From: Alexander Brunk, Board President  
Subject: Superintendent Employment Contract 2022-2026  
Board Policy Alignment: Policy 3:40 Superintendent  
Disposition: Action

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**Executive Summary:**

Presented for the Board's approval is an employment contract for Dr. Michael Lubelfeld as Superintendent for four (4) years commencing on July 1, 2022, and terminating on June 30, 2026, at an annual salary of \$341,309.73 for approval.

**Recommendation:**

Roll call vote to approve the 2022-2026 superintendent employment contract for Dr. Michael Lubelfeld, as presented.

**NORTH SHORE SCHOOL DISTRICT NO. 112  
SUPERINTENDENT EMPLOYMENT CONTRACT  
(2022 - 2026)**

**AGREEMENT** made this 14th day of December 2021, between the **BOARD OF EDUCATION OF NORTH SHORE SCHOOL DISTRICT NO. 112, LAKE COUNTY, ILLINOIS**, hereinafter referred to as the "Board," and Dr. Michael Lubelfeld, hereinafter referred to as the "Superintendent."

As of its commencement date set forth below in Paragraph A.1, this Contract supersedes and replaces all past agreements and contracts in place between the Parties covering any portion of the term of this Contract. This Contract constitutes a successor administrative performance-based employment contract entered into during the term of an existing, predecessor administrative performance-based employment contract. In accordance with the provision in 105 ILCS 5/10-23.8 of the Illinois *School Code*, the Superintendent and Board confirm and acknowledge that the Superintendent has met the goals and indicators of student performance and academic achievement as stated in the predecessor contract.

**A. EMPLOYMENT AND COMPENSATION**

**1. Salary and Term of Employment.** The Board hereby employs the Superintendent for four (4) years commencing on July 1, 2022, and terminating on June 30, 2026, at an annual salary of THREE HUNDRED FORTY-ONE THOUSAND THREE HUNDRED NINE AND 73/100 Dollars (\$341,309.73) for the 2022-2023 Contract Year. For the subsequent Contract Years, the Board shall determine the annual salary, provided that such annual salary shall be increased by no less than 2.5% over the prior Contract Year's annual salary.

The Superintendent's salary shall be payable in twenty-four (24) equal installments in accordance with the rules of the Board governing payments of other administrative staff members in the District. The term "Contract Year" shall refer to each period under this Contract commencing on July 1 and ending on June 30. The Superintendent hereby accepts employment upon the terms and conditions hereinafter set forth.

Notwithstanding anything in this Contract to the contrary, total compensation constituting creditable earnings for purposes of the Teachers' Retirement System of Illinois ("TRS") payable to the Superintendent under this Contract or any policy or practice of the Board in any Contract Year shall not exceed the TRS creditable earnings paid to the Superintendent in the prior Contract Year by more than six percent (6%). Should the terms of this Contract result in a payable amount in excess of a six percent (6%) increase in the Superintendent's TRS creditable earnings in any Contract Year, the Board reserves the right to adjust the annual salary set forth in this Section or other creditable earnings to the extent necessary to eliminate such excess payment. The Board's action to decrease the Superintendent's salary or other creditable earnings pursuant to this Contract shall be in implementation of this provision of this Contract and shall not constitute or require an amendment to this Contract.

**2. Teacher's Retirement System and Health Insurance Security Fund.** In addition to the annual salary stated in paragraph A.1 of this Contract, the Board shall pay on behalf of the Superintendent to the State of Illinois Teachers' Retirement System (TRS) and the Teacher Health Insurance Security Fund (THIS) the Superintendent's required contributions to said pension system and health fund. The Superintendent shall 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 Teachers' Retirement System and the Teacher Health Insurance Security Fund. Both Parties acknowledge that the Superintendent did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the Teachers' Retirement System and the Teacher Health Insurance Security Fund, and further acknowledge that such contributions are made as a condition of employment to secure the Superintendent's future services, knowledge and experience. If the current employee contribution rate required by TRS to be remitted decreases or if legislation is implemented that limits the ability of the Board to fulfill its obligations under this section, the Board shall pay the difference to the Superintendent as salary to the extent the Board's total cost for salary and pick up of the TRS contribution does not exceed the Board's total cost before the TRS contribution rate decrease and/or legislative change.

## **B. CONDITIONS OF EMPLOYMENT**

**1. Professional Educators' License.** The Superintendent shall furnish to the Board, at the start of this Contract, and during the term of this Contract shall hold and maintain a valid and properly registered professional educators' license issued by the State of Illinois Teachers' Licensure Board qualifying him to act as a Superintendent of the School District.

**2. Employment Representations.** The Superintendent represents that he is not under contract with any other school district for any portion of the term covered by this Contract. The Superintendent further represents that all information provided to the District in the process of application for employment was true and complete and did not include any material omissions.

**3. Medical Examination.** The Superintendent shall submit, at Board expense, to a physical or mental examination by a physician licensed in Illinois to practice medicine and surgery in all its branches whenever the Board deems such examination necessary and in accordance with applicable law and agrees to execute any necessary consent and disclosure forms to effectuate the provision of the results of such examination to the Board.

**4. Waiver of Tenure.** The Superintendent acknowledges that, pursuant to the *School Code* and by accepting the terms of a multi-year contract, he waives all rights to tenure in the School District by virtue of entering into this multi-year contract and any multi-year extension thereof.

## C. BENEFITS

1. **Automobile Allowance.** The Board will provide the Superintendent with a Five Hundred Fifty Dollar (\$550.00) monthly automobile allowance in lieu of mileage reimbursement for in-district transportation and out-of-district transportation.

2. **Reimbursement of Business Expenses/Cell Phone.** The Board shall reimburse the Superintendent for reasonable monthly expenses incurred in the performance of his duties. Substantiation of all expenses incurred pursuant to this provision shall be made by the Superintendent in accordance with the regulations of the *Internal Revenue Code*, as amended.

It is understood by both Parties that the Board has substantial reasons relating to District business for providing the Superintendent with a cellular telephone such that the provision of such telephone and service is primarily for non-compensatory business reasons. Those reasons include: (1) the ability of the Board and District staff to reach the Superintendent at all times for work-related emergencies; (2) the Board's requirement that the Superintendent be able to speak with the Board and District staff and consultants at times when he is away from the office; and (3) the Board's expectation that the Superintendent will need to contact the District while in another time zone before and after normal work hours. Therefore, for each Contract Year, the Board shall select and provide a cellular phone or similar personal digital assistant and corresponding service for the use by the Superintendent

3. **Insurance.** The Board will provide the Superintendent with the following benefits:

- a. Board paid individual and full-family hospitalization and medical, dental and vision insurance, as provided under any group program effective in the District;
- b. Board paid premium for disability coverage, which will provide an amount that, when added to TRS disability coverage, will equal seventy percent (70%) of the Superintendent's annual salary at the time of disability. In the event the Superintendent is not eligible for TRS disability benefits, disability coverage will provide an amount equal to sixty percent (60%) of the Superintendent's annual salary at the time of disability; and
- c. Term life insurance, including Accidental Death and Dismemberment in the amount of \$2,400,000.00 in accordance with the plans in effect in the District, which premium shall be paid for by the Board.
- d. Upon retirement from the District, the Board will pay 100% of the Superintendent's single PPO premiums for medical, dental, and vision insurance and 50% of the difference between the single PPO premiums and the premiums for family or spouse coverage until the Superintendent reaches the age of 65. The Superintendent will be ineligible to continue this benefit if he accepts health insurance in other employment after retiring from the District. The Superintendent shall not be eligible for the benefit in

this paragraph if he voluntarily leaves the District before June 30, 2026, unless he leaves because he is unable to work due to his own serious health condition.

If, at any time during the term of this Contract, the Board's payment of insurance premiums is deemed to constitute a discriminatory benefit under law or regulation or other official guidance subjecting the Board or Superintendent to potential penalties or increased tax payments, then the Board may, in its discretion, determine to decrease its payment for such insurance and may make a corresponding increase in the Superintendent's salary or other compensation to offset the cash value of the reduction in such insurance premium benefit. In the event the Board makes such a determination, the Board shall collaborate with the Illinois Teachers' Retirement System so as to avoid the loss of creditable earnings to the extent permitted by law.

**4. Vacation.** The Superintendent shall be entitled to a paid vacation of thirty (30) working days in each Contract Year, provided, however, that any vacation time in excess of six (6) consecutive work days must be pre-approved by the Board. Vacation must be taken within the twelve-month Contract Year, or otherwise shall be lost. However, each Contract Year the Superintendent may exchange a maximum of ten (10) unused vacation days for payment at the Superintendent's then current per diem. If the law requires that earned but unused vacation days be paid to the Superintendent upon separation of employment payment for said unused vacation days shall be paid to the Superintendent at the Superintendent's then current per diem rate after the Superintendent's final work day and after the Superintendent's receipt of his final paycheck for regular earnings. Additionally, the Board shall grant the Superintendent five (5) consulting days to be used to co-direct the Illinois Association of School Administrators' Aspiring Superintendents Conference. The Superintendent shall also be entitled to all legal school holidays. Winter, Spring, and Summer recess periods shall constitute working days unless specifically scheduled and credited toward the vacation days listed above.

**5. Sick and Personal Leave.** The Superintendent shall be entitled to paid sick leave, as defined in Section 24-6 of the *School Code* equal to the number of regular sick leave days granted by the Board to the North Shore School District 112 certified staff under the Collective Bargaining Agreement. Unused sick days shall accumulate in accordance with the procedures under the certified staff's Collective Bargaining Agreement. Annually, the Superintendent shall also be afforded two (2) personal business days for use. Any unused personal business days may be accumulated and transferred to accumulated sick days in accordance with the procedures under the certified staff's Collective Bargaining Agreement.

**6. Professional Organizations.** The Board shall pay for dues and membership fees to the following professional organizations to which he belongs: American Association of School Administrators, Illinois Association of School Administrators, Lake County Superintendents, Illinois Association of School Business Officials, Suburban Schools Superintendent Organization, Suburban Superintendents Association, Northern Illinois Superintendent Roundtable, Horace Mann League of USA and National Superintendent Roundtable.

7. **Professional Meetings Attendance.** The Superintendent is expected to attend appropriate professional meetings at the local, state and national levels, subject to prior Board approval. All reasonable expenses incurred shall be paid by the Board.

8. **Annuities and Deferred Compensation.** From the annual salary stated in paragraph A.1 of this Contract, the Superintendent may authorize a salary reduction pursuant to and in accordance with the terms of the Board's 403(b) Plan, if such Plan is offered by the Board, in order that the Board may purchase a 403(b) eligible product for the Superintendent as described in Section 403(b) of the *Internal Revenue Code*, provided that the Superintendent confirms that any such salary reduction under a 403(b) Plan is within *Internal Revenue Code* limitations. Further, from the annual salary stated in paragraph A.1 of this Contract, the Superintendent may defer compensation pursuant to and in accordance with the terms of the Board's eligible deferred compensation plan, as described in Section 457(b) of the *Internal Revenue Code*, if such Plan is offered by the Board, provided that the Superintendent confirms that any such deferral of compensation is within *Internal Revenue Code* limitations.

In addition, the Board shall make an annual non-elective employer contribution to the Section 403(b) annuity, 457(b), and/or 401(a) plans in the amount of five percent (5%) of the Superintendent's then current annual salary payable as a one-time lump sum no later than July 15 of each Contract Year. Both Parties acknowledge that the Superintendent did not have the option of choosing to receive any of the annuity contributions directly or in cash.

9. **Performance Based Bonus.** Each Contract Year, the Superintendent shall be entitled to an annual performance bonus, not to be added to salary, up to two percent (2%) of the annual salary. The Board and Superintendent shall decide upon said percentage no later than June 1<sup>st</sup> of each Contract Year. Said payment shall be paid no later than June 30<sup>th</sup> of each Contract Year. The Board's decision to provide a performance bonus shall be in implementation of this provision of this Contract and shall not constitute or require an amendment to this Contract

## **D. POWERS AND DUTIES**

1. **Responsibilities and Duties.** The Superintendent shall have charge of the administration of the schools under the direction of the Board; he shall be the chief executive officer for the Board; he shall recommend the selection, retention and dismissal of, and direct and assign, teachers and other employees of the School District under his supervision; he shall organize and direct the administrative and supervisory staff; he shall make recommendations to the Board concerning the budget, building plans, location of sites, and the selection of textbooks, instructional material, and courses of study; he shall direct the keeping of all records and accounts, and aid in the making of all reports, as required by the Board; he shall recommend rules, regulations, and procedures deemed necessary for the welfare of the School District; and, in general, he shall perform all other duties incident to the office of the Superintendent as the Board may delegate to him or as required by law.

2. **Compliance with Board Policy.** The Superintendent shall be responsible for, and deemed to have knowledge of, all of the policies and rules and regulations established by the Board and shall comply with their requirements.

3. **Extent of Service.** The Superintendent shall devote his full time, attention, and energy to the business of the School District and related professional activities. With the permission of the Board President, the Superintendent may attend university courses, seminars, or other professional growth activities; serve as a consultant to another district or educational agency for a short-term duration without loss of salary; lecture; and engage in writing activities and speaking engagements. The Superintendent may not jeopardize the functioning of the School District by any lengthy and conspicuous absence for such professional activities.

#### **E. RENEWAL, NON-RENEWAL, AND AMENDMENT OF CONTRACT**

1. **Renewal.** After January 1 of the Contract Year in which the Contract expires, the Board and the Superintendent may mutually agree to renew the employment of the Superintendent for a one (1) year or multi-year period. In such event, the Board shall take specific action to enter into a new contract of employment with the Superintendent.

2. **Non-Renewal.** Notice of intent not to renew this Contract shall be given to the Superintendent by the Board by April 1 of the year in which the Contract expires. Said notice shall be in writing and state the specific reason for non-renewal. Failure to provide timely notice of non-renewal shall extend this Contract for one (1) additional year. The Superintendent shall notify the President and Secretary of the Board by March 1 of the year in which the Contract expires that failure of the Board to give the Superintendent said notice of intent not to renew shall extend this Contract for one (1) additional year. The failure of the Superintendent to give the required reminder notice to the Board shall waive the obligation of the Board hereunder to give its notice of intent by April 1. Within ten (10) days after receipt of a notice of intent not to renew this Contract, the Superintendent may request a closed session hearing on the dismissal.

3. **Amendment.** Other than provided herein, any salary or other adjustment or modification made during the life of this Contract shall be in the form of a written amendment and shall become a part of this Contract, but such adjustment or modification shall not be construed as a new contract with the Superintendent or as an extension of the termination date of this Contract.

4. **Contract Extension.** Prior to the end of any year of this Contract, the Board and Superintendent may mutually agree to renew or extend the employment of the Superintendent for a period not to exceed the maximum permitted by law, provided that the performance goals and indicators set forth in paragraph G.3 of this Contract have been met. In such event, the Board shall take specific action to discontinue this Contract and enter into a new multi-year contract of employment.

## F. TERMINATION

1. **Grounds for Termination.** This employment Contract may be terminated during its term by:

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

2. **Permanent Disability.** The Superintendent shall be considered permanently disabled if (a) the Superintendent has been absent from his employment or otherwise unable to perform the essential job functions for a period of ninety (90) continuous calendar days or (b) he presents to the Board a physician's statement certifying that he is permanently disabled or incapacitated. All obligations of the Board shall cease should the Superintendent become permanently disabled, and the Board may, at its option, terminate the Superintendent's employment upon thirty (30) days written notice to the Superintendent and after providing the Superintendent with the opportunity for a hearing before the Board on the issues of disability and performance. In the event of termination for permanent disability, the Board shall pay the Superintendent for any accumulated but unused sick leave at the Superintendent's per diem salary rate at the time of termination. Such days shall be paid subsequent to the Superintendent's final paycheck for regular earnings, but no later than thirty (30) days after such final paycheck.

3. **Cause.** Discharge for cause during the term of this Contract shall be for any conduct, act, or failure to act by the Superintendent which, in the discretion of the Board, is deemed detrimental to the best interests of the School District. Reasons for discharge for cause shall be given in writing to the Superintendent, who shall be entitled to notice and a hearing before the Board to discuss such causes. If the Superintendent chooses to be accompanied by legal counsel, he shall bear any costs therein involved. The Board hearing shall be conducted in executive session.

4. **Effects of Termination.** Upon termination of this Contract, no further compensation or benefits shall be paid to the Superintendent or any third party on his behalf, unless otherwise specified herein or by law.

## G. EVALUATION AND STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT GOALS

1. **Evaluation.** The Board shall evaluate the Superintendent's performance on an ongoing basis and the Board and Superintendent agree that annually they shall mutually discuss and evaluate their working relationship, rapport, and understanding. By July 1 of each year of this Contract, the Superintendent's performance shall be appraised by the Board and a written

evaluation of that performance given to the Superintendent, except that in the last year of this Contract, the Superintendent shall also be evaluated in February. As required under the *School Code*, the Board shall evaluate the Superintendent in his administration of school board policies and his stewardship of the assets of the District. The Superintendent's progress toward and attainment of the performance goals set forth in section 3 of this Article shall also be assessed. After such evaluation, the Parties may schedule a meeting to review the evaluation and determine, if necessary, the terms and conditions of, and the performance goals for, the continued future employment of the Superintendent. Failure of the Board to complete an evaluation does not preclude termination or non-renewal of this Contract.

**2. Performance-Based Criteria.** While the Board enters into this Contract with the Superintendent, the indicators of meeting the goals of student performance and academic achievement are determined by the Board as part of the evaluation of the performance of the Superintendent. The Superintendent will notify the Board in writing should the Superintendent not successfully achieve his performance goals.

**3. Goals and Indicators of Student Performance and Academic Improvement.** Annually, the Superintendent shall (1) evaluate student performance including, but not limited to, student performance on standardized tests, successful completion of the curriculum, and attendance and drop-out rates; (2) review the curriculum and instructional services; and (3) report to the Board on (a) the findings as to student performance and (b) the recommendations, if any, for curriculum or instructional changes as a result of his evaluation of student performance. The presentation of such report to the Board shall constitute the achievement of the goals and indicators of student performance and academic improvement as required by Section 10-23.8 of the Illinois *School Code*.

**4. Additional District Performance Goals.** No later than September 1 of each Contract Year, the Board and the Superintendent shall establish such additional District goals as the Parties deem necessary, a copy of which shall be attached hereto as Exhibit A and incorporated herein. The Board's and Superintendent's decision to add or revise performance goals shall be in implementation of this provision of this Contract and shall not constitute or require an amendment to this Contract.

## **H. TECHNICAL CLAUSES**

**1. Applicable Law.** This Contract has been executed in Illinois and shall be governed in accordance with the laws of the State of Illinois in every respect.

**2. Headings and Numbers.** Paragraph headings and numbers have been inserted for convenience of reference only and, if there shall be any conflict between such headings or numbers and the text of this Contract, the text shall control.

**3. Counterparts.** This Contract 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.

4. **Complete Understanding.** This Contract contains all the terms agreed upon by the Parties with respect to the subject matter of this Contract and supersedes all prior agreements, arrangements, and communications between the Parties concerning such subject matter, whether oral or written.

5. **Successors and Assigns.** This Contract shall inure to the benefit of and be binding upon the Board and its successors and assigns.

6. **Policy Amendments.** The Board retains the right to repeal, change or modify any policies or regulations which it has adopted, or may hereafter adopt, and subject to restrictions contained in the *School Code* and other applicable law.

7. **Severability.** If any provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it shall be deemed removed here from, and the remainder of this Contract shall continue to have its intended full force and effect.

8. **Advice of Counsel.** Both Parties have had the opportunity to seek the advice of counsel.

9. **Notice.** Any notice required to be given under this Contract shall be in writing and shall become effective on the day of mailing thereof by first class mail, registered, or certified mail, postage prepaid, addressed:

If to the Board:           President, Board of Education of North Shore School District No. 112  
                                  1936 Green Bay Road  
                                  Highland Park, Illinois 60035

If to Superintendent: Michael Lubelfeld  
                                  Address contained in the official Business Office records.

**IN WITNESS WHEREOF**, the Parties have executed this Contract this 14th day of December, 2021, upon formal approval by the Board at a duly convened meeting held on December 14, 2021.

**SUPERINTENDENT**

**BOARD OF EDUCATION  
NORTH SHORE  
SCHOOL DISTRICT NO. 112,  
LAKE COUNTY, ILLINOIS**

\_\_\_\_\_  
**Dr. Michael Lubelfeld**

By: \_\_\_\_\_  
**President**

**ATTEST:**  
\_\_\_\_\_  
**Secretary**