



## Business Meeting Agenda

Township High School District 214 Board of Education  
Thursday, June 26, 2025, 7:00 PM  
Forest View Educational Center  
2121 South Goebbert Road  
Arlington Heights, IL 60005

1. **Call to Order**

1.1. Roll Call

2. **Pledge of Allegiance**

3. **Approval of the Agenda**

4. **Approval of the Minutes**

5. **Board Recognition**

5.1. 4A All-State Baseball Players

6. **Public Comments**

*Members of the public, especially residents of District 214, are welcome to contribute during public comments. To do so, you must sign up before the start of the meeting.*

7. **Superintendent Report**

8. **Board Member Updates**

9. **Consent Items**

9.1. Business of the Board

9.1.1. Approval of Changes to Board Policy

*Second reading and vote to adopt proposed changes to Board Policy as suggested by IASB PRESS service.*

Strategic Plan Goal 2: Foster an environment that values everyone and supports them to succeed

9.2. Community Engagement and Outreach

9.2.1. Approval of Community Engagement Agreement with EOSullivan

*Approval of an agreement with EOSullivan Consulting to support the district's community engagement efforts across four key phases.*

Strategic Plan Goal 2: Foster an environment that values everyone and supports them to succeed

9.2.2. Approval of Apptegy, Inc. Contract

*Approval of a one-year agreement with Apptegy, Inc. for website development, hosting, and platform services.*

Strategic Plan Goal 2: Foster an environment that values everyone and supports them to succeed, Strategic Goal 3: Maximize the impact of district resources

### 9.3. Teaching and Learning

9.3.1. Approval of University of Illinois Learning Sciences Research Institute Contract  
*Approval of contract with the University of Illinois to facilitate professional development engagements with our sender districts for the 2025-2026 school year.*  
Strategic Plan Goal 1: Engage all students in meaningful learning, Strategic Plan Goal 4: Unlock new possibilities for D214

9.3.2. Approval of Title I Waivers  
*Approval of schoolwide Title I waivers for Elk Grove and Rolling Meadows.*  
Strategic Plan Goal 1: Engage all students in meaningful learning, Strategic Goal 3: Maximize the impact of district resources

## 10. **Roll Call Action Items**

### 10.1. Business of the Board

10.1.1. Approval to Dispose of Closed Session Audio Recordings Pursuant to the Open Meetings Act  
*Requesting approval to dispose of closed session audio recordings older than 18 months*

10.1.2. Appointment of Board Secretary, Vicki Marini  
*Appointment of Board Secretary, Vicki Marini, effective July 1, 2025*

### 10.2. Business Services

10.2.1. Approval of Accounts Payable  
*Accounts payable for June 26, 2025*  
Strategic Goal 3: Maximize the impact of district resources

10.2.2. Approval of April Financial Report  
*Approval of financial report for April*  
Strategic Goal 3: Maximize the impact of district resources

10.2.3. Approval of Transfer of Funds from Operational and Maintenance Fund to Capital Projects Fund Resolution  
*Transfer of funds for capital projects*  
Strategic Goal 3: Maximize the impact of district resources

10.2.4. Appointment of Board Treasurer, Justin Attaway  
*Appointment of Board Treasurer, Justin Attaway, effective July 1, 2025*

10.2.5. Approval of Activity Fund Signatory  
*Naming Justin Attaway signatory and assigning Building signatories as of July 1, 2025*

10.2.6. Approval of Secondary School Cooperative Risk Management Program (SSCRMP) District Representative  
*Naming Justin Attaway District Representative as of July 1, 2025*

10.2.7. Approval of Imprest Fund Signatory  
*Naming Justin Attaway signatory*

10.2.8. Approval of Treasury Services Resolution Naming Treasurer and Assistant Treasurer  
*Designating Justin Attaway and Mike Souza*

10.3. Community Engagement and Outreach

10.3.1. Approval of the Freedom of Information Act Report  
*Report of the requests for information under the Freedom of Information Act*

10.4. Student Services

10.4.1. Annual Hopeful Beginnings Contract  
*Annual contract for Hopeful Beginnings, counseling for teenage pregnancy*  
Strategic Plan Goal 2: Foster an environment that values everyone and supports them to succeed

**11. Discussion Items**

11.1. Operations and Activities

11.1.1. McKinstry Strategic Facility Planning Partnership  
Strategic Goal 3: Maximize the impact of district resources

11.1.2. Contract for Graduation Venue  
*Discussion regarding contracting the NOW arena for graduation ceremonies*  
Strategic Plan Goal 1: Engage all students in meaningful learning, Strategic Plan Goal 4: Unlock new possibilities for D214

11.2. Teaching and Learning

11.2.1. SUBJECT Online Learning Platform Contract  
*Discussion regarding SUBJECT contract for the new online learning platform*  
Strategic Plan Goal 1: Engage all students in meaningful learning, Strategic Plan Goal 2: Foster an environment that values everyone and supports them to succeed

**12. Closed Session**

12.1. Motion to go into closed session for the purpose of discussing:

- The appointment, employment, compensation, discipline, performance, or dismissal of specific employees, specific individuals who serve as independent contractors in an educational setting, or legal counsel for the public body
- Security
- Student Discipline

12.2. Motion to adjourn closed session

**13. Roll Call Action Items**

13.1. Approval of Personnel Transaction Reports  
*Approval of Personnel Transaction Reports for June 26, 2025.*  
Strategic Plan Goal 2: Foster an environment that values everyone and supports them to succeed

13.2. Approval of Job Descriptions

Strategic Plan Goal 2: Foster an environment that values everyone and supports them to succeed

13.3. Approval of Principal Contracts

Strategic Plan Goal 2: Foster an environment that values everyone and supports them to succeed

13.4. Approval of Administrator Contracts

Strategic Plan Goal 2: Foster an environment that values everyone and supports them to succeed

13.5. Approval of Deputy Superintendent Contract

Strategic Plan Goal 2: Foster an environment that values everyone and supports them to succeed

13.6. Approval of the Superintendent's Contract 2025-2026

Strategic Plan Goal 2: Foster an environment that values everyone and supports them to succeed

**14. Adjournment**



## BUSINESS MEETING MINUTES

Township High School District 214 Board of Education  
Thursday, June 12, 2025 at 7:00 PM  
Forest View Educational Center  
2121 South Goebbert Road  
Arlington Heights, IL 60005

Present: Mary Kay Baldino, Vicki Chung, Bill Dussling, Frank Fiarito, Mark Hineman, Alva Kreutzer, Joe Sagerer

### 1. Call to Order (In the Theater)

1.1. President Alva Kreutzer called the meeting to order at 7:00 pm.

### 2. Pledge of Allegiance

### 3. Approval of the Agenda

Motion by Frank Fiarito with second by Mark Hineman

Aye: Mary Kay Baldino, Bill Dussling, Frank Fiarito, Mark Hineman, Alva Kreutzer, Joe Sagerer

Abstain: Vicki Chung

### 4. Approval of the Minutes

Motion by Frank Fiarito with second by Mark Hineman

Aye: Mary Kay Baldino, Bill Dussling, Frank Fiarito, Mark Hineman, Alva Kreutzer, Joe Sagerer

Abstain: Vicki Chung

### 5. Board Recognition

Howard Lester

Nate Mabry - John Hersey High School

Veronica Znadja - Prospect High School

Perfect ACT

Prospect High School

Bethany Chung

Brian Lehner

Kyle Runkle

Vaibhav Kolluru

Sienna Murray

Chiara Stathakis

IHSA Journalism State Series

Prospect High School

Xander Adkins

Jocelyn Farina

Sage Gilliland

Dylan Maye

Charlotte McGowan

Abby Damasky

Amanda Feinberg

Anne Lagowski

Amelia Maslowski

Chelsea McGowan

Ben Mitchell  
Kenny Munao  
Matthew Pulver  
Claire Wynkoop

Siena Mirandola  
Stella Palm  
Kyle Struzik

Superstate Band Festival

Buffalo Grove High School

Esteban Aguirre-Garcia  
Agnes Bak  
Matthew Block  
Ethan Cho  
Nicole Dobrovolsky  
Ashley Holze  
Payton Johnson  
Jamie Kim  
Molly Lapetino  
Juan Mata  
Katarina Meschbach  
Angie Miranda  
Alex Niu  
Aarav Patel  
Olivia Potapo  
Vanesa Sebastian  
Lital Simon  
Katie Tarrillo  
David Toyofuku  
Ann Varghese  
Brooke Yang  
Alex Yuen

Shai Argentar  
Courtney Beerheide  
Harris Brinson  
Zac DeGuzman  
Brandon Geltner  
Blake Jansen  
Peter Kim  
Charles Kulans  
Chris Maldonado  
Kedus Melaku  
Noah Meyer  
Mikey Morrison  
Kamila Pabijan  
Martin Petkov  
Augi Santiago  
Haley Sheth  
Jacob Sorkin  
Olivia Toma  
Joaquin Valdecantos  
Sam Williams  
Logan Yourg

Girls Basketball

Prospect High School

Alli Linke

Boys Basketball

Rolling Meadows High School

Ian Miletic

Girls Soccer

John Hersey High School

Gracie Lisota

Girls Track & Field

Rolling Meadows High School

Nora DeMaria

Prospect High School

Ella Benassi  
Olivia Farina  
Olivia Garcia  
Allison Kalkwarf  
Eva Lapys

Charlotte Conner  
Elyse Freeman  
Amina Hadziahmetovic  
Mary Laba  
Samantha Lobacz

Brooke Neri  
Nikki Niebrugge  
Dajana Skolimowska  
Grace Sokol  
Julia Watychowicz  
Anna Zajac

Anna Niebrugge  
Meg Peterson  
Samantha Skowronski  
Audrey Umali  
Ireland Wildhart  
Veronica Znajda

## 6. Reconvene in the Board Room

The Board reconvened in the Board Room at 7:28 pm

## 7. Public Comments

Jessica, parent of students at Wheeling High School, spoke to the Board with concern about a math teacher not returning.

## 8. Roll Call Action Items

### 8.1. Approval of Accounts Payable

Motion by Frank Fiarito with second by Vicki Chung

Aye: Mary Kay Baldino, Vicki Chung, Bill Dussling, Frank Fiarito, Mark Hineman, Alva Kreutzer, Joe Sagerer

## 9. Discussion Items

### Business of the Board

#### 9.1. Proposed Changes to Board Policy

Superintendent Rowe reviewed the proposed updates to Board Policy, recommended by the PRESS service from Illinois Association of School Boards.

### Business Services

#### 9.2. 2025-2026 Tentative Budget

Associate Superintendent Tim Keeley presented the tentative budget for fiscal year 2026 including the timeline for the budget cycle, public hearing, and the final presentation and vote. Board discussion followed.

### Community Engagement and Outreach

#### 9.3. Community Engagement Agreement with EOSullivan

Director Pat Mogge introduced Ed Sullivan and Collin Corbett from EOSullivan Consulting. EOSullivan is being recommended to help District 214 engage the community in developing a plan for project and funding options to address the ten year facilities maintenance master plan. Over multiple phases, the community will participate in town hall meetings, phone surveys and committee meetings to be asked for their building priorities and the options for funding. Board discussion followed.

#### 9.4. Apptegy, Inc. Contract

Director Pat Mogge discussed the contract for a new website developer, Apptegy, a company that specializes in school websites and user friendly design. The contract includes a D214 app version. Nick Lewis of Apptegy answered questions from the Board.

### Teaching and Learning

#### 9.5. University of Illinois Learning Sciences Research Institute Contract

Associate Superintendent Laz Lopez reviewed the contract for year two of math alignment workshops including professional development for 180 teachers, peer collaboration and creating PLCs. Kristine, River Trails District 26, shared her experience with the math collaboration and thanked District 214 for hosting and funding the program.

#### 9.6. Approval of Title I Waivers

Associate Superintendent Laz Lopez reviewed the annual item for schoolwide waivers for Elk Grove and Rolling Meadows.

## 10. Roll Call Action Items

### Human Resources

#### 10.1. Approval of Personnel Transaction Reports

Motion by Frank Fiarito with second by Mary Kay Baldino

Aye: Mary Kay Baldino, Vicki Chung, Bill Dussling, Frank Fiarito, Mark Hineman, Alva Kreutzer, Joe Sagerer

## 11. Closed Session

#### 10.1. Motion to go into closed session for the purpose of discussing:

- The appointment, employment, compensation, discipline, performance, or dismissal of specific employees, specific individuals who serve as independent contractors in an educational setting, or legal counsel for the public body.

Motion by Vicki Chung with second by Mark Hineman

Aye: Mary Kay Baldino, Vicki Chung, Bill Dussling, Frank Fiarito, Mark Hineman, Alva Kreutzer, Joe Sagerer

The Board went into closed session at 9:16 pm.

#### 10.2. Motion to adjourn closed session

Motion by Frank Fiarito with second by Vicki Chung

Aye: Mary Kay Baldino, Vicki Chung, Bill Dussling, Frank Fiarito, Mark Hineman, Alva Kreutzer, Joe Sagerer

The Board reconvened in open session at 9:53 pm.

## 12. Adjournment

Motion by Vicki Chung with second by Mark Hineman

Aye: Mary Kay Baldino, Vicki Chung, Bill Dussling, Frank Fiarito, Mark Hineman, Alva Kreutzer, Joe Sagerer

The meeting adjourned at 9:54 pm.

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Alva Kreutzer, President

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Frank Fiarito, Vice President



Date: June 12, 2025  
To: Board of Education  
From: Linda Keyes  
Subject: Proposed Changes to Board Policy

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### Background

District 214 subscribes to the Policy Reference Education Subscription Service (PRESS), a part of the Illinois Association of School Boards. PRESS monitors and reviews state legislation and recommends changes to Board Policy throughout the year.

### Information

The following policies have been recommended for changes, noted below:

- 2:260 Uniform Grievance Procedure (restoring the 2020 Title IX regulations)
- 2:265 Title IX Grievance Procedure (restoring the 2020 Title IX regulations)
- 4:15 Identity Protection (updating the definitions for personally identifiable information)
- 4:80 Accounting and Audits (increase in the capitalization threshold from \$5,000 to \$10,000 for capital assets)
- 5:10 Equal Employment Opportunity and Minority Recruitment (restoring the 2020 Title IX regulations)
- 5:20 Workplace Harassment Prohibited (restoring the 2020 Title IX regulations)
- 5:60 Expenses (five-year review)
- 5:100 Staff Development Program (restoring the 2020 Title IX regulations)
- 6:150 Home and Hospital Instruction (home instruction due to pregnancy related conditions)
- 6:235 Access to Electronic Networks (Use of AI enabled tools)
- 7:10 Equal Educational Opportunities (restoring the 2020 Title IX regulations)
- 7:20 Harassment of Students Prohibited (restoring the 2020 Title IX regulations)
- 7:60 Residence (permitting but not requiring interdistrict transfer of students who are parents, expectant parents, or victims of domestic or sexual violence.
- 7:70 Attendance and Truancy (adding more valid causes for student absences)
- 7:180 Prevention of and Response to Bullying, Intimidation and Harassment (restoring the 2020 Title IX regulations)
- 7:185 Teen Dating Violence Prohibited (restoring the 2020 Title IX regulations)
- 7:190 Student Behavior (definition of sexting, defining corporal punishment, requiring ISBE report annually, legal references updated)
- 7:200 Suspension Procedures (students may disclose any factor to be considered in mitigation)
- 7:210 Expulsion Procedures (students may disclose any factor to be considered in mitigation)
- 7:250 Student Support Services (required notification annually to students of availability of counseling without parent/guardian consent)
- 7:255 Students Who are Parents, Expecting or Victims of Domestic or Sexual Violence NEW (Requires districts

- to have policies, procedures and resources in place)
- 7:270 Administering Medicines to Students (Students may carry self-supply)
  - 7:315 Restrictions on Publications; High Schools (definition of sexting)
  - 7:340 Student Records (restricting disclosure of student's status as a parent, expectant parent, or victim of domestic or sexual violence and temporary records).
  - 8:30 Visitors to and Conduct on School Property (renaming prostitute to person engaged in the sex trade)

Recommendation

This is the first reading. Administration has reviewed the proposed changes and recommends adopting the proposed Policy updates at the June 26, 2025 Board meeting.

## School Board

### Uniform Grievance Procedure

A student, parent/guardian, employee, or community member should notify any District Complaint Manager if he or she believes that the School Board, its employees, or its agents have violated his or her rights guaranteed by the State or federal Constitution, State or federal statute, or Board policy, or has a complaint regarding any one of the following:

1. Title II of the Americans with Disabilities Act, 42 U.S.C. §12101 *et seq.*
2. Title IX of the Education Amendments of 1972, 20 U.S.C. §1681 *et seq.*, excluding Title IX complaints governed by Board policy 2:265, *Title IX Grievance Procedure*
3. Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. §791 *et seq.*
4. Discrimination and/or harassment on the basis of race, color, or national origin prohibited by the Illinois Human Rights Act, 775 ILCS 5/; Title VI of the Civil Rights Act of 1964, 42 U.S.C. §2000d *et seq.*; and/or Title VII of the Civil Rights Act of 1964, 42 U.S.C. §2000e *et seq.* (see Board policy 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*)
5. Title VII of the Civil Rights Act of 1964, 42 U.S.C. §2000e *et seq.* (see also number 4, above, for discrimination and/or harassment on the basis of race, color, or national origin)
6. Sexual harassment prohibited by the State Officials and Employees Ethics Act, 5 ILCS 430/70-5(a); Illinois Human Rights Act, 775 ILCS 5/; and Title VII of the Civil Rights Act of 1964, 42 U.S.C. §2000e *et seq.* (Title IX sexual harassment complaints are addressed under Board policy 2:265, *Title IX Grievance Procedure*)
7. Breastfeeding accommodations for students, 105 ILCS 5/10-20.60
8. Bullying, 105 ILCS 5/27-23.7
9. Misuse of funds received for services to improve educational opportunities for educationally disadvantaged or deprived children
10. Curriculum, instructional materials, and/or programs
11. Victims' Economic Security and Safety Act, 820 ILCS 180/
12. Illinois Equal Pay Act of 2003, 820 ILCS 112/
13. Provision of services to homeless students
14. Illinois Whistleblower Act, 740 ILCS 174/
15. Misuse of genetic information prohibited by the Illinois Genetic Information Privacy Act, 410 ILCS 513/; and Titles I and II of the Genetic Information Nondiscrimination Act, 42 U.S.C. §2000ff *et seq.*
16. Employee Credit Privacy Act, 820 ILCS 70/

The Complaint Manager will first attempt to resolve complaints without resorting to this grievance procedure. If a formal complaint is filed under this policy, the Complaint Manager will address the complaint promptly and equitably. A student and/or parent/guardian filing a complaint under this policy may forego any informal suggestions and/or attempts to resolve it and may proceed directly to this grievance procedure. The Complaint Manager will not require a student or parent/guardian complaining of any form of harassment to attempt to resolve allegations directly with the accused (or the accused's parent(s)/guardian(s)); this includes mediation.

#### Right to Pursue Other Remedies Not Impaired

The right of a person to prompt and equitable resolution of a complaint filed under this policy shall not be impaired by the person's pursuit of other remedies, e.g., criminal complaints, civil actions, etc. Use

of this grievance procedure is not a prerequisite to the pursuit of other remedies and use of this grievance procedure does not extend any filing deadline related to the pursuit of other remedies. If a person is pursuing another remedy subject to a complaint under this policy, the District will continue with a simultaneous investigation under this policy.

### Deadlines

All deadlines under this policy may be extended by the Complaint Manager as he or she deems appropriate. As used in this policy, *school business days* means days on which the District's main office is open.

### Filing a Complaint

A person (hereinafter Complainant) who wishes to avail him or herself of this grievance procedure may do so by filing a complaint with any District Complaint Manager. The Complainant shall not be required to file a complaint with a particular Complaint Manager and may request a Complaint Manager of the same gender. The Complaint Manager may request the Complainant to provide a written statement regarding the nature of the complaint or require a meeting with a student's parent(s)/guardian(s). The Complaint Manager shall assist the Complainant as needed.

For any complaint alleging bullying and/or cyberbullying of students, the Complaint Manager or designee shall process and review the complaint under Board policy 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*, in addition to any response required by this policy.

For any complaint alleging sex discrimination that, if true, would implicate Title IX of the Education Amendments of 1972 (20 U.S.C. §1681 *et seq.*), the Title IX Coordinator or designee shall process and review the complaint under Board policy 2:265, *Title IX Grievance Procedure*.

For any complaint alleging harassment on the basis of race, color, or national origin, the Nondiscrimination Coordinator or a Complaint Manager or designee shall process and review the complaint under Board policy 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*, in addition to any response required by this policy.

For any complaint alleging sexual harassment or other violation of Board policy 5:20, *Workplace Harassment Prohibited*, the Nondiscrimination Coordinator or a Complaint Manager or designee shall process and review the complaint according to that policy, in addition to any response required by this policy, and shall consider whether an investigation under Board policy 5:120, *Employee Ethics; Code of Professional Conduct; and Conflict of Interest*, should be initiated.

### Investigation Process

The Complaint Manager will investigate the complaint or appoint a qualified person to undertake the investigation on his or her behalf. The Complaint Manager shall ensure both parties have an equal opportunity to present evidence during an investigation. The complaint and identity of the Complainant will not be disclosed except: (1) as required by law, this policy, or any collective bargaining agreement, (2) as necessary to fully investigate the complaint, or (3) as authorized by the Complainant.

The identity of any student witnesses will not be disclosed except: (1) as required by law, this policy, or any collective bargaining agreement, (2) as necessary to fully investigate the complaint, or (3) as authorized by the parent/guardian of the student witness, or by the student if the student is 18 years of age or older.

The Complaint Manager will inform, at regular intervals, the person(s) filing a complaint under this policy about the status of the investigation. Within 30 school business days after the date the complaint was filed, the Complaint Manager shall file a written report of his or her findings with the Superintendent. The Complaint Manager may request an extension of time from the Superintendent.

The Superintendent will keep the Board informed of all complaints.

If a complaint contains allegations involving the Superintendent or Board member(s), the written report shall be filed directly with the Board, which will make a decision in accordance with paragraph four of the following section of this policy.

#### Decision and Appeal

Within five school business days after receiving the Complaint Manager's report, the Superintendent shall provide his or her written decision to the Complainant and the accused as well as to the Complaint Manager. All decisions shall be based upon the *preponderance of evidence* standard.

Within 10 school business days after receiving the Superintendent's decision, the Complainant or the accused may appeal the decision to the Board by making a written request to the Complaint Manager. The Complaint Manager shall promptly forward all materials relative to the complaint and appeal to the Board.

Within 30 school business days after an appeal of the Superintendent's decision, the Board shall affirm, reverse, or amend the Superintendent's decision or direct the Superintendent to gather additional information. Within five school business days after the Board's decision, the Superintendent shall inform the Complainant and the accused of the Board's action.

For complaints containing allegations involving the Superintendent or Board member(s), within 30 school business days after receiving the Complaint Manager's or outside investigator's report, the Board shall provide its written decision to the Complainant and the accused, as well as to the Complaint Manager.

This policy shall not be construed to create an independent right to a hearing before the Superintendent or Board. The failure to strictly follow the timelines in this grievance procedure shall not prejudice any party.

#### Appointing a Nondiscrimination Coordinator, Title IX Coordinator, and Complaint Managers

The Superintendent shall appoint a Nondiscrimination Coordinator to manage the District's efforts to provide equal opportunity employment and educational opportunities and prohibit the harassment of employees, students, and others.

The Superintendent shall appoint a Title IX Coordinator to coordinate the District's efforts to comply with Title IX.

The Superintendent shall appoint at least one Complaint Manager to administer this policy. If possible, the Superintendent will appoint two Complaint Managers, each of a different gender. The District's Nondiscrimination Coordinator may be appointed as one of the Complaint Managers.

The Superintendent shall insert into this policy and keep current the names, office addresses, email addresses, and telephone numbers of the Nondiscrimination Coordinator, Title IX Coordinator, and the Complaint Managers.

**Nondiscrimination Coordinator:**

**Title IX Coordinator:**

\_\_\_\_\_  
Name

\_\_\_\_\_  
Name

\_\_\_\_\_  
Address

\_\_\_\_\_  
Address

\_\_\_\_\_  
Email

\_\_\_\_\_  
Email

\_\_\_\_\_  
Telephone

\_\_\_\_\_  
Telephone

**Complaint Managers:**

\_\_\_\_\_  
Name

\_\_\_\_\_  
Name

\_\_\_\_\_  
Address

\_\_\_\_\_  
Address

\_\_\_\_\_  
Email

\_\_\_\_\_  
Email

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Telephone

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Telephone

LEGAL REF.: 8 U.S.C. §1324a et seq., Immigration Reform and Control Act.  
 20 U.S.C. §1232g, Family Education Rights Privacy Act.  
 20 U.S.C. §1400, The Individuals with Disabilities Education Act.  
 20 U.S.C. §1681 et seq., Title IX of the Education Amendments; 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. §791 et seq., Rehabilitation Act of 1973.  
 29 U.S.C. §2612, Family and Medical Leave Act.  
 42 U.S.C. §2000d et seq., Title VI of the Civil Rights Act of 1964.  
 42 U.S.C. §2000e et seq., Title VII of the Civil Rights Act of 1964.  
 42 U.S.C. §2000ff et seq., Genetic Information Nondiscrimination Act.  
 42 U.S.C. §11431 et seq., McKinney-Vento Homeless Assistance Act.  
 42 U.S.C. §12101 et seq., Americans With Disabilities Act; 28 C.F.R. Part 35.  
 105 ILCS 5/2-3.8, 5/3-10, 5/10-20, 5/10-20.5, 5/10-20.7a, 5/10-20.60, 5/10-20.69,  
 5/10-20.75, 5/10-22.5, 5/22-19, 5/22-95 (final citation pending), 5/24-4, 5/27-1,  
 5/27-23.7, and 45/1-15.  
 5 ILCS 415/10(a)(2), Government Severance Pay Act.  
 5 ILCS 430/70-5(a), State Officials and Employees Ethics Act.  
 410 ILCS 513/, Ill. Genetic Information Privacy Act.  
 740 ILCS 174/, Whistleblower Act.  
 740 ILCS 175/, Ill. False Claims Act.  
 775 ILCS 5/, Ill. Human Rights Act.  
 820 ILCS 70/, Employee Credit Privacy Act.  
 820 ILCS 112/, Equal Pay Act of 2003.  
 820 ILCS 180/, Victims' Economic Security and Safety Act; 56 Ill.Admin.Code Part  
 280.  
 23 Ill.Admin.Code §§1.240, 200.40, 226.50, and 226.570.

CROSS REF.: 2:105 (Ethics and Gift Ban), 2:265 (Title IX Grievance Procedure), 2:270  
 (Discrimination and Harassment on the Basis of Race, Color, and National Origin  
 Prohibited), 5:10 (Equal Employment Opportunity and Minority Recruitment),  
 5:20 (Workplace Harassment Prohibited), 5:30 (Hiring Process and Criteria), 5:90  
 (Abused and Neglected Child Reporting), 6:120 (Education of Children with  
 Disabilities), 6:140 (Education of Homeless Children), 6:170 (Title I Programs),  
 6:260 (Complaints About Curriculum, Instructional Materials, and Programs),  
 7:10 (Equal Educational Opportunities), 7:15 (Student and Family Privacy Rights),  
 7:20 (Harassment of Students Prohibited), 7:180 (Prevention of and Response to  
 Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence  
 Prohibited), 7:310 (Restrictions on Publications; Elementary Schools), 7:315  
 (Restrictions on Publications; High Schools), 8:70 (Accommodating Individuals  
 with Disabilities), 8:95 (Parental Involvement), 8:110 (Public Suggestions and  
 Concerns)

## School Board

### Title IX Grievance Procedure

Sexual harassment affects a student's ability to learn and an employee's ability to work. Providing an educational and workplace environment free from sexual harassment is an important District goal. The District does not discriminate on the basis of sex in any of its education programs or activities, and it complies with Title IX of the Education Amendments of 1972 (Title IX) and its implementing regulations (34 C.F.R. Part 106) concerning everyone in the District's education programs and activities, including applicants for employment, students, parents/guardians, employees, and third parties.

#### Title IX Sexual Harassment Prohibited

Sexual harassment as defined in Title IX (Title IX Sexual Harassment) is prohibited. Any person, including a District employee or agent, or student, engages in Title IX Sexual Harassment when that person engages in conduct on the basis of an individual's sex that satisfies one or more of the following:

1. A District employee conditions the provision of an aid, benefit, or service on an individual's participation in unwelcome sexual conduct; or
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the District's educational program or activity; or
3. *Sexual assault* as defined in 20 U.S.C. §1092(f)(6)(A)(v), *dating violence* as defined in 34 U.S.C. §12291(a)(11), *domestic violence* as defined in 34 U.S.C. §12291(a)(12), or *stalking* as defined in 34 U.S.C. §12291(a)(36).

Examples of sexual harassment include, but are not limited to, touching, rape, sexual battery, sexual abuse, sexual coercion, crude jokes or pictures, discussions of sexual experiences, teasing related to sexual characteristics, and spreading rumors related to a person's alleged sexual activities.

#### Definitions from 34 C.F.R. §106.30

*Complainant* means an individual who is alleged to be the victim of conduct that could constitute sexual harassment.

*Education program or activity* includes locations, events, or circumstances where the District has substantial control over both the *Respondent* and the context in which alleged sexual harassment occurs.

*Formal Title IX Sexual Harassment Complaint* means a document filed by a *Complainant* or signed by the Title IX Coordinator alleging sexual harassment against a *Respondent* and requesting that the District investigate the allegation.

*Respondent* means an individual who has been reported to be the perpetrator of the conduct that could constitute sexual harassment.

*Supportive measures* mean non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the *Complainant* or the *Respondent* before or after the filing of a Formal Title IX Sexual Harassment Complaint or where no Formal Title IX Sexual Harassment Complaint has been filed.

#### Title IX Sexual Harassment Prevention and Response

The Superintendent or designee will ensure that the District prevents and responds to allegations of Title IX Sexual Harassment as follows:

1. Ensures that the District’s comprehensive health education program in Board policy 6:60, *Curriculum Content*, incorporates (a) age-appropriate sexual abuse and assault awareness and prevention programs in grades pre-K through 12, and (b) age-appropriate education about the warning signs, recognition, dangers, and prevention of teen dating violence in grades 7-12. This includes incorporating student social and emotional development into the District’s educational program as required by State law and in alignment with Board policy 6:65, *Student Social and Emotional Development*.
2. Incorporates education and training for school staff as recommended by the Superintendent, Title IX Coordinator, Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, or a Complaint Manager.
3. Notifies applicants for employment, students, parents/guardians, employees, and collective bargaining units of this policy and contact information for the Title IX Coordinator by, at a minimum, prominently displaying them on the District’s website, if any, and in each handbook made available to such persons.

Making a Report

A person who wishes to make a report under this Title IX grievance procedure may make a report to the Title IX Coordinator, Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, a Complaint Manager, or any employee with whom the person is comfortable speaking.

School employees shall respond to incidents of sexual harassment by promptly making or forwarding the report to the Title IX Coordinator. An employee who fails to promptly make or forward a report may be disciplined, up to and including discharge.

The Superintendent shall insert into this policy and keep current the name, office address, email address, and telephone number of the Title IX Coordinator.

**Title IX Coordinator:**

\_\_\_\_\_

Name

\_\_\_\_\_

Address

\_\_\_\_\_

Email

\_\_\_\_\_

Telephone

Processing and Reviewing a Report

Upon receipt of a report made under this Title IX grievance procedure, the Title IX Coordinator and/or designee will promptly contact the Complainant to: (1) discuss the availability of supportive measures, (2) consider the *Complainant’s* wishes with respect to *supportive measures*, (3) inform the Complainant of the availability of supportive measures with or without the filing of a Formal Title IX Sexual Harassment Complaint, and (4) explain to the Complainant the process for filing a Formal Title IX Sexual Harassment Complaint.

Further, the Title IX Coordinator will analyze the report to identify and determine whether there is another or an additional appropriate method(s) for processing and reviewing it. For any report received, the Title IX Coordinator shall review Board policies 2:260, *Uniform Grievance Procedure*; 5:20,

*Workplace Harassment Prohibited*; 5:90, *Abused and Neglected Child Reporting*; 5:120, *Employee Ethics*; *Code of Professional Conduct*; and *Conflict of Interest*; 7:20, *Harassment of Students Prohibited*; 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*; 7:185, *Teen Dating Violence Prohibited*; and 7:190, *Student Behavior*, to determine if the allegations in the report require further action.

Reports of alleged sexual harassment will be confidential to the greatest extent practicable, subject to the District's duty to investigate and maintain an educational program or activity that is productive, respectful, and free of sexual harassment.

#### Formal Title IX Sexual Harassment Complaint Grievance Process

When a Formal Title IX Sexual Harassment Complaint is filed, the Title IX Coordinator will investigate it or appoint a qualified person to undertake the investigation.

The Superintendent or designee shall implement procedures to ensure that all Formal Title IX Sexual Harassment Complaints are processed and reviewed according to a Title IX grievance process that fully complies with 34 C.F.R. §106.45. The District's grievance process shall, at a minimum:

1. Treat *Complainants* and *Respondents* equitably by providing remedies to a *Complainant* where the *Respondent* is determined to be responsible for sexual harassment, and by following a grievance process that complies with 34 C.F.R. §106.45 before the imposition of any disciplinary sanctions or other actions against a *Respondent*.
2. Require an objective evaluation of all relevant evidence – including both inculpatory and exculpatory evidence – and provide that credibility determinations may not be based on a person's status as a *Complainant*, *Respondent*, or witness.
3. Require that any individual designated by the District as a Title IX Coordinator, investigator, decision-maker, or any person designated by the District to facilitate an informal resolution process:
  - a. Not have a conflict of interest or bias for or against complainants or respondents generally or an individual *Complainant* or *Respondent*.
  - b. Receive training on the definition of sexual harassment, the scope of the District's education program or activity, how to conduct an investigation and grievance process (including hearings, appeals, and informal resolution processes, as applicable), and how to serve impartially.
4. Require that any individual designated by the District as an investigator receiving training on issues of relevance to create an investigative report that fairly summarizes relevant evidence.
5. Require that any individual designated by the District as a decision-maker receive training on issues of relevance of questions and evidence, including when questions and evidence about the *Complainant's* sexual predisposition or prior sexual behavior are not relevant.
6. Include a presumption that the *Respondent* is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process.
7. Include reasonably prompt timeframes for conclusion of the grievance process.
8. Describe the range of possible disciplinary sanctions and remedies the District may implement following any determination of responsibility.
9. Base all decisions upon the *preponderance of evidence* standard.
10. Include the procedures and permissible bases for the *Complainant* and *Respondent* to appeal.
11. Describe the range of *supportive measures* available to *Complainants* and *Respondents*.
12. Not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege.

### Enforcement

Any District employee who is determined, at the conclusion of the grievance process, to have engaged in sexual harassment will be subject to disciplinary action up to and including discharge. Any third party who is determined, at the conclusion of the grievance process, to have engaged in sexual harassment will be addressed in accordance with the authority of the Board in the context of the relationship of the third party to the District, e.g., vendor, parent, invitee, etc. Any District student who is determined, at the conclusion of the grievance process, to have engaged in sexual harassment will be subject to disciplinary action, including, but not limited to, suspension and expulsion consistent with student behavior policies. Any person making a knowingly false accusation regarding sexual harassment will likewise be subject to disciplinary action.

This policy does not increase or diminish the ability of the District or the parties to exercise any other rights under existing law.

### Retaliation Prohibited

The District prohibits any form of retaliation against anyone who, in good faith, has made a report or complaint, assisted, or participated or refused to participate in any manner in a proceeding under this policy. Any person should report claims of retaliation using Board policy 2:260, *Uniform Grievance Procedure*.

Any person who retaliates against others for reporting or complaining of violations of this policy or for participating in any manner under this policy will be subject to disciplinary action, up to and including discharge, with regard to employees, or suspension and expulsion, with regard to students.

LEGAL REF.: 20 U.S.C. §1681 et seq., Title IX of the Educational Amendments of 1972; 34 C.F.R. Part 106.  
Davis v. Monroe County Bd. of Educ., 526 U.S. 629 (1999).  
Gebser v. Lago Vista Independent Sch. Dist., 524 U.S. 274 (1998).

CROSS REF.: 2:260 (Uniform Grievance Procedure), 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:20 (Workplace Harassment Prohibited), 5:90 (Abused and Neglected Child Reporting), 5:100 (Staff Development Program), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 6:60 (Curriculum Content), 6:65 (Student Social and Emotional Development), 7:10 (Equal Educational Opportunities), 7:20 (Harassment of Students Prohibited), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:190 (Student Behavior), 7:255 (Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence)

## **Operational Services**

### **Identity Protection**

The collection, storage, use, and disclosure of social security numbers by the School District shall be consistent with State and federal laws. The goals for managing the District's collection, storage, use, and disclosure of social security numbers are to:

1. Limit all activities involving social security numbers to those circumstances that are authorized by State or federal law.
2. Protect each social security number collected or maintained by the District from unauthorized disclosure.

The Superintendent is responsible for ensuring that the District complies with the Identity Protection Act, 5 ILCS 179/. Compliance measures shall include each of the following:

1. All employees having access to social security numbers in the course of performing their duties shall be trained to protect the confidentiality of social security numbers. Training should include instructions on the proper handling of information containing social security numbers from the time of collection through the destruction of the information.
2. Only employees who are required to use or handle information or documents that contain social security numbers shall have access to such information or documents.
3. Social security numbers requested from an individual shall be provided in a manner that makes the social security number easily redacted if the record is required to be released as part of a public records request.
4. When collecting a social security number or upon request by an individual, a statement of the purpose(s) for which the District is collecting and using the social security number shall be provided. The stated reason for collection of the social security number must be relevant to the documented purpose.
5. All employees must be advised of this policy's existence, and a copy of the policy must be made available to each employee. The policy must also be made available to any member of the public, upon request.
6. If this policy is amended, employees will be advised of the existence of the amended policy and a copy of the amended policy will be made available to each employee.

No District employee shall collect, store, use, or disclose an individual's social security number unless specifically authorized by the Superintendent. This policy shall not be interpreted as a guarantee of the confidentiality of social security numbers and/or other personal information. The District will use best efforts to comply with this policy, but this policy should not be construed to convey any rights to protection of information not otherwise afforded by law.

### **Treatment of Personally Identifiable Information Under Grant Awards**

The Superintendent ensures that the District takes reasonable cybersecurity and other measures to safeguard information including: (1) *protected personally identifiable information*, (2) other types of information that a federal agency, pass-through entity, or State awarding agency designates as sensitive, such as *personally identifiable information* (PII) and (3) information that the District considers to be sensitive consistent with applicable laws regarding privacy and confidentiality (collectively, *sensitive information*), when administering federal grant awards and State grant awards governed by the Grant Accountability and Transparency Act (30 ILCS 708/).

The Superintendent shall establish procedures for the identification, handling, storage, access, disposal and overall confidentiality of sensitive information. The Superintendent shall ensure that employees and contractors responsible for the administration of a federal or State award for the District receive regular training in the safeguarding of sensitive information. Employees mishandling sensitive information are subject to discipline, up to and including dismissal.

LEGAL REF.: 2 C.F.R. §200.303(e).  
5 ILCS 179/, Identity Protection Act.  
30 ILCS 708/, Grant Accountability and Transparency Act.  
50 ILCS 205/3, Local Records Act.  
105 ILCS 10/, Illinois School Student Records Act.

CROSS REF: 2:250 (Access to District Public Records), 5:150 (Personnel Records), 7:340 (Student Records), 7:345 (Use of Educational Technologies; Student Data Privacy and Security)

## **Operational Services**

### **Accounting and Audits**

The School District's accounting and audit services shall comply with the *Requirements for Accounting, Budgeting, Financial Reporting, and Auditing*, as adopted by the Ill. State Board of Education (ISBE), State and federal laws and regulations, and generally accepted accounting principles. Determination of liabilities and assets, prioritization of expenditures of governmental funds, and provisions for accounting disclosures shall be made in accordance with government accounting standards as directed by the auditor designated by the Board. The Superintendent, in addition to other assigned financial responsibilities, shall report monthly on the District's financial performance, both income and expense, in relation to the financial plan represented in the budget.

#### **Annual Audit**

At the close of each fiscal year, the Superintendent shall arrange an audit of the District funds, accounts, statements, and other financial matters. The audit shall be performed by an independent certified public accountant designated by the Board and be conducted in conformance with prescribed standards and legal requirements. A complete and detailed written audit report shall be provided to each Board member and to the Superintendent. The Superintendent shall annually, on or before October 15, submit an original and one copy of the audit to the Regional Superintendent of Schools.

#### **Annual Financial Report**

The Superintendent or designee shall annually prepare and submit the Annual Financial Report on a timely basis using the form adopted by the ISBE. The Superintendent shall review and discuss the Annual Financial Report with the Board before it is submitted.

#### **Inventories**

The Superintendent or designee is responsible for establishing and maintaining accurate inventory records. The inventory record of supplies and equipment shall include a description of each item, quantity, location, purchase date, and cost or estimated replacement cost, unless the supplies and equipment are acquired by the District pursuant to a federal or State grant award, in which case the inventory record shall also include the information required by 2 C.F.R. §200.313, if applicable. The Superintendent shall establish procedures for the management of property acquired by the District under grant awards that comply with federal and State law.

#### **Capitalization Threshold**

To be considered a capital asset for financial reporting purposes, a capital item must be at or above a capitalization threshold of \$10,000 and have an estimated useful life greater than one year.

#### **Disposition of District Property**

The Superintendent or designee shall notify the Board, as necessary, of the following so that the Board may consider its disposition: (1) District personal property (property other than buildings and land) that is no longer needed for school purposes, and (2) school site, building, or other real estate that is unnecessary, unsuitable, or inconvenient. Notwithstanding the above, the Superintendent or designee may unilaterally dispose of personal property of a diminutive value. The Superintendent shall establish procedures for the disposition and, when permitted by the terms and conditions of the award, the retention of property acquired by the District under grant awards that comply with federal and State law.

### Taxable Fringe Benefits

The Superintendent or designee shall: (1) require that all use of District property or equipment by employees is for the District's convenience and best interests unless it is a Board-approved fringe benefit, and (2) ensure compliance with the Internal Revenue Service regulations regarding when to report an employee's personal use of District property or equipment as taxable compensation.

### Controls for Revolving Funds and Petty Cash

Revolving funds and the petty cash system are established in Board policy 4:50, *Payment Procedures*. The Superintendent shall: (1) designate a custodian for each revolving fund and petty cash fund, (2) obtain a bond for each fund custodian, and (3) maintain the funds in compliance with this policy, State law, and ISBE rules. A check for the petty cash fund may be drawn payable to the designated petty cash custodian. Bank accounts for revolving funds are limited to a maximum balance of \$1,000. All expenditures from these bank accounts must be directly related to the purpose for which the account was established and supported with documentation, including signed invoices or receipts. All deposits into these bank accounts must be accompanied with a clear description of their intended purpose. The Superintendent or designee shall include checks written to reimburse revolving funds on the Board's monthly listing of bills indicating the recipient and including an explanation.

### Control Requirements for Checks

The Board must approve all bank accounts opened or established in the District's or a District school's name or with the District's Federal Employer Identification Number. All checks issued by the School District must be signed by either the Treasurer or Board President, except that checks from accounts containing student activity funds or fiduciary funds and checks from revolving accounts may be signed by their respective account custodians.

### Internal Controls

The Superintendent is primarily responsible for establishing and implementing a system of internal controls for safeguarding the District's financial condition; the Board, however, will oversee these safeguards. The control objectives are to ensure efficient business and financial practices, reliable financial reporting, and compliance with State law and Board policies, and to prevent losses from fraud, waste, and abuse, as well as employee error, misrepresentation by third parties, or other imprudent employee action.

The Superintendent or designee shall annually audit the District's financial and business operations for compliance with established internal controls and provide the results to the Board. The Board may from time-to-time engage a third party to audit internal controls in addition to the annual audit.

LEGAL REF.: 2 C.F.R. §200 et seq.  
30 ILCS 708/, Grant Accountability and Transparency Act, implemented by 44 Ill.Admin.Code 7000 et seq.  
105 ILCS 5/2-3.27, 5/2-3.28, 5/3-7, 5/3-15.1, 5/5-22, 5/10-21.4, 5/10-20.19, 5/10-22.8, and 5/17-1 et seq.  
23 Ill.Admin.Code Part 100.

CROSS REF.: 4:10 (Fiscal and Business Management), 4:50 (Payment Procedures), 4:55 (Use of Credit and Procurement Cards), 4:90 (Student Activity and Fiduciary Funds)

## General Personnel

### 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; work authorization status; use of lawful products while not at work; being a victim of domestic violence, sexual violence, gender violence, or any other crime of 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; reproductive health decisions; credit history, unless a satisfactory credit history is an established bona fide occupational requirement of a particular position; conviction record, unless authorized by law; family responsibilities; 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 under Board policy 2:260, *Uniform Grievance Procedure*, or in the case of denial of equal employment opportunities on the basis of race, color, or national origin, Board policy 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*. 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 under Board policy 2:260, *Uniform Grievance Procedure*.

The Superintendent shall appoint a Title IX Coordinator to coordinate the District's efforts to comply with Title IX.

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

**Nondiscrimination Coordinator:**

**Title IX Coordinator:**

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Name

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Address

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Email

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Telephone

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Name

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Address

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Email

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Telephone

**Complaint Managers:**

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Name

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Address

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Email

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Telephone

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Name

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Address

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Email

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Telephone

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. §218d, Fair Labor Standards 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. §2000d et seq., Title VI of the Civil Rights Act of 1964; 34 C.F.R. Part 100.  
 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. §2000gg et seq., Pregnant Workers Fairness Act; 29 C.F.R. Part 1636.  
 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, 5/2-101, 5/2-102, 5/2-103, 5/2-103.1, 5/2-104(D) and 5/6-101, Ill. Human Rights Act.  
 775 ILCS 35/, 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 Grievance Procedure), 2:270 (Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited), 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)

## **General Personnel**

### **Workplace Harassment Prohibited**

The School District expects the workplace environment to be productive, respectful, and free of unlawful discrimination, including harassment. District employees shall not engage in harassment or abusive conduct on the basis of an individual's actual or perceived race, color, religion, national origin, ancestry, sex, sexual orientation, age, citizenship status, work authorization status, disability, pregnancy, marital status, family responsibilities, reproductive health decisions, order of protection status, military status, or unfavorable discharge from military service, nor shall they engage in harassment or abusive conduct on the basis of an individual's other protected status identified in Board policy 5:10, *Equal Employment Opportunity and Minority Recruitment*. Harassment of students, including, but not limited to, sexual harassment, is prohibited by Board policies 2:260, *Uniform Grievance Procedure*; 2:265, *Title IX Grievance Procedure*; 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*; 7:20, *Harassment of Students Prohibited*; 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*; and 7:185, *Teen Dating Violence Prohibited*.

The District will take remedial and corrective action to address unlawful workplace harassment, including sexual harassment.

### **Sexual Harassment Prohibited**

The District shall provide a workplace environment free of verbal, physical, or other conduct or communications constituting harassment on the basis of sex as defined and otherwise prohibited by State and federal law. The District provides annual sexual harassment prevention training in accordance with State law.

District employees shall not make unwelcome sexual advances or request sexual favors or engage in any unwelcome conduct of a sexual nature when: (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or (3) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment. Sexual harassment prohibited by this policy includes, but is not limited to, verbal, physical, or other conduct. The terms intimidating, hostile, or offensive include, but are not limited to, conduct that has the effect of humiliation, embarrassment, or discomfort. Sexual harassment will be evaluated in light of all the circumstances.

### **Making a Report or Complaint**

Employees and *nonemployees* (persons who are not otherwise employees and are directly performing services for the District pursuant to a contract with the District, including contractors, and consultants) are encouraged to promptly report information regarding violations of this policy. Individuals may choose to report to a person of the individual's same gender. Every effort should be made to file such reports or complaints as soon as possible, while facts are known and potential witnesses are available.

Aggrieved individuals, if they feel comfortable doing so, should directly inform the person engaging in the harassing conduct or communication that such conduct or communication is offensive and must stop.

### Whom to Contact with a Report or Complaint

An employee should report claims of harassment, including making a confidential report, to any of the following: his/her immediate supervisor, the Building Principal, an administrator, the Nondiscrimination Coordinator, Title IX Coordinator, and/or a Complaint Manager.

An employee may also report claims using Board policy 2:260, *Uniform Grievance Procedure*. If a claim is reported using Board policy 2:260, then the Complaint Manager shall process and review the claim according to that policy, in addition to any response required by this policy.

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

**Nondiscrimination Coordinator:**

**Title IX Coordinator:**

\_\_\_\_\_  
Name

\_\_\_\_\_  
Name

\_\_\_\_\_  
Address

\_\_\_\_\_  
Address

\_\_\_\_\_  
Email

\_\_\_\_\_  
Email

\_\_\_\_\_  
Telephone

\_\_\_\_\_  
Telephone

**Complaint Managers:**

\_\_\_\_\_  
Name

\_\_\_\_\_  
Name

\_\_\_\_\_  
Address

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Address

\_\_\_\_\_  
Email

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Email

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Telephone

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Telephone

Investigation Process

Any District employee who receives a report or complaint of harassment must promptly forward the report or complaint to the Nondiscrimination Coordinator, Title IX Coordinator, or a Complaint Manager. Any employee who fails to promptly forward a report or complaint may be disciplined, up to and including discharge.

Reports and complaints of harassment will be confidential to the greatest extent practicable, subject to the District’s duty to investigate and maintain a workplace environment that is productive, respectful, and free of unlawful discrimination, including harassment.

For any report or complaint alleging sexual harassment that, if true, would implicate Title IX of the Education Amendments of 1972 (20 U.S.C. §1681 *et seq.*), the Title IX Coordinator or designee shall consider whether action under Board policy 2:265, *Title IX Grievance Procedure*, should be initiated.

For any report or complaint alleging harassment on the basis of race, color, or national origin, the Nondiscrimination Coordinator or a Complaint Manager or designee shall investigate under Board policy 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*.

For any other alleged workplace harassment that does not require action under Board policies 2:265, *Title IX Grievance Procedure*, or 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*, the Nondiscrimination Coordinator or a Complaint Manager or designee shall consider whether an investigation under Board policy 2:260, *Uniform Grievance Procedure*, and/or 5:120, *Employee Ethics; Code of Professional Conduct; and Conflict of Interest*, should be initiated, regardless of whether a written report or complaint is filed.

Reports That Involve Alleged Incidents of Sexual Abuse of a Child by School Personnel

An *alleged incident of sexual abuse* is an incident of sexual abuse of a child, as defined in 720 ILCS 5/11-9.1A(b), that is alleged to have been perpetrated by school personnel, including a school vendor

or volunteer, that occurred: on school grounds during a school activity; or outside of school grounds or not during a school activity.

Any complaint alleging an incident of sexual abuse shall be processed and reviewed according to Board policy 5:90, *Abused and Neglected Child Reporting*. In addition to reporting the suspected abuse, the complaint shall also be processed under Board policy 2:265, *Title IX Grievance Procedure*, or Board policy 2:260, *Uniform Grievance Procedure*.

#### Enforcement

A violation of this policy by an employee may result in discipline, up to and including discharge. A violation of this policy by a third party will be addressed in accordance with the authority of the Board in the context of the relationship of the third party to the District, e.g., vendor, parent/guardian, invitee, etc. Any person making a knowingly false accusation regarding harassment will likewise be subject to disciplinary action, which for an employee that may be up to and including discharge.

#### Retaliation Prohibited

An employee's employment, compensation, or work assignment shall not be adversely affected by complaining or providing information about harassment. Retaliation against employees for bringing complaints or providing information about harassment is prohibited (see Board policies 2:260, *Uniform Grievance Procedure*, 2:265, *Title IX Grievance Procedure*, and 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*), and depending upon the law governing the complaint, whistleblower protection may be available under the State Officials and Employees Ethics Act (5 ILCS 430/), the Whistleblower Act (740 ILCS 174/), and/or the Ill. Human Rights Act (775 ILCS 5/).

An employee should report allegations of retaliation to his/her immediate supervisor, the Building Principal, an administrator, the Nondiscrimination Coordinator, and/or a Complaint Manager.

Employees who retaliate against others for reporting or complaining of violations of this policy or for participating in the reporting or complaint process will be subject to disciplinary action, up to and including discharge.

#### Recourse to State and Federal Fair Employment Practice Agencies

The District encourages all employees who have information regarding violations of this policy to report the information pursuant to this policy. The following government agencies are available to assist employees: the Ill. Dept. of Human Rights and the U.S. Equal Employment Opportunity Commission.

The Superintendent shall also use reasonable measures to inform staff members, applicants, and nonemployees of this policy, which shall include posting on the District website and/or making this policy available in the District's administrative office, and including this policy in the appropriate handbooks.

LEGAL REF.: 42 U.S.C. §2000e et seq., Title VII of the Civil Rights Act of 1964; 29 C.F.R. §1604.11.  
20 U.S.C. §1681 et seq., Title IX of the Education Amendments of 1972; 34 C.F.R. Part 106.  
5 ILCS 430/70-5(a), State Officials and Employees Ethics Act.  
775 ILCS 5/2-101(E) and (E-1), 5/2-102(A), (A-10), (D-5), 5/2-102(E-5), 5/2-109, 5/5-102, and 5/5-102.2, Ill. Human Rights Act.  
56 Ill. Admin.Code Parts 2500, 2510, 5210, and 5220.  
Vance v. Ball State Univ., 570 U.S. 421 (2013).  
Crawford v. Metro. Gov't of Nashville & Davidson Cnty., 555 U.S. 271 (2009).  
Jackson v. Birmingham Bd. of Educ., 544 U.S. 167 (2005).  
Oncale v. Sundowner Offshore Servs., 523 U.S. 75 (1998).  
Burlington Indus. v. Ellerth, 524 U.S. 742 (1998).  
Faragher v. City of Boca Raton, 524 U.S. 775 (1998).  
Harris v. Forklift Systems, 510 U.S. 17 (1993).  
Franklin v. Gwinnett Co. Public Schools, 503 U.S. 60 (1992).  
Meritor Savings Bank v. Vinson, 477 U.S. 57 (1986).  
Porter v. Erie Foods Int, Inc., 576 F.3d 629 (7th Cir. 2009).  
Williams v. Waste Mgmt., 361 F.3d 1021 (7th Cir. 2004).  
Berry v. Delta Airlines, 260 F.3d 803 (7th Cir. 2001).  
Sangamon Cnty. Sheriff's Dept. v. Ill. Human Rights Com'n, 233 Ill.2d 125 (Ill. 2009).

CROSS REF.: 2:260 (Uniform Grievance Procedure), 2:265 (Title IX Grievance Procedure), 2:270 (Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited), 4:60 (Purchases and Contracts), 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:90 (Abused and Neglected Child Reporting), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 7:20 (Harassment of Students Prohibited), 8:30 (Visitors to and Conduct on School Property)

## **General Personnel**

### **Expenses**

The Board regulates the reimbursement of all travel, meal, and lodging expenses by resolution. Money shall not be advanced or reimbursed, or purchase orders issued for: (1) the expenses of any person except the employee, (2) anyone's personal expenses, or (3) entertainment expenses. Entertainment includes, but is not limited to, shows, amusements, theaters, circuses, sporting events, or any other place of public or private entertainment or amusement, unless the entertainment is ancillary to the purpose of the program or event. The District is not responsible for losses due to an employee's own negligence, losses due to normal wear, or losses due to theft, unless the theft was a result of the District's negligence. Employees must submit the appropriate itemized, signed, standardized form(s) to support any requests for expense advancements, reimbursements, or purchase orders that show the following:

1. The amount of the estimated or actual expense, with attached receipts for actual incurred expenses.
2. The name and title of the employee who is requesting the expense advancement or reimbursement. Receipts from group functions must include the names, offices, and job titles of all participants.
3. The date(s) of the official business on which the expense advancement, reimbursement, or purchase order will be or was expended.
4. The nature of the official business conducted when the expense advancement, reimbursement, or purchase order will be or was expended.

### **Advancements**

The Superintendent may advance expenses to teachers and other licensed employees for the anticipated actual and necessary expenses to be incurred while attending meetings that are related to their duties and will contribute to their professional development, provided they fall below the maximum allowed in the Board's expense regulations.

Expense advancement requests must be submitted to the Superintendent or designee on the District's standardized estimated expense approval form for employees. After spending expense advancements, employees must use the District's standardized expense reimbursement form and submit to the Superintendent: (a) the itemized, signed advancement voucher that was issued, and (b) the amount of actual expenses by attaching receipts. Any portion of an expense advancement not used must be returned to the District. Expense advancements and vouchers shall be presented to the Board in its regular bill process.

### **Reimbursements and Purchase Orders**

Expense reimbursements and purchase orders may be issued by the Superintendent or designee to employees, along with other expenses necessary for the performance of their duties, provided the expenses fall below the maximum allowed in the Board's expense regulations.

Expense reimbursements and purchase order approvals are not guaranteed and, when possible, employees should seek pre-approval of expenses by providing an estimation of expenses on the District's standardized estimated expense approval form for employees, except in situations when the expense is diminutive. When pre-approval is not sought, employees must seek reimbursement on the District's standardized expense reimbursement form for employees. Expense reimbursements and purchase orders shall be presented to the Board in its regular bill process.

### Use of Credit and Procurement Cards

Credit and procurement card usage is governed by policy 4:55, *Use of Credit and Procurement Cards*.

### Exceeding the Maximum Allowable Expense Amount(s)

All requests for expense advancements, reimbursements, and purchase orders exceeding the maximum allowed in the Board's expense regulations may only be approved when:

1. The Board's resolution to regulate expenses allows for such approval;
2. An emergency or other extraordinary circumstance exists; and
3. The request is approved by a roll call vote at an open Board meeting.

### Registration

When possible, registration fees will be paid by the District in advance.

### Travel

The least expensive method of travel will be used, provided that no hardship will be caused to the employee. Employees will be reimbursed for:

1. Air travel at the coach or economy class commercial airline rate. First class or business class air travel will be reimbursed only if emergency circumstances warrant. The emergency circumstances must be explained on the expense form and Board approval of the additional expense is required. Fees for the first checked bag will be reimbursed. Copies of airline tickets and baggage receipts must be attached to the expense form.
2. Rail or bus travel at actual cost. Rail or bus travel costs may not exceed the cost of coach airfare. Copies of tickets must be attached to the expense form to substantiate amounts.
3. Use of personal automobiles at the standard mileage rate approved by the Internal Revenue Service for income tax purposes. The reimbursement may not exceed the cost of coach airfare. Mileage for use of personal automobiles in trips to and from transportation terminals will also be reimbursed. Toll charges and parking costs will be reimbursed.
4. Automobile rental costs when the vehicle's use is warranted. The circumstances for such use must be explained on the expense form.
5. Taxis, airport limousines, ride sharing services, or other local transportation costs.

### Meals

Meals charged to the District should represent mid-fare selections for the hotel/meeting facility or general area. Tips are included with meal charges. Expense forms must explain the meal charges incurred. Alcoholic beverages will not be reimbursed.

### Lodging

Employees should request conference rate or mid-fare room accommodations. A single room rate will be reimbursed. Employees should pay personal expenses at checkout. If that is impossible, deductions for the charges should be made on the expense form.

### Miscellaneous Expenses

Employees may seek reimbursement for other expenses incurred while attending a meeting sponsored by organizations described herein by fully describing the expenses on the expense form, attaching receipts.

### Additional Requirements for Travel Expenses Charged to Federal and State Grants

All grant-related travel expenses must be pre-approved by the Superintendent or designee.

Expenses for travel, including expenses for transportation, lodging, meals, and related items incurred by employees and charged to a federal grant or State grant governed by the Grant Accountability and Transparency Act (30 ILCS 708/) must also meet the following requirements:

1. The participation of the employee is necessary to the award, and the costs are specifically related to the award.
2. Expenses must be permissible under the terms and conditions of the award.
3. Expenses must be reasonable and consistent with this policy.
4. The Board does not reimburse actual expenses or pay a per diem allowance unless the employee is on official *travel status* for more than 12 hours. However, employees remain eligible for mileage reimbursement (minus regular commuting mileage/costs) and other transportation expenses if on travel status less than 12 hours.
5. Expenses may be charged based on an actual cost basis or on a per diem basis in lieu of actual costs incurred; however, only one method may be applied per trip.
6. Commercial airfare costs in excess of the least expensive coach or economy class are prohibited except when such accommodations would: (1) require circuitous routing; (2) require travel during unreasonable hours; (3) excessively prolong travel; (4) result in additional costs that would offset transportation savings; or (5) offer accommodations not reasonably adequate for the traveler's medical needs. Qualifying circumstances must be explained on the expense form, and Board approval of the additional expense is required.
7. Per diem rates and actual reimbursement amounts for mileage, meals, and lodging may not exceed the rates established by the Governor's Travel Control Board or federal travel regulations, whichever is less. These limits do not apply when: (1) an employee stays in the lowest-priced room available at or near a hotel where a conference or seminar is located or in accommodations arranged by the conference/seminar organization, or (2) lodging at or below the established rate is unavailable. In those cases, the employee will be reimbursed for actual lodging expenses with prior approval, but in no case will the reimbursement exceed 300% of the applicable maximum per diem rate. If a conference fee includes a meal, the meal or per diem allowance will be reduced by the actual value of the meal or the applicable meal allowance, whichever is less.
8. Employees must use the least expensive compact car available when using a rental car for travel, unless an exception is approved. The Board does not reimburse employees for collision damage waiver or theft insurance.
9. The Board will reimburse travel expenses not chargeable to an award from other District funds consistent with this policy.

LEGAL REF.: 2 C.F.R. §200.475.  
30 ILCS 708/130, Grant Accountability and Transparency Act.  
50 ILCS 150/, Local Government Travel Expense Control Act.  
105 ILCS 5/10-22.32.  
820 ILCS 115/9.5, Ill. Wage Payment and Collection Act.

CROSS REF.: 2:125 (Board Member Compensation; Expenses), 2:240 (Board Policy Development), 4:50 (Payment Procedures), 4:55 (Use of Credit and Procurement Cards)

## General Personnel

### Staff Development Program

The Superintendent or designee shall implement a staff development program. The goal of the program shall be to update and improve the skills and knowledge of staff members in order to achieve and maintain a high level of job performance and satisfaction. Additionally, the development program for licensed staff members shall be designed to effectuate any School Improvement Plans so that student learning objectives meet or exceed goals established by the District and State.

### Abused and Neglected Child Reporting Act (ANCRA) and Erin's Law Training

The staff development program shall include the Abused and Neglected Child Reporting Act (ANCRA) mandated reporter training and training on the awareness and prevention of child sexual abuse and grooming behaviors (*Erin's Law*) as follows (see Board policies 4:165, *Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors*, and 5:90, *Abused and Neglected Child Reporting*):

1. Within three months of employment, each staff member must complete mandated reporter training from a provider or agency with expertise in recognizing and reporting child abuse. Mandated reporter training must be completed again at least every three years.
2. By January 31 of every year, all school personnel must complete evidence-informed training on preventing, reporting, and responding to child sexual abuse, grooming behaviors (including *sexual misconduct* as defined in *Faith's Law*), and boundary violations.

### In-Service Training Requirements

The staff development program shall provide, at a minimum, within six months of employment and renewed at least once every five years thereafter (unless required more frequently by other State or federal law), the in-service training of all District staff who work with pupils on:

1. Health conditions of students, including but not limited to training on:
  - a. Anaphylactic reactions and management, conducted by a person with expertise on anaphylactic reactions and management;
  - b. Management of asthma, prevention of asthma symptoms, and emergency response in the school setting;
  - c. The basics of seizure recognition and first aid and emergency protocols, consistent with best practice guidelines issued by the Centers for Disease Control and Prevention;
  - d. The basics of diabetes care, how to identify when a diabetic student needs immediate or emergency medical attention, and whom to contact in case of emergency;
  - e. Current best practices regarding identification and treatment of attention deficit hyperactivity disorder; and
  - f. How to respond to an incident involving life-threatening bleeding, including use of a school's trauma bleeding control kit, if applicable.
2. Social-emotional learning. Training may include providing education to all school personnel about the content of the Illinois Social and Emotional Learning Standards, how they apply to everyday school interactions, and examples of how social emotional learning can be integrated into instructional practices across all grades and subjects.
3. Developing cultural competency, including but not limited to understanding and reducing implicit bias, including *implicit racial bias* as defined in 105 ILCS 5/10-20.61 (implicit bias training).

4. Identifying warning signs of mental illness, trauma, and suicidal behavior in youth, along with appropriate intervention and referral techniques, including resources and guidelines as outlined in 105 ILCS 5/2-3.166 (*Ann Marie's Law*) and the definitions of *trauma*, *trauma-responsive learning environments*, and *whole child* as set forth in 105 ILCS 5/3-11.
5. Domestic and sexual violence and the needs of expectant and parenting youth, conducted by persons with expertise in domestic and sexual violence and the needs of expectant and parenting youth. Training shall include, but is not limited to:
  - a. Communicating with and listening to youth victims of domestic or sexual violence and expectant and parenting youth;
  - b. Connecting youth victims of domestic or sexual violence and expectant and parenting youth to appropriate in-school services and other agencies, programs, and services as needed;
  - c. Implementing the District's policies and procedures regarding such youth, including confidentiality; and
  - d. Procedures for responding to incidents of teen dating violence that take place at school, on school grounds, at school-sponsored activities, or in vehicles used for school-provided transportation as outlined in 105 ILCS 110/3.10 (see Board policy 7:185, *Teen Dating Violence Prohibited*).
6. Protections and accommodations for students, including but not limited to training on:
  - a. The federal Americans with Disabilities Act as it pertains to the school environment; and
  - b. Homelessness.
7. Educator ethics and responding to child sexual abuse and grooming behavior (see Board policy 5:120, *Employee Ethics; Code of Professional Conduct; and Conflict of Interest*); including but not limited to training on:
  - a. Teacher-student conduct;
  - b. School employee-student conduct; and
  - c. Evidence-informed training on preventing, recognizing, reporting, and responding to child sexual abuse and grooming as outlined in 105 ILCS 5/10-23.13 (*Erin's Law*).
8. Effective instruction in violence prevention and conflict resolution, conducted in accordance with the requirements of 105 ILCS 5/27-23.4 (violence prevention and conflict resolution education).

#### Additional Training Requirements

In addition, the staff development program shall include each of the following:

1. Ongoing professional development for all school personnel and school resource officers on the requirements of 105 ILCS 5/10-22.6 and 5/10-20.14, the adverse consequences of school exclusion and justice-system involvement, effective classroom management strategies, culturally responsive discipline, trauma-responsive learning environments as defined in 105 ILCS 5/3-11(b), the appropriate and available supportive services for the promotion of student attendance and engagement, and developmentally appropriate disciplinary methods that promote positive and healthy school climates.
2. Annual continuing education and/or training opportunities (professional standards) for school nutrition program directors, managers, and staff. Each school food authority's director shall document compliance with this requirement by the end of each school year and maintain documentation for a three-year period.
3. All high school coaching personnel, including the head and assistant coaches, and athletic directors must obtain online concussion certification by completing online concussion

awareness training in accordance with 105 ILCS 25/1.15. Coaching personnel and athletic directors hired on or after 8-19-14 must be certified before their position's start date.

4. The following individuals must complete concussion training as specified in the Youth Sports Concussion Safety Act: coaches and assistant coaches (whether volunteer or employee) of an interscholastic athletic activity; nurses, licensed and/or non-licensed healthcare professionals serving on the Concussion Oversight Team; athletic trainers; game officials of an interscholastic athletic activity; and physicians serving on the Concussion Oversight Team.
5. For school personnel who work with hazardous or toxic materials on a regular basis, training on the safe handling and use of such materials.
6. For delegated care aides performing services in connection with a student's seizure action plan, training in accordance with 105 ILCS 150/, the Seizure Smart School Act.
7. For delegated care aides performing services in connection with a student's diabetes care plan, training in accordance with 105 ILCS 145/, the Care of Students with Diabetes Act.
8. For all District staff, annual sexual harassment prevention training.
9. Title IX requirements for training in accordance with 34 C.F.R. Part 106 (see Board policy 2:265, *Title IX Grievance Procedure*).
10. Training for all District employees on the prevention of discrimination and harassment based on race, color, and national origin in school as part of new employee training and at least once every two years.
11. Training for at least one designated employee at each school about the Prioritization of Urgency of Need for Services (PUNS) database and steps required to register students for it.
12. Training in accordance with 105 ILCS 5/26A for at least one staff member in each school designated as a resource for students who are parents, expectant parents, or victims of domestic or sexual violence, and for any employees whose duties include the resolution of complaints of violations of 105 ILCS 5/26A (see Board policy 7:255, *Students who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence*).

The Superintendent shall develop protocols for administering youth suicide awareness and prevention education to staff consistent with Board policy 7:290, *Suicide and Depression Awareness and Prevention*.

LEGAL REF.: 20 U.S.C. §1681 et seq., Title IX of the Educational Amendments of 1972; 34 C.F.R. Part 106.  
42 U.S.C. §1758b, Pub. L. 111-296, Healthy, Hunger-Free Kids Act of 2010; 7 C.F.R. Parts 210 and 235.  
105 ILCS 5/2-3.62, 5/2-3.166, 5/3-11, 5/10-20.17a, 5/10-20.61, 5/10-22.6(c-5), 5/10-22.39, 5/10-23.12, 5/10-23.13, 5/22-80(h), 5/22-95, 5/24-5, and 5/26A.  
105 ILCS 25/1.15, Interscholastic Athletic Organization Act.  
105 ILCS 145/25, Care of Students with Diabetes Act  
105 ILCS 150/25, Seizure Smart School Act.  
105 ILCS 110/3, Critical Health Problems and Comprehensive Health Education Act.  
325 ILCS 5/4, Abused and Neglected Child Reporting Act.  
745 ILCS 49/, Good Samaritan Act.  
775 ILCS 5/2-109 and 5/5A-103, Ill. Human Rights Act.  
23 Ill.Admin.Code §§ 22.20, 226.800, and Part 525.  
77 Ill.Admin.Code §527.800.

CROSS REF.: 2:265 (Title IX Grievance Procedure), 2:270 (Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited), 3:40 (Superintendent), 3:50 (Administrative Personnel Other Than the Superintendent), 4:160 (Environmental Quality of Buildings and Grounds), 4:165 (Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors), 5:20 (Workplace Harassment Prohibited), 5:90 (Abused and Neglected Child Reporting), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 5:250 (Leaves of Absence), 6:15 (School Accountability), 6:20 (School Year Calendar and Day), 6:50 (School Wellness), 6:160 (English Learners), 7:10 (Equal Educational Opportunities), 7:20 (Harassment of Students Prohibited), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:250 (Student Support Services), 7:255 (Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence), 7:270 (Administering Medicines to Students), 7:285 (Anaphylaxis Prevention, Response, and Management Program), 7:290 (Suicide and Depression Awareness and Prevention), 7:305 (Student Athlete Concussions and Head Injuries)

ADMIN. PROC.: 2:265-AP1 (Title IX Response), 2:265-AP2 (Formal Title IX Complaint Grievance Process), 2:270-AP (Prevention and Response Program for Complaints of Discrimination and Harassment Based on Race, Color, and National Origin), 4:160-AP (Environmental Quality of Buildings and Grounds), 4:170-AP6 (Plan for Responding to a Medical Emergency at a Physical Fitness Facility with an AED), 5:100-AP (Staff Development Program), 5:120-AP2 (Employee Conduct Standards), 5:150-AP (Personnel Records), 6:120-AP4 (Care of Students with Diabetes), 7:250-AP1 (Measures to Control the Spread of Head Lice at School), 7:250-AP2 (Protocol for Responding to Students with Social, Emotional, or Mental Health Needs), 7:255-AP1 (Supporting Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence), 7:255-AP2 (Complaint Resolution Procedure for Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence), 7:285-AP (Anaphylaxis Prevention, Response, and Management Program), 7:290-AP (Resource Guide for Implementation of Suicide and Depression Awareness and Prevention Program)

## Instruction

### Home and Hospital Instruction

A student who is absent from school, or whose physician, physician assistant, or advanced practice registered nurse anticipates that the student will be absent from school, because of a medical condition may be eligible for instruction in the student's home or hospital. Eligibility shall be determined by State law and the Ill. State Board of Education rules governing (1) the continuum of placement options for students who have been identified for special education services or (2) the home and hospital instruction provisions for students who have not been identified for special education services. Appropriate educational services from qualified staff will begin no later than five school days after receiving a written statement from: (1) a physician licensed to practice medicine in all of its branches, (2) a licensed physician assistant, or (3) a licensed advanced practice registered nurse. Instructional or related services for a student receiving special education services will be determined by the student's individualized education program.

A student who is unable to attend school because of pregnancy or pregnancy-related conditions, the fulfillment of parenting obligations related to the health of the child, or health and safety concerns arising from domestic or sexual violence as defined in 105 ILCS 5/26A, will be provided home instruction, correspondence courses, or other courses of instruction under the following circumstances:

1. Before the birth of the child when the student's physician, physician assistant, or advanced practice registered nurse indicates, in writing, that she is medically unable to attend regular classroom instruction.
2. For up to three months after the child's birth or a miscarriage.
3. When a student must care for his or her ill child if:
  - a. The child's physician, physician assistant, or advanced practice registered nurse informs the District, in writing, that the child has a serious health condition that would require the student to be absent from school for two or more consecutive weeks; and
  - b. The student or the student's parent/guardian informs the District, in writing, that the student needs to care for the child during this period.
4. The student must treat physical or mental health complications or address safety concerns arising from domestic or sexual violence when a health care provider or an employee of the student's domestic or sexual violence organization, as defined in 105 ILCS 5/26A, informs the District, in writing, that the care is needed by the student and will cause the student's absence from school for two or more consecutive weeks.

The District may reassess home instruction provided to a student under No. 3 or No. 4 every two months to determine the student's continuing need for home instruction.

Periodic conferences will be held between appropriate school personnel, parent(s)/guardian(s), and hospital staff to coordinate course work and facilitate a student's return to school.

LEGAL REF.: 105 ILCS 5/10-19.05(e), 5/10-22.6a, 5/14-13.01, and 5/18-4.5.  
23 Ill.Admin.Code §§1.520, 1.610, and 226.300.

CROSS REF.: 6:120 (Education of Children with Disabilities), 7:10 (Equal Educational Opportunities), 7:250 (Student Support Services), 7:255 (Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence), 7:280 (Communicable and Chronic Infectious Disease)

## Instruction

### Access to Electronic Networks

Electronic networks 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:

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. 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. 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 plan to address the following:

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.

#### Use of Artificial Intelligence (AI)-Enabled Tools

The Board recognizes that AI-enabled tools are important to enhance student learning, educator effectiveness, and school operations. The use of AI-enabled tools in the District shall be implemented in a safe, ethical, and equitable manner and in accordance with Board policies 1:30, *School District Philosophy*, and 7:345, *Use of Educational Technologies; Student Data Privacy and Security*.

To implement the use of AI-enabled tools in the District, the Superintendent or designee shall:

1. Develop a District-wide AI Plan that addresses the District's approach to the integration of AI;
2. Based on the District-wide AI Plan, establish AI Responsible Use Guidelines to address the responsible use of AI in the District by students and staff;
3. Ensure that AI-enabled tools comply with State and federal law;
4. Ensure that staff receive training and students receive instruction on the use of AI, as appropriate; and
5. Review the District's AI Plan and AI Responsible Use Guidelines on an annual basis and update them as needed.

#### 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 user 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.: 20 U.S.C. §7131, Elementary and Secondary Education Act.  
47 U.S.C. §254(h) and (l), Children’s Internet Protection Act.  
47 C.F.R. Part 54, Subpart F, Universal Service Support for Schools and Libraries.  
115 ILCS 5/14(c-5), Ill. 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), 7:315 (Restrictions on Publications; High Schools), 7:345 (Use of Educational Technologies; Student Data Privacy and Security)
- ADMIN. PROC.: 6:235-AP1 (Acceptable Use of the District’s Electronic Networks), 6:235-AP1, E1 (Student Authorization for Access to the District’s Electronic Networks), 6:235-AP1, E2 (Staff Authorization for Access to the District’s Electronic Networks)

## Students

### Equal Educational Opportunities

Equal educational and extracurricular opportunities shall be available for all students without regard to color, race, national origin, religion, sex, sexual orientation, ancestry, age, physical or mental disability, gender identity, status of being homeless, immigration status, order of protection status, military status, unfavorable military discharge, reproductive health decisions, or actual or potential marital or parental status, including pregnancy. Further, the District will not knowingly enter into agreements with any entity or any individual that discriminates against students on the basis of sex or any other protected status, except that the District remains viewpoint neutral when granting access to school facilities under Board policy 8:20, *Community Use of School Facilities*. Any student may file a discrimination complaint by using Board policy 2:260, *Uniform Grievance Procedure*, or in the case of discrimination on the basis of race, color, or national origin, Board policy 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*.

### Sex Equity

No student shall, based on sex, sexual orientation, or gender identity be denied equal access to programs, activities, services, or benefits or be limited in the exercise of any right, privilege, advantage, or denied equal access to educational and extracurricular programs and activities.

Any student may file a sex equity complaint by using Board policy 2:260, *Uniform Grievance Procedure*. A student may appeal the Board's resolution of the complaint to the Regional Superintendent (pursuant to 105 ILCS 5/3-10) and, thereafter, to the State Superintendent of Education (pursuant to 105 ILCS 5/2-3.8).

Any student may file a sexual harassment complaint by using Board policy 2:265, *Title IX Grievance Procedure*.

### Administrative Implementation

The Superintendent shall appoint a Nondiscrimination Coordinator and a Title IX Coordinator. The Superintendent and Building Principal shall use reasonable measures to inform staff members and students of this policy and related grievance procedures.

- LEGAL REF.: 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. §791 et seq., Rehabilitation Act of 1973; 34 C.F.R. Part 104.  
42 U.S.C. §2000d, Title VI of the Civil Rights Act of 1964; 34 C.F.R. Part 100.  
42 U.S.C. §11431 et seq., McKinney-Vento Homeless Assistance Act.  
Good News Club v. Milford Central Sch., 533 U.S. 98 (2001).  
Ill. Constitution, Art. I, §18.  
105 ILCS 5/3.25b, 5/3.25d(b), 5/10-20.12, 5/10-20.60, 5/10-20.63, 5/10-22.5, 5/26A, and 5/27-1.  
775 ILCS 5/1-101 et seq., Illinois Human Rights Act.  
775 ILCS 35/5, Religious Freedom Restoration Act.  
23 Ill.Admin.Code §1.240 and Part 200.
- CROSS REF.: 2:260 (Uniform Grievance Procedure), 2:265 (Title IX Grievance Procedure), 2:270 (Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited), 6:65 (Student Social and Emotional Development), 7:20 (Harassment of Students Prohibited), 7:50 (School Admissions and Student Transfers To and From Non-District Schools), 7:60 (Residence), 7:130 (Student Rights and Responsibilities), 7:160 (Student Appearance), 7:165 (School Uniforms), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:250 (Student Support Services), 7:255 (Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence), 7:330 (Student Use of Buildings - Equal Access), 7:340 (Student Records), 8:20 (Community Use of School Facilities)

## Students

### Harassment of Students Prohibited

No person, including a School District employee, agent, or student, shall harass, intimidate, or bully a student on the basis of actual or perceived: race; color; national origin; military status; unfavorable discharge status from military service; sex; sexual orientation; gender identity; gender-related identity or expression; ancestry; age; religion; physical or mental disability; order of protection status; status of being homeless; actual or potential marital or parental status, including pregnancy; physical appearance; socioeconomic status; academic status; association with a person or group with one or more of the aforementioned actual or perceived characteristics; or any other distinguishing characteristic. The District will not tolerate harassing, intimidating conduct, or bullying whether verbal, physical, sexual, or visual, that affects the tangible benefits of education, that unreasonably interferes with a student's educational performance, or that creates an intimidating, hostile, or offensive educational environment. Examples of prohibited conduct include name-calling, using derogatory slurs, stalking, sexual violence, causing psychological harm, threatening or causing physical harm, threatened or actual destruction of property, or wearing or possessing items depicting or implying hatred or prejudice of one of the characteristics stated above.

### Sexual Harassment Prohibited

The District shall provide an educational environment free of verbal, physical, or other conduct or communications constituting harassment on the basis of sex as defined and otherwise prohibited by State and federal law. See Board policies 2:265, *Title IX Grievance Procedure*, and 2:260, *Uniform Grievance Procedure*.

### Making a Report or Complaint

Students are encouraged to promptly report claims or incidents of bullying, intimidation, harassment, sexual harassment, or any other prohibited conduct to the Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, a Complaint Manager, or any employee with whom the student is comfortable speaking.

Reports under this policy will be considered a report under Board policy 2:260, *Uniform Grievance Procedure*, and/or Board policy 2:265, *Title IX Grievance Procedure*. The Nondiscrimination Coordinator, Title IX Coordinator, and/or Complaint Manager or designee shall process and review the report according to the appropriate grievance procedure. The Superintendent shall insert into this policy the names, office addresses, email addresses, and telephone numbers of the District's current Nondiscrimination Coordinator, Title IX Coordinator, and Complaint Managers.

#### **Nondiscrimination Coordinator:**

#### **Title IX Coordinator:**

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 Name

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 Name

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 Address

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 Address

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 Email

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 Email

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 Telephone

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 Telephone

**Complaint Managers:**

_____ Name	_____ Name
_____ Address	_____ Address
_____ Email	_____ Email
_____ Telephone	_____ Telephone

The Superintendent shall use reasonable measures to inform staff members and students of this policy by including:

1. For students, age-appropriate information about the contents of this policy in the District’s student handbook(s), on the District’s website, and, if applicable, in any other areas where policies, rules, and standards of conduct are otherwise posted in each school.
2. For staff members, this policy in the appropriate employee handbook(s), if applicable, and/or in any other areas where policies, rules, and standards of conduct are otherwise made available to staff.

Investigation Process

Any District employee who receives a report or complaint of harassment must promptly forward the report or complaint to the Nondiscrimination Coordinator, Title IX Coordinator, or a Complaint Manager. Any employee who fails to promptly comply may be disciplined, up to and including discharge.

Reports and complaints of harassment will be confidential to the greatest extent practicable, subject to the District’s duty to investigate and maintain an educational environment that is productive, respectful, and free of unlawful discrimination, including harassment.

For any report or complaint alleging sexual harassment that, if true, would implicate Title IX of the Education Amendments of 1972 (20 U.S.C. §1681 *et seq.*), the Title IX Coordinator or designee shall consider whether action under Board policy 2:265, *Title IX Grievance Procedure*, should be initiated.

For any report or complaint alleging harassment on the basis of race, color, or national origin, the Nondiscrimination Coordinator or a Complaint Manager or designee shall investigate under Board policy 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*.

For any other alleged student harassment that does not require action under Board policies 2:265, *Title IX Grievance Procedure*, or 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*, the Nondiscrimination Coordinator or a Complaint Manager or designee shall consider whether an investigation under Board policies 2:260, *Uniform Grievance Procedure*, and/or 7:190, *Student Behavior*, should be initiated, regardless of whether a written report or complaint is filed.

Reports That Involve Alleged Incidents of Sexual Abuse of a Child by School Personnel

An *alleged incident of sexual abuse* is an incident of sexual abuse of a child, as defined in 720 ILCS 5/11-9.1A(b), that is alleged to have been perpetrated by school personnel, including a school vendor

or volunteer, that occurred: on school grounds during a school activity; or outside of school grounds or not during a school activity.

Any complaint alleging an incident of sexual abuse shall be processed and reviewed according to Board policy 5:90, *Abused and Neglected Child Reporting*. In addition to reporting the suspected abuse, the complaint shall also be processed under Board policy 2:265, *Title IX Grievance Procedure*, or Board policy 2:260, *Uniform Grievance Procedure*.

#### Enforcement

Any District employee who is determined, after an investigation, to have engaged in conduct prohibited by this policy will be subject to disciplinary action up to and including discharge. Any third party who is determined, after an investigation, to have engaged in conduct prohibited by this policy will be addressed in accordance with the authority of the Board in the context of the relationship of the third party to the District, e.g., vendor, parent/guardian, invitee, etc. Any District student who is determined, after an investigation, to have engaged in conduct prohibited by this policy will be subject to disciplinary action, including but not limited to, suspension and expulsion consistent with the behavior policy. Any person making a knowingly false accusation regarding prohibited conduct will likewise be subject to disciplinary action.

#### Retaliation Prohibited

Retaliation against any person for bringing complaints or providing information about harassment is prohibited (see Board policies 2:260, *Uniform Grievance Procedure*, 2:265, *Title IX Grievance Procedure*, and 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*).

Students should report allegations of retaliation to the Building Principal, an administrator, the Nondiscrimination Coordinator, and/or a Complaint Manager.

- LEGAL REF.: 20 U.S.C. §1681 et seq., Title IX of the Educational Amendments of 1972; 34 C.F.R. Part 106.  
29 U.S.C. §791 et seq., Rehabilitation Act of 1973; 34 C.F.R. Part 104.  
42 U.S.C. §2000d, Title VI of the Civil Rights Act of 1964; 34 C.F.R. Part 100.  
105 ILCS 5/10-20.12, 5/10-22.5, 5/10-23.13, 5/26A, 5/27-1, and 5/27-23.7.  
775 ILCS 5/1-101 et seq., Illinois Human Rights Act.  
23 Ill.Admin.Code §1.240 and Part 200.  
Davis v. Monroe County Bd. of Educ., 526 U.S. 629 (1999).  
Franklin v. Gwinnett Co. Public Schs., 503 U.S. 60 (1992).  
Gebser v. Lago Vista Independent Sch. Dist., 524 U.S. 274 (1998).  
West v. Derby Unified Sch. Dist. No. 260, 206 F.3d 1358 (10th Cir. 2000).
- CROSS REF.: 2:260 (Uniform Grievance Procedure), 2:265 (Title IX Grievance Procedure), 2:270 (Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited), 4:165 (Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors), 5:20 (Workplace Harassment Prohibited), 5:90 (Abused and Neglected Child Reporting), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 7:10 (Equal Educational Opportunities), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:190 (Student Behavior), 7:240 (Conduct Code for Participants in Extracurricular Activities), 7:255 (Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence)

## Students

### Residence

#### Resident Students

Only students who are residents of the District may attend a District school without a tuition charge, except as otherwise provided below or in State law. A student's residence is the same as the person who has legal custody of the student.

A person asserting legal custody over a student, who is not the child's natural or adoptive parent, shall complete a signed statement, stating: (a) that he or she has assumed and exercises legal responsibility for the child, (b) the reason the child lives with him or her, other than to receive an education in the District, and (c) that he or she exercises full control over the child regarding daily educational and medical decisions in case of emergency. If the District knows the current address of the child's natural or adoptive parent, the District shall request in writing that the person complete a signed statement or affidavit stating: (a) the role and responsibility of the person with whom their child is living, and (b) that the person with whom the child is living has full control over the child regarding daily educational and medical decisions in case of emergency.

A student whose family moves out of the District during the school year will be permitted to attend school for the remainder of the year without payment of tuition.

When a student's change of residence is due to the military service obligation of the student's legal custodian, the student's residence is deemed to be unchanged for the duration of the custodian's military service obligation if the student's custodian made a written request. The District, however, is not responsible for the student's transportation to or from school.

If, at the time of enrollment, a dependent child of military personnel is housed in temporary housing located outside of the District, but will be living within the District within six months after the time of initial enrollment, the child is allowed to enroll, subject to the requirements of State law, and must not be charged tuition.

#### Residence of Students with Disabilities

The residence of a child with a disability is determined in accordance with 105 ILCS 5/14-1.11, 5/14-1.11a, and 5/14-1.11b.

#### Requests for Nonresident Student Admission

Nonresident students may attend District schools upon the approval of a request submitted by the student's parent(s)/guardian(s) for nonresident admission. The Superintendent may approve the request subject to the following:

1. The student will attend on a year-to-year basis. Approval for any one year is not authorization to attend a following year.
2. The student will be accepted only if there is sufficient room.
3. The student's parent(s)/guardian(s) will be charged the maximum amount of tuition as allowed by State law.
4. The student's parent(s)/guardian(s) will be responsible for transporting the student to and from school.

### Admission of Nonresident Students Pursuant to an Agreement or Order

Nonresident students may attend District schools pursuant to:

1. A written agreement with an adjacent school district to provide for tuition-free attendance by a student of that district, provided both the Superintendent or designee and the adjacent district determine that the student's health and safety will be served by such attendance.
2. A written agreement with cultural exchange organizations and institutions supported by charity to provide for tuition-free attendance by foreign exchange students and nonresident pupils of charitable institutions.
3. According to an intergovernmental agreement, including, but not limited to, an agreement for interdistrict transfer of students who are parents, expectant parents, or victims of domestic or sexual violence under 105 ILCS 5/26A.
4. Whenever any State or federal law or a court order mandates the acceptance of a nonresident student.

### Homeless Children

Any homeless child shall be immediately admitted, even if the child or child's parent/guardian is unable to produce records normally required to establish residency. School Board policy 6:140, *Education of Homeless Children*, and its implementing administrative procedure, govern the enrollment of homeless children.

### Challenging a Student's Residence Status

If the Superintendent or designee determines that a student attending school on a tuition-free basis is a nonresident of the District for whom tuition is required to be charged, he or she on behalf of the School Board shall notify the person who enrolled the student of the tuition amount that is due. The notice shall detail the specific reasons why the Board believes that the student is a nonresident of the District and shall be given by certified mail, return receipt requested. The person who enrolled the student may challenge this determination and request a hearing as provided by the School Code, 105 ILCS 5/10-20.12b.

LEGAL REF.: 42 U.S.C. §11431 *et seq.*, McKinney-Vento Homeless Assistance Act.  
105 ILCS 5/10-20.12a, 5/10-20.12b, 5/10-22.5, 5/10-22.5a, 5/14-1.11, 5/14-1.11a, 5/14-1.11b, and 5/26A.  
105 ILCS 45/, Education for Homeless Children Act.  
105 ILCS 70/, Educational Opportunity for Military Children Act.  
23 Ill.Admin.Code §1.240.  
Israel S. by Owens v. Bd. of Educ. of Oak Park and River Forest High Sch. Dist. 200, 235 Ill.App.3d 652 (5th Dist. 1992).  
Joel R. v. Board of Education of Manheim School District 83, 292 Ill.App.3d 607 (1st Dist. 1997).  
Kraut v. Rachford, 51 Ill.App.3d 206 (1st Dist. 1977).

CROSS REF.: 6:140 (Education of Homeless Children), 7:50 (School Admissions and Student Transfers To and From Non-District Schools), 7:70 (Attendance and Truancy), 7:255 (Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence)

## **Students**

### **Attendance and Truancy**

#### **Compulsory School Attendance**

This policy applies to individuals who have custody or control of a child: (a) between the ages of six (on or before September 1) and 17 years (unless the child has graduated from high school), or (b) who is enrolled in any of grades kindergarten through 12 in the public school regardless of age.

Subject to specific requirements in State law, the following children are not required to attend public school: (1) any child attending a private school (including a home school) or parochial school, (2) any child who is physically or mentally unable to attend school (including a pregnant student suffering medical complications as certified by her physician), (3) any child lawfully and necessarily employed, (4) any child over 12 and under 14 years of age while in confirmation classes, (5) any child absent because of religious reasons, including to observe a religious holiday, for religious instruction, or because his or her religion forbids secular activity on a particular day(s) or time of day, and (6) any child 16 years of age or older who is employed and is enrolled in a graduation incentives program.

The parent/guardian of a student who is enrolled must authorize all absences from school and notify the school in advance or at the time of the student's absence. A valid cause for absence includes illness (including mental or behavioral health of the student), attendance at a verified medical or therapeutic appointment (including a victim services provider), observance of a religious holiday, death in the immediate family, attendance at a civic event, family emergency, other situations beyond the control of the student as determined by the Board, voting pursuant to policy 7:90, *Release During School Hours* (10 ILCS 5/7-42 and 5/17-15), other circumstances that cause reasonable concern to the parent/guardian for the student's mental, emotional, or physical health or safety, or other reason as approved by the Superintendent or designee. For students who are parents, expectant parents, or victims of domestic or sexual violence, valid cause for absence also includes the fulfillment of a parenting responsibility and addressing circumstances resulting from domestic or sexual violence. Students absent for a valid cause may make up missed homework and classwork assignments in a reasonable timeframe.

#### **Absenteeism and Truancy Program**

The Superintendent or designee shall manage an absenteeism and truancy program in accordance with the School Code and School Board policy. The program shall include but not be limited to:

1. A protocol for excusing a student from attendance who is necessarily and lawfully employed. The Superintendent or designee is authorized to determine when the student's absence is justified.
2. A protocol for excusing a student in grades 6 through 12 from attendance to sound *Taps* at a military honors funeral held in Illinois for a deceased veteran.
3. A protocol for excusing a student from attendance on a particular day(s) or at a particular time of day when his/her parent/guardian is an active duty member of the uniformed services and has been called to duty for, is on leave from, or has immediately returned from deployment to a combat zone or combat-support postings.
4. A process to telephone, within two hours after the first class, the parents/guardians of students in grade 8 or below who are absent without prior parent/guardian notification.
5. A process to identify and track students who are truants, chronic or habitual truants, or truant minors as defined in 105 ILCS 5/26-2a.

6. A description of diagnostic procedures for identifying the cause(s) of a student's unexcused absenteeism, including interviews with the student, his or her parent(s)/guardian(s), and staff members or other people who may have information about the reasons for the student's attendance problem.
  7. The identification of supportive services that may be offered to truant, chronically truant, or chronically absent students, including parent-teacher conferences, student and/or family counseling, and information about available community services relevant to such students' needs. See Board policy 6:110, *Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program*.
  8. A process for the collection and review of chronic absence data and to:
    - a. Determine what systems of support and resources are needed to engage chronically absent students and their families, and
    - b. Encourage the habit of daily attendance and promote success.
  9. Reasonable efforts to provide ongoing professional development to all school personnel, Board members, and school resource officers on the appropriate and available supportive services for the promotion of student attendance and engagement.
  10. A process to request the assistance and resources of outside agencies, such as, the juvenile officer of the local police department or the truant office of the appropriate Regional Office of Education, if truancy continues after supportive services have been offered.
  11. A protocol for cooperating with non-District agencies including County or municipal authorities, the Regional Superintendent, truant officers, the Community Truancy Review Board, and a comprehensive community based youth service agency. Any disclosure of school student records must be consistent with Board policy 7:340, *Student Records*, as well as State and federal law concerning school student records.
  12. An acknowledgement that no punitive action, including out-of-school suspensions, expulsions, or court action, shall be taken against a truant minor for his or her truancy unless available supportive services and other school resources have been provided to the student.
  13. The criteria to determine whether a student's non-attendance is due to extraordinary circumstances shall include economic or medical necessity or family hardship and such other criteria that the Superintendent believes qualifies.
- [For high school and unit districts only]
14. A process for a 17-year-old resident to participate in the District's various programs and resources for truants. The student must provide documentation of his/her dropout status for the previous six months. A request from an individual 19 years of age or older to re-enroll after having dropped out of school is handled according to provisions in 7:50, *School Admissions and Student Transfers To and From Non-District Schools*.
  15. A process for the temporary exclusion of a student 17 years of age or older for failing to meet minimum attendance standards according to provisions in State law. A parent/guardian has the right to appeal a decision to exclude a student.

### Updating

Pursuant to State law and Board policy 2:240, *Board Policy Development*, the Board updates this policy at least once every two years. The Superintendent or designee shall assist the Board with its update.

LEGAL REF.: 105 ILCS 5/22-92 and 5/26-1 through 5/26-3, 5/26-5 through 5/26-16, 5/26-18, and 5/26A.  
705 ILCS 405/3-33.5, Juvenile Court Act of 1987.  
23 Ill.Admin.Code §§1.242 and Part 207.

CROSS REF.: 5:100 (Staff Development Program), 6:110 (Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program), 6:150 (Home and Hospital Instruction), 7:10 (Equal Educational Opportunities), 7:50 (School Admissions and Student Transfers To and From Non-District Schools), 7:60 (Residence), 7:80 (Release Time for Religious Instruction/Observance), 7:90 (Release During School Hours), 7:190 (Student Behavior), 7:255 (Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence), 7:340 (Student Records)

## Students

### Prevention of and Response to Bullying, Intimidation, and Harassment

Bullying, intimidation, and harassment diminish a student's ability to learn and a school's ability to educate. Preventing students from engaging in these disruptive behaviors and providing all students equal access to a safe, non-hostile learning environment are important District goals.

Bullying on the basis of actual or perceived race, color, religion, sex, national origin, ancestry, physical appearance, socioeconomic status, academic status, pregnancy, parenting status, homelessness, age, marital status, physical or mental disability, military status, sexual orientation, gender-related identity or expression, unfavorable discharge from military service, order of protection status, association with a person or group with one or more of the aforementioned actual or perceived characteristics, or any other distinguishing characteristic **is prohibited** in each of the following situations:

1. During any school-sponsored education program or activity.
2. While in school, on school property, on school buses or other school vehicles, at designated school bus stops waiting for the school bus, or at school-sponsored or school-sanctioned events or activities.
3. Through the transmission of information from a school computer, a school computer network, or other similar electronic school equipment.
4. Through the transmission of information from a computer that is accessed at a nonschool-related location, activity, function, or program or from the use of technology or an electronic device that is not owned, leased, or used by the School District or school if the bullying causes a substantial disruption to the educational process or orderly operation of a school. This paragraph (item #4) applies only when a school administrator or teacher receives a report that bullying through this means has occurred; it does not require staff members to monitor any nonschool-related activity, function, or program.

#### Definitions from 105 ILCS 5/27-23.7

*Bullying* includes *cyberbullying* and means any severe or pervasive physical or verbal act or conduct, including communications made in writing or electronically, directed toward a student or students that has or can be reasonably predicted to have the effect of one or more of the following:

1. Placing the student or students in reasonable fear of harm to the student's or students' person or property;
2. Causing a substantially detrimental effect on the student's or students' physical or mental health;
3. Substantially interfering with the student's or students' academic performance; or
4. Substantially interfering with the student's or students' ability to participate in or benefit from the services, activities, or privileges provided by a school.

*Bullying* may take various forms, including without limitation one or more of the following: harassment, threats, intimidation, stalking, physical violence, sexual harassment, sexual violence, theft, public humiliation, destruction of property, or retaliation for asserting or alleging an act of bullying. This list is meant to be illustrative and non-exhaustive.

*Cyberbullying* means bullying through the use of technology or any electronic communication, including without limitation any transfer of signs, signals, writing, images, sounds, data, or intelligence

of any nature transmitted in whole or in part by a wire, radio, electromagnetic system, photo-electronic system, or photo-optical system, including without limitation electronic mail, Internet communications, instant messages, or facsimile communications. *Cyberbullying* includes the creation of a webpage or weblog in which the creator assumes the identity of another person or the knowing impersonation of another person as the author of posted content or messages if the creation or impersonation creates any of the effects enumerated in the definition of bullying. *Cyberbullying* also includes the distribution by electronic means of a communication to more than one person or the posting of material on an electronic medium that may be accessed by one or more persons if the distribution or posting creates any of the effects enumerated in the definition of *bullying*.

*Restorative measures* means a continuum of school-based alternatives to exclusionary discipline, such as suspensions and expulsions, that: (i) are adapted to the particular needs of the school and community, (ii) contribute to maintaining school safety, (iii) protect the integrity of a positive and productive learning climate, (iv) teach students the personal and interpersonal skills they will need to be successful in school and society, (v) serve to build and restore relationships among students, families, schools, and communities, (vi) reduce the likelihood of future disruption by balancing accountability with an understanding of students' behavioral health needs in order to keep students in school, and (vii) increase student accountability if the incident of bullying is based on religion, race, ethnicity, or any other category that is identified in the Ill. Human Rights Act.

*School personnel* means persons employed by, on contract with, or who volunteer in a school district, including without limitation school and school district administrators, teachers, school social workers, school counselors, school psychologists, school nurses, cafeteria workers, custodians, bus drivers, school resource officers, and security guards.

#### Bullying Prevention and Response Plan

The Superintendent or designee shall develop and maintain a bullying prevention and response plan that advances the District's goal of providing all students with a safe learning environment free of bullying and harassment. This plan must be consistent with the requirements listed below.

1. The District uses the definition of *bullying* as provided in this policy.
2. Bullying is contrary to State law and the policy of this District. However, nothing in the District's bullying prevention and response plan is intended to infringe upon any right to exercise free expression or the free exercise of religion or religiously based views protected under the First Amendment to the U.S. Constitution or under Section 3 of Article I of the Illinois Constitution.
3. Students are encouraged to immediately report bullying. A report may be made orally or in writing to the Nondiscrimination Coordinator, Title IX Coordinator, Building Principal, Assistant Building Principal, Dean of Students, a Complaint Manager, or any staff member with whom the student is comfortable speaking. Anyone, including staff members and parents/guardians, who has information about actual or threatened bullying is encouraged to report it to the District named officials or any staff member. The District named officials and all staff members are available for help with a bully or to make a report about bullying. Anonymous reports are also accepted; however, this shall not be construed to permit formal disciplinary action solely on the basis of an anonymous report.

**Nondiscrimination Coordinator:**

**Title IX Coordinator:**

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Name

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Name

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Address	Address
Email	Email
Telephone	Telephone
<b>Complaint Managers:</b>	
Name	Name
Address	Address
Email	Email
Telephone	Telephone

4. Consistent with federal and State laws and rules governing student privacy rights, the parents/guardians of all students involved in an alleged incident of bullying will be notified of such, along with threats, suggestions, or instances of self-harm determined to be the result of bullying, within 24 hours after the school's administration is made aware of the student's involvement in the incident. As appropriate, the school's administration shall also discuss the availability of social work services, counseling, school psychological services, other interventions, and restorative measures. The school shall make diligent efforts to notify a parent or legal guardian, utilizing all contact information the school has available or that can be reasonably obtained within the 24-hour period.
5. The Superintendent or designee shall promptly investigate and address reports of bullying, by, among other things:
  - a. Making all reasonable efforts to complete the investigation within 10 school days after the date the report of a bullying incident was received and taking into consideration additional relevant information received during the course of the investigation about the reported bullying incident.
  - b. Involving appropriate school support personnel and other staff persons with knowledge, experience, and training on bullying prevention, as deemed appropriate, in the investigation process.
  - c. Notifying the Building Principal or school administrator or designee of the reported incident of bullying as soon as possible after the report is received.
  - d. Consistent with federal and State laws and rules governing student privacy rights, providing parents/guardians of the students who are parties to the investigation information about the investigation and an opportunity to meet with the Building Principal or school administrator or his or her designee to discuss the investigation, the findings of the investigation, and the actions taken to address the reported incident of bullying.

The Superintendent or designee shall investigate whether a reported incident of bullying is within the permissible scope of the District's jurisdiction and shall require that the District provide the victim with information regarding services that are available within the District and community, such as counseling, support services, and other programs.

6. The Superintendent or designee shall use interventions to address bullying, that may include, but are not limited to, school social work services, restorative measures, social-emotional skill building, counseling, school psychological services, and community-based services.
7. A reprisal or retaliation against any person who reports an act of bullying **is prohibited**. Any person's act of reprisal or retaliation will be subject to disciplinary action, up to and including discharge with regard to employees, or suspension and/or expulsion with regard to students.
8. A student will not be punished for reporting bullying or supplying information, even if the District's investigation concludes that no bullying occurred. However, a person who is found to have falsely accused another of bullying, as a means of retaliation, as a means of bullying, or provided false information will be treated as either: (a) *bullying*, (b) student discipline up to and including suspension and/or expulsion, and/or (c) both (a) and (b) for purposes of determining any consequences or other appropriate remedial actions.
9. The District's bullying prevention and response plan is based on the engagement of a range of school stakeholders, including students and parents/guardians.
10. The Superintendent or designee shall post this policy on the District's publicly accessible website, if any, and include it in the student handbook, and, where applicable, post it where other policies, rules, and standards of conduct are currently posted. The policy must be distributed annually to parents/guardians, students, and school personnel (including new employees when hired), and must also be provided periodically throughout the school year to students and faculty.
11. Pursuant to State law and Board policy 2:240, *Board Policy Development*, the Board monitors this policy every two years by conducting a review and re-evaluation of this policy to make any necessary and appropriate revisions. The Superintendent or designee shall assist the Board with its re-evaluation and assessment of this policy's outcomes and effectiveness. Updates to this policy will reflect any necessary and appropriate revisions. This process shall include, without limitation:
  - a. The frequency of victimization;
  - b. Student, staff, and family observations of safety at a school;
  - c. Identification of areas of a school where bullying occurs;
  - d. The types of bullying utilized; and
  - e. Bystander intervention or participation.

The evaluation process may use relevant data and information that the District already collects for other purposes. Acceptable documentation to satisfy the re-evaluated policy submission include one of the following:

- i. An updated version of the policy with the amendment/modification date included in the reference portion of the policy;
- ii. If no revisions are deemed necessary, a copy of Board minutes indicating that the policy was re-evaluated and no changes were deemed to be necessary; or
- iii. A signed statement from the Board President indicating that the Board re-evaluated the policy and no changes to it were necessary.

The Superintendent or designee must post the information developed as a result of the policy re-evaluation on the District's website, or if a website is not available, the information must be provided to school administrators, Board members, school personnel, parents/guardians, and students. Reviews and re-evaluations in years they are due must be submitted to ISBE by September 30.

12. The Superintendent or designee shall fully implement the Board policies, including without limitation, the following:

- a. 2:260, *Uniform Grievance Procedure*. A student may use this policy to complain about bullying.
- b. 2:265, *Title IX Grievance Procedure*. Any person may use this policy to complain about sexual harassment in violation of Title IX of the Education Amendments of 1972.
- c. 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*. Any person may use this policy to complain about discrimination or harassment on the basis of race, color, or national origin in violation of Title VI of the Civil Rights Act of 1964 and/or the Illinois Human Rights Act.
- d. 6:60, *Curriculum Content*. Bullying prevention and character instruction is provided in all grades in accordance with State law.
- e. 6:65, *Student Social and Emotional Development*. Student social and emotional development is incorporated into the District's educational program as required by State law.
- f. 6:235, *Access to Electronic Networks*. This policy states that the use of the District's electronic networks is limited to: (1) support of education and/or research, or (2) a legitimate business use.
- g. 7:20, *Harassment of Students Prohibited*. This policy prohibits any person from harassing, intimidating, or bullying a student based on an identified actual or perceived characteristic (the list of characteristics in 7:20 is the same as the list in this policy).
- h. 7:185, *Teen Dating Violence Prohibited*. This policy prohibits teen dating violence on school property, at school sponsored activities, and in vehicles used for school-provided transportation.
- i. 7:190, *Student Behavior*. This policy prohibits, and provides consequences for, hazing, bullying, or other aggressive behaviors, or urging other students to engage in such conduct.
- j. 7:310, *Restrictions on Publications; Elementary Schools*, and 7:315, *Restrictions on Publications; High Schools*. These policies prohibit students from and provide consequences for: (1) accessing and/or distributing at school any written, printed, or electronic material, including material from the Internet, that will cause substantial disruption of the proper and orderly operation and discipline of the school or school activities, and (2) creating and/or distributing written, printed, or electronic material, including photographic material and blogs, that causes substantial disruption to school operations or interferes with the rights of other students or staff members.

LEGAL REF.: 105 ILCS 5/10-20.14, 5/10-22.6(b-20), 5/24-24, and 5/27-23.7.  
405 ILCS 49/, Children’s Mental Health Act.  
775 ILCS 5/1-103, Ill. Human Rights Act.  
23 Ill.Admin.Code §§1.240, 1.280, and 1.295.

CROSS REF.: 2:240 (Board Policy Development), 2:260 (Uniform Grievance Procedure), 2:265 (Title IX Grievance Procedure), 2:270 (Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited), 4:170 (Safety), 5:230 (Maintaining Student Discipline), 6:60 (Curriculum Content), 6:65 (Student Social and Emotional Development), 6:235 (Access to Electronic Networks), 7:20 (Harassment of Students Prohibited), 7:185 (Teen Dating Violence Prohibited), 7:190 (Student Behavior), 7:220 (Bus Conduct), 7:230 (Misconduct by Students with Disabilities), 7:240 (Conduct Code for Participants in Extracurricular Activities), 7:285 (Anaphylaxis Prevention, Response, and Management Program), 7:310 (Restrictions on Publications; Elementary Schools), 7:315 (Restrictions on Publications; High Schools)

## **Students**

### **Teen Dating Violence Prohibited**

Engaging in teen dating violence that takes place at school, on school property, at school-sponsored activities, or in vehicles used for school-provided transportation is prohibited. For purposes of this policy, the term *teen dating violence* occurs whenever a student who is 13 to 19 years of age uses or threatens to use physical, mental, or emotional abuse to control an individual in the dating relationship; or uses or threatens to use sexual violence in the dating relationship.

The Superintendent or designee shall develop and maintain a program to respond to incidents of teen dating violence that:

1. Fully implements and enforces each of the following Board policies:
  - a. 2:260, *Uniform Grievance Procedure*. This policy provides a method for any student, parent/guardian, employee, or community member to file a complaint if he or she believes that the School Board, its employees, or its agents have violated his or her rights under the State or federal Constitution, State or federal statute, Board policy, or various enumerated bases.
  - b. 2:265, *Title IX Grievance Procedure*. This policy prohibits a District employee, agent, or student from engaging in sexual harassment in violation of Title IX of the Education Amendments of 1972. Prohibited conduct includes but is not limited to sexual assault, dating violence, domestic violence, and stalking.
  - c. 7:20, *Harassment of Students Prohibited*. This policy prohibits any person, including a District employee, agent, or student, from harassing intimidating, or bullying a student based on the student's actual or perceived characteristics of sex; sexual orientation; gender identity; and gender-related identity or expression (this policy includes more protected statuses).
  - d. 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*. This policy prohibits students from engaging in bullying, intimidation, and harassment at school, school-related events and electronically. Prohibited conduct includes threats, stalking, physical violence, sexual harassment, sexual violence, theft, public humiliation, destruction of property, or retaliation for asserting or alleging an act of bullying.
2. Encourages anyone with information about incidents of teen dating violence to report them to any of the following individuals:
  - a. Any school staff member. School staff shall respond to incidents of teen dating violence by following the District's established procedures for the prevention, identification, investigation, and response to bullying and school violence.
  - b. The Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, or a Complaint Manager identified in policy 7:20, *Harassment of Students Prohibited*.
3. Incorporates age-appropriate instruction in grades 7 through 12, in accordance with the District's comprehensive health education program in Board policy 6:60, *Curriculum Content*. This includes incorporating student social and emotional development into the District's educational program as required by State law and in alignment with Board policy 6:65, *Student Social and Emotional Development*.

4. Incorporates education for school staff, as recommended by the Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, or a Complaint Manager.
5. Notifies students and parents/guardians of this policy.

Incorporated  
by Reference: 7:180-AP1 (Prevention, Identification, Investigation, and Response to Bullying)

LEGAL REF.: 105 ILCS 110/3.10.

CROSS REF.: 2:240 (Board Policy Development), 2:260 (Uniform Grievance Procedure), 2:265 (Title IX Grievance Procedure), 5:100 (Staff Development Program), 5:230 (Maintaining Student Discipline), 6:60 (Curriculum Content), 6:65 (Student Social and Emotional Development), 7:20 (Harassment of Students Prohibited), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:190 (Student Behavior), 7:220 (Bus Conduct), 7:230 (Misconduct by Students with Disabilities), 7:240 (Conduct Code for Participants in Extracurricular Activities)

## **Students**

### **Student Behavior**

The goals and objectives of this policy are to provide effective discipline practices that: (1) ensure the safety and dignity of students and staff; (2) maintain a positive, weapons-free, and drug-free learning environment; (3) keep school property and the property of others secure; (4) address the causes of a student's misbehavior and provide opportunities for all individuals involved in an incident to participate in its resolution; and (5) teach students positive behavioral skills to become independent, self-disciplined citizens in the school community and society.

### **When and Where Conduct Rules Apply**

A student is subject to disciplinary action for engaging in prohibited student conduct, as described in the section with that name below, whenever the student's conduct is reasonably related to school or school activities, including, but not limited to:

1. On, or within sight of, school grounds before, during, or after school hours or at any time;
2. Off school grounds at a school-sponsored activity or event, or any activity or event that bears a reasonable relationship to school;
3. Traveling to or from school or a school activity, function, or event; or
4. Anywhere, if the conduct interferes with, disrupts, or adversely affects the school environment, school operations, or an educational function, including, but not limited to, conduct that may reasonably be considered to: (a) be a threat or an attempted intimidation of a staff member; or (b) endanger the health or safety of students, staff, or school property.

### **Prohibited Student Conduct**

The school administration is authorized to discipline students for gross disobedience or misconduct, including but not limited to:

1. Using, possessing, distributing, purchasing, or selling tobacco or nicotine materials, including without limitation, electronic cigarettes.
2. Using, possessing, distributing, purchasing, or selling alcoholic beverages. Students who are under the influence of an alcoholic beverage are not permitted to attend school or school functions and are treated as though they had alcohol in their possession.
3. Using, possessing, distributing, purchasing, selling, or offering for sale:
  - a. Any illegal drug or controlled substance, or cannabis (including marijuana, hashish, and medical cannabis unless the student is authorized to be administered a medical cannabis infused product under *Ashley's Law*).
  - b. Any anabolic steroid unless it is being administered in accordance with a physician's or licensed practitioner's prescription.
  - c. Any performance-enhancing substance on the Illinois High School Association's most current banned substance list unless administered in accordance with a physician's or licensed practitioner's prescription.
  - d. Any prescription drug when not prescribed for the student by a physician or licensed practitioner, or when used in a manner inconsistent with the prescription or prescribing physician's or licensed practitioner's instructions. The use or possession of medical cannabis, even by a student for whom medical cannabis has been prescribed, is prohibited

unless the student is authorized to be administered a medical cannabis infused product under Ashley's Law.

- e. Any inhalant, regardless of whether it contains an illegal drug or controlled substance: (a) that a student believes is, or represents to be capable of, causing intoxication, hallucination, excitement, or dulling of the brain or nervous system; or (b) about which the student engaged in behavior that would lead a reasonable person to believe that the student intended the inhalant to cause intoxication, hallucination, excitement, or dulling of the brain or nervous system. The prohibition in this section does not apply to a student's use of asthma or other legally prescribed inhalant medications.
- f. Any substance inhaled, injected, smoked, consumed, or otherwise ingested or absorbed with the intention of causing a physiological or psychological change in the body, including without limitation, pure caffeine in tablet or powdered form.
- g. *Look-alike* or counterfeit drugs, including a substance that is not prohibited by this policy, but one: (a) that a student believes to be, or represents to be, an illegal drug, controlled substance, or other substance that is prohibited by this policy; or (b) about which a student engaged in behavior that would lead a reasonable person to believe that the student expressly or impliedly represented to be an illegal drug, controlled substance, or other substance that is prohibited by this policy.
- h. Drug paraphernalia, including devices that are or can be used to: (a) ingest, inhale, or inject cannabis or controlled substances into the body; and (b) grow, process, store, or conceal cannabis or controlled substances.

Students who are under the influence of any prohibited substance are not permitted to attend school or school functions and are treated as though they had the prohibited substance, as applicable, in their possession.

4. Using, possessing, controlling, or transferring a *weapon* as that term is defined in the **Weapons** section of this policy, or violating the **Weapons** section of this policy.
5. Using or possessing an electronic paging device.
6. Using a cellular telephone, video recording device, personal digital assistant (PDA), or other electronic device in any manner that disrupts the educational environment or violates the rights of others, including using the device to take photographs in locker rooms or bathrooms, cheat, or otherwise violate student conduct rules. Unless otherwise banned under this policy or by the Building Principal, all electronic devices must be kept powered off or silenced and out-of-sight during the regular school day unless: (a) the supervising teacher grants permission; (b) use of the device is provided in a student's individualized education program (IEP) or Section 504 plan; (c) it is used during the student's lunch period, or (d) it is needed in an emergency that threatens the safety of students, staff, or other individuals.
7. *Sexting*, which, for purposes of this policy, is the act of creating, sending, sharing, viewing, receiving, or possessing sexually explicit messages, images, or videos electronically, regardless of whether they are authentic or computer-generated, through the use of a computer, electronic communication device, or cellular phone. Sexting also includes creating, sending, sharing, viewing, receiving, or possessing *indecent visual depictions, non-consensual dissemination of private sexual images, and non-consensual dissemination of sexually explicit digitized depictions*, as defined in State law.
8. Using or possessing a laser pointer unless under a staff member's direct supervision and in the context of instruction.

9. Disobeying rules of student conduct or directives from staff members or school officials. Examples of disobeying staff directives include refusing a District staff member's request to stop, present school identification, or submit to a search.
10. Engaging in academic dishonesty, including cheating, intentionally plagiarizing, using a writing service and/or generative artificial intelligence technology in place of original work unless specifically authorized by staff, wrongfully giving or receiving help during an academic examination, altering report cards, and wrongfully obtaining test copies or scores.
11. Engaging in hazing or any kind of bullying or aggressive behavior that does physical or psychological harm to a staff person or another student, or urging other students to engage in such conduct. Prohibited conduct specifically includes, without limitation, any use of violence, intimidation, force, noise, coercion, threats, stalking, harassment, sexual harassment, public humiliation, theft or destruction of property, retaliation, hazing, bullying, bullying using a school computer or a school computer network, or other comparable conduct.
12. Engaging in any sexual activity, including without limitation, offensive touching, sexual harassment, indecent exposure (including mooning), and sexual assault. This does not include the non-disruptive: (a) expression of gender or sexual orientation or preference, or (b) display of affection during non-instructional time.
13. Teen dating violence, as described in Board policy 7:185, *Teen Dating Violence Prohibited*.
14. Causing or attempting to cause damage to, or stealing or attempting to steal, school property or another person's personal property.
15. Entering school property or a school facility without proper authorization.
16. In the absence of a reasonable belief that an emergency exists, calling emergency responders (such as calling 911); signaling or setting off alarms or signals indicating the presence of an emergency; or indicating the presence of a bomb or explosive device on school grounds, school bus, or at any school activity.
17. Being absent without a recognized excuse; State law and School Board policy regarding truancy control will be used with chronic and habitual truants.
18. Being involved with any public school fraternity, sorority, or secret society, by: (a) being a member; (b) promising to join; (c) pledging to become a member; or (d) soliciting any other person to join, promise to join, or be pledged to become a member.
19. Being involved in gangs or gang-related activities, including displaying gang symbols or paraphernalia.
20. Violating any criminal law, including but not limited to, assault, battery, arson, theft, gambling, eavesdropping, vandalism, and hazing.
21. Making an explicit threat on an Internet website against a school employee, a student, or any school-related personnel if the Internet website through which the threat was made is a site that was accessible within the school at the time the threat was made or was available to third parties who worked or studied within the school grounds at the time the threat was made, and the threat could be reasonably interpreted as threatening to the safety and security of the threatened individual because of his or her duties or employment status or status as a student inside the school.
22. Operating an unmanned aircraft system (UAS) or drone for any purpose on school grounds or at any school event unless granted permission by the Superintendent or designee.
23. Engaging in any activity, on or off campus, that interferes with, disrupts, or adversely affects the school environment, school operations, or an educational function, including but not limited to, conduct that may reasonably be considered to: (a) be a threat or an attempted intimidation of a staff member; or (b) endanger the health or safety of students, staff, or school property.

For purposes of this policy, the term possession includes having control, custody, or care, currently or in the past, of an object or substance, including situations in which the item is: (a) on the student's person; (b) contained in another item belonging to, or under the control of, the student, such as in the student's clothing, backpack, or automobile; (c) in a school's student locker, desk, or other school property; or (d) at any location on school property or at a school-sponsored event.

Efforts, including the use of positive interventions and supports, shall be made to deter students, while at school or a school-related event, from engaging in aggressive behavior that may reasonably produce physical or psychological harm to someone else. The Superintendent or designee shall ensure that the parent/guardian of a student who engages in aggressive behavior is notified of the incident. The failure to provide such notification does not limit the Board's authority to impose discipline, including suspension or expulsion, for such behavior.

No disciplinary action shall be taken against any student that is based totally or in part on the refusal of the student's parent/guardian to administer or consent to the administration of psychotropic or psychostimulant medication to the student.

### Disciplinary Measures

School officials shall limit the number and duration of expulsions and out-of-school suspensions to the greatest extent practicable, and, where practicable and reasonable, shall consider forms of non-exclusionary discipline before using out-of-school suspensions or expulsions. School personnel shall not advise or encourage students to drop out voluntarily due to behavioral or academic difficulties. Potential disciplinary measures include, without limitation, any of the following:

1. Notifying parent(s)/guardian(s).
2. Disciplinary conference.
3. Withholding of privileges.
4. Temporary removal from the classroom.
5. Return of property or restitution for lost, stolen, or damaged property.
6. In-school suspension. The Building Principal or designee shall ensure that the student is properly supervised.
7. After-school study or Saturday study provided the student's parent/guardian has been notified. If transportation arrangements cannot be agreed upon, an alternative disciplinary measure must be used. The student must be supervised by the detaining teacher or the Building Principal or designee.
8. Community service with local public and nonprofit agencies that enhances community efforts to meet human, educational, environmental, or public safety needs. The District will not provide transportation. School administration shall use this option only as an alternative to another disciplinary measure, giving the student and/or parent/guardian the choice.
9. Seizure of contraband; confiscation and temporary retention of personal property that was used to violate this policy or school disciplinary rules.
10. Suspension of bus riding privileges in accordance with Board policy 7:220, *Bus Conduct*.
11. Out-of-school suspension from school and all school activities in accordance with Board policy 7:200, *Suspension Procedures*. A student who has been suspended may also be restricted from being on school grounds and at school activities.
12. Expulsion from school and all school activities for a definite time period not to exceed two calendar years in accordance with Board policy 7:210, *Expulsion Procedures*. A student who has been expelled may also be restricted from being on school grounds and at school activities.

13. Transfer to an alternative program if the student is expelled or otherwise qualifies for the transfer under State law. The transfer shall be in the manner provided in Article 13A or 13B of the School Code.
14. Notifying juvenile authorities or other law enforcement whenever the conduct involves criminal activity, including but not limited to, illegal drugs (controlled substances), look-alikes, alcohol, or weapons or in other circumstances as authorized by the reciprocal reporting agreement between the District and local law enforcement agencies.

The above list of disciplinary measures is a range of options that will not always be applicable in every case. In some circumstances, it may not be possible to avoid suspending or expelling a student because behavioral interventions, other than a suspension and expulsion, will not be appropriate and available, and the only reasonable and practical way to resolve the threat and/or address the disruption is a suspension or expulsion.

Corporal punishment is prohibited in all circumstances. *Corporal punishment* is defined as a discipline method in which a person deliberately inflicts pain upon a student in response to the student's unacceptable behavior or inappropriate language, with an aim to halt an offense, prevent its recurrence, or set an example for others. It includes slapping, paddling, or prolonged maintenance of students in physically painful positions, or intentional infliction of bodily harm. Corporal punishment does not include reasonable force as permitted by 105 ILCS 5/10-20.33.

#### Isolated Time Out, Time Out, and Physical Restraint

Neither isolated time out, time out, nor physical restraint shall be used to discipline or punish a student. These methods are only authorized for use as permitted in 105 ILCS 5/10-20.33, Ill. State Board of Education (ISBE) rules (23 Ill.Admin.Code §§ 1.280, 1.285), and the District's procedure(s).

#### Weapons

A student who is determined to have brought one of the following objects to school, any school-sponsored activity or event, or any activity or event that bears a reasonable relationship to school shall be expelled for a period of at least one calendar year but not more than two calendar years:

1. A *firearm*, meaning any gun, rifle, shotgun, or weapon as defined by Section 921 of Title 18 of the United States Code (18 U.S.C. § 921), firearm as defined in Section 1.1 of the Firearm Owners Identification Card Act (430 ILCS 65/), or firearm as defined in Section 24-1 of the Criminal Code of 2012 (720 ILCS 5/24-1).
2. A knife, brass knuckles, or other knuckle weapon regardless of its composition, a billy club, or any other object if used or attempted to be used to cause bodily harm, including *look-alikes* of any *firearm* as defined above.

The expulsion requirement under either paragraph one or two above may be modified by the Superintendent, and the Superintendent's determination may be modified by the Board on a case-by-case basis. The Superintendent or designee may grant an exception to this policy, upon the prior request of an adult supervisor, for students in theatre, cooking, ROTC, martial arts, and similar programs, whether or not school-sponsored, provided the item is not equipped, nor intended, to do bodily harm.

This policy's prohibitions concerning weapons apply regardless of whether: (1) a student is licensed to carry a concealed firearm, or (2) the Board permits visitors, who are licensed to carry a concealed firearm, to store a firearm in a locked vehicle in a school parking area.

#### Re-Engagement of Returning Students

The Superintendent or designee shall maintain a process to facilitate the re-engagement of students who are returning from an out-of-school suspension, expulsion, or an alternative school setting. The goal of

re-engagement shall be to support the student's ability to be successful in school following a period of exclusionary discipline and shall include the opportunity for students who have been suspended to complete or make up work for equivalent academic credit.

#### Required Notices

A school staff member shall immediately notify the office of the Building Principal in the event that he or she: (1) observes any person in possession of a firearm on or around school grounds; however, such action may be delayed if immediate notice would endanger students under his or her supervision, (2) observes or has reason to suspect that any person on school grounds is or was involved in a drug-related incident, or (3) observes a battery committed against any staff member or is subject to a battery. *School grounds* includes modes of transportation to school activities and any public way within 1000 feet of the school, as well as school property itself.

Upon receiving a report of (1), above, the Building Principal or designee shall immediately notify local law enforcement. In addition, upon receiving a report on any of the above (1)-(3), the Building Principal or designee shall notify the Superintendent or designee and any involved student's parent/guardian.

Upon receiving a report on any of the above (1)-(3), the Superintendent or designee shall immediately notify local law enforcement. The Superintendent or designee shall also report these incidents to ISBE through its web-based School Incident Reporting System as they occur during the year and no later than July 31 for the preceding school year.

#### Delegation of Authority

Each teacher, and any other school personnel when students are under his or her charge, is authorized to impose any disciplinary measure, other than suspension, expulsion, corporal punishment, or in-school suspension, that is appropriate and in accordance with the policies and rules on student discipline. Teachers, other licensed educational employees, and any other persons (whether or not a licensed employee) providing a related service for or with respect to a student, may only use reasonable force as permitted by 105 ILCS 5/10-20.33. Teachers may temporarily remove students from a classroom for disruptive behavior.

The Superintendent, Building Principal, Assistant Building Principal, or Dean of Students is authorized to impose the same disciplinary measures as teachers and may suspend students guilty of gross disobedience or misconduct from school (including all school functions) and from riding the school bus, up to 10 consecutive school days, provided the appropriate procedures are followed. The Board may suspend a student from riding the bus in excess of 10 school days for safety reasons.

#### Student Handbook

The Superintendent, with input from the parent-teacher advisory committee, shall prepare disciplinary rules implementing the District's disciplinary policies. These disciplinary rules shall be presented annually to the Board for its review and approval.

A student handbook, including the District disciplinary policies and rules, shall be distributed to the students' parents/guardians within 15 days of the beginning of the school year or a student's enrollment.

Incorporated

by Reference: 7:190-AP4 (Use of Isolated Time Out, Time Out, and Physical Restraint)

LEGAL REF.: 20 U.S.C. §7971 et seq., Pro-Children Act of 2004.  
20 U.S.C. §7961 et seq., Gun Free Schools Act.  
105 ILCS 5/10-20.5b, 5/10-20.14, 5/10-20.28, 5/10-20.36, 5/10-21.7, 5/10-21.10,  
5/10-22.6, 5/10-27.1A, 5/10-27.1B, 5/22-33, 5/22-100, 5/24-24, 5/26-12, 5/27-  
23.7, and 5/31-3.  
105 ILCS 110/3.10, Critical Health Problems and Comprehensive Health Education  
Act.  
410 ILCS 130/, Compassionate Use of Medical Cannabis Pilot Program.  
410 ILCS 647/, Powdered Caffeine Control and Education Act.  
430 ILCS 66/, Firearm Concealed Carry Act.  
23 Ill.Admin.Code §§ 1.280, 1.285.

CROSS REF.: 2:150 (Committees), 2:240 (Board Policy Development), 5:230 (Maintaining  
Student Discipline), 6:110 (Programs for Students At Risk of Academic Failure  
and/or Dropping Out of School and Graduation Incentives Program), 7:70  
(Attendance and Truancy), 7:130 (Student Rights and Responsibilities), 7:140  
(Search and Seizure), 7:150 (Agency and Police Interviews), 7:160 (Student  
Appearance), 7:170 (Vandalism), 7:180 (Prevention of and Response to Bullying,  
Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:200  
(Suspension Procedures), 7:210 (Expulsion Procedures), 7:220 (Bus Conduct),  
7:230 (Misconduct by Students with Disabilities), 7:240 (Conduct Code for  
Participants in Extracurricular Activities), 7:270 (Administering Medicines to  
Students), 7:310 (Restrictions on Publications; Elementary Schools), 7:315  
(Restrictions on Publications; High Schools), 8:30 (Visitors to and Conduct on  
School Property)

## **Students**

### **Suspension Procedures**

#### **In-School Suspension**

The Superintendent or designee is authorized to maintain an in-school suspension program. The program shall include, at a minimum, each of the following:

1. Before assigning a student to in-school suspension, the charges will be explained and the student will be given an opportunity to respond to the charges.
2. Students are supervised by licensed school personnel.
3. Students are given the opportunity to complete classroom work during the in-school suspension for equivalent academic credit.

#### **Out-of-School Suspension**

The Superintendent or designee shall implement suspension procedures that provide, at a minimum, for each of the following:

1. A conference during which the charges will be explained and the student will be given an opportunity to respond to the charges before he or she may be suspended.
2. A pre-suspension conference is not required, and the student can be immediately suspended when the student's presence poses a continuing danger to persons or property or an ongoing threat of disruption to the educational process. In such cases, the notice and conference shall follow as soon as practicable.
3. An attempted phone call to the student's parent(s)/guardian(s).
4. A written notice of the suspension to the parent(s)/guardian(s) and the student, which shall:
  - a. Provide notice to the parent(s)/guardian(s) of their child's right to a review of the suspension;
  - b. Include information about an opportunity to make up work missed during the suspension for equivalent academic credit;
  - c. Detail the specific act of gross disobedience or misconduct resulting in the decision to suspend;
  - d. Provide rationale or an explanation of how the chosen number of suspension days will address the threat or disruption posed by the student or his or her act of gross disobedience or misconduct; and
  - e. Depending upon the length of the out-of-school suspension, include the following applicable information:
    - i. For a suspension of 3 school days or less, an explanation that the student's continuing presence in school would either pose:
      - a) A threat to school safety, or
      - b) A disruption to other students' learning opportunities.
    - ii. For a suspension of 4 or more school days, an explanation:
      - a) That other appropriate and available behavioral and disciplinary interventions have been exhausted,

- b) As to whether school officials attempted other interventions or determined that no other interventions were available for the student, and
  - c) That the student's continuing presence in school would either:
    - i) Pose a threat to the safety of other students, staff, or members of the school community, or
    - ii) Substantially disrupt, impede, or interfere with the operation of the school.
  - d) Of what, if any, appropriate and available support services will be provided to the student during the length of his or her suspension, as determined by the Superintendent or designee.
5. A summary of the notice, including the reason for the suspension and the suspension length, must be given to the Board by the Superintendent or designee.
  6. Upon request of the parent(s)/guardian(s), a review of the suspension shall be conducted by the Board or a hearing officer appointed by the Board.
    - a. At the review, the student and his or her parent(s)/guardian(s) may appear with a representative of their choice and at their expense, be accompanied by a support person of their choice and at their expense, disclose any factor to be considered in mitigation (including the student's status as a parent, expectant parent, or victim of domestic or sexual violence as defined in 105 ILCS 5/26A), and discuss the suspension with the Board or its hearing officer. Any representative and support person must comply with hearing rules and may be prohibited from further participation if they violate the rules or engage in behavior or advocacy that harasses, abuses, or intimidates either party, a witness, or anyone else in attendance at the hearing.
    - b. If the review involves allegations of sexual violence by the student, neither the student nor the student's representative shall directly question nor have direct contact with the alleged victim. The student or the student's representative may, at the discretion of the Board or its hearing officer, suggest questions to be posed by the Board or its hearing officer to the alleged victim.
    - c. Whenever there is evidence that mental illness may be the cause for the suspension, the Superintendent or designee shall invite a representative from a local mental health agency to consult with the Board.
    - d. After presentation of the evidence or receipt of the hearing officer's report, the Board shall take such action as it finds appropriate. If the suspension is upheld, the Board's written suspension decision shall specifically detail items (a) and (e) in number 4, above.

LEGAL REF.: Goss v. Lopez, 419 U.S. 565 (1975).  
 105 ILCS 5/10-20.14, 5/10-22.6.  
 23 Ill.Admin.Code §1.280.

CROSS REF.: 5:100 (Staff Development Program), 7:130 (Student Rights and Responsibilities),  
 7:190 (Student Behavior), 7:220 (Bus Conduct)

## **Students**

### **Expulsion Procedures**

The Superintendent or designee shall implement expulsion procedures that provide, at a minimum, for the following:

1. Before a student may be expelled, the student and his or her parent(s)/guardian(s) shall be provided a written request to appear at a hearing to determine whether the student should be expelled. The request shall be sent by registered or certified mail, return receipt requested. The request shall:
  - a. Include the time, date, and place for the hearing.
  - b. Briefly describe what will happen during the hearing.
  - c. Detail the specific act of gross disobedience or misconduct resulting in the decision to recommend expulsion.
  - d. Inform the student and parent(s)/guardian(s) that a representative of their choice and at their expense is permitted to represent the student throughout the proceedings and to address the Board or its hearing officer.
  - e. Inform the student and parent(s)/guardian(s) that a support person of their choice and at their expense is permitted to accompany the student throughout the proceedings.
  - f. List the student's prior suspension(s).
  - g. State that the School Code allows the School Board to expel a student for a definite period of time not to exceed two calendar years, as determined on a case-by-case basis.
  - h. Ask that the student or parent(s)/guardian(s) inform the Superintendent or Board Attorney if the student will appear with a representative and/or support person and, if so, provide the name(s) and contact information for the representative and/or support person.
2. Unless the student and parent(s)/guardian(s) indicate that they do not want a hearing or fail to appear at the designated time and place, the hearing will proceed. It shall be conducted by the Board or a hearing officer appointed by it. If a hearing officer is appointed, he or she shall report to the Board the evidence presented at the hearing and the Board shall take such final action as it finds appropriate.
3. Whenever there is evidence that mental illness may be the cause for the recommended expulsion, the Superintendent or designee shall invite a representative from a local mental health agency to consult with the Board.
4. During the expulsion hearing, the Board or hearing officer shall hear evidence concerning whether the student is guilty of the gross disobedience or misconduct as charged.
  - a. School officials must provide: (1) testimony of any other interventions attempted and exhausted or of their determination that no other appropriate and available interventions were available for the student, and (2) evidence of the threat or disruption posed by the student.
  - b. The student and his or her parent(s)/guardian(s) may appear with a representative, be accompanied by a support person, disclose any factor to be considered in mitigation (including his or her status as a parent, expectant parent, or victim of domestic or sexual violence as defined in 105 ILCS 5/26A), offer evidence, present witnesses, cross-examine witnesses who testified, and otherwise present reasons why the student should not be expelled. Any representative and support person must comply with hearing rules and may

- be prohibited from further participation if they violate the rules or engage in behavior or advocacy that harasses, abuses, or intimidates either party, a witness, or anyone else in attendance at the hearing.
- c. If the expulsion hearing involves allegations of sexual violence by the student, neither the student nor the student's representative shall directly question nor have direct contact with the alleged victim. The student or the student's representative may, at the discretion of the Board or its hearing officer, suggest questions to be posed by the Board or its hearing officer to the alleged victim.
5. After presentation of the evidence or receipt of the hearing officer's report, the Board shall decide the issue of guilt and take such action as it finds appropriate.
  6. If the Board acts to expel the student, its written expulsion decision shall:
    - a. Detail the specific reason why removing the student from his or her learning environment is in the best interest of the school.
    - b. Provide a rationale for the specific duration of the recommended expulsion.
    - c. Document how school officials determined that all behavioral and disciplinary interventions have been exhausted by specifying which interventions were attempted or whether school officials determined that no other appropriate and available interventions existed for the student.
    - d. Document how the student's continuing presence in school would (1) pose a threat to the safety of other students, staff, or members of the school community, or (2) substantially disrupt, impede, or interfere with the operation of the school.
    - e. Upon expulsion, the District may refer the student to appropriate and available support services.

LEGAL REF.: Goss v. Lopez, 419 U.S. 565 (1975).  
105 ILCS 5/10-20.14, 5/10-22.6.

CROSS REF.: 5:100 (Staff Development Program), 7:130 (Student Rights and Responsibilities), 7:190 (Student Behavior), 7:200 (Suspension Procedures), 7:230 (Misconduct by Students with Disabilities)

## **Students**

### **Student Support Services**

The District provides a liaison to facilitate the enrollment and transfer of records of students in the legal custody of the Ill. Dept. of Children and Family Services when enrolling in or changing schools.

The following student support services may be provided by the School District:

1. Health services supervised by a qualified school nurse. The Superintendent or designee may implement procedures to further a healthy school environment and prevent or reduce the spread of disease.
2. Educational and psychological testing services and the services of a school psychologist as needed. In all cases, written permission to administer a psychological examination must be obtained from a student's parent(s)/guardian(s). The results will be given to the parent(s)/guardian(s), with interpretation, as well as to the appropriate professional staff.
3. The services of a school social worker. A student's parent/guardian must consent to regular or continuing services from a social worker.
4. School counseling services. The Superintendent or designee shall annually inform all school personnel and students 12 years of age and older, in writing, of the availability of counseling without parent/guardian consent under 405 ILCS 5/3-550.

The Superintendent or designee shall develop protocols for responding to students with social, emotional, or mental health needs that impact learning ability. The District, however, assumes no liability for preventing, identifying, or treating such needs.

### **Erin's Law Counseling Options, Assistance, and Intervention**

The Superintendent or designee will ensure that each school building's Student Support Committee identifies counseling options for students who are affected by sexual abuse and grooming behaviors, along with District and community-based options for victims of sexual abuse and grooming behaviors to obtain assistance and intervention. Community-based options must include a Children's Advocacy Center and sexual assault crisis center(s) that serve the District, if any.

### **Article 26A Domestic or Sexual Violence and Parenting Resource Personnel**

The Superintendent or designee will ensure that at least one staff member in each school building is designated as a resource person (Article 26A Resource Person) for students who are parents, expectant parents, or victims of domestic or sexual violence and offers those services required by 105 ILCS 5/26A. See Board policy 7:255, *Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence*. The Article 26A Resource Person may be a member of the building's Student Support Committee.

The Superintendent shall ensure that this policy is implemented in a manner consistent with State and federal laws, including the Individuals with Disabilities Education Act, 42 U.S.C. §12101 *et seq.*, and that it is respectful of student privacy, including that student records are maintained and their confidentiality protected in accordance with Board policy and District procedures.

LEGAL REF.: 105 ILCS 5/10-23.13(b), 5/10-20.59, 5/21B-25(G), and 5/26A.  
405 ILCS 5/, Mental Health and Developmental Disabilities Code.  
405 ILCS 49/, Children’s Mental Health Act.  
740 ILCS 110/, Mental Health and Developmental Disabilities Confidentiality Act.

CROSS REF.: 6:65 (Student Social and Emotional Development), 6:270 (Guidance and Counseling Program), 7:100 (Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students), 7:255 (Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence), 7:280 (Communicable and Chronic Infectious Disease), 7:340 (Student Records)

## Students

### Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence

Domestic and sexual violence affect a student's ability to learn. Students who are parents or expectant parents have unique needs. Providing support services that enable students who are parents, expectant parents, or victims of domestic or sexual violence (Article 26A Students) to succeed in school are important District goals and required by 105 ILCS 5/26A (Article 26A).

The Superintendent or designee shall develop and implement a program for supporting Article 26A Students that:

1. Distributes this policy and procedures for requesting supportive services or filing a complaint to all students at the beginning of each school year.
2. Ensures at least one staff member in each school building is designated as a resource person for Article 26A Students (Article 26A Resource Person) and receives training in accordance with 105 ILCS 5/26A-35.
3. Notifies all District employees and agents that, upon learning or suspecting that a student is a parent, expectant parent, or victim of domestic or sexual violence, they must refer the student to a designated Article 26A Resource Person.
4. Ensures any employees whose duties include the resolution of Article 26A complaints receive training in accordance with 105 ILCS 5/26A-25(b)(1).
5. Requires verification of a student's claim of Article 26A status relating to domestic or sexual violence in accordance with 105 ILCS 5/26A-45.
6. Provides Article 26A Students with in-school support services, information about non-school-based support services, and the ability to make up work missed due to circumstances related to the student's Article 26A status in accordance with 105 ILCS 5/26A-40.
7. Ensures the prompt and equitable resolution of all Article 26A complaints through a complaint resolution procedure that fully complies with 105 ILCS 5/26A-25.
8. Ensures that all information concerning an Article 26A Student's status and related experiences, or information concerning a student who is a named perpetrator of domestic or sexual violence, provided to or otherwise obtained by the District or its employees or agents pursuant to 105 ILCS 5/26A is retained in a confidential temporary file in accordance with 105 ILCS 10/2(f). Confidentiality procedures will:
  - a. Provide that such information may not be disclosed to any other individual outside of the District, including any other employee, except if such disclosure is: (1) permitted by the Ill. School Student Records Act (105 ILCS 10/), the federal Family Educational Rights and Privacy Act (20 U.S.C. §1232g), or other applicable State or federal laws; or (2) requested or consented to, in writing, by the Article 26A Student or their parent/guardian if it is safe to obtain written consent from the parent/guardian; and
  - b. Comply with the requirements of 105 ILCS 5/26A-30.
9. Ensures that in the event an Article 26A Student or their parent/guardian reports an incident of alleged domestic or sexual violence, the District's procedures comply with 105 ILCS 5/26A-20(c).
10. Complies with State and federal law and aligns with Board policies.

Requesting Support Services

An Article 26A Student and/or their parent/guardian may request support services under this policy by contacting the building-level Article 26A Resource Person, whose name and contact information will be annually distributed to employees, students, and parents/guardians by each Building Principal.

Filing a Complaint

An Article 26A Student and/or their parent/guardian may file a complaint under this policy with the Nondiscrimination Coordinator, Title IX Coordinator, Building Principal, Assistant Building Principal, Dean of Students, a Complaint Manager, or any employee with whom the person is comfortable speaking.

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

**Nondiscrimination Coordinator:**

**Title IX Coordinator:**

\_\_\_\_\_  
Name

\_\_\_\_\_  
Name

\_\_\_\_\_  
Address

\_\_\_\_\_  
Address

\_\_\_\_\_  
Email

\_\_\_\_\_  
Email

\_\_\_\_\_  
Telephone

\_\_\_\_\_  
Telephone

**Complaint Managers:**

\_\_\_\_\_  
Name

\_\_\_\_\_  
Name

\_\_\_\_\_  
Address

\_\_\_\_\_  
Address

\_\_\_\_\_  
Email

\_\_\_\_\_  
Email

\_\_\_\_\_  
Telephone

\_\_\_\_\_  
Telephone

Complaint Resolution Procedure

When a complaint is filed, the Nondiscrimination Coordinator and/or Complaint Manager or designee shall process and review it according to administrative procedure 7:255-AP2, *Complaint Resolution Procedure for Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence*.

Enforcement

Any District employee who is determined, at the conclusion of the complaint resolution procedure, to have violated Article 26A will be subject to disciplinary action up to and including discharge. Any third

party who is determined, at the conclusion of the complaint resolution procedure, to have violated Article 26A will be addressed in accordance with the authority of the Board in the context of the relationship of the third party to the District, e.g., vendor, parent/guardian, invitee, etc.

This policy does not increase or diminish the ability of the District or the parties to exercise any other rights under existing law.

#### Policy Review

At least once every two years, pursuant to 105 ILCS 5/26A-20 and Board policy 2:240, *Board Policy Development*, the Board reviews and makes any necessary updates to this policy and to any other policies that may act as a barrier to their immediate enrollment and re-enrollment, attendance, graduation, and success in school of any student who is a parent, expectant parent, or victim of domestic or sexual violence. The Superintendent or designee shall assist the Board with its review and any updates.

#### Retaliation Prohibited

Retaliation against an Article 26A Student or their parent/guardian for exercising or attempting to exercise their rights under Article 26A is prohibited. Individuals should report allegations of retaliation to the Building Principal, an administrator, the Nondiscrimination Coordinator, and/or a Complaint Manager.

A student, employee, or other person authorized by the District to provide aid, benefit, or service under the District's education program or activity who retaliates against others for reporting or complaining of violations of this policy or for participating in any manner under this policy will be subject to disciplinary action, up to and including discharge, with regard to employees, or suspension or expulsion, with regard to students.

LEGAL REF.: 105 ILCS 5/26A.  
105 ILCS 10/, Ill. School Student Records Act.  
405 ILCS 5/, Mental Health and Developmental Disabilities Code.  
405 ILCS 49/, Children's Mental Health Act.  
740 ILCS 110/, Mental Health and Developmental Disabilities Confidentiality Act.  
23 Ill.Admin.Code §1.240 and Part 200.

CROSS REF.: 5:100 (Staff Development Program), 6:110 (Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program), 6:120 (Education of Children with Disabilities), 6:150 (Home and Hospital Instruction), 7:10 (Equal Educational Opportunities), 7:60 (Residence), 7:70 (Attendance and Truancy), 7:250 (Student Support Services), 7:340 (Student Records)

## **Students**

### **Administering Medicines to Students**

Students should not take medication during school hours or during school-related activities unless it is necessary for a student's health and well-being. When a student's licensed health care provider and parent/guardian believe that it is necessary for the student to take a medication during school hours or school-related activities, the parent/guardian must request that the school dispense the medication to the child and otherwise follow the District's procedures on dispensing medication.

No School District employee shall administer to any student, or supervise a student's self-administration of, any prescription or non-prescription medication until a completed and signed *School Medication Authorization Form (SMA Form)* is submitted by the student's parent/guardian.

No student shall possess or consume any prescription or non-prescription medication on school grounds or at a school-related function other than as provided for in this policy and its implementing procedures.

Nothing in this policy shall prohibit any school employee from providing emergency assistance to students, including administering medication.

The Building Principal shall include this policy in the Student Handbook and shall provide a copy to the parents/guardians of students.

### **Self-Administration of Medication**

A student may possess and self-administer an epinephrine injector, e.g., EpiPen®, and/or asthma medication prescribed for use at the student's discretion, provided the student's parent/guardian has completed and signed an *SMA Form*. The Superintendent or designee will ensure an Emergency Action Plan is developed for each self-administering student.

A student may self-administer medication required under a *qualifying plan*, provided the student's parent/guardian has completed and signed an *SMA Form*. A qualifying plan means: (1) an asthma action plan, (2) an Individual Health Care Action Plan, (3) an allergy emergency action plan, (4) a plan pursuant to Section 504 of the federal Rehabilitation Act of 1973, or (5) a plan pursuant to the federal Individuals with Disabilities Education Act. A student may also possess the supplies and equipment necessary to monitor and treat diabetes in accordance with the student's diabetes care plan and/or the supplies, equipment, and medication necessary to treat epilepsy in accordance with the student's seizure action plan.

The District shall incur no liability, except for willful and wanton conduct, as a result of any injury arising from a student's self-administration of medication, including asthma medication or epinephrine injectors, or medication required under a qualifying plan. A student's parent/guardian must indemnify and hold harmless the District and its employees and agents, against any claims, except a claim based on willful and wanton conduct, arising out of a student's self-administration of an epinephrine injector, asthma medication, and/or a medication required under a qualifying plan.

### **School District Supply of Undesignated Asthma Medication**

The Superintendent or designee shall implement 105 ILCS 5/22-30(f) and maintain a supply of undesignated asthma medication in the name of the District and provide or administer them as necessary according to State law. *Undesignated asthma medication* means an asthma medication prescribed in the name of the District or one of its schools. A school nurse or trained personnel, as defined in State

law, may administer an undesignated asthma medication to a person when they, in good faith, believe a person is having *respiratory distress*. Respiratory distress may be characterized as *mild-to-moderate* or *severe*. Each building administrator and/or his or her corresponding school nurse shall maintain the names of trained personnel who have received a statement of certification pursuant to State law.

#### School District Supply of Undesignated Epinephrine Injectors

The Superintendent or designee shall implement 105 ILCS 5/22-30(f) and maintain a supply of undesignated epinephrine injectors in the name of the District and provide or administer them as necessary according to State law. *Undesignated epinephrine injector* means an epinephrine injector prescribed in the name of the District or one of its schools. A school nurse or trained personnel, as defined in State law, may administer an undesignated epinephrine injector to a person when they, in good faith, believe a person is having an anaphylactic reaction. Each building administrator and/or his or her corresponding school nurse shall maintain the names of trained personnel who have received a statement of certification pursuant to State law.

#### School District Supply of Undesignated Opioid Antagonists

The Superintendent or designee shall implement 105 ILCS 5/22-30(f) and maintain a supply of undesignated opioid antagonists and provide or administer them as necessary according to State law. *Opioid antagonist* means a drug that binds to opioid receptors and blocks or inhibits the effect of opioids acting on those receptors, including, but not limited to, naloxone hydrochloride or any other similarly acting drug approved by the U.S. Food and Drug Administration. *Undesignated opioid antagonist* is not defined by the School Code; for purposes of this policy it means an opioid antagonist prescribed in the name of the District or one of its schools or obtained by the District without a prescription. A school nurse or trained personnel, as defined in State law, may administer an undesignated opioid antagonist to a person when they, in good faith, believe a person is having an opioid overdose. Each building administrator and/or his or her corresponding school nurse shall maintain the names of trained personnel who have received a statement of certification pursuant to State law. See the website for the Ill. Dept. of Human Services for information about opioid prevention, abuse, public awareness, and a toll-free number to provide information and referral services for persons with questions concerning substance abuse treatment.

#### School District Supply of Undesignated Oxygen Tanks

In schools where the District maintains special educational facilities, the Superintendent or designee shall implement 105 ILCS 5/22-30(f) and maintain a supply of undesignated oxygen tanks in the name of the District and provide or administer them as necessary. The supply shall be maintained in accordance with manufacturer instructions and local fire department rules.

#### School District Supply of Undesignated Glucagon

The Superintendent or designee shall implement 105 ILCS 145/27 and maintain a supply of undesignated glucagon in the name of the District in accordance with manufacturer's instructions.

When a student's prescribed glucagon is not available or has expired, a school nurse or delegated care aide may administer undesignated glucagon only if he or she is authorized to do so by a student's diabetes care plan.

#### Administration of Medical Cannabis

The Compassionate Use of Medical Cannabis Program Act allows a *medical cannabis infused product* to be administered to a student by one or more of the following individuals:

1. A parent/guardian of a student who is a minor who registers with the Ill. Dept. of Public Health (IDPH) as a designated caregiver to administer medical cannabis to their child. A designated caregiver may also be another individual other than the student's parent/guardian. Any designated caregiver must be at least 21 years old and is allowed to administer a medical cannabis infused product to a child who is a student on the premises of his or her school or on his or her school bus if:
  - a. Both the student and the designated caregiver possess valid registry identification cards issued by IDPH;
  - b. Copies of the registry identification cards are provided to the District;
  - c. That student's parent/guardian completed, signed, and submitted a School Medication Authorization Form - Medical Cannabis; and
  - d. After administering the product to the student, the designated caregiver immediately removes it from school premises or the school bus.
2. A properly trained school nurse or administrator, who shall be allowed to administer the medical cannabis infused product to the student on the premises of the child's school, at a school-sponsored activity, or before/after normal school activities, including while the student is in before-school or after-school care on school-operated property or while being transported on a school bus.
3. The student him or herself when the self-administration takes place under the direct supervision of a school nurse or administrator.

*Medical cannabis infused product* (product) includes oils, ointments, foods, and other products that contain usable cannabis but are not smoked or vaped. Smoking and/or vaping medical cannabis is prohibited.

The product may not be administered in a manner that, in the opinion of the District or school, would create a disruption to the educational environment or cause exposure of the product to other students. A school employee shall not be required to administer the product.

Discipline of a student for being administered a product by a designated caregiver, or by a school nurse or administrator, or who self-administers a product under the direct supervision of a school nurse or administrator pursuant to this policy is prohibited. The District may not deny a student attendance at a school solely because he or she requires administration of the product during school hours.

#### Void Policy

The **School District Supply of Undesignated Asthma Medication** section of the policy is void whenever the Superintendent or designee is, for whatever reason, unable to: (1) obtain for the District a prescription for undesignated asthma medication from a physician or advanced practice nurse licensed to practice medicine in all its branches, or (2) fill the District's prescription for undesignated school asthma medication.

The **School District Supply of Undesignated Epinephrine Injectors** section of the policy is void whenever the Superintendent or designee is, for whatever reason, unable to: (1) obtain for the District a prescription for undesignated epinephrine injectors from a physician or advanced practice nurse licensed to practice medicine in all its branches, or (2) fill the District's prescription for undesignated school epinephrine injectors.

The **School District Supply of Undesignated Opioid Antagonists** section of the policy is void whenever the Superintendent or designee is unable to obtain a supply of opioid antagonists due to a shortage, in which case the District shall make reasonable efforts to maintain a supply.

The **School District Supply of Undesignated Oxygen Tanks** section of the policy is void whenever the Superintendent or designee is, for whatever reason, unable to: (1) obtain for the District a prescription for oxygen tanks from a qualifying prescriber, or (2) fill the District's prescription for undesignated oxygen tanks.

The **School District Supply of Undesignated Glucagon** section of the policy is void whenever the Superintendent or designee is, for whatever reason, unable to: (1) obtain for the District a prescription for glucagon from a qualifying prescriber, or (2) fill the District's prescription for undesignated school glucagon.

The **Administration of Medical Cannabis** section of the policy is void and the District reserves the right not to implement it if the District or school is in danger of losing federal funding.

Administration of Undesignated Medication

Upon any administration of an undesignated medication permitted by State law, the Superintendent or designee(s) must ensure all notifications required by State law and administrative procedures occur.

Undesignated Medication Disclaimers

Upon implementation of this policy, the protections from liability and hold harmless provisions applicable under State law apply.

No one, including without limitation, parents/guardians of students, should rely on the District for the availability of undesignated medication. This policy does not guarantee the availability of undesignated medications. Students and their parents/guardians should consult their own physician regarding these medication(s).

LEGAL REF.: 105 ILCS 5/10-20.14b, 5/10-22.21b, 5/22-30, and 5/22-33.  
105 ILCS 145/, Care of Students with Diabetes Act.  
105 ILCS 150/, Seizure Smart School Act.  
410 ILCS 130/, Compassionate Use of Medical Cannabis Program Act.  
720 ILCS 550/, Cannabis Control Act.  
23 Ill.Admin.Code §1.540.

CROSS REF.: 7:285 (Anaphylaxis Prevention, Response, and Management Program)

ADMIN. PROC.: 7:270-AP1 (Dispensing Medication), 7:270-AP2 (Checklist for District Supply of Undesignated Medication(s)), 7:270-E1 (School Medication Authorization Form), 7:270-E2 (School Medication Authorization Form - Medical Cannabis)

## Students

### Restrictions on Publications; High Schools

*[For high school or unit districts only]*

#### Definitions

*Libel* means the willful or negligent publication of provably false and unprivileged statements of fact that do demonstrable harm to a living person's reputation.

*Obscene* means lewd; impure; indecent; calculated to shock the moral sense of humans by a disregard of chastity or modesty. Objectionable or offensive to accepted standards of decency.

*School official* means a Building Principal or designee.

*School-sponsored media* means any material that is prepared, substantially written, published, or broadcast by a student journalist, distributed or generally made available to members of the student body, and prepared under the direction of a student media advisor. It does not include media intended for distribution or transmission solely in the classroom in which the media is produced.

*Slander* means the speaking of false statements of fact that seriously harm a living person's reputation.

*Student journalist* means a public high school student who gathers, compiles, writes, edits, photographs, records, or prepares information for dissemination in school-sponsored media.

*Student media adviser* means an individual employed, appointed, or designated by the District to supervise or provide instruction relating to school-sponsored media.

#### School-Sponsored Media

School-sponsored publications, productions, and websites are governed by the Speech Rights of Student Journalists Act and School Board policies, and student journalists are responsible for determining the news, opinion, feature, and advertising content of those publications, productions, and websites.

Student journalists must:

1. Make decisions based upon news value and guided by the Code of Ethics provided by the Society of Professional Journalists, National Scholastic Press Association, Journalism Education Association, or other relevant group;
2. Produce media based upon professional standards of accuracy, objectivity, and fairness;
3. Review material to improve sentence structure, grammar, spelling, and punctuation;
4. Check and verify all facts and verify the accuracy of all quotations;
5. In the use of personal opinions, editorial statements, and/or letters to the editor, provide opportunity and space for the expression of differing opinions within the same media to align with the District's media literacy curriculum mandate in 105 ILCS 5/27-20.08; and
6. Include an author's name with any personal opinions and editorial statements, if appropriate.

Student journalists may not create, produce, or distribute school-sponsored media that:

1. Is libelous, slanderous, or obscene;
2. Constitutes an unwarranted invasion of privacy;
3. Violates federal or State law, including the Constitutional rights of third parties; or
4. Incites students to:

- a. Commit an unlawful act;
- b. Violate any of the District's policies; or
- c. Materially and substantially disrupt the orderly operation of the school.

The District will not engage in prior restraint of material prepared by student journalists for school-sponsored media, unless the material fits into one of the four prohibited categories listed above, in which case the Superintendent or designee and/or student media adviser may review, edit, and delete such media material before publication or distribution of the media.

No expression made by students in the exercise of freedom of speech or freedom of the press under this policy shall be deemed to be an expression of the District or an expression of Board policy.

#### Non-School Sponsored Publications Accessed or Distributed On Campus

For purposes of this section and the following section, a *publication* includes, without limitation: (1) written or electronic print material, (2) audio-visual material on any medium including electromagnetic media (e.g., images, digital files, flash memory, etc.), or combinations of these whether off-line (e.g., a printed book, digital files, etc.) or online (e.g., any website, social networking site, database for information retrieval, etc.), or (3) information or material on electronic devices (e.g., text or voice messages delivered by cell phones, tablets, and other hand-held devices).

Creating, distributing, and/or accessing non-school sponsored publications shall occur at a time and place and in a manner that will not cause disruption, be coercive, or result in the perception that the distribution or the publication is endorsed by the District.

Students are prohibited from creating, distributing, and/or accessing at school any publication that:

1. Will cause a material and substantial disruption of the proper and orderly operation and discipline of the school or school activities;
2. Violates the rights of others, including but not limited to material that is libelous, slanderous or obscene, invades the privacy of others, or infringes on a copyright;
3. Is socially inappropriate or inappropriate due to maturity level of the students, including but not limited to material that is obscene, pornographic, or pervasively lewd and vulgar, contains indecent and vulgar language, or *sexting* as defined by Board policy 7:190, *Student Behavior*, and/or Student Handbooks;
4. Is reasonably viewed as promoting illegal drug use;
5. Is distributed in kindergarten through eighth grade and is primarily prepared by non-students, unless it is being used for school purposes. However, material from outside sources or the citation to such sources may be allowed, as long as the material to be distributed or accessed is primarily prepared by students; or
6. Encourages or incites students to violate any Board policies.

Accessing or distributing *on-campus* includes accessing or distributing on school property or at school-related activities. A student engages in gross disobedience and misconduct and may be disciplined for: (1) accessing or distributing forbidden material, or (2) for writing, creating, or publishing such material intending for it to be accessed or distributed at school.

#### Non-School Sponsored Publications Accessed or Distributed Off-Campus

A student engages in gross disobedience and misconduct and may be disciplined for creating and/or distributing a publication that: (1) causes a substantial disruption or a foreseeable risk of a substantial disruption to school operations, or (2) interferes with the rights of other students or staff members.

### Bullying and Cyberbullying

The Superintendent or designee shall treat behavior that is *bullying* and/or *cyberbullying* according to Board policy 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*, in addition to any response required by this policy.

LEGAL REF.: 105 ILCS 5/27-20.08 and 5/27-23.7.  
105 ILCS 80/, Speech Rights of Student Journalists Act.  
Tinker v. Des Moines Indep. Cmty. Sch. Dist., 393 U.S. 503 (1969).  
Hazelwood v. Kuhlmeier, 484 U.S. 260 (1988).  
Morse v. Frederick, 551 U.S. 393 (2007).  
Hedges v. Wauconda Cmty. Unit Sch. Dist. No. 118, 9 F.3d 1295 (7th Cir. 1993).

CROSS REF.: 1:30 (School District Philosophy), 6:10 (Educational Philosophy and Objectives), 6:65 (Student Social and Emotional Development), 6:235 (Access to Electronic Networks), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:190 (Student Behavior), 7:310 (Restrictions on Publication; Elementary Schools), 8:25 (Advertising and Distributing Materials in Schools Provided by Non-School Related Entities)

## **Students**

### **Student Records**

School student records are confidential. Information from them shall not be released other than as provided by law. A school student record is any writing or other recorded information concerning a student and by which a student may be identified individually that is maintained by a school or at its direction by a school employee, regardless of how or where the information is stored, except as provided in State or federal law as summarized below:

1. Records kept in a staff member's sole possession.
2. Records maintained by law enforcement officers working in the school.
3. Video and other electronic recordings (including without limitation, electronic recordings made on school buses) that are created in part for law enforcement, security, or safety reasons or purposes. The content of these recordings may become part of a school student record to the extent school officials create, use, and maintain this content, or it becomes available to them by law enforcement officials, for disciplinary or special education purposes regarding a particular student.
4. Any information, either written or oral, received from law enforcement officials concerning a student less than the age of 18 years who has been arrested or taken into custody.

State and federal law grants students, parents/guardians, and when applicable, the Ill. Dept. of Children and Family Services' Office of Education and Transition Services, certain rights, including the right to inspect, copy, and/or challenge school student records. The information contained in school student records shall be kept current, accurate, clear, and relevant. All information maintained concerning a student receiving special education services shall be directly related to the provision of services to that child. The District may release directory information as permitted by law, but a parent/guardian shall have the right to opt-out of the release of directory information regarding his or her child. The District will comply with State or federal law with regard to release of a student's school records, including, where applicable, without notice to, or the consent of, the student's parent/guardian or eligible student. Upon request, the District discloses school student records without parent consent to the official records custodian of another school in which a student has enrolled or intends to enroll, as well as to any other person as specifically required or permitted by State or federal law.

The Superintendent shall fully implement this policy and designate an *official records custodian* for each school who shall maintain and protect the confidentiality of school student records, inform staff members of this policy, and inform students and their parents/guardians of their rights regarding school student records.

### **Student Biometric Information Collection**

The Superintendent or designee may recommend a student biometric information collection system solely for the purposes of identification and fraud prevention. Such recommendation shall be consistent with budget requirements and in compliance with State law. Biometric information means any information that is collected through an identification process for individuals based on their unique behavioral or physiological characteristics, including fingerprint, hand geometry, voice, or facial recognition or iris or retinal scans.

Before collecting student biometric information, the District shall obtain written permission from the person having legal custody/parental responsibility or the student (if over the age of 18). Upon a

student's 18th birthday, the District shall obtain written permission from the student to collect student biometric information. Failure to provide written consent to collect biometric information shall not be the basis for refusal of any services otherwise available to a student.

All collected biometric information shall be stored and transmitted in a manner that protects it from disclosure. Sale, lease, or other disclosure of biometric information to another person or entity is strictly prohibited.

The District will discontinue use of a student's biometric information and destroy all collected biometric information within 30 days after: (1) the student graduates or withdraws from the School District, or (2) the District receives a written request to discontinue use of biometric information from the person having legal custody/parental responsibility of the student or the student (if over the age of 18). Requests to discontinue using a student's biometric information shall be forwarded to the Superintendent or designee.

The Superintendent or designee shall develop procedures to implement this policy consistent with State and federal law.

LEGAL REF.: 20 U.S.C. §1232g, Family Educational Rights and Privacy Act; 34 C.F.R. Part 99.  
50 ILCS 205/7, Local Records Act.  
105 ILCS 5/10-20.12b, 5/10-20.40, 5/14-1.01 et seq., and 5/26A-30.  
105 ILCS 10/, Ill. School Student Records Act.  
105 ILCS 85/, Student Online Personal Protection Act.  
325 ILCS 17/, Children's Privacy Protection and Parental Empowerment Act.  
750 ILCS 5/602.11, Ill. Marriage and Dissolution of Marriage Act.  
23 Ill.Admin.Code Parts 226 and 375.  
Owasso I.S.D. No. I-011 v. Falvo, 534 U.S. 426 (2002).  
Chicago Tribune Co. v. Chicago Bd. of Ed., 332 Ill.App.3d 60 (1st Dist. 2002).

CROSS REF.: 5:100 (Staff Development Program), 5:130 (Responsibilities Concerning Internal Information), 7:15 (Student and Family Privacy Rights), 7:220 (Bus Conduct), 7:255 (Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence), 7:345 (Use of Educational Technologies; Student Data Privacy and Security)

ADMIN. PROC.: 7:15-E (Notification to Parents of Family Privacy Rights), 7:255-AP1 (Supporting Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence), 7:340-AP1 (School Student Records), 7:340-AP1, E1 (Notice to Parents/Guardians and Students of Their Rights Concerning a Student's School Records), 7:340-AP1, E3 (Letter to Parents and Eligible Students Concerning Military Recruiters and Postsecondary Institutions Receiving Student Directory Information), 7:340-AP1, E4 (Frequently Asked Questions Regarding Military Recruiter Access to Students and Student Information), 7:340-AP1, E5 (Biometric Information Collection Authorization), 7:340-AP2 (Storage and Destruction of School Student Records), 7:340-AP2, E1 (Letter Containing Schedule for Destruction of School Student Records)

## Community Relations

### Visitors to and Conduct on School Property

The following definitions apply to this policy:

**School property** - District and school buildings, grounds, and parking areas; vehicles used for school purposes; and any location used for a School Board meeting, school athletic event, or other school-sponsored or school-sanctioned events or activities.

**Visitor** - Any person other than an enrolled student or District employee.

All visitors to school property are required to report to the Building Principal's office and receive permission to remain on school property. All visitors must sign a visitors' log, show identification, and wear a visitor's badge. When leaving the school, visitors must return their badge. On those occasions when large groups of parents/guardians, friends, and/or community members are invited onto school property or when community members are attending Board meetings, visitors are not required to sign in but must follow school officials' instructions. Persons on school property without permission will be directed to leave and may be subject to criminal prosecution.

Except as provided in the next paragraph, any person wishing to confer with a staff member should contact that staff member to make an appointment. Conferences with teachers are held, to the extent possible, outside school hours or during the teacher's conference/preparation period.

Requests to access a school building, facility, and/or educational program, or to interview personnel or a student for purposes of assessing the student's special education needs, should be made at the appropriate building. Access shall be facilitated according to guidelines from the Superintendent or designee.

The School District expects mutual respect, civility, and orderly conduct among all people on school property or at a school event. No person on school property or at a school event (including visitors, students, and employees) shall perform any of the following acts:

1. Strike, injure, threaten, harass, or intimidate a staff member, Board member, sports official or coach, or any other person.
2. Behave in an unsportsmanlike manner, or use vulgar or obscene language.
3. Unless specifically permitted by State law, possess a weapon, any object that can reasonably be considered a weapon or looks like a weapon, or any dangerous device.
4. Damage or threaten to damage another's property.
5. Damage or deface school property.
6. Violate any Illinois law, or town or county ordinance.
7. Smoke or otherwise use tobacco products.
8. Distribute, consume, use, possess, or be impaired by or under the influence of an alcoholic beverage, cannabis, other lawful product, or illegal drug.
9. Be present when the person's alcoholic beverage, cannabis, other lawful product, or illegal drug consumption is detectable, regardless of when and/or where the use occurred.
10. Use or possess medical cannabis, unless he or she has complied with policy 7:270, *Administering Medicines to Students*, implementing *Ashley's Law*.
11. Impede, delay, disrupt, or otherwise interfere with any school activity or function (including using cellular phones in a disruptive manner).

12. Enter upon any portion of school premises at any time for purposes other than those that are lawful and authorized by the Board.
13. Operate a motor vehicle: (a) in a risky manner, (b) in excess of 20 miles per hour, or (c) in violation of an authorized District employee's directive.
14. Engage in any risky behavior, including roller-blading, roller-skating, or skateboarding.
15. Violate other District policies or regulations, or a directive from an authorized security officer or District employee.
16. Engage in any conduct that interferes with, disrupts, or adversely affects the District or a School function.

#### Convicted Child Sex Offender

State law prohibits a child sex offender from being present on school property or loitering within 500 feet of school property when persons under the age of 18 are present, unless the offender is:

1. A parent/guardian of a student attending the school and has notified the Building Principal of his or her presence at the school for the purpose of: (i) attending a conference at the school with school personnel to discuss the progress of his or her child academically or socially, (ii) participating in child review conferences in which evaluation and placement decisions may be made with respect to his or her child regarding special education services, or (iii) attending conferences to discuss other student issues concerning his or her child such as retention and promotion; or
2. Has permission to be present from the Board, Superintendent, or Superintendent's designee. If permission is granted, the Superintendent or Board President shall provide the details of the offender's upcoming visit to the Building Principal.

In all cases, the Superintendent, or designee who is a certified employee, shall supervise a child sex offender whenever the offender is in a child's vicinity.

#### Exclusive Bargaining Representative Agent

Upon notifying the Building Principal's office, authorized agents of an exclusive bargaining representative will be provided reasonable access to employees in the bargaining unit they represent in accordance with State law. Such access shall be conducted in a manner that will not impede the normal operations of the District.

#### Enforcement

Any staff member may request identification from any person on school property; refusal to provide such information is a criminal act. The Building Principal or designee shall seek the immediate removal of any person who refuses to provide requested identification.

Any person who engages in conduct prohibited by this policy may be ejected from or denied admission to school property in accordance with State law. The person also may be subject to being denied admission to school athletic or extracurricular events for up to one calendar year in accordance with the procedures below.

#### Procedures to Deny Future Admission to Athletic or Extracurricular School Events

Before any person may be denied admission to athletic or extracurricular school events, the person has a right to a hearing before the Board. The Superintendent may refuse the person admission pending such hearing. The Superintendent or designee must provide the person with a hearing notice, delivered or sent by certified mail with return receipt requested, at least ten days before the Board hearing date. The hearing notice must contain:

1. The date, time, and place of the Board hearing;

2. A description of the prohibited conduct;
3. The proposed time period that admission to school events will be denied; and
4. Instructions on how to waive a hearing.

LEGAL REF.: 20 U.S.C. §7971 et seq., Pro-Children Act of 2001.  
Nuding v. Cerro Gordo Community Unit School Dist., 313 Ill. App.3d 344 (4th Dist. 2000).  
105 ILCS 5/10-20.5, 10-20.5b, 5/10-22.10, 5/22-33, 5/24-25, and 5/27-23.7(a).  
115 ILCS 5/3(c), Ill. Educational Labor Relations Act.  
410 ILCS 130/, Compassionate Use of Medical Cannabis Program Act.  
410 ILCS 705/, Cannabis Tax and Regulation Act.  
430 ILCS 66/, Firearm Concealed Carry Act.  
720 ILCS 5/11-9.3, 5/21-1, 5/21-1.2, 5/21-3, 5/21-5, 5/21-5.5, 5/21-9, and 5/21-11.

CROSS REF.: 2:200 (Types of School Board Meetings), 2:230 (Public Participation at School Board Meetings and Petitions to the Board), 4:170 (Safety), 5:50 (Drug- and Alcohol-Free Workplace; E-Cigarette, Tobacco, and Cannabis Prohibition), 6:120 (Education of Children with Disabilities), 6:250 (Community Resource Persons and Volunteers), 7:190 (Student Behavior), 7:270 (Administering Medicines to Students), 8:20 (Community Use of School Facilities)



**High School District 214**  
2121 South Goebbert Road  
Arlington Heights, Illinois 60005  
847-718-7600 | www.d214.org

**Dr. Scott Rowe**  
Superintendent

Date: June 12, 2025  
To: Board of Education  
From: Patrick Mogge, Director of Community Engagement and Outreach  
Subject: Recommendation to Engage EOSullivan for Community Feedback on Facility Needs Planning

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Background:

In response to the Board's charge from the February 27, 2025, Board of Education Workshop to identify a communications partner to support community engagement related to the district's long-term capital improvement needs, the administration conducted a thorough search and interview process involving eight firms with expertise in community engagement and referendum planning. Based on this review, the administration recommends entering into a consulting agreement with EOSullivan.

The firm brings deep experience in public sector engagement, strategic communications, and facilitating community-led planning processes. By working with EOSullivan, the district will be equipped to engage the community regarding facility needs and gather meaningful feedback to help shape the path forward. Engaging with EOSullivan does not constitute a decision to place a referendum on the ballot. The firm's role is to support transparent, inclusive outreach so the Board can determine whether its priorities align with the expectations of taxpayers and community stakeholders.

Administrative Considerations:

EOSullivan's engagement model follows a four-phase structure designed to build broad-based community understanding and support:

- **Phase 1: Preparation and Committee Launch**  
The consultant will work with the district to establish a community committee, identify key influencers, develop messaging, and begin initial online engagement.
- **Phase 2: Exploration and Community Input**  
A "menu" of potential facility projects and funding mechanisms will be developed. Public engagement will include community events and a combination of scientific and anecdotal surveys.
- **Phase 3: Testing and Plan Refinement**  
Community-driven plan options will be presented and tested through additional engagement, with feedback used to refine the direction.
- **Phase 4: Final Plan and Public Education**  
A final, consensus-driven plan will be shared with the community. Public education efforts will support understanding and awareness. The district may evaluate ballot timing and requirements if a referendum is deemed necessary in the future, but no such decision is being made at this time.

The total cost of the engagement services is \$80,000, with an additional \$10,000 for polling. Funding for the project will come through the Community Engagement and Outreach Department budget.

EOSullivan will guide the process with a focus on transparency and community input, ensuring that if a referendum becomes necessary, it is based on well-informed public feedback and shared priorities.

Recommendation:

That the Board of Education approve an agreement with EOSullivan Consulting in the amount of \$80,000, with \$10,000 for polling, to support the district's community engagement efforts across four key phases. The administration recommends this partnership as a proactive step to engage the community regarding our facility needs and gather feedback, not as a commitment to a referendum, but as part of a collaborative, informed decision-making process.

# HIGH SCHOOL DISTRICT 214

## PROPOSAL FOR CONSULTING SERVICES – CUSTOM ENGAGEMENT PROGRAM

March 7, 2025

*This Agreement contains proprietary information and may not be distributed to any other entity or person not associated with or in the employment of HIGH SCHOOL DISTRICT 214.*

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## SITUATION ANALYSIS

High School District 214 (hereinafter: D214) is seeking to engage the community in a collaboration to determine the future of their school district and potential community buy-in for the enhancements and investments necessary to achieve that vision. They are looking for a partner to help them develop and execute a comprehensive communication strategy, conduct community engagement, generate a consensus plan, conduct an education campaign, and secure community support for the plan.

EOSullivan Consulting (hereinafter: EOS) is an Illinois-based firm that specializes in driving consensus. As a former state legislator, Ed Sullivan spent 14 years at the forefront of the toughest issue debates in Springfield, where he became known as the consensus-maker for bringing all parties together to achieve progress. Sullivan also spent 24 years leading in local government as an assessor, earning him the standing as one of the foremost property tax experts in Illinois. With a passion for improving education in our home state, EOS is excited for the opportunity to partner with D214.

## WHY EOS?

EOS specializes in bringing school districts and their communities together. This is needed more than ever in this era of division, misinformation, and anger. We aren't just developing a winning plan and passing a referendum—we're setting up school districts for long term success.

If you are simply looking for a consulting company to sell your plan to your community, we're happy to discuss how we could assist, but we are likely not the best option for you. Our main competitor uses "community engagement" language but really just tries to get your community on board with what you want. If this is what you prefer, we respect that.

If, instead, you are ready to truly engage your community, we are the best fit for you. We are called to districts that have seen the biggest challenges, the most division, and even multiple referendum failures in the past, because our process works. We bring your entire community together, helping each side listen to the other and collaborating on a consensus path forward that allows entire communities to celebrate their schools together.

In addition to being more affordable than our competition, there are three advantages that truly set us apart:

- We Are Local & Know Illinois: Not only are we located here in Illinois and invested in our home state, we've spent decades working in every community throughout this state. We know how the residents of your district think, what matters to them, and what will earn their support. We have relationships with key influencers in and around your district. And we will be with you, by your side, instead of simply supporting you remotely or sending subcontractors. None of our competitors can say that.
- We Bring Local Government & Political Experience: Our competitors come from other fields, like architecture firms and polling companies, and don't specialize in community engagement and political campaigns. The EOS-Cor partnership brings unmatched experience in all aspects of this process, allowing us to ensure every decision you make is one that will play favorably now and into the future.
- We Conduct True Community Engagement: Putting out a mail survey or holding a few sparsely attended committee meetings is not community engagement. We have developed a process that truly engages your entire community, not just those with ties to your district, so they feel fully involved in the process and you can confidently make decisions you know are aligned with your community's wishes.



## OUR UNIQUE DATA GATHERING PROCESS

Our team of data experts are sought after nationally for their ability to accurately model public opinion and predict voter behavior, conducting data work for hundreds of clients including school districts, municipalities, colleges, and other government entities and civic organizations. This includes conducting over 250 surveys in the Chicagoland region as well as conducting engagement programs in multiple languages to ensure every community member has the opportunity to participate in the process.

These experts have developed a three-track process by which we gather data during community engagement, helping us engage as many district residents as possible while giving the board and administration the scientifically accurate data needed to make decisions.

- Intuitive: Nowadays, unfortunately, most people make decisions based on their intuition—their immediate, gut reactions. We must track the community’s intuitive feelings throughout this process to know where people stand before being educated. We use several methods to gather this data, primarily scientific surveys.
- Informed: The more people become informed, the more they tend to be supportive. We need to identify how individuals feel after being educated so we can predict how public opinion will change as they learn more. We gather this data through multiple methods, especially a community committee.
- Passionate: Strongly passionate individuals in the community can influence others to their position. As a result, it is vital we identify the level of passion within segments of the community supporting or opposing specific things. This data is gathered throughout, though one of the best methods is through public forums.

## OUR PROVEN COMMUNITY ENGAGEMENT APPROACH

Our approach is based on the tried-and-true engagement funnel, both to maximize community engagement and to arrive at a consensus final plan.

Phase 1: Engagement begins by making the public aware of the effort, educating them on the district’s challenges and opportunities, and allowing them to provide general feedback so we can ensure their concerns are addressed and priorities included when we narrow feedback to specific projects.

Phase 2: We then work with the district and district’s experts to create a menu of potential individual projects, infrastructure solutions, funding methods, and funding levels. We gather feedback from the community on each item contained in the menu to learn their priorities and willingness to fund a corresponding plan.

Phase 3: Armed with community feedback, we again work with the district and district’s experts to narrow to specific options for the community to consider. This drives consensus on a final plan.

Phase 4: Equipped with the data from the community engagement and survey research, we will work with the administration, the district’s experts, and the board to determine the best possible course forward and finalize the plan. We then publicize the final plan and conduct a community education program to educate the public on the plan, answer their questions, and motivate people to vote so their voices are heard.



## THE METHODS WE WILL USE

Below is a detailed explanation of the methods we will use to conduct this community engagement effort. The exact plan will be customized in coordination with the district.

### MESSAGING

It is imperative we consistently educate the public and influencers on the positive accomplishments of the district, the need to invest in the schools, and areas they would see improvement if those investments are made. This will lead to a stronger relationship between residents and their schools, increased favorability for the school district, and community investment in the engagement process and final plan.

To accomplish this, we will work with the district to develop effective messaging that will be used by all individuals and entities involved in this effort. We will provide direct support and training to ensure everyone is comfortable with the messaging and effective in its delivery. We will help the district engage key influencers directly so they are equipped to answer any questions they may receive. And we will assist the district in developing necessary marketing materials by providing content for brochures, flyers, a website portal, social media posts, and videos.

### PUBLIC ENGAGEMENT

The public needs to see there are opportunities for them to attend engagement sessions, whether in person or virtual. For those who attend, these are excellent opportunities to be part of this community-driven effort. For those who do not attend, they are comfortable knowing the process was transparent and collaborative.

Engagement sessions are public, town hall style events held at various in-person locations as well as virtual and conducted on different days of the week and/or different times so all community members have the opportunity to attend. These sessions are often also translated into different languages, though some districts prefer to have specific town halls specially for non-English speaking community members.

The town halls start with a presentation based on the messaging, detailing the district's needs and challenges then presenting the potential projects, funding solutions, funding methods, and funding levels from the menu. Then there is a break where attendees can review boards with details for all projects under consideration and staff near to answer questions. The event then concludes with a public Q&A, and all attendees are encouraged to share their priorities and thoughts via digital and/or paper feedback forms.

### COMMUNITY COMMITTEE

For this process to be successful, we need a committee of dedicated individuals who will provide direct input throughout the entire process. The committee will be made up of a cross-section of district stakeholders: parents, students, taxpayers without children in the schools, business leaders, teachers, and administration.

The committee will be tasked with the responsibility of actively gathering input from their contacts within the community and sharing that feedback with the district. We will hold at least one meeting of the community committee during each phase to provide them information, answer their questions, and solicit their feedback.

In Phase 4, once the plan is complete, oftentimes this committee transitions into a community-based committee to take the lead on informing the public of the final plan, especially if that plan becomes a referendum.



## SCIENTIFIC SURVEY RESEARCH

A successful process and outcome is driven by unbiased data. Using surveys, we can gather that data in a way that accurately reflects the opinions of every member of the district. *(Note: Most of our clients prefer phone surveys for their accuracy and cost effectiveness, so that is what is included in this proposal. We have extensive experience conducting all types of surveys, including mail, text, and online, so if another method is preferred by the district we can adjust as necessary.)*

We recommend conducting two surveys. The first, called a menu survey, is taken during Phase 2. It tests opinions of the full list of potential projects, funding solutions, funding methods, and funding levels, both their individual levels of support and priority ranking. This survey also tests the favorability of the school district. The second, called an options survey, is taken during Phase 3. It tests the final options, both their individual levels of support and priority ranking. If desired, survey respondents can be given the option to take the survey in English or Spanish.

## FINAL PLAN & REFERENDUM DEVELOPMENT

Equipped with the data from the public engagement, community committee, and survey research, we will work with the administration, the district's experts, and the board to determine the best possible course forward and finalize the plan. This includes determining funding options/levels and which projects should be funded.

We will then work with the district's board and local counsel to craft the ballot question. We will also help the district determine when to put the referendum on the ballot, using our knowledge of the political landscape and ability to predict the makeup of electorates.

## COMMUNITY EDUCATION

Once the plan is finalized by the administration and board, we must actively work to educate the public on how this community-driven plan was developed, the challenges the plan overcomes, and the benefits the plan will achieve for students and the community.

Working with the district, we will directly engage the public using a variety of methods. This includes a series of in person and virtual town hall style events open to all members of the public. It includes tours of the district's facilities most impacted by the plan. It includes scheduling district representatives to speak at local government, civic organization, and community group meetings. And it includes providing information directly to school-related organizations, such as PTAs, booster clubs, and foundations.



## COMMUNICATIONS & MARKETING

Unfortunately, because members of the public lead busy lives, they often don't have time to come to you for information—you must bring your information to them as conveniently and concisely as possible. That is why we must conduct effective communications and marketing efforts to ensure our informational message is heard by as many residents as possible.

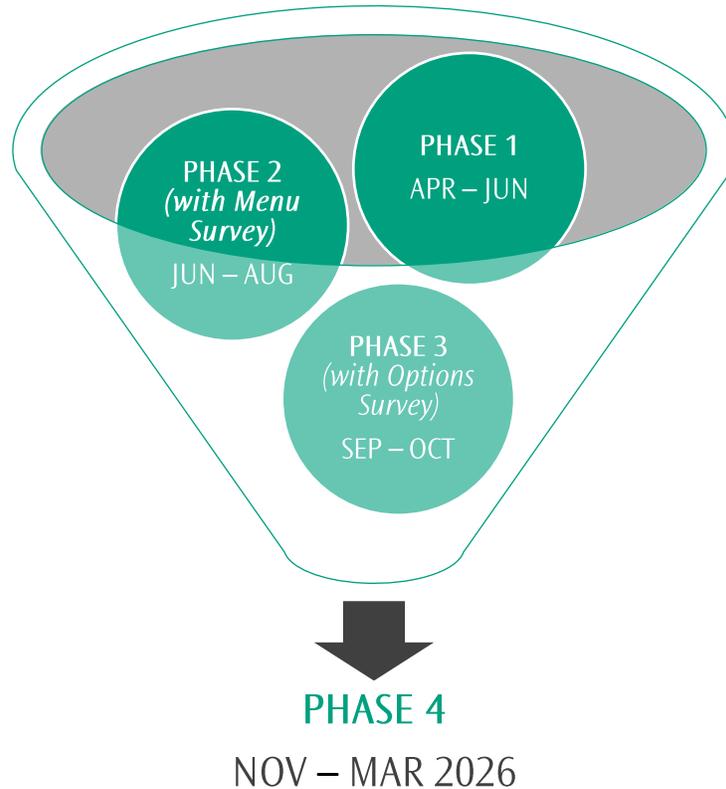
We will work with the district to develop a plan, budget, and calendar for these outreach efforts. This plan will utilize the district's current communications channels, including newsletters, emails, social media, fliers, and articles. The plan will also include paid channels such as detailed mailings, interactive tele town halls, and social media boosts, if budget allows since these channels have associated costs.

In addition, we will assist the district in expanding its online presence regarding the informational message by providing a content calendar with suggested social media posts and counseling the district on digital advertising strategies and how to effectively monitor online conversations and when to respond to comments.

Finally, our public relations team will work to secure media coverage for the district, including news stories, interviews with district leaders, and opinion pieces such as op-eds and letters to the editor. Using our relationships with local and regional media, we will actively build and strengthen media relationships for the district, monitor coverage, and assist the district with responding to all related inquiries.



## TIMELINE & DELIVERABLES



*Note: Based on scheduling of public presentations and board meetings, the timeline could alter in detail but not in substance. A more detailed timeline will be developed in partnership with the district.*

### PHASE 1 (APRIL 2025 – JUNE 2025)

- Develop Community Engagement Messaging
- Actively Push Messaging Internally and Externally
- Create Community Committee
- Hold 1<sup>st</sup> Meeting of Community Committee, with Presentation Based on Messaging
- Put Presentation from 1<sup>st</sup> Committee Meeting on Website Along with Feedback Form
- Actively Encourage Members of the Public to Provide Their Feedback Via the Online Feedback Form
- Develop Report of Phase 1 Activities to Inform Phase 2 Activities
- (Administration) Report to Board on Phase 1 Activities at Public Board Meeting

### PHASE 2 (JUNE 2025 – AUGUST 2025)

- Develop Menu of Potential Projects, Infrastructure Solutions, Funding Levels, & Funding Mechanisms
- Hold 2<sup>nd</sup> Committee Meeting, with Presentation Based on Menu
- Execute Menu Survey
- Put Presentation from 2<sup>nd</sup> Committee Meeting on Website Along with Feedback Form
- Hold 3-5 Public Engagement Sessions



- Develop Report of Phase 2 Activities to Inform Phase 3 Activities
- (Administration) Report to Board on Phase 2 Activities at Public Board Meeting

### PHASE 3 (SEPTEMBER 2025 – OCTOBER 2025)

- Develop 3 Options at Various Funding Levels (low/medium/high)
- Hold 3<sup>rd</sup> Committee Meeting, with Presentation on 3 Options
- Execute Options Survey
- Develop Report on Phase 3 Activities to Inform Final Plan
- (Administration) Report to Board on Phase 3 Activities at Public Board Meeting

### PHASE 4 (NOVEMBER 2025 – MARCH 2026)

- Develop Final Plan with List of Projects & Corresponding Funding
- Develop Ballot Question
- Develop Informational Messaging
- Hold 4<sup>th</sup> Committee Meeting, with Presentation on Final Plan Based on Informational Messaging
- Publicize Final Plan Using Informational Messaging
- Board Publicly Deliberates and Approves Final Plan & Ballot Question
- Conduct Community Education Program



## EXPERTISE & SUCCESS

Since 2018, EOS has run 23 community engagement programs in Illinois that led to referendums, posting a 91% win rate with a 25% margin of victory, securing nearly \$1.5 billion in funding for Illinois school districts. In the November 2024 election, EOS won 4 out of 5 school referendums and the loss was by literally one vote.

### We Win After Previous Failed Referendums Efforts

- Barrington District 220 was unsuccessful in passing a referendum in 2019 due to coordinated community opposition. With our assistance, they overwhelmingly passed a \$147 million referendum in 2020 with over 61% of the vote. We achieved this success by running an effective targeted campaign to specific subsets of voters in the four different counties within the district. (We have since passed a second referendum for D220, securing them another \$64 million in 2024.)
- Wheaton District 200 had to make certain upgrades to their facilities to comply with state and federal mandates, but the community had rejected the work as part of referendums in 2013 and 2017, generating significant opposition. We helped the district repair their relationship with the community in 2018 and passed a referendum 72% to 28% that allowed them to move forward. This was the largest margin of victory (44%) of any referendum in the county. (We have since passed a second referendum for D200, securing them \$151.5 million by a margin of 68% to 32% in 2024.)

### We Win In High Minority Population Districts

- Berkeley School District 87 faced aging infrastructure, overcrowding, inadequate spaces, and significant life safety and security needs because this tier-1 school was funded at only 59% of their needs. Over months of community engagement in 2020, we brought parents, community leaders, and taxpayers together to pass a \$105 million referendum with 66% of the vote that will enhance education in the district for generations.
- Wheeling District 21 sought significant funding for facility improvements in 2018. This \$69 million referendum was extra challenging because it was a tax increase in a lower-income community frustrated with property taxes. We were successful and voters overwhelmingly approved the referendum 73% to 27%. The winning margin, 46%, was the largest margin of victory of any referendum in the county and surrounding region.

### We Win In Anti-Tax Communities

- McHenry District 156 had ambitious plans in 2018, but their community had overwhelmingly rejected three previous referendums (by 30% in 2013, by 46% in 2010, & by 42% in 2010). With only 3 months to run our program, we passed their \$44 million referendum by nearly 13% (56%-44%). Making this more impressive, two other referendums were on the ballot in that area and both lost by large margins (31%-69% and 39%-61%).
- Lake Zurich District 95 needed over \$100 million in funding in 2018 to provide safer, healthier, 21st-century learning environments for students. Our efforts were wildly successful, with the referendum winning by an over 2-to-1 margin (68%-32%). This was the largest bond issue approved in Lake County in years, and at the time one of only six school district referendums to succeed in Lake County since 2010.

### We Win In Unique Districts & Divided Communities

- Harper College was seeking \$180 million in funding. The district's size, about the size of a congressional district, combined with their very limited campaign budget, made this effort especially challenging. Despite the uphill battle, we were able to win overwhelmingly, 62%-39%. The 2018 winning margin of 23% was over double Harper's winning margin in 2008, and it was achieved while spending 10% less than the previous decade's campaign.
- Elmwood Park District 401 had crumbling elementary schools nearing 100 years old. Years of attempts to bring the community together to identify a solution had been unsuccessful, as this district is split down the middle by train tracks and incredibly divided. We successfully brought these factions together to agree on a consensus plan, then worked with the community to pass the corresponding \$55 million referendum with 62% of the vote.



### We Win Complicated DSEB and Limiting Rate Increase Referendums

- McLean County Unit 5 had been deficit spending for years, relying on costly working cash bonds and cutting programs to stay afloat. The district needed to pass a significant 88-cent education rate increase. Our community engagement process educated the public on the district’s needs and what led to this crisis, helping them identify funding priorities. Voters approved the referendum 59% to 41% in 2023 and programs were restored.
- Lemont District 210 needed additional funds to modernize classrooms and replace aging infrastructure and mechanicals at their high school. As a more sustainable solution, the district pursued a Debt Service Extension Base (DSEB) increase in 2022. With limited time, we helped the district educate taxpayers how the DSEB increase would impact them, leading to voters approving the referendum 52% to 48%

## EOS TEAM

EOS has an entire team, internal and external, that works together to provide the services detailed in this agreement. For ease of communication, the below team members have been assigned as the primary points of contact for the roles listed and they will communicate with the rest of our team as needed. EOS retains the right to adjust our team as necessary to ensure we are providing the best possible support to our clients.

- Ed Sullivan: Strategy & Influencers
- Collin Corbett: Strategy & Messaging
- Rich Carter: Community Engagement
- Ryan Kilduff: Operations
- Lane Davis: Communications & Content
- Abe Levy: Data & Technology

## TEAM QUALIFICATIONS

**Rich Carter (Operations, EOSullivan Consulting)** – Rich Carter has led community engagement operations at EOSullivan Consulting since 2019, assisting dozens of local governments in Illinois with efforts to develop a plan for the future that is driven by the community. Prior to 2019, Carter led communications and outreach efforts for several high-profile statewide and federal officials, designing and successfully implementing positive messaging campaigns. He was most recently Deputy Chief of Staff/Communications for Illinois Lt. Governor Evelyn Sanguinetti and previously served as Spokesman for former Illinois Comptroller Leslie Geissler Munger and former U.S. Rep. Don Manzullo, who served the people of Northern Illinois for 20 years. Carter also previously led the Comptroller’s Public Affairs Team that provided outreach as the primary liaison between our state’s Chief Financial Officer and thousands of local governments, non-profit organizations, business groups, and civic organizations throughout the State of Illinois. Carter is an effective media and public affairs strategist because he knows how reporters and editors think. From 1988 to 1997, he advanced from municipal reporter to political writer to news editor, eventually managing 15 journalists and running the news operation for the Northwest Herald, then a 35,000-circulation daily newspaper in McHenry County, Illinois. He was recognized 10 times for his exceptional news stories by the Associated Press, Illinois Press Association, Suburban Newspapers of America, and National Newspaper Association. Carter resides in Cary, IL with his wife, Michelle, and four children.

**Ed Sullivan (Owner, EOSullivan Consulting)** – As a former state legislator, Ed Sullivan spent 14 years at the forefront of the toughest issue debates in Springfield, where he became known as the consensus-maker for bringing all parties together to achieve progress. Sullivan also spent 24 years leading in local government as a township assessor, earning him the standing as one of the foremost property tax experts in Illinois. With a passion for improving education in our home state, Sullivan is excited for the opportunity to partner with D214. Sullivan received numerous honors during his legislative career. He was named Public Official of the Year by the Illinois Association of Chiefs of Police, Legislator of the Year (The Acorn Award) by the Nature Conservancy, Legislator of the Year by the Staffing Services Association of Illinois, and Lifesaver of the Year by the Illinois Poison Center. He received the “Guardian of Small Business” award five times from the National Federation of Independent Businesses – Illinois. He was named a “Champion



of Free Enterprise” by the Illinois Chamber of Commerce five times. The Illinois Farm Bureau gave him their “Activator Award” for being a “Friend of the Agriculture” six times. He also received the Outstanding Legislator Award from the Illinois Bankers Association, the Lung Health Champion Award from the Respiratory Health Association, the Legislative Leadership Award from the Illinois Association of Park Districts, and an award for Outstanding Leadership from the Associated Fire Fighters. His wife, Trish, is a Family Nurse Practitioner. They reside in Libertyville with their two children.

**Collin Corbett (Owner, Cor Strategies)** – Collin Corbett is an entrepreneur, political strategist, and adventure-seeker from Palatine, Illinois. Having founded a number of successful businesses and organizations, Collin is most known for launching Cor Strategies from nothing. Starting with local school board and municipal races, he has since built Cor into one of the largest political companies in Illinois. Since 2009, this Midwest-based political solutions company has served nearly 1,000 campaigns, organizations, and businesses. Collin is dedicated to making a positive impact on his home state of Illinois, creating numerous organizations throughout the state and speaking frequently at school government classes and civic organizations. In other community activities, Collin has served as a mentor to up-and-coming entrepreneurs and local high school students through several mentorship non-profits. He has served in leadership roles in his church and on numerous boards. In 2015, he received “The Outstanding Young Person of Illinois” Award from the Illinois Jaycees. Collin resides in Palatine with his wife, Abbey, their son, Teddy, and their rescue dog, Dustin.

## EOS REFERENCES

- Dr. Jeff Schuler | 630.682.2002 | [jeff.schuler@cusd200.org](mailto:jeff.schuler@cusd200.org)  
*Superintendent of Wheaton Community Unit School District 200 During Successful Referendum*
- Dr. Terri Bresnahan | 847.593.4300 | [Bresnahan.terri@ccsd59.org](mailto:Bresnahan.terri@ccsd59.org)  
*Superintendent of Berkeley School District 87 During Successful Referendum*
- Dr. Kaine Osburn | 847.251.3587 | [osburnk@avoca37.org](mailto:osburnk@avoca37.org)  
*Superintendent of Lake Zurich Community Unit School District 95 During Successful Referendum*
- Dr. Brian Harris | 630.639.9874 | [llinibri87@gmail.com](mailto:llinibri87@gmail.com)  
*Superintendent of Barrington Community Unit 220 School District During Successful Referendum*
- Dr. Mary Ticknor | 630.243.3260 | [mticknor@lhs210.net](mailto:mticknor@lhs210.net)  
*Superintendent of Lemont Township High School District 210 During Successful Referendum*



## PROJECT COST

*Billing structure to be determined in consultation with client. We can break down billing monthly, by project, or lump sum.*

**Total Cost: \$80,000 for Consulting, Plus \$10,000 for Surveys**

### Cost By Project:

- Public & Committee Engagement: \$30,000
- Messaging: \$20,000
- Final Plan & Referendum Development: \$10,000
- Surveys: \$10,000 for 2 Automated Phone Surveys with Modeling/Weighting
- Community Education: \$20,000

*Note on Services: Covered in this Agreement is the cost of our time, expertise, and travel expenses, plus the cost for surveys. Not covered is any additional paid outreach the district wishes to pursue, such as mailings, texting, digital ads, etc. Should these services be needed, we will provide pricing and a detailed budget for the district to approve prior to any expenditures.*

## TERMS

- All pricing good for 45 days from date of proposal.
- Agreement terms are from date of signature until project completion.
- Client will be billed based on determination between EOS and D214 to be agreed upon in writing.
- Client will reimburse EOS for mutually agreed upon expenses. Expenses will be included on the following invoice. Proper documentation of each expense will be available at any time upon request.
- D214 and EOS reserve right to terminate this Agreement with 30 days' notice without cause.

## CONDITIONS

- Completion of projects contingent on timely communication from client.
- During the term of this Agreement, EOS and its employees will not perform services, whether compensated or voluntary under the employment of EOS or independently, that shall conflict with any activities of D214 or cause to sully the goodwill of, or put into disrepute, D214 or its agents or clients.
- In the performance of its services, EOS shall comply with all laws applicable to the performance of such services and otherwise applicable to D214, its board members and employees, including, but not limited to, the State Ethics Act and laws governing lobbying, political activities, and the use of public funds. EOS shall comply with any D214 Board Policies regulating ethics and gift bans.
- All information and materials related to D214 and its operations are the property of D214 and will be treated as confidential information; EOS will not disclose any confidential information during or after the terms of this Agreement.
- Both parties agree that the duties and services outlined in this Agreement do not include any type of lobbying and/or government relations activities with the State of Illinois. If both parties agree that lobbying services are needed, then a separate and independent agreement would be executed and both parties would register with the Illinois Secretary of State's office, Index Division and follow all applicable Illinois laws and regulations.



- Client agrees to allow reasonable use of its name and work resulting from this Agreement for EOS's promotional efforts.
- Each Party ("the Indemnitor") will defend, indemnify, and hold harmless the other Party, the other Party's affiliates, subsidiaries, and related companies, and its trustees, members, officers, directors, agents, representatives, and employees, and each of their respective successors (collectively, the "Indemnitees") against any and all third party claims, suits, losses, damages, suits, fees, judgments, costs, and expenses (collectively referred to as "Claims"), including reasonable attorney's fees incurred in responding to such Claims, caused by any act, omission, negligence, or breach of this Agreement by the Indemnitor in connection with the performance of the Services.
- In no event shall either party be liable to the other for special, indirect, incidental, or consequential damages, including, without limitation, loss of use or loss of profits, regardless of whether such damages are caused or allegedly caused by breach of Agreement, tort or otherwise (including negligent or willful act or omission, warranty, indemnity, or strict liability).
- **Certifications.** As required by the Criminal Code, 720 ILCS 5/33E-11, by executing this Agreement, EOS certifies that it is not barred from contracting with any unit of State or local government as a result of a violation of any criminal statute including, but not limited to, the bid rigging (Section 33E-3) or bid rotating (Section 33E-4) provisions of the Criminal Code. EOS agrees that if this certification is false, D214 may declare the Agreement void. EOS further certifies that it will provide a drug free workplace as required by the Illinois Drug Free Workplace Act, 30 ILCS 580/1 et seq.
- **Equal Employment Opportunity.** EOS agrees to fully comply with the requirements of the Illinois Human Rights Act, 775 ILCS 5/1-101 et seq., including, but not limited to, the provisions of sexual harassment policies and procedures pursuant to Section 2-105 of the Act. EOS further agrees to comply with all federal Equal Employment Opportunity Laws, including, but not limited to, the Americans with Disabilities Act, 42 U.S.C Section 1201 et seq., and rules and regulations promulgated thereunder.
- As required by Illinois law, in the event of EOS's non-compliance with the provisions of this Equal Employment Opportunity Clause, the Illinois Human Rights Act or the Rules and Regulations of the Illinois Department of Human Rights ("Department"), EOS may be declared ineligible for future contracts or subcontracts with the State of Illinois or any of its political subdivisions or municipal corporations, and the Agreement may be canceled or voided in whole or in part, and such other sanctions or penalties may be imposed or remedies invoked as provided by statute or regulation. During the performance of this Agreement, EOS shall agree as follows:
  - a. That it will not discriminate against any employee or applicant for employment because of race, color, religion, sex, sexual orientation, marital status, national origin or ancestry, citizenship status, age, physical or mental handicap unrelated to ability, military status, or an unfavorable discharge from military service or arrest record status; and further that it will examine all job classifications to determine if minority persons or women are underutilized and will take appropriate affirmative action to rectify any such underutilization.
  - b. That, if it hires additional employees in order to perform this contract or any portion thereof, it will determine the availability (in accordance with the Department's Rules) of minorities and women in the areas from which it may reasonably recruit and it will hire for each job classification for which employees are hired in such a way that minorities and women are not underutilized.
  - c. That, in all solicitations or advertisements for employees placed by it or on its behalf, it will state that all applicants will be afforded equal opportunity without discrimination because of race, color, religion, sex, sexual orientation, marital status, national origin or ancestry, citizenship status, age, physical or mental handicap unrelated to ability, military status, or an unfavorable discharge from military service.



- d. That it will send to each labor organization or representative of workers with which it has or is bound by a collective bargaining or other agreement or understanding, a notice advising such labor organization or representative of EOS's obligations under the Illinois *Human Rights Act* and the Department's Rules. If any such labor organization or representative fails or refuses to cooperate with EOS in its efforts to comply with such Act and Rules, EOS will promptly so notify the Department and D214 and will recruit employees from other sources when necessary to fulfill its obligation thereunder.
  - e. That it will submit reports as required by the Department's Rules, furnish all relevant information as may from time to time be requested by the Department or D214 and in all respects comply with the Illinois *Human Rights Act* and the Department's Rules.
  - f. That it will permit access to all relevant books, records, accounts and work sites by personnel of D214 and the Department for purpose of investigation to ascertain compliance with the Illinois *Human Rights Act* and the Department's Rules.
  - g. That it will include verbatim or by reference the provisions of this clause in every subcontract it awards under which any portion of the contract obligations are undertaken or assumed, so that such provisions will be binding upon such sub. In the same manner as with other provisions of the Agreement, EOS will be liable for compliance with applicable provisions of this clause by such sub; and further it will promptly notify D214 and the Department in the event any sub fails or refuses to comply therewith. In addition, EOS will not utilize any sub declared by the Illinois Human Rights Commission to be ineligible for contracts or subcontracts with the State of Illinois or any of its political subdivisions or municipal corporations.
- This typewritten Agreement constitutes the entire Agreement of the Parties and supersedes all prior or contemporaneous written or oral negotiations, correspondence, understandings, and agreements, between the Parties respecting the subject matter hereof. Any changes, additions, stipulations, or deletions including correcting lining out by any party to this Agreement or signator to this Agreement will not be considered agreed to or binding on any party unless such modifications have been initialed or otherwise approved in writing by all parties to this Agreement. No waiver of any of the provisions of this Agreement shall be deemed, or shall constitute, a waiver of any other provisions, whether or not similar, nor shall any waiver constitute a continuing waiver. No waiver shall be binding unless executed in writing by the party making the waiver.

## ACCEPTANCE

In Witness Whereof, the parties hereto agree to the deliverables, scope, cost, and terms & conditions of this Agreement. Client representative is duly authorized to enter into this Agreement.

### EOSULLIVAN CONSULTING

### HIGH SCHOOL DISTRICT 214

Signature: \_\_\_\_\_

Signature: \_\_\_\_\_

Printed Name: \_\_\_\_\_

Printed Name: \_\_\_\_\_

Title: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_





# **Community Engagement for High School District 214**

**Mr. Ed Sullivan & Mr. Collin Corbett**

**Why engaging the  
community is vital to  
a successful project.**



**EOSULLIVAN**  
CONSULTING

**When a community  
collaborates, they're  
more likely to support  
**THEIR** plan.**



EO SULLIVAN  
CONSULTING

# COMMUNITY DRIVEN

Our innovative program helps bring communities together to collaboratively solve the problems they face...



**SULLIVAN**  
CONSULTING

# COMMUNITY DRIVEN

...by fostering a  
COMMUNITY-DRIVEN  
PLAN.



# WHY EOS?

1. We Are Local & Know Illinois
2. We Bring Local Government & Political Experience
3. We Conduct True Community Engagement

# EOS TEAM

- **Ed Sullivan** EOS founder, former State Rep. and Libertyville resident
- **Collin Corbett** Cor Strategies founder and Palatine resident
- **Rich Carter** EOS Operations Director, D214 Alum (Hersey HS)

## Advisor

- **Dr. Victoria Stockton** Bellwood D88 Superintendent

# **Challenge: Making Decisions with So Many Project and Funding Options**

**EOS Solution: We Conduct True Community Engagement**  
Our award-winning engagement process equips you with data on every single decision point, from which projects to prioritize to which funding methods are most palatable to the community. We will help the administration and board confidently make decisions.

# **Challenge: Fostering Community Consensus**

## **EOS Solution: We Have Won in D214**

We have extensive experience in the district, working with other elected officials and local governments, including helping D21, D57, and Harper College run successful programs. We have also handled negative local and national public opinion.

# **Challenge: Dealing with an Anti-Tax Mood and Potentially Tough Economy**

## **EOS Solution:**

### **We Bring Vast Local Government & Political Experience**

We have unmatched experience, serving in elected office in IL and working on over 750 campaigns and referendums in this state. We've been successful in some of the toughest districts as well as during economic downturns and COVID.

# **Challenge: High Overall Price Tag**

## **EOS Solution: We Have Dealt with Large Projects**

Because D214 is geographically large, a final plan with a reasonable taxpayer impact could look intimidating when looking at the total cost. We have dealt with similar situations including Harper College, Wheaton D200, McLean D5, Lake Zurich D95, and Barrington D220.

# **Challenge:** **Running Engagement Program While Allowing Staff to Focus on Primary Responsibility of Educating Students**

## **EOS Solution: We Are Local**

We don't support you remotely or send subcontractors. We are located just outside the district with a team member who graduated from D214. We will be by your side the entire time, working hand-in-hand with your team and board.

# OUR UNIQUE DATA GATHERING PROCESS

## Data is Gathered in Three Tracks:

1. **Intuitive:** Primarily through scientific methods like professional community surveys.
2. **Informed:** Primarily through a community committee.
3. **Passionate:** Primarily through public engagement sessions.

# OUR PROVEN COMMUNITY ENGAGEMENT APPROACH

4-Phase Process: Our approach is based on the tried-and-true engagement funnel, both to maximize community engagement and to arrive at a consensus final plan.

This process includes targeted messaging (adjusted in each phase), community and committee engagement (virtual and in-person), survey research, PR & marketing services, and referendum/plan development.

# **We Will Develop a Custom Plan in Coordination with D214**

What follows is our recommendation based on information the district has made available.

# PHASE 1

## June – July 2025

We will ensure the public is aware of the work the district has done to date and gather overall feedback on the district's challenges and opportunities while beginning to push positive and persuasive messaging.

- Develop Messaging
- Create Community Committee & Hold First Meeting
- Engage the Public Online
- Identify Key Influencers & Inform Them of Engagement

# THE IMPORTANCE OF MESSAGING

We must consistently educate the public and influencers on the positive accomplishments of the district, the need to invest in the schools, and areas they would see improvement if those investments are made.

To accomplish this, we will develop effective messaging that will be used by all individuals and entities involved in this effort.

Messaging will be in D214's voice while using language we've seen work best in this community. For instance, tweaking "flexible learning" to something like "future-ready learning."

# ASSEMBLING YOUR D214 COMMUNITY COMMITTEE

**Why:** For this process to be successful, you need a committee of dedicated individuals who will provide direct input throughout the entire process.

**Who:** The committee should be made up of a cross-section of D214 stakeholders: parents, students, taxpayers without children in the schools, community and business leaders, teachers, and administration.

**What:** The committee will be tasked with the responsibility of actively gathering input from their contacts within the community and sharing that feedback with the district at 4-5 community committee meetings.

# PHASE 2

August – September 2025

Identify the community's priorities and willingness to fund potential projects and infrastructure solutions.

- Develop Menu of Potential Projects, Infrastructure Solutions, Funding Mechanisms, and Funding Levels
- Execute Menu Survey
- Conduct 1-2 Community Committee Meetings
- Hold At Least 3-4 Public Engagement Sessions

# D214 MENU **PROJECTS**

The projects for the seven buildings identified in the facility assessment plan, plus any additional projects that should be tested.

- Safety & Security
- Infrastructure
- Mechanicals
- Life Safety
- Theatres
- Outdoor Athletics
- Learning Spaces
- Career Pathways
- Student Supports

# D214 MENU **FUNDING**

The potential funding sources identified by PMA, ~~plus three funding~~ plus three funding levels with taxpayer impacts.

- Fund Balance
- DSEB
- Life Safety Bonds
- Referendum Bonds

## Funding Levels:

- Low
- Medium

# COMMITTEE MEETINGS & PUBLIC ENGAGEMENT SESSIONS



# MENU SURVEY

Mount Prospect D57 Menu Survey | EOSullivan Consulting | Field Dates: Monday, June 24 - Saturday, June 29

Age	
≤ 44	36%
45 - 64	35%
65 +	29%

Ideology	
Conservative	31%
Moderate	28%
Liberal	42%

Gender	
Male	47%
Female	51%
Prefer Not to Answer	2%

D57 Connection	
Current	39%
Previous	34%
No Connection	27%

Ethnicity	
White	75%
Hispanic	13%
Black	6%
Asian	4%
Another Ethnicity	2%

D57 Opinion	
Very Favorable	51%
Somewhat Favorable	32%
Somewhat Unfavorable	5%
Very Unfavorable	4%
Unsure / No Opinion	8%

Potential Projects	Strongly Support	Somewhat Support	Somewhat Oppose	Strongly Oppose	Unsure / No Opinion	Rank
Full Day Kindergarten	47%	25%	14%	10%	4%	1 33%
Classroom Improvements	39%	35%	8%	13%	5%	2 15%
Innovative Spaces	37%	32%	12%	14%	5%	8 4%
Music & Art Spaces	47%	23%	15%	12%	4%	4 10%
Athletics	35%	30%	15%	16%	4%	6 6%
Student Resources & Supports	47%	27%	12%	10%	4%	5 10%
Lunchrooms & Multipurpose Spaces	34%	24%	21%	15%	5%	10 2%
Infrastructure & Mechanicals	34%	35%	11%	14%	7%	7 5%
Safety & Security	37%	33%	14%	12%	4%	3 12%
Space, Circulation & Layout	30%	30%	18%	16%	6%	9 3%

Potential Solutions	Strongly Support	Somewhat Support	Somewhat Oppose	Strongly Oppose	Unsure / No Opinion	Rank
Renovation + Expansion	34%	33%	14%	13%	6%	2 28%
Addition + Expansion	26%	36%	13%	18%	7%	3 23%
New School + Expansion	28%	26%	15%	27%	4%	1 29%
Unsure / No Opinion						4 20%

Potential Funding Levels	Strongly Support	Somewhat Support	Somewhat Oppose	Strongly Oppose	Unsure / No Opinion	Rank
No New Funding	16%	17%	24%	35%	8%	4 17%
Low Funding Level	24%	40%	12%	19%	6%	1 26%
Medium Funding Level	16%	32%	19%	28%	5%	2 23%
High Funding Level	23%	18%	17%	38%	4%	3 23%
Unsure / No Opinion						5 11%

# PHASE 3

October – November 2025

Develop final options with the community to drive consensus on a final plan.

- Develop 3 Options at Various Funding Levels
- Conduct at Least 1 Community Committee Meeting
- Execute Options Survey
- Potentially Hold Another Round Of Public Engagement Sessions

# BARRINGTON 220 (OPTIONS CONTENT)

## OPTION 1

- Addresses:
  - Safety & Security
  - New Auditorium at Barrington High School
  - Music Rooms
- Does Not Address:
  - STEAM Labs
  - Middle School Science Classrooms
  - Fine Arts Classrooms
  - Mechanical Systems
  - Plumbing
  - Fine Arts Programming Enhancements
  - Windows, Doors & Flooring
- Estimated Cost:
  - \$46.1 Million
- Approximate Tax Impact:
  - \$170/yr (for a \$500,000 home)

# BARRINGTON 220 (OPTIONS CONTENT)

## OPTION 2

- Addresses:
  - Safety & Security
  - New Auditorium at Barrington High School
  - Music Rooms
  - STEAM Labs
  - Middle School Science Classrooms
  - Fine Arts Classrooms
  - Plumbing
- Does Not Address:
  - Mechanical Systems
  - Fine Arts Programming Enhancements
  - Windows, Doors & Flooring
- Estimated Cost:
  - \$60 Million
- Approximate Tax Impact:
  - \$221/yr (for a \$500,000 home)

# BARRINGTON 220 (OPTIONS CONTENT)

## OPTION 3

- Addresses:
  - Safety & Security
  - New Auditorium at Barrington High School
  - Music Rooms
  - STEAM Labs
  - Middle School Science Classrooms
  - Fine Arts Classrooms
  - Plumbing
  - Mechanical Systems
  - Fine Arts Programming Enhancements
  - Windows, Doors & Flooring
- Does Not Address:
  - N/A
- Estimated Cost:
  - \$75.5 Million
- Approximate Tax Impact:
  - \$289/yr (for a \$500,000 home)

# PHASE 4

December 2025 – March 2026

IF going to referendum, finalize and publicize the community-driven plan, educate the public on the advantages of the plan, and encourage the community to vote.

- Develop Final Plan and Ballot Question
- Determine Best Election for Referendum
- Conduct Final Community Committee Meeting and Transition to Campaign Committee
- Publicize Final Plan Through Community Education Program

# PHASE 4

December 2025 – March 2026

Finalize and publicize the community-driven plan, educate the public on the advantages of the plan, and (if pursuing referendum) encourage the community to vote.

- Develop Final Plan and Ballot Question
- Determine Best Election for Referendum
- Conduct Final Community Committee Meeting and Transition to Campaign Committee
- Publicize Final Plan Through Community Education Program

# VILLA PARK D45 (TOWN HALL PHOTOS)

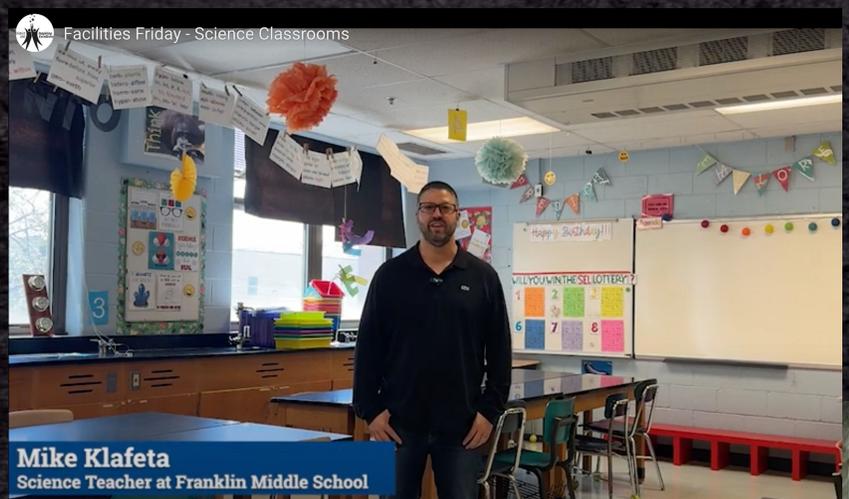


# EDUCATIONAL VIDEOS

Mount Prospect D57



Wheaton-Warrenville CUSD200



Barrington CUSD220



 **Dr. Craig Winkelman**  
SUPERINTENDENT OF SCHOOLS 



# NORTHBROOK D27 (TOWN HALL AND FULL DETAILS MAILERS)

**NORTHBROOK SCHOOL DISTRICT 27**

## JOIN US!

at one of our **upcoming referendum informational sessions** to learn more about the plan for our schools!

**FEB. 18**

6:30pm: Hickory Point Elementary School, 500 Laburnum Drive

**FEB. 19**

6:30pm: Wood Oaks Junior High School, 1250 Sanders Road

**FEB. 24**

6:30pm: VIRTUAL  
[Register Here](#)

**NB27.ORG/REFERENDUM**

**This sustainable and responsible plan addresses our challenges now and into the future, ensuring our schools continue to meet our community's high expectations!**

**AT NORTHBROOK SCHOOL DISTRICT 27**

## WE ARE EDUCATING STUDENTS TO SUCCEED IN A CHANGING WORLD.

However, if we are going to be able to maintain small class sizes while providing our students and teachers with learning environments that support high achievement, **we will need additional funding.**

- ✔ Sustainably Address Our Facility Needs
- ✔ Make Our Schools Even Safer
- ✔ Improve Learning Environments for All Students

**That's why our community has come together to develop a long-term plan that sustainably addresses our facility needs.** Over the past year, we collaborated on a community-driven plan for the future of our schools. This consensus plan will appear on our ballots in the upcoming April 1st election to establish a debt service extension base (DSEB) for the district at \$2,655 million. This would allow the district to:

**NB27.ORG/REFERENDUM**

**27 NORTHBROOK**

Mr. and Mrs. Linder  
Hickory Point School  
November 20th 2024

Our district is one of the **highest-achieving districts in the entire state of Illinois.**

**Our student test scores are in the top 1% in the state, and our students' math and ELA proficiency are among the highest in the North Shore and double the state average.**

We have achieved this long-standing tradition of excellence in education while **maintaining a healthy financial position and spending within our means.**

- ✔ We operate with a **balanced budget**, maintain **responsible debt financing**, and have a **strong net worth.**
- ✔ By **continuing to support students**, spending **50% of our funds on classroom instruction** compared to a state average of 40%.
- ✔ We **request the public's tax dollars** by **working aggressively to control costs**, reducing expenses by **\$5.5 million**, and **keeping our fiscal year on schedule.**
- ✔ Our **fiscal responsibility has earned** **years of excellence** in fiscal year-to-year for 15 consecutive years.

Over the past 5 years, we've invested \$38.5 million to address facility needs, but we can no longer keep up due to significant increasing construction costs and the fact that our limited capital program and limited reserves, with local funding making up 94% of our budget, cannot pay the state average of 65%.

**AT NORTHBROOK SCHOOL DISTRICT 27**

## WE ARE EDUCATING STUDENTS TO SUCCEED IN A CHANGING WORLD.

However, if we are going to be able to maintain,

### OUR FACILITIES CAN'T HOLD US BACK

**\$17 million in state-mandated health-life safety improvements are required.**

**Classroom furniture and fixtures are outdated**, with the majority last replaced decades ago, and classrooms need updated and integrated technology to continue to deliver the district's rigorous curriculum and instruction.

**We don't have enough space** to meet community demand for early childhood programming and special education, forcing us to place many students in programs outside the district to meet their needs.

**Parking lots have reached the end of their life cycle** and require replacement, and we can enhance safety and reduce congestion during student pick-up and drop-off.

**This sustainable and responsible plan addresses our challenges now and into the future, ensuring our schools continue to meet our community's high expectations.**

**This Plan Sustainably Addresses Our Facility Needs**

Our district does not have a debt service extension base (DSEB) while most other districts in the state have access to this funding source, including most of our surrounding districts.

Funding our needed infrastructure improvements through a DSEB instead of traditional bonds ensures a long-term funding source, providing a sustainable solution to the district's immediate and ongoing infrastructure needs. It also allows us to issue bonds as funding is needed for specific projects rather than all at once, resulting in significant interest cost savings for taxpayers.

As a result, our community overwhelmingly chose this funding mechanism during community engagement by over a three-to-one margin.

**This Plan Will Make Our Schools Even Safer and Improve Learning Environments for All Students**

We will address immediate infrastructure and mechanical needs at all schools, including roofing, HVAC replacements, and electrical system upgrades. Additionally, we will install interior police-accessible security cameras and improve access control inside our buildings using key fobs to create a more secure environment for students and teachers. We will also enhance student drop-off safety.

We will make significant upgrades to classroom furniture at all schools to support 21st-century learning environments for students.

We will construct a multi-use space and four additional classrooms at Hickory Point to house early childhood, special education, and daycare programs to provide enough space to meet community demand.

**LEARN MORE ABOUT THIS PLAN AT: [NB27.ORG/REFERENDUM](#)**



E.O. SULLIVAN  
CONSULTING

# RECOGNIZED FOR SUCCESS





# QUESTIONS?

**Learn More:** [EOSullivanConsulting.com](https://EOSullivanConsulting.com)

**Contact:** [Ed@EOSullivanConsulting.com](mailto:Ed@EOSullivanConsulting.com)



**High School District 214**  
2121 South Goebbert Road  
Arlington Heights, Illinois 60005  
847-718-7600 | www.d214.org

**Dr. Scott Rowe**  
Superintendent

Date: June 12, 2025  
To: Board of Education  
From: Patrick Mogge, Director of Community Engagement and Outreach  
Subject: Approval of Apptegy Contract for Unified District Website, Mobile App, and Communication Platform

---

Background:

District 214 currently uses separate systems for managing its websites, mobile communications, and alerts. These systems are not integrated, resulting in inefficiencies and inconsistencies in how information is shared with families and staff. After an in-depth evaluation process involving representatives from Communications, Technology, and school-based webmasters, the district recommends entering into a contract with Apptegy, Inc. to unify and streamline digital communications across multiple platforms.

The proposed solution includes website development for the district and schools, a district-branded mobile app, and a mass communication system that integrates alerts (SMS, email, voice), social media publishing, and website content management. Translations in over 130 languages and built-in ADA/WCAG 2.1 compliance are included at no additional cost.

The first-year cost is \$56,500, with subsequent years billed at \$42,000 annually, subject to a 5% increase if renewed. Implementation is expected to begin in July 2025, with full launch by October 2025. Alerts functionality can go live earlier.

Administrative Considerations:

The evaluation team identified Apptegy as the most user-friendly and robust platform, citing key features such as:

- Seamless integration of websites, mobile apps, alerts, and social media
- Unlimited live training and support for all staff
- Dedicated implementation and content migration team
- Drag-and-drop website editing interface with real-time updates
- Strong branding guardrails with flexibility for school-level personalization
- Automated, high-quality translation capabilities supporting inclusive engagement

The team emphasized that consolidating these tools under a single platform will reduce duplication, improve efficiency, and enhance the consistency and accessibility of district communications.

Implementation will follow a phased approach between July and October 2025. Apptegy's support team provides rapid response service (median response time: under one minute), along with an extensive library of help resources.

Districts of similar size and complexity—such as Champaign Unit 4, Joliet Public Schools, and Community Unit School District 200—have successfully partnered with Apptegy. The platform is also trusted by large districts nationwide, including Denver Public Schools, Baltimore City, and Duval County.

Recommendation:

That the Board of Education approve a one-year agreement with Apptegy, Inc. in the amount of \$56,500 for website development, hosting, and platform services. Annual renewal at \$42,000 is anticipated beginning July 2026, with pricing subject to a 5% increase if renewed.

The administration recommends proceeding with the contract as presented to improve digital communications and support consistent engagement across the district.

# District 214

## Executive Summary

June / 2025

# What Makes Apptegy Different

**Unlimited 1:1**

Training & Support

**5,000+**

Public School Districts  
Partnering with Apptegy

**97%**

Client Retention Rate

# Apptegy Suite

## Website

District and School Websites

**District + Schools**

## App

One district branded app

**D214 App**

## Mass Notifications

Calls, SMS, Email, Attendance Alerts

**Alerts**

## Two-Way Comms

Parent-Teacher Communication

**Rooms**

## Newsletters

Consistent, branded newsletters

**Engage**



# Current Challenges

Multiple  
Platforms



Streamline  
Platforms

Disjointed  
Experience



Engaging  
Experience

Clunky  
Backend



Ease of Use



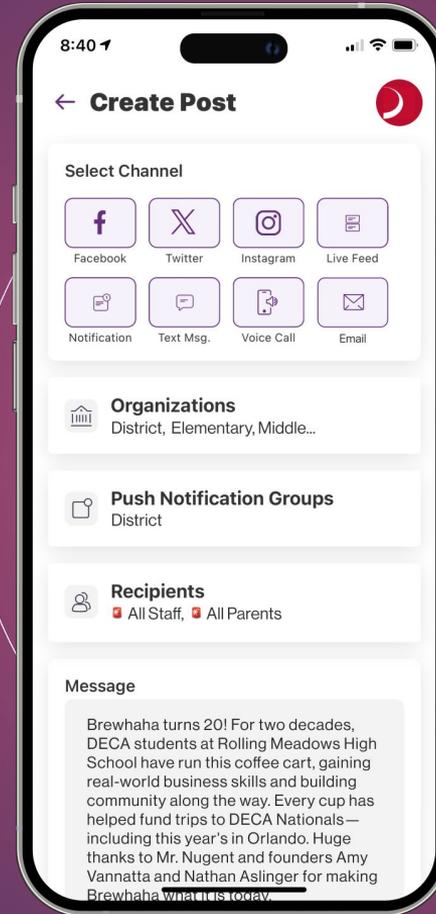
# Introducing Apptegy

## Combines all of the following tools:

- Mass Communications (text, calls, email)
- Social Media (Facebook, Twitter, and Instagram)
- Website
- App

## Allows district to push out information for campuses

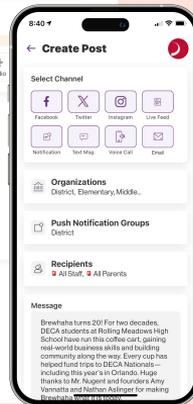
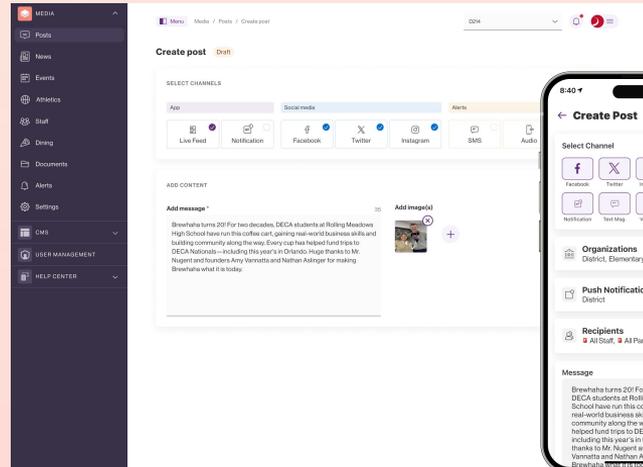
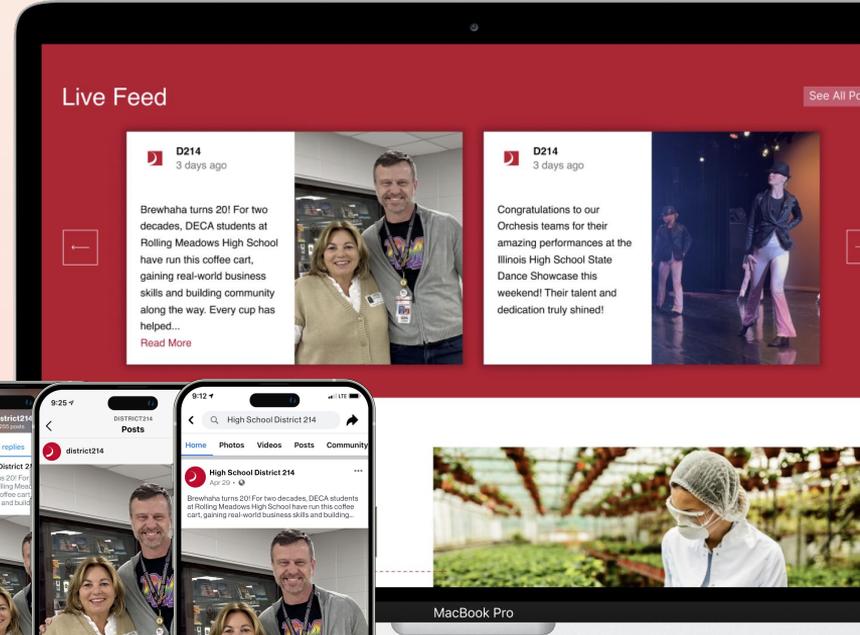
- Easy to use for campus users on their computer and phone
- Specific permissions to limit access for campus users as needed



# Simplify & Streamline Your Communications

Update all of your channels — texts, calls, emails, website, Facebook, Instagram, and X (Twitter) — all at once

Apptegy Backend



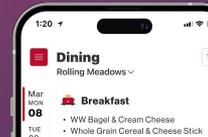
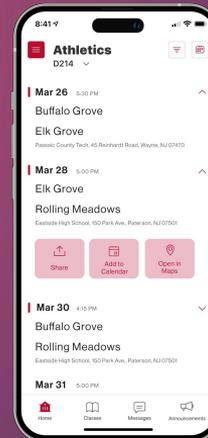
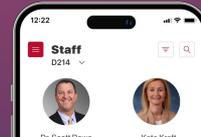
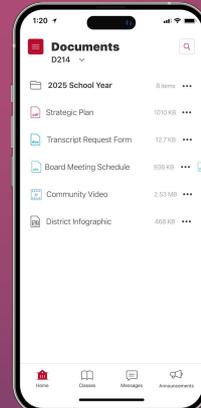
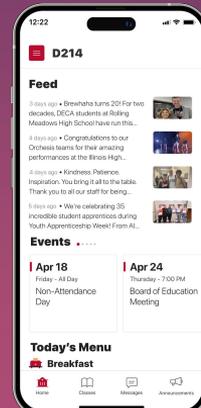
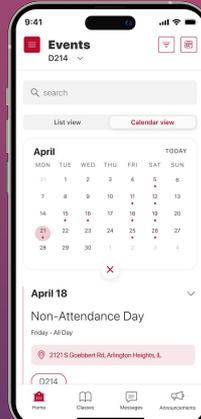
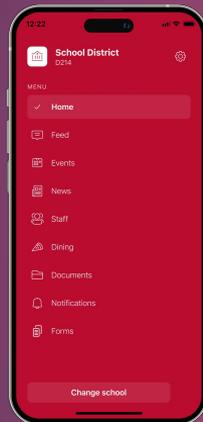
Mobile App X (Twitter) Instagram Facebook



# Consistent Family Engagement

Your schools are communicating more than ever — and in more different ways than before. Think your website, Facebook, Twitter, Instagram, and more. When parents and guardians don't know where to go, they feel inundated.

One thing we know is that almost all communication now happens on a single device: your families' smartphones. That's where you have the biggest opportunity to build consistency and engage your community with a great experience.

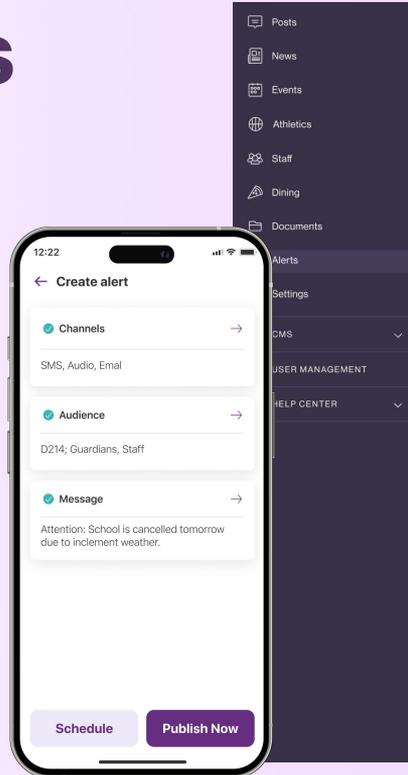


# Mass Communication System: Alerts

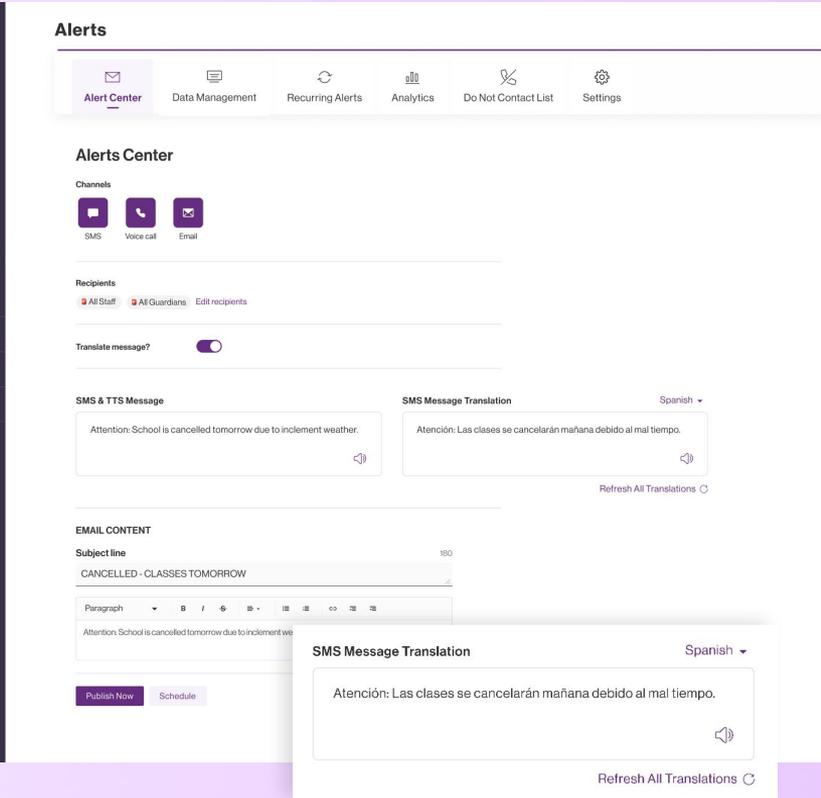
Your community (parents, staff, students, and more) will receive text messages, calls, emails, and push notifications from the district and each school.

Messages will translate to your audiences' preferred languages. Apptegy uses powerful translation services through the Google Cloud, which uses a Neural Machine Translation (NMT) model for high quality translations. This is a premium service we pay for at no additional cost to you.

**Over 130 languages supported!**



**Text Message, Push Notification, and Email Alert**



# First Impressions Matter

We know there are a ton of amazing stories happening all across your schools that need to be shared. We want to make sure **District 214 stands out at first glance** so your families can associate all the great things happening in Surrey Schools with your district brand.

The screenshot shows the District 214 website homepage. At the top, there is a navigation bar with the District 214 logo, a menu, and links for 'SCHOOLS', 'TRANSLATE', and a search icon. Below the navigation bar is a large hero image of two young women looking at a screen. A 'Welcome to D214!' message is overlaid on the image, along with a 'Discover your future today. Learn more about D214.' button. Below the hero image is a red navigation bar with icons and labels for 'DEPARTMENTS', 'LOCATIONS', 'STAFF DIRECTORY', 'JOBS', and 'DISTRICT CALENDAR'. Underneath is a 'D214 Stories' section with a carousel of images and a featured article titled 'Jazz in the Meadows turns 40: A nod to music, growth and community'. Below that is a 'Live Feed' section with two posts: one about DECA students at Rolling Meadows High School and another about the Orchesis teams performing at the Illinois High School State Dance Showcase.

The screenshot shows the 'Career Pathways' section of the District 214 website. It features a header with the title 'Career Pathways' and a sub-header 'Agriculture, Food, and Natural Resources'. Below this, there are several categories: 'Agriculture, Food, and Natural Resources (AFNR)', 'Arts and Communication', 'Finance and Business Services', and 'Health Sciences and Technology'. A large image of a person in a white lab coat working in a greenhouse is shown. A text box next to the image reads: 'Agriculture, Food, and Natural Resources (AFNR) The career cluster offers students opportunities to explore environmental areas, agriculture and food sciences, farm management, veterinary services, and agricultural engineering, and heavy equipment maintenance, among others.' Below the career pathways section is a 'News' section with a photo of a group of people and the headline 'YSB led the Pledge at the latest B.O.E. Meeting'. To the right of the news section is an 'Academic/District Events' calendar with a 'See All Events' link and a 'See Co-Curricular Events' link. The calendar lists several events: 'Non-Attendance Day' (Friday - All Day), 'Board of Education Meeting' (Thursday - 7:00 PM), 'Board of Education Meeting' (Thursday - 7:00 PM), and 'Commencement Exercises' (Wednesday - All Day). Below the news and events sections is a 'Discover Your Future' section with a large red box containing the number '140' and the text 'Co-curricular opportunities' and '44,000' and the text 'Average annual potential college credits earned'. To the right of the red box is a photo of a graduate. Below the 'Discover Your Future' section is a 'Spotlight' section with three columns: 'Our Alumni' (with a photo of three graduates), 'Administration' (with a photo of a man in a suit), and 'Students' (with a photo of a woman in a graduation cap and gown).

# Responsive and Compliant Web Design

Built-in guardrails to help your staff maintain compliance when updating content

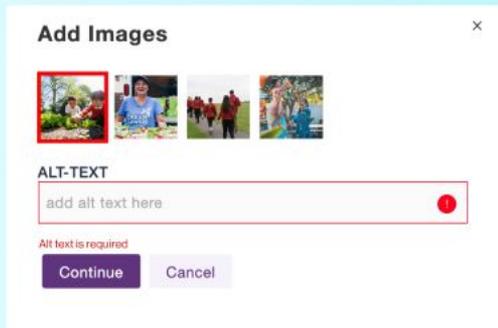
## Pre-set font properties built to be ADA compliant



## ARIA tags in your website's code

```
<div class="slide" style="float: none; list-style none; position: absolute; width: 697px; z-index: display: none;" aria-hidden="true">_</div>
```

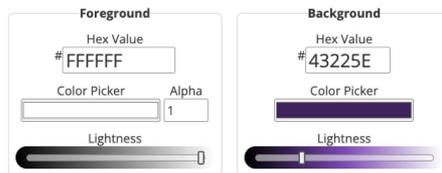
## Required alt text for images



## Approved colors that comply with contrast requirements

### Contrast Checker

[Home](#) > [Resources](#) > Contrast Checker



# Make Website Editing Easy for Everyone

Native drag-and-drop elements, content sections, and Apptegy's "What You See Is What You Get" interface makes website updates easy for any staff user.

The screenshot displays the Apptegy website editor interface. On the left is a dark sidebar menu with categories: MEDIA, CMS, USER MANAGEMENT, and HELP CENTER. The CMS section is expanded, showing options like Pages, Site Menu, Redirects, Page Permissions, Gallery, Footer, Home Page, Settings, and Visit Site. The main workspace shows a live preview of the website page titled "Why choose D214?". The page features a hero image of a group of people, followed by sections for "About", "Welcome", and "Contact Us". A "Drag & Drop Elements" panel is open, showing various layout options (One Column, 2 Columns, 3 Columns, 4 Columns, Left Sidebar, Right Sidebar, Full Width) and content blocks (H1, Text, Image, Gallery). The interface includes a "Publish Changes" button and a "D214" dropdown menu.

# Page Activity Log

Restore previous versions and see which user made edits on the Page Activity Log

### Activity log

-  **Dr. Scott Rowe** published changes to this page  
Mar 9, 2025, 8:12 AM
-  **Dr. Scott Rowe** published changes to this page  
View this version  
Mar 8, 2025, 7:24 AM
-  **Dr. Scott Rowe** published changes to this page  
View this version  
Mar 6, 2025, 11:13 AM



### Our Schools

**Cultivating Learners. Inspiring Leaders. Building a Community of Excellence.**

We are grateful for the exceptional education and supportive environment that Keller Independent School District provides for our child. The dedicated teachers and staff, along with a strong sense of community, make it a wonderful place for our student to learn, grow, and thrive.

Maya U. Parent

D214 offers a diverse and challenging curriculum with many opportunities where students can succeed, while providing the benefits of a smaller system. Children have many opportunities through curriculum, clubs and activities. D214 is the right place to provide the balance of endless options for the students while still receiving personal attention. Students are not just a number and are not lost in the shuffle. D214 is able to get to know the students and encourage them in their journey.

### Mission

Keller ISD will educate students to achieve, inspire them to dream, and challenge them to grow, so that they are prepared to be productive members of the community in which they learn, live, and work.

### We Believe...

- Mutual respect and dignity build unity.
- Relationships are the foundation for helping students learn, grow, and dream.

# Page Moderation

Empower any of your staff to update your website while maintaining oversight and control of the content that goes out

### Review changes for Careers Draft

← **Review changes for Careers Draft** Reject changes Approve changes

#### Main version

Last updated Mar 8, 2025, 9:12 AM



### Careers

**Apply Now**

- Compensation
- Benefits
- Employee Verification
- Upcoming Events

#### Online Application Process

To establish a complete pre-employment file, please complete the online application. Your application will be retained in active status for one school year. If your qualifications meet our needs, we will contact you for further information and a possible interview.

#### Choose an option below

- View our open positions
- Start an application for employment
- Continuously modify my application for employment
- Use passcodes sent to me
- Request technical help

#### Employee Verification

The following are preliminary steps for employee verification that applicants must follow when applying.

#### Introduction:

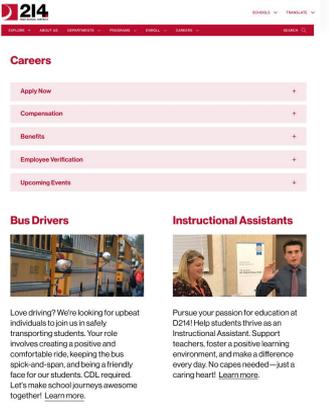
- Provide a brief welcome and introduction to the Employee Verification Application webpage.
- Clearly state the purpose of the application: verifying employment details of individuals applying to work at Keller Independent School District.

#### User-Friendly Interface:

- Design a clean and intuitive interface for easy navigation.
- Use a straightforward layout with clear headings and sections.
- Ensure compatibility with various devices and browsers.

#### Crystal David's proposed changes

Last updated Mar 10, 2025, 7:42 AM



### Careers

- Apply Now
- Compensation
- Benefits
- Employee Verification
- Upcoming Events

#### Bus Drivers

Low driving? We're looking for capable individuals to join us in safely transporting students. Your role involves creating a positive and comfortable ride, keeping the bus spick-and-span, and being a friendly face for our students. CGL required. Let's make school journeys awesome together! [Learn more.](#)

#### Instructional Assistants

Pursue your passion for education at D214! Help students thrive as an Instructional Assistant. Support teachers, foster a positive learning environment, and make a difference every day. No capes needed—just a caring heart! [Learn more.](#)

#### Guidance Counselor

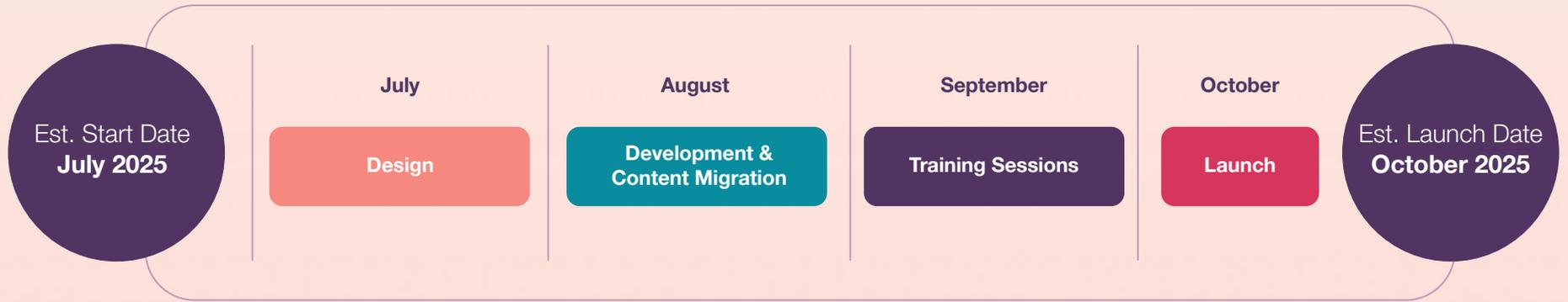
Embrace a role where you make a lasting impact. Join our team as a

#### Food Service

Join our awesome team as Food Counselor at D214. Make us delicious with your

# Implementation

We've outlined our typical timeline and milestones within July 2025 - October 2025. That said, we are flexible with our implementation and tailor the process to meet each district's specific needs.



*\*Alerts can be launched sooner\**

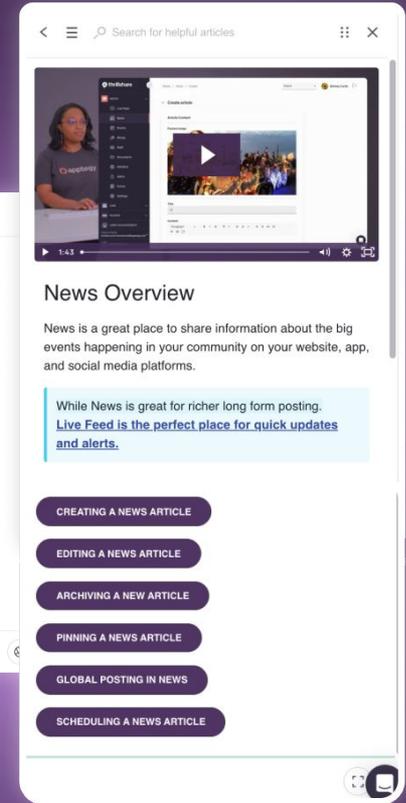
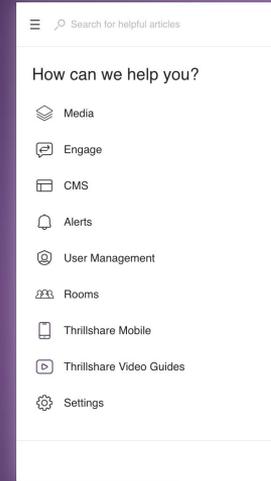
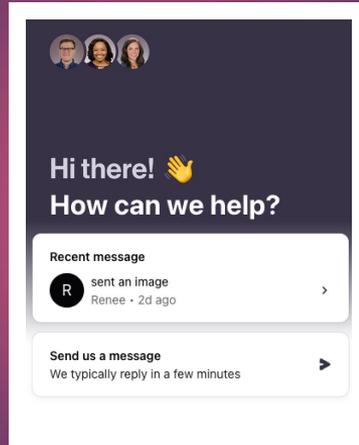
# Ongoing, Unlimited Support & Training For All Staff

Unlimited 1:1 live trainings for every staff member throughout our partnership

Not just recorded videos — schedule a live training with your Client Success Manager!

Unlimited 1:1 live support from an in-house support team of 90+

We respond immediately (median response time of less than a minute) vs making you submit a ticket & wait days for response

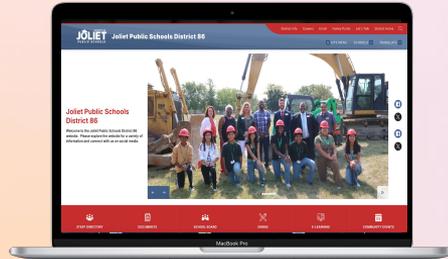


Library of help articles and videos always available in Apptegy

# Apptegy + Illinois Districts

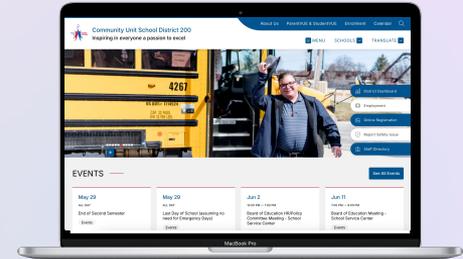
## Joliet Public Schools

10,000 students



## Community Unit School District 200

12,000 of students



## Champaign Unit 4 School District

10,000 students



## Lincoln-Way Community Schools

7,000 of students



# Apptegy + Large Districts

## Duval County School District, FL

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130,000 students



## Baltimore City Public Schools, MD

---

79,000 students



## Jefferson County Public Schools, KY

---

100,000 students



## Brevard Public Schools, FL

---

70,000 students



## Denver Public Schools, CO

---

100,000 students



## Davis School District, UT

---

74,000 students





Powering your school's identity



# Order Form

Client Name: District 214, IL	
Address: 2121 S Goebbert Rd, Arlington Heights Illinois 60005-4205	Email: patrick.mogge@d214.org Phone: 847-718-7677

Description	Price	Qty	Subtotal
<b>Website Development (one-time)</b> One-time website development for the District + 10 campuses  *Billed one-time	\$14,500	1	\$14,500
<b>Thrillshare (annual)</b> Thrillshare Publishing Platform (desktop and mobile) for ~12000 students  *Billed and payable in full annually  *For Clients that elect automatic renewal, pricing subject to 5% annual increases after last year of initial purchased term(see Terms for more info)	\$42,000	1	\$42,000
<b>Website design and hosting</b> Up to 1 re-design per contract year Included in Thrillshare cost	\$0	1	\$0
<b>Alerts</b> Unlimited text, voice, and email alerts Included in Thrillshare cost	\$0	1	\$0
<b>Support, service, and training</b> Included in Thrillshare cost	\$0	1	\$0
<b>Static content migration</b> Included in Thrillshare cost	\$0	1	\$0



# Payment Schedule

Payment Schedule: Payable subject to the terms of Agreement	Amount
Total of the above, collectively, the "Services"	\$56,500.00
Billed after signature	\$14,500
July 1, 2025 ("Client Start Date")	\$42,000
July 1, 2026	\$42,000 (if renewed) *Subject to 5% increase for renewal

This Order Form and Master Services Agreement (collectively, the "Agreement") between Apptegy, Inc. ("Apptegy"), and the client listed above ("Client") is effective as of the date of Client's signature below. This Agreement includes and incorporates the above Order Form, as well as the attached Master Services Agreement ("MSA"). By signing below, Client acknowledges receipt of this Agreement, including the Order Form and the MSA, and hereby accepts and agrees to be bound by this Agreement.

### Client

By:  SIGNATURE  
Patrick Mogge

Name: Patrick Mogge

Title: Director of Community Engagement and Outreach

Date:

### Apptegy, Inc.

By:  SIGNATURE  
Seigen Caton

Name: Seigen Caton

Title: Sales Representative



## Master Services Agreement

The following terms and conditions are a binding part of the Order Form and Master Services Agreement of Apptegy, Inc. (together with its affiliates, agents, and assigns, "**Apptegy**") between Apptegy and the Client that is set out in the Order Form. References to the "**Agreement**" below collectively include the Order Form (including and incorporating the terms and conditions set out in the "**Estimated Transition Timeline**" and the "**Payment Schedule**" that is provided with this Agreement) and the following terms and conditions. This Agreement provides the terms and conditions for Client to purchase and use Apptegy's Services (as defined below). Capitalized terms used but not otherwise defined in the following terms and conditions will have the meanings given to them in the Order Form.

**1. Integration with Other Documents.** This Agreement is the entire agreement between Apptegy and Client with respect to the Services, except as expressly set out below. No separate written or online agreements or terms and conditions will be incorporated in this Agreement or otherwise bind the parties unless expressly set out in this Agreement or in a Client Addendum (as defined below). The Client Addendum will control and govern with respect to all matters expressly set out in the Client Addendum, and this Agreement will control and govern in all circumstances. To be enforceable on the parties, any amendment, modification, or additions to the terms and conditions of this Agreement must be set out in a separate written addendum to this Agreement confirming such amendments, modifications, and/or additions in writing (a "**Client Addendum**").

**2. Services; License.** During the License Term, Apptegy will provide, and Client and the individuals allowed to access the Services by or on behalf of Client ("**User(s)**") may access and use, the products and services set out in the Order Form (collectively, "**Services**"). Client hereby grants Apptegy a limited, nonexclusive, revocable, worldwide, fully-paid, royalty-free license to use, copy, and modify Client's information, material, data, photographs, videos, intellectual property (including without limitation all copyrights, trademarks, service marks, and similar rights), and other content (collectively, "**Client Content**") for providing and improving the Services. Client's right to access and use the Services, and Apptegy's license to Client Content, will automatically terminate upon termination or expiration of this Agreement.

**3. Fees.** Client will pay to Apptegy all fees set out in the Order Form. Apptegy will submit invoice(s) to Client for all fees due upon execution of the Agreement and/or on the Client Start Date(s) (as defined below) as set out in the Order Form. Apptegy will invoice all subsequent-year fees on or about the anniversary of the applicable Client Start Date(s). Client agrees to pay all invoices in full within 30 days of the date of the invoice. Client agrees that (i) development and implementation fees are due as set out in the Order Form, (ii) fees for use of the Services are payable in annual portions for each year of the License Term as set out in the Order Form, (iii) fees for use of the Services are subject to Five Percent (5%) annual increases, starting the first renewal year after the last year of the term initially purchased by Client and continuing each year thereafter, as set out in the Order Form, and (iv) discounts for purchases of bundled Services will automatically expire if Client cancels any of the bundled Services and Client will thereafter be invoiced for the full price of the continuing Services. Client acknowledges that fees for Services do not include taxes, duties, and other government charges, including sales, use, consumption, VAT, GST, and other withholding, as applicable, and Client is solely responsible for any such obligations.

**4. License Term.** The term of Client's license to use the Services (the "**License Term**") will start on the date(s) set out on the Order Form (the "**Client Start Date(s)**"). Clients that purchase multiple Apptegy products may have different license start dates for different products. If no license start date is set out on the Order Form, the Thrillshare Media Client Start Date will be the date that is 60 days after Apptegy receives an executed agreement from Client and the Thrillshare Rooms Client Start Date will be the date that is 90 days after Apptegy receives an executed agreement from Client. The License Term will terminate on the anniversary of the applicable Client Start Date(s) that is after the number of license years initially purchased by Client, as set out in the Order Form, plus any renewal periods. This Agreement will renew for successive, additional periods of one (1) year from the anniversary of the Client Start Date(s), unless Client provides Apptegy with written notice of non-renewal before the end of the then-current License Term. Subject only to applicable procurement and appropriations law, Client agrees that it may not terminate this Agreement before the expiration of any then-current License Term without cause, unless Client pays Apptegy all fees in full for all license years of the then-current License Term, as set out in the Order Form, plus payment of any previously discounted amounts for the Services during the Term. All fees paid to Apptegy are non-refundable, subject only to applicable procurement and appropriations law.

**5. Performance Terms.** In addition to this Agreement, the rights and obligations of the Client and Apptegy with respect to the providing, accessing, and using the Services will also be subject to and governed by the Apptegy Terms of Use ("**Terms of Use**") and Privacy Policy ("**Privacy Policy**"), available at the following links: <https://www.apptegy.com/terms-and-conditions/> and <https://www.apptegy.com/privacy-policy/>. The Terms of Use and Privacy Policy, as each may be amended, are incorporated into this Agreement in their entirety, as applicable to Client. Without limiting the generality of the foregoing, the Terms of Use and Privacy Policy set out and govern the terms and conditions for Services availability, User eligibility and acceptable use, data privacy and security, regulatory notices and information, warranties, disclaimers, and liability limitations, and other related terms. The applicability of the Terms of Use and Privacy Policy is limited to the order of priority set out below.

**6. Carrier Restrictions.** Apptegy provides unlimited text, voice, and email messaging to Client subject to restrictions placed on Apptegy by mobile and wireless carriers and network operators (collectively, "**Carriers**"). For example, Carriers have (i) placed limits on the number of characters that may be included in messages sent via the Services and (ii) placed restrictions on the type of messaging content that may be sent through the Services. Carrier restrictions are not within the control of Apptegy and are subject to change without notice. When a Carrier places new or modified restrictions on Apptegy, certain features and functions of the Services may change as a result without notice to you. Client agrees that Apptegy will not be responsible or liable for any change in Services that arise from or in connection with Carrier restrictions.

**7. TCPA/CTIA Compliance.** Client is exclusively responsible for complying with applicable laws and regulations governing communications sent via the Services by Client and Users under Client's account, including, but not limited to, the Telephone Consumer Protection Act of 1991, as it may be amended ("**TCPA**"), and the requirements and policies of CTIA – The Wireless Association ("**CTIA**"). Client is encouraged to establish and implement methods and procedures to ensure compliance with applicable laws and regulations, including the TCPA and the CTIA, and to inform and train each of its employees, contractors, and representatives who use the Services on the methods and procedures. Apptegy may provide Client with materials and information about such laws and regulations, including the TCPA and the CTIA;

Client acknowledges that all such materials and information is provided for general education purposes only. No such act by or information from Apptegy (whether individually or taken as a whole) will create or be deemed to create responsibility or liability on the part of Apptegy with respect to Client's compliance with the laws and regulations governing the communications sent via the Services by Client and Users under Client's account, including the TCPA and/or the CTIA.

**8. COPPA Notice and Compliance.** Apptegy prohibits use of the Services by children under the age of thirteen (13), unless and only to the extent the child is a User invited or added to the Services by Client. When children are invited or added to the Services as Users under Client's account, Apptegy provides the Services with respect to the children solely in the educational context authorized by Client under this Agreement and solely for the benefit of Client and its Users. Client consents, as agent for and on behalf of such children (and their parents and guardians), to Apptegy's collection, use, disclosure, and storage of personal information about or from the children in accordance with this Agreement. Client acknowledges that Apptegy is relying on Client's consent in the previous sentence for the purposes of complying with the Children's Online Privacy Protection Act, as it may be amended ("**COPPA**"), and that Apptegy is authorized to presume that Client has obtained and will maintain all required parent and guardian consent for Apptegy's collection, use, disclosure, and storage of information for any children under the age of thirteen (13) that are invited or added to the Services under Client's account.

Please note that Client is responsible for complying with COPPA with respect to Users under Client's account if Client invites or adds children under the age of thirteen (13) to the Services. Client is encouraged to establish and implement methods and procedures to ensure compliance with COPPA, and to inform and train each of its employees, contractors, representatives, and Users who use the Services on the methods and procedures. Apptegy may provide Client with materials and information about complying with COPPA; Client acknowledges that all such materials and information is provided for general education purposes only. No such act by or information from Apptegy (whether individually or taken as a whole) will create or be deemed to create responsibility or liability on the part of Apptegy with respect to Client's compliance with COPPA.

The Terms of Use and Privacy Policy, accessible as set out above, confirm that Apptegy may collect information about children as a necessary part of providing the Services to Client (for example, as applicable: contact information for communications sent via the Services;

posts made on messaging tools in the Services; information included in assignments and other class content submitted via the Services) and provide notice regarding Apptegy's collection, use, disclosure, and storage of personal information from children. Please note that some or all of this information may not be private as to the individual child, parent, or guardian. For example, for Users of Rooms, information shared by a User via the messaging features of Rooms will be visible to Client, as the party providing access to the Services to its Users. In some circumstances, information provided by or about a child may be available or visible to other individual Users. For example, for Users of Rooms, information about a child that is posted in the group messaging tool in a Child's Room may be visible to other individual Users that are also authorized users for the same Room. Apptegy will collect, use, and disclose such information in accordance with COPPA and the Privacy Policy.

**9. Accessibility Compliance.** Client is exclusively responsible for complying with all applicable laws and regulations governing accessibility of the parts of the Services under the control of Client (for example: Client's website and/or mobile applications), including, but not limited to, the Americans with Disabilities Act, as it may be amended ("**ADA**"), and the requirements and policies of Web Content Accessibility Guidelines ("**WCAG**"). Client is encouraged to establish and implement methods and procedures to ensure compliance with applicable laws and regulations, including the ADA and the WCAG, and to inform and train each of its employees, contractors, and representatives who use the Services on the methods and procedures. The Services include tools to assist Client with accessibility compliance, and Apptegy may provide Client with materials and information about such laws and regulations, including the ADA and the WCAG; Client acknowledges that all such tools, materials, and information are provided to assist Client with its compliance obligations and for general education purposes only. No such functionality, act by, or information from Apptegy (whether individually or taken as a whole) will create or be deemed to create responsibility or liability on the part of Apptegy with respect to Client's compliance with the laws and regulations governing accessibility of the parts of the Services under the control of Client (for example: Client's website and/or mobile applications), including the ADA and/or the WCAG.

**10. Third Party Functions.** Apptegy relies on third-party providers and partners for parts of the Services (for example: posting a message or communication on Facebook or Twitter account; hosting Client websites). APPTEGY IS NOT RESPONSIBLE FOR ANY CONSEQUENCE, LOSS, OR DAMAGE (DIRECT OR INDIRECT) ARISING FROM OR RELATING TO THE PARTS OF THE SERVICES MANAGED OR MADE AVAILABLE BY OR VIA THIRD-PARTY PROVIDERS AND PARTNERS. Please see the Terms of Use and Privacy Policy for more information.

**11. Disclaimers; Limited Liability.** Apptegy provides the Services subject to certain disclaimers and limitations of liability. Please see the Terms of Use and Privacy Policy for more information.

**12. Intellectual Property.** Nothing in this Agreement or the performance of this Agreement will convey, license, or otherwise transfer any right, title, or interest in any intellectual property or other proprietary rights held by either party, except as expressly set out in the Agreement. Apptegy retains all right, title, and interest in all intellectual property rights, including patent, trademark, trade secret, and copyright (whether registered or unregistered), in and to the Services and the underlying software and technologies, all related technical documentation, and all derivative works, improvements, and modifications to any of the foregoing. Client agrees the foregoing is necessary to Apptegy providing the Services.

**13. Compliance with Laws.** The parties agree to comply with all laws applicable to the use of the Services and performance of this Agreement.

**14. Miscellaneous.** The Order Form and Master Services Agreement, together with (i) the Terms of Use and Privacy Policy, and (ii) the Client Addendum, if applicable, is the entire agreement between the parties with respect to the subject matter, and supersedes all prior agreements and understandings, whether written or oral. If any conflict or ambiguity exists with respect to any term or condition of any of the foregoing, the following priority will govern and control: (1) if applicable, the Client Addendum for all matters expressly addressed in the Client Addendum; then (2) this Order Form and Master Services Agreement for all other matters; then (3) the Terms of Use and Privacy Policy. Apptegy is not subject to any obligations that are not expressly identified in this Agreement, a Client Addendum, or the Terms of Use and Privacy Policy.

This Agreement is governed by the laws of the state in which Client is located, without regard to conflict of law principles. The parties irrevocably submit to the exclusive jurisdiction and venue of the federal courts having jurisdiction where Client is located for any dispute that relates to the Services or this Agreement. Except as set out in this Agreement, this Agreement may not be amended or modified without the prior written consent of both parties.

Neither party may assign this Agreement without the prior written consent of the other party, except in connection with a merger, acquisition, or sale of all or substantially all of a party's assets or voting securities. If any provision(s) of this Agreement is held invalid or unenforceable, such invalidity or unenforceability will not invalidate or render the Agreement unenforceable, but rather the Agreement will be construed as if not containing the unenforceable provision(s), and the rights and obligations of the parties will be construed and enforced to honor the parties' original intent to the maximum extent permitted under applicable law. This Agreement will inure to the benefit of the successors and assigns of the parties. The Agreement may be executed in multiple counterparts and executed by original, facsimile, or electronic signature (including PDF, Proposify, HelloSign, and similar methods), each of which when delivered will be deemed an original, and all of which together will constitute one agreement.





**High School District 214**  
2121 South Goebbert Road  
Arlington Heights, Illinois 60005  
847-718-7600 | www.d214.org

**Dr. Scott Rowe**  
Superintendent

Date: June 12, 2025

To: Board of Education

From: Dr. Lazaro Lopez, Associate Superintendent

Subject: University of Illinois Learning Sciences Research Institute Contract

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### **Executive Summary**

Initiated in the 2024–2025 school year in collaboration with all sender district superintendents and assistant superintendents, this partnership supports the implementation of automatic acceleration in math by deepening teacher understanding of state standards from grades 6–12. The professional development series engaged over 180 educators, including math teachers and administrators, in cross-district workshops to improve vertical alignment and instructional coherence.

The focus of year two of the partnership will be on Algebra priority standards, vertical alignment, and student-centered instruction. In addition to 9 days of cross-district professional learning with all sender school districts, the Learning Sciences Research Institute will also provide 12 days of specialized coaching support. These embedded coaching supports, in partnership with our Teaching and Learning Facilitators (TLFs), will provide teachers with structured, classroom-connected experiences focused on advancing student-centered instruction. Coaches will collaborate with teachers and administrators to identify instructional goals, analyze student thinking, and implement formative assessment strategies aligned to the Illinois State Priority Standards. These cycles of support will also include facilitation of peer collaboration and lesson study models to strengthen instructional practice and build sustainable professional learning communities.

This work lays the foundation for deeper collaborative implementation efforts. The District’s Title II professional development funds will fund this initiative with an offset through per-teacher contributions from participating sender school districts.

### **Recommendation**

It is recommended that the Board of Education approve the contract with the University of Illinois to facilitate professional development engagements with our sender districts for the 2025-2026 school year.

# Coaching Summary High School D214 2024-2026

High School District 214 and 12 Sender Schools

Period: August 2024 to June 2026

Coaches: Jackie Palmquist, Lily Zandnia, Jenesis Byrne, Jessica Mahon

## Description of Services

During the 2024-2025 school year, D214 educators and leadership collaborated with the coaches from the Metro Chicago Mathematics Initiative (MCMI) to build content and instructional coherence between the math educators at the six high schools and the twelve sending middle schools. This included:

- Four full-day sessions of professional learning. Each session was repeated three times to accommodate the 195 educators involved.
- Five half-day sessions with 16 instructional leads from the sender schools and high school math department chairs
- One coaching visit at each high school, where an MCMI coach met with the department chair and visited classrooms to observe the current status of classroom instruction and instructional routines being implemented.

## Overall Trends and Activities

- This diverse group of educators from across the region worked toward a shared vision and consistent expectations for mathematics instruction using the Teaching for Robust Understanding Framework (TRU)
  - Teachers developed familiarity with the National Council of Teachers of Mathematics (NCTM) Teaching Practices as well as the Illinois State Priority Standards for teaching mathematics (content and practice standards)
- Developed expectations regarding common courses should have common standards along with common expectations.

## Plans for 2025-2026 School Year

### Focus on Algebra

- Create/curate shared expectations and key assessments for Algebra 1 courses, whether taught at the middle or high school level.
- Establish assessment expectations that incorporate the multiple competencies of mathematics: conceptual understanding, procedural fluency, strategic competence, adaptive reasoning, and productive disposition.
- Continue to build this group's capacity to collaborate on shared problems of practice via professional learning and job-embedded *Lesson Study* (short cycle) with the high school educators.
- Build the capacity of department chairs and instructional leads to continue to support the learning and problem-solving of the educators at each school.

Instructional Leads Meeting: May 27, 2025

Collaboratively developed a vision for the continuation of this work with Algebra teachers next year:

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## **D214 Algebra Collaboration, Vision & Goal for 2025–2026**

**All students deserve a robust, common, high-quality Algebra experience that promotes deep conceptual understanding of prioritized content.**

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Regional Commitment: By May 2026, we aim to ensure this vision is realized across all Algebra classrooms.

### **How We'll Get There**

**Together, we will:**

- **Establish Shared Understanding of Algebra Standards and Their Depth**

Develop a common understanding of what success looks like in the Illinois Mathematics Standards for Algebra, with an emphasis on the multiple competencies of mathematics: conceptual understanding, procedural fluency, strategic competence, adaptive reasoning, and productive disposition.

- **Use common, high-leverage teaching practices**

Implement shared routines and rich algebraic tasks that promote conceptual understanding

- **Plan instruction that supports all learners**

Review lessons to include intentional scaffolds, extensions, and access points that promote equity and engagement, while remaining mindful of the learning progressions

- **Engage in lesson study short cycles**

Collaborate with colleagues in a job-embedded setting to reflect on "What do we know about each student's current mathematical thinking? How can we build on it?"

## INSTRUCTIONS

1. Fill in all fields.
2. For assistance completing this form, please contact:
  - UIC - UIC Purchasing and Contract Management at (312) 996-2850 or [uicpurchasing@uillinois.edu](mailto:uicpurchasing@uillinois.edu)
  - UIS - UIS Purchasing and Contract Management at (217) 206-6651 or [uispurchasing@uillinois.edu](mailto:uispurchasing@uillinois.edu)
  - UIUC - Purchasing and Contract Management at (217) 333-3505 or [urbanapurchasing@uillinois.edu](mailto:urbanapurchasing@uillinois.edu)
  - System Units - System Purchasing & Support Services at (217) 333-9289 or [procurement@uillinois.edu](mailto:procurement@uillinois.edu)



*This form may be used for transactions \$10,000 or more. This form may not be used for healthcare-related services.*

This agreement ("Agreement") is between **The Board of Trustees of the University of Illinois**, a public body corporate and politic of the State of Illinois, on behalf of its Learning Sciences Research Institute at the University of Illinois Chicago UIC ("University") and **High School District 214**, a(n) IL Local Government ("Client").

## 1.0 PURPOSE

Client desires to engage the expertise of University to perform the services described below ("Services"). The University has determined that performing the services will promote one or more of the University's missions of public service, research, teaching, and economic development.

## 2.0 SCOPE OF SERVICES

**2.1 Services to Be Performed.** University shall perform the following Services, which may not begin until this Agreement is signed by both parties:

The Metro Chicago Mathematics Initiative (MCMI) will provide 6.5 days of professional learning with either two or three coaches and 12 days of coaching during the 2025–2026 school year.

Goals:

- Build teachers' capacity to design and implement a productive and responsive learning environment for mathematics.
- Develop shared descriptions of success in mathematics by looking more closely at classroom and systemic assessment practices.
- Develop collaborative planning and reflection norms among teachers.

This partnership also includes:

- Unlimited access to and expert support with the implementation of Silicon Valley Mathematics Initiative and MCMI instructional and improvement resources and tools.
- Discounted registration for special events planned for teacher leaders, teachers, and administrators.
- Free access for District 214 instructional leaders and administrators to attend the MCMI Instructional Leadership Institute.
- Free registration for all District 214 and sender middle school math educators and administrators for the 2025 MCMI Virtual Summer Institute.

**2.2 Deliverables.** As part of the Services, University shall deliver to Client the following items ("Deliverables"):

N/A

## 3.0 TERM AND TERMINATION

**3.1 Term.** This Agreement takes effect on the date of last signature appearing below and expires on 06/30/2026 unless terminated or renewed by the parties. The term, including all renewals, shall not exceed 10 years.

**3.2 Renewal Options.** The parties may renew this Agreement only by written amendment, signed by both parties.

**3.3 Termination for Cause.** A party will have 10 days (or any longer period agreed to by the aggrieved party) to cure a breach of this Agreement after receiving notice of such breach by the aggrieved party. The aggrieved party may consider this Agreement terminated without further notice if the defaulting party fails to cure the breach within the prescribed period.

**3.4 Termination for Convenience.** Either party may terminate this Agreement for convenience upon 30 day's prior written notice to the other party.

**3.5 Effect of Early Termination.** In the event of early termination, Client shall pay University for Services performed and Deliverables provided to the date of termination, and for the cost of all non-cancellable obligations made on Client's behalf.

#### **4.0 COMPENSATION**

**4.1 Rate of Compensation.** Client shall compensate University for Services performed under this Agreement in accordance with the option indicated below.:

- Option A: The fixed amount of \$63060
- Option B: An hourly rate of \$ over hours and not to exceed \$
- Option C: A daily rate of \$ over days and not to exceed \$
- Option D: [insert description of funding option]

**4.2 Payment Schedule.** University will submit an invoice to Client for Services performed, including any allowable reimbursable expenses incurred according to the following schedule:

First payment of \$31,530.00 is due on 12/31/25; the second payment of \$31,530.00 is due on 3/31/26

Within 30 days of receipt of invoice, Client will remit the total due to University at the address indicated on the invoice. University will not pay interest on Client funds advanced or otherwise held on deposit.

**4.3 Late Payments.** University will assess a Late Payment Charge of 1.5% per month (18% per annum), plus a \$2 past due charge per month, on all past due balances. University may refer Client's past due account for collection and may authorize legal action against Client for collection. Client shall be liable for all reasonable collection costs and expenses, including attorney's fees and court costs.

**4.4 Suspension of Services.** University may suspend performance of Services upon five days' written notice for Client's failure to make timely payments. University will resume performance upon Client's payment of all monies owed to University, provided that Client is not otherwise in default of its obligations under this Agreement.

#### **5.0 LIABILITY AND WARRANTY**

**5.1 DISCLAIMER.** University makes no representations, and disclaims all expressed and implied warranties, including but not limited to warranties of merchantability, fitness for a particular purpose, and non-infringement relating to all Services and Deliverables furnished to Client under this Agreement.

**5.2 Limitation of Liability.** University shall not be liable to Client for any indirect, special, exemplary, consequential, or incidental damages or lost profits arising out of, or relating to, this

Agreement, even if University had been advised of the possibility of such damages. University's liability to Client for breach of contract damages shall not exceed the amount of compensation actually paid by Client under the Agreement.

**5.3 Warranty Regarding Information.** Client represents to University that no material or information provided to University includes any legally actionable, libelous, or otherwise unlawful statements or information. Client shall be responsible for all claims and liabilities arising out of any statements or information furnished to University by Client under this Agreement.

**6.0 INSURANCE**

During all times relevant to this Agreement, each party shall maintain general liability insurance, whether through a commercial policy or through a program of self-insurance, with minimum limits of \$1 million per claim or occurrence and \$2 million aggregate. If services provided under this Agreement include any professional services, each party shall also maintain professional liability insurance, whether through a commercial policy or through a program of self-insurance, with minimum limits of \$1 million per claim or occurrence and \$3 million aggregate. Each party shall comply with applicable state laws governing workers' compensation and mandatory insurance for vehicles. Within seven days of request, a party shall provide to the requesting party a certificate of insurance evidencing the coverage required by this Article 6.

**7.0 RIGHTS IN DELIVERABLES**

Title to existing intellectual property used by University in performing the Services and creating the Deliverables shall remain vested in the original owner. Title to all intellectual property conceived or reduced to practice by University employees and agents in performing the Services and in creating the Deliverables shall vest in University. Title to tangible Deliverables identified in Article 2.2 shall vest in Client upon delivery by University.

**8.0 THIRD PARTY INTELLECTUAL PROPERTY RIGHTS**

Client represents to University that it has all necessary intellectual property rights in any proprietary material or information provided required to perform the Services or to be included in the Deliverables and Client shall pay all costs and expenses, including royalties and license fees, incident to any such third party intellectual property rights. Client shall indemnify University and its trustees, officers and employees against all third party infringement claims arising from intellectual property rights furnished by Client to University for its use in performing the Agreement.

**9.0 NOTICES**

**9.1 Delivery.** All notices must be in writing and delivered to the party's representative(s) named below, appropriate to the nature of the notice, by U.S. first class postage-paid certified mail with return receipt requested; by a nationally recognized overnight courier or commercial carrier with delivery receipt; or by email, except that email is not permitted for legal notices. Notices are effective upon receipt by the designated representative, except that email is effective as of the first business day after the email is sent. A party may change its representative at any time by written notice to the other party.

**9.2 Directing Notices.** General notices, matters of approval for scope of services, or matters involving technical or scheduling issues related to Agreement performance shall be directed to the University Unit Representative. Matters involving legal issues, Agreement interpretation, or service of legal process shall be made to the University Legal Notices address.

<b>University Unit Representative</b>	<b>Other Party Representative</b>
Jean Sutow-Goldrich Learning Sciences Research Institute 1240 W. Harrison St. Chicago, IL 60607	Gabriella Stetz Jackson High School District 214 2121 South Goebbert Road Arlington Heights, IL 60005

Tel.: 312-996-2448 Email: sutow@uic.edu	Tel.: 847-718-7600 Email: gabriella.stetz@d214.org
<b>University Legal Notices</b>	
The Board of Trustees of the University of Illinois ATTN: Secretary of the Board 352 Henry Administration Building 506 S. Wright Street Urbana, IL 61801	
<b>University Contract Representative</b>	
[Contact Person Name] [Unit Name] [Address] [City, State, Zip]	

**10.0 GENERAL PROVISIONS**

**10.1 Force Majeure.** A party shall be excused from liability for its failure or delay in performance of any obligation under this Agreement due to an event beyond that party’s reasonable control, including but not limited to acts of God, fire, flood, explosion, earthquake, or other natural disaster, war, civil unrest, strike or labor disturbance, acts of government, such as government-declared disaster, pandemic or public health emergency, or any other event that renders the party’s performance impossible or illegal. Such excuse from liability shall be effective only to the extent and duration of the event causing the failure or delay in performance and only if the party has not caused the event to occur and continues to use diligent, good faith efforts to avoid the effects of the event and to perform the obligation if possible. The party claiming force majeure must give notice to the other parties promptly upon becoming aware of the event. Notwithstanding the foregoing, if the event of force majeure extends beyond 120 business days or is reasonably expected to extend beyond the performance period, any party may terminate this agreement by written notice to the other party, with the consequences of such termination as if this Agreement had expired by its terms.

**10.2 Independent Contractor.** The parties are independent contractors with respect to each other. Nothing in this Agreement is intended to create any association, partnership, joint venture or agency relationship between them.

**10.3 Use of Name.** Neither party shall use the names, logos, marks, or other indicia of the other party, or any adaptations, without the prior written consent of the other party.

**10.4 Severability.** If any provision of this Agreement is held by a court of competent jurisdiction to be unenforceable, the provision shall be severed from this Agreement so long as severance does not affect the enforceability or essential purpose of the remainder of the Agreement.

**10.5 Assignment.** Neither party may assign its obligations under this Agreement without the prior written consent of the other party.

**10.6 Amendments.** No modification of this Agreement shall be effective unless made by a written amendment signed by each party’s authorized signatory.

**10.7 Compliance with Laws.** Each party shall perform its obligations in compliance with all relevant laws governing its performance, including, but not limited to, laws related to proprietary rights, civil rights, and import and export control. Breach of this provision is a material breach of this Agreement.

**10.8 Equal Opportunity.** This Agreement incorporates the Equal Employment Opportunity

Clause at Section 750.10, Appendix A of the Illinois Department of Human Rights Rules.

**10.9 Waiver.** The failure of either party to enforce any provision of this Agreement shall not waive the party's right to later enforce the provision or the Agreement.

**10.10 Non-Exclusivity.** This Agreement is non-exclusive. The University may perform the same or similar services for other clients.

**10.11 Counterparts/Facsimile Signatures.** This Agreement may be signed in counterparts. Facsimile, copied and electronic signatures constitute original signatures for all purposes.

**10.12 Ambiguities.** Any rule of construction that would resolve ambiguities against the drafting party shall not apply in interpreting this Agreement.

**10.13 Headings.** The headings of the sections, subsections, and paragraphs of this Agreement have been added for convenience only and shall not be deemed to be a part of this Agreement, nor shall they affect the interpretation or construction of this Agreement in any manner.

**10.14 Governing Law and Jurisdiction.** This Agreement and all claims arising out of or related to it shall be governed by the laws of the State of Illinois, excluding its conflict of laws provisions. All actions or proceedings arising out of or related to this Agreement shall be litigated in courts located within the State of Illinois. All claims against University must be filed in accordance with the Illinois Court of Claims Act. Client: (i) consents and submits to the jurisdiction of any state court located within Illinois; (ii) consents to delivery and service of process by means of the notice provisions established in this Agreement; and (iii) shall not bring any action or claim against University in any other jurisdiction.

**10.15 Integration.** This Agreement with its attachments, amendments, and incorporated references constitutes the parties' entire agreement regarding the subject matter. University will accept purchase orders or other similar payment instruments issued by Client pursuant to this Agreement for payment purposes only. No such payment instruments will be construed to modify this Agreement.

**10.16 Authorized Signatories.** The individuals signing this Agreement on a party's behalf represent that they have the requisite authority and intent to bind that party to this Agreement.

**THE BOARD OF TRUSTEES OF THE  
UNIVERSITY OF ILLINOIS**

**CLIENT**

By: \_\_\_\_\_  
Paul N. Ellinger, Comptroller

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

Date: \_\_\_\_\_

Printed: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_

**Approved for legal form by Office of  
University Counsel JC 6/14/2024. Changes  
to template require University Counsel and  
OBFS approval.**

**Metro Chicago Mathematics Initiative**  
**Mathematics Instructional Coaching and Professional Development**  
**Commitment between the University of Illinois at Chicago and School District 214**  
**June 1, 2025 – June 30, 2026**

There is a strong alignment between current priorities for mathematics improvement in District 214, the related 12 sending middle-schools and the work of the Metro Chicago Mathematics initiative (MCMCI).

These proposed supports are designed to build the capacity of participating teachers by deepening their understanding of the Standards for Mathematics (CCSSM) and support their implementation of classroom practices and resources to:

- Implement coherent and accessible mathematics units and lessons involving newer curricular resources in their classrooms.
- Engage students in both the Standards for Mathematical Content and the Standards for Mathematical Practice, promoting perseverance in problem-solving, student-to-student discourse, and meaning-making in mathematics.
- Engage in problem-solving and explore ways to use curricular resources to promote higher-order thinking in classrooms and maintain a high cognitive demand.
- Build the use of formative assessment processes through analysis of student thinking from evidence in lessons and in written student work.
- Promote students' ownership of their learning.

During the 2025–2026 school year, MCMCI staff will use the Teaching for Robust Understanding (TRU) Framework to guide the work focused on mathematics teaching and learning; the framework includes student learning and teaching practices exemplified in mathematically powerful classrooms. The MCMCI coach will:

- **Facilitate collaboration and learning among teachers** to support the ongoing assessment of mathematics progress.
- **Build teacher capacity through professional learning and coaching** that supports the implementation of the Common Core State Standards for Mathematics (content and practices) through research-based practices and within the context of newer curricular resources.
- **Provide professional learning opportunities for administrators** via the MCMCI Instructional Leadership Institute to support high-quality mathematics teaching and learning and equitable opportunities for all students.
- **Provide access to high-quality mathematics instructional and assessment resources** and collaborative opportunities through the Metro Chicago Mathematics Initiative.

**Professional development sessions for teachers of mathematics**

MCMCI will build teachers' capacity by providing **4 full days of** professional development for the Algebra teachers and the school/department chairs with 3 MCMCI coaches. These sessions will use district/school resources to create and sustain a high-cognitive demand, accessible, engaging, and productive mathematical learning environment. MCMCI will also provide **5 half-days** of professional development to the department chairs and teacher leaders. (see the scope below).

## **Specialized Coaching Supports**

Direct contact with the teaching, learning, and collaboration happening in a district provides all stakeholders with the formative assessment information needed to continue to guide professional learning and create an infrastructure for continued collaboration and capacity building among teachers. MCMI coaches will provide **12 days of specialized coaching supports**. These specialized coaching supports can be used in a variety of ways. The MCMI team will collaborate with district and school leadership to decide best ways to use this time to develop a responsive set of activities and interactions to develop rigorous student-centered mathematics learning environments. These plans will set the stage for collaborative efforts during the 25-26 school year. Since all educators involved are working toward a shared set of expectations and instructional practices educators will engage in cycles of peer collaboration or short-cycle lesson study. **(See the protocol below and the table in the Proposed Timeline and Scope)**

### **Collaborate with the Instructional Leadership Team**

Support or help create a Mathematics Leadership Team (diverse stakeholders, which is provided time to develop a district vision for mathematics, promote dialogue, and problem-solve together) by helping create agendas, data collection, and analysis conversations about student and teacher learning.

### **Facilitate collaboration and learning among teachers.**

The coach may work with teams of mathematics teachers to support effective teaching and learning teams aligned with the school's vision and to deepen their understanding of the Common Core State Standards content and practices. Teacher collaboration is central to enabling and sustaining changes in instructional practice. Supports may include:

- Facilitating and supporting grade level, grade band, or vertical team meetings focused on mathematics.
- Provide ongoing professional learning opportunities to deepen teachers' understanding of the mathematics content and pedagogy aligned to the Common Core State Standards for Mathematics.
- Promote collaboration among teachers with a focus on mathematics teaching and learning, such as the planning of lessons or the analysis of student work; and
- Develop collaborative working relationships and common teaching practices among the staff.
- Engage in collaborative coaching or peer collaboration cycles with teams of educators. [Here is an example protocol.](#)

### **Provide one-on-one coaching support.**

The mathematics coach may support a focused group of individual teachers at the schools, which will be determined in collaboration with district lead and UIC. Research strongly supports the effectiveness of this on-the-job and over-the-shoulder coaching. Trust is essential to helping teachers grow, so the coaching relationship is non-evaluative, and a coach's work with teachers should be regarded as confidential.

During individual coaching sessions, the coach will visit classes to support teaching and learning, spending the full period in a class focusing on student learning. The coaching cycle should include a pre-conference to co-plan the lesson and a post-conference to reflect on the lesson. The coach and teacher or co-teachers will work together to determine a focus for the lesson.

The coach may take on a variety of roles during the lesson. He or she may observe or co-teach the lesson. The coach and teacher are responsible for the lesson, and the coach and teacher will negotiate how they will interact during the lesson. They may modify their roles as the lesson progresses if there is mutual agreement.

During a co-teaching experience, each may take responsibility for a particular part of the lesson, or one may take the lead while the other supports his or her teaching. If the teacher is teaching the entire lesson, the coach may focus his or her observations on particular groups of students or the entire class but will relate the observations to the initial questions, the focus selected during the pre-conference, and strategies to assess and respond to student understandings and misconceptions.

The coach will also assist the teacher in using ongoing formative assessment, participating in classroom connections sessions (when applicable), and meeting with the principal. To build teachers' capacity, time for full coaching cycles is essential (including collaborative planning, lesson visits, and conferring to provide feedback and support reflection).

Additional details for possible supports are described in the Coach Role Description document: [MCMI Coach Role Description 2020.pdf](#)

### **Provide professional learning opportunities for administrators.**

Deepen the capacity of school leaders to support improved mathematics teaching and learning, including observing student thinking in classrooms and collaborative inquiry to support teacher reflection. Principals, district leads, and teacher leaders are encouraged to attend the MCMI Instructional Leadership Institute so leaders and teachers gain a shared vision of high-quality instruction.

### **Access to high-quality mathematics instructional resources and network learning opportunities**

District 214 and the sending middle-school educators will have access to Silicon Valley Mathematics Initiative and MCMI instructional and improvement resources and tools, including.

- MCMI's coaching and instructional protocols are designed to promote reflection through the lens of student learning.
- MCMI special events and virtual book studies at no additional cost.
- Unlimited access to, and expert support with, the implementation of Silicon Valley Mathematics Initiative and MCMI instructional and improvement resources and tools.
- Discounted registration for special events planned for teacher leaders, teachers, and administrators.
- Free registration for all D214 math educators and administrators for the [2025 MCMI Virtual Summer Institute](#).

### **Proposed Services and Timeline**

To promote and create norms for teacher collaboration, develop a shared vision for a productive and accessible, student-centered math classroom and to transfer professional learning into practice, MCMI

will provide specialized coaching and professional learning support to D214 and the 12 sending middle-schools during the 2025–2026 school year. Here is a summary of the proposed scope of work.

<b>HS Department Chairs and MS Instructional Leads</b>	<b>Algebra 1 MS and HS Teachers</b> 45 HS Algebra 1 Teachers 20-25 MS Algebra Teachers <ul style="list-style-type: none"> <li>PLC Leads and Algebra Leads</li> </ul>	<b><u>Lesson Study (Short Cycle)</u> for HS Algebra 1 Teachers</b> Wheeling: 6 Prospect: 9 Hersey: 5 Rolling Meadows: 9 Buffalo Grove: 6 Elk Grove: 8				
<ul style="list-style-type: none"> <li>Build a shared vision and expectations for math instruction.</li> <li>Build capacity to collaborate on problems of practice.</li> </ul>	<ul style="list-style-type: none"> <li>Build shared vision and expectations for math instruction.</li> <li>Build capacity to collaborate on shared problems of practice.</li> <li>Create/curate shared expectations and key assessments for Algebra 1 courses whether this is taught at the MS or HS</li> </ul>	<ul style="list-style-type: none"> <li>Use TRU to take a collaborative look into classrooms</li> <li>HS Algebra 1 teachers engage in Lesson Study (short cycle)</li> </ul> Example Schedule: <table border="1" data-bbox="1076 655 1474 873"> <tr> <td data-bbox="1076 655 1211 764">Group A</td> <td data-bbox="1211 655 1474 764">8:00 to 9:00 Planning 9:00 to 10:30 Classroom 10:30 to 11:30 Reflection</td> </tr> <tr> <td data-bbox="1076 764 1211 873">Group B</td> <td data-bbox="1211 764 1474 873">12:00 to 1:00 Planning 1:00 to 2:10 Classroom 2:10 to 3:15 Reflection</td> </tr> </table>	Group A	8:00 to 9:00 Planning 9:00 to 10:30 Classroom 10:30 to 11:30 Reflection	Group B	12:00 to 1:00 Planning 1:00 to 2:10 Classroom 2:10 to 3:15 Reflection
Group A	8:00 to 9:00 Planning 9:00 to 10:30 Classroom 10:30 to 11:30 Reflection					
Group B	12:00 to 1:00 Planning 1:00 to 2:10 Classroom 2:10 to 3:15 Reflection					
September 16 (Half-day)						
	Oct. 28 (Full Days)					
November 4 (half-day)		Lesson Study (short cycle) at HS 6 days per cycle AM and PM group at a HS w/ teachers from 2 schools				
	Dec. 2 (Full Days)					
January 27 (half-day)		Lesson Study (short cycle) at HS 6 days per cycle AM and PM group at a HS w/ teachers from 2 schools				
	February 25 (Full Days)					
March 3 (half-day)						
	April 22 (Full Days)					
May 12 (half-day) Listen, reflect, and look at data						
<b>5 half-days of PD with 2 coaches</b> <b>\$16,500</b>	<b>4 full-days of PD with 3 coaches</b> <b>\$26,400</b>	<b>12 days of coaching</b> <b>\$20,160</b>				

Total: \$63,060		
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Consistent with decades of school improvement research, MCMI has found that districts get the most value from coaching, and achieve better and more lasting results, when they:

- Make mathematics improvement a district priority.
- Ensure structures and support for substantive teacher collaboration focused on student learning, including regular common planning time.
- Enable administrator engagement through time for learning and collaboration to help ensure common messages from MCMI support, supervisors, and evaluation.
- Ensure that assessment policies and structures provide time and support for teachers’ use of data to make instructional decisions that support student learning.
- Create or continue a District Mathematics Leadership Team with diverse stakeholders, which is provided time to develop a district vision for mathematics, promote dialogue, and problem-solve together.
- Examine district structures and policies closely to ensure they support student learning (*e.g.*, time for math instruction, teacher assignments, and schedules, course tracking)

Change takes time and can involve complex interactions among various district staff. Success is most likely when all stakeholders are aligned on the *goals* — what we want mathematics classrooms to look like to support student learning best — and in the *process* of getting there so multiple levels can work together to improve student learning. Mathematics instructional coaching is an effective support to transfer professional learning into practice and achieve sustainable mathematics improvement within districts and schools.

District 214 commits to allocating \$63,060 for 6.5 days of professional learning with either two or three coaches and 12 days of coaching, an invitation for instructional leaders and administrators to attend the MCMI Instructional Leadership Institute, 2025 MCMI Virtual Summer Institute, and access to MCMI resources during the 2025-2026 school year.

District Number 214 Address \_\_\_\_\_

Superintendent Name \_\_\_\_\_

Date \_\_\_\_\_ Email: \_\_\_\_\_

Phone \_\_\_\_\_ Fax (optional) \_\_\_\_\_

## Language for the UIC contract

District 214 commits to allocating **\$63,060** for 6.5 days of professional learning with either two or three coaches and 12 days of coaching, an invitation for instructional leaders and administrators to attend the MCMI Instructional Leadership Institute, 2025 MCMI Virtual Summer Institute, and access to MCMI resources during the 2025-2026 school year.

### Goals:

- Build teachers' capacity to design and implement a productive and responsive learning environment for mathematics, specifically Algebraic reasoning.
- Develop shared descriptions of success in mathematics by looking more closely at classroom and systemic assessment practices.
- Develop collaborative planning and reflection norms among teachers.

### This partnership also includes

- Unlimited access to and expert support with implementation of Silicon Valley Mathematics Initiative and MCMI instructional and improvement resources and tools.
- Discounted registration for special events planned for teacher leaders, teachers, and administrators.
- Free registration for all D214 math educators and administrators for the [2025 MCMI Virtual Summer Institute](#).



**High School District 214**  
2121 South Goebbert Road  
Arlington Heights, Illinois 60005  
847-718-7600 | www.d214.org

**Dr. Scott Rowe**  
Superintendent

Date: June 12, 2025  
To: Board of Education  
From: Lazaro Lopez, Associate Superintendent for Teaching and Learning  
Marcella Zipp, Director of Grants and Special Programs  
Subject: Action Item - Approval of Title I Schoolwide Waivers

### **Executive Summary**

Annually, the Board of Education has approved Title I Schoolwide Waiver applications. Schoolwide status allows Title I schools greater flexibility in the use of funds to support programming that impacts all students in the school rather than a 'targeted' group. Under ESSA, Title eligible schools with poverty rates between 20% and 40% (measured by free/reduced price lunch eligibility) may request schoolwide status by applying annually for a waiver. It is anticipated that in 2025-26, Elk Grove and Rolling Meadows High Schools will be within this range. Wheeling High School is over 40% free/reduced price lunch eligibility and is automatically granted Schoolwide status.

The Schoolwide Waivers must be approved by the local school board before they are submitted to ISBE via an online form for the following grant fiscal year.

### **Recommendation**

The Board of Education approves the Title I Schoolwide Waiver applications for Elk Grove and Rolling Meadows High Schools.

**School Name**

Elk Grove High School

**District Name**

Township HSD 214

**Region County District Type School (RCCTS) Code (00-000-0000-00-0000)**

05-016-2140-17-0002

**Contact Name**

Ayah Jaber

**Contact Title**

Grants Supervisor

**Contact Telephone Number**

8477187654

**Contact Email Address**

[ayah.jaber@d214.org](mailto:ayah.jaber@d214.org)

**Superintendent Name**

Dr. Scott Rowe

**Poverty Percentage at Time of Board Approval**

39.07%

**Describe the need and rationale for this schoolwide waiver.**

Elk Grove High School has operated a Title I program for more than a decade. The building began as a targeted assistance program and then attained schoolwide status in the 2015-2016 academic year. For 2024-2025 the school's poverty rate, as measured by participation in the free-and-reduced-price lunch program, sits just below 40% at 39.07%. Hence this waiver will be needed in order to retain schoolwide status going forward.

**Provide reasons why need(s) cannot be met without a schoolwide program and/or why needs are not being met under the current targeted assistance program.**

Schoolwide status has allowed Elk Grove High School to introduce several initiatives that have had a positive impact and that school leadership wants to sustain, such as:

- Attendance intervention and family outreach
- Summer reading books for all students
- Equipment/furnishings for core-subject classrooms
- STEM programming/science projects
- Post-secondary planning and college fairs
- College campus visits
- Professional development workshops in core subjects
- Advanced Placement testing fees for low-income students of varying backgrounds and previous achievement levels, in order to positively impact their ability to afford college

The continued flexibility of schoolwide funding will allow Elk Grove High School to expand and enhance programs like these that meet district academic goals, including college and career readiness.

In addition to Elk Grove High School, District 214 has ongoing Title I schoolwide programs at Wheeling High School and Rolling Meadows High School.

**Provide the educational need to receive schoolwide status.**

Our comprehensive school needs assessment considered student performance data, demographic information, classroom instructional practices, a listing of existing student support services, the identification of professional development needs, and a review of internal testing needs.

Title I helps fund small-group interventions such as tutoring in reading and math as well as college and career readiness, parent engagement, professional development for teachers, and social-emotional learning.

The gap between course enrollment and test-taking, as discussed below, suggests that the AP testing fees are still a barrier for some students. Title I

funding will continue to be important to make this aspect of college readiness affordable for all.

**Outline the size and demographics of the school.**

Elk Grove High School has an enrollment of 1,843 of whom 39.07% qualify as low-income. The ethnic composition is 49% Hispanic, 37% white, 9% Asian, 2% black and 3% multiracial or other. About 8% of students have Individualized Education Programs and 25% are English Language Learners.

**Outline the academic status of the students.**

About 28% of students meet or exceed the SAT college readiness benchmarks, and 60% of graduating seniors are college and career ready, according to the multi-metric Redefining Ready standard, which considers factors such as college-level coursework, standardized tests, grades, career pathway participation, co-curriculars, and attendance.

**Outline other factors that contribute to the need for schoolwide programming.**

Maintaining schoolwide status will allow Elk Grove High School to help all its students and families, positively influencing the culture of the school. Keeping schoolwide status will also make teachers and administrators whose work touches all members of the student population eligible for professional development, thus increasing the impact and value of the training.

**Provide the date the school board approved the schoolwide plan.**

June 10, 2021

**The school followed the ESEA Section 1114(b) statutory requirements listed below to develop a comprehensive schoolwide plan.**

*ESEA Section 1114(b)*

- a. Developed during a one-year period.*
- b. Developed with the involvement of parents and other members of the community to be served and individuals who will carry out such plan, including teachers, principals, other school leaders, paraprofessionals present in the school, administrators, the Local Educational Agency, (LEA) to the extent feasible, tribes and tribal organizations present in*

*the community, and, if appropriate, specialized instructional support personnel, technical assistance providers, school staff, if the plan relates to a secondary school, students, and other individuals determined by the school.*

- c. Monitored and revised as necessary based on student needs to ensure that all students are provided opportunities to meet the challenging State academic standards.*
- d. Accessible to the LEA, parent, and the public.*
- e. Developed in coordination and integration with other federal, state, and local services, resources, and programs.*
- f. Based on a comprehensive needs assessment of the entire school that takes into account information on the academic achievement of children in relation to the challenging state academic standards.*
- g. Included a description of strategies that the school will be implementing to address school need.*

*Yes, the school followed the ESEA Section 1114(b) statutory requirements to develop a comprehensive schoolwide plan.*

*No, the school did not follow the ESEA Section 1114(b) statutory requirements to develop a comprehensive schoolwide plan.*

Yes

**I certify that the waiver application is complete, and all data and responses are true and accurate to my knowledge. (name and date)**

Ayah Jaber

**School Name**

Rolling Meadows High School

**District Name**

Township HSD 214

**Region County District Type School (RCCTS) Code (00-000-0000-00-0000)**

05-016-2140-17-0007

**Contact Name**

Ayah Jaber

**Contact Title**

Grants Supervisor

**Contact Telephone Number**

8477187654

**Contact Email Address**

[ayah.jaber@d214.org](mailto:ayah.jaber@d214.org)

**Superintendent Name**

Dr. Scott Rowe

**Poverty Percentage at Time of Board Approval**

30.59%

**Describe the need and rationale for this schoolwide waiver.**

Rolling Meadows High School has operated a Title I program for more than a decade. The building began as a targeted assistance program and then attained schoolwide status in the 2017-2018 academic year. For 2024-2025 the school's poverty rate, as measured by participation in the free-and-reduced-price lunch program, has remained below 40% and it is likely to remain below this threshold. Hence this waiver will be needed in order to retain schoolwide status going forward.

**Provide reasons why need(s) cannot be met without a schoolwide program and/or why needs are not being met under the current targeted assistance program.**

Schoolwide status has allowed Rolling Meadows High School to introduce several initiatives that have had a positive impact and that school leadership wants to sustain, such as:

- AVID college readiness program
- Family outreach activities
- Summer reading books for all students
- Equipment/furnishings for core-subject classrooms
- STEM programming/science projects
- Post-secondary planning and college fairs
- College campus visits
- Professional development workshops in core subjects
- Advanced Placement testing fees for low-income students of varying backgrounds and previous achievement levels, in order to positively impact their ability to afford college

The continued flexibility of schoolwide funding will allow the school to expand and enhance programs like these that meet district academic goals, including college and career readiness.

In addition to Rolling Meadows High School, District 214 has ongoing Title I schoolwide programs at Wheeling High School and Elk Grove High School.

**Provide the educational need to receive schoolwide status.**

Our comprehensive school needs assessment considered student performance data, demographic information, classroom instructional practices, a listing of existing student support services, the identification of professional development needs, and a review of internal testing needs. Title I helps fund small-group interventions such as tutoring in reading and math as well as college and career readiness, parent engagement, professional development for teachers, and social-emotional learning. The gap between course enrollment and test-taking, as discussed below, suggests that the AP testing fees are still a barrier for some students. Title I funding will continue to be important to make this aspect of college readiness affordable for all.

**Outline the size and demographics of the school.**

Rolling Meadows High School has an enrollment of 1,901 of whom 30.59% qualify as low-income. The ethnic composition is 46% white, 39% Hispanic, 7% Asian, 4% black and 3% multiracial or other. About 10% of students have Individualized Education Programs and 20% are English Language Learners.

**Outline the academic status of the students.**

About 41.9% of students meet or exceed the SAT college readiness benchmarks, and 70% of graduating seniors are college and career ready, according to the multi-metric Redefining Ready standard, which considers factors such as college-level coursework, standardized tests, grades, career pathway participation, co-curriculars, and attendance.

**Outline other factors that contribute to the need for schoolwide programming.**

Maintaining schoolwide status will allow Rolling Meadows High School to help all its students and families, positively influencing the culture of the school. Keeping schoolwide status will also make teachers and administrators whose work touches all members of the student population eligible for professional development, thus increasing the impact and value of the training.

**Provide the date the school board approved the schoolwide plan.**

June 10, 2021

**The school followed the ESEA Section 1114(b) statutory requirements listed below to develop a comprehensive schoolwide plan.**

*ESEA Section 1114(b)*

- a. Developed during a one-year period.*
- b. Developed with the involvement of parents and other members of the community to be served and individuals who will carry out such plan, including teachers, principals, other school leaders, paraprofessionals present in the school, administrators, the Local Educational Agency, (LEA) to the extent feasible, tribes and tribal organizations present in the community, and, if appropriate, specialized instructional support personnel, technical assistance providers, school staff, if the plan relates to a secondary school, students, and other individuals determined by the school.*

- c. *Monitored and revised as necessary based on student needs to ensure that all students are provided opportunities to meet the challenging State academic standards.*
- d. *Accessible to the LEA, parent, and the public.*
- e. *Developed in coordination and integration with other federal, state, and local services, resources, and programs.*
- f. *Based on a comprehensive needs assessment of the entire school that takes into account information on the academic achievement of children in relation to the challenging state academic standards.*
- g. *Included a description of strategies that the school will be implementing to address school need.*

*Yes, the school followed the ESEA Section 1114(b) statutory requirements to develop a comprehensive schoolwide plan.*

*No, the school did not follow the ESEA Section 1114(b) statutory requirements to develop a comprehensive schoolwide plan.*

Yes

**I certify that the waiver application is complete, and all data and responses are true and accurate to my knowledge. (name and date)**

Ayah Jaber



**High School District 214**  
2121 South Goebbert Road  
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847-718-7600 | [www.d214.org](http://www.d214.org)

**Dr. Scott Rowe**  
Superintendent

Date: June 26, 2025  
To: Board of Education  
From: Linda Keyes  
Subject: Permission to dispose of closed session recordings

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**Background:**

The Open Meetings Act requires that the Board of Education vote to give permission before disposing of any closed session audio recordings.

**Information:**

In accordance with the Open Meetings Act, the Administration is seeking permission to dispose of any closed session audio recordings older than 18 months.

**Recommendation:**

The Administration is requesting permission to dispose of the audio recording for the closed session meetings of December 14, 2023 and December 21, 2023.

TOWNSHIP HIGH SCHOOL DISTRICT 214  
2121 S GOEBBERT RD  
ARLINGTON HEIGHTS, IL 60005



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ACCOUNTS PAYABLE LISTING

CHECKS DATED June 26, 2025

BOARD APPROVAL DATE June 26, 2025

“An Equal Employment and Equal Education Opportunity Agency”

Tim J. Keeley  
Associate Superintendent of Business Services

## Township High School District 214

### Reprint Check Listing

Fiscal Year: 2024-2025

**Criteria:**

**Bank Account:** District 214 Accounts Payable 444-371-9

**From Date:** 6/26/2025 12:00:00 AM

**To Date:** 6/26/2025 12:00:00 AM

**From Check:**  
**From Voucher:** 2378

**To Check:**  
**To Voucher:** 2378

**Fund:** 10 Education

Check Number	Date	Payee	Amount	Voucher	Status	Type	Cleared?	Clear Date	Void Date
775878	06/26/2025	5 STAR INTERPRETING	\$380.00	2378	Printed	Expense	<input type="checkbox"/>		
775881	06/26/2025	ABC SUPPLY CO - MBA #743	\$532.44	2378	Printed	Expense	<input type="checkbox"/>		
775887	06/26/2025	American Outfitters	\$804.50	2378	Printed	Expense	<input type="checkbox"/>		
775892	06/26/2025	Apple	\$2,634.00	2378	Printed	Expense	<input type="checkbox"/>		
775893	06/26/2025	Apple Computer, Inc	\$12,895.00	2378	Printed	Expense	<input type="checkbox"/>		
775894	06/26/2025	ARBITERSPORTS LLC	\$244.00	2378	Printed	Expense	<input type="checkbox"/>		
775895	06/26/2025	ARREDONDO, ASUSENA	\$150.00	2378	Printed	Expense	<input type="checkbox"/>		
775896	06/26/2025	ASU LEARNING ENTERPRISE	\$6,400.00	2378	Printed	Expense	<input type="checkbox"/>		
775898	06/26/2025	B & H Photo Video Inc	\$511.48	2378	Printed	Expense	<input type="checkbox"/>		
775899	06/26/2025	BAER, DOUG	\$300.00	2378	Printed	Expense	<input type="checkbox"/>		
775900	06/26/2025	BARNES & NOBLE, INC	\$1,582.70	2378	Printed	Expense	<input type="checkbox"/>		
775903	06/26/2025	BLOOKET LLC	\$1,000.00	2378	Printed	Expense	<input type="checkbox"/>		
775904	06/26/2025	BLUUM OF MINNESOTA LLC	\$82,217.00	2378	Printed	Expense	<input type="checkbox"/>		
775906	06/26/2025	BSN Sports	\$20,482.34	2378	Printed	Expense	<input type="checkbox"/>		
775908	06/26/2025	Butz, Barbara T	\$320.00	2378	Printed	Expense	<input type="checkbox"/>		
775912	06/26/2025	CDW GOVERNMENT INC - 2	\$15,960.00	2378	Printed	Expense	<input type="checkbox"/>		
775914	06/26/2025	Cengage Learning Inc	\$3,512.00	2378	Printed	Expense	<input type="checkbox"/>		
775915	06/26/2025	Chicago Classic Coach Llc	\$4,854.00	2378	Printed	Expense	<input type="checkbox"/>		
775916	06/26/2025	Chicago Communications, Llc	\$28,340.00	2378	Printed	Expense	<input type="checkbox"/>		
775919	06/26/2025	City of Rolling Meadows	\$4,695.95	2378	Printed	Expense	<input type="checkbox"/>		
775922	06/26/2025	Comcast Cable	\$111.08	2378	Printed	Expense	<input type="checkbox"/>		
775923	06/26/2025	Compass Health Center Llc	\$2,490.00	2378	Printed	Expense	<input type="checkbox"/>		
775925	06/26/2025	Concert Sound Systems	\$7,581.35	2378	Printed	Expense	<input type="checkbox"/>		

## Township High School District 214

### Reprint Check Listing

Fiscal Year: 2024-2025

**Criteria:**

**Bank Account:** District 214 Accounts Payable 444-371-9

**From Date:** 6/26/2025 12:00:00 AM

**To Date:** 6/26/2025 12:00:00 AM

**From Check:**  
**From Voucher:** 2378

**To Check:**  
**To Voucher:** 2378

**Fund:** 10 Education

Check Number	Date	Payee	Amount	Voucher	Status	Type	Cleared?	Clear Date	Void Date
775930	06/26/2025	COZEN O'CONNOR	\$1,500.00	2378	Printed	Expense	<input type="checkbox"/>		
775932	06/26/2025	Dell Marketing L.P.	\$183,547.24	2378	Printed	Expense	<input type="checkbox"/>		
775933	06/26/2025	Demco	\$1,505.65	2378	Printed	Expense	<input type="checkbox"/>		
775934	06/26/2025	District 214 Education Foundation	\$10.00	2378	Printed	Expense	<input type="checkbox"/>		
775935	06/26/2025	Dorri Cook Ci & Ct	\$8,360.00	2378	Printed	Expense	<input type="checkbox"/>		
775936	06/26/2025	Dost Valuation Group	\$1,640.00	2378	Printed	Expense	<input type="checkbox"/>		
775939	06/26/2025	E-Ling Lou	\$180.00	2378	Printed	Expense	<input type="checkbox"/>		
775940	06/26/2025	EDWARD HOSTER	\$11,690.00	2378	Printed	Expense	<input type="checkbox"/>		
775943	06/26/2025	Eric Peden	\$300.00	2378	Printed	Expense	<input type="checkbox"/>		
775944	06/26/2025	Esscoe Llc	\$8,378.00	2378	Printed	Expense	<input type="checkbox"/>		
775946	06/26/2025	EYEESEE LLC	\$400.00	2378	Printed	Expense	<input type="checkbox"/>		
775947	06/26/2025	Fiber Platform Llc	\$13,869.56	2378	Printed	Expense	<input type="checkbox"/>		
775949	06/26/2025	Fix This! Musical Instrument Repair, Inc	\$415.00	2378	Printed	Expense	<input type="checkbox"/>		
775950	06/26/2025	Follett Content Solutions, LLC	\$797.42	2378	Printed	Expense	<input type="checkbox"/>		
775952	06/26/2025	Full Compass Systems Ltd	\$6,302.57	2378	Printed	Expense	<input type="checkbox"/>		
775953	06/26/2025	Game Time Solutions	\$1,180.00	2378	Printed	Expense	<input type="checkbox"/>		
775954	06/26/2025	GARDULA, EDWARD T	\$100.00	2378	Printed	Expense	<input type="checkbox"/>		
775955	06/26/2025	Gary Koelbel	\$535.50	2378	Printed	Expense	<input type="checkbox"/>		
775956	06/26/2025	GORDON REES SCULLY MANSUKHANI LLP	\$1,677.50	2378	Printed	Expense	<input type="checkbox"/>		
775958	06/26/2025	Grand Prairie Transit Elk Grove	\$1,410.50	2378	Printed	Expense	<input type="checkbox"/>		
775960	06/26/2025	HARRINGTON ROSEN, KATE	\$184.22	2378	Printed	Expense	<input type="checkbox"/>		
775961	06/26/2025	HARRIS, MARK	\$262.50	2378	Printed	Expense	<input type="checkbox"/>		

## Township High School District 214

### Reprint Check Listing

Fiscal Year: 2024-2025

**Criteria:**

**Bank Account:** District 214 Accounts Payable 444-371-9

**From Date:** 6/26/2025 12:00:00 AM

**To Date:** 6/26/2025 12:00:00 AM

**From Check:**

**To Check:**

**From Voucher:** 2378

**To Voucher:** 2378

**Fund:** 10 Education

Check Number	Date	Payee	Amount	Voucher	Status	Type	Cleared?	Clear Date	Void Date
775963	06/26/2025	High 5 Print Wear Inc	\$200.00	2378	Printed	Expense	<input type="checkbox"/>		
775965	06/26/2025	Hinckley Springs	\$202.85	2378	Printed	Expense	<input type="checkbox"/>		
775968	06/26/2025	Illinois Music Educators (Ilmea)	\$80.00	2378	Printed	Expense	<input type="checkbox"/>		
775969	06/26/2025	Inn Partners Lc	\$195.00	2378	Printed	Expense	<input type="checkbox"/>		
775972	06/26/2025	J W Pepper & Son Inc	\$49.99	2378	Printed	Expense	<input type="checkbox"/>		
775973	06/26/2025	Jeanne Elledge	\$205.00	2378	Printed	Expense	<input type="checkbox"/>		
775974	06/26/2025	Jill Kelly	\$740.00	2378	Printed	Expense	<input type="checkbox"/>		
775976	06/26/2025	Kathleen Tracy	\$1,993.86	2378	Printed	Expense	<input type="checkbox"/>		
775981	06/26/2025	Lake County High Schools Technology Camp	\$175.00	2378	Printed	Expense	<input type="checkbox"/>		
775982	06/26/2025	Lake Park H.S.	\$100.00	2378	Printed	Expense	<input type="checkbox"/>		
775983	06/26/2025	Lakeshore Learning Materials	\$65.52	2378	Printed	Expense	<input type="checkbox"/>		
775985	06/26/2025	Learnwell	\$8,845.00	2378	Printed	Expense	<input type="checkbox"/>		
775986	06/26/2025	LINDENMEYR MUNROE	\$4,951.80	2378	Printed	Expense	<input type="checkbox"/>		
775987	06/26/2025	Lutheran General Hospital	\$286.00	2378	Printed	Expense	<input type="checkbox"/>		
775988	06/26/2025	MADRID, JASMINE	\$1,000.00	2378	Printed	Expense	<input type="checkbox"/>		
775990	06/26/2025	MCGRAW HILL, LLC	\$4,580.00	2378	Printed	Expense	<input type="checkbox"/>		
775992	06/26/2025	Michael J Plantan	\$1,620.00	2378	Printed	Expense	<input type="checkbox"/>		
775997	06/26/2025	Mutual Target Associates	\$5,320.00	2378	Printed	Expense	<input type="checkbox"/>		
775999	06/26/2025	NEW SCHOOL LOGOS LLC	\$1,387.50	2378	Printed	Expense	<input type="checkbox"/>		
776000	06/26/2025	NEWSWEB LLC	\$614.00	2378	Printed	Expense	<input type="checkbox"/>		
776001	06/26/2025	Niles West H.S.	\$150.00	2378	Printed	Expense	<input type="checkbox"/>		
776003	06/26/2025	North Cook Isc	\$60,641.79	2378	Printed	Expense	<input type="checkbox"/>		

## Township High School District 214

### Reprint Check Listing

Fiscal Year: 2024-2025

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**Bank Account:** District 214 Accounts Payable 444-371-9

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**To Date:** 6/26/2025 12:00:00 AM

**From Check:**  
**From Voucher:** 2378

**To Check:**  
**To Voucher:** 2378

**Fund:** 10 Education

Check Number	Date	Payee	Amount	Voucher	Status	Type	Cleared?	Clear Date	Void Date
776004	06/26/2025	Northlight Color Digital Printing Soluti	\$623.98	2378	Printed	Expense	<input type="checkbox"/>		
776006	06/26/2025	Office Depot Inc	\$208.52	2378	Printed	Expense	<input type="checkbox"/>		
776007	06/26/2025	OLIVEIRAFERNANDES, JONEIDE C	\$720.00	2378	Printed	Expense	<input type="checkbox"/>		
776008	06/26/2025	Ombudsman Ed Services Ltd	\$900.00	2378	Printed	Expense	<input type="checkbox"/>		
776009	06/26/2025	Palatine Park District	\$4,189.00	2378	Printed	Expense	<input type="checkbox"/>		
776014	06/26/2025	Provantage Corporation	\$5,190.00	2378	Printed	Expense	<input type="checkbox"/>		
776015	06/26/2025	Quinlan And Fabish Music Co Inc	\$5,613.58	2378	Printed	Expense	<input type="checkbox"/>		
776017	06/26/2025	READTHEORY EDUCATION SERVICES INC	\$1,545.00	2378	Printed	Expense	<input type="checkbox"/>		
776022	06/26/2025	Scholastic - Magazines	\$799.20	2378	Printed	Expense	<input type="checkbox"/>		
776023	06/26/2025	School Nurse Supply Inc	\$132.95	2378	Printed	Expense	<input type="checkbox"/>		
776024	06/26/2025	Sentinel Technologies	\$6,300.00	2378	Printed	Expense	<input type="checkbox"/>		
776025	06/26/2025	Sonova USA Inc.	\$238.99	2378	Printed	Expense	<input type="checkbox"/>		
776026	06/26/2025	Southeastern Career Apparel Inc	\$5,569.89	2378	Printed	Expense	<input type="checkbox"/>		
776027	06/26/2025	Stephanie Lowe	\$355.33	2378	Printed	Expense	<input type="checkbox"/>		
776028	06/26/2025	STUKENT INC	\$3,995.00	2378	Printed	Expense	<input type="checkbox"/>		
776029	06/26/2025	T-Mobile Usa	\$3,799.84	2378	Printed	Expense	<input type="checkbox"/>		
776030	06/26/2025	T-Mobile Usa	\$721.60	2378	Printed	Expense	<input type="checkbox"/>		
776031	06/26/2025	Thomson Reuters	\$1,342.74	2378	Printed	Expense	<input type="checkbox"/>		
776032	06/26/2025	Tortorice'S Pizzeria LTD	\$121.00	2378	Printed	Expense	<input type="checkbox"/>		
776034	06/26/2025	Tyler Technologies, Inc.	\$2,830.00	2378	Printed	Expense	<input type="checkbox"/>		
776035	06/26/2025	United Parcel Service	\$40.70	2378	Printed	Expense	<input type="checkbox"/>		
776036	06/26/2025	Verizon Wireless	\$826.28	2378	Printed	Expense	<input type="checkbox"/>		

## Township High School District 214

### Reprint Check Listing

Fiscal Year: 2024-2025

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**To Date:** 6/26/2025 12:00:00 AM

**From Check:**

**To Check:**

**From Voucher:** 2378

**To Voucher:** 2378

**Fund:** 10 Education

Check Number	Date	Payee	Amount	Voucher	Status	Type	Cleared?	Clear Date	Void Date
776038	06/26/2025	Village of Buffalo Grove(1)	\$348.50	2378	Printed	Expense	<input type="checkbox"/>		
776039	06/26/2025	Village of Buffalo Grove(1)	\$270.00	2378	Printed	Expense	<input type="checkbox"/>		
776040	06/26/2025	Village of Mt Prospect	\$14.48	2378	Printed	Expense	<input type="checkbox"/>		
776041	06/26/2025	Village of Wheeling	\$3,550.53	2378	Printed	Expense	<input type="checkbox"/>		
776042	06/26/2025	VISION21 - US BANK NATIONAL ASSOCIATION	\$164,258.60	2378	Printed	Expense	<input type="checkbox"/>		
776043	06/26/2025	VISUAL EDUCATION LTD	\$308.00	2378	Printed	Expense	<input type="checkbox"/>		
776044	06/26/2025	VOYAGER SOPRIS LEARNING	\$619.30	2378	Printed	Expense	<input type="checkbox"/>		
776047	06/26/2025	WILL ENTERPRISES	\$385.25	2378	Printed	Expense	<input type="checkbox"/>		
776049	06/26/2025	Xerox Corporation	\$6,019.53	2378	Printed	Expense	<input type="checkbox"/>		
776050	06/26/2025	Xerox Corporation	\$250.00	2378	Printed	Expense	<input type="checkbox"/>		

Total Checks for Fund: 99 Total Amount: \$757,734.60

**Fund:** 20 Operations & Maintenance

Check Number	Date	Payee	Amount	Voucher	Status	Type	Cleared?	Clear Date	Void Date
775879	06/26/2025	A & R Screening	\$2,066.85	2378	Printed	Expense	<input type="checkbox"/>		
775880	06/26/2025	A Messe Supply Corp	\$550.24	2378	Printed	Expense	<input type="checkbox"/>		
775882	06/26/2025	Access One Inc	\$11,401.47	2378	Printed	Expense	<input type="checkbox"/>		
775883	06/26/2025	AERO TESTING AND BALANCING INC	\$50,203.00	2378	Printed	Expense	<input type="checkbox"/>		
775884	06/26/2025	Aetna Plywood	\$3,622.95	2378	Printed	Expense	<input type="checkbox"/>		
775889	06/26/2025	Anderson Elevator	\$22,500.00	2378	Printed	Expense	<input type="checkbox"/>		
775890	06/26/2025	Anderson Lock Company Ltd	\$476.30	2378	Printed	Expense	<input type="checkbox"/>		
775891	06/26/2025	Anderson Pest Control	\$1,433.00	2378	Printed	Expense	<input type="checkbox"/>		

## Township High School District 214

### Reprint Check Listing

Fiscal Year: 2024-2025

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**To Check:**

**From Voucher:** 2378

**To Voucher:** 2378

**Fund:** 20 Operations & Maintenance

Check Number	Date	Payee	Amount	Voucher	Status	Type	Cleared?	Clear Date	Void Date
775897	06/26/2025	At&T	\$141.67	2378	Printed	Expense	<input type="checkbox"/>		
775901	06/26/2025	Barr Mechanical Sales Inc	\$3,661.24	2378	Printed	Expense	<input type="checkbox"/>		
775902	06/26/2025	Bleacher America Inc	\$63,199.90	2378	Printed	Expense	<input type="checkbox"/>		
775905	06/26/2025	Brucker Company	\$84,888.88	2378	Printed	Expense	<input type="checkbox"/>		
775907	06/26/2025	BUILDERS CHICAGO CORP	\$18,963.00	2378	Printed	Expense	<input type="checkbox"/>		
775909	06/26/2025	Canopy Enterprises Inc	\$10,800.00	2378	Printed	Expense	<input type="checkbox"/>		
775910	06/26/2025	Carrico Aquatic Resources Inc	\$390.53	2378	Printed	Expense	<input type="checkbox"/>		
775911	06/26/2025	Castle Chevrolet North Llc	\$42.18	2378	Printed	Expense	<input type="checkbox"/>		
775913	06/26/2025	CELTIC COMMERCIAL PAINTING	\$35,840.00	2378	Printed	Expense	<input type="checkbox"/>		
775916	06/26/2025	Chicago Communications, Llc	\$1,031.80	2378	Printed	Expense	<input type="checkbox"/>		
775917	06/26/2025	CHICAGOLAND POOL MANAGEMENT INC	\$13,025.00	2378	Printed	Expense	<input type="checkbox"/>		
775920	06/26/2025	CITY SERVICE ELECTRIC INC.	\$2,440.00	2378	Printed	Expense	<input type="checkbox"/>		
775921	06/26/2025	Coit Drapery Cleaners Inc	\$28,300.00	2378	Printed	Expense	<input type="checkbox"/>		
775924	06/26/2025	COMPLETE HOOD SERVICE	\$3,925.00	2378	Printed	Expense	<input type="checkbox"/>		
775926	06/26/2025	Conserv Farm Supply	\$15,534.98	2378	Printed	Expense	<input type="checkbox"/>		
775927	06/26/2025	Constellation	\$210,066.83	2378	Printed	Expense	<input type="checkbox"/>		
775928	06/26/2025	Cook County Department of Public Health	\$900.00	2378	Printed	Expense	<input type="checkbox"/>		
775929	06/26/2025	Cornerstone Energy Group Inc	\$3,167.94	2378	Printed	Expense	<input type="checkbox"/>		
775931	06/26/2025	Crosstown Electric Inc	\$14,540.00	2378	Printed	Expense	<input type="checkbox"/>		
775937	06/26/2025	Dreisilker Elec Motors Inc	\$945.35	2378	Printed	Expense	<input type="checkbox"/>		
775938	06/26/2025	Durabilt Fence II, Inc.	\$1,550.00	2378	Printed	Expense	<input type="checkbox"/>		
775941	06/26/2025	EDWARDS ENGINEERING INC	\$99,997.00	2378	Printed	Expense	<input type="checkbox"/>		

## Township High School District 214

### Reprint Check Listing

Fiscal Year: 2024-2025

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**To Check:**  
**To Voucher:** 2378

**Fund:** 20 Operations & Maintenance

Check Number	Date	Payee	Amount	Voucher	Status	Type	Cleared?	Clear Date	Void Date
775942	06/26/2025	ELEMENTAL SOLUTIONS LLC	\$25,500.00	2378	Printed	Expense	<input type="checkbox"/>		
775945	06/26/2025	Exelon Corporation	\$59,970.16	2378	Printed	Expense	<input type="checkbox"/>		
775948	06/26/2025	Field Turf Usa Inc	\$3,750.00	2378	Printed	Expense	<input type="checkbox"/>		
775951	06/26/2025	Fox Valley Fire & Safety	\$7,504.15	2378	Printed	Expense	<input type="checkbox"/>		
775957	06/26/2025	Grainger	\$1,199.37	2378	Printed	Expense	<input type="checkbox"/>		
775959	06/26/2025	Graybar Electric Co Inc	\$22,011.50	2378	Printed	Expense	<input type="checkbox"/>		
775962	06/26/2025	HELM SERVICE	\$80,826.00	2378	Printed	Expense	<input type="checkbox"/>		
775964	06/26/2025	Hilti Inc	\$6,565.34	2378	Printed	Expense	<input type="checkbox"/>		
775966	06/26/2025	Hobart Corporation	\$1,757.07	2378	Printed	Expense	<input type="checkbox"/>		
775970	06/26/2025	Intelligent Lighting Creations	\$254.41	2378	Printed	Expense	<input type="checkbox"/>		
775975	06/26/2025	Johnson Floor Company Inc	\$67,364.09	2378	Printed	Expense	<input type="checkbox"/>		
775978	06/26/2025	Kimball Midwest, Inc.	\$2,422.64	2378	Printed	Expense	<input type="checkbox"/>		
775979	06/26/2025	L & W Supply Corp	\$295.20	2378	Printed	Expense	<input type="checkbox"/>		
775980	06/26/2025	Lab Development LLC	\$733.32	2378	Printed	Expense	<input type="checkbox"/>		
775984	06/26/2025	Landmark Visibility Solutions	\$5,165.00	2378	Printed	Expense	<input type="checkbox"/>		
775989	06/26/2025	Mansfield Oil Company	\$959.22	2378	Printed	Expense	<input type="checkbox"/>		
775991	06/26/2025	Mg Mechanical Contracting Inc.	\$25,000.00	2378	Printed	Expense	<input type="checkbox"/>		
775993	06/26/2025	Michael Wagner & Sons Inc	\$1,613.09	2378	Printed	Expense	<input type="checkbox"/>		
775994	06/26/2025	Michaels Uniform Co	\$33.25	2378	Printed	Expense	<input type="checkbox"/>		
775995	06/26/2025	Midwest Field Solutions	\$12,500.00	2378	Printed	Expense	<input type="checkbox"/>		
775996	06/26/2025	MOUNT PROSPECT PAINT	\$14,871.44	2378	Printed	Expense	<input type="checkbox"/>		
775998	06/26/2025	Neuco Inc	\$498.68	2378	Printed	Expense	<input type="checkbox"/>		

## Township High School District 214

### Reprint Check Listing

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**Fund:** 20 Operations & Maintenance

Check Number	Date	Payee	Amount	Voucher	Status	Type	Cleared?	Clear Date	Void Date
776002	06/26/2025	NORTH AMERICAN CORPORATION OF IL	\$763.33	2378	Printed	Expense	<input type="checkbox"/>		
776005	06/26/2025	O'Reilly Auto Parts	\$476.47	2378	Printed	Expense	<input type="checkbox"/>		
776010	06/26/2025	Parts Town	\$383.53	2378	Printed	Expense	<input type="checkbox"/>		
776011	06/26/2025	PEPPER ENVIRONMENTAL TECHNOLOGIES INC	\$28,819.00	2378	Printed	Expense	<input type="checkbox"/>		
776012	06/26/2025	Pioneer Athletics	\$2,808.26	2378	Printed	Expense	<input type="checkbox"/>		
776013	06/26/2025	Porter Pipe & Supply	\$112.82	2378	Printed	Expense	<input type="checkbox"/>		
776016	06/26/2025	RAMBOLL AMERICAS ENGINEERING SOLUTIONS	\$137.80	2378	Printed	Expense	<input type="checkbox"/>		
776018	06/26/2025	RST Inc	\$1,326.20	2378	Printed	Expense	<input type="checkbox"/>		
776019	06/26/2025	Russo Power Equipment	\$63.99	2378	Printed	Expense	<input type="checkbox"/>		
776020	06/26/2025	Ryder Transportations Services	\$2,079.14	2378	Printed	Expense	<input type="checkbox"/>		
776036	06/26/2025	Verizon Wireless	\$1,021.36	2378	Printed	Expense	<input type="checkbox"/>		
776037	06/26/2025	Vian Construction Co	\$37,620.00	2378	Printed	Expense	<input type="checkbox"/>		
776045	06/26/2025	W L DECORATING INC	\$19,250.00	2378	Printed	Expense	<input type="checkbox"/>		
776046	06/26/2025	W L DECORATING INC	\$5,100.00	2378	Printed	Expense	<input type="checkbox"/>		
776048	06/26/2025	World Security & Control	\$41,085.00	2378	Printed	Expense	<input type="checkbox"/>		

Total Checks for Fund: 67 Total Amount: \$1,187,445.94

**Fund:** 40 Transportation

Check Number	Date	Payee	Amount	Voucher	Status	Type	Cleared?	Clear Date	Void Date
775885	06/26/2025	Al Warren Oil Co	\$1,429.55	2378	Printed	Expense	<input type="checkbox"/>		
775886	06/26/2025	All-Ways Transportation Services	\$215,005.00	2378	Printed	Expense	<input type="checkbox"/>		
775888	06/26/2025	American Taxi Dispatch Inc	\$2,965.00	2378	Printed	Expense	<input type="checkbox"/>		

## Township High School District 214

### Reprint Check Listing

Fiscal Year: 2024-2025

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**To Voucher:** 2378

**Fund:** 40 Transportation

Check Number	Date	Payee	Amount	Voucher	Status	Type	Cleared?	Clear Date	Void Date
775918	06/26/2025	CITICARE SERVICES LLC	\$67,635.40	2378	Printed	Expense	<input type="checkbox"/>		
775958	06/26/2025	Grand Prairie Transit Elk Grove	\$1,363,212.49	2378	Printed	Expense	<input type="checkbox"/>		
775967	06/26/2025	IL Tollway	\$20.25	2378	Printed	Expense	<input type="checkbox"/>		
775977	06/26/2025	KEENAN NGUYEN	\$126.20	2378	Printed	Expense	<input type="checkbox"/>		
776021	06/26/2025	SAFEWAY TRANSPORTATION SERVICES CORP	\$9,613.27	2378	Printed	Expense	<input type="checkbox"/>		
776033	06/26/2025	Township Hs Dist 211	\$3,710.00	2378	Printed	Expense	<input type="checkbox"/>		
776034	06/26/2025	Tyler Technologies, Inc.	\$214.00	2378	Printed	Expense	<input type="checkbox"/>		

Total Checks for Fund: 10 Total Amount: \$1,663,931.16

**Fund:** 60 Capital Projects

Check Number	Date	Payee	Amount	Voucher	Status	Type	Cleared?	Clear Date	Void Date
775971	06/26/2025	Interiors For Business Inc	\$169,602.37	2378	Printed	Expense	<input type="checkbox"/>		

Total Checks for Fund: 1 Total Amount: \$169,602.37

Total Amount: \$3,778,714.07

**End of Report**

TOWNSHIP HIGH SCHOOL DISTRICT 214  
2121 S. GOEBBERT ROAD  
ARLINGTON HEIGHTS, IL 60005



**FINANCIAL REPORT**  
**APRIL 1, 2025 - APRIL 30, 2025**

## **I N D E X**

- **Treasurer's Report**
- **Treasury's Investment Holdings**
- **Financial Report**
  - **Fund Balance Summary**
  - **Revenue by Fund**
  - **Expenditures by Fund**
- **Revenue by Program**
- **Expenditures by Program**

## **Treasurer's Report**

# Wheeling Township Treasury

## Investment Pool by District April 2025

	<u>Pooled Cash Balances</u>	<u>% of Fund</u>	<u>Pooled Investment Balances</u>
District #21	\$7,640,033.71	1.71%	\$6,322,281.66
District #23	\$14,059,896.25	3.16%	\$11,782,227.81
District #25	\$99,198,806.10	22.27%	\$83,128,844.71
District #26	\$37,837,469.14	8.49%	\$31,707,892.67
District #214	\$264,828,354.59	59.44%	\$221,926,815.75
District #805	\$21,967,447.68	4.93%	\$18,408,775.46
Totals	\$445,532,007.47	100.00%	\$373,276,838.06

	<u>Average Daily Balances</u>	<u>Percent of Funds Available</u>
District #23	\$ 12,000,376.59	3.03%
District #25	\$ 89,739,986.84	22.63%
District #26	\$ 35,727,647.78	9.01%
District #214	\$ 240,832,897.98	60.73%
District #805	\$ 18,290,341.95	4.61%
Totals	\$ 396,591,251.13	100.00%

### Interest Income Earned

	<u>Previous Balance</u>	<u>Month</u>	<u>Year to Date</u>
District #23	\$319,148.72	\$39,113.09	\$358,261.81
District #25	\$2,962,310.64	\$320,827.60	\$3,283,138.24
District #26	\$1,097,257.18	\$168,028.72	\$1,265,285.90
District #214	\$6,795,211.51	\$784,951.85	\$7,580,163.36
District #805	\$391,732.01	\$59,614.11	\$451,346.12
Totals	\$11,565,660.06	\$ 1,372,535.37	\$ 12,938,195.43

### Interest Income Received on a Cash Basis

	<u>Previous Balance</u>	<u>Month</u>	<u>Year to Date</u>
District #21	\$100,749.68	\$5,536.88	\$106,286.56
District #23	\$326,736.98	\$27,384.44	\$354,121.42
District #25	\$3,022,103.12	\$249,992.63	\$3,272,095.75
District #26	\$1,140,009.32	\$140,750.03	\$1,280,759.35
District #214	\$6,938,561.22	\$587,345.16	\$7,525,906.38
District #805	\$401,930.18	\$45,866.12	\$447,796.31
Totals	\$11,930,090.51	\$1,056,875.27	\$12,986,965.77

# Wheeling Township Treasury

## Statement of Fund Receipts, Disbursements, and Balances Township High School District 214 April 2025

FUND	NAME	BEGINNING	RECEIPTS	DISBURSEMENTS	ENDING
10	EDUCATION	\$ 153,705,149.02	\$ 8,408,967.08	\$ 21,810,452.58	\$ 140,303,663.52
12	INSURANCE RESERVE	2,363,875.78	7,063.49	-	2,370,939.27
20	BUILDING	50,442,719.71	950,150.09	2,491,391.22	48,901,478.58
30	BOND	2,567,046.78	120,720.09	-	2,687,766.87
40	TRANSPORTATION	6,128,972.92	1,906,536.47	2,110,410.21	5,925,099.18
50	RETIREMENT	12,853,089.42	182,013.58	520,620.50	12,514,482.50
60	SITE & CONSTR	(1,747,985.64)	347,252.01	1,598,474.34	(2,999,207.97)
70	WORK CASH	26,894,114.95	123,333.87	-	27,017,448.82
80	TORT	-	-	-	-
90	LIFE SAFETY	-	-	-	-
		<hr/>			
		\$ 253,206,982.94	\$ 12,046,036.68	\$ 28,531,348.85	\$ 236,721,670.77

## **Treasury's Investment Holdings**

# Wheeling Township Treasury

## Current Treasury Holdings April 2025

BROKER	INSTITUTION	TYPE	PURCHASE DATE	MATURITY DATE	YIELD	COST VALUE W/O ACCR'D INT.	TREASURY PORTION	CCSD 21 PORTION	MATURITY VALUE
<b>SEGREGATED INVESTMENTS</b>									
PMA (DIST 25)	ISDLAF (LIQ)	MMA	3/31/2025	4/30/2025	4.221%	7,892,068.06	7,892,068.06	0.00	7,892,068.06
PMA (DIST 25)	ISDLAF (MAX)	MMA	3/31/2025	4/30/2025	2.237%	302,041.57	302,041.57	0.00	302,041.57
PMA (DIST 25)	TREASURY BILL, 912797NP8	SEC	3/6/2025	6/5/2025	4.200%	499,766.24	499,766.24	0.00	505,000.00
PMA (DIST 25)	WESTERN ALLIANCE BANK	CD	3/5/2025	9/2/2025	4.119%	2,000,000.00	2,000,000.00	0.00	2,040,851.45
PMA (DIST 25)	ISDLAF TERM SERIES	MMA	3/7/2025	3/4/2026	4.020%	500,000.00	500,000.00	0.00	519,935.22
PMA (DIST 25)	US TREASURY N/B, 91282CCF6	SEC	3/6/2025	5/31/2026	3.929%	1,499,937.64	1,499,937.64	0.00	1,556,000.00
PMA (DIST 25)	US TREASURY N/B, 91282CCW9	SEC	3/6/2025	8/31/2026	3.896%	2,499,721.46	2,499,721.46	0.00	2,617,000.00
PMA (DIST 26)	ISDLAF (LIQ)	MMA	3/31/2025	4/30/2025	4.221%	6,883.39	6,883.39	0.00	6,883.39
PMA (DIST 26)	ISDLAF (MAX)	MMA	3/31/2025	4/30/2025	2.237%	14,855,019.66	14,855,019.66	0.00	14,855,019.66
<b>SEGREGATED INVESTMENT TOTALS</b>						<b>30,055,438.02</b>	<b>30,055,438.02</b>	<b>0.00</b>	<b>30,294,799.35</b>
<b>POOLED INVESTMENTS</b>									
PMA	ISDLAF (LIQ)	MMA	3/31/2025	4/30/2025	4.221%	18,386.74	18,386.74	0.00	18,386.74
PMA	ISDLAF (MAX)	MMA	3/31/2025	4/30/2025	4.237%	48,182,474.53	48,182,474.53	0.00	48,182,474.53
PMA	ISDLAF (LTD SERIES)	MMA	3/31/2025	4/30/2025	4.230%	31,984,000.00	31,984,000.00	0.00	35,594,994.67
PFM	IIIT CLASS	MMA	3/31/2025	4/30/2025	4.330%	7,955,395.00	7,955,395.00	0.00	7,955,395.00
5TH/3RD	FEDERATED GOVT OBL INST	MMA	3/31/2025	4/30/2025	4.200%	21,895,734.91	21,895,734.91	0.00	21,895,734.91
IL FUNDS	ILLINOIS FUNDS	LGIP	3/31/2025	4/30/2025	4.434%	473.90	473.90	0.00	473.90
PMA	NEXBANK	SDA	3/31/2025	4/30/2025	4.250%	151,457.11	151,457.11	0.00	151,457.11
PMA	NEXBANK	SDA	3/31/2025	4/30/2025	4.250%	6,719,234.82	6,719,234.82	0.00	6,719,234.82
PMA	NEXBANK	SDA	3/31/2025	4/30/2025	4.250%	14,937,558.38	13,619,806.33	1,317,752.05	14,937,558.38
PMA	NEXBANK, SSB	SDA	3/31/2025	4/30/2025	4.250%	100,771.91	100,771.91	0.00	100,771.91
PMA	BANK 7	SDA	3/31/2025	4/30/2025	4.250%	25,463.35	25,463.35	0.00	25,463.35
PMA	BANK OF CHINA (ICS)	SDA	3/31/2025	4/30/2025	4.350%	104,909.53	104,909.53	0.00	104,909.53
PMA	BANK OF CHINA	SDA	3/31/2025	4/30/2025	4.350%	1,770.13	1,770.13	0.00	1,770.13
PMA	SMA - MONEY MARKET	MMA	3/31/2025	4/30/2025	4.230%	226,708.51	226,708.51	0.00	226,708.51
PMA	SMA - GOVERNMENTS	SEC	8/1/2024	11/30/2029	Various	14,102,371.90	14,102,371.90	0.00	14,102,371.90
PMA	SMA - MORTGAGE BACKED SECURITIES	FDIC	8/31/2024	6/1/1937	Various	11,527,555.15	11,527,555.15	0.00	11,527,555.15
PMA	FIRST CAPITAL BANK	FDIC	8/19/2024	5/2/2025	4.600%	1,210,800.00	1,210,800.00	0.00	1,249,864.16
PMA	CORNERSTONE BANK	FDIC	8/19/2024	5/2/2025	4.925%	1,208,200.00	1,208,200.00	0.00	1,249,934.21
5TH/3RD	MORGAN STANLEY BK NA	SEC	6/7/2023	6/9/2025	4.900%	1,225,000.00	1,225,000.00	0.00	1,345,707.81
5TH/3RD	MORGAN STANLEY PRIVATE BK NATL	SEC	6/7/2023	6/9/2025	4.900%	1,225,000.00	1,225,000.00	0.00	1,345,707.81
PMA	US TREASURY N/B, 912797PE1	SEC	3/4/2025	7/17/2025	4.190%	4,499,265.64	4,499,265.64	0.00	4,569,000.00
PMA	ISDLAF TERM SERIES	MMA	3/28/2025	6/2/2025	4.150%	20,000,000.00	20,000,000.00	0.00	20,150,089.02
PMA	US TREASURY N/B, 912797LN5	SEC	3/13/2025	6/12/2025	4.210%	49,999,225.46	49,999,225.46	0.00	50,524,000.00
5TH/3RD	STATE BANK OF INDIA (CHICAGO)	FDIC	7/31/2020	6/26/2025	0.700%	1,487,692.74	1,207,708.97	279,983.77	1,489,859.70
PMA	US TREASURY N/B, 912797PU5	SEC	3/13/2025	7/1/2025	4.180%	11,099,196.21	11,099,196.21	0.00	11,239,000.00
PMA	WI TREASURY SEC., 912797QA8	SEC	3/18/2025	7/15/2025	4.200%	5,499,691.90	5,499,691.90	0.00	5,575,000.00
PMA	CENDERA BANK, NATIONAL ASSOCIATION	FDIC	3/3/2025	7/18/2025	4.210%	1,230,500.00	1,230,500.00	0.00	1,249,944.29
PMA	BANK 7	FDIC	3/3/2025	7/18/2025	4.210%	1,230,500.00	1,230,500.00	0.00	1,249,944.29
5TH/3RD	BANK BARODA NEW YORK	FDIC	7/31/2020	7/22/2025	0.650%	980,000.00	795,564.00	184,436.00	991,191.60
PMA	FINANCIAL FEDERAL BANK	FDIC	8/6/2024	8/1/2025	4.600%	1,150,100.00	1,150,100.00	0.00	1,202,279.88
PMA	SOLERA NATIONAL BANK	FDIC	8/6/2024	8/5/2025	5.025%	1,190,200.00	1,190,200.00	0.00	1,249,848.79
PMA	FARMERS AND MERCHANTS UNION BANK	FDIC	8/6/2024	8/5/2025	4.787%	1,192,900.00	1,192,900.00	0.00	1,249,850.19
PMA	NEXBANK	FDIC	8/6/2024	8/5/2025	5.087%	1,189,550.00	1,189,550.00	0.00	1,249,895.21

BROKER	INSTITUTION	TYPE	PURCHASE DATE	MATURITY DATE	YIELD	COST VALUE W/O ACCR'D INT.	TREASURY PORTION	CCSD 21 PORTION	MATURITY VALUE
PMA	SUSQUEHANNA COMMUNITY BANK	FDIC	8/6/2024	8/5/2025	4.300%	1,198,500.00	1,198,500.00	0.00	1,249,894.91
PMA	THE WESTERN STATE BANK	FDIC	8/6/2024	8/5/2025	4.631%	1,194,700.00	1,194,700.00	0.00	1,249,881.93
PMA	CROSSFIRST BANK	FDIC	8/6/2024	8/5/2025	4.345%	1,197,950.00	1,197,950.00	0.00	1,249,860.71
PMA	AMERICAN PLUS BANK, NA	FDIC	8/6/2024	8/5/2025	4.300%	1,198,500.00	1,198,500.00	0.00	1,249,894.91
PMA	WESTERN ALLIANCE BANK	FDIC	8/6/2024	8/5/2025	5.212%	1,188,100.00	1,188,100.00	0.00	1,249,854.12
PMA	US TREASURY N/B, 912797QH3	SEC	4/17/2025	8/5/2025	4.200%	8,149,835.21	8,149,835.21	0.00	8,250,000.00
PMA	FIRSTBANK SOUTHWEST	FDIC	4/16/2025	8/8/2025	4.221%	1,233,600.00	1,233,600.00	0.00	1,249,861.11
PMA	US TREASURY N/B, 912797QJ9	SEC	4/17/2025	8/12/2025	4.220%	10,099,372.43	10,099,372.43	0.00	10,236,000.00
5TH/3RD	US TREASURY 91282CAJ0	SEC	9/20/2021	8/31/2025	0.250%	4,919,040.61	3,933,264.87	985,775.74	4,896,100.00
PMA	US TREASURY N/B, 912797MH7	SEC	4/17/2025	9/4/2025	4.220%	2,499,692.05	2,499,692.05	0.00	2,539,000.00
PMA	CIBC BANK USA	FDIC	4/16/2025	9/5/2025	4.108%	1,230,200.00	1,230,200.00	0.00	1,249,862.26
PMA	THIRD COAST BANK	FDIC	4/16/2025	9/5/2025	4.130%	1,230,100.00	1,230,100.00	0.00	1,249,864.51
PMA	PRIME ALLIANCE BANK	FDIC	12/13/2024	11/4/2025	4.200%	1,200,400.00	1,200,400.00	0.00	1,245,429.80
5TH/3RD	US TREASURY 91282CAZ4	SEC	9/20/2021	11/30/2025	0.375%	3,947,670.16	3,156,557.06	791,113.10	3,922,360.00
PMA	T BANK, NATIONAL ASSOCIATION	FDIC	12/13/2024	12/12/2025	4.200%	1,199,600.00	1,199,600.00	0.00	1,249,845.56
PMA	SCHERTZ BANK & TRUST	FDIC	12/13/2024	12/12/2025	4.200%	1,199,700.00	1,199,700.00	0.00	1,249,949.35
PMA	WESTERN ALLIANCE BANK	FDIC	3/3/2025	12/19/2025	4.080%	19,000,000.00	19,000,000.00	0.00	19,618,036.16
PMA	5STAR BANK	FDIC	3/11/2025	1/2/2026	4.169%	1,208,900.00	1,208,900.00	0.00	1,249,909.63
PMA	OKLAHOMA CAPITAL BANK	FDIC	3/12/2025	1/2/2026	4.019%	1,210,400.00	1,210,400.00	0.00	1,249,849.07
PMA	AMERICAN NATIONAL BANK & TRUST	FDIC	3/12/2025	1/2/2026	4.012%	1,210,500.00	1,210,500.00	0.00	1,249,884.43
PMA	CUMBERLAND FEDERAL BANK, FSB	FDIC	3/12/2025	1/2/2026	4.013%	1,210,500.00	1,210,500.00	0.00	1,249,898.55
PMA	WESTERN ALLIANCE BANK	FDIC	4/16/2025	1/14/2026	3.980%	10,000,000.00	10,000,000.00	0.00	10,297,682.19
PMA	BANK OF CLARKE	FDIC	3/5/2025	1/29/2026	4.020%	15,000,000.00	15,000,000.00	0.00	15,545,178.08
PMA	CUSTOMERS BANK	FDIC	3/3/2025	2/27/2026	4.060%	2,500,000.00	2,500,000.00	0.00	2,600,388.19
PMA	EVABANK	FDIC	4/23/2025	4/23/2026	4.043%	1,201,300.00	1,201,300.00	0.00	1,249,862.55
PMA	US TREASURY N/B #48164	SEC	3/24/2021	5/15/2026	0.800%	5,966,663.98	4,688,604.56	1,278,059.42	5,914,298.78
PMA	SERVISFIRST BANK	FDIC	8/6/2024	8/3/2026	4.595%	918,000.00	918,000.00	0.00	1,002,017.50
PMA	FIRST INTERNET BANK OF INDIANA	FDIC	8/6/2024	8/5/2026	4.467%	1,145,050.00	1,145,050.00	0.00	1,248,940.21
PMA	US TREASURY N/B	SEC	9/17/2021	8/31/2026	0.850%	10,994,486.25	8,791,191.21	2,203,295.04	10,994,486.25
5TH/3RD	US TREASURY 91282CCW9	SEC	9/20/2021	8/31/2026	0.750%	1,992,108.73	1,592,890.14	399,218.59	1,977,660.00
5TH/3RD	SYNCHRONY BANK	FDIC	9/24/2021	9/24/2026	0.950%	1,000,000.00	799,600.00	200,400.00	997,960.00
	POOLED INVESTMENT TOTALS					<u>380,996,957.24</u>	<u>373,356,923.53</u>	<u>7,640,033.71</u>	<u>388,760,088.26</u>

## **Financial Report**

# Township High School District 214

## Fund Balance Summary April 2025

<u>Fund</u>	<u>Department</u>	<u>Beginning Balance</u>	<u>Receipts</u>	<u>Expenditures</u>	<u>Encumbrances</u>	<u>Balance</u>
10	Education	96,095,143.19	255,949,253.07	197,604,477.58	51,273,531.20	103,166,387.48
12	Insurance Reserve	2,296,158.01	74,781.26	-	-	2,370,939.27
20	Operations & Maintenance	29,520,873.38	42,995,572.86	22,933,133.75	5,309,789.75	44,273,522.74
30	Debt Service	2,043,150.36	4,081,172.02	3,355,200.00	42,300.00	2,726,822.38
40	Transportation	7,273,943.87	16,169,206.64	16,800,032.56	347,525.55	6,295,592.40
50	Municipal Retirement	8,608,897.90	238,823.52	442,661.18	70,320.58	8,334,739.66
51	FICA/Medicare	2,792,764.48	5,294,503.18	4,229,455.35	480,323.24	3,377,489.07
60	Capital Projects	16,880,560.30	6,756,119.58	25,480,662.87	6,950,193.89	(8,794,176.88)
70	Working Cash	24,421,019.71	2,596,429.11	-	-	27,017,448.82
	<b>District Totals</b>	<b>189,932,511.20</b>	<b>334,155,861.24</b>	<b>270,845,623.29</b>	<b>64,473,984.21</b>	<b>188,768,764.94</b>

# Township High School District 214

## Revenue Fund Summary April 2025

<u>Fund</u>	<u>Department</u>	<u>Budget</u>	<u>Period to Date</u>	<u>Year to Date</u>	<u>Anticipated Budget Balance</u>	<u>Received</u>
10	Education	258,498,055.00	9,960,713.57	255,949,253.07	2,548,801.93	99.01%
12	Insurance Reserve	59,728.00	7,063.49	74,781.26	(15,053.26)	125.20%
20	Operations & Maintenance	42,933,418.00	1,257,775.88	42,995,572.86	(62,154.86)	100.14%
30	Debt Service	4,004,193.00	120,720.09	4,081,172.02	(76,979.02)	101.92%
40	Transportation	19,147,708.00	2,012,736.63	16,169,206.64	2,978,501.36	84.44%
50	Municipal Retirement	82,896.00	22,625.75	238,823.52	(155,927.52)	288.10%
51	FICA/Medicare	5,406,221.00	159,387.83	5,294,503.18	111,717.82	97.93%
60	Capital Projects	21,484,187.00	347,252.01	6,756,119.58	14,728,067.42	31.45%
70	Working Cash	1,901,590.00	123,333.87	2,596,429.11	(694,839.11)	136.54%
		<b>353,517,996.00</b>	<b>14,011,609.12</b>	<b>334,155,861.24</b>	<b>19,362,134.76</b>	<b>94.52%</b>

# Township High School District 214

## Expenditure Fund Summary April 2025

<u>Fund</u>	<u>Department</u>	<u>Budget</u>	<u>Period to Date</u>	<u>Year to Date</u>	<u>Encumbrances</u>	<u>Unencumbered Balance</u>	<u>Percent Utilized</u>
10	Education	259,257,007.00	21,171,562.76	197,604,477.58	51,273,531.20	10,378,998.22	96.0%
12	Insurance Reserve	-	-	-	-	-	N/A
20	Operations & Maintenance	41,663,059.00	2,776,319.03	22,933,133.75	5,309,789.75	13,420,135.50	67.8%
30	Debt Service	3,669,525.00	-	3,355,200.00	42,300.00	272,025.00	92.6%
40	Transportation	18,864,064.00	2,092,204.54	16,800,032.56	347,525.55	1,716,505.89	90.9%
50	Municipal Retirement	504,389.00	66,594.96	442,661.18	70,320.58	(8,592.76)	101.7%
51	FICA/Medicare	5,052,601.00	454,025.54	4,229,455.35	480,323.24	342,822.41	93.2%
60	Capital Projects	22,802,804.00	1,598,474.34	25,480,662.87	6,950,193.89	(9,628,052.76)	142.2%
70	Working Cash	-	-	-	-	-	N/A
		<b>351,813,449.00</b>	<b>28,159,181.17</b>	<b>270,845,623.29</b>	<b>64,473,984.21</b>	<b>16,493,841.50</b>	<b>95.3%</b>

## **Revenues by Program**

# Township High School District 214

## Revenue Summary by Department April 2025

	<u>Department Name</u>	<u>Budget</u>	<u>Period to Date</u>	<u>Year to Date</u>	<u>Anticipated Budget Balance</u>	<u>Received</u>
0100	Technology	-	-	142,495.92	(142,495.92)	N/A
0109	Registration Fee Northwest Educational Council	2,301,000.00	36,743.81	1,553,017.11	747,982.89	67.49%
0117	For Student Success	250,000.00	88,186.18	320,907.16	(70,907.16)	128.36%
0120	Drivers Education	255,000.00	22,065.00	155,325.85	99,674.15	60.91%
0200	Lip Leps - District	190,000.00	-	54,598.00	135,402.00	28.74%
0220	Gifted Program	20,750.00	6,165.00	7,815.00	12,935.00	37.66%
0230	Well Rounded Education	40,000.00	-	25,934.00	14,066.00	64.84%
0239	Idea Flow-Through	2,300,000.00	-	2,643,436.00	(343,436.00)	114.93%
0240	District Special Education	6,486,422.00	1,513,881.09	5,259,324.04	1,227,097.96	81.08%
0241	Dept Of Rehab Services (DRS)	425,450.00	-	425,450.00	-	100.00%
0242	Workforce	350,000.00	64,237.63	293,665.02	56,334.98	83.90%
0309	Young Adult Program	-	-	70.00	(70.00)	N/A
0338	Three Circles Ag Grant	25,000.00	-	11,973.00	13,027.00	47.89%
0339	Ag Education Incentive	1,500.00	-	4,256.00	(2,756.00)	283.73%
0340	CTE	10,000.00	7,269.23	223,556.74	(213,556.74)	2235.57%
0342	CTEI Grant	277,322.00	101,755.81	681,174.06	(403,852.06)	245.63%
0346	Perkins Grant	646,342.00	35,466.10	288,471.43	357,870.57	44.63%
0349	Apprenticeship Program	100,000.00	147,304.44	284,517.25	(184,517.25)	284.52%
0351	Child Care/Pre School	225,000.00	33,500.00	677,429.18	(452,429.18)	301.08%
0408	Educational Materials & Media	2,000.00	67.97	729.09	1,270.91	36.45%
0411	Athletics - Boys	90,500.00	-	64,177.45	26,322.55	70.91%
0412	Athletics - Girls	11,000.00	-	4,918.51	6,081.49	44.71%
0429	Music Program	200,000.00	-	19,878.68	180,121.32	9.94%
0430	CET Travel	418,600.00	23,256.59	267,971.70	150,628.30	64.02%
0431	Continuing Education	302,000.00	33,311.35	209,634.38	92,365.62	69.42%
0432	Cultural Performing Arts	29,300.00	38.59	13,317.63	15,982.37	45.45%
0433	Adult Education	29,120.00	95.00	5,749.43	23,370.57	19.74%
0434	SOS AVLI Read To Learn	100,000.00	-	100,000.00	-	100.00%

## Revenue Summary by Department April 2025

		<u>Budget</u>	<u>Period to Date</u>	<u>Year to Date</u>	<u>Anticipated Budget Balance</u>	<u>Received</u>
0436	YAEP	297,800.00	22,553.39	175,821.42	121,978.58	59.04%
0438	ICCB State Basic	383,350.00	-	350,675.00	32,675.00	91.48%
0439	ICCB State Performance	302,652.00	8,475.00	282,480.00	20,172.00	93.33%
0441	SOS Family Literacy	50,000.00	-	50,000.00	-	100.00%
0442	ISBE Early Childhood	405,000.00	36,701.00	321,290.00	83,710.00	79.33%
0443	ICIRR Citizenship	80,000.00	11,983.29	82,699.70	(2,699.70)	103.37%
0446	ICCB Federal Basic	348,800.00	-	180,644.97	168,155.03	51.79%
0448	Iccb Federal Civics	80,000.00	-	20,886.79	59,113.21	26.11%
0450	NJROTC	90,000.00	-	76,132.95	13,867.05	84.59%
0471	Regular Summer School	290,000.00	118,998.00	205,532.00	84,468.00	70.87%
0481	Senior/Graduation Fees	76,000.00	2,485.01	50,060.00	25,940.00	65.87%
0482	Yearbook Fees	225,000.00	1,750.00	155,250.00	69,750.00	69.00%
0490	Summer Athletic Program	872,439.00	655,325.50	686,686.48	185,752.52	78.71%
0503	Food And Nutrition Services	3,465,400.00	380,689.63	3,191,791.54	273,608.46	92.10%
0569	Medicaid Reimbursement	980,000.00	15,764.34	989,217.82	(9,217.82)	100.94%
0583	Academic Prep	26,000.00	30,675.00	30,675.00	(4,675.00)	117.98%
0590	Regular Transportation	1,766,281.00	414,248.95	1,031,855.18	734,425.82	58.42%
0591	Transportation - MKV	-	44,067.42	460,235.27	(460,235.27)	N/A
0612	Printing Services	5,450.00	-	49.97	5,400.03	0.92%
0630	Professional Learning	300,000.00	172,620.00	376,609.50	(76,609.50)	125.54%
0635	CTEP	1,000.00	-	811.00	189.00	81.10%
0640	Assessment Program	-	189.17	14,725.70	(14,725.70)	N/A
0664	School Library Grant	10,500.00	-	10,493.45	6.55	99.94%
0668	Advanced Manufacturing Lab	-	-	4,000.00	(4,000.00)	N/A
0670	Bosch Grant	25,000.00	-	-	25,000.00	0.00%
0671	Motorola Grant	30,000.00	-	30,000.00	-	100.00%
0680	NCLB Title II - A	520,000.00	-	253,864.00	266,136.00	48.82%
0701	Research & Development	-	2,014.75	2,014.75	(2,014.75)	N/A
0742	MVCC Dual Credit	-	-	1,600.00	(1,600.00)	N/A
0743	Triton Dual Credit	-	750.00	2,750.00	(2,750.00)	N/A
0744	EIU Dual Credit	200,000.00	31,105.00	198,380.00	1,620.00	99.19%
0745	Harper Dual Credit	25,000.00	9,300.00	44,471.00	(19,471.00)	177.88%
0746	Northeastern IL	-	-	100.00	(100.00)	N/A

## Revenue Summary by Department April 2025

<u>Department Name</u>		<u>Budget</u>	<u>Period to Date</u>	<u>Year to Date</u>	<u>Anticipated Budget Balance</u>	<u>Received</u>
0747	Arizona State	2,500.00	1,200.00	1,975.00	525.00	79.00%
0748	Lewis Dual Credit	2,500.00	700.00	6,133.81	(3,633.81)	245.35%
0749	NIU Dual Credit	25,000.00	10,500.00	22,695.00	2,305.00	90.78%
0820	Community Rentals	725,000.00	10,350.27	688,637.18	36,362.82	94.98%
0871	O&M Grants	-	-	50,000.00	(50,000.00)	N/A
0893	Capital Projects/Parking Fees	300,000.00	-	146,796.49	153,203.51	48.93%
0900	State Grants	10,100,000.00	923,272.00	8,309,448.00	1,790,552.00	82.27%
0901	Investment Income	4,000,002.00	739,727.69	7,139,839.12	(3,139,837.12)	178.50%
0902	Miscellaneous Income	2,044,263.00	55,117.19	5,056,115.42	(3,011,852.42)	247.33%
0903	Tax Revenue	289,821,265.00	7,942,522.71	279,866,044.94	9,955,220.06	96.57%
0904	SS Tax Revenue	5,114,873.00	135,676.96	5,031,713.50	83,159.50	98.37%
0909	Transfers	11,250,000.00	-	-	11,250,000.00	0.00%
0942	ESSA Title I	2,415,000.00	-	1,533,178.00	881,822.00	63.49%
0944	Teacher Leader Grant	-	-	33,630.00	(33,630.00)	N/A
0948	ESSER III	1,425,615.00	-	2,758,112.00	(1,332,497.00)	193.47%
0971	Medical & Life Insurance	350,000.00	21,095.83	293,049.57	56,950.43	83.73%
0980	Staff Services	-	98,352.23	192,002.09	(192,002.09)	N/A
0992	Education Foundation	-	30.00	120.00	(120.00)	N/A
0993	Parent Teacher Organization	-	25.00	4,775.00	(4,775.00)	N/A
<b>District Totals</b>		<b>353,517,996.00</b>	<b>14,011,609.12</b>	<b>334,155,861.24</b>	<b>19,362,134.76</b>	<b>94.52%</b>

**Expenditures by Department**

# Township High School District 214

## Expenditure Summary by Department April 2025

	<u>Department Name</u>	<u>Budget</u>	<u>Encumbrance</u>	<u>Period to Date</u>	<u>Year to Date</u>	<u>Balance</u>	<u>Percent Used</u>
0100	Technology	13,539,088.00	2,538,710.37	859,539.20	7,560,149.93	3,440,227.70	74.59%
0101	Tech Infrastructure	325,000.00	104,441.03	-	23,117.60	197,441.37	39.25%
0102	Administrative Communications	78,900.00	12,767.64	6,486.50	60,508.98	5,623.38	92.87%
0105	Network Services	3,441,959.00	533,372.34	175,807.74	1,966,595.82	941,990.84	72.63%
0109	Registration Fee	158,000.00	39.11	-	118,548.49	39,412.40	75.06%
0110	Art	2,214,563.00	559,557.03	193,765.55	1,564,999.73	90,006.24	95.94%
0115	Art Gallery	400.00	182.49	-	177.44	40.07	89.98%
	Northwest Educational Council For						
0117	Student Success	330,576.00	46,008.92	25,734.18	273,645.40	10,921.68	96.70%
0120	Drivers Education	1,116,323.00	258,911.52	79,558.94	764,036.73	93,374.75	91.64%
0125	Tech Supplies	98,000.00	24,196.13	4,631.97	36,410.50	37,393.37	61.84%
0130	English	12,742,347.00	3,267,148.66	1,057,946.47	9,064,303.64	410,894.70	96.78%
0140	World Language	7,204,770.00	1,874,868.82	608,796.49	5,203,993.32	125,907.86	98.25%
0150	Math	14,858,393.00	3,816,808.83	1,228,275.28	10,537,177.61	504,406.56	96.61%
0160	Music	1,607,696.00	412,201.37	129,062.66	1,122,441.80	73,052.83	95.46%
0161	Marching Band	83,200.00	882.30	5,577.72	85,040.75	(2,723.05)	103.27%
0162	Orchestra	840,927.00	192,626.65	76,267.89	567,342.89	80,957.46	90.37%
0164	Choral	33,750.00	3,964.91	5,674.01	25,930.73	3,854.36	88.58%
0170	Physical Education	8,414,640.00	2,151,675.70	684,678.07	5,999,729.69	263,234.61	96.87%
0175	Pool	398,685.00	111,699.25	32,183.46	237,441.04	49,544.71	87.57%
0180	Science	12,943,544.00	3,348,556.47	1,089,347.69	9,368,144.79	226,842.74	98.25%
0182	Nano Science	5,300.00	-	-	5,558.80	(258.80)	104.88%
0185	Agriculture	5,000.00	-	1,810.50	4,819.51	180.49	96.39%
0190	Social Science	12,609,140.00	3,270,825.20	1,049,986.72	8,964,260.48	374,054.32	97.03%
0195	Resource Assistant	608,652.00	155,270.62	59,404.91	506,321.12	(52,939.74)	108.70%
0200	Lip Leps - District	171,065.00	39,048.18	13,418.68	117,346.03	14,670.79	91.42%
0201	ELL Title III	7,000.00	-	-	4,572.61	2,427.39	65.32%
0210	ELL	10,601,592.00	2,565,706.60	894,385.76	7,726,679.42	309,205.98	97.08%
0215	Immigrant	200.00	-	-	40,184.86	(39,984.86)	20092.43%
0217	Newcomer Cnter (ELL)	1,677,388.00	425,618.70	147,095.93	1,334,853.07	(83,083.77)	104.95%
0220	Gifted Program	188,360.00	3,038.94	951.02	17,681.34	167,639.72	11.00%

## Expenditure Summary by Department April 2025

	<u>Department Name</u>	<u>Budget</u>	<u>Encumbrance</u>	<u>Period to Date</u>	<u>Year to Date</u>	<u>Balance</u>	<u>Percent Used</u>
0230	Well Rounded Education	18,084.00	2,777.18	2,163.11	42,092.31	(26,785.49)	248.12%
0237	ARP IDEA	-	12,573.53	4,404.28	42,273.76	(54,847.29)	N/A
0238	Due Process	15,000.00	-	-	15,000.00	0.00	100.00%
0239	Idea Flow-Through	4,506,886.00	887,683.15	355,294.24	3,808,506.88	(189,304.03)	104.20%
0241	Dept Of Rehab Services (DRS)	555,191.00	168,595.30	62,752.78	521,158.80	(134,563.10)	124.24%
0242	Workforce	252,107.00	29,692.43	276,541.74	486,293.90	(263,879.33)	204.67%
0243	Homebound	181,366.00	21,038.00	21,867.90	121,844.97	38,483.03	78.78%
0244	NSSEO	5,483,028.00	-	54,622.38	5,095,030.04	387,997.96	92.92%
0246	Safe Schools Tuition	7,800,000.00	-	1,475,817.04	7,342,821.90	457,178.10	94.14%
0247	Special Ed Transportation	7,929,500.00	-	1,067,312.85	6,684,362.84	1,245,137.16	84.30%
0248	Assistive Technology	29,925.00	286.06	457.95	14,927.28	14,711.66	50.84%
0249	Special Education	201,943.00	2,800.04	174,560.42	564,263.70	(365,120.74)	280.80%
0250	CLSP	4,429,363.00	978,519.15	434,064.39	3,753,969.51	(303,125.66)	106.84%
0251	CLSP - Summer School	79,396.00	1,920.83	736.81	6,757.13	70,718.04	10.93%
0252	Directions Fair	2,000.00	-	-	1,133.31	866.69	56.67%
0255	RTI Program	899,726.00	194,536.24	64,280.45	553,595.90	151,593.86	83.15%
0260	Special Education Coordinator	12,159,687.00	3,167,179.94	1,035,198.28	8,873,259.81	119,247.25	99.02%
0280	The Academy At Forest View	3,606,375.00	813,251.35	295,525.66	2,615,866.93	177,256.72	95.08%
0282	Upward Bound - Summer School	3,109.00	-	-	-	3,109.00	0.00%
0303	Comm Res - Service Learning	4,200.00	1,272.83	2,278.78	2,927.17	-	100.00%
0309	Young Adult Program	317,992.00	68,643.33	34,773.87	273,720.15	(24,371.48)	107.66%
0310	Business Education	3,192,250.00	796,401.39	260,126.66	2,238,825.78	157,022.83	95.08%
0320	Cooperative Education	2,000.00	126.97	217.98	1,778.61	94.42	95.28%
0330	Comm Res - Service Learning	3,003.00	-	-	-	3,003.00	0.00%
0338	Three Circles Ag Grant	24,530.00	11,501.61	2,190.07	22,077.83	(9,049.44)	136.89%
0339	Ag Education Incentive	4,000.00	-	-	3,735.27	264.73	93.38%
0340	CTE	1,514,947.00	144,231.12	216,327.63	1,759,099.43	(388,383.55)	125.64%
0341	Pac Building Program	371,246.00	45,305.63	43,745.12	298,178.31	27,762.06	92.52%
0342	CTEI Grant	885,688.00	98,124.73	48,096.63	537,245.58	250,317.69	71.74%
0345	Career Development	751,880.00	59,309.21	77,861.20	743,486.11	(50,915.32)	106.77%
0346	Perkins Grant	277,322.00	6,184.97	30,491.97	287,937.82	(16,800.79)	106.06%
0349	Apprenticeship Program	255,626.00	27,379.46	27,466.86	273,417.68	(45,171.14)	117.67%
0350	Life Studies	2,359,149.00	625,292.40	203,689.44	1,760,491.45	(26,634.85)	101.13%
0351	Child Care/Pre School	339,669.00	90,827.34	32,309.51	260,617.45	(11,775.79)	103.47%
0360	Technology Education	4,337,425.00	1,089,172.26	358,914.96	3,090,166.84	158,085.90	96.36%
0408	Educational Materials & Media	1,270,816.00	32,420.33	52,447.94	1,045,030.80	193,364.87	84.78%

## Expenditure Summary by Department April 2025

	<u>Department Name</u>	<u>Budget</u>	<u>Encumbrance</u>	<u>Period to Date</u>	<u>Year to Date</u>	<u>Balance</u>	<u>Percent Used</u>
0410	Athletics - Trainers	568,180.00	81,632.58	46,183.34	466,273.79	20,273.63	96.43%
0411	Athletics - Boys	5,601,748.00	1,058,075.30	492,483.01	4,079,337.78	464,334.92	91.71%
0412	Athletics - Girls	5,076,233.00	1,012,894.99	468,192.16	3,877,623.76	185,714.25	96.34%
0420	Community Educ Administration	359,350.00	42,360.24	26,062.50	298,159.09	18,830.67	94.76%
0423	Marketing Outreach	8,000.00	8,315.52	(8,678.60)	5,604.45	(5,919.97)	174.00%
0429	Music Program	244,850.00	-	-	30,646.86	214,203.14	12.52%
0430	CET Travel	407,500.00	23,173.46	23,553.73	311,408.21	72,918.33	82.11%
0431	Continuing Education	321,028.00	15,412.23	40,883.39	227,860.35	77,755.42	75.78%
0432	Cultural Performing Arts	29,300.00	884.06	805.29	13,221.51	15,194.43	48.14%
0433	Adult Education	158,076.00	22,028.84	14,102.96	130,043.74	6,003.42	96.20%
0434	SOS AVLI Read To Learn	100,000.00	10,757.80	12,603.06	88,169.25	1,072.95	98.93%
0436	YAEP	255,430.00	19,944.35	11,189.27	212,185.95	23,299.70	90.88%
0438	ICCB State Basic	383,350.00	50,526.19	38,710.97	283,413.93	49,409.88	87.11%
0439	ICCB State Performance	302,652.00	30,334.86	15,465.38	172,870.98	99,446.16	67.14%
0440	Prenatal/Parenting Instruction	50,000.00	15,433.44	10,288.96	41,155.79	(6,589.23)	113.18%
0441	SOS Family Literacy	50,000.00	5,583.16	4,745.90	43,122.01	1,294.83	97.41%
0442	ISBE Early Childhood	405,000.00	40,906.86	24,572.75	256,150.24	107,942.90	73.35%
0443	ICIRR Citizenship	80,000.00	7,951.37	7,000.50	66,953.01	5,095.62	93.63%
0446	ICCB Federal Basic	348,830.00	34,661.06	27,507.50	185,008.55	129,160.39	62.97%
0448	Iccb Federal Civics	80,000.00	25,183.80	4,642.01	34,251.24	20,564.96	74.29%
0450	NJROTC	335,930.00	110,839.54	40,183.22	297,025.61	(71,935.15)	121.41%
0460	Vanguard School	2,641,558.00	596,291.69	215,682.14	1,936,907.09	108,359.22	95.90%
0470	Summer School	47,940.00	-	-	-	47,940.00	N/A
0471	Regular Summer School	589,447.00	32,256.36	5,762.94	398,191.67	158,998.97	73.03%
0472	ELL Summer Transition	3,100.00	-	-	-	3,100.00	N/A
0473	Lang Arts Summer Transition	1,040.00	-	-	-	1,040.00	N/A
0474	Special Ed Summer Transportation	200,000.00	-	-	105,766.96	94,233.04	52.88%
0481	Senior/Graduation Fees	245,000.00	60,552.69	37,048.22	90,615.35	93,831.96	61.70%
0482	Yearbook Fees	295,000.00	3,279.25	37,367.20	225,605.87	66,114.88	77.59%
0490	Summer Athletic Program	948,716.00	58,765.43	33,289.64	876,921.80	13,028.77	98.63%
0503	Food And Nutrition Services	3,349,895.00	245,179.40	379,621.68	2,723,354.91	381,360.69	88.62%
0506	College Night/Career Expo	9,000.00	-	215.37	729.44	8,270.56	8.10%
0523	Project Reclaim	250,000.00	-	44,654.44	196,113.45	53,886.55	78.45%
0530	Food And Nutrition Services - Admin	414,520.00	63,867.56	31,936.27	321,674.48	28,977.96	93.01%
0550	Student Security Services	6,010,601.00	1,044,986.23	605,968.79	5,079,832.37	(114,217.60)	101.90%
0559	Resource Fair	3,200.00	3,096.00	1,370.89	1,470.89	(1,366.89)	142.72%

## Expenditure Summary by Department April 2025

	<u>Department Name</u>	<u>Budget</u>	<u>Encumbrance</u>	<u>Period to Date</u>	<u>Year to Date</u>	<u>Balance</u>	<u>Percent Used</u>
0560	Student Services	4,217,216.00	788,728.96	302,117.30	3,001,275.91	427,211.13	89.87%
0561	Guidance Services	7,421,804.00	1,941,019.65	621,910.21	5,331,152.37	149,631.98	97.98%
0562	Health Services	1,563,420.00	280,748.92	123,817.85	1,197,724.63	84,946.45	94.57%
0563	Psychological Services	2,252,140.00	602,779.07	193,436.03	1,633,077.45	16,283.48	99.28%
0564	Social Work Services	2,525,470.00	648,014.73	204,126.46	1,735,022.65	142,432.62	94.36%
0565	Speech Pathology & Audiology	1,083,692.00	305,047.02	98,040.38	863,784.64	(85,139.66)	107.86%
0569	Medicaid Reimbursement	4,400.00	816.37	-	6,970.36	(3,386.73)	176.97%
0570	Student Activities	4,033,261.00	838,713.82	321,413.19	3,075,686.59	118,860.59	97.05%
0571	Fine Arts	384,465.00	58,502.45	25,490.08	262,162.46	63,800.09	83.41%
0580	Showcase	138,636.00	25,968.83	11,149.43	113,400.51	(733.34)	100.53%
0581	Arts Unlimited	38,693.00	3,305.46	3,684.27	21,702.86	13,684.68	64.63%
0583	Academic Prep	96,868.00	12,378.53	19,095.56	39,088.74	45,400.73	53.13%
0590	Regular Transportation	8,126,050.00	170,651.51	528,835.34	5,790,191.54	2,165,206.95	73.35%
0591	Transportation - MKV	-	-	151,759.64	833,819.30	(833,819.30)	N/A
0600	Pupil Support	1,060,947.00	148,700.17	82,565.27	833,453.97	78,792.86	92.57%
0601	Attendance	897,625.00	180,955.18	65,513.72	546,100.38	170,569.44	81.00%
	Dept Of Professional Learning - Bldg						
0603	Level	183,685.00	2,163.61	249.06	106,365.85	75,155.54	59.08%
0610	Media Services	53,100.00	6,175.19	4,460.48	30,709.13	16,215.68	69.46%
0611	DPS	572,729.00	49,897.22	55,131.93	498,328.52	24,503.26	95.72%
0612	Printing Services	130,000.00	8,721.02	(2,019.84)	(55,816.33)	177,095.31	-36.23%
0630	Professional Learning	2,187,934.00	320,001.31	160,029.85	1,708,508.15	159,424.54	92.71%
0631	Diversity Equity Incl	298,194.00	32,338.93	20,703.67	176,971.09	88,883.98	70.19%
0640	Assessment Program	1,579,289.00	248,909.65	106,273.95	1,248,983.66	81,395.69	94.85%
0641	Grants And Special Programs	203,905.00	31,643.40	17,032.14	169,722.55	2,539.05	98.75%
0643	Eighth Grade Placement	89,314.00	-	1,062.00	86,108.59	3,205.41	96.41%
0660	Library	1,189,945.00	278,198.77	90,598.25	836,675.61	75,070.62	93.69%
0661	Technical Processing	39,300.00	870.00	2,191.69	37,226.25	1,203.75	96.94%
0664	School Library Grant	10,000.00	1,421.76	2,497.77	5,518.53	3,059.71	69.40%
0668	Advanced Manufacturing Lab	-	29,186.52	-	39,670.16	(68,856.68)	N/A
0670	Bosch Grant	9,940.00	2,581.80	-	8,210.44	(852.24)	N/A
0671	Motorola Grant	30,540.00	14.99	1,756.75	29,277.09	1,247.92	95.91%
0680	NCLB Title II - A	84,959.00	11,211.48	26,163.54	273,547.47	(199,799.95)	335.17%
0690	Teacher Support	2,786,198.00	576,211.78	271,838.36	2,423,462.50	(213,476.28)	107.66%
0701	Research & Development	62,708.00	1,980.48	6,775.02	32,463.96	28,263.56	54.93%
0711	Finance/Operations Support Ser	-	40,802.12	23,213.38	232,822.77	(273,624.89)	N/A

## Expenditure Summary by Department April 2025

	<u>Department Name</u>	<u>Budget</u>	<u>Encumbrance</u>	<u>Period to Date</u>	<u>Year to Date</u>	<u>Balance</u>	<u>Percent Used</u>
0712	Business Services	2,270,194.00	247,490.45	178,809.37	1,890,266.77	132,436.78	94.17%
0721	CEO	1,250,963.00	148,075.20	93,061.49	1,061,984.64	40,903.16	96.73%
0731	Board Services	795,000.00	133,481.71	71,474.74	692,790.05	(31,271.76)	103.93%
0732	Executive Administration	771,627.00	96,668.10	75,039.57	655,551.94	19,406.96	97.48%
0734	Administrative Services	963,299.00	118,445.72	80,083.85	844,934.45	(81.17)	100.01%
0740	Teaching And Learning	7,370,178.00	1,298,086.15	654,661.33	6,369,296.20	(297,204.35)	104.03%
0743	Triton Dual Credit	-	-	(200.00)	(1,000.00)	1,000.00	N/A
0744	EIU Dual Credit	318,125.00	-	(250.00)	309,642.33	8,482.67	97.33%
0745	Harper Dual Credit	60,000.00	14,214.00	17,006.80	62,588.84	(16,802.84)	128.00%
0747	Arizona State	30,000.00	820.00	-	-	29,180.00	2.73%
0748	Lewis Dual Credit	33,125.00	-	-	33,272.88	(147.88)	100.45%
0749	NIU Dual Credit	120,000.00	11,662.00	-	123,834.00	(15,496.00)	112.91%
0760	Human Resources	1,283,788.00	184,905.92	106,420.66	1,064,723.14	34,158.94	97.34%
0780	School Administration	13,184,229.00	1,883,513.88	1,080,753.38	10,952,566.89	348,148.23	97.36%
0790	Insurance Damage	38,500.00	499.28	-	36,056.14	1,944.58	94.95%
0800	Special Projects	195,080.00	-	-	195,080.30	(0.30)	100.00%
0805	Instructional Capital Equipment	123,000.00	9,261.27	43,693.78	116,086.43	(2,347.70)	101.91%
0810	Bldgs & Ground Improvement	1,310,000.00	273,910.47	133,386.58	944,440.13	91,649.40	93.00%
0815	Triennial Repairs	400,000.00	126,576.39	5,731.00	238,098.00	35,325.61	91.17%
0820	Community Rentals	128,271.00	21,848.58	5,820.60	48,366.69	58,055.73	54.74%
0830	Custodial Services	8,749,272.00	1,281,682.93	721,873.40	7,142,481.00	325,108.07	96.28%
0840	Debt Services	3,669,525.00	42,300.00	-	3,355,200.00	272,025.00	92.59%
0841	Lease Payment	-	-	-	127,105.33	(127,105.33)	N/A
0850	Furniture	615,247.00	261,528.82	49,730.91	297,187.00	56,531.18	90.81%
0870	Maintenance Of Plant	10,559,462.00	2,201,775.54	992,428.28	8,237,748.49	119,937.97	98.86%
0880	Operation Of Plant	8,612,139.00	1,023,133.38	915,894.92	6,219,561.75	1,369,443.87	84.10%
0882	Capital Projects#2	-	3,575.00	-	673,241.73	(676,816.73)	N/A
0884	Admin	818,413.00	-	7,499.00	1,108,036.53	(289,623.53)	135.39%
0893	Capital Projects/Parking Fees	-	444,918.58	418,758.20	7,165,399.70	(7,610,318.28)	N/A
0902	Miscellaneous Income	-	-	27,681.80	27,681.80	(27,681.80)	N/A
0909	Transfers	11,250,000.00	-	-	-	11,250,000.00	0.00%
0920	Voluntary Retirement Program	988,020.00	157,939.34	56,429.51	492,317.54	337,763.12	65.81%
0931	Information Management	275,000.00	32,452.00	24,562.00	113,968.00	128,580.00	53.24%
0942	ESSA Title I	1,205,817.00	186,124.08	74,834.70	892,286.02	127,406.90	89.43%
0948	ESSER III	1,427,647.00	40,259.33	24,601.33	1,555,749.31	(168,361.64)	111.79%
0950	Mail Services	183,408.00	19,224.76	23,587.58	135,187.33	28,995.91	84.19%

## Expenditure Summary by Department April 2025

	<u>Department Name</u>	<u>Budget</u>	<u>Encumbrance</u>	<u>Period to Date</u>	<u>Year to Date</u>	<u>Balance</u>	<u>Percent Used</u>
0970	Benefits/Insurance Dept	392,097.00	46,465.74	33,845.62	329,927.20	15,704.06	95.99%
0971	Medical & Life Insurance	3,481,456.00	-	(437,608.79)	4,779,704.14	(1,298,248.14)	137.29%
0973	Liability Insurance	2,258,691.00	-	86,680.13	3,036,186.53	(777,495.53)	134.42%
0974	Risk Management	175,000.00	-	-	90,288.76	84,711.24	51.59%
0975	Wellness Program	17,000.00	922.95	100.00	4,213.05	11,864.00	30.21%
0980	Staff Services	1,325,289.00	191,512.81	39,318.44	927,638.25	206,137.94	84.45%
6002	EG Student Services	2,766,618.00	-	-	2,062,501.94	704,116.06	74.55%
6003	EG Culinary Arts Renovation	2,257,431.00	-	-	1,348,174.07	909,256.93	59.72%
6004	BG Athletic Fields Phase I	4,349,632.00	-	-	3,110,593.29	1,239,038.71	71.51%
6005	P Roof Replacement	1,747,235.00	-	-	1,333,578.23	413,656.77	76.33%
6006	BG Boiler Plant	1,037,410.00	-	-	913,812.48	123,597.52	88.09%
6007	FV Chiller	529,000.00	-	-	-	529,000.00	0.00%
6008	P Chiller	534,000.00	-	-	-	534,000.00	0.00%
6009	P Pool Plaster Replacement	382,270.00	-	-	368,533.00	13,737.00	96.41%
6010	W BAS Installation	2,424,921.00	-	-	988,754.39	1,436,166.61	40.77%
	DIST 2024 10-Year Life Safety						
6011	Survey	70,000.00	-	-	-	70,000.00	0.00%
6012	BG Athletic Fields Phase II	1,158,214.00	4,743,106.47	319,498.53	2,057,946.53	(5,642,839.00)	587.20%
6013	JH Student Services	3,029,127.00	1,554,750.00	676,951.99	2,620,352.00	(1,145,975.00)	137.83%
6014	BG BAS	400,000.00	200,000.92	-	384,995.00	(184,995.92)	146.25%
6015	RM AD Ramp/Main Bleachers	284,782.00	-	160,714.00	321,427.00	(36,645.00)	112.87%
6016	BG East Fields	294,159.00	3,842.92	15,052.62	290,315.98	0.10	100.00%
	<b>District Totals</b>	<b>351,813,449.00</b>	<b>64,473,984.21</b>	<b>28,159,181.17</b>	<b>270,845,623.29</b>	<b>16,493,841.50</b>	<b>95.31%</b>

TOWNSHIP HIGH SCHOOL DISTRICT 214  
2121 S. GOEBBERT ROAD  
ARLINGTON HEIGHTS, IL 60005



**Student Activities Fund Summary**  
**April 2025**

# Township High School District 214

## District - Student Activities Financials April 2025

Description	July 1, 2024 Beginning Balance	Current Revenue	Current Expenditure	Year to Date Revenue	Year to Date Expenditure	Ending Balance
9163 Forest Brew	876.02	1,031.71	965.48	9,850.17	10,513.77	212.42
9172 Family Assistance	331.51	-	-	-	-	331.51
9250 Robotics	6,346.99	-	-	-	-	6,346.99
9268 Student Council	1,616.10	167.00	267.25	167.00	648.60	1,134.50
9354 Child Care	13,122.73	-	-	-	-	13,122.73
9356 Diagnostic Testing	11,651.00	-	-	-	-	11,651.00
9380 Life	(480.71)	-	-	-	-	(480.71)
9390 Service Learning	405.91	-	-	-	-	405.91
9413 Honors Orchestra	1,184.63	-	-	-	-	1,184.63
9451 Adult Ed Refunds	4.00	-	-	-	-	4.00
9454 Arts Unlimited	432.79	-	-	1,000.00	-	1,432.79
9463 Care Crew	416.14	-	118.40	2,162.94	1,472.28	1,106.80
9466 Admin Charge Fund Balance	(400.00)	-	-	-	-	(400.00)
9467 Clearing Acct	124.27	-	-	-	-	124.27
9470 Comm Ed SA	284,395.06	-	-	-	-	284,395.06
9471 Community Educ. Travel	(504.50)	-	-	-	-	(504.50)
9472 Comm Ed Travel II	230,938.60	-	-	-	-	230,938.60
9476 Clearing Acct	6,050.11	-	-	-	-	6,050.11
9490 Vanguard School Store	4,265.61	160.90	2,065.38	1,527.86	2,065.38	3,728.09
9493 Food Services	1,119.00	-	-	-	-	1,119.00
9496 Genl Fund TAFV	6,125.09	160.90	-	1,502.86	-	7,627.95
9497 Genl Vanguard	1,645.69	-	-	350.00	-	1,995.69
9503 Interest Income	36,703.84	253.45	-	2,907.42	43.82	39,567.44
9521 Northwest Personnel Admin	10,212.85	-	1,203.38	14,200.00	6,188.93	18,223.92
9525 Orchesis District	6,634.69	-	-	-	384.00	6,250.69
9527 Other Interest Inc	33,667.73	343.34	-	4,212.07	-	37,879.80
9539 Prof Devel	14,064.03	-	-	-	-	14,064.03
9541 PTO Vanguard	1,903.68	-	-	-	-	1,903.68

**District - Student Activities Financials  
April 2025**

<b>Description</b>	<b>July 1, 2024 Beginning Balance</b>	<b>Current Revenue</b>	<b>Current Expenditure</b>	<b>Year to Date Revenue</b>	<b>Year to Date Expenditure</b>	<b>Ending Balance</b>
9547 Retirement	229.57	-	-	-	-	229.57
9552 Redefining Ready!	21,680.00	-	-	-	-	21,680.00
9554 School Store	1,743.13	67.48	-	2,099.46	2,261.98	1,580.61
9556 Senior Celebration	23,679.88	-	-	1,880.42	822.48	24,737.82
9558 Serve Our Seniors	1,433.83	-	-	-	-	1,433.83
9559 Showcase	31,108.95	-	-	-	(109.36)	31,218.31
9561 Social Fund	13,216.56	-	777.04	-	5,961.38	7,255.18
9565 Online Theater Tickets	390.19	-	-	-	-	390.19
9573 Parking	3,260.88	-	-	-	-	3,260.88
9580 Talent Devel Prog	3,143.57	-	-	-	-	3,143.57
9593 CE Credit Card	125,781.34	44,214.67	73,071.44	576,756.10	546,225.84	156,311.60
9700 Johnson Scholarship	-	-	-	4,000.00	-	4,000.00
<b>Grand Totals</b>	<b>898,520.76</b>	<b>46,399.45</b>	<b>78,468.37</b>	<b>622,616.30</b>	<b>576,479.10</b>	<b>944,657.96</b>

# Township High School District 214

## Prospect High School - Student Activities Financials April 2025

Description	July 1, 2024 Beginning Balance	Current Revenue	Current Expenditure	Year to Date Revenue	Year to Date Expenditure	Ending Balance
9101 South Asian Club	60.12	-	82.90	385.59	152.15	293.56
9104 Art	4,093.60	100.00	220.14	2,482.18	2,472.25	4,103.53
9105 Asian	383.34	338.38	199.00	453.38	453.48	383.24
9106 Athletic Trainer	350.47	-	-	-	-	350.47
9107 Audio Visual	1,332.17	-	-	-	-	1,332.17
9108 Associated Student Body	9,100.47	40.00	354.40	60,541.87	57,444.85	12,197.49
9111 Band Jazz	2,903.71	-	350.41	950.00	1,375.41	2,478.30
9112 Best Friends Club	2,131.08	-	67.86	-	145.27	1,985.81
9114 Spirit-Pep Club	-	-	97.54	11,052.95	10,480.18	572.77
9122 Chess	329.80	-	-	172.50	-	502.30
9125 Choral Music	6,489.80	3,657.89	520.80	35,051.97	40,991.08	550.69
9130 Black Girl Magic	-	-	-	135.53	226.10	(90.57)
9132 NOTICE	-	-	-	150.00	-	150.00
9133 Middle Eastern & North African Club	-	45.29	-	145.29	-	145.29
9143 Class of 2023	229.32	10.25	-	338.77	272.98	295.11
9147 Eastern European Club	661.76	-	49.76	127.59	49.76	739.59
9150 E-Sports Club	113.27	-	-	-	-	113.27
9158 Debate	642.70	-	138.00	-	334.05	308.65
9159 DECA	(71.71)	13,898.10	8,244.75	24,980.28	25,538.75	(630.18)
9164 Drill Team	2,999.08	-	-	3,139.00	3,056.26	3,081.82
9168 Environmental	456.80	-	-	-	-	456.80
9171 Ebony Club	159.64	-	-	-	217.03	(57.39)
9174 FCCLA	890.64	-	41.44	761.50	41.44	1,610.70
9178 French	6,604.98	-	2,387.62	21,209.31	27,192.21	622.08
9180 Educators Rising	532.93	-	-	-	-	532.93
9185 Graphic Club	1,084.45	317.00	361.17	3,065.52	1,874.43	2,275.54
9186 GSA	114.50	-	-	1,669.47	1,663.62	120.35
9195 Instrumental Mus	(2,238.44)	-	-	31,262.02	28,053.05	970.53

**Prospect High School - Student Activities Financials**  
**April 2025**

Description	July 1, 2024 Beginning Balance	Current Revenue	Current Expenditure	Year to Date Revenue	Year to Date Expenditure	Ending Balance
9197 International	(588.22)	-	-	-	72.95	(661.17)
9198 Italian	1,035.88	650.00	177.37	2,652.80	2,110.47	1,578.21
9200 Independent Lrng Prog	1,933.51	322.77	429.13	1,361.72	1,657.53	1,637.70
9207 Knights Way	(493.62)	-	-	200.00	-	(293.62)
9211 Latino	774.85	186.33	200.50	1,615.40	2,006.69	383.56
9212 Lead The Way	12,080.57	-	3,279.35	10,250.00	11,387.37	10,943.20
9217 Math	1,190.52	72.00	-	311.10	196.94	1,304.68
9223 National Honors	41.64	-	-	-	-	41.64
9229 Oper Snowball	774.58	-	367.65	7,952.71	6,235.23	2,492.06
9230 Orchesis	265.34	18.05	826.21	17,431.26	23,983.36	(6,286.76)
9231 Orchestra	4,841.59	-	(252.56)	12,915.00	13,124.57	4,632.02
9234 Latinos who Lunch	-	-	-	100.00	-	100.00
9241 Jewish Students Club	451.25	-	306.00	843.83	854.56	440.52
9242 Psychology	258.42	5,995.00	326.91	5,995.00	797.71	5,455.71
9247 Knights United	822.53	22.62	-	139.49	-	962.02
9250 Robotics	(30.19)	-	-	419.75	590.25	(200.69)
9251 Student Recognition	6,355.76	-	-	450.00	1,100.63	5,705.13
9252 Ace Program	213.00	-	-	-	-	213.00
9257 Science Olympiad	465.42	-	627.99	2,710.80	1,525.03	1,651.19
9258 Service	1,290.13	-	-	3,152.28	2,735.55	1,706.86
9262 Spanish	8,187.78	-	48.57	3,279.02	11,167.91	298.89
9264 Speech	12,731.99	2,187.14	-	21,038.49	10,426.39	23,344.09
9266 Spanish Exchange	(650.00)	-	648.80	24,675.22	22,697.21	1,328.01
9300 Bandminton	3,362.09	382.96	1,159.60	2,432.96	4,291.45	1,503.60
9301 Baseball	11,096.02	-	9,441.19	53,341.74	58,757.28	5,680.48
9302 Basketball Boys	1,677.30	-	1,254.97	18,955.18	19,729.91	902.57
9303 Basketball Girls	(9,040.51)	-	1,043.45	24,328.15	16,678.52	(1,390.88)
9304 Bowling	694.25	-	-	479.40	260.87	912.78
9306 Cheerleading	(5,307.96)	200.00	2,406.85	34,858.98	27,287.88	2,263.14
9307 Cross Country Boys	2,842.00	-	-	13,839.71	17,501.63	(819.92)
9308 Cross Country Girls	-	-	-	17,598.39	14,515.90	3,082.49

**Prospect High School - Student Activities Financials**  
**April 2025**

Description	July 1, 2024 Beginning Balance	Current Revenue	Current Expenditure	Year to Date Revenue	Year to Date Expenditure	Ending Balance
9310 Football	37,144.74	229.40	7,654.67	17,096.63	58,422.39	(4,181.02)
9312 Golf Boys	(1,362.53)	6,510.00	-	14,784.13	7,597.57	5,824.03
9313 Golf Girls	(1,540.83)	-	-	5,098.00	3,638.05	(80.88)
9315 Gymnastics Girls	670.42	-	-	5,904.57	2,997.72	3,577.27
9316 Bass Fishing	570.63	-	98.35	100.00	98.35	572.28
9318 Soccer Boys	4,256.56	-	600.47	8,601.27	5,206.18	7,651.65
9319 Soccer Girls	5,614.78	-	644.00	69.57	2,252.32	3,432.03
9320 Softball	6,425.25	234.00	3,408.97	26,814.97	30,793.88	2,446.34
9321 Swimming Boys	16.27	-	-	477.13	763.00	(269.60)
9322 Swimming Girls	558.51	-	-	1,063.70	1,454.95	167.26
9325 Tennis Boys	891.38	144.00	2,003.96	2,193.82	3,711.44	(626.24)
9326 Tennis Girls	1,357.42	-	-	2,106.82	2,582.51	881.73
9327 Track Boys	715.31	2,198.49	6,735.55	25,709.50	15,405.84	11,018.97
9328 Track Girls	15,622.41	15,836.02	8,451.49	56,265.01	51,097.00	20,790.42
9330 Volleyball Boys	1,596.11	8,029.40	2,740.54	8,199.40	5,721.82	4,073.69
9332 Volleyball Girls	7,050.52	-	1,870.47	38,259.67	36,626.48	8,683.71
9335 Water Polo Boys	(129.00)	324.00	-	324.00	283.54	(88.54)
9336 Water Polo-Girls	835.75	510.00	445.07	510.00	445.07	900.68
9337 Wrestling	3,252.45	1,700.00	-	9,703.29	5,760.17	7,195.57
9338 Girls Wrestling	-	-	-	400.00	267.01	132.99
9339 Competitive Dance	311.51	-	239.00	9,651.00	10,147.96	(185.45)
9340 Lacrosse Boys	5,643.19	12,299.58	466.20	12,299.58	4,111.56	13,831.21
9341 Lacrosse Girls	3,804.40	7,748.95	2,183.94	8,926.68	6,223.51	6,507.57
9350 Auto Shop	1,563.12	416.98	734.59	2,862.03	3,261.18	1,163.97
9362 Field Trip Eng-Fine Arts	3,216.92	80.00	1,119.80	10,663.00	12,164.06	1,715.86
9370 Field Trip Science	1,518.76	(35.50)	140.55	719.67	1,241.34	997.09
9371 Field Trip Social Sci	1,763.48	743.84	888.05	9,078.61	9,482.00	1,360.09
9375 Digital Art Club	150.00	-	222.67	1,250.50	663.53	736.97
9382 Italian Exchange	4,089.84	-	-	-	-	4,089.84
9383 Italian Entrepreneur	9,269.45	-	-	-	9,000.00	269.45
9385 Photography	7,930.83	-	3,703.22	2,430.00	4,381.24	5,979.59

**Prospect High School - Student Activities Financials**  
**April 2025**

<b>Description</b>	<b>July 1, 2024 Beginning Balance</b>	<b>Current Revenue</b>	<b>Current Expenditure</b>	<b>Year to Date Revenue</b>	<b>Year to Date Expenditure</b>	<b>Ending Balance</b>
9386 Physical Education	1,547.17	-	-	1,283.84	6,388.19	(3,557.18)
9399 Zoo Club	4,292.32	-	-	1,100.50	2,787.02	2,605.80
9403 Booster Club Apparel Sales	2,708.90	-	-	80.00	-	2,788.90
9408 Drama Production	68,482.33	21,576.10	7,062.75	54,113.97	49,731.25	72,865.05
9460 Clearing Account II	225.99	-	-	-	-	225.99
9466 Admin Charge Fund Balance	(2,000.00)	-	-	-	-	(2,000.00)
9467 Clearing Acct	10,632.13	-	-	3,987.40	6,519.58	8,099.95
9469 College Board	30.00	-	-	-	-	30.00
9474 Concessions	2,586.27	-	338.37	27,046.07	26,994.54	2,637.80
9498 Harvard Model Congress	3,484.88	-	-	-	-	3,484.88
9503 Interest Income	12,028.33	509.77	-	5,530.47	1,667.37	15,891.43
9506 Library Fines	7,187.34	142.40	45.52	1,199.46	2,469.05	5,917.75
9507 Literary Magazine	1,594.10	-	-	-	-	1,594.10
9514 Memorial Garden	967.27	-	58.90	100.00	58.90	1,008.37
9537 Principal's Acct	1,300.84	727.03	592.66	3,380.55	599.91	4,081.48
9538 Prom	12,578.75	1,855.00	21,557.69	1,855.00	53,232.92	(38,799.17)
9547 Retirement	1,421.62	453.27	603.75	473.27	1,044.75	850.14
9551 School Newspaper	16,106.80	25.00	824.99	24,111.65	20,732.56	19,485.89
9554 School Store	160.85	-	-	-	-	160.85
9555 Other Online Credit Card	47.99	-	-	-	-	47.99
9565 Online Theater Tickets	751.53	-	-	-	-	751.53
9568 Student General Fund	20,737.45	-	733.40	7,423.22	13,502.86	14,657.81
9569 Student Services	13,096.76	170.90	102.24	10,520.89	1,561.06	22,056.59
9573 Parking	19,849.97	145.00	4,087.93	97,104.89	88,361.01	28,593.85
9575 Summer Reading	343.18	-	-	-	-	343.18
9579 Sunshine	1,273.56	-	417.99	1,754.69	1,617.98	1,410.27
9583 Act	19,205.52	-	339.79	3,130.00	5,837.45	16,498.07
9584 AP Testing	11,435.07	(150.00)	354.45	186,492.00	1,040.95	196,886.12
9592 Virtual High Schl	420.00	-	-	-	-	420.00
9597 Yearbooks	(1,140.88)	-	-	1,321.00	-	180.12
9598 College & Career Center	-	-	-	200.00	-	200.00

**Prospect High School - Student Activities Financials**  
**April 2025**

<b>Description</b>	<b>July 1, 2024 Beginning Balance</b>	<b>Current Revenue</b>	<b>Current Expenditure</b>	<b>Year to Date Revenue</b>	<b>Year to Date Expenditure</b>	<b>Ending Balance</b>
9609 Boys Athletics	109.21	-	-	-	-	109.21
9613 Boys Dist	333.28	-	-	-	-	333.28
9617 Boys School Meet	33,828.49	13,275.00	26,966.28	63,674.48	56,124.87	41,378.10
9618 Boys State Sectional	15,475.41	-	-	13,194.10	14,428.68	14,240.83
9631 Flag Football	-	-	1,545.47	12,536.62	7,464.25	5,072.37
9633 Girls Athletics	390.20	-	-	-	220.46	169.74
9636 Girls Conf Meets	36.62	-	-	112.00	-	148.62
9637 Girls Dist	558.97	-	-	-	-	558.97
9643 Girls School Meets	27,347.82	6,501.50	3,081.20	60,937.02	29,590.07	58,694.77
9644 Girls State Sectional	(660.66)	-	-	2,527.00	1,282.58	583.76
9655 IHSA Events	1,126.12	-	-	1,142.10	1,022.40	1,245.82
<b>Grand Totals</b>	<b>529,339.55</b>	<b>130,643.91</b>	<b>148,472.71</b>	<b>1,349,297.84</b>	<b>1,163,810.47</b>	<b>714,826.92</b>

# Township High School District 214

## Wheeling High School - Student Activities Financials April 2025

Description	July 1, 2024 Beginning Balance	Current Revenue	Current Expenditure	Year to Date Revenue	Year to Date Expenditure	Ending Balance
9100 African American	2,206.96	-	-	112.73	-	2,319.69
9103 AVID	(2,444.84)	634.00	10,021.65	18,293.00	16,794.03	(945.87)
9106 Athletic Trainer	372.80	210.00	-	210.00	270.35	312.45
9109 Boxing	65.00	-	-	-	-	65.00
9122 Chess	300.00	-	-	-	-	300.00
9125 Choral Music	4,719.41	-	-	533.89	5,317.65	(64.35)
9137 Class of 2017	400.00	-	-	605.00	80.00	925.00
9138 Class of 2018	-	-	-	630.00	80.00	550.00
9143 Class of 2023	(35,932.89)	-	-	-	-	(35,932.89)
9144 Class of 2024	(996.10)	-	-	-	279.68	(1,275.78)
9145 Class of 2025	(197.38)	2,138.59	7,183.91	8,404.33	10,101.41	(1,894.46)
9146 Class of 2016	1,049.03	15,460.00	-	19,317.00	21,067.35	(701.32)
9154 Dr. M. Medina Perez Fund	3,169.89	-	-	2,011.29	965.00	4,216.18
9158 Debate	1,743.93	3,155.85	200.80	8,522.00	5,254.08	5,011.85
9159 DECA	209.23	-	-	1,120.00	1,120.00	209.23
9168 Environmental	2,335.94	-	117.98	80.16	746.99	1,669.11
9169 ESL	10,113.03	-	-	-	-	10,113.03
9173 Fashion	200.00	-	-	-	-	200.00
9174 FCCLA	1,097.90	-	-	-	-	1,097.90
9178 French	362.21	-	-	-	-	362.21
9179 Fusion	2,013.78	-	-	535.00	104.38	2,444.40
9180 Educators Rising	70.13	-	-	-	-	70.13
9186 GSA	166.50	-	-	20.00	-	186.50
9191 Homecoming	4,564.68	-	-	4,800.00	11,400.99	(2,036.31)
9195 Instrumental Mus	(1,120.35)	-	-	3,016.00	-	1,895.65
9196 Interact	4,232.62	-	-	1,356.49	-	5,589.11
9198 Italian	244.21	-	-	325.50	373.82	195.89
9203 Jr. Leaders	250.87	-	-	-	-	250.87

**Wheeling High School - Student Activities Financials**  
**April 2025**

<b>Description</b>	<b>July 1, 2024 Beginning Balance</b>	<b>Current Revenue</b>	<b>Current Expenditure</b>	<b>Year to Date Revenue</b>	<b>Year to Date Expenditure</b>	<b>Ending Balance</b>
9205 Mock Trail	1,599.77	630.84	2,209.04	7,100.69	7,469.36	1,231.10
9209 Dance Club	2,046.65	-	-	-	-	2,046.65
9211 Latino	513.69	755.10	3,388.73	1,153.60	3,444.70	(1,777.41)
9212 Lead The Way	17,300.56	-	1,044.21	300.00	6,920.56	10,680.00
9214 Learning Center	0.64	-	-	-	-	0.64
9215 Machining Prog	5,010.68	-	-	-	-	5,010.68
9217 Math	(31.09)	-	60.83	1,500.00	435.70	1,033.21
9218 Medical Careers	165.00	-	-	-	-	165.00
9219 Mentoring Prog	5.01	-	-	-	-	5.01
9220 Multicultural	1,061.17	-	-	-	289.60	771.57
9221 Musical	5,050.03	-	-	7,774.60	9,515.16	3,309.47
9223 National Honors	1,063.69	-	3,000.00	5,819.28	3,240.32	3,642.65
9226 NJROTC	63,087.81	745.00	31,153.88	79,355.57	92,017.58	50,425.80
9227 NJROTC Grant	1,524.46	-	-	7,012.00	7,084.36	1,452.10
9228 Model United Nations	1,801.54	-	-	7,600.00	8,671.23	730.31
9229 Oper Snowball	15,891.98	-	-	8,350.00	8,865.24	15,376.74
9230 Orchesis	3,068.32	-	615.99	8,838.37	9,239.23	2,667.46
9231 Orchestra	(1,035.50)	-	-	-	898.01	(1,933.51)
9236 Peer Counseling	3.22	-	-	417.00	-	420.22
9237 Physical Science	6,231.04	-	-	5,335.50	5,709.27	5,857.27
9239 Polish Club	1,695.14	192.56	405.79	696.69	952.45	1,439.38
9240 Pom Pon	914.97	-	-	4,883.09	5,871.35	(73.29)
9242 Psychology	487.32	-	-	-	75.18	412.14
9244 Political Action Club	189.35	-	-	-	-	189.35
9254 Save	604.30	-	-	311.95	279.89	636.36
9257 Science Olympiad	101.46	-	-	-	-	101.46
9264 Speech	546.17	-	-	4,186.25	1,731.69	3,000.73
9265 Sports Marketing	(239.93)	-	-	-	-	(239.93)
9268 Student Council	(832.47)	-	-	310.00	109.31	(631.78)
9278 Next Generation Of Eng	3,369.78	-	123.07	1,386.00	3,402.21	1,353.57
9282 WCAT	1,188.69	558.00	328.89	4,308.08	8,163.93	(2,667.16)

**Wheeling High School - Student Activities Financials**  
**April 2025**

<b>Description</b>	<b>July 1, 2024 Beginning Balance</b>	<b>Current Revenue</b>	<b>Current Expenditure</b>	<b>Year to Date Revenue</b>	<b>Year to Date Expenditure</b>	<b>Ending Balance</b>
9300 Bandminton	1,334.73	-	-	-	-	1,334.73
9301 Baseball	(14,599.02)	1,794.26	437.46	31,036.01	48,430.47	(31,993.48)
9302 Basketball Boys	1,620.20	-	2,200.00	16,075.62	14,449.94	3,245.88
9303 Basketball Girls	3,212.33	500.00	500.00	3,244.00	2,936.46	3,519.87
9304 Bowling	1,210.06	-	-	300.00	1,647.20	(137.14)
9306 Cheerleading	1,877.52	100.00	-	2,125.00	2,240.92	1,761.60
9307 Cross Country Boys	1,322.24	5,016.00	5,016.00	5,794.00	5,569.05	1,547.19
9308 Cross Country Girls	(125.66)	-	-	3,691.49	4,204.18	(638.35)
9309 Cheer (Winter)	(1,567.77)	300.00	(600.00)	6,128.00	6,359.03	(1,798.80)
9310 Football	9,214.60	-	-	10,256.50	15,869.59	3,601.51
9312 Golf Boys	(903.88)	-	-	1,339.00	3,637.86	(3,202.74)
9313 Golf Girls	1,063.62	-	-	100.00	98.69	1,064.93
9315 Gymnastics Girls	(508.13)	150.00	-	845.00	80.00	256.87
9318 Soccer Boys	4,580.38	-	-	4,847.25	10,765.00	(1,337.37)
9319 Soccer Girls	(504.44)	2,945.45	3,933.00	4,205.45	3,933.00	(231.99)
9320 Softball	1,223.37	1,447.60	-	1,447.60	-	2,670.97
9321 Swimming Boys	(409.06)	-	-	-	503.00	(912.06)
9322 Swimming Girls	566.33	-	-	-	220.00	346.33
9323 IADA	(1,134.66)	-	-	-	-	(1,134.66)
9325 Tennis Boys	1,289.38	100.00	-	100.00	831.92	557.46
9326 Tennis Girls	(235.01)	-	-	-	226.58	(461.59)
9327 Track Boys	4,142.01	7,594.08	450.50	8,322.08	2,780.26	9,683.83
9328 Track Girls	951.69	1,167.34	164.99	3,492.90	2,415.03	2,029.56
9330 Volleyball Boys	2,320.09	-	114.67	-	114.67	2,205.42
9332 Volleyball Girls	15,498.25	-	-	11,213.05	12,349.57	14,361.73
9335 Water Polo Boys	1,014.90	-	-	-	-	1,014.90
9336 Water Polo-Girls	135.64	-	-	-	-	135.64
9337 Wrestling	8,545.94	4,868.13	1,936.67	14,425.15	21,061.23	1,909.86
9340 Lacrosse Boys	899.50	977.50	635.74	977.50	830.74	1,046.26
9341 Lacrosse Girls	405.77	2,133.81	222.32	2,133.81	270.32	2,269.26
9350 Auto Shop	(3,036.19)	331.41	163.61	545.76	1,375.15	(3,865.58)

**Wheeling High School - Student Activities Financials  
April 2025**

<b>Description</b>	<b>July 1, 2024 Beginning Balance</b>	<b>Current Revenue</b>	<b>Current Expenditure</b>	<b>Year to Date Revenue</b>	<b>Year to Date Expenditure</b>	<b>Ending Balance</b>
9358 Entrepreneurship-CTE	1,315.28	-	-	-	-	1,315.28
9361 Field Trip Btls	193.24	-	-	-	-	193.24
9362 Field Trip Eng-Fine Arts	(1,137.52)	-	-	-	-	(1,137.52)
9365 Field Trip For Lang	75.90	-	-	-	-	75.90
9366 Field Trip Life Studies	0.80	-	-	-	-	0.80
9369 Field Trip PE-Health	472.82	-	-	-	-	472.82
9370 Field Trip Science	1,693.93	-	-	-	-	1,693.93
9371 Field Trip Social Sci	(74.16)	-	-	-	-	(74.16)
9381 Life Studies Foods	2,193.61	-	-	-	-	2,193.61
9385 Photography	(544.66)	-	-	64.00	64.00	(544.66)
9387 Pre School	160,643.24	-	-	3,600.00	155,053.24	9,190.00
9394 Woods	5.66	-	-	-	-	5.66
9395 Writing Center	53.69	-	-	-	-	53.69
9408 Drama Production	540.66	455.00	306.56	455.00	1,040.76	(45.10)
9418 Positive Incentives	801.59	-	-	-	-	801.59
9425 Theatre Tech	274.19	-	-	-	473.32	(199.13)
9426 Theatre Maintenance	(855.95)	-	-	-	225.60	(1,081.55)
9456 Athletics	3,467.46	957.89	45.00	12,797.55	16,526.15	(261.14)
9461 Calculators	163.74	-	-	-	162.46	1.28
9462 Cap & Gown	(3,713.90)	-	-	-	-	(3,713.90)
9464 CD Sales	8.89	-	-	-	-	8.89
9466 Admin Charge Fund Balance	(2,000.00)	-	-	-	-	(2,000.00)
9468 Cats Coffee	4,767.01	275.30	45.66	1,665.89	2,032.46	4,400.44
9474 Concessions	(18.11)	-	-	16,793.23	16,926.21	(151.09)
9475 Custodial	389.74	-	-	-	-	389.74
9481 English Division	(3.85)	-	-	-	-	(3.85)
9500 iPad Insurance	-	-	-	4.00	-	4.00
9502 ID Pictures	368.97	10.00	-	45.00	-	413.97
9503 Interest Income	2,654.78	199.52	-	2,755.53	-	5,410.31
9504 IR	794.30	-	-	300.00	-	1,094.30
9506 Library Fines	3,672.51	160.97	1,486.66	362.32	1,486.66	2,548.17

**Wheeling High School - Student Activities Financials**  
**April 2025**

<b>Description</b>	<b>July 1, 2024 Beginning Balance</b>	<b>Current Revenue</b>	<b>Current Expenditure</b>	<b>Year to Date Revenue</b>	<b>Year to Date Expenditure</b>	<b>Ending Balance</b>
9507 Literary Magazine	1,384.23	-	-	-	-	1,384.23
9532 PE Uniforms	(275.97)	-	-	422.00	-	146.03
9536 Prep Courses	267.82	-	-	-	-	267.82
9537 Principal's Acct	29,889.10	1,562.23	3,721.36	24,272.14	31,248.27	22,912.97
9551 School Newspaper	4,058.28	-	-	-	-	4,058.28
9564 Staff Social Fund	1,271.98	-	-	405.00	142.95	1,534.03
9565 Online Theater Tickets	106.71	-	-	-	-	106.71
9568 Student General Fund	(935.50)	-	-	-	211.00	(1,146.50)
9569 Student Services	2,100.88	170.90	-	1,737.86	212.22	3,626.52
9573 Parking	382.81	237.50	-	12,682.50	12,542.80	522.51
9574 Smr Concessions	822.65	-	-	-	-	822.65
9576 Summer School	20.00	-	-	-	-	20.00
9583 Act	513.64	-	-	1,230.00	1,709.39	34.25
9584 AP Testing	6,002.98	-	-	34,077.00	-	40,079.98
9587 Traffic Fund	760.00	-	-	-	-	760.00
9597 Yearbooks	1,966.85	-	-	50.00	2,016.85	-
9615 Boys Hardwood Classic	8,581.61	-	-	19,353.07	18,814.44	9,120.24
9627 Clearing Acct	772.10	-	-	-	-	772.10
9631 Flag Football	-	-	58.47	3,347.28	2,488.23	859.05
9648 Girls Tennis	-	100.00	-	100.00	-	100.00
9670 Summer Camp	(252.26)	-	-	-	-	(252.26)
9672 Tournaments	7,745.51	5,225.00	7,373.17	46,856.46	43,308.39	11,293.58
<b>Grand Totals</b>	<b>412,372.02</b>	<b>63,259.83</b>	<b>88,066.61</b>	<b>542,552.06</b>	<b>728,227.32</b>	<b>226,696.76</b>

# Township High School District 214

## Elk Grove High School - Student Activities Financials April 2025

Description	July 1, 2024 Beginning Balance	Current Revenue	Current Expenditure	Year to Date Revenue	Year to Date Expenditure	Ending Balance
9100 African American	1,195.29	-	-	1,012.01	613.77	1,593.53
9102 Anime	29.68	-	-	-	-	29.68
9104 Art	893.38	-	-	500.00	-	1,393.38
9105 Asian	1,009.96	-	35.95	1,500.00	411.78	2,098.18
9106 Athletic Trainer	(456.08)	-	410.39	2,865.27	3,621.76	(1,212.57)
9112 Best Friends Club	293.02	-	15.99	195.00	41.53	446.49
9114 Spirit-Pep Club	(2,634.96)	-	-	3,396.20	3,313.50	(2,552.26)
9116 Breakers	85.00	-	-	-	-	85.00
9118 Knitting & Crochet Club	-	-	201.59	500.00	201.59	298.41
9122 Chess	1.49	-	-	422.00	295.58	127.91
9128 Girls Who Code	373.55	-	-	-	-	373.55
9137 Class of 2017	-	-	-	1,232.14	4,174.21	(2,942.07)
9144 Class of 2024	1,330.58	-	-	25.00	-	1,355.58
9145 Class of 2025	5,690.86	-	-	-	500.00	5,190.86
9146 Class of 2016	(3,338.98)	10,850.00	2,337.52	14,036.00	8,692.10	2,004.92
9150 E-Sports Club	521.90	-	-	500.00	254.95	766.95
9152 Color Guard	473.96	-	-	-	-	473.96
9153 Attendance	2,013.75	-	-	-	-	2,013.75
9155 Cricket	66.85	-	-	-	-	66.85
9158 Debate	146.47	-	-	2,111.40	395.19	1,862.68
9159 DECA	3,548.34	7,149.80	10,267.81	16,316.80	18,386.50	1,478.64
9166 ELL Service Learning College Fund	-	-	95.00	1,607.50	1,291.33	316.17
9168 Environmental	386.16	-	-	-	-	386.16
9176 Film Production	536.79	-	-	-	-	536.79
9178 French	1,955.54	-	120.00	-	240.00	1,715.54
9180 Educators Rising	19.11	-	-	-	-	19.11
9181 French NHS	181.80	-	84.00	351.00	426.00	106.80
9186 GSA	1,320.94	140.00	13.75	140.00	13.75	1,447.19

**Elk Grove High School - Student Activities Financials**  
**April 2025**

<b>Description</b>	<b>July 1, 2024 Beginning Balance</b>	<b>Current Revenue</b>	<b>Current Expenditure</b>	<b>Year to Date Revenue</b>	<b>Year to Date Expenditure</b>	<b>Ending Balance</b>
9189 Health Awareness	3,406.23	-	-	1,542.35	1,542.35	3,406.23
9190 HOSA	2,677.18	-	12.99	1,750.00	2,214.07	2,213.11
9195 Instrumental Mus	723.00	-	-	3,600.00	4,301.50	21.50
9197 International	368.17	-	-	-	-	368.17
9198 Italian	124.77	-	91.97	69.00	131.97	61.80
9199 Festival of Cultures	1,000.00	-	-	-	-	1,000.00
9201 Italian Honor Society	156.28	-	-	335.00	280.00	211.28
9202 Japanese Program	1,682.82	-	-	-	-	1,682.82
9205 Mock Trail	527.94	-	-	-	125.00	402.94
9209 Dance Club	304.72	-	28.99	1,329.74	1,965.13	(330.67)
9211 Latino	320.04	-	-	3,102.60	602.00	2,820.64
9213 Leadership Council	1,999.81	-	-	4,070.00	1,701.47	4,368.34
9217 Math	364.51	-	51.29	815.12	670.24	509.39
9221 Musical	(23,060.67)	-	-	10,184.50	10,789.95	(23,666.12)
9223 National Honors	17.56	-	-	500.00	78.99	438.57
9230 Orchestis	1,937.51	1,973.39	389.58	22,475.80	19,804.74	4,608.57
9231 Orchestra	97.66	-	-	-	-	97.66
9232 Microloan Investment Club	40.91	-	-	-	-	40.91
9233 EG Podcast	500.00	-	-	-	-	500.00
9236 Peer Counseling	2,326.07	-	-	-	88.62	2,237.45
9239 Polish Club	256.35	-	-	-	-	256.35
9240 Pom Pon	429.87	-	-	-	-	429.87
9245 Red Cross Club	569.69	-	-	-	-	569.69
9246 Muslim Student Association	30.44	18.00	-	18.00	-	48.44
9248 Science Club	775.53	-	83.10	250.00	485.05	540.48
9250 Robotics	1,693.91	-	101.27	6,332.40	6,166.44	1,859.87
9255 Scholastic Bowl	(54.31)	355.00	-	1,184.60	130.00	1,000.29
9257 Science Olympiad	5.00	-	-	-	-	5.00
9259 Skate Board	(9.05)	-	-	-	-	(9.05)
9261 Shakespeare Club	(176.50)	-	-	-	-	(176.50)
9262 Spanish	1,703.29	-	54.86	-	54.86	1,648.43

**Elk Grove High School - Student Activities Financials**  
**April 2025**

<b>Description</b>	<b>July 1, 2024 Beginning Balance</b>	<b>Current Revenue</b>	<b>Current Expenditure</b>	<b>Year to Date Revenue</b>	<b>Year to Date Expenditure</b>	<b>Ending Balance</b>
9263 Spanish Honor Society	499.33	-	164.95	-	164.95	334.38
9264 Speech	3,728.88	-	183.69	5,494.00	7,197.71	2,025.17
9268 Student Council	(916.16)	-	158.38	23,681.00	19,528.12	3,236.72
9269 Student Funds	(908.37)	-	-	-	-	(908.37)
9274 Tech Ed	1,418.29	-	519.55	9,928.94	8,028.89	3,318.34
9277 The Stampede	14,418.82	-	2,000.00	10,000.00	4,938.65	19,480.17
9279 Variety Show	8,529.88	-	496.24	-	496.24	8,033.64
9280 Smash Club	178.60	-	-	-	-	178.60
9281 Veteran's Day Celebration	(287.58)	-	-	500.00	408.00	(195.58)
9283 Ultimate Frisbee	100.00	-	-	-	-	100.00
9284 Writing Club	433.67	-	-	-	-	433.67
9290 Youth Advisory Council	3,581.91	76.05	149.17	76.05	1,130.45	2,527.51
9300 Bandminton	(62.22)	1,867.45	113.90	1,867.45	468.90	1,336.33
9301 Baseball	9,117.38	7,746.42	9,016.03	7,746.42	10,716.26	6,147.54
9302 Basketball Boys	4,633.43	67.00	1,602.74	20,519.20	24,757.55	395.08
9303 Basketball Girls	1,719.49	-	75.28	3,640.05	2,130.35	3,229.19
9304 Bowling	819.21	-	-	-	212.84	606.37
9305 Cheer Competition	-	-	-	-	(39.60)	39.60
9306 Cheerleading	1,283.50	50.00	219.16	24,996.00	25,060.08	1,219.42
9307 Cross Country Boys	(1,542.75)	-	-	4,542.90	2,174.82	825.33
9308 Cross Country Girls	4,993.06	-	-	3,924.25	8,240.23	677.08
9310 Football	668.46	-	-	23,792.70	20,801.17	3,659.99
9311 Golf	1,390.06	-	-	5,275.00	5,091.14	1,573.92
9313 Golf Girls	(230.07)	-	-	390.00	335.47	(175.54)
9314 Gymnastics Boys	1,674.80	-	-	-	-	1,674.80
9315 Gymnastics Girls	1,008.53	-	-	-	304.92	703.61
9316 Bass Fishing	(600.78)	-	-	876.00	(590.01)	865.23
9317 Athletic Fund	(7,558.23)	1,011.08	2,489.47	49,558.79	37,634.34	4,366.22
9318 Soccer Boys	(3,329.03)	-	-	1,330.60	2,711.00	(4,709.43)
9319 Soccer Girls	947.12	-	925.00	395.00	1,020.88	321.24
9320 Softball	6,087.45	-	646.00	-	1,943.25	4,144.20

**Elk Grove High School - Student Activities Financials**  
**April 2025**

<b>Description</b>	<b>July 1, 2024 Beginning Balance</b>	<b>Current Revenue</b>	<b>Current Expenditure</b>	<b>Year to Date Revenue</b>	<b>Year to Date Expenditure</b>	<b>Ending Balance</b>
9321 Swimming Boys	2,759.71	-	-	3,326.55	3,652.65	2,433.61
9322 Swimming Girls	1,743.49	-	-	2,856.25	3,693.93	905.81
9325 Tennis Boys	198.55	3,760.30	1,722.34	3,760.30	1,722.34	2,236.51
9326 Tennis Girls	576.66	-	491.99	4,139.95	3,857.03	859.58
9327 Track Boys	5,242.41	2,731.97	812.00	2,931.97	1,571.84	6,602.54
9328 Track Girls	7,275.63	4,306.95	29.98	4,348.91	5,877.61	5,746.93
9330 Volleyball Boys	600.76	1,937.60	48.10	1,937.60	1,237.10	1,301.26
9332 Volleyball Girls	3,096.87	-	1,428.00	9,177.65	5,507.80	6,766.72
9335 Water Polo Boys	3,761.44	601.85	1,683.00	601.85	1,683.00	2,680.29
9336 Water Polo-Girls	792.77	3,205.43	1,130.00	3,219.43	1,286.25	2,725.95
9337 Wrestling	37.33	-	-	7,185.90	6,684.81	538.42
9338 Girls Wrestling	-	-	38.24	-	736.53	(736.53)
9339 Competitive Dance	2,335.32	-	-	3,248.95	2,569.02	3,015.25
9340 Lacrosse Boys	(28.91)	1,710.20	-	1,710.20	529.00	1,152.29
9341 Lacrosse Girls	983.00	1,600.45	1,135.30	1,600.45	3,006.41	(422.96)
9350 Auto Shop	1,698.71	6,601.79	4,096.33	18,226.09	17,784.10	2,140.70
9361 Field Trip Btls	(1,681.25)	-	-	-	-	(1,681.25)
9362 Field Trip Eng-Fine Arts	143.00	-	-	1,515.00	1,530.00	128.00
9365 Field Trip For Lang	759.32	-	349.90	895.00	915.03	739.29
9369 Field Trip PE-Health	1,781.75	-	-	-	-	1,781.75
9370 Field Trip Science	2,145.52	-	-	225.00	-	2,370.52
9371 Field Trip Social Sci	718.53	-	-	105.00	-	823.53
9381 Life Studies Foods	648.28	-	-	578.70	-	1,226.98
9385 Photography	11,773.34	-	-	251.00	251.37	11,772.97
9387 Pre School	114,256.40	-	-	-	114,256.40	-
9389 RISE	33.21	100.00	-	1,590.00	1,048.75	574.46
9394 Woods	3,911.57	-	215.92	1,174.76	533.34	4,552.99
9405 Choral Exp	2,358.41	-	800.00	1,442.00	3,370.15	430.26
9408 Drama Production	(2,390.15)	2,159.10	642.83	8,989.37	4,958.05	1,641.17
9410 EGHS Caffeine	1,588.52	376.00	850.93	2,226.57	2,862.02	953.07
9411 Magazine	2,396.80	-	-	-	-	2,396.80

**Elk Grove High School - Student Activities Financials**  
**April 2025**

<b>Description</b>	<b>July 1, 2024 Beginning Balance</b>	<b>Current Revenue</b>	<b>Current Expenditure</b>	<b>Year to Date Revenue</b>	<b>Year to Date Expenditure</b>	<b>Ending Balance</b>
9414 EG Creates	361.11	125.86	-	1,344.67	200.69	1,505.09
9419 Peer Network	1,037.91	-	52.51	-	139.18	898.73
9420 School Garden	320.66	-	-	-	-	320.66
9425 Theatre Tech	590.97	290.92	521.08	990.09	1,412.02	169.04
9450 Hypno	500.00	-	-	-	342.36	157.64
9456 Athletics	10.10	-	-	-	-	10.10
9462 Cap & Gown	(191.75)	-	-	-	-	(191.75)
9463 Care Crew	616.83	-	62.28	845.00	1,446.77	15.06
9466 Admin Charge Fund Balance	(2,000.00)	-	-	-	-	(2,000.00)
9467 Clearing Acct	563.31	-	1,067.94	2,711.01	4,379.56	(1,105.24)
9474 Concessions	2,804.72	-	300.00	12,308.30	10,315.77	4,797.25
9501 IDOT Grant	228.85	-	-	3.00	-	231.85
9502 ID Pictures	1,474.84	353.00	-	3,381.00	565.61	4,290.23
9503 Interest Income	10,061.34	243.49	-	3,194.25	2,807.50	10,448.09
9506 Library Fines	3,385.96	110.16	255.71	218.14	2,569.96	1,034.14
9511 Math	212.42	-	-	-	-	212.42
9513 Media	763.25	-	-	-	256.80	506.45
9517 Music Endowment	1,000.00	-	-	-	-	1,000.00
9526 Outreach	13.90	-	-	-	-	13.90
9528 Paperback Store	508.86	-	-	-	-	508.86
9532 PE Uniforms	188.22	-	-	286.00	49.28	424.94
9537 Principal's Acct	2,855.85	585.86	2,554.52	5,153.79	9,647.17	(1,637.53)
9547 Retirement	(509.94)	-	-	-	-	(509.94)
9551 School Newspaper	764.12	-	-	1,394.01	996.31	1,161.82
9552 Redefining Ready!	1,445.54	-	-	-	1,445.00	0.54
9553 Japanese Exchange Prog	7,726.23	2,860.00	29,699.02	18,160.00	28,939.52	(3,053.29)
9562 Special Proj	(3,978.83)	-	-	54.00	574.74	(4,499.57)
9563 Science	105.00	-	-	-	-	105.00
9565 Online Theater Tickets	0.96	-	-	-	-	0.96
9568 Student General Fund	1,876.08	-	-	-	-	1,876.08
9569 Student Services	9,851.24	160.90	275.00	1,692.86	825.00	10,719.10

**Elk Grove High School - Student Activities Financials**  
**April 2025**

<b>Description</b>	<b>July 1, 2024 Beginning Balance</b>	<b>Current Revenue</b>	<b>Current Expenditure</b>	<b>Year to Date Revenue</b>	<b>Year to Date Expenditure</b>	<b>Ending Balance</b>
9573 Parking	(1,140.75)	570.00	421.02	23,940.00	19,545.97	3,253.28
9578 Swimming Boosters	37.31	-	-	-	-	37.31
9583 Act	28,780.83	-	-	1,725.00	2,219.22	28,286.61
9584 AP Testing	29,123.02	299.00	-	87,582.00	-	116,705.02
9590 TDP	1.00	-	-	-	-	1.00
9631 Flag Football	-	-	-	-	684.49	(684.49)
9655 IHSA Events	3,187.57	-	-	-	-	3,187.57
9670 Summer Camp	5.10	-	-	-	-	5.10
9700 Johnson Scholarship	-	-	585.99	7,975.00	3,197.33	4,777.67
9719 General Scholarship	-	-	-	(428.00)	(428.00)	-
<b>Grand Totals</b>	<b>340,278.63</b>	<b>65,995.02</b>	<b>84,425.54</b>	<b>562,598.35</b>	<b>562,129.30</b>	<b>340,747.68</b>

# Township High School District 214

## John Hersey High School - Student Activities Financials April 2025

Description	July 1, 2024 Beginning Balance	Current Revenue	Current Expenditure	Year to Date Revenue	Year to Date Expenditure	Ending Balance
9100 African American	(32,426.44)	-	97.61	33,621.92	318.47	877.01
9104 Art	-	-	-	300.00	-	300.00
9106 Athletic Trainer	(112.04)	-	-	30.00	-	(82.04)
9111 Band Jazz	(6,496.71)	1,132.40	-	5,999.79	5,045.23	(5,542.15)
9114 Spirit-Pep Club	5,836.43	-	-	10,098.36	11,535.38	4,399.41
9122 Chess	35.68	-	-	200.00	621.73	(386.05)
9125 Choral Music	155.87	-	700.00	5,102.73	2,303.43	2,955.17
9126 Chinese Club	740.13	101.00	-	1,837.44	(56.26)	2,633.83
9137 Class of 2017	1,435.76	-	-	1,316.25	17.99	2,734.02
9138 Class of 2018	-	-	-	1,505.88	-	1,505.88
9144 Class of 2024	5,634.58	-	-	-	5,634.58	-
9145 Class of 2025	12,225.24	-	1,087.66	5,108.01	1,087.66	16,245.59
9146 Class of 2016	(2,428.49)	-	2,850.86	5,119.77	3,279.49	(588.21)
9151 CLS	11,012.28	1,207.87	802.87	8,109.32	7,052.35	12,069.25
9157 Idea Team	-	-	55.94	-	225.44	(225.44)
9158 Debate	60.48	-	208.47	147.99	208.47	-
9159 DECA	3,558.44	(1,759.16)	3,372.84	18,871.12	24,199.24	(1,769.68)
9164 Drill Team	745.20	-	-	-	-	745.20
9168 Environmental	854.10	99.75	-	99.75	-	953.85
9170 MSL	14,254.13	-	-	-	14,254.13	-
9172 Family Assistance	14,463.68	-	50.00	34.85	1,179.99	13,318.54
9175 Feminism	472.47	-	-	127.25	338.94	260.78
9176 Film Production	48.21	-	-	-	-	48.21
9178 French	141.68	-	-	300.00	99.14	342.54
9182 FCCLA	267.63	-	-	670.00	702.00	235.63
9184 Greek	563.56	-	-	-	47.19	516.37
9186 GSA	364.73	-	-	-	120.00	244.73
9189 Health Awareness	762.83	-	-	1,050.00	677.40	1,135.43

**John Hersey High School - Student Activities Financials**  
**April 2025**

<b>Description</b>	<b>July 1, 2024 Beginning Balance</b>	<b>Current Revenue</b>	<b>Current Expenditure</b>	<b>Year to Date Revenue</b>	<b>Year to Date Expenditure</b>	<b>Ending Balance</b>
9204 Life Of A Knight	-	-	-	4,556.00	1,306.29	3,249.71
9205 Mock Trail	559.89	-	1,003.32	3,489.45	3,468.53	580.81
9210 Indo Pak	439.01	-	-	150.00	-	589.01
9211 Latino	372.89	-	262.51	1,614.82	1,006.89	980.82
9217 Math	65.88	268.82	-	1,101.07	999.78	167.17
9219 Mentoring Prog	118.74	-	-	150.00	128.64	140.10
9222 NAD	304.53	-	-	-	-	304.53
9223 National Honors	9,823.94	-	860.50	2,965.00	1,245.50	11,543.44
9224 Voces	(22.17)	-	-	22.17	-	-
9225 NFLHS	981.45	600.00	606.00	800.00	606.00	1,175.45
9228 Model United Nations	2,328.59	-	-	-	-	2,328.59
9230 Orchesis	2,093.47	2,738.00	9,477.36	20,742.82	26,826.92	(3,990.63)
9231 Orchestra	(1,008.14)	-	-	225.14	1,810.72	(2,593.72)
9236 Peer Counseling	-	-	39.98	-	39.98	(39.98)
9239 Polish Club	1,205.92	-	-	-	-	1,205.92
9240 Pom Pon	15,679.79	1,250.00	2,668.08	11,622.50	25,983.97	1,318.32
9242 Psychology	56.50	-	-	-	-	56.50
9243 Culture Week	1,175.58	-	149.28	300.00	253.71	1,221.87
9250 Robotics	69.42	-	-	520.95	862.18	(271.81)
9253 SADD	(130.00)	-	-	-	-	(130.00)
9255 Scholastic Bowl	(828.57)	-	-	1,351.00	1,033.66	(511.23)
9257 Science Olympiad	1,058.57	-	-	1,063.91	934.45	1,188.03
9258 Service	11,042.47	-	683.65	10,934.65	10,647.26	11,329.86
9260 Ski	1,106.07	-	-	16,270.00	9,646.83	7,729.24
9262 Spanish	718.48	-	-	-	-	718.48
9264 Speech	(236.94)	-	-	1,807.95	1,502.58	68.43
9268 Student Council	78,551.41	-	-	27,904.02	18,626.69	87,828.74
9270 Soldier's Journey Home	83.03	-	-	13,889.00	14,649.73	(677.70)
9278 Next Generation Of Eng	771.94	-	-	-	-	771.94
9279 Variety Show	367.61	-	-	-	-	367.61
9300 Bandminton	204.09	806.00	924.52	993.90	954.52	243.47

**John Hersey High School - Student Activities Financials  
April 2025**

<b>Description</b>	<b>July 1, 2024 Beginning Balance</b>	<b>Current Revenue</b>	<b>Current Expenditure</b>	<b>Year to Date Revenue</b>	<b>Year to Date Expenditure</b>	<b>Ending Balance</b>
9301 Baseball	764.27	35,220.00	17,688.29	38,185.00	25,229.45	13,719.82
9302 Basketball Boys	(2,219.29)	-	905.32	25,646.06	7,921.10	15,505.67
9303 Basketball Girls	2,105.29	-	588.64	4,631.72	1,741.03	4,995.98
9304 Bowling	128.75	-	-	5,241.00	2,837.97	2,531.78
9306 Cheerleading	2,313.77	1,986.00	2,993.32	51,295.75	39,414.29	14,195.23
9307 Cross Country Boys	(1,485.45)	-	-	16,111.76	6,516.54	8,109.77
9308 Cross Country Girls	5,582.72	-	-	869.19	5,722.56	729.35
9310 Football	16,609.33	-	1,400.32	35,812.11	34,711.55	17,709.89
9312 Golf Boys	(338.62)	-	-	3,915.73	2,895.08	682.03
9313 Golf Girls	1,291.44	-	-	7,124.39	2,426.00	5,989.83
9314 Gymnastics Boys	40.29	-	-	(40.29)	-	-
9315 Gymnastics Girls	2,743.31	-	-	791.29	1,249.90	2,284.70
9316 Bass Fishing	801.24	-	-	300.00	-	1,101.24
9318 Soccer Boys	9,589.43	-	-	24,958.15	20,936.25	13,611.33
9319 Soccer Girls	14,554.49	453.00	2,374.00	641.83	3,561.50	11,634.82
9320 Softball	1,816.37	8,189.65	-	8,189.65	-	10,006.02
9321 Swimming Boys	5,186.62	-	49.71	4,878.95	5,295.40	4,770.17
9322 Swimming Girls	467.19	-	-	538.40	363.57	642.02
9324 Special Olympics	1,822.80	-	-	5.00	324.00	1,503.80
9325 Tennis Boys	2,550.09	-	459.99	-	1,450.71	1,099.38
9326 Tennis Girls	870.25	-	-	825.00	1,269.69	425.56
9327 Track Boys	1,798.54	-	-	2,450.00	1,540.00	2,708.54
9328 Track Girls	(939.66)	250.00	3,070.26	14,703.00	8,909.26	4,854.08
9330 Volleyball Boys	9,778.38	-	-	-	1,525.00	8,253.38
9332 Volleyball Girls	2,731.18	-	-	16,897.90	4,657.21	14,971.87
9335 Water Polo Boys	2,935.11	2,388.00	-	2,388.00	880.95	4,442.16
9336 Water Polo-Girls	2,458.24	4,400.00	1,082.95	4,880.00	2,747.38	4,590.86
9337 Wrestling	1,139.49	200.00	762.42	19,790.00	12,936.53	7,992.96
9340 Lacrosse Boys	14,955.53	100.00	7,678.23	100.00	8,539.17	6,516.36
9341 Lacrosse Girls	7,761.20	-	90.94	143.48	1,916.94	5,987.74
9350 Auto Shop	4,670.48	356.18	559.20	2,441.25	4,969.71	2,142.02

**John Hersey High School - Student Activities Financials  
April 2025**

<b>Description</b>	<b>July 1, 2024 Beginning Balance</b>	<b>Current Revenue</b>	<b>Current Expenditure</b>	<b>Year to Date Revenue</b>	<b>Year to Date Expenditure</b>	<b>Ending Balance</b>
9362 Field Trip Eng-Fine Arts	1,690.34	-	-	-	-	1,690.34
9365 Field Trip For Lang	127.55	-	62.50	-	62.50	65.05
9366 Field Trip Life Studies	61.22	-	-	-	-	61.22
9370 Field Trip Science	1,659.12	-	-	-	-	1,659.12
9371 Field Trip Social Sci	(171.13)	-	-	763.85	833.36	(240.64)
9376 Graphic Arts	304.42	-	-	-	-	304.42
9381 Life Studies Foods	793.34	-	-	-	-	793.34
9384 PE Leaders	6,009.34	-	127.84	-	127.84	5,881.50
9387 Pre School	3,750.34	125.00	-	975.00	-	4,725.34
9388 Big Game	2,429.45	-	-	1,692.24	2,127.91	1,993.78
9389 RISE	555.84	-	-	-	-	555.84
9408 Drama Production	(2,093.73)	6,386.25	5,536.38	41,103.00	36,417.59	2,591.68
9412 8th Grade Shadow Day	418.29	-	-	-	-	418.29
9420 School Garden	521.67	-	-	-	-	521.67
9453 Alumni Fund	1,361.62	-	-	-	124.49	1,237.13
9459 Bldg Enrichment	2,215.09	-	-	-	-	2,215.09
9462 Cap & Gown	(98.21)	-	-	98.21	-	-
9466 Admin Charge Fund Balance	(2,000.00)	-	-	-	-	(2,000.00)
9467 Clearing Acct	6,740.54	-	-	12,616.92	7,849.04	11,508.42
9473 Computer Rep-Supp	15.78	-	-	-	-	15.78
9474 Concessions	6,095.00	365.19	210.82	15,283.45	13,379.87	7,998.58
9503 Interest Income	8,885.79	501.41	-	5,148.17	6,885.08	7,148.88
9506 Library Fines	3,121.73	111.93	-	568.11	-	3,689.84
9507 Literary Magazine	101.50	-	-	-	-	101.50
9529 PE Activity Fund	120.86	-	-	-	-	120.86
9532 PE Uniforms	1,340.32	-	-	-	-	1,340.32
9537 Principal's Acct	1,165.72	496.01	106.99	7,584.55	5,860.74	2,889.53
9547 Retirement	(37.46)	1,715.00	-	1,855.00	500.00	1,317.54
9550 Credit Card	37,015.40	-	-	-	24,525.00	12,490.40
9554 School Store	-	3,723.06	4,525.35	34,878.80	39,121.92	(4,243.12)
9555 Other Online Credit Card	2,059.05	-	-	-	-	2,059.05

**John Hersey High School - Student Activities Financials  
April 2025**

<b>Description</b>	<b>July 1, 2024 Beginning Balance</b>	<b>Current Revenue</b>	<b>Current Expenditure</b>	<b>Year to Date Revenue</b>	<b>Year to Date Expenditure</b>	<b>Ending Balance</b>
9559 Showcase	1,016.81	-	-	-	2.83	1,013.98
9564 Staff Social Fund	1,806.82	-	7.98	-	437.99	1,368.83
9568 Student General Fund	13,389.19	25.00	45.00	21,436.82	11,214.78	23,611.23
9569 Student Services	6,655.49	190.90	-	1,562.86	1,295.35	6,923.00
9573 Parking	3,175.77	-	1,798.12	74,604.00	80,486.09	(2,706.32)
9576 Summer School	(100.00)	-	-	-	-	(100.00)
9583 Act	19,666.60	-	164.22	10,385.00	8,427.38	21,624.22
9584 AP Testing	26,654.65	-	-	175,381.00	421.79	201,613.86
9590 TDP	1,110.00	-	-	-	-	1,110.00
9595 Veterans Memorial	209.34	-	-	-	-	209.34
9609 Boys Athletics	17,453.39	2,255.00	2,163.70	26,946.02	27,340.64	17,058.77
9631 Flag Football	-	-	-	14,613.52	3,841.31	10,772.21
9633 Girls Athletics	1,625.51	-	-	-	-	1,625.51
9639 Girls Invite	29,352.59	3,352.00	3,519.06	52,729.65	48,297.71	33,784.53
9655 IHSA Events	(50.00)	-	-	-	-	(50.00)
9667 Invites	75.00	-	-	-	-	75.00
9670 Summer Camp	(4,742.60)	-	-	-	-	(4,742.60)
<b>Grand Totals</b>	<b>473,063.01</b>	<b>79,234.26</b>	<b>83,873.00</b>	<b>1,016,065.27</b>	<b>733,496.77</b>	<b>755,631.51</b>

# Township High School District 214

## Rolling Meadows High School - Student Activities Financials April 2025

Description	July 1, 2024 Beginning Balance	Current Revenue	Current Expenditure	Year to Date Revenue	Year to Date Expenditure	Ending Balance
9100 African American	505.65	-	-	1,064.97	866.63	703.99
9103 AVID	496.32	-	-	-	-	496.32
9104 Art	267.55	-	-	200.00	-	467.55
9105 Asian	782.40	-	70.50	65.00	397.79	449.61
9106 Athletic Trainer	25.70	250.00	-	516.00	118.39	423.31
9113 Baseball	3,014.00	7,456.25	136.72	8,141.25	5,811.23	5,344.02
9120 Book Club	733.01	-	-	200.00	30.95	902.06
9122 Chess	-	-	-	222.72	-	222.72
9125 Choral Music	542.14	-	-	3,057.00	2,191.60	1,407.54
9131 English NHS	(79.01)	-	-	79.01	-	-
9137 Class of 2017	(4,169.53)	-	-	1,270.30	606.95	(3,506.18)
9138 Class of 2018	212.90	-	-	1,164.87	11.99	1,365.78
9140 Class of 2020	-	-	-	200.00	-	200.00
9141 Class of 2021	-	-	-	212.85	(137.71)	350.56
9144 Class of 2024	2,513.81	1,550.00	-	5,636.19	6,600.00	1,550.00
9145 Class of 2025	16,152.01	-	-	1,578.79	8,504.86	9,225.94
9146 Class of 2016	25,535.83	-	11,516.08	1,971.60	14,745.51	12,761.92
9151 CLS	1,426.34	-	-	-	-	1,426.34
9155 Cricket	16.98	788.00	-	788.00	16.98	788.00
9158 Debate	17,767.70	-	-	-	282.96	17,484.74
9159 DECA	211.99	2,320.00	2,016.50	6,605.00	7,804.00	(987.01)
9162 Drama	-	-	-	77.25	77.25	-
9169 ESL	1,014.15	-	-	-	-	1,014.15
9174 FCCLA	575.45	380.00	-	805.00	547.00	833.45
9175 Feminism	385.37	-	-	-	79.21	306.16
9176 Film Production	175.36	-	-	175.00	-	350.36
9178 French	1,670.00	-	44.00	460.00	650.70	1,479.30
9180 Educators Rising	1,256.90	-	220.00	572.98	220.00	1,609.88

**Rolling Meadows High School - Student Activities Financials**  
**April 2025**

<b>Description</b>	<b>July 1, 2024 Beginning Balance</b>	<b>Current Revenue</b>	<b>Current Expenditure</b>	<b>Year to Date Revenue</b>	<b>Year to Date Expenditure</b>	<b>Ending Balance</b>
9185 Graphic Club	7,543.69	2,638.00	4,579.08	22,626.71	17,643.33	12,527.07
9186 GSA	1,081.44	133.00	68.62	343.00	640.67	783.77
9188 Future Farmers Of America	1,149.53	284.43	2,945.25	4,882.19	8,729.64	(2,697.92)
9189 Health Awareness	249.99	-	-	190.00	39.66	400.33
9195 Instrumental Mus	1,349.34	-	574.61	3,810.00	4,720.91	438.43
9198 Italian	980.06	-	-	2,339.06	2,808.69	510.43
9205 Mock Trail	(616.52)	-	274.92	200.00	(486.56)	70.04
9206 Manufacturing	13,608.79	-	70.40	3,878.29	7,043.31	10,443.77
9208 Meadow Lane Closet	1,642.83	-	-	175.00	83.00	1,734.83
9211 Latino	738.90	-	44.95	1,769.20	251.82	2,256.28
9217 Math	576.94	-	468.97	627.49	690.98	513.45
9220 Multicultural	227.00	-	-	-	-	227.00
9221 Musical	12,599.70	-	2,509.33	3,572.14	2,509.33	13,662.51
9223 National Honors	3,022.25	-	73.08	2,230.11	1,336.61	3,915.75
9228 Model United Nations	(2,651.25)	62.50	-	1,748.80	-	(902.45)
9230 Orchestis	16,326.56	720.00	436.90	32,467.20	30,889.83	17,903.93
9231 Orchestra	1,270.42	60.00	-	2,598.25	3,501.04	367.63
9235 Mustang Pals	549.99	-	-	-	-	549.99
9239 Polish Club	224.77	52.11	-	406.63	205.87	425.53
9240 Pom Pon	(10,098.89)	534.00	384.92	13,624.00	6,641.22	(3,116.11)
9253 SADD	-	-	-	200.00	-	200.00
9255 Scholastic Bowl	514.93	-	-	442.00	756.39	200.54
9258 Service	1,188.00	-	157.86	360.23	816.60	731.63
9260 Ski	1,832.98	408.84	-	9,812.41	10,540.31	1,105.08
9262 Spanish	3,040.80	-	-	3,807.25	4,990.50	1,857.55
9264 Speech	(4,529.78)	-	250.00	6,192.50	2,917.79	(1,255.07)
9267 Student Activities	(339.60)	-	-	479.60	580.00	(440.00)
9268 Student Council	18,802.31	-	756.19	19,500.22	31,876.57	6,425.96
9277 The Stampede	(717.02)	165.00	-	13,101.00	10,882.63	1,501.35
9300 Bandminton	2,579.97	82.77	-	158.82	-	2,738.79
9302 Basketball Boys	(265.43)	-	269.17	18,568.05	15,734.49	2,568.13

**Rolling Meadows High School - Student Activities Financials**  
**April 2025**

<b>Description</b>	<b>July 1, 2024 Beginning Balance</b>	<b>Current Revenue</b>	<b>Current Expenditure</b>	<b>Year to Date Revenue</b>	<b>Year to Date Expenditure</b>	<b>Ending Balance</b>
9303 Basketball Girls	5,465.55	-	38.70	12,151.04	11,004.12	6,612.47
9304 Bowling	1,366.72	-	-	1,331.15	1,315.99	1,381.88
9306 Cheerleading	31,103.44	19,144.37	3,087.50	36,339.37	37,572.80	29,870.01
9307 Cross Country Boys	1,126.37	-	-	127.00	514.16	739.21
9308 Cross Country Girls	369.46	-	-	91.00	423.73	36.73
9310 Football	(54,661.42)	-	3,117.10	76,334.35	21,439.03	233.90
9312 Golf Boys	7,565.36	-	-	4,708.44	7,062.15	5,211.65
9313 Golf Girls	1,904.57	-	-	4,758.75	3,323.08	3,340.24
9314 Gymnastics Boys	(28.36)	-	-	28.36	-	-
9315 Gymnastics Girls	(234.42)	-	-	602.05	359.63	8.00
9316 Bass Fishing	8,602.69	-	267.80	791.00	267.80	9,125.89
9318 Soccer Boys	733.18	630.00	-	11,694.25	7,084.14	5,343.29
9319 Soccer Girls	7,428.90	3,702.50	-	4,618.50	5,473.40	6,574.00
9320 Softball	3,632.20	7,474.65	1,090.78	8,986.65	6,451.02	6,167.83
9321 Swimming Boys	2,117.55	1,359.57	-	2,298.57	1,702.87	2,713.25
9322 Swimming Girls	(38.19)	-	-	1,570.89	1,580.70	(48.00)
9325 Tennis Boys	2,035.17	-	-	-	81.70	1,953.47
9326 Tennis Girls	7,544.46	-	-	1,325.95	2,692.73	6,177.68
9327 Track Boys	3,630.59	341.67	277.20	903.95	2,336.42	2,198.12
9328 Track Girls	1,060.64	-	1,438.78	8,200.00	2,664.04	6,596.60
9330 Volleyball Boys	173.55	6,994.50	1,690.01	6,994.50	2,450.01	4,718.04
9332 Volleyball Girls	5,217.05	-	104.99	6,348.85	5,392.88	6,173.02
9335 Water Polo Boys	(28.84)	-	-	-	-	(28.84)
9336 Water Polo-Girls	1,881.64	112.54	787.79	112.54	787.79	1,206.39
9337 Wrestling	5,249.52	-	259.00	5,064.75	2,165.73	8,148.54
9340 Lacrosse Boys	8,985.28	60.00	1,684.43	60.00	3,585.61	5,459.67
9341 Lacrosse Girls	67.43	-	236.36	54.50	358.29	(236.36)
9350 Auto Shop	923.86	701.99	1,091.99	6,160.65	5,541.39	1,543.12
9352 Brewhaha	4,843.83	246.45	211.41	1,949.31	1,585.30	5,207.84
9358 Entrepreneurship-CTE	-	-	205.00	-	376.25	(376.25)
9361 Field Trip Btls	430.70	-	-	176.00	213.00	393.70

**Rolling Meadows High School - Student Activities Financials**  
**April 2025**

<b>Description</b>	<b>July 1, 2024 Beginning Balance</b>	<b>Current Revenue</b>	<b>Current Expenditure</b>	<b>Year to Date Revenue</b>	<b>Year to Date Expenditure</b>	<b>Ending Balance</b>
9362 Field Trip Eng-Fine Arts	382.12	-	-	-	240.73	141.39
9367 Field Trip Math-Science	2,530.67	-	-	1,411.00	1,392.27	2,549.40
9372 Field Trip SS	(59.12)	2,500.00	-	3,088.97	529.85	2,500.00
9381 Life Studies Foods	2,568.22	320.00	659.61	4,490.00	4,243.47	2,814.75
9384 PE Leaders	150.63	-	-	320.00	-	470.63
9385 Photography	228.18	-	-	-	-	228.18
9387 Pre School	126.32	-	-	2,550.00	-	2,676.32
9394 Woods	530.00	-	-	-	-	530.00
9408 Drama Production	9,561.11	-	104.99	16,110.12	12,735.83	12,935.40
9429 Variety Show	11,780.73	-	-	7,859.53	11,005.70	8,634.56
9450 Hypno	2,593.53	-	250.00	250.00	775.00	2,068.53
9452 CWT Work Program	51.64	-	-	-	-	51.64
9455 Asmt Center	5,871.09	-	813.70	-	2,718.48	3,152.61
9456 Athletics	6,806.15	-	-	25,222.73	32,028.88	-
9462 Cap & Gown	15,734.36	-	-	-	1,457.48	14,276.88
9466 Admin Charge Fund Balance	(2,000.00)	-	-	-	-	(2,000.00)
9474 Concessions	1,880.57	1,111.55	2,692.82	25,744.65	21,383.80	6,241.42
9477 Deans	1,242.76	20.00	-	150.00	743.37	649.39
9485 Fee Waiver	1,696.63	-	-	-	-	1,696.63
9491 Fine Arts	148.66	-	-	-	48.99	99.67
9503 Interest Income	22,611.31	334.04	-	3,740.65	10,674.08	15,677.88
9506 Library Fines	9,759.16	228.69	215.32	566.61	177.32	10,148.45
9509 Madrigal Dinner	(251.43)	-	-	11,145.00	10,170.47	723.10
9531 PE Rental Fund	991.59	-	248.49	423.00	1,354.59	60.00
9532 PE Uniforms	1,566.38	-	150.00	-	1,313.54	252.84
9533 Positive Behavior Intervention	5,351.05	-	-	-	-	5,351.05
9537 Principal's Acct	4,420.24	694.41	323.53	4,172.93	4,519.53	4,073.64
9551 School Newspaper	-	-	-	175.00	84.88	90.12
9554 School Store	6,944.40	1,233.42	234.73	32,439.95	29,437.08	9,947.27
9564 Staff Social Fund	2,014.12	-	-	200.00	200.00	2,014.12
9569 Student Services	6,783.03	180.90	202.86	1,682.86	3,183.42	5,282.47

**Rolling Meadows High School - Student Activities Financials  
April 2025**

<b>Description</b>	<b>July 1, 2024 Beginning Balance</b>	<b>Current Revenue</b>	<b>Current Expenditure</b>	<b>Year to Date Revenue</b>	<b>Year to Date Expenditure</b>	<b>Ending Balance</b>
9573 Parking	59,922.79	-	136.33	30,020.00	69,801.98	20,140.81
9583 Act	4,038.60	-	-	1,710.00	1,612.94	4,135.66
9584 AP Testing	(2,811.92)	-	-	120,405.00	659.16	116,933.92
9631 Flag Football	-	-	-	3,697.31	292.19	3,405.12
9655 IHSA Events	(3,935.78)	13,869.29	1,400.97	42,174.16	36,407.66	1,830.72
9672 Tournaments	6,835.31	4,791.00	36,897.49	99,625.05	95,123.51	11,336.85
<b>Grand Totals</b>	<b>387,447.30</b>	<b>83,936.44</b>	<b>87,787.73</b>	<b>848,330.82</b>	<b>705,892.88</b>	<b>529,885.24</b>

# Township High School District 214

## Buffalo Grove High School - Student Activities Financials April 2025

Description	July 1, 2024 Beginning Balance	Current Revenue	Current Expenditure	Year to Date Revenue	Year to Date Expenditure	Ending Balance
9104 Art	4,437.14	239.00	61.16	1,078.00	1,256.16	4,258.98
9110 Aquarium Club	590.37	-	-	-	73.88	516.49
9111 Band Jazz	1,189.49	500.00	870.80	8,197.84	8,856.77	530.56
9114 Spirit-Pep Club	(2,516.87)	-	20.00	20,704.46	25,790.67	(7,603.08)
9119 Student Care Club	1,107.98	-	-	-	-	1,107.98
9121 Bison Grounds Coffee Cart	4,768.46	306.03	-	3,768.46	1,018.78	7,518.14
9122 Chess	(123.81)	-	-	1,286.11	202.70	959.60
9125 Choral Music	221.96	-	-	2,636.71	3,578.28	(719.61)
9137 Class of 2017	(717.35)	-	-	4,956.96	3,752.71	486.90
9138 Class of 2018	(2,000.00)	33.99	249.55	6,817.85	5,060.12	(242.27)
9143 Class of 2023	(1,427.77)	-	-	-	-	(1,427.77)
9144 Class of 2024	790.84	-	-	-	21.99	768.85
9145 Class of 2025	748.27	-	39.79	3,158.50	2,662.13	1,244.64
9146 Class of 2016	1,118.38	23,179.00	4,535.00	27,595.86	9,630.51	19,083.73
9149 Elevate	1,664.01	-	-	-	-	1,664.01
9151 CLS	-	217.98	-	269.98	-	269.98
9158 Debate	5.96	-	-	-	-	5.96
9159 DECA	5,912.02	-	-	5,390.00	6,527.00	4,775.02
9165 Dance Club	961.37	-	-	-	-	961.37
9168 Environmental	1,431.82	-	-	300.00	185.40	1,546.42
9171 Ebony Club	239.88	-	-	300.00	239.88	300.00
9175 Feminism	46.90	-	-	-	-	46.90
9178 French	4.59	-	-	2,510.51	3,156.61	(641.51)
9180 Educators Rising	190.76	-	-	300.00	112.34	378.42
9183 German	6,475.27	-	-	3,281.00	3,174.75	6,581.52
9184 Greek	418.72	-	145.00	-	145.00	273.72
9186 GSA	625.36	-	4.75	250.00	417.67	457.69
9187 Games Club	858.16	-	-	-	-	858.16

**Buffalo Grove High School - Student Activities Financials**  
**April 2025**

<b>Description</b>	<b>July 1, 2024 Beginning Balance</b>	<b>Current Revenue</b>	<b>Current Expenditure</b>	<b>Year to Date Revenue</b>	<b>Year to Date Expenditure</b>	<b>Ending Balance</b>
9188 Future Farmers Of America	773.66	-	-	752.84	654.42	872.08
9189 Health Awareness	1,113.97	-	-	1,485.56	2,244.38	355.15
9195 Instrumental Mus	1,124.17	-	-	-	-	1,124.17
9196 Interact	682.32	-	112.48	600.00	296.11	986.21
9211 Latino	1,141.32	-	-	800.00	290.21	1,651.11
9217 Math	1,745.29	-	100.95	300.00	404.02	1,641.27
9220 Multicultural	1,943.54	-	-	-	-	1,943.54
9223 National Honors	282.82	225.00	-	225.00	-	507.82
9228 Model United Nations	5,202.33	-	48.00	6,132.25	3,484.00	7,850.58
9230 Orchestis	9,981.52	-	4,382.75	29,942.53	24,159.77	15,764.28
9231 Orchestra	1,658.00	-	-	1,392.00	1,033.80	2,016.20
9236 Peer Counseling	-	-	-	100.00	-	100.00
9240 Pom Pon	5,135.57	-	-	5,559.50	4,247.79	6,447.28
9241 Jewish Students Club	-	20.00	698.40	1,273.00	2,646.38	(1,373.38)
9245 Red Cross Club	367.11	-	-	555.00	95.00	827.11
9253 SADD	428.62	-	-	-	-	428.62
9256 School Store	1,004.69	-	-	-	-	1,004.69
9257 Science Olympiad	323.54	-	108.21	1,095.00	1,873.17	(454.63)
9263 Spanish Honor Society	658.02	-	-	-	26.28	631.74
9264 Speech	(731.24)	-	-	784.00	224.93	(172.17)
9268 Student Council	4,723.57	-	449.12	6,775.23	7,685.91	3,812.89
9285 UNICEF Club	70.76	-	-	-	-	70.76
9305 Cheer Competition	5,650.06	2,550.00	-	35,305.00	36,976.59	3,978.47
9306 Cheerleading	4,791.37	7,839.00	15,754.49	161,454.72	166,148.32	97.77
9307 Cross Country Boys	5,988.96	-	-	2,365.00	4,291.83	4,062.13
9308 Cross Country Girls	34.17	-	-	3,158.70	1,338.97	1,853.90
9315 Gymnastics Girls	2,855.31	-	257.00	526.00	2,668.89	712.42
9316 Bass Fishing	940.65	220.00	184.50	919.00	1,140.15	719.50
9325 Tennis Boys	647.22	472.00	163.58	1,272.00	533.58	1,385.64
9326 Tennis Girls	1,315.06	-	-	4,150.00	875.73	4,589.33
9335 Water Polo Boys	55.00	485.00	1,716.00	3,228.00	1,773.50	1,509.50

**Buffalo Grove High School - Student Activities Financials**  
**April 2025**

<b>Description</b>	<b>July 1, 2024 Beginning Balance</b>	<b>Current Revenue</b>	<b>Current Expenditure</b>	<b>Year to Date Revenue</b>	<b>Year to Date Expenditure</b>	<b>Ending Balance</b>
9336 Water Polo-Girls	-	-	-	-	157.54	(157.54)
9339 Competitive Dance	2,720.00	-	-	4,512.00	13,352.40	(6,120.40)
9340 Lacrosse Boys	(1,836.87)	6,268.45	-	6,268.45	1,883.66	2,547.92
9341 Lacrosse Girls	2,500.63	1,120.00	1,164.19	1,120.00	1,416.19	2,204.44
9350 Auto Shop	1,927.57	-	-	2,770.00	70.00	4,627.57
9358 Entrepreneurship-CTE	1,214.77	-	-	-	-	1,214.77
9361 Field Trip Btls	51.19	-	-	-	-	51.19
9362 Field Trip Eng-Fine Arts	151.74	-	-	-	-	151.74
9369 Field Trip PE-Health	100.14	-	-	-	-	100.14
9370 Field Trip Science	(1,266.99)	-	-	910.10	416.13	(773.02)
9371 Field Trip Social Sci	172.97	301.00	680.06	1,194.00	1,535.38	(168.41)
9373 Field Trip Stdt Serv	(206.98)	-	-	-	-	(206.98)
9374 Field Trip Smr Schl	629.91	-	-	-	-	629.91
9376 Graphic Arts	7,358.92	-	462.15	231.00	1,504.71	6,085.21
9378 IHSA-Scholastic	1,129.75	-	-	1,050.00	900.00	1,279.75
9379 Industrial Tech	3,045.22	-	-	946.42	1,123.21	2,868.43
9381 Life Studies Foods	1,618.65	-	-	910.37	-	2,529.02
9385 Photography	6,273.61	411.00	719.95	751.00	1,177.88	5,846.73
9387 Pre School	214,013.37	-	(28.84)	-	142,147.07	71,866.30
9401 Arts Unlimited	4.87	-	-	100.00	-	104.87
9404 Art Gallery	908.46	-	-	-	-	908.46
9407 Drama	4,072.64	315.00	106.17	8,900.00	13,187.86	(215.22)
9408 Drama Production	4,775.96	-	-	2,617.22	2,616.82	4,776.36
9409 Drama Prod 2	185.15	-	44.46	2,431.48	1,896.23	720.40
9417 Musical	(1,078.45)	12,027.00	2,671.61	13,017.00	14,064.30	(2,125.75)
9421 Student & Staff	12,899.71	-	-	-	-	12,899.71
9422 Student Fest	-	581.91	-	7,849.32	5,359.34	2,489.98
9423 Student General Fund	2,250.40	-	50.00	6,044.18	8,919.84	(625.26)
9430 Vienna Exchange	9.87	-	-	-	-	9.87
9455 Asmt Center	2,555.27	-	-	-	28.89	2,526.38
9462 Cap & Gown	600.13	-	-	-	-	600.13

**Buffalo Grove High School - Student Activities Financials**  
**April 2025**

<b>Description</b>	<b>July 1, 2024 Beginning Balance</b>	<b>Current Revenue</b>	<b>Current Expenditure</b>	<b>Year to Date Revenue</b>	<b>Year to Date Expenditure</b>	<b>Ending Balance</b>
9466 Admin Charge Fund Balance	(2,000.00)	-	-	-	-	(2,000.00)
9473 Computer Rep-Supp	61.62	-	-	-	-	61.62
9474 Concessions	-	1,548.29	939.73	52,144.86	51,807.00	337.86
9492 Fitness Center	539.79	-	-	-	-	539.79
9502 ID Pictures	1,381.99	15.00	-	225.00	-	1,606.99
9503 Interest Income	1,506.86	355.58	-	4,534.26	-	6,041.12
9506 Library Fines	2,806.35	297.96	205.92	992.02	1,322.56	2,475.81
9511 Math	2,074.45	-	-	-	-	2,074.45
9513 Media	11,230.22	95.00	394.88	95.00	494.88	10,830.34
9526 Outreach	(62.53)	200.00	-	3,454.91	497.95	2,894.43
9530 PE Locks	1,432.05	-	-	-	-	1,432.05
9532 PE Uniforms	1,112.63	-	-	-	-	1,112.63
9537 Principal's Acct	324.55	-	125.59	385.06	1,344.51	(634.90)
9545 Registration & Fees	18.00	-	-	-	-	18.00
9547 Retirement	113.15	214.14	57.43	214.14	1,042.93	(715.64)
9551 School Newspaper	70.27	-	-	-	-	70.27
9552 Redefining Ready!	2,194.09	-	-	1,538.11	1,600.00	2,132.20
9564 Staff Social Fund	54.49	-	-	-	-	54.49
9565 Online Theater Tickets	(1,803.06)	-	-	-	-	(1,803.06)
9572 Student Support	3,169.88	-	-	771.08	224.82	3,716.14
9573 Parking	25,313.08	130.00	-	62,859.50	39,425.64	48,746.94
9576 Summer School	20.00	-	-	-	-	20.00
9583 Act	17,144.36	-	-	2,160.00	1,272.50	18,031.86
9584 AP Testing	10,347.73	120.00	-	130,214.00	177.00	140,384.73
9588 Transcripts	3,177.88	160.90	-	1,532.86	-	4,710.74
9597 Yearbooks	-	-	-	150.00	-	150.00
9600 Athletic	(12,946.26)	22,193.14	2,766.50	113,501.40	71,101.43	29,453.71
9603 Badminton	915.33	915.00	1,222.06	4,065.00	2,624.32	2,356.01
9604 Baseball-Caps	(2,779.53)	10,100.40	5,730.92	57,805.45	55,972.46	(946.54)
9611 Boys Bkb Invite	3,914.64	-	745.08	30,810.05	15,813.32	18,911.37
9614 Boys Golf Invite	(2,349.69)	1,166.00	-	11,016.00	7,984.57	681.74

**Buffalo Grove High School - Student Activities Financials**  
**April 2025**

<b>Description</b>	<b>July 1, 2024 Beginning Balance</b>	<b>Current Revenue</b>	<b>Current Expenditure</b>	<b>Year to Date Revenue</b>	<b>Year to Date Expenditure</b>	<b>Ending Balance</b>
9619 Boys Soccer Trn	3,664.36	-	-	1,264.18	1,888.00	3,040.54
9620 Boys Swim Invite	10,517.20	-	719.50	8,465.00	10,162.99	8,819.21
9622 Boys Track Invite	10,040.47	2,787.00	474.00	6,614.00	4,014.41	12,640.06
9623 Boys VB Invite	726.49	300.00	1,668.00	2,839.00	1,668.00	1,897.49
9625 Wrestling Big Sky	-	-	-	2,010.00	3,816.26	(1,806.26)
9626 Wrstlng Rex Lewis	10,360.65	-	149.49	18,815.20	15,191.07	13,984.78
9627 Clearing Acct	267.41	-	57.02	-	57.02	210.39
9628 Clothing	1,059.48	-	-	-	-	1,059.48
9630 Football	24,202.13	345.00	1,560.00	4,740.00	32,447.85	(3,505.72)
9631 Flag Football	-	-	-	4,160.80	-	4,160.80
9634 Basketball Trn Girls	4,840.66	-	648.20	11,116.55	14,463.82	1,493.39
9635 Girls Bowling	5,626.57	325.00	367.92	1,875.00	1,380.83	6,120.74
9638 Girls Golf Invite	(2,015.52)	-	-	960.00	2,107.53	(3,163.05)
9645 Girls Soccer Invite	4,820.80	-	-	-	-	4,820.80
9646 Girls Softball Invite	2,218.59	738.18	1,243.00	863.18	1,354.66	1,727.11
9647 Girls Swimming	877.59	190.00	-	7,325.60	9,032.76	(829.57)
9648 Girls Tennis	-	-	-	36.00	1,249.82	(1,213.82)
9649 Girls Track	4,705.88	9,396.95	688.02	11,496.95	2,041.14	14,161.69
9650 Girls Volleyball	4,539.02	-	171.90	2,650.00	3,706.01	3,483.01
9651 IHSA Badminton	(468.00)	-	-	-	-	(468.00)
9652 Boys IHSA Bkb	-	-	-	-	3,607.75	(3,607.75)
9653 IHSA Girls Bkb	-	-	-	65.00	65.00	-
9664 IHSA St Hosted Comp	17,362.15	-	-	-	17,362.15	-
<b>Grand Totals</b>	<b>524,039.17</b>	<b>108,904.90</b>	<b>55,706.44</b>	<b>988,340.27</b>	<b>931,057.49</b>	<b>581,321.95</b>



**High School District 214**  
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847-718-7600 | [www.d214.org](http://www.d214.org)

**Dr. Scott Rowe**  
Superintendent

Date: June 26, 2025

To: Board of Education

From: Tim Keeley, Associate Superintendent of Business Services

Re: Action - Transfer of Funds from Operational and Maintenance Fund to Capital Projects Fund

### **Background**

Section 100.50(d)(2) of the Illinois State Board of Education's Requirements for Accounting, Budgeting, Financial Reporting, and Auditing authorizes the Board of Education to approve permanent transfers of funds between the Operations and Maintenance and Capital Projects Funds.

### **Executive Summary**

Annually, prior to the close of the Fiscal year, the Administration reviews the balance of the Capital Projects Fund and recommends to the Board a transfer of adequate fund balances from other funds to ensure a positive balance in all funds and to fund outstanding capital improvement obligations related to current project work. The attached resolution will meet this goal and provide for adequate funding to begin the new fiscal year with a positive balance in the Capital Projects Fund.

### **Recommendation**

That the Board of Education approve the Resolution for Transferring Funds from the Operations and Maintenance Fund to the Capital Projects Fund.

RESOLUTION FOR TRANSFERRING FUNDS FROM  
THE OPERATIONS AND MAINTENANCE FUND TO THE CAPITAL  
PROJECTS FUND OF TOWNSHIP HIGH SCHOOL DISTRICT 214  
COOK COUNTY, ILLINOIS

\* \* \*

WHEREAS, Title 23 of the Illinois Administrative Code Part 100 of the Illinois State Board of Education's Requirements for Accounting, Budgeting, Financial Reporting, and Auditing, 23 IL Admin. Code 100 et seq., establishes requirements for school districts' budgets and accounts as required by Section 2-3.27 of the School Code;

WHEREAS, Section 100.50(d)(2) of Title 23 of the Illinois Administrative Code requires school districts to transfer money to the Capital Projects Fund (Fund 60) for a capital project or acquisition;

WHEREAS, the Board of Education (the "Board") of Township High School District 214, Cook County, Illinois (the "District") desires to remain in compliance with generally accepted accounting principles and those requirements set forth in the State's regulations;

And

WHEREAS, the Board has determined that it is in the best interest of the District to direct the School Treasurer to transfer certain funds from the Operations & Maintenance Fund (Fund 20) to the Capital Projects Fund (Fund 60) to provide funds pledged to pay for capital projects and acquisitions and moneys with which to meet those expenses properly accounted for and made from the Capital Projects Fund (Fund 60) pursuant to the State's Regulations.

NOW THEREFORE, be it resolved by the Board of Education of Township High School District 214 as follows:

1. Incorporation of preambles. All of the recitals contained in the above preambles to this Resolution are incorporated herein by reference.

2. Transfer to Capital Projects Fund. The School Treasurer of the District is hereby further authorized and directed to make a permanent transfer, pursuant to Section 100.50(d)(2) of Title 23 of the Illinois Administrative Code, in an amount not to exceed Thirteen Million Dollars and No/100 Dollars (\$13,000,000.00) from the District's Operations & Maintenance Fund (Fund 20) to the District's Capital Projects Fund (Fund 60), such transfer to be made effective immediately upon passage of this Resolution.
3. Severability. In the event any provision or provisions of this Resolution shall be held to be invalid or unenforceable for any reason, such invalidity or unenforceability shall not affect any of the remaining provisions hereof.
4. Effective Date. All other resolutions or parts of resolutions in conflict with this Resolution are hereby repealed and this Resolution shall take effect June 26, 2025.

ADOPTED upon the following roll call vote:

AYES: \_\_\_\_\_

NAYS: \_\_\_\_\_

ABSENT: \_\_\_\_\_

\_\_\_\_\_  
PRESIDENT, Board of Education  
Township High School District 214

ATTEST: \_\_\_\_\_

Vice President, Board of Education  
Township High School District 214

Dated: June 26, 2025



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**Dr. Scott Rowe**  
Superintendent

Date: June 26, 2025  
To: Board of Education  
From: Business Services Department  
Re: Appointment of District Activity Fund Signatories

### **BACKGROUND**

The associate superintendent for business services, and the director of business services, are authorized to sign for activity fund checks and investments. The principal and two associate principals are authorized to sign checks for each building's activity fund.

### **ADMINISTRATIVE CONSIDERATIONS**

Due to personnel changes, there is a need to update the authorized activity fund signatories for the district.

### **RECOMMENDED ACTION:**

That the Board of Education approve the designation of the following persons as authorized signatories of activity checks effective July 1, 2025, and direct that appropriate bonding be acquired:

Buffalo Justin M. Attaway, Associate Superintendent for Business Services  
Grove High Michael L. Souza, Director of Business Services  
School Jeffrey Wardle, Principal  
Jeffrey Bott, Associate Principal  
Jack O'Neal, Associate Principal

Elk Grove Justin M. Attaway, Associate Superintendent for Business Services  
High Michael L. Souza, Director of Business Services  
School Paul Kelly, Principal  
Jacquelyn Randall, Associate Principal  
Steve Kolodziej, Associate Principal

John Justin M. Attaway, Associate Superintendent for Business Services  
Hersey Michael L. Souza, Director of Business Services  
High Heath McFaul, Principal  
School Ronald C. Kiobassa, Associate Principal  
Tina Athanasopoulos, Associate Principal

Prospect High School Justin M. Attaway, Associate Superintendent for Business Services  
Michael L. Souza, Director of Business Services  
Gregory Minter, Principal  
Frank Mirandola, Associate Principal  
Jenna Samp, Associate Principal

Rolling Meadows High School Justin M. Attaway, Associate Superintendent for Business Services  
Michael L. Souza, Director of Business Services  
Megan Kelly, Principal  
Scott Scholten, Associate Principal  
Michelle Brehmer, Associate Principal

Wheeling High School Justin M. Attaway, Associate Superintendent for Business Services  
Michael L. Souza, Director of Business Services  
Angela Hawkins, Principal  
Donald Rowley, Associate Principal  
Stephanie Spiewak, Associate Principal

District Justin M. Attaway, Associate Superintendent for Business Services  
Michael L. Souza, Director of Business Services  
Christopher Uhle, Director for Administrative Services



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**Dr. Scott Rowe**  
Superintendent

Date: June 26, 2025  
To: Board of Education  
From: Business Services Department  
Re: Insurance Cooperative Program - Designation of District Representative

### **BACKGROUND INFORMATION**

The district is a member of the Secondary School Cooperative Risk Management Program (SSCRMP) for self-insured property and casualty insurance coverage. The other members of the program are the following school districts: Leyden 212, Maine 207, Palatine 211, and Glenbrook 225. SSCRMP By-Laws call for each district to appoint a person to represent that body on the Board of Directors along with another person to serve as an alternate representative.

### **ADMINISTRATIVE CONSIDERATIONS**

Due to personnel changes, SSCRMP necessitates the designation of new officers. The associate superintendent for business services is the district's representative to SSCRMP, with the Director of Business Services as the district's alternate representative. The Board approved Justin M. Attaway as the Associate Superintendent of Business Services on February 13, 2025 and Michael L. Souza as the Director of Business Services on April 10, 2025.

### **RECOMMENDED ACTION**

That the Board of Education appoint Justin M. Attaway as the district's representative to SSCRMP and Michael L. Souza as the district's alternate representative to SSCRMP.



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**Dr. Scott Rowe**  
Superintendent

Date: June 26, 2025  
To: Board of Education  
From: Business Service Department  
Re: Appointment of District Imprest Fund Signatory

### **BACKGROUND INFORMATION**

Presently, the Director of Business Services, the Associate Superintendent for Human Resources, and the Associate Superintendent for Business Services are authorized to sign District Imprest Fund checks.

### **ADMINISTRATIVE CONSIDERATIONS**

With recent position and personnel changes, we are updating District signatories for imprest fund checks to Justin M. Attaway, Associate Superintendent of Business Services; Kate Kraft, Deputy Superintendent; and Michael L. Souza as Director of Business Services.

### **RECOMMENDED ACTION**

That the Board of Education approve the designation of Justin M. Attaway, Kate Kraft, and Michael L. Souza as authorized signatories of District Imprest Fund checks effective July 1, 2025, and that the appropriate bonding be acquired.



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**Dr. Scott Rowe**  
Superintendent

Date: June 26, 2025  
To: Board of Education  
From: Business Services Department  
Re: Treasury Services Resolution - Appointment of Officers

### **BACKGROUND INFORMATION**

Township High School District 214 provides the treasury function for the Wheeling Township Schools treasury, which includes Districts 214, 23, 25, 26, and N.S.S.E.O. The treasury's current banking agreement is with BMO Harris Bank.

### **ADMINISTRATIVE CONSIDERATIONS**

Section 8-7 of the Illinois School Code states that the Board of Education must approve depositories to be lawful custodians of its funds and brokers/dealers and intermediaries to assist in investing these funds. School Treasurers are authorized to enter into agreements of any definite or indefinite term regarding the deposit, redeposit, investment, reinvestment, or withdrawal of school funds. The School Treasurer reviews banking institutions or intermediaries as shown on the approved brokers/dealers list.

The Board of Education is required to name a treasurer for each required two-year term. It is recommended to update the Treasurer Resolution at this time.

### **RECOMMENDED ACTION**

That the Board of Education approve the attached resolution naming Justin M. Attaway, treasurer, and Michael L. Souza, assistant treasurer, for the term commencing July 1, 2025, and ending on July 1, 2027, and naming depositories as custodians of funds and brokers/dealers and intermediaries to assist in the investment of funds.

**RESOLUTION**

WHEREAS, Section 5-1 of the Illinois School Code provides that each elementary school district and high school district that is subject to the authority and jurisdiction of the offices of the Township Treasurer and Trustees of Schools, which offices have been abolished by operation of this Section, shall appoint its own Treasurer, for a two-year term beginning and ending on the first day of July, as provided by 105 ILCS 5/8-1(c) of the School Code; and

WHEREAS, the duties and obligations of the Treasurer are established and governed by the School Code and other Illinois statutory and regulatory authorities; and

WHEREAS, the individuals presented for appointment to the position of Treasurer and Assistant Treasurer of this School District meet the necessary qualifications for appointment to such positions;

NOW THEREFORE, BE IT RESOLVED by the Board of Education of School District 214, Cook County, Illinois, as follows:

Section 1. That the Board of Education hereby finds and determines that all of the recitals in the preambles to this Resolution are full, true, and correct and does hereby incorporate them into this Resolution by reference.

Section 2. That the Board of Education hereby appoints Justin M. Attaway to the position of Treasurer of this School District for a term commencing on July 1, 2025, and ending on July 1, 2027, at a compensation of \$1.00 annually.

Section 3. That the Board of Education hereby appoints Michael L. Souza to the position of Assistant Treasurer of this School District for a term commencing on July 1, 2025, and ending on July 1, 2027, at a compensation of \$1.00 annually.

Section 4. That all other resolutions or parts of resolutions in conflict herewith be, and the same hereby are, repealed and this Resolution shall be in full force and effect immediately and forthwith upon passage.

Section 5. That the Treasurer shall make use of investments that are legal under the Illinois revised statutes (as listed in the procedural manual).

Section 6. That the Treasurer and Assistant Treasurer are authorized, and the Board requests that they secure any surety and/or performance bonds as are necessary under the law, at the expense of the District.

Section 7. That monies of this unit of local government may be invested at the discretion of its Treasurer or those acting on behalf of the Treasurer through an approved intermediary on the attached Brokers/Dealers list.

Section 8. That the Treasurer and Assistant Treasurer are authorized to sign and approve all checks, electronic payments, and tax payments for this School District; checks in excess of \$500,000 must be countersigned.

Section 9. That the Treasurer and Assistant Treasurer may sign any and all resolutions, agreements, and documents as are necessary to open any accounts as if they had been presented to the Board.

Section 10. That this resolution applies to the successors of the Treasurer and Assistant Treasurer, and in the situation of change of personnel, a new resolution need not be presented or posted.

ADOPTED upon the following vote:

AYES:

\_\_\_\_\_  
NAYES:

\_\_\_\_\_  
ABSENT:

\_\_\_\_\_  
President, Board of Education  
Township High School District 214

ATTEST: \_\_\_\_\_  
Vice President, Board of Education  
Township High School District 214  
DATED: June 26, 2025

**BROKERS/DEALERS**

To be used by Intergovernmental Agreement:

1. BMO Harris Bank, N.A.
2. Illinois School District Liquid Asset Fund Plus/PMA Financial Network, Inc./PMA Securities, Inc.
3. Illinois Trust/The PFM Group Financial & Investment Advisors/PFM Asset Management LLC
4. Wintrust Financial Corporation

**BANKS**

To be used by Intergovernmental Agreement:

1. BMO Harris Bank, N.A.
2. Illinois National Bank
3. JPMorgan Chase Bank, N.A.
4. Mount Prospect State Bank
5. Pan American Bank
6. U.S. Bancorp Fund Services, LLC/Illinois Funds
7. Village Bank & Trust
8. Fifth Third Securities/Fifth Third Bank
9. First Midwest Bank

\_\_\_\_\_  
President, Board of Education  
Township High School District 214

ATTEST: \_\_\_\_\_  
Vice President, Board of Education  
Township High School District 214

DATED: June 26, 2025



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**Dr. Scott Rowe**  
Superintendent

Date: June 26, 2025  
To: Board of Education  
From: Patrick Mogge, Director of Community Engagement and Outreach  
Subject: FOIA Report

## Summary

FOIA is the state Freedom of Information Act. Under the Illinois Freedom of Information Act (5 ILCS 140), records in the possession of public agencies may be accessed by the public upon written request. Pursuant to Section 2 (c), “public records” are all records, reports, forms, writings, letters, memoranda, books, papers, maps, photographs, cards, tapes, recordings, electronic data processing records, recorded information, and all other documentary materials, regardless of physical form or characteristics, having been prepared or having been or being used, received, in the possession of or under the control of any public body.

## Description

This report is a summary of FOIA requests that have been responded to since the May 29, 2025, Board of Education meeting.

## Recommendation

That the Board acknowledges compliance with the Freedom of Information Act through approval of the FOIA report.

REQUESTER	TOPIC	DATE OF RECEIPT	DATE OF RESPONSE	BOARD OF EDUCATION REPORT
Bennett, Lee	<p>Please provide records containing the following information about each Athletic activity tryout over the last three years. Each such tryout to include the following information: 0. School 1. Activity type, e.g. Football, Badminton, Cheer, Poms, ... 2. If applicable, boys, girls, or coed designation 3. Competitive season, e.g. Spring 2025 4. Coach in charge of conducting the tryout 5. Level of tryout, e.g. Freshman, JV, Varsity. 6a. List of anonymized students trying out for Athletic activities teams. For each such student include sex and graduating class 6b. Number of students trying out including breakdown by sex and graduating class Also seeking the unduplicated number of students trying out for each activity regardless of level, so Please provide records containing the following information about each Athletic activity which conducts tryouts over the last three years. Each Activity to include the following information: 0. School 1. Activity type, e.g. Football, Badminton, Cheer, Poms, ... 2. If applicable, boys, girls, or coed designation 3. Competitive season, e.g. Spring 2025 6a. List of anonymized students trying out. For each such student include sex and graduating class 6b. Number of students trying out including breakdown by sex and graduating class</p>	5/26/2025	6/3/2025	6/26/2025
Bennett, Lee	<p>Please provide records containing the following information about each Summer Athletic &amp; Activity Camp for 2020, 2021, 2022, 2023, and 2024. 0. School 1. Course Name 2. If applicable, boys, girls, or coed designation 4. Coach(es) in charge of conducting the camp 5. Level(s) 6a. List of anonymized students enrolled in camp. For each such student include sex and graduating class 6b. Number of students enrolled in camp including breakdown by sex and graduating class</p>	5/26/2025	Extension sent 6/3/25, 6/10/25	6/26/25
Burns, Tim	<p>"#5 1. All electronic communication received by any member of the Board of Education at thier official District 214 issued email from the time period of 5-1-25 through 5-15-25 from the any of the following sources: Any District 214 email account, any officially issued public education account, any official government issued account from any form of local, state or national government, any email from any elected or appointed official using both personal and official email accounts, 2. All electronic communication received by any member of the D214 Board of Education that would reasonably be described as being related to their official capacity as a member of the board of education that was received by them from the time period of 5-1-25 through 5-15-25 from the any of the following electronic means of communication- Twitter, Facebook, Facebook Messenger, Text Based Communication using personal cell phones, Instragram, Personal Email accounts, Work Related Email Accounts, Telegram App,</p>	5/19/2025	Extension sent 5/27/25, FOIA rescinded 5/27/25	6/26/2025

REQUESTER	TOPIC	DATE OF RECEIPT	DATE OF RESPONSE	BOARD OF EDUCATION REPORT
Burns, Tim	#6 1. All electronic communication sent by any member of the Board of Education from thier official District 214 issued email from the time period of 5-1-25 through 5-15-25 to any of the following sources: Any District 214 email account, any officially issued public education account, any official government issued account from any form of local, state or national government, any email from any elected or appointed official using both personal and official email accounts, 2. All electronic communication sent by any member of the D214 Board of Education that would reasonably be described as being related to their official capacity as a member of the board of education that sent by them from the time period of 5-1-25 through 5-15-25 tby any of the following electronic means of communication- Twitter, Facebook, Facebook Messenger, Text Based Communication using personal cell phones, Instragram, Personal Email accounts, Work Related Email Accounts, Telegram App,	5/19/2025	Extension sent 5/27/25, FOIA rescinded 5/27/25	6/26/2025
Burns, Tim	"#7 1. All electronic communication sent or received by any member of the Board of Education from thier official District 214 issued email from the time period of 5-16-25 through 5-18-25 to any of the following sources: Any District 214 email account, any officially issued public education account, any official government issued account from any form of local, state or national government, any email from any elected or appointed official using both personal and official email accounts, 2. All electronic communication sent and or received by any member of the D214 Board of Education that would reasonably be described as being related to their official capacity as a member of the board of education that was sent or received by them from the time period of 5-16-25 through 5-18-25 by any of the following electronic means of communication- Twitter, Facebook, Facebook Messenger, Text Based Communication using personal cell phones, Instragram, Personal Email accounts, Work Related Email Accounts, Telegram App, 3. All emails sent from Scott Rowe to Laz Lopez, Chris Uhle or any Building Principal or Assistant Principal of Instruction from 5-14-25 through 5-18-25 referencing or reasonably related to the following topics-graduation, commencement ceremony, honor roll, 7 semesters of consecutive honor roll, 4 semesters of consecutive honor roll, weighted GPA, non weighted GPA, commencement or graduation related awards, senior awards night	5/19/2025	Extension sent 5/27/25, FOIA rescinded 5/27/25	6/26/2025
Love, Kalah	All Lease / Purchase/ Meter Rental/ Maintenance Agreements for Mailing Equipment such as postage meters, shipping and tracking software, folder/inserters, folding system, address printers, tabbers, addressing software, outsourcing invoices, etc.	5/20/2025	6/20/2025	6/26/2025
Luberda, Ed	Bid results and bid tabulation for the bid below: Bid Title: Print Community Education Catalogs and Annual Report Bid due date: 4-16-25 Reference: Bid 25-2099	5/28/2025	6/4/2025	6/26/2025
Mills, CT	Current staff contact directory for your district Township HSD 214. Specifically, I am seeking a list of all school and district-level administrators, including: Namem Title/Position, Work Email Address, Work Location (School Name or Central Office)	6/17/2025	6/24/2025	6/26/2025

REQUESTER	TOPIC	DATE OF RECEIPT	DATE OF RESPONSE	BOARD OF EDUCATION REPORT
Monzano	Based on the current student population grades 9,10,11, and 12 (Class of 2025) what is the current number of students on fee waivers enrolled in any choral, orchestra and band class that issues academic credit. Please provide this breakdown for each school and academic course. • Please provide the current contacts, including names, web page, email, and postal address for all known and recognized parent music booster organization at each district high school. • Please provide any instructions provided to parents regarding the payment of any fees for any music, band, choral, or orchestra class that includes the payment of fees to either District 214 directly or to any recognized music, band, choral, or orchestra parent music booster organization. Please provide any instructions provided by, authored by or whose delivery was facilitated by any agent of District 214.	5/30/2025	6/6/2025, follow-up response 6/18/25	6/26/25
Monzano	A copy of the most recent ten-year safety inspection, insurance related safety inspection, Regional Superintendent of Education/Intermediate Service Center inspection, or local village inspection related to any interior gymnasium bleachers. This should include any recommended repairs to be completed within a 1, 3, 5, or 10 year period, or suggested modifications to enhancements that should be implemented or updated.	5/30/2025	6/6/2025	6/26/25
Pierce, Patricia	Can you tell me the annual salary for your Director of Safety and Security, Scott Moreth. Please include any additional pay for extra activities i.e. football games, board meetings, dances and extra overtime or additional responsibilities or any extra stipends for these types of events. Does he receive any other compensation? Does he receive any matching IMRF payments towards pension, Retirement benefit contributions? How many people in total does your Director of Safety and Security directly supervise? Does he have an assistant director position directly under him and if so how many and what are their salaries? Does he have any other lead security (security supervisors) under his supervision if so what is their salary? Does Scott Moreth have any administrative assistants or clerical workers working for his security department? How many days off is he given per contract i.e. vacation, holiday, personal and sick days? Is he given any other type of day off not listed? What type of insurance benefit is he given? Does he pay anything for this benefit? Is Scott Moreth responsible for any security Technology i.e. cameras, camera room, door access or are these things under the supervision of your IT department or some other department? Is Scott responsible for things such as; ordering parts, scheduling repairs, working with vendors etc. How many students in total and how many separate schools is Scott responsible for in total? Can you provide me with a copy of his job description? Does he work a 12 month shift? Is he given any other monetary incentives, bonus pay, take home vehicle, cellular phone or Internet usage reimbursement?	5/27/2025	Rescinded 5/27/25	6/26/25

REQUESTER	TOPIC	DATE OF RECEIPT	DATE OF RESPONSE	BOARD OF EDUCATION REPORT
Vichich, Mike	All purchase orders issued by the Township High School District 214 from January 1, 2020, through March 31, 2025, across all departments. For each purchase order, please include: - Contract number or purchase order number (or comparable identifier such as invoice, check number, or internal ID) - Purchase date - Vendor details (name, ID, address, contact person, email address) - Line item description- Line item quantity- Line item price/amount- Contract start and end dates (if applicable)- Contract signatory (if available)- Yes / No for competitive process. If not, please indicate reason	5/20/2025	5/27/2025	6/26/25

**CONTRACT FOR SERVICES BETWEEN HOPEFUL BEGINNINGS  
AND TOWNSHIP HIGH SCHOOL DISTRICT 214**

This Contract for Services is made effective as of August 1, 2025 by and between Hopeful Beginnings and the Board of Education of Township High School District 214. In this Contract, the party who is contracting to receive services will be referred to as "D214", and the party who will be providing the services will be referred to as "Hopeful Beginnings".

**1. DESCRIPTION OF SERVICES PROVIDED BY HOPEFUL BEGINNINGS**

Upon the effective date of this Contract, as set forth in Section 10, Hopeful Beginnings will provide to D214, the following services:

- A.** Assessment and Options Counseling, along with Community Referrals for each student in D214 who is pregnant/parenting.
- B.** Group sessions for pregnant/parenting students will be offered at D214 schools based on numbers. Group Sessions at other D214 schools may be enacted as needed, if D214 and Hopeful Beginnings deem necessary.
- C.** Each pregnant/parenting student will be made aware of the Teen Parenting Educational Program at Vanguard and will be encouraged to discuss placement with his/her counselor.
- D.** Student enrollment for the Vanguard program will be limited to 20 students. Additional students may be allowed if D214 and Hopeful Beginnings deem necessary. An additional Vanguard program may be necessary if student enrollment exceeds 25, at which time D214 and Hopeful Beginnings will determine and agree to additional costs, if deemed appropriate.
- E.** Students participating in the Vanguard program will be instructed in prenatal and parenting issues, be provided with group and individual counseling weekly, have access to prenatal and postpartum care, as well as prevention education and services. Prevention education/services and pregnancy testing will also be available for all female students enrolled at Vanguard, The Academy and Newcomer's Center.
- F.** Prenatal/Parenting students will have access to a licensed practicing counselor, who is the Coordinator of the Hopeful Beginnings Teen Parenting Program, as well as, a licensed social worker, if needed.
- G.** There will be ongoing communication between parties and coordinators of Hopeful Beginnings and D214.

## **2. DESCRIPTION OF DUTIES PROVIDED BY D214**

Upon agreement of this contract, D214 will provide the following duties:

- A.** Access to D214 buildings to provide services, which shall include ID cards to Hopeful Beginnings counselors.
- B.** Access to D214's E-mail system to contact participants, staff, and supervisors within the system.
- C.** D214 will provide a classroom for the Vanguard Program in which the Hopeful Beginnings Coordinator will conduct classes, group counseling, and individual counseling.
- D.** D214 will provide a private room/office for all assessments, one on one counseling, and group counseling in each of the schools in the district.
- E.** D214 will continue to provide bus and/or taxi service for teen mothers and teen fathers for necessary field trips to Northwest Community Hospital and Harper College.
- F.** Each pregnant/parenting student will be made aware of the Teen Parenting Educational Program at Vanguard and will be encouraged to discuss placement with his/her counselor.

## **3. COMPENSATION OF HOPEFUL BEGINNINGS BY D214**

Upon agreement of this contract, D214 shall compensate Hopeful Beginnings in the following way.

- A.** Payments shall be as follows:  
\$51,444.75 total for the 2025-2026 School Year to be made in equal monthly installments between September, 2025 and June, 2026, made payable to Hopeful Beginnings. Hopeful Beginnings will bill D214 monthly starting September 1, 2025.

## **4. CONFIDENTIALITY**

Hopeful Beginnings recognizes the need for confidentiality and agrees to work with D214 to maintain that each participant is fully advised as to the information that will be gathered and shared.

## **5. TERM/TERMINATION**

This service agreement shall run from August 15, 2025 to May 27, 2026. Termination shall require 60 days written notice to either party and compensation shall be provided to the termination date on a prorated basis.

## **6. RENEWAL**

Renewal and updating of this contract should begin in February/March, 2026 to discuss plans for the 2026-2027 school year in D214.

## **7. OWNERSHIP OF PROGRAM**

Ownership of this program is considered the Intellectual Property of the Executive Director of Hopeful Beginnings. All curriculum and programming may not be reproduced by anyone.

## **8. NOTICES**

All notices required or permitted under this contract shall be in writing and shall be sent to:

District 214:                    Scott Rowe, Superintendent  
                                         Township High School District 214  
                                         2121 S. Goebbert Rd.  
                                         Arlington Hts., IL  
                                         60005

Hopeful Beginnings: Natalie Rodriguez, Executive Director  
                                         Hopeful Beginnings  
                                         510 N. Plum Grove Road  
                                         Palatine, IL 60067

## **9. ENTIRE AGREEMENT**

This Contract contains the entire agreement of the parties and there are no other promises or conditions in any other Contract whether oral or written. This contract supersedes any other agreement between the parties.

## **10. AMENDMENTS**

This Contract can be modified or amended if the amendment is made in writing by both parties.

## **11. APPLICABLE LAW**

This Contract shall be governed by the laws of Illinois

## **12. OBLIGATIONS OF HOPEFUL BEGINNINGS**

- A. Background Checks.** Hopeful Beginnings understands and acknowledges that its work, in whole or in part, will be performed on public school property and that its employees, agents, and representatives may have direct, daily contact with school students. Hopeful Beginnings further understands and acknowledges

that the State of Illinois requires that all employees, agents, and representatives of contractors, licensees, contractors, or others having direct, daily contact with students must be subject to a criminal background check and may not be listed on the State Sex Offender Registry. Hopeful Beginnings agrees that it shall not knowingly send to any school building or school property any employee or agent who would be prohibited from being employed by the D214 due to a conviction of a crime listed in 105 ILCS 5/10-21.9 or who is listed in the Illinois Sex Offender Registry or the Illinois Murderer and Violent Offender Against Youth Registry. Prior to allowing any of its employees, agents, or representatives access to D214 property, Hopeful Beginnings agrees to make every employee, agent, or representative expected to perform work on public school property available to the D214 for the purpose of submitting to a fingerprint-based criminal history records check pursuant to 105 ILCS 5/10-21.9 and a check of the Illinois Sex Offender Registry and Illinois Murderer and Violent Offender Against Youth Registry. Hopeful Beginnings agrees that it will not send any employee, agent, or representative to D214 or school property until after the D214 has notified Hopeful Beginnings that the employee, agent, or representative has cleared all required background checks. Hopeful Beginnings will reimburse D214 for the costs of the background checks. D214 will provide a copy of any background check report it receives to the individual employee, agent, or representative, but is not authorized to and will not release any such report to Hopeful Beginnings. At least quarterly, Hopeful Beginnings shall check if an employee, agent, or representative who is or expected to perform work on D214 property is listed on the Illinois Sex Offender Registry or the Illinois Murderer and Violent Offender Against Youth Registry and shall report the results of such check to the District.

D214 retains the right to prohibit an employee, agent, or representative of Hopeful Beginnings to perform work, in whole or in part, on D214 property because of the results of a criminal background or other background check, at D214's sole discretion.

**B. Damage to Property.** In the event the District's property is damaged by Hopeful Beginnings, Hopeful Beginnings shall, at Hopeful Beginnings sole cost, restore the property or any surrounding area. Such restoration shall be to a condition at least equivalent to the condition of the affected area immediately before the destruction or damage. If Hopeful Beginnings does not repair such damage within 14 days after receiving written notice from the D214, or such lesser time if the D214 determines the damage creates an emergency situation, the D214 may repair the damage and Hopeful Beginnings shall reimburse D214 for the costs the D214 incurs within 14 days after the D214 provides a written invoice to Hopeful Beginnings.

**C. Indemnification.** To the fullest extent permitted by law, and as partial consideration for Hopeful Beginnings to use D214's facilities, Hopeful Beginnings shall indemnify, hold harmless, and defend the D214, its Board, Board members, employees, agents and successors against all claims, losses, liability, costs, and expenses (including attorneys' fees) related to damages to property or person (including death) that may arise out of or in connection with Hopeful Beginnings, its employees', agents', or guests' use of the facilities and/or property .

- D. Insurance.** During the term of this Contract, Hopeful Beginnings, at its sole cost and expense, and for the benefit of the D214, shall carry and maintain, with companies and in forms reasonably satisfactory to D214, comprehensive general liability and property damage insurance, insuring against all liability of Hopeful Beginnings arising out of its use of D214's facilities and/or property, with a minimum combined single limit of Two Million (\$2,000,000.00) dollars per occurrence. Such policy shall name D214, its Board, Board members, employees, agents, and successors as an additional insured with a waiver of subrogation in favor of D214. In addition, Hopeful Beginnings shall comply with the State Workers Compensation Law and shall provide for the payment of worker's compensation to its employees in the manner and to the extent required by such law. Hopeful Beginnings shall provide D214 with certificates of insurance and/or copies of policies reasonably acceptable to D214 evidencing the existence of the coverage described above, including form and deductibles, during the duration of this Contract. The failure to provide acceptable insurance shall be deemed a breach of this Contract entitling D214 to terminate this Contract immediately. All policies of insurance shall provide by endorsement that no coverage may be canceled, terminated, or reduced by the insuring company without the insuring company having first given at least 30 days prior written notice to D214.
- E. Waiver of Claims.** Except to the extent prohibited by law and for any claim arising out of, relating to or connected with any breach of this Contract, D214 shall not be liable, and Hopeful Beginnings waives all claims against D214 for damages to person or property sustained by Hopeful Beginnings resulting from its use of the property, or any equipment, furniture, fixtures, or appurtenances thereto becoming out of repair, resulting from any accident in or about the property or common areas, or resulting directly or indirectly from any act or neglect of any person on the property or common areas. This Section shall apply especially, but not exclusively, to damage caused by water, snow, frost, steam, excessive heat or cold, sewage, gas, odors, or noise or the bursting or leaking of pipes or plumbing fixtures and shall apply if any such damage results from the act or neglect of other occupants, or an employee or employees of D214. All personal property belonging to Hopeful Beginnings on D214 property shall be there at the risk of Hopeful Beginnings. D214 shall not be liable for any damage thereto or the theft or misappropriation thereof. Hopeful Beginnings shall be limited to its own insurance coverage's to pay for damage to its property or fixtures and hereby holds harmless and releases D214 from any damage or claim of damage to Hopeful Beginnings property or fixtures.
- F. No Waiver of Tort Immunity Defenses.** Nothing contained in this Contract, or in any other provision of this Contract, is intended to constitute nor shall constitute a waiver of the defenses available to D214 under the Illinois Local Governmental and Governmental Employees Tort Immunity Act, with respect to claims by third parties.

**13. Effective Date. This Contract shall be deemed dated and become effective on the date the last of the Parties signs as set forth below the signature of their duly authorized representatives.**

HOPEFUL BEGINNINGS

BOARD OF EDUCATION OF  
TOWNSHIP HIGH SCHOOL DISTRICT  
NO. 214, COOK COUNTY, ILLINOIS:

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

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

ATTEST: \_\_\_\_\_

ATTEST: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_



**High School District 214**  
2121 South Goebbert Road  
Arlington Heights, Illinois 60005  
847-718-7600 | www.d214.org

**Dr. Scott Rowe**  
Superintendent

Date: June 26, 2025  
To: Board of Education  
From: Chris Uhle, Associate Superintendent  
Subject: McKinstry Strategic Facility Planning Partnership Proposal

### **Summary**

Township High School District 214's commitment to providing an optimal learning environment for our students and a productive workspace for our staff necessitates a proactive approach to facility management and planning. Over the past couple of years, the Operations Department has conducted facility assessments of our buildings, which indicate the need for a more detailed and integrated strategic plan to address aging infrastructure, evolving educational requirements, and potential growth. Previous efforts have highlighted the complexity of these challenges and the importance of expert guidance.

McKinstry is a recognized leader in integrated design, construction, and energy services, with extensive experience in planning educational facilities. Their expertise will be invaluable in developing a data-driven, sustainable, and cost-effective plan that aligns with the District's goals of maintaining and creating optimal learning spaces that best facilitate student learning through informed and systematic facility management and capital planning.

### **Administrative Considerations**

This collaboration is designed to enhance D214's learning environments and achieve its facility objectives for both the immediate future and the long term. Key services include a thorough facility quantitative assessment, access to a Reveal Dashboard for informed decisions, asset tagging, setup of a preventive maintenance program, and continuous capital planning support. The partnership covers assessments for 2,645,051 square feet across D214's six high schools and Forest View Educational Center. The proposed cost spans three fiscal years: \$353,800 for the first year, \$15,225 for the second, and \$15,986 for the third. McKinstry's existing contract with Sourcewell Contract #102424 - MCK) ensures transparent and competitive pricing.

### **Recommended Action**

It is recommended that the Board authorize the administration to engage in a strategic facility planning partnership contract with McKinstry that will offer District 214 the important strategic elements that are most crucial to the District's near and long-term goals related to maintaining and creating optimal learning spaces that best facilitates student learning for a total cost of \$385,011.

# High School District 214

## Revised Proposal – May 29, 2025



## Strategic Facility Planning Partnership

Arlington Heights, IL  
May 29, 2025

TOGETHER, BUILDING A THRIVING PLANET





May 29, 2025

Mr. Chris Uhle  
High School District 214  
2121 S. Goebbert Road  
Arlington Heights, IL 60005

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## Re: Strategic Facility Planning Partnership – Revised Proposal

Dear Mr. Uhle:

We are pleased to provide you with a revised proposal for our Strategic Facility Planning Partnership that we believe offers you, your team, and District 214 the important strategic elements you have indicated are most crucial in the District's near- and long-term goals related to maintaining and creating optimal learning spaces that best facilitate student learning.

Included in this revised proposal are the following key elements:

- Facility Condition Asset data collected, reviewed and assessed by McKinstry engineers for mechanical, electrical, and plumbing systems across each of District 214's facilities.
- Assurance that this third-party data is independently assessed to provide District leadership with the most current and independently reviewed asset data on your building's most important system components.
- Inclusion of McKinstry's Reveal dashboard which will provide your team with the most advanced tool in the industry that will allow District 214 to make actionable decisions on: long-term facility needs, near-term maintenance and replacement priorities, capital planning in an informed and systematic manner, and financial projections that are created in just minutes based on an unlimited number of facility/capital planning scenarios.
- Additionally, the inclusion of other key facility asset data owned by the District will be loaded into the Reveal dashboard, thus providing you and your team with a single-stop powerful tool upon which key short- and long-term goals can be structured. This data includes, but is not necessarily limited to, non-MEP facility data such as building envelope, flooring and surfaces, roofing data, security, fire alarm, conveyance, athletic field/bleacher information, and information technology (IT) infrastructure.
- Asset tagging – and uploading into the District's CMMS system - for all Level A assets within the mechanical, electrical, and plumbing (MEP) systems. As well, support will be provided by McKinstry to assist D214 staff in tagging and naming convention assignments for non-MEP assets, as well as Level B and C assets falling within MEP systems.
- An optional cost-effective Preventive Maintenance program which will be created by McKinstry to align with all collected asset data and Reveal, providing District 214 with a turnkey solution that aligns independent facility asset data, ticketing and maintenance schedules via the District's CMMS system, and short- and long-term capital planning via Reveal, thus creating a single aligned efficient system for facility data management.
- Financial options that allow District 214 to have the power of actionable facility data overviewed above within budgetary constraints that all school districts face today.

Sincerely,

*Brian Barnhart*

Brian Barnhart  
K-12 Solutions Consultant

*Tim McAvoy*

Tim McAvoy  
Business Development Manager

# Strategic Planning Partnership Overview

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## SCOPE OF WORK

McKinstry has assembled a best-in-class team that is fully resourced, trained and ready to execute a holistic facility assessment. Our approach is informed by decades of team member and company experience. We will spend the time needed to review and analyze the major equipment in your facilities and create a multi-year roadmap articulating the condition, cost, risk and needs for District 214 to utilize for years to come.

We then compile all field observation reports, along with documented interviews, into a final working presentation document and upload detailed asset information into our Reveal™ dashboard which allows for strategic facility data to be easily understood, customized, and utilized to facilitate action based on the data collected.

## Facility Condition Assessment

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The strategic facility assessment and planning support process begins with our version of a facility condition assessment (FCA) that includes both quantitative and qualitative assessments. The qualitative assessment incorporates professional experience and first-hand knowledge derived from site assessments of building elements. Quantitative assessment includes the capture of field data for all equipment in the scope and integration with industry data regarding equipment and facility lifecycle and cost. Our meticulous approach combines expertise, intelligence, data, and analytics to create a robust and reliable determination of facility conditions. Asset management through Reveal will provide the District with the robust data needed to track, manage, and prioritize District assets to maximize resource allocation, sustainability and, ultimately, operational performance.

## BUILDINGS INCLUDED IN THE SCOPE OF WORK

SITE #	SITE NAME	YEAR BUILT	TOTAL SQUARE FEET
1	Buffalo Grove High School	1973	429,068
2	Rolling Meadows High School	1971	386,068
3	Wheeling High School	1964	353,409
4	John Hersey High School	1968	386,068
5	Elk Grove High School	1966	351,226
6	Prospect High School	1957	359,828
7	Forest View Educational Center	1962	379,384
TOTAL			2,645,051

# Strategic Planning Partnership Overview

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## FCA PROCESS

Using non-invasive, non-destructive testing and observation methods, our strategic FCA process consists of five key components:

### DOCUMENTATION REVIEW AND INTERVIEWS WITH KEY ON-SITE PERSONNEL

#### *Facility Assessment Planning*

The FCA team will review available documents to familiarize themselves with the facility and to verify the accuracy of the information collected. Interviews with on-site occupants and maintenance staff are then conducted to gather critical information on historic performance and known deficiencies.

### WALK-THROUGH SURVEY BY TEAM OF FIELD OBSERVERS REPRESENTING KEY DISCIPLINES

#### *On-Site Facility Condition Assessment*

The walkthrough includes:

- a. Description of the building systems
- b. Determination of the estimated remaining life of each building system, and establishment of an overall score for the entire building
- c. Identification of major building and maintenance deficiencies (backlog maintenance) likely to be addressed over certain time periods, assumed to be 5, 10 and >10 years
- d. Identification and documentation of specific deficiencies and recommended methods for repairing/replacing - and the associated costs

Scoring is measured by utilizing several variables. Based on our understanding of the facilities and interviews with staff, we obtain a critical rating for each building system or piece of equipment. Secondly, we determine the “observed remaining life” of the systems by identifying any deferred maintenance or lack of preventative maintenance. (The “observed remaining life” is not necessarily the real age of the system. For example, if a 5-year-old boiler has never been maintained, its “condition age” may be 10 years old). Using the “condition age,” we provide an expected remaining life of the system. Taking all the ratings into consideration, a comprehensive factored score is determined that can be used for repair or replacement prioritization.

### PREPARE REPLACEMENT COST ESTIMATES AND ACTION TO ADDRESS DEFICIENCIES

#### *Analysis of Facility Condition Assessment Information*

Utilizing our team’s experience with all building systems, cost data, and past experiences, an opinion of probable cost will be developed for each element within the report. This assists in establishing appropriate repair budgets that may be used in determining the Estimated Replacement Cost of the Asset. Depending on the complexity of a given building and the corresponding condition, we have professional cost estimators who can provide line-item breakdowns of materials and labor anticipated for repairs, along with summaries of assumptions. Additionally, our goal in cost estimation is not to simply provide District 214 with a list of potential projects, but to also provide potential recommendations and solutions.

### PREPARE REVEAL™ DASHBOARD AND FCA REPORT

# Strategic Planning Partnership Overview

We then compile all field observation reports, along with documented interviews, into a final working presentation document and upload information into our Reveal Dashboard which allows for FCA data to be easily understood and customized. More on Reveal in a later section.

## PROJECT OUTCOMES & INTEGRATION

ASSET TABLE KEY		
<b>A</b>	<b>Asset Level</b>	Assets are evaluated individually. Each individual asset is assigned an estimated replacement cost, opinion of remaining life, priority scoring value. Asset tags are applied to each asset.
<b>B</b>	<b>System/Group Level</b>	A representative sample of system components or group of assets are evaluated for condition. Condition is assumed to be consistent with components or assets not visually observed. Replacement costs, remaining life values, and priority scores are applied to the entire system or group of assets. Asset tags are not applied to these assets.
<b>C</b>	<b>Identify Deficiencies Only</b>	Nameplate data is not collected and costs, remaining life values, and priority scores are not assigned. A limited amount of these assets and systems are visually observed during general walk-throughs only as required to identify clear or obvious issues to be documented.

Findings will be summarized and prepared for presentation to District 214’s administrators and staff for review and discussion of report findings. A presentation meeting will provide an opportunity to answer questions regarding the report findings, methodology and opportunities within the FCA.

### Included Assets

The facility condition assessment scope applies to the asset categories listed below. Full structural analyses, 2000 NFPA 101 Life Safety Code, ADA and other building code compliance reviews are not included. However, any observations or issues that come up during site visits will be captured and reported to District 214 in an easy-to-follow issues list.

Category	Assets and System Types	Level of Detail	Notes
<b>Mechanical</b>	Boilers	A	
	Chillers	A	
	Rooftop and Makeup Air Units	A	
	Air Handling Units	A	
	Furnaces	A	
	Split/Ductless Units	A	
	Exhaust Fans (1 HP or greater)	A	Omit fans less than 1 HP
	Pumps (1 HP or greater)	A	Omit pumps less than 1 HP
	Cooling Towers/Condensing Units	A	
	Building Automation & Control Systems	B	Document Pneumatic vs. DDC
	VAVs (Terminal Units)	B	
	Unit Ventilators and Heat Pumps	B	
	Unit Heaters, Cabinet/Wall Heaters	B	
Ductwork & Heating/Cooling Piping	C		
<b>Electrical</b>	Switchboards/Switchgear	A	
	Electrical Distribution Panels (400A+)	A	Omit panels less than 400A

# Strategic Planning Partnership Overview

Category	Assets and System Types	Level of Detail	Notes
	VFDs	A	
	Motor Control Centers	A	
	Power Supplies (i.e. UPS)	A	
	Transformers	A	
	Generators and Transfer Switches	A	
	Lighting (Interior, Exterior, Emergency)	B	Document LED vs other
	Electrical Distribution System	C	
<b>Plumbing</b>	Domestic Hot Water Heaters	A	
	Pumps (1 HP or greater)	A	Omit pumps less than 1 HP
	Water Fountains	C	
	Toilets	C	
	Faucets/Sinks	C	
	Bathroom Partitions	C	
	Water Treatment Systems	C	
	Waste and Sanitary Piping	C	
	Domestic Water Distribution Piping	C	
<b>Food Service</b>	Commercial Kitchen Equipment	A	Food Service
<b>Building Envelope</b>	Exterior Windows	B	
	Exterior Walls	B	
	Exterior Doors	B	
	Roofs/Flashing/Trim/Roofing Access	A	
<b>Interiors</b>	Wall and Ceiling Finishes	C	
	Floor Finishes	C	
	Interior Doors	C	
<b>Fire &amp; Life Safety</b>	Fire Suppression Systems	B	Document type of system, age, etc.
	Fire Detection Systems	B	
<b>Security</b>	Security Cameras	B	
	Card Access	C	
<b>Surfaces</b>	Paving (Sidewalks, Parking Lots, Driveways)	B	
<b>Conveyance</b>	Elevators and Lifts	B	

**Note:** McKinstry will assess and load into Reveal each of the assets noted above in the non-shaded system areas. McKinstry will load into Reveal asset data included in the shaded areas as provided by District 214 at the time of initial Reveal data upload.

## Items Not Included in the On-Site Assessment

The following items/assets will not be included in the on-site assessment in addition to the assets noted above in the gray-shaded systems areas:

- Millwork/Casework
- Vehicles
- Interior Furniture (desks, chairs)
- Fixed Site Furnishings (benches, seats, tables)
- Information Technology (IT) Infrastructure\*\*
- Athletic Fields, Bleachers, etc.\*\*

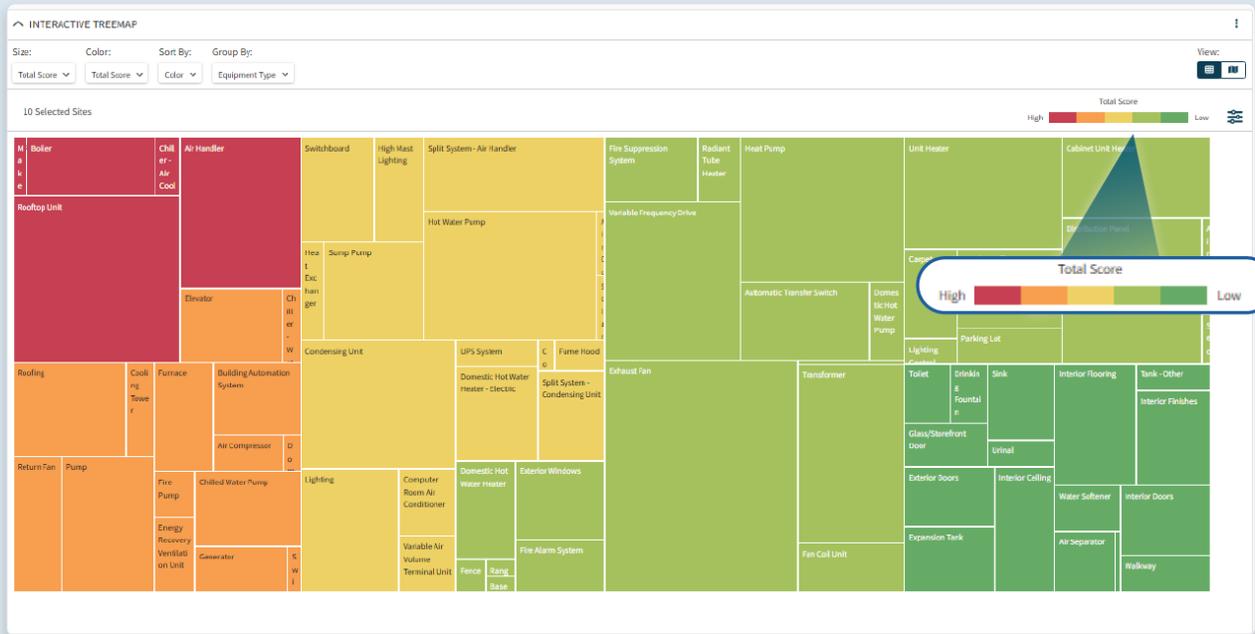
\*\*Note: D214-provided data in these areas will be loaded and included within Reveal

## CAPITAL PLANNING (REVEAL™) DASHBOARD

# Strategic Planning Partnership Overview

The following section highlights the various Reveal modules that will be deployed and the process to acquire and maintain the data displayed.

## CAPITAL PLANNING MODULE



The **Reveal Capital Planning** module is an interactive visualization, reporting and communication tool for asset management. Asset data is imported and/or a custom interface with a client's CMMS can be set up. Asset scores are calculated based on various asset ratings such as condition, occupant impact, energy impact, estimated replacement cost and observed remaining life. Users can filter assets based on preferences including occupant and energy impact and estimated asset replacement utilizing net present value and cash flow analysis over time.

Reveal Capital Planning displays the following:

- ✓ Present value of asset replacement and key metrics
- ✓ Detailed site, equipment subsystem, and equipment type asset information that is easily sorted and filtered
- ✓ Interactive tree map which can be sorted by asset score, condition, occupant impact, energy impact, replacement cost and remaining life.
- ✓ Present value of cash flows for capital planning needs



# Strategic Planning Partnership Overview

## CAPITAL PLANNING SUPPORT

McKinstry recognizes that the asset information, cost estimates and opinions of remaining life provided during the FCA are only the first steps in beginning to craft a well-informed capital improvement plan. Should the District have interest in the future, we will work with your staff to organize and interpret this data, customize data exports, prioritize projects, identify design and engineering needs, and update cost estimates and timelines. The final objective for these support services will be to provide the District with everything that is needed to develop an accurate, data driven capital improvement plan for the years to come.

To maintain an accurate, up to date understanding of facility conditions for the district's building portfolio, McKinstry will provide quarterly updates to the recently completed Facility Condition Assessment. Updates shall include capture of newly installed or replaced assets since the previous quarter, significant changes to physical condition or functionality of existing assets, and annually revised pricing for all assets to account for inflation, industry cost trends, or other escalations.

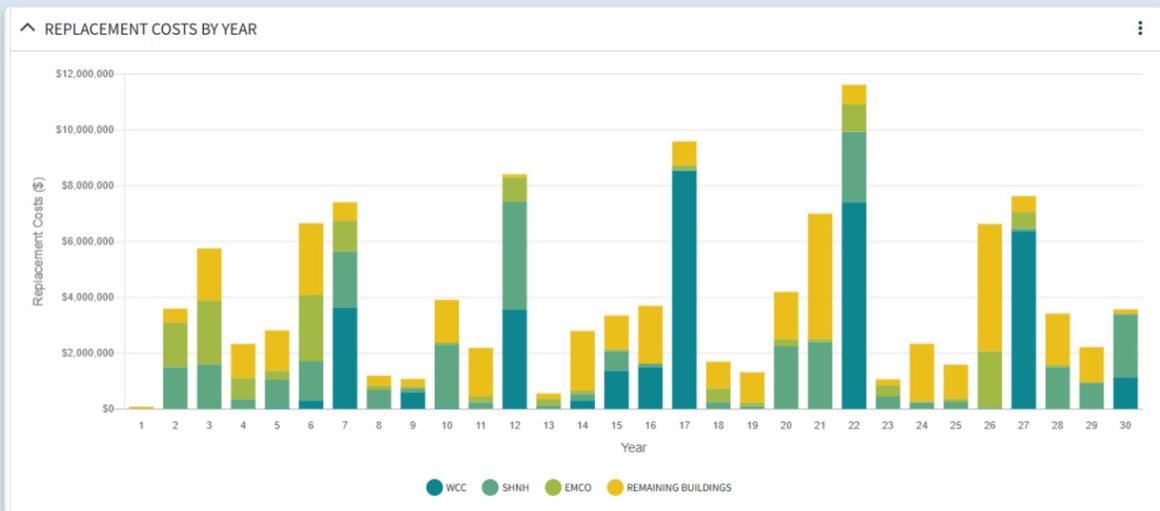
Performing these updates to your asset inventory on a regular and periodic basis is the most cost-effective way to ensure that District data remains accurate. McKinstry's industry experience has shown that clients opting to update their FCA data only once every 5-10 years end up paying for full re-surveying of their building portfolio to gain the data accuracy necessary to inform capital planning decisions. The relatively low-cost investment of regular (quarterly through annual) FCA updates not only keeps data accurate for each year's budget cycle but also results in a lower overall cost to the client over that same 5–10 year period. Maintaining an up-to-date asset inventory will allow District 214 to continue making informed, data-driven decisions on building-related capital needs for years to come.

## DATA OWNERSHIP

All data collected by McKinstry will be stored in a central database for use in the Reveal Dashboard. Data is owned by High School District 214 and is transportable to any compatible format or application.

## TRAINING & DURATION

McKinstry will provide training specific to visualization, focused on development of scenario analyses and report generation. Additionally, Reveal access and support will be provided through July 2028 as part of this proposal, and as outlined on page 10.



# Strategic Planning Partnership Overview

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## ASSET TAGGING

During site walk-throughs McKinstry will apply asset tag stickers to all “Level A” MEP assets (see table on pages 3-4). Asset tag QR codes and/or unique identification numbers will be logged for upload into CMMS. Asset tag stickers shall be provided by McKinstry. McKinstry will provide advice on how District 214 can self-implement asset tagging for level B and other assets, but tagging and tags are not included for that scope. McKinstry will also advise on asset naming conventions for list provided by D214.

## COMMISSIONING AGENT – *OPTIONAL FUTURE SCOPE OF WORK*

Over the life of this contract, for projects upon which McKinstry is selected to be District 214’s Commissioning (Cx) agent, new and updated Assets reviewed by the Cx process will be uploaded and included in the District’s Reveal dashboard at no additional cost beyond the Commissioning fees. This will allow D214’s asset inventory within Reveal to remain updated and current in a seamless manner.

## Project Deliverables

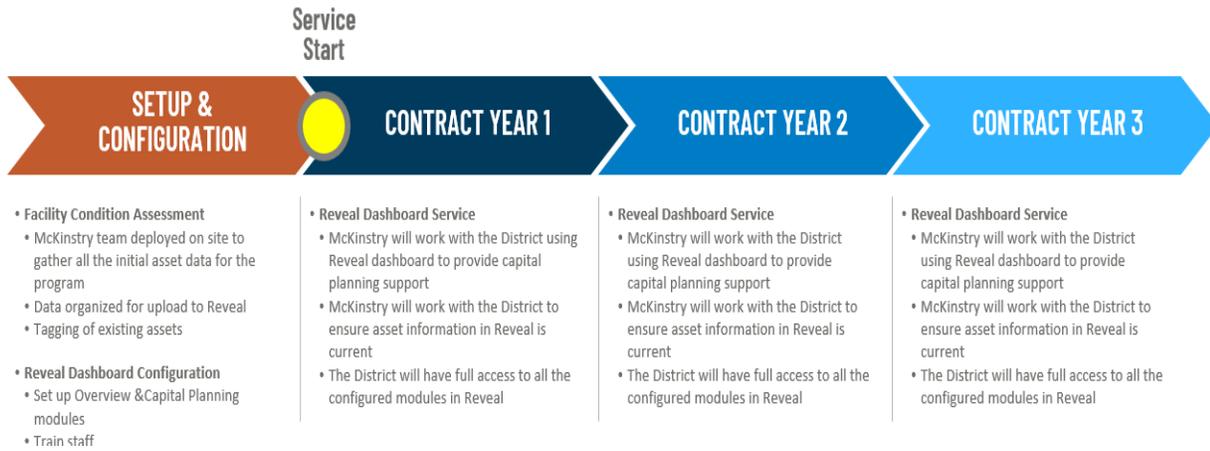
- FCA Reports (as described above)
- Reveal Capital Planning Dashboard (integration of asset/inventory data)
- Asset Tagging (printing and placement) for all Level A MEP Assets
  - McKinstry staff will facilitate the process for D214’s staff tagging of Level B Assets
- Uploading of all Asset Tag data into D214’s CMMS System
- Asset Management Workbook
- Issues Report
- Photos

## Project Timeline

McKinstry proposes the following tentative schedule.

1. June 2025 – District 214 approval of final proposal
2. Project Kick-off Meeting with Opps Team – Within two weeks of contract signing
3. Late-June 2025 – Begin onsite work
4. Early August 2025 – Complete site work
5. Early-September 2025 – Facility Condition Assessment initial report review meeting
6. October 31, 2025 – Final deliverables completed, including Reveal software program readiness

# Strategic Planning Partnership Overview



# Cooperative Purchasing

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For McKinstry, value means creating a significant benefit relative to the cost of services rendered. Many firms treat facility assessments as a checklist process that ends when the final report is delivered. Our team uses strategic facility assessments as an opportunity to generate savings, save time and effort, transform capital planning and budgeting processes to be more efficient, and more.

McKinstry holds a contract with Sourcewell for **Facility Assessment & Planning with Related Services**, demonstrating that when it comes to assessment services, our fair and open pricing, combined with clients' realized benefits of our "beyond the checklist" approach, is unmatched not only locally, but nationally.

## PREVENTIVE MAINTENANCE Planning Detail of Work

### Preventive Maintenance Planning Lite

- Align all asset data to align with D214 naming conventions
- Load all asset data inventory into D214's CMMS
- Apply generic preventive maintenance schedules to assets based on equipment type

### Full Preventive Maintenance Planning (Full Scope)

- All elements of PM Lite outlined above, plus
- Interviews and discovery efforts to understand the District's current maintenance operations
- Tailored and detailed preventive maintenance tasks specific to the asset function or sub-type
- Conduct a gap analysis to identify improvement areas and strategies from current maintenance practices
- Review D214's current third-party vendor contracts to identify potential improvements and efficiencies
- Create and present a Maintenance Operations and Strategy report and presentation

# Fee Proposal

## REVISED FEE - FCA OF ALL MEP ASSETS

	Year 1 FY 2026	Year 2 FY 2027	Year 3 FY 2028	TOTAL	Difference
<b>SFP + Full PM</b> (MEP Focused FCA + Full PM)	\$353,800	\$15,225	\$15,986	\$385,011	+\$49,800 (Full PM Cost)

### Assumptions

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- Work will be executed during normal business hours; Monday-Friday 7am-5pm.
  - *Note: minimal classroom and normal school day operations will be impacted by on-site work.*
- District 214 staff and vendors will work with McKinstry to assist with information gathering and building access to allow for an effective and valuable delivery of our scope of work.
- District 214 will provide McKinstry with access to their BAS and CMMS systems.
- District 214 will provide all IT infrastructure detail for inclusion into the Reveal platform.

### Clarifications

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- Site evaluation is based on visually detectable, non-invasive review/photos of individual assets listed above.
- For non-visually detectable assets (e.g. above ceiling tiles, requiring a lift, etc.) a small representative sample may be taken, and the use of available documentation will be utilized for inventory, quantities, capacities, etc.
- Full structural analysis, 2000 NFPA 101 Life Safety Code, ADA and other building code compliance reviews are not included. However, any observations or issues that come up during site visits will be captured and reported to High School District 214 in an easy-to-follow, issues list.

### ACCEPTED BY

**High School District 214**

Name:

**McKinstry Essention, LLC**

Name:

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Signature

Date

Signature

Date

# Terms and Conditions

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## **PERFORMANCE OF WORK**

McKinstry shall perform the scope of work (“Work”) specified herein. McKinstry shall furnish all services necessary to perform the Work and perform the Work to completion diligently, expeditiously and with adequate forces. Customer shall use its best efforts to provide all information, materials, documents, and assistance that is reasonably required for McKinstry to perform any and all aspects of the Work.

## **PAYMENTS**

Customer shall pay McKinstry the compensation specified herein (“Price”) for the value of Work that McKinstry has completed, as the Work is completed. Customer shall pay McKinstry within thirty (30) days of receiving an invoice. McKinstry will be entitled to interest at the rate of 1.5 percent per month on all sums overdue and unpaid from the date due.

## **WARRANTIES**

Customer shall receive a one (1) year warranty that covers labor and materials provided by McKinstry as part of the Work. This warranty commences on the date that the portion of the Work warranted is substantially complete. However, McKinstry makes no warranty whatsoever regarding components of the Work provided by third parties, and in such case the terms of the third party’s warranty, including manufacturers’ warranties, if any, shall apply between Customer and the third party.

McKinstry warrants it will perform its engineering and design services in accordance with the standards of care and diligence normally practiced by similar firms performing services of a similar nature in the area at the time of the service. If within one (1) year after substantial completion it is shown that there is an error in the engineering and/or design services, which is the sole fault of McKinstry, that result in a failure to meet those standards, and if Customer has notified Contractor in writing of any such error within that period, McKinstry shall reperform such services within the original scope of such services within a reasonable timeframe, as may be necessary to remedy such error. This reperformance of the work is the sole remedy for such failure.

This limited warranty does not cover failures cause in whole or in part by (i) improper installation, maintenance and or changes to the system performed by anyone other than McKinstry; (ii) improper use or application; (iii) corrosion; (iv) normal deterioration; (v) operation beyond rated capacity, (vi) or material changes to the system or uses as made by the Customer. The warranties in this section are exclusive and in lieu of all other warranties, whether express or implied.

## **TERMINATION**

Either Party may terminate this agreement upon fifteen (15) days written notice to the other Party. In such case, the rights and obligations of each Party that arose prior to the termination date shall survive such termination.

## **DISPUTES**

In case of dispute between the Parties, the Parties will attempt to negotiate a resolution. If a dispute remains unresolved more than thirty (30) calendar days after the commencement of negotiation, and the Parties have not agreed to extend such date, then the Parties shall pursue mediation. If any dispute remains unresolved more than sixty (60) calendar days after the commencement of mediation, then either Party may pursue arbitration. No litigation will be commenced by either Party unless all of the foregoing steps have been pursued to completion.

# Terms and Conditions

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## **CHOICE OF LAW, VENUE**

The validity, interpretation, and performance of this agreement shall be governed by the laws of the state in which the Work is performed. The venue for resolving any dispute shall be the county in which the Work is performed.

## **FORCE MAJEURE**

Neither McKinstry nor Customer shall be considered in breach of this agreement to the extent that the Party's performance is prevented by an event or events that are beyond the control of such party, including but not limited to acts of God, fire, earthquake, flood, storm, war, rebellion, revolution, insurrection, riot, strike, nuclear contamination, and/or acts or threats of terrorism.

## **NO WAIVER**

No waiver of any breach, failure, right, or remedy shall be deemed a waiver of any other breach, failure, right, or remedy, whether or not similar, nor shall any waiver constitute a continuing waiver.

## **INTELLECTUAL PROPERTY**

Intellectual property provided by McKinstry to Customer as part of the Work are instruments of service owned by McKinstry and are not "work made for hire" as such term is defined under U.S. copyright law. When the Work is performed to completion, McKinstry grants to Customer a limited license to use the Intellectual Property to operate, maintain, renovate, and manage the subject matter of the Work.

## **DAMAGES LIMITATION**

Neither party shall be liable to the other party for any consequential, indirect, special, incidental, exemplary, or similar, damages or losses, including loss of profits, arising out of or relating to this agreement, whether based in contract or tort or any other theory, even if a party has been advised of the possibility of such damages. Furthermore, the total aggregate liability of either party, under any theory, is limited to the agreement price.

## **INDEMNIFICATION**

McKinstry shall indemnify and hold harmless Customer from and against all third-party claims, damages, losses and expenses for bodily injury, sickness, disease, or death or destruction of tangible property, directly arising from McKinstry's performance of the Work, but only to the extent caused by the negligent acts or omissions of McKinstry.

## **SEVERABILITY, SURVIVAL**

If any portion of this agreement shall be held invalid in whole or in part under any law, rule, regulation, or order, then such portion shall remain in effect only to the extent permitted, and the remaining portions of the agreement shall remain in full force and effect. Any invalid portions shall be substituted with an interpretation that most accurately reflects the Parties' intentions.

## **AMENDMENT**

This agreement may not be amended except pursuant to a written amendment signed by an authorized signer of each Party.

# Terms and Conditions

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## COMPLETE AGREEMENT

This agreement, including the exhibits attached hereto, is a fully integrated agreement. Any legal terms and conditions appearing elsewhere in this agreement shall be ignored to the extent they contradict or are inconsistent with the terms and conditions contained in the foregoing numbered list. All previous agreements between McKinstry and Customer as to the Work are superseded by this agreement.

## CLARIFICATIONS

Use of the cloud-based Reveal™ software service is provided for the term of this contract and will terminate at its conclusion.

Customer has requested McKinstry's assistance to provide technical support, service and/or analysis (herein "Work") through a remote connection to the Client's intelligent building management system. To provide this Work, the Client understands and acknowledges that they will be providing McKinstry with access to the Client's network as reasonably required to perform the service.

The use of this access is in accordance with the following disclaimer. By accepting this, the Client acknowledges that they are solely responsible for safeguarding the Client's own information systems. McKinstry relies on the Client's knowledge of their own internal systems to determine the appropriateness of the access granted and to monitor the system as appropriate. McKinstry has no access to, or knowledge of the Client's networks, systems, and/or security protocols and has no practical way of monitoring the operational activities of the computer systems or network so cannot be held responsible for the performance therein. Specifically, the:

Client agrees to assume all responsibilities for the operations and security of the network and systems.

Client agrees to release and hold harmless McKinstry from any and all liability associated with the access and acknowledges also that McKinstry service offers no explicit or implied warranty or guarantee regarding the network access.

Client acknowledges and agrees that McKinstry cannot warranty and/or guarantee the safety of the network, software, systems, data, data exchange or other information.

Client acknowledges and agrees that McKinstry will not be responsible for loss of data or loss of use for the network. McKinstry strongly advises that Client safeguard critical data by backing up said data prior to any services performed by McKinstry.

Client acknowledges and understands that Work may be subject to limitations, security risks, delays, and other problems inherent in the use of the internet and electronic communications. McKinstry is not responsible for any delays, delivery failures, security breaches or other damage resulting from such problems. The Work contains technology that is not fault tolerant and is not designed, manufactured, or intended for use in environments or applications in which the failure of the Work could lead to death, personal injury, or severe physical, property or environmental damage.

The client acknowledges and agrees that in regard to this agreement, the entire liability under any provision of this agreement shall be limited to the amount actually paid by Client for the Work.

Payment for the service will be invoiced annually in advance of the year that service is provided. Should the Client wish to end the service prior to the end of the contract they must provide McKinstry with written notice. Upon receipt of the request to terminate McKinstry will discontinue the client's use of the service. Client forfeits any

# Terms and Conditions

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remaining time already paid for, McKinstry will not provide a refund for any time that was invoiced and paid for that the client does not use.

Reveal™ and related sections may be subject to limitations, security risks, delays, and other problems inherent in the use of the internet and electronic communications. McKinstry is not responsible for any delays, delivery failures, security breaches or other damage resulting from such problems. McKinstry cannot warranty and/or guarantee the safety of software, systems, data, the data exchange or other information affected by 3rd parties. The work contains technology that is not fault tolerant and is not designed, manufactured, or intended for use in environments or applications in which the failure of the work could lead to death, personal injury, or severe physical, property or environmental damage. McKinstry does not warrant that the use of the service will be un-interrupted or error free.

As McKinstry does not know of; have the ability to mitigate; or even insure against certain damages, the parties agree that McKinstry will not be responsible for consequential, indirect, incidental or similar damages or losses, including loss of profits or loss of use arising out of or relating to Reveal™, whether based in contract or tort or any other theory, even if a party has been advised of the possibility of such damages. For all damages or losses related to Reveal™, the aggregate liability of McKinstry shall be no greater than the value paid for the service.

Customer will: 1) be responsible for all user's compliance with this agreement in conjunction with the user's compliance with the services; 2) be responsible for the accuracy, quality, appropriateness and legality of any of Customer or their related user content; 3) use commercially reasonable efforts to prevent unauthorized access to or use of the services and notify McKinstry promptly of any such unauthorized access or use; 4) use the services only in accordance with the documentation and acceptable use policies and applicable laws; 5) and be responsible for appropriately obtaining and maintaining all environments or services needed to access and use the service, including but limited to computer hardware, software, network, internet access services, and related network security resources, including preventative maintenance, data security and backups.

Customer will not: 1) distribute, license, loan, or sell Reveal™ or other content that is contained or displayed in it; 2) modify, alter, or create any derivative works of the Reveal™ application; 3) reverse engineer, decompile, decode, decrypt, disassemble, or derive any source code from Reveal™; 4) remove, alter, or obscure any copyright, trademark, or other proprietary rights notice on or in the service.

McKinstry will collect, use and process Customer data in accordance with McKinstry's Reveal™ Privacy Policy published at [https://reveal.mckinstry.com/privacy\\_policy](https://reveal.mckinstry.com/privacy_policy).

The Client's general access to the Reveal™ service, or any subsection of, is made pursuant to the Reveal Terms of Service published at [https://reveal.mckinstry.com/terms\\_conditions](https://reveal.mckinstry.com/terms_conditions).



# TOGETHER, BUILDING A THRIVING PLANET.

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**High School District 214**  
2121 South Goebbert Road  
Arlington Heights, Illinois 60005  
847-718-7600 | [www.d214.org](http://www.d214.org)

**Dr. Scott Rowe**  
Superintendent

Date: June 26, 2025  
To: Board of Education  
From: Patrick Mogge, Director of Community Engagement and Outreach  
Subject: Future Graduation Dates and NOW Arena Graduation Ceremonies – Discussion and Approval

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Background:

High School District 214 is exploring a partnership with the NOW Arena to host future graduation ceremonies. For decades, District 214 held its graduation ceremonies over Memorial Day weekend, a tradition that shifted to Wednesday night ceremonies in recent years based on staff input. The NOW Arena offers the flexibility to potentially return to a weekend structure in a more family-centered and consistent environment.

We explored alternative venues such as the Rosemont Theater, Schaumburg Convention Center, and others. The Rosemont Theater's smaller capacity of 4,000 limits flexibility, and its current change in ownership creates uncertainty for future planning.

The NOW Arena provides a highly organized graduation experience with numerous benefits, including:

- **Capacity and Flexibility:** The arena's size allows for a more consistent and family-centered environment, accommodating more attendees than other venues. It can hold approximately 8,000 people.
- **Parking and Accessibility:** There are 3,200 free, easily accessible on-site parking spots. The venue also offers accessible entry, ADA parking, and ADA seating accommodations.
- **Organized Logistics:** The arena facilitates a highly organized experience with coordinated security procedures, designated seating, clear logistics for graduate lineups, and streamlined family reunification areas after the ceremony.
- **On-site Amenities:** Additional features include on-site flower sales, concessions accepting cashless payments, and suite rental options for a more private viewing experience.
- **Proximity:** The arena's location in Hoffman Estates is near hotels and restaurants, enhancing convenience for graduates and their families.

Administrative Considerations:

Partnering with the NOW Arena for graduation ceremonies aligns with the district's goal of providing a positive and well-organized experience for graduates and their families. The venue's capacity and amenities offer significant advantages over previously considered alternatives, allowing for greater flexibility in scheduling and a more consistent environment for all attendees.

Proposed Dates:

2026

- 5/24/2026 Sunday: Elk Grove, Prospect, Rolling Meadows
- 5/26/2026 Tuesday: Wheeling
- 5/27/2026 Wednesday: Hersey
- 5/28/2026 Thursday: Buffalo Grove

2027

- 5/14/2027 Friday: Elk Grove
- 5/15/2027 Saturday: Buffalo Grove, Hersey, Rolling Meadows, Wheeling
- 5/19/2027 Wednesday: Prospect

Current Approximate Budgeted Costs:

- \$265,000

Proposed Costs:

- 2026: \$228,000
- 2027: \$240,000

Recommendation:

That the Board of Education approve the proposed graduation dates and NOW Arena as the venue for future High School District 214 graduation ceremonies for the 2025-2026 and 2026-2027 school years.

**LICENSE AGREEMENT  
NOW ARENA**

**THIS LICENSE AGREEMENT** (the "Agreement") is made and entered into this \_\_\_\_\_ day of \_\_\_\_\_, 2025, by and between the Village of Hoffman Estates, an Illinois Home Rule municipal corporation (hereinafter "Licensor"), **Township High School District 214**, a **public high school** a public high school organized under the laws of the State of **Illinois** (hereinafter "Licensee").

**WITNESSETH:**

WHEREAS, Licensor is the owner of a multi-sports and entertainment facility in the Village of Hoffman Estates located at 5333 Prairie Stone Parkway, Hoffman Estates, Illinois 60192 known as the NOW Arena; and

WHEREAS, Global Spectrum, L.P. d/b/a OAKVIEW GROUP is the Operator of the NOW Arena and is only executing this Agreement on behalf of Licensor and is not responsible for or guaranteeing any performance under the terms of this Agreement.

WHEREAS, the Village of Hoffman Estates for the purposes of this Agreement is defined to include, its elected and appointed officials, employees, and agents.

WHEREAS, Licensor has the power and authority to license the use thereof to others for the purpose of holding and presenting certain events; and

WHEREAS, Licensee desires to license the use of the NOW Arena and its facilities from Licensor, and Licensor desires to license the use thereof to Licensee, for the purpose of holding and presenting **BUFFALO GROVE, ELK GROVE, JOHN HERSEY, PROSPECT, ROLLING MEADOWS AND WHEELING HIGH SCHOOL GRADUATION CEREMONIES 2026 and 2027** (the "Event"), all subject to the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the covenants and agreements contained herein, and intending to be legally bound hereby, the parties agree as follows:

1. Grant Of License; Licensed Premises. Licensor hereby grants to Licensee license to use, and Licensor shall make available to Licensee, that portion of the NOW Arena and its facilities as may be necessary for the presentation of the Event (the "Arena"), including the Arena's floor, seating facilities, access areas, public address and scoreboard, sound systems, dressing rooms, press rooms, corridors, stairways, parking areas, walks and lavatories in or about the Arena, and such other areas or parts of the Arena as may be necessary for the presentation of the Event, all upon the terms and conditions set forth herein. The License granted hereby does not extend to or include the non-public areas in and around the Arena, unless otherwise specifically designated by Licensor. Licensee hereby agrees to, and shall, use the Arena to hold and present the Event as contemplated by this Agreement.

2. Term.

A. Term of Use. Unless this Agreement is earlier terminated pursuant to the provisions hereof, the periods of use described below in this Subsection 2.A. are referred to collectively in this Agreement as the “Term.” If the Event (or any session thereof) shall run beyond the times specified in this section on any of the Event nights, or if load-out shall run beyond the times specified in this section, Licensee shall be liable for any additional expenses incurred by Licensor, including but not limited to payments to union labor, if applicable.

EVENT SPACE				
Date	Start (incl. Load In)	End (incl. Load Out)	Event Space Description	Event Start Time(s)
05/24/2026 (Sunday)	5:00AM	11:00PM	Arena	Faculty Arrives: 6:00AM DOORS – <b>GRAD #1</b> : 9:00AM EVENT START: 10:00AM EVENT ENDS: 11:30AM PARKING LOT CLEAR: 12:30PM  DOORS – <b>GRAD #2</b> : 1:00PM EVENT START: 2:00PM EVENT ENDS: 3:30PM PARKING LOT CLEAR: 4:30PM  DOORS- <b>GRAD #3</b> : 5:00PM EVENT START: 6:00PM EVENT END: 7:30PM PARKING LOT CLEAR: 8:30PM
05/26/2026 (Tuesday)	4:30PM	11:00PM	Arena	DOORS: <b>GRAD #4</b> 6:30PM EVENT START: 7:30PM EVENT ENDS: 9:30PM
05/27/2026 (Wednesday)	4:30PM	11:00PM	Arena	DOORS: <b>GRAD #5</b> 6:30PM EVENT START: 7:30PM EVENT ENDS: 9:30PM
05/28/2026 (Thursday)	4:30PM	11:00PM	Arena	DOORS: <b>GRAD #6</b> 6:30PM EVENT START: 7:30PM EVENT ENDS: 9:30PM
05/14/2027 (Friday)	4:30PM	11:00PM	Arena	DOORS: <b>GRAD #1</b> 6:30PM EVENT START: 7:30PM EVENT ENDS: 9:30PM Load Out Done: 11:00PM
05/15/2027 (Saturday)	5:00AM	11:00PM	Arena	Faculty Arrives: 6:00AM DOORS OPEN – <b>Grad #2</b> : 8:30AM EVENT START: 9:30AM EVENT ENDS: 10:30AM PARKING LOT CLEAR: 11:30AM  DOORS OPEN – <b>Grad #3</b> : 12:00PM

				EVENT START: 1:00PM EVENT ENDS: 2:00PM PARKING LOT CLEAR: 3:00PM  DOORS OPEN – <b>GRAD #4</b> : 3:30PM EVENT START: 4:30PM EVENT ENDS: 5:30PM PARKING LOT CLEAR: 6:30PM  DOORS OPEN – <b>Grad #5</b> : 7:00PM EVENT START: 8:00PM EVENT ENDS: 9:00PM PARKING LOT CLEAR: 10:00PM
05/19/2027 (Wednesday)	4:30PM	11:00PM	Arena	DOORS: <b>GRAD #6</b> 6:30PM EVENT START: 7:30PM EVENT ENDS: 9:30PM

B. Doors Open. Licensors agrees to open the Arena to the public at least one hour before the Event (or each session thereof).

3. Duties of Licensee. In connection with the presentation of the Event, Licensee shall, at Licensee’s cost, provide (or cause to be provided) and/or procure the following:

A. Performers and Staffing; Equipment and Other Items.

(1) All participants and staff required for the proper presentation of the Event, including but not limited to **Graduation Ceremony, faculty, students**, performer medical staff, and any other staff required for the proper presentation of the Event and, where specified by Licensee, sound system, lighting, staging, technical, catering and set-up personnel regularly employed by Licensee in presenting the Event, together with Workers' Compensation Insurance with respect to such personnel; and

(2) All tangible items of property necessary for the proper presentation of the Event, including but not limited to **full produced production**; and

B. Licenses and Permits. In accordance with Section 9.B. below, all licenses and permits, including ASCAP, BMI, SESAC and similar performance licenses, required for the use of copyrighted or licensed music in connection with the presentation of the Event, and otherwise required in connection with the use of the Arena for the Event, all of which shall be procured by Licensee prior to commencement of the Term and presented to Licensors;

Licensee ASCAP Account #: \_\_\_\_\_  
Licensee BMI Account #: \_\_\_\_\_  
Licensee SESAC Account #: \_\_\_\_\_

\_\_\_\_\_ (Initial to accept) Licensee elects to have Licensors utilize Licensors royalty agreements and to reimburse Licensors for associated fees through event settlement;

C. Promotion. The advertising, promotion and publicity campaign necessary and desirable to promote the Event. Licensor shall not have any responsibility whatsoever for the advertising campaign unless otherwise agreed to by the parties in writing;

D. Event Delivery and Move-Out Coordination. Coordination of any and all deliveries for the Event (or each session thereof) and timely move-out following the Event.

E. Tickets. Licensee is required to issue tickets to gain entry to the Event. Licensor and Licensee must mutually agree on the number of tickets issued to each graduate. Licensor reserves the right to refuse entry to anyone without a ticket to the Event.

Initial \_\_\_\_\_

Initial \_\_\_\_\_

4. Duties of Licensor. In connection with the presentation of the Event, Licensor shall provide (or cause to be provided) the following. Unless otherwise expressly indicated, Licensor's cost of providing the below items and services shall constitute a reimbursable expense, payable by Licensee in addition to the Base License Fee (as defined in Subsection 6.A.(1) below):

A. Arena Premises. The Arena, including the general concourse area, public address systems and such other parts or areas of the Arena as may be necessary for Licensee to present and produce (if applicable) the Event (the costs of which shall be included within the Base License Fee);

B. Utilities. Electricity and other utilities for lighting, heating, air conditioning and other services used in conjunction with the Event and the set-up and removal related thereto;

C. Cleaning. Cleaning and janitorial service during and after the Event;

D. Support Personnel. All necessary support services, including, but not limited to, all ancillary staff necessary to hold the Event at the Arena (other than those being provided by Licensee pursuant to Subsection 3A(1) above), including ushers, doormen, emergency medical technicians (for patrons only), security guards and supervisors, change-over and set-up crew, ticket takers and box office services for the day or evening of each session of the Event;

E. Additional Requested Items and Sources. Additional items, personnel and services, other than those set forth above, which Licensee requests to be provided in connection with the Event and which Licensor is reasonably able to provide, such as stagehands for set-up, take down and productions, additional production requirements, catering, and lighting and/or sound equipment other than the current sound or lighting system in Arena, all of which shall be subject to the approval of Licensor; and

F. Parking. **Zero Dollars (\$0.00) per vehicle will be collected at the lot;** and

5. Event Marketing and Sponsorships.

A. Marketing Campaign.

(1) Licensee, at its expense, shall provide the necessary personnel to, and shall use its reasonable best efforts to, market and promote the Event.

(2) All advertisements for the Event shall be developed by Licensee (including, but not limited to, all advertising publicity material, promotions material, press releases, posters, flyers and handbills) and shall be produced at the sole cost and expense of Licensee.

(3) Licensee shall make mention of the name "NOW Arena" as the site of the Event in connection with any advertising or promotion thereof. All promotional materials shall contain the standard "NOW Arena " logo positioned full width across the bottom.

(4) All advertisements for the Event presented pursuant to the provisions of this Agreement (including but not limited to, all advertising, publicity material, promotions material, press releases, posters, flyers, handbills and radio and television commercials) shall be submitted by Licensee to Licensor for its prior approval before use.

(5) Licensee acknowledges and agrees that, notwithstanding any marketing or other related assistance which may be provided to Licensee by Licensor (although Licensor is not obligated to provide same), Licensor has made no and disclaims any purported or actual representation or warranty as to the results or success which can be expected from the Event, including without limitation, ticket sales or the profitability of the Event, and thus Licensee acknowledges and agrees that Licensor shall in no way be responsible for the actual results from or success of the Event.

B. Advertising and Sponsorships.

(1) Without the prior written approval of Licensor, which approval may be withheld in Licensor's sole discretion, Licensee shall not permit any commercial banner, signage, advertisement, promotional announcement, or inflatables to be posted, made or displayed outside or inside the Arena. Licensee will not permit the sale or distribution of helium balloons or other inflatable items, bumper stickers or any other items with adhesive surfaces at, in or near the Arena.

6. Compensation.

A. License Fee. In consideration of the license granted hereby and Licensor's agreement to provide the items set forth in Paragraph 4 hereof, Licensee shall pay Licensor the following sums (collectively, the "License Fee"):

1) An "All in" fee of **Two Hundred and Twenty-Eight Thousand Dollars (\$228,000)** in 2026 and **Two Hundred and Forty Thousand Dollars (\$240,000)** for 2027 (the "Base License Fee") which includes: set up/break down, security, ushers, cleaning, and patron EMS, if necessary; **PLUS event insurance, and music royalty fees (ASCAP/BMI/SESAC - see Section 3.B).** plus

(2) Reimbursable expenses as listed in Subsection 4E, inclusive, and any and

all other costs and expenses arising hereunder which are due and payable to Licensor.

**(3) Should COVID-19 or any other pandemic create the need to check vaccination records of customers or working staff prior to entering the event, and/or COVID testing records of customers or working staff prior to entering the event or create additional expenses, the Licensee will be 100% responsible for these expenses including additional staffing, ushers, police, security and cleaning.**

B. Non-Refundable Deposit. A non-refundable deposit and final payment schedule in the stated amounts shall be due and payable to Licensor on or before the stated dates:

<b>YEAR</b>	<b>DEPOSIT</b>	<b>DATE DUE</b>	<b>FINAL</b>	<b>DATE DUE</b>
<b>2026</b>	\$114,000	Execution of Agreement	\$114,000	January 5, 2026
<b>2027</b>	\$120,000	August 3, 2026	\$120,000	January 4, 2027

C. Minimum Wage. If the State, County or Federal minimum wage increases at any time prior to the Term of this Agreement and actually increases the labor costs for the Licensor for services provided under this Agreement, Licensor retains the sole right to reassess and amend the “All-in” Base License Fee. Licensor shall notify Licensee, in writing, with as much prior notice of such amendment as is reasonably practicable under the circumstances.

D. Minimum Rent: Additionally, Licensee acknowledges that the Non-Refundable Deposit is considered Minimum Rent held in consideration of Licensor entering into this Agreement and holding the Facilities available for the Event as set forth herein and that the Minimum Rent is fully earned as of the date hereof; provided, however, if fourteen (14) days out from the event, if there are not sufficient funds being held to cover the building expenses as defined in Section 4, Licensee will be required to deposit the shortfall, as calculated by Licensor, as additional Minimum Rent. The Licensor shall retain the right to postpone or cancel the Event if the additional Minimum Rent is not promptly deposited and provide Licensee with as much prior notice of such postponement or cancellation as is reasonably practicable under the circumstances.

E. Settlement. Upon conclusion of the Event (or each session of the Event, if applicable), Licensor and Licensee shall conduct a settlement respecting all items of income and expense which are the subject of this Agreement. At such settlement, Licensor and Licensee shall account to the other for all items of income and expense which are the subject of this Agreement, and make payment to the other (if applicable) of any and all sums due to the other in accordance with this Section 6. In the case of a multi-session Event, in addition to settlement following each session of the Event, a final settlement shall be made by the parties within seven (7) business days following the expiration of the Term. Any amounts due and payable to Licensor which are not paid within ten (10) business days after the conclusion of an Event shall accrue interest in accordance with the Illinois Local Government Prompt Payment Act. Any net payment that may be due and owing to Licensee shall be made by way of check, draft, or wire transfer.

F. Licensor Reserved Revenues. Licensee acknowledges that use of all Suites and other Premium Seating areas in the Arena are not hereby licensed or provided by Licensor to

Licensee and agrees that any revenue derived from the utilization or license of such Suites and other Premium Seating areas in connection with the Event shall be for the sole account of Licensor.

- Initial \_\_\_\_\_
- Initial \_\_\_\_\_
- Suite Buyout Selected (Included in Base License Fee) \_\_\_\_\_ NO \_\_\_\_\_

G. No Set-Off. Licensee shall pay Licensor the License Fee and any and all additional amounts due hereunder without abatement, deduction or set-off.

7. Concessions; Merchandising; Programs.

A. Concessions Reserved to Licensor. Licensor specifically reserves to itself, and to its assigned or designated concessionaires and agents, the right to sell, and proceeds from the sale of, food, refreshments and beverages, parking privileges, novelties, and all other concessions at the Event (except as otherwise provided in Subsection 8B below). Licensee shall not sell or distribute, whether or not on a complimentary basis, any food, beverage or other merchandise and shall have no right to operate a concession during the Event, without obtaining Licensor's prior written approval.

B. Souvenir and Merchandise Concessions. **With respect to souvenir and merchandise concessions, Licensor has One Hundred percent (100%) exclusivity to sell merchandise and souvenirs during event, or persons designated by Licensor shall sell such merchandise and all proceeds from the sale thereof, after deduction of applicable taxes and city licenses and inspections charges, shall be retained by Licensor.** Prior to the commencement of the Term, Licensor shall deliver, or cause to be delivered, all souvenirs and merchandise to be sold by Licensor hereunder. Licensor shall insure against and bear the risk of damage, theft or other loss of such merchandise, whether or not such merchandise is in the possession or control of Licensor at the time of such loss, and shall be responsible for all freight and transportation of such merchandise to and from the Arena. Contents of any programs Licensee wished to provide for sale at the Event shall be subject to Licensor's reasonable approval. Licensee may distribute ceremony programs without charge.

8. Permits and Licenses.

A. Governmental Permits. Licensee shall secure in advance, prior to commencement of the Term, all licenses, permits and approvals that may be required in connection with the use of the Arena for the Event, including, without limitation, those required by ordinances, rules, regulations of governmental authorities. In the event that any minor or foreign national is scheduled to appear in the Event which is the subject of this Agreement, Licensee shall, in advance of such Event, obtain all necessary Employment Certificates and other permits and authorizations as may be required by any governmental authority.

B. Music Performance Licenses. Licensee shall procure, in advance, all licenses

required by any music performance societies, such as ASCAP, BMI and SESAC, for music or other works to be utilized or displayed in connection with the Event. Licensee agrees to make direct payment and accounting to ASCAP, BMI, SESAC and any other similar organizations for the use of musicians and/or musical works in the Event and at the request of Licensor to furnish proof of payment.

C. Performer Releases and Employment. Except for Licensee's student and faculty players and performers, Licensee shall not use the name, likeness or image of any player, performer or other attraction in connection with the Event or the advertising thereof unless Licensee shall have entered into a license or similar agreement with such party respecting such rights. Licensee shall furnish Licensor with evidence satisfactory to Licensor of Licensee's employment of the Performer(s) at least thirty (30) days prior to the Event Date. If, on the Event Date, Licensor has a reasonable basis to believe that the Performer(s) will not appear at the Event at any time prior to the time when spectators are scheduled to be permitted to enter the Facilities for the Event, Licensor may deny spectators admission to the Facilities and cancel the Event. If Licensor cancels the Event pursuant to this Section, then the rights and obligations of Licensor shall be as set forth in Section 13(A) hereof.

9. Broadcasting and Recording. Subject to Licensor's prior written approval to the extent of Licensor's rights therein, and subject further to any third parties with which Licensee contracts to transmit or broadcast the Event securing in advance and maintaining insurance acceptable to Licensor, Licensee may film, videotape, broadcast or transmit the Event in any and all media from the Arena (the "Media Rights"), but excluding the use of the image of the Arena, the Arena's name or logo or Licensor's name or logo, unless expressly approved by Licensor in writing. Licensee shall be solely responsible for all costs and expenses related to the use or exercise of the Media Rights. A location/origination fee, in an amount to be determined by Licensor in its sole discretion, may be charged by Licensor to Licensee for the Media Rights, which fee shall be payable in advance. Licensee shall cause all entities with which Licensee contracts to broadcast the Event to arrange with Licensor in advance of the Term the terms and conditions (which must be satisfactory to Licensor in its sole discretion) under which such entities may have access to, and the use made by such parties of, the Arena.

10. Insurance.

A. CGL Coverage. Licensee shall obtain, at its own cost and expense, commercial general liability insurance in the name of Licensee that names the Village of Hoffman Estates, Global Spectrum, L.P. d/b/a Oakview Group, and NOW Foods (and their respective members, managers, officers, directors, agents and employees) as additional insureds as to the ownership, management, and operations of the NOW Arena, and which insures all operations of Licensee (including the operations of Licensee contemplated by this Agreement), and Licensee's contractual undertaking of the liability of another and Licensee's assumption of liability, as set forth in this Agreement. Such insurance shall be written with a limit of at least Two Million Dollars (\$2,000,000.00) combined single limit for bodily injury, property damage and personal injury. Licensee shall cause such insurance to be endorsed with an endorsement that the insurance issued to the Village of Hoffman Estates, Global Spectrum, L.P. d/b/a Oakview Group and NOW Foods, shall be primary to and not contributory with any insurance coverage or self-insured program of the Village of Hoffman Estates, Global Spectrum, L.P. d/b/a, Oakview Group, and NOW Foods,

or any of the other additional named insureds, and include a waiver of subrogation, and that such insurance shall be excess to any insurance issued to Licensee. Insurance effected or procured by Licensee hereunder will not reduce or limit Licensee's contractual obligation to indemnify and defend the Village of Hoffman Estates, Global Spectrum, L.P. d/b/a Oakview Group and NOW Foods pursuant to Section 12 hereof.

B. Workers' Compensation Coverage. Licensee shall also maintain, at its own cost and expense, workers' compensation insurance in respect of all employees, players, performers and any borrowed, leased or other person to whom such compensation may be payable by Licensee.

C. Certificates of Insurance. Licensee, at least thirty (30) days prior to the commencement of the Term (or immediately upon execution hereof, if less than thirty (30) days remain before the Term's commencement), shall provide to Licensor evidence of the insurance required (including certificates of insurance and endorsements) pursuant to Subsections 11.A. and 11.B. above. The policies shall also provide, and the certificate shall so note, that the coverages may not be canceled or that a major change in coverage may not be implemented without at least thirty (30) days' prior written notice given to Licensor. All insurance policies shall be issued by insurance companies rated no less than A VIII in the most recent "Bests" insurance guide, and licensed in the State of Illinois or as otherwise agreed by the parties. All such policies shall be in such form and contain such provisions as are generally considered standard for the type of insurance involved.

D. Failure to Obtain Insurance. Licensor shall also have the right to prohibit Licensee or any subcontractor of Licensee from entering the Arena until such certificates or other evidence that insurance has been obtained in complete compliance with this Agreement is received by Licensor. Licensee's failure to maintain the insurance required herein may, at the sole discretion of Licensor, result in termination of this Agreement. IN THE EVENT OF SUCH TERMINATION BY LICENSOR, THERE SHALL BE NO FURTHER LIABILITY OF ANY KIND OR NATURE WHATSOEVER BY THE VILLAGE OF HOFFMAN ESTATES OR GLOBAL SPECTRUM L.P. D/B/A OAKVIEW GROUP TO LICENSEE, AND LICENSOR SHALL RETAIN THE RIGHT TO PROCEED WITH A LEGAL ACTION AGAINST LICENSEE TO RECOVER ANY AND ALL DAMAGES (INCLUDING WITHOUT LIMITATION LOSS OF PROFITS) SUSTAINED BY LICENSOR BY REASON OF LICENSEE'S DEFAULT HEREUNDER.

E. Coverage by Licensor. In the event that Licensee fails to procure and present the aforesaid insurance, Licensor shall have the right, but not the obligation, to do so on Licensee's behalf and at Licensee's expense and shall be entitled to reimbursement for the costs thereof as part of the License Fee due and payable hereunder.

F. Spectator Security. Before any spectators are admitted to the Facilities on the Event Date, (i) all security personnel to be provided for the Event shall be at the Facilities and (ii) all security related plans shall have been approved by Licensor and implemented. If the foregoing requirements are not complied with, Licensor may deny spectators admission to the Facilities and cancel the Event. If Licensor cancels the Event pursuant to this Section, then the rights and

obligations of Licensor shall be as set forth in Paragraph 13(A) hereof.

11. Indemnity; Release of Liability.

A. Indemnification. Licensee hereby agrees to indemnify, defend, save and hold harmless the Arena, Global Spectrum, L.P., Village of Hoffman Estates, Now Foods and any other present or future lender providing financing to Village of Hoffman Estates in connection with the construction or operation of the Facility, and their respective successors and assigns, and each of their respective partners, agents, officers, directors, employees and representatives (collectively, "Indemnitees") from and against any and all claims, suits, losses, injuries, damages, liabilities and expenses, including, without limitation, reasonable attorneys' fees and expenses ("Claims or Costs"), occasioned in connection with, arising or alleged to arise from, wholly or in part, (i) any breach of this Agreement by Licensee, or (ii) the exercise by Licensee of the privileges herein granted, or (iii) the acts or omissions, or violation of any applicable law, rule, regulation or order, of or by Licensee or any of its agents, owners, officers, directors, members, managers, representatives, contractors, exhibitors, employees, servants, players, guests, or invitees, participants or artists appearing in the Event (including support personnel in connection with the presentation of the Event), persons assisting Licensee (whether on a paid or voluntary basis) or any person admitted to the Facility by Licensee, during the Term or any other time while the Facility (or any part thereof) is used by or are under the control of Licensee, which shall include any and all COVID-19 related Claims or Costs asserted or alleged against Indemnitees arising out of the Event. Licensee shall be obligated to indemnify, defense, save and hold harmless Indemnitees for COVID-19 related Claims or Costs. It is further the intent of this Agreement that this indemnity provision shall apply to any claims made by employees of Licensee against the Venue, and this Agreement is deemed a written agreement for indemnity under the workers' compensation laws of the state where the Facility is located. The provisions of this Section 10 shall survive any expiration or termination of this Agreement.

B. Condition of Licensed Premises. Except as expressly set forth herein, Licensor makes no warranty or representation to Licensee of any kind (express or implied) regarding the suitability of or compliance with applicable laws by the Arena, or any portion thereof, as built, for any aspect of the use Licensee expects or intends to make of the Arena. Accordingly, Licensee acknowledges and agrees that it has made an adequate investigation and inspection of the Arena and has made its own determination regarding the suitability of the Arena for Licensee's proposed use and is satisfied with the condition, fitness and order thereof. Licensee further agrees that the Arena shall be delivered by Licensor to Licensee "AS IS", "WHERE IS" and "WITH ANY AND ALL FAULTS" and without warranty, express or implied, as to the merchantability or fitness for the use thereof for any particular purpose. Licensee hereby waives any claims against Licensor and the Indemnitees for defects in the Arena, including latent defects. Commencement of the use of the Arena by Licensee shall be conclusive that the Arena was in good repair and satisfactory condition, fitness and order when such use commenced.

C. Liens and Encumbrances. Licensee acknowledges and agrees that Licensee has no authority to, and that Licensee shall not, cause or permit any lien or encumbrance of any kind

(including material men's or mechanics' liens) to attach to the Facilities or any other property of LICENSOR or the City. If any such lien shall so attach, Licensee shall promptly cause such lien to be released, or shall obtain a commitment from a title insurance company designated by, and in form satisfactory to, LICENSOR to protect LICENSOR and the Village of Hoffman Estates against loss by reason of such lien. If any such lien shall so attach, Licensee shall also indemnify and reimburse LICENSOR and the Village of Hoffman Estates for all expenditures by LICENSOR and the Village of Hoffman Estates in discharging such lien, including all costs and attorneys' fees associated therewith.

D. Risk of Loss. None of Licensor, Global Spectrum L.P. d/b/a Oakview Group, nor any of their respective officers, partners, employees or agents shall be responsible or liable for any loss or damage to the personal property of Licensee or its employees, players, performers or agents in connection with Licensee's use of the Arena hereunder. Licensee acknowledges and agrees that all of its property or property of others in the Arena shall be used and/or stored in the Arena at the sole risk of Licensee, and Licensee hereby waives and releases Licensor and the Indemnitees from any and all Claims or Costs related thereto to the fullest extent permitted by law.

12. Default; Remedies Upon Breach.

A. Default by Licensee. The following events shall constitute a "Default" by Licensee under this Agreement:

(1) breach by Licensee of any material representation, warranty, covenant, condition or obligation set forth in this Agreement and not otherwise specifically addressed in subsections 13.A(2) through 13.A(8) below, which breach is not cured within ten (10) days following notice to Licensee of such breach, provided that in the event Licensor may suffer irreparable harm as a result of Licensee's breach, it shall not be required to give notice or wait any period of time before pursuing any remedies hereunder or under applicable law;

(2) material violation of the Arena's rules and regulations;

(3) any misrepresentation by Licensee to Licensor regarding the subject matter of the Event or materials used in connection with the Event;

(4) partial or total abandonment by Licensee of the Arena, or failure of Licensee to use the Arena on a performance day as contemplated herein;

(5) failure of Licensee to obtain the insurance or any license or permit required hereunder;

(6) the return of any Licensee check for insufficient funds;

(7) cessation by Licensee of its business as a going concern, or the insolvency or bankruptcy of Licensee or the initiation of any bankruptcy or other insolvency proceedings by or against Licensee, or the appointment of a receiver or trustee for Licensee or Licensee's property;

or

(8) any attempt by Licensee to assign this Agreement in violation of Subsection 18.C. below.

(9) failure to enforce or properly manage staff or participants in accordance with Illinois Department of Public Health (IDPH) guidelines as relates to COVID-19

In the event of a Default by Licensee, Licensor may terminate this Agreement upon notice to Licensee, and all monies held hereunder may be applied by Licensor for the payment of the License Fee, sales or amusement taxes, or other charges due and payable to Licensor at the date of the Default. Licensor may, after the occurrence of an event of Default, enter and remove all persons from the Arena and all or any property therefrom, and sell such property as a setoff against monies owed to Licensor hereunder. In the event of a breach or threatened breach by Licensee of any of its agreements or obligations hereunder, Licensor shall have the right of injunction and the right to invoke any other remedy allowed at law or in equity. Licensor's rights and remedies set forth in the paragraph in connection with a Licensee Default shall be cumulative, and shall be non-exclusive of all other right and remedies under this Agreement, at law or in equity, including without limitation the right to recover all damages suffered by Licensor.

B. Default by Licensor. In the event that Licensor fails to perform or observe any of the covenants, conditions or obligations in this Agreement, Licensee shall provide Licensor with written notice specifying the failure with particularity, and Licensor shall have at least ten (10) business days from its receipt of such written notice to cure such failure. If such failure is not cured within such ten (10) business day period, Licensee's sole and exclusive remedy shall be to seek an action for actual damages (but not special, incidental, consequential, punitive, or exemplary damages or lost profits) in an amount not to exceed the License Fee paid to Licensor hereunder, together with reasonable attorney's fees and court costs.

### 13. Compliance With Laws and Arena Rules.

A. Legal Compliance. Licensee shall fully abide by, conform to and comply with, and shall cause every person under its direction or control who is connected with the performance of any aspect of this Agreement to fully abide by, conform to and comply with all applicable laws, rules, regulations and ordinances of the United States of America, the State of Illinois, the Village of Hoffman Estates, and their respective agencies, as well as all rules and regulations of Licensor for the use, occupancy and operation of the Arena. If Licensee is controlling any sale or distribution of tickets, Licensee will comply with all federal, state and municipal laws, statutes, ordinances or regulations relating to the payment of taxes or charges on tickets, admissions or reservations, and file returns and pay all such taxes or charges immediately when due.

B. Morals Clause. Licensee shall not use or attempt to use any part of the Arena for any use or proposed use which would be contrary to law, common decency or good morals or otherwise improper or detrimental to the reputation of Licensor.

C. Non-Discrimination. Licensee agrees not to discriminate against any employee or any applicant for employment for any reason prohibited by law, and further agrees not to discriminate against any person relative to admission, services or privileges offered to or enjoyed by the general public for any reason prohibited by law.

14. Use of Premises.

A. Return of Premises. Licensee agrees not to do any act or suffer any act to be done during the Term of this Agreement which shall mar, deface or injure any part of the Arena. Upon expiration of the Term, Licensee shall deliver up to Licensor the premises in as good condition and repair and in the condition received at the beginning of the Term, excepting usual wear and tear.

B. No Combustibles. If Licensee brings into the Arena any displays, props, decorations, materials or other personal property, it must fully comply with the Fire Code of the Village of Hoffman Estates, *i.e.*, all wiring on booths or display fixtures must meet the rules and standards of the Village of Hoffman Estates Fire Department. Among other precautions, cloth, paper decorations, pine boughs, leaves, tree branches and all other decorations must be flameproofed. Use of combustible material is forbidden.

(1) Licensee understands that approval and permits from the Fire Department must be obtained before bringing into the Arena explosives, gasoline, kerosene, acetylene or other fuel or combustibles. Such a permit shall be submitted for review to Licensor upon receipt and prior to the commencement of the Term.

(2) Licensee understands that the fire fighting equipment in the buildings, such as fire extinguishers and fire hose cabinets and exits, shall not be covered or concealed in any manner whatsoever from public view or access.

C. Hazardous Substances. Licensee, its employees and agents, and any exhibitors, patrons, invitees or other participants in the Events covered by this Agreement are prohibited from allowing any hazardous substance to be brought into the Arena or surrounding property. If any governmental authority or other third party demands that a cleanup plan be prepared and that a cleanup be undertaken because of any release of hazardous substances that occurs as a result of Licensee's use of the Arena or entry on the surrounding property, Licensee shall, at Licensee's expense, prepare and submit the required plan and all related bonds and other financial assurances, and Licensee shall carry out all such cleanup plans. Licensee agrees to indemnify Licensor and the Indemnittees against any claims, costs and expenses of any kind, whether direct or indirect, incurred voluntarily or pursuant to any state or federal law, statute, regulation or order, for the cleanup, extraction, detoxification or neutralization of any release of any hazardous substance associated with or arising from the Licensee's use of the Arena or entry onto the surrounding property. Licensee's obligations under this paragraph survive termination or expiration of this Agreement.

D. No Vehicles or Live Animals. No gasoline motor driven vehicles will be permitted

to enter into the building, and no live animals will be permitted to enter or remain in the Arena (other than a properly approved service dog accompanying a person who is disabled), except at Licensor's discretion.

E. Duty of Care. Licensee shall use the Arena in a safe and careful manner.

F. Licensor Access.

(1) Licensor and its authorized representatives shall have the right at all times to enter upon and have access to the Arena.

(2) A duly authorized representative of Licensee shall be in attendance at the Arena when the doors are opened and throughout the Event scheduled hereunder. Licensee shall provide all of its representatives and working personnel to be admitted to any part of the Arena with distinctive, visual identification which shall be approved by Licensor prior to the commencement of the Term.

G. Licensor Control. In licensing the use of the Arena to Licensee, it is understood that Licensor does not relinquish the right to control the management thereof and to enforce all necessary rules and regulations. The decision of Licensor's representative as to the number of persons that can safely and freely move about in the Arena shall be final.

H. Entrances, Etc. All portions of the sidewalks, entries, doors, passages, vestibules, halls, corridors, stairways, passageways and all ways of access to public utilities of the Arena shall be kept unobstructed by Licensee and not used for any other purpose other than ingress or egress.

I. Disorderly Persons. Licensor reserves the right at all times to control any and all employees, agents and contractors of Licensee, and Licensee hereby appoints Licensor, or any servant, employee or agent of Licensor, Licensee's agent to refuse admission to or to cause to be removed from the Arena any disorderly or undesirable person, including Licensee's employees, agents and contractors, as determined by Licensor in its sole discretion, and in the event of the exercise of such authority, Licensee hereby waives any and all claims for damages against Licensor and the Indemnitees on account thereof. If the Event is cancelled by Licensor, in its sole discretion, as a result of the disorderly conduct of the artist, participant, performer or other person appearing at the Event, or for any of such party's refusal to perform (except in cases where the immediate safety of such parties is concerned), Licensee shall be in breach of this Agreement. Licensee shall be solely responsible to Licensor for the (i) conduct and activities of artists, participants, performers or exhibitors participating in the Event which, for purposes of this Agreement, shall be deemed to be the conduct and activities of Licensee, and (ii) for any and all Claims or Costs arising as a result of any such conduct or activity or refusal to perform (except in cases where the immediate safety of such parties is concerned).

J. No Solicitations. No collections, solicitations, raffles or lotteries, whether for charity or otherwise, shall be made, attempted, authorized, conducted or announced, as applicable, by Licensee at or around the Arena without the prior written consent of Licensor, which consent

Licensee may withhold in its sole discretion.

K. Safety Precautions. Licensee acknowledges and agrees that Licensor shall have the power to extinguish all utilities and order the evacuation of all or any portion of the Arena, or cause to be removed therefrom any person or group of persons, any materials, equipment or other items if, in its sole judgment, danger is imminent or dangerous circumstances have already occurred and such action is necessary to secure the safety and welfare of persons or property. In such event, Licensee hereby waives and releases Licensor and the Indemnitees from any and all Claims or Costs related thereto, irrespective of whether such Claims or Costs arise out of the negligence (whether ordinary or gross) of Licensor or the Indemnitees.

L. Assurance of Compliance. Not less than seven (7) days prior to the Event Date, Licensee shall submit to Licensor satisfactory evidence that all of the arrangements made and contemplated for the Event and called for in this Agreement (unless greater or lesser notice is specifically required by any of the provisions of this Agreement) have been accomplished or provided for as required herein, including the Licensee's financial ability to pay for the Event Costs as described herein. No approval or acceptance by Licensor of any such arrangements, whether pursuant to this Section or any other provision herein, shall in any way constitute an opinion, representation or warranty of or by Licensor with respect to the quality, design, safety or fitness for any particular purpose of any aspect of such arrangements; nor shall any acceptance or approval constitute a waiver of, or diminish, the obligations of Licensee set forth in this Agreement and Licensor's right to insist on strict performance thereof.

15. Arena Marketing. Licensee shall cause each performer or artist appearing at the Event (each referred to herein as a "Performer") to grant to Licensor and the Arena, and their respective successors and assigns (collectively, "Arena Marketing Entities") the worldwide, perpetual, and irrevocable right and permission to use or appropriate the Performer's name, likeness, signature, photograph, voice, performing persona, or other "indicia of identity" for the purpose of (i) providing information about events at the Arena, (ii) to advertise and promote the performance of Performer at the Arena, and to sell, solicit or promote the purchase of tickets for such performance or any merchandise, goods, or services associated with such performance, and (iii) general promotion of the Arena Marketing Entities, such as in providing information about past, as well as future, performances at the Arena.

16. Loss of Use of Arena; Force Majeure.

A. Casualty Loss or Force Majeure Affecting the Arena or Licensor. Should the Arena or any material part thereof be destroyed or damaged by fire or by any other cause, or if any Event of Force Majeure (defined below) shall render the fulfillment of this Agreement by Licensor impracticable, this Agreement shall cease and terminate and Licensor shall not be liable or responsible to Licensee for any damage or loss caused thereby. In such event, and provided that such casualty loss of Event of Force Majeure was not caused by an act or omission of Licensee or its employees, agents, representatives or affiliated parties, Licensor shall return the Deposit to Licensee, less any out-of-pocket costs incurred by Licensor in connection with the Event (for which Licensee shall remain liable). Licensee hereby waives and releases Licensor and the

Indemnitees from any and all Claims or Costs on account of such termination; irrespective of whether such Claims or Costs arise out of the negligence (whether ordinary or gross) of Licensor or the Indemnitees.

B. Force Majeure Affecting Licensee. Should Licensee be unable to take possession of the Licensed Premises or present the Event due to an Event of Force Majeure, without limiting the terms of Section 17.A above, neither Licensor nor Licensee shall have any liability under the Agreement and Licensee, as its sole remedy and relief, shall receive a refund of any uncommitted or cancelable advance payments with the exception of the Deposit, which is nonrefundable.

C. Definition of Event of Force Majeure. The term "Event of Force Majeure" shall mean any and all acts of God, strikes, lock-outs, other industrial disturbances, acts of the public enemy, laws, rules and regulations of governmental or quasi-governmental entities, wars or warlike action (whether actual, impending, or expected and whether de jure or de facto), arrest or other restraint of government (civil or military), blockades, insurrections, riots, vandalism, terrorism, epidemics, lightning, earthquakes, hurricanes, storms, floods, washouts, fire or other casualty, civil disturbances, explosions, breakage or accidents to equipment or machinery, threats of bombs or similar interruptions, confiscation or seizure by any government or public authority, nuclear reaction, radioactive contamination, accidents, or any other causes, whether of the kind herein enumerated or otherwise that are not reasonably within the control or caused by the party claiming the right to delay the performance on account of such occurrence; provided, however, in no circumstances shall the monetary inability of a party to perform any covenant, agreement or other obligation contained in this Agreement be construed to be an Event of Force Majeure. Upon removal or cessation of the Event of Force Majeure, the parties' respective rights and obligations hereunder shall be reinstated for any and all subsequent sessions of the Event remaining in the Term (if any). The parties specifically agree that an Event of Force Majeure may include an epidemic or pandemic such as COVID-19 and that government mandates or restrictions in place on the scheduled date of the Event related to such an epidemic or pandemic may result in the Arena becoming unavailable for the Event or Licensee being unable to present the Event. Such mandates and/or restrictions may relate to: social distancing, the permitted size of public gatherings, quarantines, or domestic and international travel.

D. **COVID-19 Mitigation Measures and Restrictions.** Should the State of Illinois, Cook County, Village of Hoffman Estates or Federal Government increase or alter the COVID-19 mitigation measures or restrictions during or prior to the Term of this Agreement Licensor retains the sole right to terminate this Agreement without penalty. In the event of termination, Licensor will apply any deposits paid by Licensee to the following year's Event less any expenses incurred directly related to Licensee's.

## 17. Miscellaneous.

A. Entire Agreement. This Agreement (including any and all exhibits hereto) reflects the entire agreement between the parties respecting the subject matter hereof and supersedes any and all prior agreements, understandings or commitments, written or oral, between the parties

hereto. No representation, inducements or agreements, oral or otherwise, between the parties not contained, expressly incorporated or embodied herein shall be of any force and affect. In the event of a conflict between the terms of this Agreement and the terms set forth in any exhibits, the terms of this Agreement shall govern. This Agreement may only be modified or amended by a subsequent written agreement signed by both parties hereto.

B. Notices. Notices by Licensor and Licensee to each other shall be deemed duly given if (i) delivered personally with a signed receipt evidencing such delivery, (ii) transmitted by telecopier with confirmation of transmission, (iii) mailed by certified mail, return receipt requested, postage prepaid, or (iv) delivered by duly recognized air courier service to the following addresses:

Licensee: Township High School District 214  
2121 S Goebbert Road  
Arlington Heights, Illinois 60005  
Attn: Dr. Scott Rowe

Licensor: The Village of Hoffman Estates  
1900 Hassell Road  
Hoffman Estates, Illinois 60169  
Attn: Arena Contract Administrator  
Fax: 847-781-2623

With Copy to:

NOW Arena  
5333 Prairie Stone Parkway  
Hoffman Estates, Illinois 60192  
Attn: Ben Gibbs, General Manager  
Email: ben.gibbs@nowarena.com

C. Assignment. This Agreement shall not be assigned nor shall Licensee's right to use the Arena be sublicensed by Licensee without the prior written consent of Licensor in each instance, which may be withheld in Licensor's sole discretion. Any attempt by Licensee to assign this Agreement or sublicense its right to use the Arena without the prior written consent of Licensor shall be null and void and shall constitute a Default by Licensee under this Agreement. In the event that Licensor permits such an assignment or sublicense, Licensee shall cause the assignee or sublicensee to enter into an agreement, acceptable to Licensor, whereby such assignee or sublicensee agrees to abide by all the terms, obligations and conditions of this Agreement. The term "assignment" or "sublicense" as used in this Agreement shall include any and all transfers of Licensee's interest in this Agreement, whether voluntary or involuntary. Licensor may assign this Agreement at any time and without the prior consent of Licensee, to any party including, without limitation, any operator, or successor owner of the Arena.

D. No Agency. The relationship between Licensor and Licensee is that of independent contractors and not agents or employees. Under no circumstances shall this license be considered a contract of partnership or joint venture. Neither party shall be liable for any of the debts, accounts, obligations or other liabilities of the other party, its agents or employees, and neither party shall have any authority to obligate or bind the other party in any manner except as may be expressly provided herein. Further, no agent, servant or employee of Licensee or any of its subcontractors shall under any circumstances be deemed an agent, servant or employee of Licensor.

E. Attorneys Fees. In case any suit or action is instituted by Licensor to enforce compliance with this Agreement, including all appeals, Licensor shall be entitled to recover reasonable attorney fees and expenses from Licensee, in addition to the costs and disbursements provided by statute.

F. Governing Law and Choice of Forum. This Agreement is entered into in the State of Illinois and, in the event of any controversy or litigation, shall be governed by and construed in accordance with the laws of the State of Illinois, without regard to its principles of conflicts of laws. Any action arising out of or in connection with this Agreement or the conduct, acts or activities of the parties hereunder shall be brought in the federal or state courts located in Cook County, and the parties hereby submit to the exclusive jurisdiction of those courts and consent to venue in those courts for any such actions or proceedings.

G. Waivers. No waiver shall be effective unless in writing and executed by the party to be charged with such waiver. No waiver shall be deemed a continuing waiver in respect of any subsequent breach or default, whether similar or dissimilar nature, unless expressly so stated in writing.

H. Severability. The invalidity or unenforceability of any particular provision of this Agreement shall not affect the other provisions hereof, and this Agreement shall be construed in all respects as if such invalid or unenforceable provision were omitted.

I. Headings. Any headings preceding the text of the several sections, paragraphs or subparagraphs hereof are inserted solely for convenience of reference and shall not constitute a part of this Agreement, nor shall they affect its meaning, construction or effect.

J. No Third Party Beneficiaries. Any agreement to pay an amount and any assumption of liability herein contained, expressed or implied, shall be only for the benefit of the undersigned parties and their respective successors and permitted assigns (as herein expressly permitted), and such agreements and assumptions shall not inure to the benefit of the obligee or any other party whomsoever (except for the Indemnitees), it being the intention of the undersigned that (except with respect to the Indemnitees), no other party shall be or be deemed to be a third party beneficiary of this Agreement.

K. Counterparts. This Agreement may be executed in multiple counterparts, each of

which shall be deemed an original but together shall constitute one and the same instrument.

L. Power and Authority. Licensee represents and warrants to Licensor that it has the full right, power and authority to enter into and perform this Agreement, and that the person whose signature appears below is duly authorized to execute and deliver this Agreement on behalf of Licensee.

M. Withholding. Licensee acknowledges that, in the event Licensor believes, in its sole discretion, that any of the artist(s) or performer(s) that are the subject of the Event may be “non-resident aliens” (as defined in Section 7701(b)(1)(B) of the United States Internal Revenue Code (“IRC”)), then Licensor shall have the right, notwithstanding any provision of this Agreement to the contrary, to withhold up to thirty percent (30%) of any amounts owed by Licensor to Licensee hereunder, for purposes of remitting such amounts to the United States Treasury in compliance with IRC Section 1441; provided, however, Licensor shall not withhold any amounts in the event either (i) Licensee provides to Licensor prior to the Event a written certification, in a form acceptable to Licensor in its sole discretion, that there are no “non-resident aliens” (as defined under the IRC) performing at the Event, and Licensor has no reasonable basis to believe otherwise, or (ii) such artist(s) or performer(s) have, prior to the Event, entered into a Central Withholding Agreement (“CWA”) with the IRS and a withholding agent, and Licensor has been provided with a copy of the CWA prior to the Event.

N. Agent of Licensor. Licensee acknowledges that Global Spectrum L.P. is a disclosed agent of the Licensor solely for the purpose of signing this Agreement at the direction and on behalf of the Licensor and, further, that Global Spectrum L.P. is not responsible or obligated for or guaranteeing any performance or payments pursuant to this Agreement, and Licensee hereby covenants not to sue, releases, and waives any such claims against Global Spectrum, L.P., and its members, managers, officers, directors, agents and employees.

(See Next Page)

**IN WITNESS WHEREOF**, the parties hereto have duly executed this Agreement the day and year first above written.

Licensee:

School District D214

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

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Licensors:

THE VILLAGE OF HOFFMAN ESTATES

By its agent Global Spectrum L.P.  
d/b/a Oakview Group

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

Name: BEN GIBBS

Its: GENERAL MANAGER



Date: June 26, 2025

To: Board of Education

From: Lazaro Lopez, Associate Superintendent for Teaching and Learning  
Dr. Gabriella Stetz Jackson, Director for Professional Learning

Subject: Online Learning Platform Contract

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### **Executive Summary**

After six years, the contract for our current online learning platform, Edgenuity, is set to expire in July 2025. The primary use of the online learning platform is to provide students with accessible courses for credit recovery. In anticipation of evaluating the marketplace of options, a Credit Recovery Program Committee was formed with building representatives of teachers, support staff, and administration connected to the use of our current program. Members of the committee screened 12 programs for their offerings, pricing structure, innovation, and ease of use. Three companies were selected to present to the full Credit Recovery Committee: Subject, Connexus, and Edmentum.

Based on these presentations *Subject Technologies* was invited to be evaluated further by staff and students. All committee members received a demonstration account with access to *Subject* and were encouraged to invite colleagues to evaluate the platform as well. Teachers at Vanguard and Wheeling High School each received ten student licenses to use during the 4th quarter for student feedback.

Sixty-five staff members participated in a session to learn more about the *Subject* platform. The feedback was overwhelmingly positive and attendees felt confident to move forward with *Subject* as our online learning platform for credit recovery, initial credit, and instructional services solution.

The following features were highlighted as beneficial for students:

- Assignment types vary and include short answer, multiple choice, drag and drop, and essay
- Videos are dubbed in various languages- English, Spanish, Russian, Arabic, Ukrainian
- 24/7 homework helper
- Translation options
- Guided notes
- Text-to-speech
- User-friendly dashboard

### **Recommendation**



It is recommended that the Board of Education approve the three-year contract with *Subject Technologies* for the 2025/2026, 2026/2027, and 2027/2028 school years.

# Subject

## SUBJECT TECHNOLOGIES, INC. LICENSE AND SERVICES AGREEMENT

<b>District or School Name:</b>	Township High School District 214
<b>Billing Contact Name:</b>	Marcella Zipp
<b>Billing Contact Email:</b>	<a href="mailto:marcella.zipp@d214.org">marcella.zipp@d214.org</a>
<b>Contract Term Start:</b>	7/7/2025
<b>Contract Term End:</b>	7/7/2028
<b>Usage Period:</b>	2025-2028 School Year
<b>Purchase Order: (If required)</b>	n/a

This License and Services Agreement (“**Agreement**”) is entered into by and between Subject Technologies, Inc., a Delaware corporation with its principal place of business at 345 N. Maple Drive, Ste 130, Beverly Hills, CA 90210 (“**Subject**”), and Township High School District 214, an educational institution with its main campus located at **2121 S Goebbert Rd, Arlington Heights, IL 60005-4205** (“**School**”). Subject and School are sometimes referred to herein as the “Parties” or each as a “Party.”

Subject provides digital content solutions and related services for education institutions, including course content, technology, and instructional and administrative support. School is an educational institution offering secondary programs and instruction to its students. In consideration of the mutual covenants and agreements set forth below and in the standard terms and conditions attached hereto as Exhibit A (which is incorporated herein by reference in its entirety), and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Parties acknowledge and agree as follows:

**Licensed Content; Services** | Subject will license to School the “**Licensed Content**”, which consists of the Subject Curriculum and related content within the Subject platform. The “**Subject Curriculum**” means the Subject Learning offerings including Courses, Videos, Quizzes, Assignments, and Final Exams administered through the Subject platform. School and Authorized Users also will have access to real-time chat support for academic help (Homework Helper) and general platform assistance to Subject members. Subject will also provide the “Services” set forth in Section 2 of Exhibit A.

**Payments** | School will pay Subject the subscription fee set forth below (“**Subscription Fee**”) for the License and Services provided under this Agreement during the Term. School shall be obligated to pay the full Subscription Fee even if all Licenses are not activated during the Term (as defined below).  
  
The full Subscription Fee is non-refundable and due within 30 calendar days of **receipt of the invoice**.

Product	Quantity	Price/Seat Annual	Annual Fee
Concurrent Multilingual Licenses (All access)	70	\$700	\$49,000/ year
Summer School Licenses Credit Recovery Only	180	\$110	\$19,800/ year
		<b>Subscription Fee</b>	
		<b>Sub-Total</b>	<b>\$68,800</b>
		<b>Total (3 Years)</b>	<b>\$206,400</b>

**Payments**

School may purchase additional Licenses for Authorized Users (“**Additional Licenses**”) during the Term pursuant to the pricing table set forth below by signing a Change Order with Subject reflecting the number of Additional Licenses desired. Subject shall deliver the Additional Licenses upon the execution of a Change Order by the Parties and payment by School to Subject for the Additional Licenses when due. Fees for Additional Licenses shall be invoiced by Subject and payable to Subject by School within 15 calendar days of the date of each such invoice.

Products	Seats	Price/Seat Annual
Multilingual Licenses (All Access)	0-199	\$700
	200-399	\$660
	400-699	\$620
	700-999	\$580
	1,000 +	\$500
Summer School Licenses (credit recovery library)	0-249	\$350
	250-499	\$300
	500-749	\$280
	750-999	\$260
	1,000+	\$240
Teacher of Record License	Per Course	\$800
	Unlimited	\$2000

Products	Seats	Price/Seat Annual
The above licenses also include:  Unlimited PD & Partner Support Live Chat Support & Tutoring Progress & Course Completion Reports Homework Helper Full Course Library Access Course Facilitation (grading done by Subject) Advanced Reporting	n/a	\$0

**Payments**

Any amounts not paid when due shall bear interest from the due date at the rate of 2% of the unpaid fee per month, or the highest rate of interest permitted by law, whichever is lower. If School fails to pay any amount when due under this Agreement, Subject reserves the right to (i) remove all discounts offered to School under this Agreement; (ii) stop providing services to School after 60 calendar days of nonpayment; or (iii) recover any reasonable out-of-pocket expenses incurred by Subject to cover (a) the cost of services performed by Subject for any unpaid portion of the Term of this Agreement, or (b) costs in connection to collecting payments due, including, but not limited to, any bank charges for returned checks and attorneys' fees. In the event of any late payment that is not cured within 10 calendar days of the date of notice thereof, Subject may decline to provide further services until all amounts due and late fees are paid in full. No refunds of any kind will be provided under this Agreement.

Subject shall issue the Licenses for activation and provide the Services (as defined in the Terms and Conditions) immediately upon (i) payment in full of the Subscription Fee or fees for the Additional Licenses (if applicable) when due or (ii) receipt by Subject of a Purchase Order from School.

**Term**

This Agreement will commence on **the Contracted Term date** ("Initial Term"). Users who have not activated their Licenses, if any, may transfer their License to another Authorized User during the Term (as defined below) upon 15 days' prior written notice to Subject. Upon completion of the initial term, this Agreement shall automatically renew for additional one year terms (each, a "**Renewal Term**"), unless a Party notifies the other Party via written notice of its intent to terminate at least 90 days prior to the then-current Initial Term or Renewal Term, as applicable. The Initial Term, together with any Renewal Term(s), will be referred to as the "**Term**." Additional Licenses shall be subject to the term lengths indicated in such Additional License invoice. Subject will provide a pricing list to School at least 90 calendar days prior to the end of the then-current Initial Term or Renewal Term, as applicable. If School does not send a written notice of termination to Subject during the termination window above, then School will be deemed to have accepted the latest pricing list and the same number of Authorized Users in effect at the end of the prior term for the Renewal Term. Fees for such Renewal Term shall be due within 90 calendar days of the date of renewal.

**ACCEPTED AND AGREED TO AS OF THE DATE THIS AGREEMENT IS EXECUTED BY BOTH PARTIES:**

**Subject Technologies, Inc.**

**Township High School District 214**

**Name: Annie Lei**

**Name:**

**Title: Chief Revenue Officer**

**Title:**

**Date:**

**Date:**

**EXHIBIT A**  
**SUBJECT TECHNOLOGIES, INC.**  
**LICENSE AND SERVICES AGREEMENT**  
**STANDARD TERMS AND CONDITIONS**

These Standard Terms and Conditions are hereby fully incorporated into the Subject Technologies, Inc. License and Services Agreement to which this Exhibit A is attached, together, collectively referred to as the “**Agreement**.”

1. License.

- a. Subject to the terms and conditions of this Agreement, and solely as permitted in this Agreement, Subject hereby grants School and those individuals enrolled at School during the Term and designated by School and confirmed by Subject as authorized users (“**Authorized Users**”) a non-exclusive, non-transferable, non-sublicensable license during the Term to access, display, and use the Licensed Content, as may be amended from time to time in accordance with the provisions set forth herein (“**License**”). School and Authorized Users may access, display, and use the Licensed Content only for their internal business purposes or personal use, and they shall not display the Licensed Content publicly, record the Licensed Content, or share the Licensed Content with any third party. School’s and Authorized Users’ access to, and display and use of, the Licensed Content also shall be subject to the terms and conditions located at <https://subject.com/terms-of-service> (“**Website Terms of Service**”). To the extent there is any conflict between the Website Terms of Service and this Agreement, this Agreement shall control. For the avoidance of doubt, the Licenses shall not be activated until School pays Subject in full for such Licenses.
- b. School and Authorized Users shall not: (i) use or display the Licensed Content other than as expressly permitted in this Agreement; (ii) record, reproduce, publicly display, or publicly perform the Licensed Content; (iii) remove or destroy any copyright notices, trademark notices or other proprietary markings included in or on the Licensed Content; (iv) modify or adapt the Licensed Content, merge the Licensed Content into other content, or create derivative works based on the Licensed Content; (v) provide any third party with access to the Licensed Content; (vi) access the Licensed Content except as expressly permitted in this Agreement; or (vii) transmit the Licensed Content through any medium including social media or electronic mail. School shall be responsible for any unauthorized use or display of the Licensed Content or other breach of this Agreement by School or Authorized Users.
- c. School acknowledges and agrees that, as between Subject and School, Subject owns all right, title and interest in the Licensed Content. Nothing in this Agreement shall grant School or anyone else any ownership rights in the Licensed Content. School further acknowledges and agrees that it may be necessary for Subject to make changes to the Licensed Content during the Term. Accordingly, School agrees that Subject, at its discretion, may modify Licensed Content during the Term.
- d. At its discretion, Subject may arrange for the Licensed Content to be made available to School and Authorized Users in a third-party hosted environment. In that instance, School, on behalf of itself and all Authorized Users, acknowledges the Licensed Content will be hosted by a third party using third-party servers and other third-party equipment, hardware and software, and School agrees, on behalf of itself and all Authorized Users, that Subject shall have no liability in the event of any breach, malfunction, or failure of such third party servers, equipment, hardware or software, or in the event the Licensed Content is inaccessible or unavailable to School or Authorized Users, or in the event the Licensed Content or use or display of the Licensed Content is interrupted, untimely, delayed or not error-free. School, on behalf of itself and all Authorized Users, also acknowledges that Subject has no control over the flow of data between School, Authorized Users, and any third-party host and Subject shall have no responsibility or liability with respect thereto. If Subject makes the Licensed Content available in a hosted environment,

School, on behalf of itself and all Authorized Users, acknowledges and agrees School and the Authorized Users are responsible for obtaining and maintaining all hardware, software, and services (e.g., telecommunications services, ISP accounts, etc.) required to access the Internet and the Licensed Content.

2. Services. Subject shall provide to School the following “Services”, as may be amended from time to time in accordance with the provisions set forth herein. The specific scope of services shall be detailed below, which is attached to and forms an integral part of this contract. School will provide all necessary and reasonably requested information, direction, and cooperation to enable Subject to provide the Services.
  - Administrative and Academic Support. In an effort to maintain a high level of customer service, Subject shall provide email and live chat support to prospective students, active students, and School instructors serving as the teacher of record for the Subject Curriculum. Such support will include admissions, enrollment, and administrative assistance for students. Students are also able to access our live chat Homework Helper feature for academic assistance. For teachers, it will include technology, process, and general administrative support.
  - Curriculum Development Support and Program Management. For the courses offered as part of the Subject Curriculum, Subject shall provide content, simulations, videos, presentations and other typical online course content developed and owned by Subject that will be reviewed and approved by School faculty and instructors.
  - Technology. Subject will provide, and shall maintain, periodically revise, and host a technology platform for the Subject Curriculum, to serve as an online platform for students, teachers, support coordinators, and other staff and to enable online applications, course delivery, Subject Curriculum communications, and such other functions as are mutually agreed to by the Parties (“**Platform**”). The Platform is (a) designed to enable the effective delivery of Program curriculum and (b) shall be made available to Authorized Users. The Parties agree to negotiate in good faith should School wish to use the Platform for other academic programs offered by School. Subject will be responsible for correction of any errors, bugs, and defects in the Platform within a reasonable period of time.
  - Identity Validation. Subject shall have and maintain processes and mechanisms in place to ensure that each student registering for a course is the same student who participates in the course.
  - Academic and Professional Certification. Upon request by School, Subject shall assist School in providing information to aid in approval of the Subject Curriculum by regulators.
  - Program and Student Evaluation. Subject shall gather ongoing data of Authorized Users to further overall evaluation of the Subject Curriculum, including, but not limited to, student satisfaction with the Subject Curriculum, evaluation of instructors, and such other matters in such form and at such frequency as School may reasonably require.
3. Payments. For the License and Services to be provided hereunder, Subject will be due the payments, as may be amended from time to time in accordance with the provisions set forth herein. Except as otherwise agreed to in writing by the Parties, the Payments are inclusive of and cover the cost of all materials used for the provision of the License and Services. The Payments do not include or otherwise cover any local, state, federal or foreign taxes, levies, or duties of any nature charged to Subject in connection with the provision of the License and Services, excluding only taxes based on Subject’s net income (“**Taxes**”). School is responsible for paying all Taxes. If Subject has the legal obligation to pay or collect Taxes based on School’s or Authorized Users’ use of the License or receipt of the Services, such amount may be invoiced to and will be paid by School to Subject unless School provides Subject with a valid tax exemption certificate authorized by the appropriate taxing authority.
4. Termination.
  - a. Either Party may terminate this Agreement, effective on written notice to the other Party, if the other Party:
    - i. materially breaches this Agreement, and such material breach: (i) is incapable of cure; or (ii) being capable of cure, remains uncured 30 calendar days after the non-breaching Party

- provides the breaching Party with written notice of such breach; or
  - ii. becomes insolvent or admits its inability to pay its debts generally as they become due; becomes subject, voluntarily or involuntarily, to any proceeding under any domestic or foreign bankruptcy or insolvency law; is dissolved or liquidated or takes any corporate action for such purpose; makes a general assignment for the benefit of creditors; or has a receiver, trustee, custodian or similar agent appointed by order of any court of competent jurisdiction to take charge of or sell any material portion of its property or business.
  - iii. Subject may terminate this Agreement, effective on written notice to the School, if the School loses any accreditation, state authorization, or other licensure or certification necessary to perform the obligations required by this Agreement.
5. Effect of Expiration or Termination. Upon expiration or termination of this Agreement for any reason, all rights and licenses granted to School under this Agreement shall immediately terminate and School and all Authorized Users shall immediately cease all access, use, or display of the Licensed Content and purge any copies of the Licensed Content. School shall reasonably assist in (i) ensuring Authorized Users purge any copies of the Licensed Content upon termination of this Agreement and (ii) preventing Authorized Users from accessing Licensed Content following termination of this Agreement. Subject shall promptly deliver to School all documents, work product, and other materials, whether or not complete, prepared by or on behalf of Subject in the course of performing the Services. Any payments owed to Subject, up to and including the effective date of such termination, shall be due and payable to Subject within 30 calendar days of expiration or termination of this Agreement for any reason.
6. Academic Integrity.
- a. Notwithstanding the terms of this Agreement, School at all times shall retain ultimate authority and power over each and every one of the discretionary functions that are necessary attributes of a duly authorized educational institution offering secondary programs and instruction, as more particularly described and defined as follows: (i) strategic planning and other advisory functions; (ii) approving the curriculum and content of School's educational programs; (iii) setting admission standards and criteria and determining the admissibility of individual students; (iv) developing academic policies and procedures; (v) approving and appointing instructors who hold teaching credentials required by applicable law; (vi) assigning grades of record, awarding and recording academic credit and credentials, and maintaining student transcripts and other permanent records; (vii) obtaining and maintaining all accreditations, approvals, registrations, permits, or licenses required under applicable law or by any educational agency or governmental authority in connection with School's secondary programs and instruction; (viii) establishing and enforcing academic policies and requirements; (ix) performing all other core academic functions; and (x) overseeing and establishing standards for Subject's provision of services to School.
  - b. Nothing in this Agreement is intended, or should be interpreted to, obligate Subject to provide any services that would result in Subject or any employee of Subject being classified as a "teacher of record" or similar designation. The Parties agree that School and its employees will maintain ultimate responsibility for all functions required of a teacher of record under applicable law, including oversight and approval of course content, assignments, and grades, and that for all purposes, Subject is not a teacher of record.
7. Third Party Providers. To the extent School's or an Authorized User's access, display, or use of Licensed Content interfaces with software applications or other technology and applications provided by third parties (collectively, "**Third Party Applications**"), School, on behalf of itself and all Authorized Users, agrees to maintain appropriate licenses or permissions from the licensors of the Third Party Applications for School and Authorized Users to use the Third Party Applications during the Term. Subject does not provide any warranties, guaranties or indemnification regarding any Third Party Applications or any third parties or any of their products or services, whether or not such products or services are designated by Subject or anyone else as "partner," "certified," "validated" or otherwise. Any exchange of data or other interaction between School, an Authorized User and a third party, and any purchase or license by School or an Authorized User of any product or service offered by a third party, is solely between School or the applicable Authorized User and such third party.
8. Confidentiality. All non-public, confidential or proprietary information of each Party ("**Confidential**

**Information**”), including, but not limited to, information about its business affairs, products, software, application programming interfaces, user interfaces, predictive models, analytics and analytics reporting, intellectual property and trade secrets, specifications, samples, patterns, designs, plans, drawings, documents, data, business operations, lists, pricing, discounts, or rebates disclosed by one Party to the other, whether disclosed orally or disclosed or accessed in written, electronic, or other form or media, or otherwise learned by the recipient Party in connection with this Agreement, and whether or not marked, designated, or otherwise identified as “confidential,” in connection with this Agreement is confidential, solely for use in connection with performing this Agreement and may not be disclosed or copied unless authorized by the disclosing Party in writing. Confidential Information does not include any information that: (a) is or becomes generally available to the public other than as a result of a Party’s breach of this Agreement; (b) is obtained by the recipient Party on a non-confidential basis from a third-party that was not legally or contractually restricted from disclosing such information; or (c) is established by documentary evidence to be in the possession of recipient Party prior to the disclosing Party’s disclosure hereunder. Upon the disclosing Party’s request, the recipient Party shall promptly return all documents and other materials received from the disclosing Party.

9. Data

As part of the services provided under this Agreement, Subject Technologies Inc. shall offer a data consultation service to the School. This service includes a collaborative review of data shared by the School, which may include historical data from previous vendor engagements, for the purpose of benchmarking and strategic planning.

a. Data Anonymization

All data provided by the School for the purposes of the data consultation service shall be de-identified and shall not contain any personally identifiable information (PII) as defined under applicable federal and state privacy laws, including but not limited to FERPA and COPPA.

b. Onboarding and Service Collaboration

School agrees to allocate up to five (5) in-person working days per calendar year for meetings between Subject Technologies Inc. and a designated School representative responsible for overseeing data and analytics. These meetings will be scheduled with mutual consent and used to facilitate meaningful consultation and data review.

c. Purpose and Outcome: The purpose of the data consultation service is to assess and enhance the efficacy of the partnership between Subject Technologies Inc. and the School. This includes evaluating the success of the services delivered, informing continuous improvement, and aligning on measurable impact.

10. Independent Contractor. It is understood and acknowledged that in providing the License and Services, Subject acts in the capacity of an independent contractor and not as an employee or agent of School. Subject shall control the conditions, time, details, and means by which Subject provides the License and Services. Subject has no authority to commit, act for or on behalf of School, or to bind School to any obligation or liability. Subject shall not be eligible for and shall not receive any employee benefits from School and shall be solely responsible for the payment of all taxes, FICA, federal and state unemployment insurance contributions, state disability premiums, and all similar taxes and fees relating to the fees earned by Subject hereunder

11. Intellectual Property for Marketing and Related Purposes.

a. Notwithstanding any prohibition in any nondisclosure or confidentiality agreement signed by the Parties, each Party hereby grants to the other Party (a) a limited and non-exclusive, royalty-free license to use the granting Party’s names, logos, service marks or trademarks (collectively, the “**Marks**”), solely for the performance of each Party’s obligations under this Agreement, and (b) a license to use the granting Party’s name as a reference in the other Party’s marketing and other promotional materials, in each case solely for purposes of performing the other Party’s obligations and exercising the other Party’s rights under this Agreement; provided, however, that the other Party may not use any Mark(s) or otherwise reference the granting Party in any marketing, promotional or other materials, including on websites owned or operated by the other Party, until such uses and materials in whatever form will have been previously submitted to and approved in writing by the granting Party, which approval may be withheld by the granting Party for any reason in its sole discretion. The licenses granted by each Party in this Section 10 will terminate upon the termination of this Agreement or as otherwise expressly agreed to by the Parties in writing.

- b. Upon each Party's reasonable request, the other Party will promptly remove, alter or modify any and all use of the Party's Marks or other references to the Party in any marketing, promotional or other materials, including on websites owned or controlled by the other Party.
- c. Except for what is set forth herein, no rights or licenses with respect to any intellectual property are granted under this Agreement. Each Party will own and retain all right, title and interest in and to its names, logos and service marks, proprietary features and proprietary technology, trade secrets, patents, copyrights, trademarks, and other proprietary rights of any type under the laws of any governmental authority, domestic or foreign, and all modifications thereto, and improvements and derivative works thereof, including, without limitation, rights in and to all applications and registrations relating to any of the foregoing and including, without limitation, any such rights in and to any information or content contributed by such Party to the other Party (collectively, its "**Intellectual Property**"). Notwithstanding anything in this Agreement to the contrary, in the event that one Party modifies, improves or creates derivative works of any of the other Party's Intellectual Property, it shall assign, and does hereby assign, all right, title and interest in and to such modifications, improvements and derivative works to the other Party (i.e., the owner of the Intellectual Property).

12. Compliance with Laws. The Parties agree to materially comply with all applicable international, federal, state and local laws, rules, regulations and ordinances. In particular and without limitation, Subject and School also agree to comply with all applicable regulatory, privacy, data protection, anti-bribery, anti-boycott, anti-terrorism, and export control laws and regulations, and not to discriminate against any employee, applicant, or enrolled student because of any basis protected by law. Each Party has and shall maintain in effect all the licenses, permissions, authorizations, consents, and permits that it needs to carry out its obligations under this Agreement.

13. Representations, Warranties, and Indemnification.

- a. Subject and School each represent and warrant they have the power and authority to enter into this Agreement and perform their obligations under this Agreement. School represents and warrants it has the right and authority to provide Subject with the names and email addresses of the Authorized Users, and that the Authorized Users have expressly consented to School providing their names and email addresses to Subject. School represents and warrants it will not provide any information to Subject about Authorized Users without the prior express consent of the applicable Authorized User(s), and that any information School collects from Authorized Users is done on School's behalf.
- b. Subject to the terms and conditions set forth in this Section 12, each Party (as "**Indemnifying Party**") shall indemnify, hold harmless, and defend the other Party and its officers, directors, affiliates, agents, students, and representatives (collectively, "**Indemnified Party**") against any and all losses, damages, liabilities, deficiencies, claims, actions, judgments, settlements, interest, awards, penalties, fines, costs, or expenses of whatever kind, including professional fees and attorneys' fees, that are awarded against Indemnified Party in a final non-appealable judgment or proceeding (collectively, "**Losses**"), arising out of:
  - i. material breach or non-fulfillment of any representation, warrant, or covenant contained in this Agreement by Indemnifying Party or its personnel;
  - ii. any negligent or more culpable act or omission of Indemnifying Party or its personnel (including any reckless or willful misconduct) in connection with the performance of its obligations under this Agreement; or
  - iii. any failure by Indemnifying Party to comply in all material respects with any applicable federal, state, or local laws, regulations, or codes in the performance of its obligations under this Agreement.

14. Warranties. SUBJECT PROVIDES THE LICENSED CONTENT "AS IS." SUBJECT MAKES NO REPRESENTATIONS OR WARRANTIES WITH RESPECT TO THE LICENSED CONTENT OR SERVICES, WHETHER EXPRESS, IMPLIED, STATUTORY OR OTHERWISE, AND SUBJECT SPECIFICALLY DISCLAIMS ANY IMPLIED WARRANTIES OF MERCHANTABILITY, FITNESS,

NON-INFRINGEMENT OR OTHERWISE.

15. Limitation of Liability. IN NO EVENT WILL EITHER PARTY BE LIABLE TO THE OTHER FOR ANY CONSEQUENTIAL, INDIRECT, INCIDENTAL OR SPECIAL DAMAGES WHATSOEVER INCLUDING, WITHOUT LIMITATION, DAMAGES FOR LOSS OF PROFITS, BUSINESS INTERRUPTION, LOSS OF OR UNAUTHORIZED ACCESS TO INFORMATION AND THE LIKE, EVEN IF INFORMED OF THE POSSIBILITY OF SUCH DAMAGES. FURTHER, EACH PARTY'S AGGREGATE MAXIMUM LIABILITY ARISING FROM OR IN ANY WAY RELATED TO THIS AGREEMENT (WHETHER IN CONTRACT, TORT, STRICT LIABILITY OR OTHERWISE) SHALL NOT EXCEED THE PAYMENTS ACTUALLY PAID TO SUBJECT DURING THE SIX (6) MONTHS PRECEDING THE DATE OF THE EVENT THAT IS THE BASIS OF THE CLAIM. THIS SECTION SHALL SURVIVE TERMINATION OF THIS AGREEMENT FOR ANY REASON. The foregoing limitations shall not apply to any damages arising out of or in connection with one Party's infringement of the other Party's intellectual property rights.
16. Insurance. With respect to any activity conducted under this Agreement or any subsequently executed amendment hereto, each Party will maintain, at its own cost and expense, adequate and customary required levels (as appropriate and standard) of cyber liability coverage, general public liability insurance, worker's compensation insurance, and property damage to cover each Party's indemnity obligations under this Agreement. Evidence of such insurance shall be provided to the other Party upon request.
17. Injunctive Relief. School acknowledges and agrees the Licensed Content contains the copyrighted material of Subject, the unauthorized use, display or disclosure of which would irreparably harm Subject. Accordingly, School agrees that in the event of an actual or threatened unauthorized use, display or disclosure of all or a portion of the Licensed Content by School or an Authorized User, Subject shall be entitled to and should receive expedited injunctive relief from a court of competent jurisdiction enjoining such unauthorized use, display or disclosure without Subject having to prove irreparable harm or post a bond. Further, School acknowledges that money damages may not be a sufficient remedy for any breach or threatened breach of Sections 1 or 8 by the School or its representatives. Therefore, in addition to all other remedies available at law (which Subject does not waive by the exercise of any rights hereunder), Subject shall be entitled to seek specific performance and injunctive and other equitable relief as a remedy for any such breach or threatened breach, and School hereby waives any requirement for the securing or posting of any bond or the showing of actual monetary damages in connection with such claim. In the event that Subject institutes any legal suit, action, or proceeding against the other Party arising out of or relating to this Section 16, Subject shall be entitled to receive in addition to all other damages to which it may be entitled, the costs incurred by Subject in conducting the suit, action, or proceeding, including attorneys' fees and expenses and court costs.
18. Non-Solicitation.
  - a. Each Party agrees that during the Term and for a period of one year after the expiration or earlier termination of the Term, without obtaining the prior written consent of the other Party, neither such Party nor any of its affiliates or Representatives (each, a "**Restricted Person**") shall directly or indirectly, for itself or on behalf of another person or entity solicit for employment or otherwise induce, influence, or encourage to terminate employment with the other Party or any of its affiliates or subsidiaries, or employ or engage as an independent contractor, any current or former employee of the other Party (each, a "**Covered Employee**"), except (i) pursuant to a general solicitation through the media or by a search firm, in either case, that is not directed specifically to any employees of the other Party, unless such solicitation is undertaken as a means to circumvent the restrictions contained in or conceal a violation of this Section 17.a, or (ii) if the other Party terminated the employment of such Covered Employee before the Restricted Person having solicited or otherwise contacted such Covered Employee or discussed the employment or other engagement of the Covered Employee.
  - b. The Parties agree that the duration, scope, and geographical area of the restrictions contained in this Section 17 are reasonable. Upon a determination that any term or provision of this Section 17 is invalid, illegal, or unenforceable, the court may modify this Section 17 to substitute the maximum duration, scope, or geographical area legally permissible under such circumstances to the greatest extent possible.

to effect the restrictions originally contemplated by the Parties hereto.

## 19. General.

- a. *Further Assurances.* Each of the Parties hereto shall use commercially reasonable efforts to, from time to time upon request, furnish the other Party such further information or assurances, execute and deliver such additional documents, instruments, and conveyances, and take such other actions and do such other things, as may be reasonably necessary to carry out the provisions of this Agreement and give effect to the transactions contemplated hereby.
- b. *Notices.* Each Party shall deliver all communications in writing either in person, by certified or registered mail, return receipt requested and postage prepaid, by facsimile or email (with confirmation of transmission), or by recognized overnight courier service, and addressed to the other Party at the addresses set forth on the signature pages hereto (or to such other address that the receiving Party may designate from time to time in accordance with this section).
- c. *Governing Law.* This Agreement is made and shall be construed in accordance with the internal laws of the State of Delaware (irrespective of its choice of law principles). Subject to Section 18.d of this Agreement, each of the Parties submits to the exclusive jurisdiction and venue of the Central District of California and the state courts sitting in Los Angeles County, California, in any action or proceeding arising out of or relating to this Agreement.
- d. *Dispute Resolution.* The Parties shall attempt in good faith to resolve any dispute arising out of or relating to this Agreement by negotiations between representatives with authority to settle the dispute. If the dispute has not been resolved within 30 calendar days of a Party's request for negotiation, either Party may submit the dispute to non-binding mediation in Los Angeles County, California, and the Parties shall cooperate in the mediation process and pay their own costs and legal expenses in connection therewith. If the dispute has not been resolved within 60 calendar days of submitting it to mediation, either Party may institute a court action in the Central District of California or the state courts located in Los Angeles County, California, to resolve the dispute. No Party may institute a court action on a dispute without first attempting to resolve the dispute in accordance with the dispute resolution process in this Section 18.d, except that the Parties acknowledge and agree the dispute resolution process in this Section 18.d shall not apply to disputes related to School's alleged breach of Section 1 or 8 of this Agreement, and that Subject may institute court action with respect to such disputes without first undergoing the dispute resolution process in this Section 18.d.
- e. *Integration.* This Agreement (including Exhibit A, Terms and Conditions) contains the entire understanding of the Parties with respect to the subject matter hereof, and supersedes all prior and contemporaneous written or oral understandings, agreements, representations, and warranties with respect to such subject matter. The invalidity, illegality, or unenforceability of any provision herein does not affect any other provision herein or the validity, legality, or enforceability of such provision in any other jurisdiction.
- f. *Amendment.* The Parties may not amend this Agreement except by written instrument signed by the Parties.
- g. *Force Majeure.* Neither Party to this Agreement shall be liable for non-performance of any obligation under this Agreement if such non-performance is caused by a Force Majeure event. "**Force Majeure**" means an unforeseeable cause beyond the control of and without the negligence of the Party claiming Force Majeure, including, but not limited to, fire, flood, severe weather, acts of God, labor strikes, interruption of utility services, war, acts of terrorism, acts of government, pandemics, and other unforeseeable accidents.
- h. *Waiver.* No waiver of any right, remedy, power, or privilege under this Agreement ("**Right(s)**") is effective unless contained in a writing signed by the Party charged with such waiver. No failure to exercise, or delay in exercising, any Right operates as a waiver thereof. No single or partial exercise of

any Right precludes any other or further exercise thereof or the exercise of any other Right.

- i. *Cumulative Rights.* The Rights under this Agreement are cumulative and are in addition to any other rights and remedies available at law or in equity or otherwise.
- j. *Assignment.* School may not assign this Agreement without Subject's prior written consent. Subject may assign this Agreement without School's consent.
- k. *Publicity and Trademark License:* Subject may use School's trademarks, service marks and logos in press releases, advertising and promotional materials to indicate that School is a licensee of Subject. School hereby grants Subject a non-exclusive, non-transferable, royalty-free license during the Term to use School's trademarks, service marks and logos in press releases, advertising and promotional materials. All such use of School's trademarks, service marks and logos shall be in accordance with any reasonable trademark use guidelines communicated to Subject by School, and all such use shall inure to School's benefit. School represents and warrants it has the right to grant the trademark licenses granted in this Section 18.k, and School agrees to indemnify, defend and hold Subject harmless from any claims, demands, causes of action, costs and expenses (including reasonable attorneys' fees and expert witness fees) arising out of or relating to any allegation that School's trademarks, service marks or logos infringe or otherwise violate any third party's trademark, copyright, right of publicity or other intellectual property or proprietary right.
- l. *Successors and Assigns; Third Party Beneficiaries.* This Agreement is binding upon and inures to the benefit of the Parties and their respective successors and permitted assigns. Except for the Parties, their successors and permitted assigns, there are no third-party beneficiaries under this Agreement.
- m. *Survival.* Sections 4, 5, 7, 8, 9, 13 through 18 inclusive of this Agreement, the Services and Payment sections of this Agreement, as well as any other provision that, in order to give proper effect to its intent, should survive the expiration or termination of this Agreement, will survive such expiration or termination for the period specified therein, or if nothing is specified for a period of 12 months after such expiration or termination.
- n. *Counterparts.* This Agreement may be executed in counterparts.
- o. *Headings.* The Headings in this Agreement are for convenience only and shall not affect its interpretation.
- p. *Severability.* If any term or provision of this Agreement is found by a court of competent jurisdiction to be invalid, illegal or unenforceable in any jurisdiction, such invalidity, illegality or unenforceability shall not affect any other term or provision of this Agreement or invalidate or render unenforceable such term or provision in any other jurisdiction. Upon a determination that any term or provision is invalid, illegal or unenforceable, the Parties shall negotiate in good faith to modify this Agreement to effect the original intent of the Parties as closely as possible in order that the transactions contemplated hereby be consummated as originally contemplated to the greatest extent possible.
- q. *Public Announcements.* Unless otherwise required by applicable law, no Party to this Agreement shall make any public announcements in respect of this Agreement or the transactions contemplated hereby or otherwise communicate with any news media without the prior written consent of the other Party (which consent shall not be unreasonably withheld, conditioned, or delayed), and the Parties shall cooperate as to the timing and contents of any such announcement.
- r. *Entire Agreement.* This Agreement, together with all related exhibits and schedules, constitutes the sole and entire agreement of the Parties to this Agreement with respect to the subject matter contained herein, and supersedes all prior and contemporaneous understandings, agreements, representations, and warranties, both written and oral, with respect to such subject matter.

**Education Association and Administrative/Supervisory Personnel Report  
June 26, 2025**

**ADMINISTRATORS/SUPERVISORS**

<b>Position</b>	<b>Location</b>	<b>Name</b>	<b>Salary</b>	<b>Effective Date</b>
Communications Coordinator	FVEC	Lindsey Dombrowski	\$85,000 pro rated for days worked	July 14, 2025
Health Services Supervisor II	Specialized Schools	Catriece Mack	\$83,500	July 1, 2025
Director of Curriculum & Equitable Practices	FVEC	Jill Hlavacek	\$180,000 pro rated for days worked	July 14, 2025
<b>Resignation</b>	<b>Location</b>	<b>Name</b>	<b>Effective Date</b>	
Health Services Supervisor I	BGHS	Catherine Martin	June 30, 2025	

**EDUCATION ASSOCIATION**

<b>Position</b>	<b>Location</b>	<b>Name</b>	<b>Salary</b>	<b>Effective Date</b>
1.0 Science	PHS	James Ford	\$73,046.00	August 11, 2025
0.6 Special Education	RMHS	Claudia Flores Beltran	\$39,484.20	August 11, 2025
<b>Resignation</b>	<b>Location</b>	<b>Name</b>	<b>Effective Date</b>	
1.0 Science	PHS	Joseph Kim	June 16, 2025	

**Job Description**

Director of Grants & Special Programs  
 Applications Specialist  
 English Language Program Coordinator  
 Assistant Director of Research & Evaluation

**Township High School District 214 - Board of Education**

**Personnel Transaction Report**

**June 26, 2025**

**Custodial Maintenance Personnel 2025-2026**

<b>Change</b>	<b>Location</b>	<b>Name</b>	<b>Salary</b>	<b>Hours</b>	<b>Effective Date</b>
Custodian I - 2nd Shift (Initial Location: JHHS) (From: Tuesday-Saturday)	CM	Jake Behning Kopkowski	\$23.84	40	July 1, 2025
Custodian I - 2nd Shift (Initial Location: EGHS) (From: Custodian I - 3rd Shift, PHS)	CM	Juana Garcia Romero	\$24.44	40	July 1, 2025
Maintenance I (Initial Location: BGHS) (From: Lead Custodian - 3rd Shift, RMHS)	CM	Luis Reyes	\$35.75	40	July 1, 2025
Maintenance I (Initial Location : PHS) (From: Custodian - 3rd Shift, RMHS)	CM	Victor Wehde	\$26.12	40	July 1, 2025

<b>New</b>	<b>Location</b>	<b>Name</b>	<b>Salary</b>	<b>Hours</b>	<b>Effective Date</b>
Custodian I - 3rd Shift (Initial Location: FVEC)	CM	Diego Reyes	\$23.29	40	July 1, 2025

**Educational Support Personnel 2024-2025**

<b>Change</b>	<b>Location</b>	<b>Name</b>	<b>Salary</b>	<b>Hours</b>	<b>Effective Date</b>
Probationary Release (From: Master Scheduler)	JHHS	RoseAnn Cwidak			June 30, 2025
Probationary Release (From: Master Scheduler)	WHS	Roberto Rosado			June 30, 2025

**Educational Support Personnel 2025-2026**

<b>Change</b>	<b>Location</b>	<b>Name</b>	<b>Salary</b>	<b>Hours</b>	<b>Effective Dates</b>
Instructional Assistant - Student Services (From: Job Placement Specialist, FVEC)	SS/TAFV	Judith Cardenas	\$25.83	37.5	August 11, 2025 - May 29, 2026
Instructional Assistant - Student Services (From: Temp and Grant Funded, 37.5 hours)	EGHS	Melanie Howe	\$27.41	35	August 11, 2025
Campus Safety (From: Campus Safety - Lead, RMHS)	SS	Arkadi Karapetian	\$26.30	40	August 11, 2025
Instructional Assistant - Student Services (From: Temp and Grant Funded)	WHS	Claudia Kowalski	\$27.41	37.5	August 11, 2025
Instructional Assistant - Student Services (From: Temp and Grant Funded)	JHHS	Christine S. O'Grady	\$28.52	37.5	August 11, 2025
Instructional Assistant - EL (From: Avid Assistant)	WHS	Cassandra Sastre	\$26.35	37.5	August 11, 2025
Instructional Assistant - Student Services (From: IA-EL)	WHS	Louis Wool	\$25.83	37.5	August 11, 2025 - May 29, 2026

<b>New</b>	<b>Location</b>	<b>Name</b>	<b>Salary</b>	<b>Hours</b>	<b>Effective Date</b>
Athletic and Student Programs Assistant	JHHS	Maureen Galazkiewicz	\$24.78	40	July 1, 2025
Campus Safety	JHHS	Jayson McPhan	\$24.78	27.5	August 11, 2025
Instructional Assistant - EL	BGHS	Julian Rodriguez	\$25.83	37.5	August 11, 2025
Campus Safety	JHHS	David White	\$24.78	40	August 11, 2025

**Temporary and Grant Funded Personnel 2025-2026**

<b>Position</b>	<b>Location</b>	<b>Name</b>	<b>Salary</b>	<b>Hours</b>	<b>Effective Dates</b>
Instructional Assistant - EL	WHS	Rita Alexander	\$25.83	37.5	August 11, 2025 - May, 29, 2026



High School District 214  
2121 South Goebbert Road  
Arlington Heights, Illinois  
60005

Dr. Scott Rowe  
Superintendent

Date: June 26, 2025

To: Board of Education

From: Kate Kraft, Associate Superintendent

Subject: Job Description

### **Background**

We are proposing revisions to the following job descriptions: EL Coordinator, Director of Grants & Special Programs, Assistant Director of Research & Evaluation, and the Applications Specialist. These job descriptions have been revised to update the “Reports To” section under the organizational relationships. No other sections of the job descriptions have been changed. The scope of responsibilities for each position remains the same.

### **Administrative Consideration**

This job description has been reviewed by the administration and is aligned to ensure effective contributions to the district’s growth and success.

### **Recommendation**

We respectfully recommend that the Board of Education review and approve the proposed job descriptions for EL Coordinator, Director of Grants & Special Programs, Assistant Director of Research & Evaluation, and the Applications Specialist.

TOWNSHIP HIGH SCHOOL DISTRICT 214

JOB TITLE: Applications Specialist

ORGANIZATIONAL UNIT: Central Administration

ORGANIZATIONAL RELATIONSHIPS:

Reports to: Student Information Systems Supervisor or Designee

LENGTH OF CONTRACT: Full-year assignment

SALARY GRADE: Supervisory Grade Three

GENERAL RESPONSIBILITIES:

The Application Specialist is a primary technical resource in the IT team. They must provide support to all staff both at the building level as well as central office. The application specialist is in charge of mastering all of the assigned systems, in order to provide support and training via email, help desk tickets, and over the phone. They must be able to communicate technical instructions patiently to users.

This role also provides analysis, testing, troubleshooting, report writing, and assistance with software implementations and upgrades. The application specialist works closely with the SIS supervisor to create maintenance plans, workflow guides, and data collection procedures. To be successful in this role, it is imperative that the candidate demonstrate an ability to be a self-starter, self-organized, collaborative, detailed-oriented, and possess strong analytical skills. The ideal candidate should have excellent oral and written communication skills and a passion for information technology.

SPECIFIC DUTIES:

1. As a member of the Information Technology team, assist in providing day-to-day internal application and customer support, seek resolution to customer problems with designated applications, for example, Infinite Campus, School Messenger, Tienet, Naviance, Mastery Manager, Websmartt, VersaTrans, and Lifetouch, etc.
2. Oversee the reporting process using file extracts and data audits in order to be in compliance with the Illinois Board of Education via their IWAS system.
3. Manages user groups and user access for the assigned systems, following the established data security, governance, and student privacy guidelines.
4. Respond to customer inquiries in a timely manner and utilize skills and knowledge of applications to answer questions and solve technical problems.
5. Owns issues until completely resolved and provides follow-up with clients to assure continued success. Documents any findings for future reference.
6. Troubleshoot and debug the supported application/software issues raised by end-users
7. Tests new or upgraded releases of software.
8. Develops, defines, implements, and enforces Information Security Policies.
9. Collaborates with district and building leadership to ensure equity is infused in practice and remains at the forefront of efforts to disrupt inequities.
10. Performs other tasks assigned by the SIS Supervisor and Director of Technology Services.

BOE: 5/11/06

Rev. 5/2/13, 1/21/21, 7/21/22, 6/26/25

TOWNSHIP HIGH SCHOOL DISTRICT 214

JOB TITLE: Assistant Director of Research and Evaluation

ORGANIZATIONAL UNIT: Central Administration

ORGANIZATIONAL RELATIONSHIPS:

Reports to: Associate Superintendent for Operations

LENGTH OF CONTRACT: Full Year

SALARY GRADE: Administrative Grade One

GENERAL RESPONSIBILITIES:

The Assistant Director of Research and Evaluation supports the leadership and coordination related to the development and implementation of a comprehensive plan of assessment, data management, analysis, reporting and dissemination for school improvement. The Assistant Director coordinates data visualization strategy and serves as an expert resource in data visualization design and training. The Assistant Director works collaboratively with the Director of Instructional Technology and Technology Services to coordinate the development and use of the district's student information system.

SPECIFIC DUTIES:

1. Conducts quantitative and qualitative analyses necessary for accurate interpretation of data and communicates the information to key stakeholders.
2. Supports the development and maintenance of a systematic program of student assessment information presentations with appropriate internal staff and appropriate external audiences.
3. Collaborates in the development and management of systems designed to collect, manage, store, and report a variety of data to support student assessment information needs (e.g., a data warehouse).
4. Coordinates overall data visualization strategy, individual interactive report design, and staff training.
5. Contributes to the reporting cycle to provide central administration, Board of Education and schools with information to guide school improvement.
6. Works with staff members to identify, analyze, evaluate, and plan research projects. Serves as a resource person to staff members in areas of test development, data analysis, program assessment and evaluation, and research.
7. Supports the implementation of district policies as they relate to state testing issues.
8. Responds to questionnaires and surveys.
9. Collaborates with district and building leadership to ensure equity is infused in practice and remains at the forefront of efforts to disrupt inequities.
10. Performs other tasks assigned by the Director of Research and Evaluation.

TOWNSHIP HIGH SCHOOL DISTRICT 214

JOB TITLE: Director of Grants and Special Programs

ORGANIZATIONAL UNIT: Central Administration

ORGANIZATIONAL RELATIONSHIPS:

Reports to: Associate Superintendent for Business Services/CSBO

Supervises: Grants Supervisor  
Administrative Assistant I

LENGTH OF CONTRACT: Full year

SALARY GRADE: Administrative Grade Two

GENERAL RESPONSIBILITIES:

The Director of Grants and Special Programs is responsible for identifying and utilizing state, federal and private sector funding opportunities to benefit the district's programs, facilities, and personnel; writing requests for funding; providing leadership in the development of initiatives that are supported by funding from grants, and managing related grant budgets.

SPECIFIC DUTIES:

1. Keeps informed of grant related legislation and funding opportunities.
2. Studies all local, regional, state, and federal legislation, projects, programs and requests for proposals for opportunities they offer for grants, entitlements, and allocations.
3. Keeps the members of the teaching and learning division and building level administrators informed of new funding opportunities and the status of current funded programs.
4. Assumes responsibility for the writing of proposals, projects and reports to be submitted to the federal and state education agencies or other agencies and sources of grant funding in the area of regular education and in the manner required under the law.
5. Assumes responsibility for administering state and federal grants to include Titles I and II (Math & Science and class size reduction), state library, Perkins IV, Career and Technical Education Improvement (CTEI) grant, and other program projects as assigned.
6. Facilitates the development of programs or projects, both at the site and district level, for submission for funding.
7. Assists building level administrators in the development and writing of proposals, projects and requests for proposals for funding opportunities.
8. Serves as district liaison to local and state business and partnership agencies.
9. Administers and manages funded projects.
10. Collaborates with district and building leadership to ensure equity is infused in practice and remains at the forefront of efforts to disrupt inequities.
11. Performs other tasks assigned by the Associate Superintendent for Teaching and Learning.

## TOWNSHIP HIGH SCHOOL DISTRICT 214

JOB TITLE: English Language Program Coordinator

ORGANIZATIONAL UNIT: Building

### ORGANIZATIONAL RELATIONSHIPS:

Reports to: Associate Principal of Instruction or Designee

LENGTH OF CONTRACT: 195 days

SALARY: Education Association Salary Schedule

### GENERAL RESPONSIBILITIES:

The (EL) Coordinator is responsible for overseeing and managing the school's English Learner (EL) program. The EL Coordinator will work with teachers, administrators, and support staff to ensure that EL students receive a high-quality education and reach their full potential. The EL Coordinator will report directly to the Associate Principal of Instruction and Director for English Language Program.

### SPECIFIC DUTIES:

1. Collaborate with building and district stakeholders to develop and implement a comprehensive ESL curriculum that aligns with state and national standards.
2. Coordinate with building and district staff to oversee compliance with state and federal laws and regulations related to the screening, placement, and education of EL students.
3. Deliver training and support of teachers in delivering effective ESL instruction and accommodations.
4. Monitor the progress of EL students and provide regular feedback to teachers and parents.
5. Collaborate with all departments to ensure EL students receive appropriate services, such as accommodations, special education, and counseling.
6. Collaborate with Student Services throughout the year to ensure transfer students are enrolled and scheduled properly.
7. Develop and maintain partnerships with community organizations to support EL students and families.
8. Process budget expenditures for the ESL program.
9. Attend and participate in meetings with administrators, teachers, and other stakeholders to discuss the needs of EL students.
10. Collaborate with Division Heads and Student Services to develop appropriate recommendations for the scheduling of EL students into appropriate classes to meet their individual needs.
11. Collaborate with administration to schedule instructional assistants into classes to meet student needs and compliance with ISBE for home language support.
12. Serve as the main point of daily contact for instructional assistants.

13. Update the student information system to ensure compliance with flags and schedules.
14. Communicate with sender schools, including Newcomer Academy, to ensure a smooth transition for EL students and to share information about their progress.
15. Collaborate with Assessment Center and Division to provide oversight and planning of ACCESS testing for all required students.
16. Submits testing accommodations for EL and dual enrolled students to WIDA and College Board.
17. Lead building English Language Program PLC meetings.
18. Provide direct support for students who need interventions.
19. Review all schedules to ensure compliance with specific EL state requirements.

BOE: 3.13.2023

Rev.: 6/26/2025

**ADMINISTRATOR CONTRACT**  
**(July 1, 2025 through June 30, 2028)**

THIS AGREEMENT is between the Board of Education (the “Board”) of Township High School District Number 214, Cook County, Illinois (the “School District”) and JEFFREY WARDLE (the “Administrator”). The Board and the Administrator agree as follows:

1. **EMPLOYMENT**. In accordance with the provisions of Section 10-23.8a of the School Code of Illinois, 105 ILCS 5/10-23.8a, the Administrator is hereby employed as an Administrator in the School District for the period beginning July 1, 2025, and extending through June 30, 2028.

The Administrator’s contract year is July 1 through the immediately following June 30.

2. **PERFORMANCE GOALS AND INDICATORS OF STUDENT ACADEMIC IMPROVEMENT**. This is a performance-based contract, the goals of which are set forth in the attached Exhibit 1. Accomplishment of the goals, as may be amended from time to time, will enhance student performance and achieve academic improvement. Along with the evaluation criteria set forth in paragraph 6, a primary measure of the performance and effectiveness of the Administrator each contract year shall be whether the Administrator has met the goals for that contract year or has made adequate progress toward completion of the goals which are to be met in a later contract year, as such goals are set by the Board and the Superintendent in consultation with the Administrator.

Pursuant to the Administrator Evaluation Plan, any modified goals shall be incorporated into a document to be entitled “Administrator’s Performance Goals,” which shall be signed and dated by the Superintendent and become the Administrator’s new and/or additional goals for purposes of this contract.



contributions by the Administrator pursuant to Section 414(h)(2) of the Internal Revenue Code. The Administrator shall not have the option of choosing to receive directly the amounts contributed to IMRF by the Board on the Administrator's behalf, nor any right or claim to the contributions to IMRF except as such may subsequently become available pursuant to the provisions of the Pension Code and IMRF rules and regulations.

6. **EVALUATION.** The Superintendent or other Administrator designated by the Superintendent shall evaluate the Administrator's performance in writing in accordance with the District's evaluation program and within the time, if any, required by law applicable to the Administrator's assignment. Unless otherwise required by law, the results of the evaluation, or the failure to evaluate, will not preclude dismissal or non-renewal under this contract.

7. **LICENSE.** The Administrator shall furnish to the Board before beginning employment under this contract a valid and appropriate license to act in the capacity in which the Administrator is assigned. The Administrator shall keep the license in effect at all times during the term of this contract.

8. **OUTSIDE ACTIVITIES.** The Administrator's professional and employment activities shall be confined to the business of the School District or as otherwise approved in advance by the Superintendent.

9. **TERMINATION**

**A. Termination for Reason During the Term of the Contract.** In the event the Board intends to terminate this contract before its expiration for cause, the Board or its designee shall give the Administrator written notice of such intention, together with a statement of the reasons for termination. Discharge shall be for conduct which is prejudicial to the School District, including, but not limited to, the failure to obtain and maintain the requisite State of Illinois

license, an evaluation rating of less than proficient, negligence, inefficiency, cruelty, incompetency, insubordination, breach of contract, immorality, material failure to meet the goals of this contract, or other sufficient cause. Within five (5) days after receipt of such notice, the Administrator may request in writing a hearing before the Board, which shall be in closed session. If no hearing is timely requested, the termination shall become effective on the date specified in the Board's notice. Pending any hearing requested by the Administrator, the Board may suspend the Administrator with or without pay. At the conclusion of any hearing, the Board shall determine whether to terminate this contract and the Administrator's employment.

**B. Termination of Final Year of Contract.** In the final contract year of this contract, the Board in its sole discretion may determine if it will offer the Administrator a contract for the subsequent school year. If the Board does not offer the Administrator a contract for the subsequent contract year, this contract will automatically terminate on June 30, 2028.

**C. Termination by Agreement.** During the term of this contract, the Board and the Administrator may mutually agree, in writing, to terminate this contract.

**D. Termination due to Death.** Termination of this Agreement shall occur upon the death of the Administrator.

**E. Without Reason Termination by the Board.** The Board may, at its option, and by a minimum of ninety (90) days' written notice to the Administrator, unilaterally terminate this contract during its term. In the event of such termination, the Board shall pay to the Administrator, as severance pay, all of the aggregate salary provided in Section 4 of this contract that the Administrator would have earned from the actual date of termination to June 30<sup>th</sup> of the fiscal year in which the Administrator is terminated.

**F. Without Cause Termination by the Administrator.** In the event the Administrator resigns or otherwise voluntarily terminates employment without the consent of the Board prior to June 30th of Year 1, Year 2, or Year 3 of this Contract, the Administrator may be required to pay the Board, at the Board's discretion, as liquidated damages, the aggregate cost to the Board of the search to obtain the Administrator's successor and any interim replacement, in an amount not to exceed TWENTY THOUSAND AND NO/100 DOLLARS (\$20,000.00). If the Administrator resigns effective on June 30th of Year 1, Year 2, or Year 3, this payment will not be required. Payment of such damages by the Administrator under this provision shall be the Board's exclusive remedy for any claims of breach of this Contract arising out of the Administrator's resignation or voluntary termination of employment.

10. **REASSIGNMENT.** The Board reserves the right to reassign an Administrator for performance, budget-related reasons, or as the result of a restructuring plan. The reassignment may or may not be within the Administrative group. If the reassignment is outside of the Administrative group, this contract shall be voided and the employee will become a member of the employee group of the new position.

11. **MEDICAL EXAMINATION.** The Administrator shall submit to and furnish the Board with reports of such health examinations as the Board may from time to time require at its expense.

12. **BENEFITS.** The Administrator shall be provided such additional benefits as are set forth in the Board's benefit program for Administrators, which document is entitled "Administrative Compensation and Benefit Program" subject to modification from time to time at the Board's discretion. . The Board's action to modify a benefit under this paragraph shall be in implementation of this provision of this contract and shall not constitute or require an

amendment to this contract. Additionally, the benefits provided for in this contract for Administrators which reference the benefits for Administrators may be modified from time to time in the Board's discretion on the same basis as modified for such Administrators.

13. **BACKGROUND INVESTIGATION**. This contract is contingent on completion of the background investigation required of all public school employees by Section 10-21.9 of the School Code of Illinois and of any other background investigation required by law, such as a DCFS and/or Faith's Law, or equivalent, pending investigation or indicated finding check. If the investigation discloses information which would prohibit employment or call into question the Administrator's fitness to serve the School District as the role model required by Section 27-12 of the School Code, the Board may, in its sole discretion, terminate this contract without further compensation and benefits on ten (10) days' written notice to the Administrator. The background investigation may be repeated from time to time upon notice from the Board to the Administrator.

14. **TENURE**. By accepting the terms of this contract, the Administrator waives all rights granted him or her under Sections 24-11 through 24-16 of the Illinois School Code, as may be amended from time to time. Upon acceptance of this contract, the Administrator shall not lose any previously acquired tenure credit with the School District.

15. **NOTICE**. Any notice or communication permitted or required under this contract shall be made in writing and shall become effective on the day of service thereof by personal service or by first class mail, registered or certified, return receipt requested, postage prepaid, sent to the parties at their respective addresses listed below, or at such other addresses as the parties may from time to time advise in writing. Service by mail as provided above shall be deemed made upon deposit in the mail.

If to the Board:  
President, Board of Education  
Township High School District Number 214  
2121 S. Goebbert Rd.  
Arlington Heights, IL 60005-4205

With a copy to:  
Superintendent  
Township High School District Number 214  
2121 S. Goebbert Rd.  
Arlington Heights, IL 60005-4205

If to the Administrator:  
JEFFREY WARDLE  
Township High School District Number 214  
2121 S. Goebbert Rd.  
Arlington Heights, IL 60005-4205

With a copy to the last known home address in the Administrator's personnel file.

16. **MISCELLANEOUS.**

A. This contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.

B. Paragraph headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between any such headings or numbers and the text of this contract, the text shall control.

C. 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.

D. If any provision of this contract is subsequently declared by the proper legislative or judicial authority to be unlawful or unenforceable, all other provisions of the contract shall remain in full force and effect.

E. This contract contains all the terms and benefits 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.

F. This contract is subject to state and federal laws and regulations and the rules and regulations of the Board, all as may be amended from time to time.

G. This contract may be amended by mutual consent of the parties with all remaining portions of the contract continuing in effect. No amendment of this contract shall be valid or binding on the parties unless it is in writing and signed by the Board and the Administrator. The Board reserves the right to amend the Administrator's goals or increase from time to time the salary and other benefits payable hereunder, based upon performance evaluations, without entering into a new contract or extending the term of this contract. Any change to the Administrator's goals or adjustment in salary or benefits shall be in writing and made part of this contract.

BOARD OF EDUCATION OF  
TOWNSHIP HIGH SCHOOL  
DISTRICT NO. 214,  
Cook County, Illinois

ADMINISTRATOR

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

\_\_\_\_\_  
Principal

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

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

**ADMINISTRATOR CONTRACT**  
**(July 1, 2025 through June 30, 2028)**

THIS AGREEMENT is between the Board of Education (the “Board”) of Township High School District Number 214, Cook County, Illinois (the “School District”) and HEATH MCFAUL (the “Administrator”). The Board and the Administrator agree as follows:

1. **EMPLOYMENT**. In accordance with the provisions of Section 10-23.8a of the School Code of Illinois, 105 ILCS 5/10-23.8a, the Administrator is hereby employed as an Administrator in the School District for the period beginning July 1, 2025, and extending through June 30, 2028.

The Administrator’s contract year is July 1 through the immediately following June 30.

2. **PERFORMANCE GOALS AND INDICATORS OF STUDENT ACADEMIC IMPROVEMENT**. This is a performance-based contract, the goals of which are set forth in the attached Exhibit 1. Accomplishment of the goals, as may be amended from time to time, will enhance student performance and achieve academic improvement. Along with the evaluation criteria set forth in paragraph 6, a primary measure of the performance and effectiveness of the Administrator each contract year shall be whether the Administrator has met the goals for that contract year or has made adequate progress toward completion of the goals which are to be met in a later contract year, as such goals are set by the Board and the Superintendent in consultation with the Administrator.

Pursuant to the Administrator Evaluation Plan, any modified goals shall be incorporated into a document to be entitled “Administrator’s Performance Goals,” which shall be signed and dated by the Superintendent and become the Administrator’s new and/or additional goals for purposes of this contract.



contributions by the Administrator pursuant to Section 414(h)(2) of the Internal Revenue Code. The Administrator shall not have the option of choosing to receive directly the amounts contributed to IMRF by the Board on the Administrator's behalf, nor any right or claim to the contributions to IMRF except as such may subsequently become available pursuant to the provisions of the Pension Code and IMRF rules and regulations.

6. **EVALUATION.** The Superintendent or other Administrator designated by the Superintendent shall evaluate the Administrator's performance in writing in accordance with the District's evaluation program and within the time, if any, required by law applicable to the Administrator's assignment. Unless otherwise required by law, the results of the evaluation, or the failure to evaluate, will not preclude dismissal or non-renewal under this contract.

7. **LICENSE.** The Administrator shall furnish to the Board before beginning employment under this contract a valid and appropriate license to act in the capacity in which the Administrator is assigned. The Administrator shall keep the license in effect at all times during the term of this contract.

8. **OUTSIDE ACTIVITIES.** The Administrator's professional and employment activities shall be confined to the business of the School District or as otherwise approved in advance by the Superintendent.

9. **TERMINATION**

**A. Termination for Reason During the Term of the Contract.** In the event the Board intends to terminate this contract before its expiration for cause, the Board or its designee shall give the Administrator written notice of such intention, together with a statement of the reasons for termination. Discharge shall be for conduct which is prejudicial to the School District, including, but not limited to, the failure to obtain and maintain the requisite State of Illinois

license, an evaluation rating of less than proficient, negligence, inefficiency, cruelty, incompetency, insubordination, breach of contract, immorality, material failure to meet the goals of this contract, or other sufficient cause. Within five (5) days after receipt of such notice, the Administrator may request in writing a hearing before the Board, which shall be in closed session. If no hearing is timely requested, the termination shall become effective on the date specified in the Board's notice. Pending any hearing requested by the Administrator, the Board may suspend the Administrator with or without pay. At the conclusion of any hearing, the Board shall determine whether to terminate this contract and the Administrator's employment.

**B. Termination of Final Year of Contract.** In the final contract year of this contract, the Board in its sole discretion may determine if it will offer the Administrator a contract for the subsequent school year. If the Board does not offer the Administrator a contract for the subsequent contract year, this contract will automatically terminate on June 30, 2028.

**C. Termination by Agreement.** During the term of this contract, the Board and the Administrator may mutually agree, in writing, to terminate this contract.

**D. Termination due to Death.** Termination of this Agreement shall occur upon the death of the Administrator.

**E. Without Reason Termination by the Board.** The Board may, at its option, and by a minimum of ninety (90) days' written notice to the Administrator, unilaterally terminate this contract during its term. In the event of such termination, the Board shall pay to the Administrator, as severance pay, all of the aggregate salary provided in Section 4 of this contract that the Administrator would have earned from the actual date of termination to June 30<sup>th</sup> of the fiscal year in which the Administrator is terminated.

**F. Without Cause Termination by the Administrator.** In the event the Administrator resigns or otherwise voluntarily terminates employment without the consent of the Board prior to June 30th of Year 1, Year 2, or Year 3 of this Contract, the Administrator may be required to pay the Board, at the Board's discretion, as liquidated damages, the aggregate cost to the Board of the search to obtain the Administrator's successor and any interim replacement, in an amount not to exceed TWENTY THOUSAND AND NO/100 DOLLARS (\$20,000.00). If the Administrator resigns effective on June 30th of Year 1, Year 2, or Year 3, this payment will not be required. Payment of such damages by the Administrator under this provision shall be the Board's exclusive remedy for any claims of breach of this Contract arising out of the Administrator's resignation or voluntary termination of employment.

10. **REASSIGNMENT.** The Board reserves the right to reassign an Administrator for performance, budget-related reasons, or as the result of a restructuring plan. The reassignment may or may not be within the Administrative group. If the reassignment is outside of the Administrative group, this contract shall be voided and the employee will become a member of the employee group of the new position.

11. **MEDICAL EXAMINATION.** The Administrator shall submit to and furnish the Board with reports of such health examinations as the Board may from time to time require at its expense.

12. **BENEFITS.** The Administrator shall be provided such additional benefits as are set forth in the Board's benefit program for Administrators, which document is entitled "Administrative Compensation and Benefit Program" subject to modification from time to time at the Board's discretion. . The Board's action to modify a benefit under this paragraph shall be in implementation of this provision of this contract and shall not constitute or require an

amendment to this contract. Additionally, the benefits provided for in this contract for Administrators which reference the benefits for Administrators may be modified from time to time in the Board's discretion on the same basis as modified for such Administrators.

13. **BACKGROUND INVESTIGATION**. This contract is contingent on completion of the background investigation required of all public school employees by Section 10-21.9 of the School Code of Illinois and of any other background investigation required by law, such as a DCFS and/or Faith's Law, or equivalent, pending investigation or indicated finding check. If the investigation discloses information which would prohibit employment or call into question the Administrator's fitness to serve the School District as the role model required by Section 27-12 of the School Code, the Board may, in its sole discretion, terminate this contract without further compensation and benefits on ten (10) days' written notice to the Administrator. The background investigation may be repeated from time to time upon notice from the Board to the Administrator.

14. **TENURE**. By accepting the terms of this contract, the Administrator waives all rights granted him or her under Sections 24-11 through 24-16 of the Illinois School Code, as may be amended from time to time. Upon acceptance of this contract, the Administrator shall not lose any previously acquired tenure credit with the School District.

15. **NOTICE**. Any notice or communication permitted or required under this contract shall be made in writing and shall become effective on the day of service thereof by personal service or by first class mail, registered or certified, return receipt requested, postage prepaid, sent to the parties at their respective addresses listed below, or at such other addresses as the parties may from time to time advise in writing. Service by mail as provided above shall be deemed made upon deposit in the mail.

If to the Board:  
President, Board of Education  
Township High School District Number 214  
2121 S. Goebbert Rd.  
Arlington Heights, IL 60005-4205

With a copy to:  
Superintendent  
Township High School District Number 214  
2121 S. Goebbert Rd.  
Arlington Heights, IL 60005-4205

If to the Administrator:  
HEATH MCFAUL  
Township High School District Number 214  
2121 S. Goebbert Rd.  
Arlington Heights, IL 60005-4205

With a copy to the last known home address in the Administrator's personnel file.

16. **MISCELLANEOUS.**

A. This contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.

B. Paragraph headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between any such headings or numbers and the text of this contract, the text shall control.

C. 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.

D. If any provision of this contract is subsequently declared by the proper legislative or judicial authority to be unlawful or unenforceable, all other provisions of the contract shall remain in full force and effect.

E. This contract contains all the terms and benefits 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.

F. This contract is subject to state and federal laws and regulations and the rules and regulations of the Board, all as may be amended from time to time.

G. This contract may be amended by mutual consent of the parties with all remaining portions of the contract continuing in effect. No amendment of this contract shall be valid or binding on the parties unless it is in writing and signed by the Board and the Administrator. The Board reserves the right to amend the Administrator's goals or increase from time to time the salary and other benefits payable hereunder, based upon performance evaluations, without entering into a new contract or extending the term of this contract. Any change to the Administrator's goals or adjustment in salary or benefits shall be in writing and made part of this contract.

BOARD OF EDUCATION OF  
TOWNSHIP HIGH SCHOOL  
DISTRICT NO. 214,  
Cook County, Illinois

ADMINISTRATOR

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

\_\_\_\_\_  
Principal

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

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

**ADMINISTRATOR CONTRACT**  
**(July 1, 2025 through June 30, 2028)**

THIS AGREEMENT is between the Board of Education (the “Board”) of Township High School District Number 214, Cook County, Illinois (the “School District”) and MEGAN KELLY (the “Administrator”). The Board and the Administrator agree as follows:

1. **EMPLOYMENT**. In accordance with the provisions of Section 10-23.8a of the School Code of Illinois, 105 ILCS 5/10-23.8a, the Administrator is hereby employed as an Administrator in the School District for the period beginning July 1, 2025, and extending through June 30, 2028.

The Administrator’s contract year is July 1 through the immediately following June 30.

2. **PERFORMANCE GOALS AND INDICATORS OF STUDENT ACADEMIC IMPROVEMENT**. This is a performance-based contract, the goals of which are set forth in the attached Exhibit 1. Accomplishment of the goals, as may be amended from time to time, will enhance student performance and achieve academic improvement. Along with the evaluation criteria set forth in paragraph 6, a primary measure of the performance and effectiveness of the Administrator each contract year shall be whether the Administrator has met the goals for that contract year or has made adequate progress toward completion of the goals which are to be met in a later contract year, as such goals are set by the Board and the Superintendent in consultation with the Administrator.

Pursuant to the Administrator Evaluation Plan, any modified goals shall be incorporated into a document to be entitled “Administrator’s Performance Goals,” which shall be signed and dated by the Superintendent and become the Administrator’s new and/or additional goals for purposes of this contract.



contributions by the Administrator pursuant to Section 414(h)(2) of the Internal Revenue Code. The Administrator shall not have the option of choosing to receive directly the amounts contributed to IMRF by the Board on the Administrator's behalf, nor any right or claim to the contributions to IMRF except as such may subsequently become available pursuant to the provisions of the Pension Code and IMRF rules and regulations.

6. **EVALUATION.** The Superintendent or other Administrator designated by the Superintendent shall evaluate the Administrator's performance in writing in accordance with the District's evaluation program and within the time, if any, required by law applicable to the Administrator's assignment. Unless otherwise required by law, the results of the evaluation, or the failure to evaluate, will not preclude dismissal or non-renewal under this contract.

7. **LICENSE.** The Administrator shall furnish to the Board before beginning employment under this contract a valid and appropriate license to act in the capacity in which the Administrator is assigned. The Administrator shall keep the license in effect at all times during the term of this contract.

8. **OUTSIDE ACTIVITIES.** The Administrator's professional and employment activities shall be confined to the business of the School District or as otherwise approved in advance by the Superintendent.

9. **TERMINATION**

**A. Termination for Reason During the Term of the Contract.** In the event the Board intends to terminate this contract before its expiration for cause, the Board or its designee shall give the Administrator written notice of such intention, together with a statement of the reasons for termination. Discharge shall be for conduct which is prejudicial to the School District, including, but not limited to, the failure to obtain and maintain the requisite State of Illinois

license, an evaluation rating of less than proficient, negligence, inefficiency, cruelty, incompetency, insubordination, breach of contract, immorality, material failure to meet the goals of this contract, or other sufficient cause. Within five (5) days after receipt of such notice, the Administrator may request in writing a hearing before the Board, which shall be in closed session. If no hearing is timely requested, the termination shall become effective on the date specified in the Board's notice. Pending any hearing requested by the Administrator, the Board may suspend the Administrator with or without pay. At the conclusion of any hearing, the Board shall determine whether to terminate this contract and the Administrator's employment.

**B. Termination of Final Year of Contract.** In the final contract year of this contract, the Board in its sole discretion may determine if it will offer the Administrator a contract for the subsequent school year. If the Board does not offer the Administrator a contract for the subsequent contract year, this contract will automatically terminate on June 30, 2028.

**C. Termination by Agreement.** During the term of this contract, the Board and the Administrator may mutually agree, in writing, to terminate this contract.

**D. Termination due to Death.** Termination of this Agreement shall occur upon the death of the Administrator.

**E. Without Reason Termination by the Board.** The Board may, at its option, and by a minimum of ninety (90) days' written notice to the Administrator, unilaterally terminate this contract during its term. In the event of such termination, the Board shall pay to the Administrator, as severance pay, all of the aggregate salary provided in Section 4 of this contract that the Administrator would have earned from the actual date of termination to June 30<sup>th</sup> of the fiscal year in which the Administrator is terminated.

**F. Without Cause Termination by the Administrator.** In the event the Administrator resigns or otherwise voluntarily terminates employment without the consent of the Board prior to June 30th of Year 1, Year 2, or Year 3 of this Contract, the Administrator may be required to pay the Board, at the Board's discretion, as liquidated damages, the aggregate cost to the Board of the search to obtain the Administrator's successor and any interim replacement, in an amount not to exceed TWENTY THOUSAND AND NO/100 DOLLARS (\$20,000.00). If the Administrator resigns effective on June 30th of Year 1, Year 2, or Year 3, this payment will not be required. Payment of such damages by the Administrator under this provision shall be the Board's exclusive remedy for any claims of breach of this Contract arising out of the Administrator's resignation or voluntary termination of employment.

10. **REASSIGNMENT.** The Board reserves the right to reassign an Administrator for performance, budget-related reasons, or as the result of a restructuring plan. The reassignment may or may not be within the Administrative group. If the reassignment is outside of the Administrative group, this contract shall be voided and the employee will become a member of the employee group of the new position.

11. **MEDICAL EXAMINATION.** The Administrator shall submit to and furnish the Board with reports of such health examinations as the Board may from time to time require at its expense.

12. **BENEFITS.** The Administrator shall be provided such additional benefits as are set forth in the Board's benefit program for Administrators, which document is entitled "Administrative Compensation and Benefit Program" subject to modification from time to time at the Board's discretion. . The Board's action to modify a benefit under this paragraph shall be in implementation of this provision of this contract and shall not constitute or require an

amendment to this contract. Additionally, the benefits provided for in this contract for Administrators which reference the benefits for Administrators may be modified from time to time in the Board's discretion on the same basis as modified for such Administrators.

13. **BACKGROUND INVESTIGATION**. This contract is contingent on completion of the background investigation required of all public school employees by Section 10-21.9 of the School Code of Illinois and of any other background investigation required by law, such as a DCFS and/or Faith's Law, or equivalent, pending investigation or indicated finding check. If the investigation discloses information which would prohibit employment or call into question the Administrator's fitness to serve the School District as the role model required by Section 27-12 of the School Code, the Board may, in its sole discretion, terminate this contract without further compensation and benefits on ten (10) days' written notice to the Administrator. The background investigation may be repeated from time to time upon notice from the Board to the Administrator.

14. **TENURE**. By accepting the terms of this contract, the Administrator waives all rights granted him or her under Sections 24-11 through 24-16 of the Illinois School Code, as may be amended from time to time. Upon acceptance of this contract, the Administrator shall not lose any previously acquired tenure credit with the School District.

15. **NOTICE**. Any notice or communication permitted or required under this contract shall be made in writing and shall become effective on the day of service thereof by personal service or by first class mail, registered or certified, return receipt requested, postage prepaid, sent to the parties at their respective addresses listed below, or at such other addresses as the parties may from time to time advise in writing. Service by mail as provided above shall be deemed made upon deposit in the mail.

If to the Board:  
President, Board of Education  
Township High School District Number 214  
2121 S. Goebbert Rd.  
Arlington Heights, IL 60005-4205

With a copy to:  
Superintendent  
Township High School District Number 214  
2121 S. Goebbert Rd.  
Arlington Heights, IL 60005-4205

If to the Administrator:  
MEGAN KELLY  
Township High School District Number 214  
2121 S. Goebbert Rd.  
Arlington Heights, IL 60005-4205

With a copy to the last known home address in the Administrator's personnel file.

16. **MISCELLANEOUS.**

A. This contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.

B. Paragraph headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between any such headings or numbers and the text of this contract, the text shall control.

C. 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.

D. If any provision of this contract is subsequently declared by the proper legislative or judicial authority to be unlawful or unenforceable, all other provisions of the contract shall remain in full force and effect.

E. This contract contains all the terms and benefits 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.

F. This contract is subject to state and federal laws and regulations and the rules and regulations of the Board, all as may be amended from time to time.

G. This contract may be amended by mutual consent of the parties with all remaining portions of the contract continuing in effect. No amendment of this contract shall be valid or binding on the parties unless it is in writing and signed by the Board and the Administrator. The Board reserves the right to amend the Administrator's goals or increase from time to time the salary and other benefits payable hereunder, based upon performance evaluations, without entering into a new contract or extending the term of this contract. Any change to the Administrator's goals or adjustment in salary or benefits shall be in writing and made part of this contract.

BOARD OF EDUCATION OF  
TOWNSHIP HIGH SCHOOL  
DISTRICT NO. 214,  
Cook County, Illinois

ADMINISTRATOR

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

\_\_\_\_\_  
Principal

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

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

**ADMINISTRATOR CONTRACT**  
**(July 1, 2025 through June 30, 2028)**

THIS AGREEMENT is between the Board of Education (the “Board”) of Township High School District Number 214, Cook County, Illinois (the “School District”) and PAUL KELLY (the “Administrator”). The Board and the Administrator agree as follows:

1. **EMPLOYMENT**. In accordance with the provisions of Section 10-23.8a of the School Code of Illinois, 105 ILCS 5/10-23.8a, the Administrator is hereby employed as an Administrator in the School District for the period beginning July 1, 2025, and extending through June 30, 2028.

The Administrator’s contract year is July 1 through the immediately following June 30.

2. **PERFORMANCE GOALS AND INDICATORS OF STUDENT ACADEMIC IMPROVEMENT**. This is a performance-based contract, the goals of which are set forth in the attached Exhibit 1. Accomplishment of the goals, as may be amended from time to time, will enhance student performance and achieve academic improvement. Along with the evaluation criteria set forth in paragraph 6, a primary measure of the performance and effectiveness of the Administrator each contract year shall be whether the Administrator has met the goals for that contract year or has made adequate progress toward completion of the goals which are to be met in a later contract year, as such goals are set by the Board and the Superintendent in consultation with the Administrator.

Pursuant to the Administrator Evaluation Plan, any modified goals shall be incorporated into a document to be entitled “Administrator’s Performance Goals,” which shall be signed and dated by the Superintendent and become the Administrator’s new and/or additional goals for purposes of this contract.



contributions by the Administrator pursuant to Section 414(h)(2) of the Internal Revenue Code. The Administrator shall not have the option of choosing to receive directly the amounts contributed to IMRF by the Board on the Administrator's behalf, nor any right or claim to the contributions to IMRF except as such may subsequently become available pursuant to the provisions of the Pension Code and IMRF rules and regulations.

6. **EVALUATION.** The Superintendent or other Administrator designated by the Superintendent shall evaluate the Administrator's performance in writing in accordance with the District's evaluation program and within the time, if any, required by law applicable to the Administrator's assignment. Unless otherwise required by law, the results of the evaluation, or the failure to evaluate, will not preclude dismissal or non-renewal under this contract.

7. **LICENSE.** The Administrator shall furnish to the Board before beginning employment under this contract a valid and appropriate license to act in the capacity in which the Administrator is assigned. The Administrator shall keep the license in effect at all times during the term of this contract.

8. **OUTSIDE ACTIVITIES.** The Administrator's professional and employment activities shall be confined to the business of the School District or as otherwise approved in advance by the Superintendent.

9. **TERMINATION**

**A. Termination for Reason During the Term of the Contract.** In the event the Board intends to terminate this contract before its expiration for cause, the Board or its designee shall give the Administrator written notice of such intention, together with a statement of the reasons for termination. Discharge shall be for conduct which is prejudicial to the School District, including, but not limited to, the failure to obtain and maintain the requisite State of Illinois

license, an evaluation rating of less than proficient, negligence, inefficiency, cruelty, incompetency, insubordination, breach of contract, immorality, material failure to meet the goals of this contract, or other sufficient cause. Within five (5) days after receipt of such notice, the Administrator may request in writing a hearing before the Board, which shall be in closed session. If no hearing is timely requested, the termination shall become effective on the date specified in the Board's notice. Pending any hearing requested by the Administrator, the Board may suspend the Administrator with or without pay. At the conclusion of any hearing, the Board shall determine whether to terminate this contract and the Administrator's employment.

**B. Termination of Final Year of Contract.** In the final contract year of this contract, the Board in its sole discretion may determine if it will offer the Administrator a contract for the subsequent school year. If the Board does not offer the Administrator a contract for the subsequent contract year, this contract will automatically terminate on June 30, 2028.

**C. Termination by Agreement.** During the term of this contract, the Board and the Administrator may mutually agree, in writing, to terminate this contract.

**D. Termination due to Death.** Termination of this Agreement shall occur upon the death of the Administrator.

**E. Without Reason Termination by the Board.** The Board may, at its option, and by a minimum of ninety (90) days' written notice to the Administrator, unilaterally terminate this contract during its term. In the event of such termination, the Board shall pay to the Administrator, as severance pay, all of the aggregate salary provided in Section 4 of this contract that the Administrator would have earned from the actual date of termination to June 30<sup>th</sup> of the fiscal year in which the Administrator is terminated.

**F. Without Cause Termination by the Administrator.** In the event the Administrator resigns or otherwise voluntarily terminates employment without the consent of the Board prior to June 30th of Year 1, Year 2, or Year 3 of this Contract, the Administrator may be required to pay the Board, at the Board's discretion, as liquidated damages, the aggregate cost to the Board of the search to obtain the Administrator's successor and any interim replacement, in an amount not to exceed TWENTY THOUSAND AND NO/100 DOLLARS (\$20,000.00). If the Administrator resigns effective on June 30th of Year 1, Year 2, or Year 3, this payment will not be required. Payment of such damages by the Administrator under this provision shall be the Board's exclusive remedy for any claims of breach of this Contract arising out of the Administrator's resignation or voluntary termination of employment.

10. **REASSIGNMENT.** The Board reserves the right to reassign an Administrator for performance, budget-related reasons, or as the result of a restructuring plan. The reassignment may or may not be within the Administrative group. If the reassignment is outside of the Administrative group, this contract shall be voided and the employee will become a member of the employee group of the new position.

11. **MEDICAL EXAMINATION.** The Administrator shall submit to and furnish the Board with reports of such health examinations as the Board may from time to time require at its expense.

12. **BENEFITS.** The Administrator shall be provided such additional benefits as are set forth in the Board's benefit program for Administrators, which document is entitled "Administrative Compensation and Benefit Program" subject to modification from time to time at the Board's discretion. . The Board's action to modify a benefit under this paragraph shall be in implementation of this provision of this contract and shall not constitute or require an

amendment to this contract. Additionally, the benefits provided for in this contract for Administrators which reference the benefits for Administrators may be modified from time to time in the Board's discretion on the same basis as modified for such Administrators.

13. **BACKGROUND INVESTIGATION**. This contract is contingent on completion of the background investigation required of all public school employees by Section 10-21.9 of the School Code of Illinois and of any other background investigation required by law, such as a DCFS and/or Faith's Law, or equivalent, pending investigation or indicated finding check. If the investigation discloses information which would prohibit employment or call into question the Administrator's fitness to serve the School District as the role model required by Section 27-12 of the School Code, the Board may, in its sole discretion, terminate this contract without further compensation and benefits on ten (10) days' written notice to the Administrator. The background investigation may be repeated from time to time upon notice from the Board to the Administrator.

14. **TENURE**. By accepting the terms of this contract, the Administrator waives all rights granted him or her under Sections 24-11 through 24-16 of the Illinois School Code, as may be amended from time to time. Upon acceptance of this contract, the Administrator shall not lose any previously acquired tenure credit with the School District.

15. **NOTICE**. Any notice or communication permitted or required under this contract shall be made in writing and shall become effective on the day of service thereof by personal service or by first class mail, registered or certified, return receipt requested, postage prepaid, sent to the parties at their respective addresses listed below, or at such other addresses as the parties may from time to time advise in writing. Service by mail as provided above shall be deemed made upon deposit in the mail.

If to the Board:  
President, Board of Education  
Township High School District Number 214  
2121 S. Goebbert Rd.  
Arlington Heights, IL 60005-4205

With a copy to:  
Superintendent  
Township High School District Number 214  
2121 S. Goebbert Rd.  
Arlington Heights, IL 60005-4205

If to the Administrator:  
PAUL KELLY  
Township High School District Number 214  
2121 S. Goebbert Rd.  
Arlington Heights, IL 60005-4205

With a copy to the last known home address in the Administrator's personnel file.

16. **MISCELLANEOUS.**

A. This contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.

B. Paragraph headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between any such headings or numbers and the text of this contract, the text shall control.

C. 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.

D. If any provision of this contract is subsequently declared by the proper legislative or judicial authority to be unlawful or unenforceable, all other provisions of the contract shall remain in full force and effect.

E. This contract contains all the terms and benefits 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.

F. This contract is subject to state and federal laws and regulations and the rules and regulations of the Board, all as may be amended from time to time.

G. This contract may be amended by mutual consent of the parties with all remaining portions of the contract continuing in effect. No amendment of this contract shall be valid or binding on the parties unless it is in writing and signed by the Board and the Administrator. The Board reserves the right to amend the Administrator's goals or increase from time to time the salary and other benefits payable hereunder, based upon performance evaluations, without entering into a new contract or extending the term of this contract. Any change to the Administrator's goals or adjustment in salary or benefits shall be in writing and made part of this contract.

BOARD OF EDUCATION OF  
TOWNSHIP HIGH SCHOOL  
DISTRICT NO. 214,  
Cook County, Illinois

ADMINISTRATOR

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

\_\_\_\_\_  
Principal

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

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

**ADMINISTRATOR CONTRACT**  
**(July 1, 2025 through June 30, 2028)**

THIS AGREEMENT is between the Board of Education (the “Board”) of Township High School District Number 214, Cook County, Illinois (the “School District”) and CHRISTOPHER UHLE (the “Administrator”). The Board and the Administrator agree as follows:

1. **EMPLOYMENT**. In accordance with the provisions of Section 10-23.8a of the School Code of Illinois, 105 ILCS 5/10-23.8a, the Administrator is hereby employed as an Administrator in the School District for the period beginning July 1, 2025, and extending through June 30, 2028.

The Administrator’s contract year is July 1 through the immediately following June 30.

2. **PERFORMANCE GOALS AND INDICATORS OF STUDENT ACADEMIC IMPROVEMENT**. This is a performance-based contract, the goals of which are set forth in the attached Exhibit 1. Accomplishment of the goals, as may be amended from time to time, will enhance student performance and achieve academic improvement. Along with the evaluation criteria set forth in paragraph 6, a primary measure of the performance and effectiveness of the Administrator each contract year shall be whether the Administrator has met the goals for that contract year or has made adequate progress toward completion of the goals which are to be met in a later contract year, as such goals are set by the Board and the Superintendent in consultation with the Administrator.

Pursuant to the Administrator Evaluation Plan, any modified goals shall be incorporated into a document to be entitled “Administrator’s Performance Goals,” which shall be signed and dated by the Superintendent and become the Administrator’s new and/or additional goals for purposes of this contract.



contributions by the Administrator pursuant to Section 414(h)(2) of the Internal Revenue Code. The Administrator shall not have the option of choosing to receive directly the amounts contributed to IMRF by the Board on the Administrator's behalf, nor any right or claim to the contributions to IMRF except as such may subsequently become available pursuant to the provisions of the Pension Code and IMRF rules and regulations.

6. **EVALUATION.** The Superintendent or other Administrator designated by the Superintendent shall evaluate the Administrator's performance in writing in accordance with the District's evaluation program and within the time, if any, required by law applicable to the Administrator's assignment. Unless otherwise required by law, the results of the evaluation, or the failure to evaluate, will not preclude dismissal or non-renewal under this contract.

7. **LICENSE.** The Administrator shall furnish to the Board before beginning employment under this contract a valid and appropriate license to act in the capacity in which the Administrator is assigned. The Administrator shall keep the license in effect at all times during the term of this contract.

8. **OUTSIDE ACTIVITIES.** The Administrator's professional and employment activities shall be confined to the business of the School District or as otherwise approved in advance by the Superintendent.

9. **TERMINATION**

**A. Termination for Reason During the Term of the Contract.** In the event the Board intends to terminate this contract before its expiration for cause, the Board or its designee shall give the Administrator written notice of such intention, together with a statement of the reasons for termination. Discharge shall be for conduct which is prejudicial to the School District, including, but not limited to, the failure to obtain and maintain the requisite State of Illinois

license, an evaluation rating of less than proficient, negligence, inefficiency, cruelty, incompetency, insubordination, breach of contract, immorality, material failure to meet the goals of this contract, or other sufficient cause. Within five (5) days after receipt of such notice, the Administrator may request in writing a hearing before the Board, which shall be in closed session. If no hearing is timely requested, the termination shall become effective on the date specified in the Board's notice. Pending any hearing requested by the Administrator, the Board may suspend the Administrator with or without pay. At the conclusion of any hearing, the Board shall determine whether to terminate this contract and the Administrator's employment.

**B. Termination of Final Year of Contract.** In the final contract year of this contract, the Board in its sole discretion may determine if it will offer the Administrator a contract for the subsequent school year. If the Board does not offer the Administrator a contract for the subsequent contract year, this contract will automatically terminate on June 30, 2028.

**C. Termination by Agreement.** During the term of this contract, the Board and the Administrator may mutually agree, in writing, to terminate this contract.

**D. Termination due to Death.** Termination of this Agreement shall occur upon the death of the Administrator.

**E. Without Reason Termination by the Board.** The Board may, at its option, and by a minimum of ninety (90) days' written notice to the Administrator, unilaterally terminate this contract during its term. In the event of such termination, the Board shall pay to the Administrator, as severance pay, all of the aggregate salary provided in Section 4 of this contract that the Administrator would have earned from the actual date of termination to June 30<sup>th</sup> of the fiscal year in which the Administrator is terminated.

**F. Without Cause Termination by the Administrator.** In the event the Administrator resigns or otherwise voluntarily terminates employment without the consent of the Board prior to June 30th of Year 1, Year 2, or Year 3 of this Contract, the Administrator may be required to pay the Board, at the Board's discretion, as liquidated damages, the aggregate cost to the Board of the search to obtain the Administrator's successor and any interim replacement, in an amount not to exceed TWENTY THOUSAND AND NO/100 DOLLARS (\$20,000.00). If the Administrator resigns effective on June 30th of Year 1, Year 2, or Year 3, this payment will not be required. Payment of such damages by the Administrator under this provision shall be the Board's exclusive remedy for any claims of breach of this Contract arising out of the Administrator's resignation or voluntary termination of employment.

10. **REASSIGNMENT.** The Board reserves the right to reassign an Administrator for performance, budget-related reasons, or as the result of a restructuring plan. The reassignment may or may not be within the Administrative group. If the reassignment is outside of the Administrative group, this contract shall be voided and the employee will become a member of the employee group of the new position.

11. **MEDICAL EXAMINATION.** The Administrator shall submit to and furnish the Board with reports of such health examinations as the Board may from time to time require at its expense.

12. **BENEFITS.** The Administrator shall be provided such additional benefits as are set forth in the Board's benefit program for Administrators, which document is entitled "Administrative Compensation and Benefit Program" subject to modification from time to time at the Board's discretion. . The Board's action to modify a benefit under this paragraph shall be in implementation of this provision of this contract and shall not constitute or require an

amendment to this contract. Additionally, the benefits provided for in this contract for Administrators which reference the benefits for Administrators may be modified from time to time in the Board's discretion on the same basis as modified for such Administrators.

13. **BACKGROUND INVESTIGATION**. This contract is contingent on completion of the background investigation required of all public school employees by Section 10-21.9 of the School Code of Illinois and of any other background investigation required by law, such as a DCFS and/or Faith's Law, or equivalent, pending investigation or indicated finding check. If the investigation discloses information which would prohibit employment or call into question the Administrator's fitness to serve the School District as the role model required by Section 27-12 of the School Code, the Board may, in its sole discretion, terminate this contract without further compensation and benefits on ten (10) days' written notice to the Administrator. The background investigation may be repeated from time to time upon notice from the Board to the Administrator.

14. **TENURE**. By accepting the terms of this contract, the Administrator waives all rights granted him or her under Sections 24-11 through 24-16 of the Illinois School Code, as may be amended from time to time. Upon acceptance of this contract, the Administrator shall not lose any previously acquired tenure credit with the School District.

15. **NOTICE**. Any notice or communication permitted or required under this contract shall be made in writing and shall become effective on the day of service thereof by personal service or by first class mail, registered or certified, return receipt requested, postage prepaid, sent to the parties at their respective addresses listed below, or at such other addresses as the parties may from time to time advise in writing. Service by mail as provided above shall be deemed made upon deposit in the mail.

If to the Board:  
President, Board of Education  
Township High School District Number 214  
2121 S. Goebbert Rd.  
Arlington Heights, IL 60005-4205

With a copy to:  
Superintendent  
Township High School District Number 214  
2121 S. Goebbert Rd.  
Arlington Heights, IL 60005-4205

If to the Administrator:  
CHRISTOPHER UHLE  
Township High School District Number 214  
2121 S. Goebbert Rd.  
Arlington Heights, IL 60005-4205

With a copy to the last known home address in the Administrator's personnel file.

16. **MISCELLANEOUS.**

A. This contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.

B. Paragraph headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between any such headings or numbers and the text of this contract, the text shall control.

C. 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.

D. If any provision of this contract is subsequently declared by the proper legislative or judicial authority to be unlawful or unenforceable, all other provisions of the contract shall remain in full force and effect.

E. This contract contains all the terms and benefits 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.

F. This contract is subject to state and federal laws and regulations and the rules and regulations of the Board, all as may be amended from time to time.

G. This contract may be amended by mutual consent of the parties with all remaining portions of the contract continuing in effect. No amendment of this contract shall be valid or binding on the parties unless it is in writing and signed by the Board and the Administrator. The Board reserves the right to amend the Administrator's goals or increase from time to time the salary and other benefits payable hereunder, based upon performance evaluations, without entering into a new contract or extending the term of this contract. Any change to the Administrator's goals or adjustment in salary or benefits shall be in writing and made part of this contract.

BOARD OF EDUCATION OF  
TOWNSHIP HIGH SCHOOL  
DISTRICT NO. 214,  
Cook County, Illinois

ADMINISTRATOR

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

\_\_\_\_\_  
Associate Superintendent for Operations

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

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

**ADMINISTRATOR CONTRACT**  
**(July 1, 2025 through June 30, 2028)**

THIS AGREEMENT is between the Board of Education (the “Board”) of Township High School District Number 214, Cook County, Illinois (the “School District”) and BRADFORD HUBBARD (the “Administrator”). The Board and the Administrator agree as follows:

1. **EMPLOYMENT.** In accordance with the provisions of Section 10-23.8a of the School Code of Illinois, 105 ILCS 5/10-23.8a, the Administrator is hereby employed as an Administrator in the School District for the period beginning July 1, 2025, and extending through June 30, 2028.

The Administrator’s contract year is July 1 through the immediately following June 30.

2. **PERFORMANCE GOALS AND INDICATORS OF STUDENT ACADEMIC IMPROVEMENT.** This is a performance-based contract, the goals of which are set forth in the attached Exhibit 1. Accomplishment of the goals, as may be amended from time to time, will enhance student performance and achieve academic improvement. Along with the evaluation criteria set forth in paragraph 6, a primary measure of the performance and effectiveness of the Administrator each contract year shall be whether the Administrator has met the goals for that contract year or has made adequate progress toward completion of the goals which are to be met in a later contract year, as such goals are set by the Board and the Superintendent in consultation with the Administrator.

Pursuant to the Administrator Evaluation Plan, any modified goals shall be incorporated into a document to be entitled “Administrator’s Performance Goals,” which shall be signed and dated by the Superintendent and become the Administrator’s new and/or additional goals for purposes of this contract.



contributions by the Administrator pursuant to Section 414(h)(2) of the Internal Revenue Code. The Administrator shall not have the option of choosing to receive directly the amounts contributed to IMRF by the Board on the Administrator's behalf, nor any right or claim to the contributions to IMRF except as such may subsequently become available pursuant to the provisions of the Pension Code and IMRF rules and regulations.

6. **EVALUATION.** The Superintendent or other Administrator designated by the Superintendent shall evaluate the Administrator's performance in writing in accordance with the District's evaluation program and within the time, if any, required by law applicable to the Administrator's assignment. Unless otherwise required by law, the results of the evaluation, or the failure to evaluate, will not preclude dismissal or non-renewal under this contract.

7. **LICENSE.** The Administrator shall furnish to the Board before beginning employment under this contract a valid and appropriate license to act in the capacity in which the Administrator is assigned. The Administrator shall keep the license in effect at all times during the term of this contract.

8. **OUTSIDE ACTIVITIES.** The Administrator's professional and employment activities shall be confined to the business of the School District or as otherwise approved in advance by the Superintendent.

9. **TERMINATION**

**A. Termination for Reason During the Term of the Contract.** In the event the Board intends to terminate this contract before its expiration for cause, the Board or its designee shall give the Administrator written notice of such intention, together with a statement of the reasons for termination. Discharge shall be for conduct which is prejudicial to the School District, including, but not limited to, the failure to obtain and maintain the requisite State of Illinois

license, an evaluation rating of less than proficient, negligence, inefficiency, cruelty, incompetency, insubordination, breach of contract, immorality, material failure to meet the goals of this contract, or other sufficient cause. Within five (5) days after receipt of such notice, the Administrator may request in writing a hearing before the Board, which shall be in closed session. If no hearing is timely requested, the termination shall become effective on the date specified in the Board's notice. Pending any hearing requested by the Administrator, the Board may suspend the Administrator with or without pay. At the conclusion of any hearing, the Board shall determine whether to terminate this contract and the Administrator's employment.

**B. Termination of Final Year of Contract.** In the final contract year of this contract, the Board in its sole discretion may determine if it will offer the Administrator a contract for the subsequent school year. If the Board does not offer the Administrator a contract for the subsequent contract year, this contract will automatically terminate on June 30, 2028.

**C. Termination by Agreement.** During the term of this contract, the Board and the Administrator may mutually agree, in writing, to terminate this contract.

**D. Termination due to Death.** Termination of this Agreement shall occur upon the death of the Administrator.

**E. Without Reason Termination by the Board.** The Board may, at its option, and by a minimum of ninety (90) days' written notice to the Administrator, unilaterally terminate this contract during its term. In the event of such termination, the Board shall pay to the Administrator, as severance pay, all of the aggregate salary provided in Section 4 of this contract that the Administrator would have earned from the actual date of termination to June 30<sup>th</sup> of the fiscal year in which the Administrator is terminated.

**F. Without Cause Termination by the Administrator.** In the event the Administrator resigns or otherwise voluntarily terminates employment without the consent of the Board prior to June 30th of Year 1, Year 2, or Year 3 of this Contract, the Administrator may be required to pay the Board, at the Board's discretion, as liquidated damages, the aggregate cost to the Board of the search to obtain the Administrator's successor and any interim replacement, in an amount not to exceed TWENTY THOUSAND AND NO/100 DOLLARS (\$20,000.00). If the Administrator resigns effective on June 30th of Year 1, Year 2, or Year 3, this payment will not be required. Payment of such damages by the Administrator under this provision shall be the Board's exclusive remedy for any claims of breach of this Contract arising out of the Administrator's resignation or voluntary termination of employment.

10. **REASSIGNMENT.** The Board reserves the right to reassign an Administrator for performance, budget-related reasons, or as the result of a restructuring plan. The reassignment may or may not be within the Administrative group. If the reassignment is outside of the Administrative group, this contract shall be voided and the employee will become a member of the employee group of the new position.

11. **MEDICAL EXAMINATION.** The Administrator shall submit to and furnish the Board with reports of such health examinations as the Board may from time to time require at its expense.

12. **BENEFITS.** The Administrator shall be provided such additional benefits as are set forth in the Board's benefit program for Administrators, which document is entitled "Administrative Compensation and Benefit Program" subject to modification from time to time at the Board's discretion. . The Board's action to modify a benefit under this paragraph shall be in implementation of this provision of this contract and shall not constitute or require an

amendment to this contract. Additionally, the benefits provided for in this contract for Administrators which reference the benefits for Administrators may be modified from time to time in the Board's discretion on the same basis as modified for such Administrators.

13. **BACKGROUND INVESTIGATION**. This contract is contingent on completion of the background investigation required of all public school employees by Section 10-21.9 of the School Code of Illinois and of any other background investigation required by law, such as a DCFS and/or Faith's Law, or equivalent, pending investigation or indicated finding check. If the investigation discloses information which would prohibit employment or call into question the Administrator's fitness to serve the School District as the role model required by Section 27-12 of the School Code, the Board may, in its sole discretion, terminate this contract without further compensation and benefits on ten (10) days' written notice to the Administrator. The background investigation may be repeated from time to time upon notice from the Board to the Administrator.

14. **TENURE**. By accepting the terms of this contract, the Administrator waives all rights granted him or her under Sections 24-11 through 24-16 of the Illinois School Code, as may be amended from time to time. Upon acceptance of this contract, the Administrator shall not lose any previously acquired tenure credit with the School District.

15. **NOTICE**. Any notice or communication permitted or required under this contract shall be made in writing and shall become effective on the day of service thereof by personal service or by first class mail, registered or certified, return receipt requested, postage prepaid, sent to the parties at their respective addresses listed below, or at such other addresses as the parties may from time to time advise in writing. Service by mail as provided above shall be deemed made upon deposit in the mail.

If to the Board:  
President, Board of Education  
Township High School District Number 214  
2121 S. Goebbert Rd.  
Arlington Heights, IL 60005-4205

With a copy to:  
Superintendent  
Township High School District Number 214  
2121 S. Goebbert Rd.  
Arlington Heights, IL 60005-4205

If to the Administrator:  
BRADFORD HUBBARD  
Township High School District Number 214  
2121 S. Goebbert Rd.  
Arlington Heights, IL 60005-4205

With a copy to the last known home address in the Administrator's personnel file.

16. **MISCELLANEOUS.**

A. This contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.

B. Paragraph headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between any such headings or numbers and the text of this contract, the text shall control.

C. 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.

D. If any provision of this contract is subsequently declared by the proper legislative or judicial authority to be unlawful or unenforceable, all other provisions of the contract shall remain in full force and effect.

E. This contract contains all the terms and benefits 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.

F. This contract is subject to state and federal laws and regulations and the rules and regulations of the Board, all as may be amended from time to time.

G. This contract may be amended by mutual consent of the parties with all remaining portions of the contract continuing in effect. No amendment of this contract shall be valid or binding on the parties unless it is in writing and signed by the Board and the Administrator. The Board reserves the right to amend the Administrator's goals or increase from time to time the salary and other benefits payable hereunder, based upon performance evaluations, without entering into a new contract or extending the term of this contract. Any change to the Administrator's goals or adjustment in salary or benefits shall be in writing and made part of this contract.

BOARD OF EDUCATION OF  
TOWNSHIP HIGH SCHOOL  
DISTRICT NO. 214,  
Cook County, Illinois

ADMINISTRATOR

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

\_\_\_\_\_  
Associate Superintendent

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

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

**ADMINISTRATOR CONTRACT**  
**(July 1, 2025 through June 30, 2028)**

THIS AGREEMENT is between the Board of Education (the “Board”) of Township High School District Number 214, Cook County, Illinois (the “School District”) and KARA KENDRICK (the “Administrator”). The Board and the Administrator agree as follows:

1. **EMPLOYMENT**. In accordance with the provisions of Section 10-23.8a of the School Code of Illinois, 105 ILCS 5/10-23.8a, the Administrator is hereby employed as an Administrator in the School District for the period beginning July 1, 2025, and extending through June 30, 2028.

The Administrator’s contract year is July 1 through the immediately following June 30.

2. **PERFORMANCE GOALS AND INDICATORS OF STUDENT ACADEMIC IMPROVEMENT**. This is a performance-based contract, the goals of which are set forth in the attached Exhibit 1. Accomplishment of the goals, as may be amended from time to time, will enhance student performance and achieve academic improvement. Along with the evaluation criteria set forth in paragraph 6, a primary measure of the performance and effectiveness of the Administrator each contract year shall be whether the Administrator has met the goals for that contract year or has made adequate progress toward completion of the goals which are to be met in a later contract year, as such goals are set by the Board and the Superintendent in consultation with the Administrator.

Pursuant to the Administrator Evaluation Plan, any modified goals shall be incorporated into a document to be entitled “Administrator’s Performance Goals,” which shall be signed and dated by the Superintendent and become the Administrator’s new and/or additional goals for purposes of this contract.



contributions by the Administrator pursuant to Section 414(h)(2) of the Internal Revenue Code. The Administrator shall not have the option of choosing to receive directly the amounts contributed to IMRF by the Board on the Administrator's behalf, nor any right or claim to the contributions to IMRF except as such may subsequently become available pursuant to the provisions of the Pension Code and IMRF rules and regulations.

6. **EVALUATION.** The Superintendent or other Administrator designated by the Superintendent shall evaluate the Administrator's performance in writing in accordance with the District's evaluation program and within the time, if any, required by law applicable to the Administrator's assignment. Unless otherwise required by law, the results of the evaluation, or the failure to evaluate, will not preclude dismissal or non-renewal under this contract.

7. **LICENSE.** The Administrator shall furnish to the Board before beginning employment under this contract a valid and appropriate license to act in the capacity in which the Administrator is assigned. The Administrator shall keep the license in effect at all times during the term of this contract.

8. **OUTSIDE ACTIVITIES.** The Administrator's professional and employment activities shall be confined to the business of the School District or as otherwise approved in advance by the Superintendent.

9. **TERMINATION**

**A. Termination for Reason During the Term of the Contract.** In the event the Board intends to terminate this contract before its expiration for cause, the Board or its designee shall give the Administrator written notice of such intention, together with a statement of the reasons for termination. Discharge shall be for conduct which is prejudicial to the School District, including, but not limited to, the failure to obtain and maintain the requisite State of Illinois

license, an evaluation rating of less than proficient, negligence, inefficiency, cruelty, incompetency, insubordination, breach of contract, immorality, material failure to meet the goals of this contract, or other sufficient cause. Within five (5) days after receipt of such notice, the Administrator may request in writing a hearing before the Board, which shall be in closed session. If no hearing is timely requested, the termination shall become effective on the date specified in the Board's notice. Pending any hearing requested by the Administrator, the Board may suspend the Administrator with or without pay. At the conclusion of any hearing, the Board shall determine whether to terminate this contract and the Administrator's employment.

**B. Termination of Final Year of Contract.** In the final contract year of this contract, the Board in its sole discretion may determine if it will offer the Administrator a contract for the subsequent school year. If the Board does not offer the Administrator a contract for the subsequent contract year, this contract will automatically terminate on June 30, 2028.

**C. Termination by Agreement.** During the term of this contract, the Board and the Administrator may mutually agree, in writing, to terminate this contract.

**D. Termination due to Death.** Termination of this Agreement shall occur upon the death of the Administrator.

**E. Without Reason Termination by the Board.** The Board may, at its option, and by a minimum of ninety (90) days' written notice to the Administrator, unilaterally terminate this contract during its term. In the event of such termination, the Board shall pay to the Administrator, as severance pay, all of the aggregate salary provided in Section 4 of this contract that the Administrator would have earned from the actual date of termination to June 30<sup>th</sup> of the fiscal year in which the Administrator is terminated.

**F. Without Cause Termination by the Administrator.** In the event the Administrator resigns or otherwise voluntarily terminates employment without the consent of the Board prior to June 30th of Year 1, Year 2, or Year 3 of this Contract, the Administrator may be required to pay the Board, at the Board's discretion, as liquidated damages, the aggregate cost to the Board of the search to obtain the Administrator's successor and any interim replacement, in an amount not to exceed TWENTY THOUSAND AND NO/100 DOLLARS (\$20,000.00). If the Administrator resigns effective on June 30th of Year 1, Year 2, or Year 3, this payment will not be required. Payment of such damages by the Administrator under this provision shall be the Board's exclusive remedy for any claims of breach of this Contract arising out of the Administrator's resignation or voluntary termination of employment.

10. **REASSIGNMENT.** The Board reserves the right to reassign an Administrator for performance, budget-related reasons, or as the result of a restructuring plan. The reassignment may or may not be within the Administrative group. If the reassignment is outside of the Administrative group, this contract shall be voided and the employee will become a member of the employee group of the new position.

11. **MEDICAL EXAMINATION.** The Administrator shall submit to and furnish the Board with reports of such health examinations as the Board may from time to time require at its expense.

12. **BENEFITS.** The Administrator shall be provided such additional benefits as are set forth in the Board's benefit program for Administrators, which document is entitled "Administrative Compensation and Benefit Program" subject to modification from time to time at the Board's discretion. . The Board's action to modify a benefit under this paragraph shall be in implementation of this provision of this contract and shall not constitute or require an

amendment to this contract. Additionally, the benefits provided for in this contract for Administrators which reference the benefits for Administrators may be modified from time to time in the Board's discretion on the same basis as modified for such Administrators.

13. **BACKGROUND INVESTIGATION**. This contract is contingent on completion of the background investigation required of all public school employees by Section 10-21.9 of the School Code of Illinois and of any other background investigation required by law, such as a DCFS and/or Faith's Law, or equivalent, pending investigation or indicated finding check. If the investigation discloses information which would prohibit employment or call into question the Administrator's fitness to serve the School District as the role model required by Section 27-12 of the School Code, the Board may, in its sole discretion, terminate this contract without further compensation and benefits on ten (10) days' written notice to the Administrator. The background investigation may be repeated from time to time upon notice from the Board to the Administrator.

14. **TENURE**. By accepting the terms of this contract, the Administrator waives all rights granted him or her under Sections 24-11 through 24-16 of the Illinois School Code, as may be amended from time to time. Upon acceptance of this contract, the Administrator shall not lose any previously acquired tenure credit with the School District.

15. **NOTICE**. Any notice or communication permitted or required under this contract shall be made in writing and shall become effective on the day of service thereof by personal service or by first class mail, registered or certified, return receipt requested, postage prepaid, sent to the parties at their respective addresses listed below, or at such other addresses as the parties may from time to time advise in writing. Service by mail as provided above shall be deemed made upon deposit in the mail.

If to the Board:  
President, Board of Education  
Township High School District Number 214  
2121 S. Goebbert Rd.  
Arlington Heights, IL 60005-4205

With a copy to:  
Superintendent  
Township High School District Number 214  
2121 S. Goebbert Rd.  
Arlington Heights, IL 60005-4205

If to the Administrator:  
KARA KENDRICK  
Township High School District Number 214  
2121 S. Goebbert Rd.  
Arlington Heights, IL 60005-4205

With a copy to the last known home address in the Administrator's personnel file.

16. **MISCELLANEOUS.**

A. This contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.

B. Paragraph headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between any such headings or numbers and the text of this contract, the text shall control.

C. 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.

D. If any provision of this contract is subsequently declared by the proper legislative or judicial authority to be unlawful or unenforceable, all other provisions of the contract shall remain in full force and effect.

E. This contract contains all the terms and benefits 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.

F. This contract is subject to state and federal laws and regulations and the rules and regulations of the Board, all as may be amended from time to time.

G. This contract may be amended by mutual consent of the parties with all remaining portions of the contract continuing in effect. No amendment of this contract shall be valid or binding on the parties unless it is in writing and signed by the Board and the Administrator. The Board reserves the right to amend the Administrator's goals or increase from time to time the salary and other benefits payable hereunder, based upon performance evaluations, without entering into a new contract or extending the term of this contract. Any change to the Administrator's goals or adjustment in salary or benefits shall be in writing and made part of this contract.

BOARD OF EDUCATION OF  
TOWNSHIP HIGH SCHOOL  
DISTRICT NO. 214,  
Cook County, Illinois

ADMINISTRATOR

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

\_\_\_\_\_  
Associate Superintendent

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

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

**ADMINISTRATOR CONTRACT**  
**(July 1, 2025 through June 30, 2028)**

THIS AGREEMENT is between the Board of Education (the “Board”) of Township High School District Number 214, Cook County, Illinois (the “School District”) and PATRICK MOGGE (the “Administrator”). The Board and the Administrator agree as follows:

1. **EMPLOYMENT**. In accordance with the provisions of Section 10-23.8a of the School Code of Illinois, 105 ILCS 5/10-23.8a, the Administrator is hereby employed as an Administrator in the School District for the period beginning July 1, 2025, and extending through June 30, 2028.

The Administrator’s contract year is July 1 through the immediately following June 30.

2. **PERFORMANCE GOALS AND INDICATORS OF STUDENT ACADEMIC IMPROVEMENT**. This is a performance-based contract, the goals of which are set forth in the attached Exhibit 1. Accomplishment of the goals, as may be amended from time to time, will enhance student performance and achieve academic improvement. Along with the evaluation criteria set forth in paragraph 6, a primary measure of the performance and effectiveness of the Administrator each contract year shall be whether the Administrator has met the goals for that contract year or has made adequate progress toward completion of the goals which are to be met in a later contract year, as such goals are set by the Board and the Superintendent in consultation with the Administrator.

Pursuant to the Administrator Evaluation Plan, any modified goals shall be incorporated into a document to be entitled “Administrator’s Performance Goals,” which shall be signed and dated by the Superintendent and become the Administrator’s new and/or additional goals for purposes of this contract.



contributions by the Administrator pursuant to Section 414(h)(2) of the Internal Revenue Code. The Administrator shall not have the option of choosing to receive directly the amounts contributed to IMRF by the Board on the Administrator's behalf, nor any right or claim to the contributions to IMRF except as such may subsequently become available pursuant to the provisions of the Pension Code and IMRF rules and regulations.

6. **EVALUATION.** The Superintendent or other Administrator designated by the Superintendent shall evaluate the Administrator's performance in writing in accordance with the District's evaluation program and within the time, if any, required by law applicable to the Administrator's assignment. Unless otherwise required by law, the results of the evaluation, or the failure to evaluate, will not preclude dismissal or non-renewal under this contract.

7. **LICENSE.** The Administrator shall furnish to the Board before beginning employment under this contract a valid and appropriate license to act in the capacity in which the Administrator is assigned. The Administrator shall keep the license in effect at all times during the term of this contract.

8. **OUTSIDE ACTIVITIES.** The Administrator's professional and employment activities shall be confined to the business of the School District or as otherwise approved in advance by the Superintendent.

9. **TERMINATION**

**A. Termination for Reason During the Term of the Contract.** In the event the Board intends to terminate this contract before its expiration for cause, the Board or its designee shall give the Administrator written notice of such intention, together with a statement of the reasons for termination. Discharge shall be for conduct which is prejudicial to the School District, including, but not limited to, the failure to obtain and maintain the requisite State of Illinois

license, an evaluation rating of less than proficient, negligence, inefficiency, cruelty, incompetency, insubordination, breach of contract, immorality, material failure to meet the goals of this contract, or other sufficient cause. Within five (5) days after receipt of such notice, the Administrator may request in writing a hearing before the Board, which shall be in closed session. If no hearing is timely requested, the termination shall become effective on the date specified in the Board's notice. Pending any hearing requested by the Administrator, the Board may suspend the Administrator with or without pay. At the conclusion of any hearing, the Board shall determine whether to terminate this contract and the Administrator's employment.

**B. Termination of Final Year of Contract.** In the final contract year of this contract, the Board in its sole discretion may determine if it will offer the Administrator a contract for the subsequent school year. If the Board does not offer the Administrator a contract for the subsequent contract year, this contract will automatically terminate on June 30, 2028.

**C. Termination by Agreement.** During the term of this contract, the Board and the Administrator may mutually agree, in writing, to terminate this contract.

**D. Termination due to Death.** Termination of this Agreement shall occur upon the death of the Administrator.

**E. Without Reason Termination by the Board.** The Board may, at its option, and by a minimum of ninety (90) days' written notice to the Administrator, unilaterally terminate this contract during its term. In the event of such termination, the Board shall pay to the Administrator, as severance pay, all of the aggregate salary provided in Section 4 of this contract that the Administrator would have earned from the actual date of termination to June 30<sup>th</sup> of the fiscal year in which the Administrator is terminated.

**F. Without Cause Termination by the Administrator.** In the event the Administrator resigns or otherwise voluntarily terminates employment without the consent of the Board prior to June 30th of Year 1, Year 2, or Year 3 of this Contract, the Administrator may be required to pay the Board, at the Board's discretion, as liquidated damages, the aggregate cost to the Board of the search to obtain the Administrator's successor and any interim replacement, in an amount not to exceed TWENTY THOUSAND AND NO/100 DOLLARS (\$20,000.00). If the Administrator resigns effective on June 30th of Year 1, Year 2, or Year 3, this payment will not be required. Payment of such damages by the Administrator under this provision shall be the Board's exclusive remedy for any claims of breach of this Contract arising out of the Administrator's resignation or voluntary termination of employment.

10. **REASSIGNMENT.** The Board reserves the right to reassign an Administrator for performance, budget-related reasons, or as the result of a restructuring plan. The reassignment may or may not be within the Administrative group. If the reassignment is outside of the Administrative group, this contract shall be voided and the employee will become a member of the employee group of the new position.

11. **MEDICAL EXAMINATION.** The Administrator shall submit to and furnish the Board with reports of such health examinations as the Board may from time to time require at its expense.

12. **BENEFITS.** The Administrator shall be provided such additional benefits as are set forth in the Board's benefit program for Administrators, which document is entitled "Administrative Compensation and Benefit Program" subject to modification from time to time at the Board's discretion. . The Board's action to modify a benefit under this paragraph shall be in implementation of this provision of this contract and shall not constitute or require an

amendment to this contract. Additionally, the benefits provided for in this contract for Administrators which reference the benefits for Administrators may be modified from time to time in the Board's discretion on the same basis as modified for such Administrators.

13. **BACKGROUND INVESTIGATION**. This contract is contingent on completion of the background investigation required of all public school employees by Section 10-21.9 of the School Code of Illinois and of any other background investigation required by law, such as a DCFS and/or Faith's Law, or equivalent, pending investigation or indicated finding check. If the investigation discloses information which would prohibit employment or call into question the Administrator's fitness to serve the School District as the role model required by Section 27-12 of the School Code, the Board may, in its sole discretion, terminate this contract without further compensation and benefits on ten (10) days' written notice to the Administrator. The background investigation may be repeated from time to time upon notice from the Board to the Administrator.

14. **TENURE**. By accepting the terms of this contract, the Administrator waives all rights granted him or her under Sections 24-11 through 24-16 of the Illinois School Code, as may be amended from time to time. Upon acceptance of this contract, the Administrator shall not lose any previously acquired tenure credit with the School District.

15. **NOTICE**. Any notice or communication permitted or required under this contract shall be made in writing and shall become effective on the day of service thereof by personal service or by first class mail, registered or certified, return receipt requested, postage prepaid, sent to the parties at their respective addresses listed below, or at such other addresses as the parties may from time to time advise in writing. Service by mail as provided above shall be deemed made upon deposit in the mail.

If to the Board:  
President, Board of Education  
Township High School District Number 214  
2121 S. Goebbert Rd.  
Arlington Heights, IL 60005-4205

With a copy to:  
Superintendent  
Township High School District Number 214  
2121 S. Goebbert Rd.  
Arlington Heights, IL 60005-4205

If to the Administrator:  
PATRICK MOGGE  
Township High School District Number 214  
2121 S. Goebbert Rd.  
Arlington Heights, IL 60005-4205

With a copy to the last known home address in the Administrator's personnel file.

16. **MISCELLANEOUS.**

A. This contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.

B. Paragraph headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between any such headings or numbers and the text of this contract, the text shall control.

C. 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.

D. If any provision of this contract is subsequently declared by the proper legislative or judicial authority to be unlawful or unenforceable, all other provisions of the contract shall remain in full force and effect.

E. This contract contains all the terms and benefits 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.

F. This contract is subject to state and federal laws and regulations and the rules and regulations of the Board, all as may be amended from time to time.

G. This contract may be amended by mutual consent of the parties with all remaining portions of the contract continuing in effect. No amendment of this contract shall be valid or binding on the parties unless it is in writing and signed by the Board and the Administrator. The Board reserves the right to amend the Administrator's goals or increase from time to time the salary and other benefits payable hereunder, based upon performance evaluations, without entering into a new contract or extending the term of this contract. Any change to the Administrator's goals or adjustment in salary or benefits shall be in writing and made part of this contract.

BOARD OF EDUCATION OF  
TOWNSHIP HIGH SCHOOL  
DISTRICT NO. 214,  
Cook County, Illinois

ADMINISTRATOR

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

\_\_\_\_\_  
Director of Community Engagement & Outreach

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

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

## **PERFORMANCE BASED DEPUTY SUPERINTENDENT'S CONTRACT**

THIS AGREEMENT is between the Board of Education (the "Board") of TOWNSHIP HIGH SCHOOL DISTRICT NO. 214, Cook County, Illinois (the "School District") and Kate Kraft (the "Deputy Superintendent").

This Agreement constitutes an administrative performance-based employment contract entered into by the Board and Deputy Superintendent in accordance with 105 ILCS 5/10-23.8a of *The School Code of Illinois*.

In consideration of the mutual promises herein contained, the Board and the Deputy Superintendent agree as follows:

1. **EMPLOYMENT.** In accordance with the provisions of Section 10-23.8a of *The School Code of Illinois*, the Deputy Superintendent is hereby employed as Deputy Superintendent of Schools of the School District under this multi-year contract commencing July 1, 2025 through June 30, 2030 The contract year under this contract is defined as July 1 through the succeeding June 30 of each year.

2. **PERFORMANCE GOALS AND INDICATORS OF STUDENT ACADEMIC IMPROVEMENT.**

This is a performance-based contract, the goals of which are set forth in the attached Exhibit 1 which shall be aligned to the District's Strategic Plan. Accomplishment of the goals, as may be amended from time to time, will enhance student performance and achieve academic improvement. Along with the evaluation criteria set forth in paragraph 6, a primary measure of the performance and effectiveness of the Deputy Superintendent each contract year shall be whether the Deputy Superintendent has met the goals for that contract year or has made adequate progress toward completion of the goals which are to be met in a later contract year, as such

goals are set by the Board and the Superintendent in consultation with the Deputy Superintendent.

**3. DUTIES.** The duties of the Deputy Superintendent shall be those duties prescribed by the laws and regulations of the State of Illinois and by the rules, regulations and directions of the Board, and those duties which are customarily or necessarily incidental to the position of Deputy Superintendent.

**4. SALARY.** The Deputy Superintendent's annual base salary for the 2025-2026 contract year shall be Two Hundred Thirty Five Thousand Dollars (\$235,000.00). Each contract year, the Deputy Superintendent's annual base salary shall be increased pursuant to the Administrator Compensation and Benefit Program. The Board's decision to increase any salary and/or benefit beyond the Administrator Compensation and Benefit Program shall be reduced to writing, approved by the Board and signed by the Parties. The Board's action to increase the Deputy Superintendent's salary or benefits under this paragraph shall be in implementation of this provision of this Agreement and shall not constitute or require an amendment to this Agreement.

**5. TRS/THIS CONTRIBUTION.** In addition to the salary and other contributions stated in Paragraph 4 above, the Board shall pick up and pay on the Deputy Superintendent's behalf, the Deputy Superintendent's entire contribution to the Illinois Teachers' Retirement System and Illinois Teachers' Health Insurance Security Fund as required by Section 152.1 of the *Illinois Pension Code*.

It is the intention of the parties to qualify all such payments picked up and paid by the Board on the Deputy Superintendent's behalf as employer payments pursuant to Section 414(h) of the Internal Revenue Code of 1986, as amended. The Deputy Superintendent shall have no

right or claim to the funds so remitted except as they may subsequently become available upon retirement or resignation from the Illinois Teachers' Retirement System.

If the current employee contribution rate required by TRS and/or THIS 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 Deputy Superintendent as salary to the extent the Board's total cost for salary and pick up of the TRS and/or THIS contribution does not exceed the Board's total cost before the TRS and/or THIS contribution rate decrease and/or legislative change.

6. **VACATION.** The Deputy Superintendent shall receive twenty (20) working days of vacation annually at full pay, exclusive of holidays. The Superintendent shall be advised in advance of all vacations which are more than three (3) consecutive working days in length. Such accumulated annual vacation may be taken until December 31<sup>st</sup> of the following contract year, and thereafter shall not be taken, compensated, or considered as accumulated without the approval of the Board. However, each contract year, the Deputy Superintendent shall be able to exchange up to three (3) unused vacation days for payment at the Deputy Superintendent's then current per diem for each unused day. Should this contract be terminated for any reason or in any manner whatsoever, the Deputy Superintendent shall be paid for all earned and accumulated but unused vacation days at the per diem rate of the then current salary. The per diem rate shall be calculated by dividing the contract year's base salary set forth in Paragraph 4 above by 260.

7. **PERSONAL LEAVE.** The Deputy Superintendent shall be granted up to four (4) personal business leave days per contract year. Personal business leave days not used at the end of any contract year may not be accumulated as personal business leave, but shall be transferred to accumulated sick leave.

8. **SICK LEAVE AND DISABILITY.** For each contract year, the Deputy Superintendent shall be entitled to fourteen (14) days of sick leave annually, the unused number of which, when combined with any unused sick leave from the first contract year, shall be cumulative to a maximum of three hundred forty (340) days.

9. **FRINGE BENEFITS PROGRAM.** The Deputy Superintendent shall receive all fringe benefits otherwise extended to administrators of the School District through the Administrator Compensation and Benefit Program, including participating in the District's Section 125 plan, unless otherwise stated within the body of this contract.

10. **DEFERRED COMPENSATION.** The Deputy Superintendent may elect that a portion of the salary set forth in Paragraph 4 above be paid into a tax sheltered annuity pursuant to Section 403(b) and/or a deferred compensation plan pursuant to Section 457 of the Internal Revenue Code of 1986, as amended. The cost of the contribution to the annuity or plan shall be deducted from the Deputy Superintendent's annual compensation and shall not require an expenditure of funds by the Board above the amount paid to the Deputy Superintendent in the form of salary.

11. **LIFE INSURANCE.** Based upon the health examination referred to above and, if required, upon further physical examination to be conducted by such insurance company as the Board may select, the Board will furnish the Deputy Superintendent of Schools, without cost to her, a policy of term life insurance in the principal amount of one and half (1.5) times the annual base salary.

12. **HEALTH, DENTAL AND VISION INSURANCE.** The Board will also provide the Deputy Superintendent with access to full-family hospitalization and medical insurance and dental and vision insurance as may be provided under any group program effective in the

District. Premium payments shall be set in the Administrator Compensation and Benefit Program.

13. **LICENSURE.** During the life of this Agreement, the Deputy Superintendent shall maintain a valid and appropriate license to act as Deputy Superintendent of Schools in accordance with the laws of the State of Illinois and as directed by the Board and shall keep such licensure in full force and effect.

14. **EVALUATION.** Annually, on or before June 30 of each contract year, the Superintendent shall review with the Deputy Superintendent the Deputy Superintendent's progress toward meeting established goals and assess the working relationships among the Deputy Superintendent, the Board, the faculty, the staff, and the community; provided, however, in the last year of this contract, the review shall take place on or before January 31 as provided in Paragraph 2 above. The Board's obligations under this paragraph are contingent on the Deputy Superintendent providing notice of such obligations by April 1 of each contract year, except that in the last contract year notice shall be given by November 1.

15. **OTHER WORK.** The Deputy Superintendent shall confine her professional and employment activities to the business of the School District except to the extent provided by this contract. However, the Deputy Superintendent may utilize vacation, personal and/or professional leave days to do other professional work, provided that this other professional work does not interfere in a material and/or substantial manner with the Deputy Superintendent's obligations to the School District as set forth in this contract.

16. **PROFESSIONAL ACTIVITIES.** The Deputy Superintendent shall be expected to attend appropriate professional meetings at the local, state, and national levels. Within budget

constraints as approved by the Board, the cost of attendance and related expenses shall be paid by the Board.

17. **TENURE.** By accepting this contract, the Deputy Superintendent waives any rights pursuant to Section 24-11 through 24-16 of the Illinois School Code, as may be amended from time to time, however, does not lose any previously acquired tenure with the District.

18. **TERMINATION FOR CAUSE AND NON-RENEWAL WITHOUT CAUSE.**  
The Deputy Superintendent may only be terminated for good cause, not for any reason that is arbitrary or capricious. In the event the Board intends to terminate this contract before its expiration for cause, the Board shall give the Deputy Superintendent written notice of such intention, together with a statement of the reasons for termination. Within ten (10) business days of receipt of such notice, the Deputy Superintendent may request in writing a hearing before the Board, which shall be in closed session. If no hearing is timely requested, the termination shall become effective on the date specified in the Board's notice. Pending any hearing requested by the Deputy Superintendent, the Board may suspend the Deputy Superintendent with pay. At the conclusion of any hearing, the Board shall determine whether or not to terminate this contract and the Deputy Superintendent's employment.

In the event the Board or the Deputy Superintendent decides not to renew this contract at the end of its term, this contract shall terminate.

19. **NOTICE.** Any notice or communication permitted or required under this contract shall be made in writing and shall become effective on the day of service thereof by personal service or by first class mail, registered or certified, return receipt, postage prepaid, sent to the parties at their respective addresses listed below, or at such other addresses as the parties



the heirs, executors, and successors of the parties, and shall become effective as of the date the last of the parties signs this contract, as set forth below.

**BOARD OF EDUCATION  
TOWNSHIP HIGH SCHOOL  
DISTRICT 214, Cook County, Illinois,**

**DEPUTY SUPERINTENDENT,**

\_\_\_\_\_  
President Date

\_\_\_\_\_  
Ms. Kate Kraft Date

Attest:

\_\_\_\_\_  
Secretary Date

**EXHIBIT 1**

**GOALS AND INDICATORS**

**The goals and indicators shall be those developed pursuant to the Administrator Evaluation Plan. Said goals shall be incorporated herein.**