



**EXCEPTIONAL LEARNERS COLLABORATIVE
BOARD OF EDUCATION
Board of Education Regular Meeting
March 12, 2026
8:30 AM**

Location: Exceptional Learners Collaborative
990 Corporate Woods Parkway
Vernon Hills, IL 60061

1. CALL TO ORDER/ROLL CALL
2. PLEDGE OF ALLEGIANCE
3. *APPROVAL OF MINUTES
4. CORRESPONDENCE
5. AUDIENCE PARTICIPATION

At this time, the Board should welcome guests and representatives of the various media. The Board President will be able to offer anyone from the audience the opportunity to comment. If anyone wishes to address the board, they are given five (5) minutes. Board members can choose to address the concern, or place the item on a future agenda.
6. NEW BUSINESS
 - A. PERSONNEL
 - a. Executive Session We may have an executive session to discuss the appointment, employment, compensation, discipline, performance, or dismissal of specific employees. [5 ILCS 120/2(c)(1)]
 - b. Approval of Additional 1.0 FTE Paraprofessional at ELC West.
 - c. Approval of 2026 ESY Positions
 - d. Approval of FY 2026-2027 Certified/Licensed/Support Staff Positions
 - e. Approval of Honorable Dismissal of Certain Full-Time Educational Support Personnel

- f. Approval of Honorable Dismissal of Certain Part-Time, Non-Tenured Teacher(s)
- g. Approval of Honorable Dismissal of Certain Teacher(s)
- h. Approval of Dismissal of Certain Part-Time Educational Support Personnel
- i. Approval of Non-Reemployment of Certain Full-Time, Non-Tenured Teacher(s) Not in Last Year of Probationary Service
- j. *Acceptance of Licensed/Certified/Support Staff Resignations

k. Leaves of Absence

B. CURRICULUM, INSTRUCTION AND ASSESSMENT

- a. Approval of Board Policy Updates (First Reading)
The Board of Education will be presented with a first reading for Board Policies that should be implemented.

C. BUSINESS

- a. Approval of Waste Management Contract (3-Year Term)

The ELC is currently under contract with Waste Management for two dumpsters: one located at 990 whose contract expires in August 2028 and the other at 960 which expires in September 2027. Unfortunately, the current contracts include annual price increases capped at up to 20% per year and impose a significant early cancellation fee of \$350 per dumpster, per month remaining on the agreement.

In an effort to reduce the overall cost to the District, we reached out to Waste Management to explore potential alternatives. As a result of those discussions, Waste Management has proposed replacing the existing agreements with a new three-year proposal.

Under the proposed agreement, the new pricing would take effect immediately and apply to both locations. Annual price increases would be capped at 12%, providing greater cost predictability compared to the current contracts. At the conclusion of the three-year term, the ELC would have the opportunity to conduct a formal RFP process for waste removal services.

- 990 Current Cost: \$952/month

-

- New proposal: \$708/month (*Annualized savings \$2,928*)
 - 960 Current Cost: \$1,008/month

-

- New proposal: \$708/month (*Annualized savings \$3,600*)

- b. Approval of Superintendent Employment Agreement (5-Year Term)
After several discussions, we have reached agreement on a new Superintendent Employment Agreement (5-yr). The attached agreement has been reviewed by the District's attorney.
- c. FOIA Requests

None.

d. *Consideration of Monthly Financial Report

It is recommended that the Board of Education approve the list of Bills and Financial Statements as contained in the Monthly Financial Report for February.

e. Consent Agenda Items

1. Approve the Special Meeting Minutes and Regular Meeting Minutes of February 19, 2026.
2. Accept the resignations of the following individuals as noted in the Agenda Booklet of March 12, 2026, for Julie Brand, Occupational Therapist; Emily Pappas, Case Manager; Kelly Szafranski, Coordinator of Student Services; Allie Mixon, Assistant Director of ELC West; Sherry Tietjen, Case Manager; Jennifer Van Blake, Speech Language Pathologist; Leyla Mofleh, Speech Language Pathologist; Sola Oluwande, Assistive Technology Facilitator; Alyssa Harn, Social Worker; and David Graham, Director of Technology; as presented.
3. Approval of Bills.
4. Approval of Financial Statement.

D. SUPERINTENDENT'S INFORMATIONAL REPORT

E. ADJOURN

~PUBLIC PARTICIPATION NOTICE~
PLEASE KNOW THIS MEETING WILL TAKE
PLACE IN PERSON AT ELC
990 CORPORATE WOODS PKWY
VERNON HILLS IL, 60061



DATE March 12, 2026

To: The ELC Board of Education

From: Dr. Megan Clarke, Superintendent

RE: Approval of Board Policy Updates- First Reading

| Approval of Board Policy Updates- First Reading | | | | |
|--|---|------------------------------------|--|--|
| Policy Number | Policy Name | Policy Link: | Summary | Adopt/No n-Adopt/L awyer review |
| 6:270 | Guidance and Counseling Program | Press Policy 6:270 | We are adding this board policy. The ELC West social worker will work with the student's home district counseling and guidance teams to make sure that the student has access to all of the resources. The ELC West social worker will also in resources specific to students at West. | Adopt |
| 7:305 | Student Athlete Concussions and Head Injuries | Press Policy 7:305 | We are adding this policy around concussions. Some of our students participate in afterschool allied sports, so we want to make sure that we are following all protocols. Also, knowing that some of our students have challenging behavior, we want to make sure that if anyone suspects a concussion that all the information is provided. | Adopt |

Instruction

Guidance and Counseling Program ¹

The School District provides a guidance and counseling program for students.² The Superintendent or designee shall direct the District's guidance and counseling program. School counseling services, as described by State law, may be performed by school counselors or licensed educators with a school support personnel endorsement in the area of school counseling.³

[For Elementary and Unit Districts]

Each staff member is responsible for effectively guiding students under his/her supervision in order to provide early identification of intellectual, emotional, social, or physical needs, diagnosis of any learning disabilities, and development of educational potential. The District's counselors shall offer counseling to those students who require additional assistance.

[For High School and Unit Districts]

The guidance program will assist students to identify career options consistent with their abilities, interests, and personal values. Students shall be encouraged to seek the help of counselors to develop specific curriculum goals that conform to the student's career objectives. High school juniors and seniors will have the opportunity to receive career-oriented information. Representatives from colleges and universities, occupational training institutions and career-oriented recruiters, including the military,

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¹ State or federal law controls this policy's content.

² School boards may employ school counselors. 105 ILCS 5/10-22.24a. 105 ILCS 5/10-22.24b, amended by P.A.s 103-542, 103-780, and 104-353 provides an extensive but non-exhaustive list of permissible school counseling services, including but not limited to providing: educational opportunities for students, teachers, and parents on mental health issues; academic, social-emotional, and college and career supports to all students irrespective of special education or Section 504 status; and collaborating as a team member in Multi-Tiered Systems of Support and other school initiatives. These services must be provided to address the needs of all students regardless of their citizenship status. *Id.* See www.oneclickadmit.org/ for more information.

All districts must conduct a comprehensive needs assessment to determine the scope of pupil needs in the areas of guidance and counseling, psychological, social work, and health. 23 Ill.Admin.Code §1.420(q).

The Children's Mental Health Act requires districts to develop protocols for responding to students with social, emotional, or mental health needs that impact learning. 405 ILCS 49/. See f/n 3 in sample policy 6:65, *Student Social and Emotional Development*, for further information. See sample policy 7:250, *Student Support Services*, and sample administrative procedure 7:250-AP2, *Protocol for Responding to Students with Social, Emotional, or Mental Health Needs*.

³ Optional. 105 ILCS 5/10-22.24b, amended by P.A.s 103-542, and 103-780, provides that school counselors as defined in 105 ILCS 5/10-22.24a or individuals who hold a Professional Educator License with a school support personnel endorsement in the area of school counseling under 105 ILCS 5/21B-25 may provide school counseling services. The following optional sentence recognizes the importance of interventions; however, it creates duties that are not present in law. This is a classic "who, gets what, for how much" issue.

The counseling program will assist students with interventions related to academic, social and/or personal issues. Students shall be encouraged to seek academic, social, and/or personal assistance.

may be given access to the school campus in order to provide students and parents/guardians with information. ⁴

LEGAL REF.: 105 ILCS 5/10-22.24a and 5/10-22.24b.
23 Ill.Admin.Code §1.420(q).

CROSS REF.: 6:50 (School Wellness), 6:65 (Student Social and Emotional Development), 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), 6:130 (Program for the Gifted), 7:100 (Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students), 7:250 (Student Support Services), 7:290 (Suicide and Depression Awareness and Prevention)

ADMIN. PROC.: 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)

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⁴ A district must provide military recruiters and state public institutions of higher education access to students if it has provided such access to persons or groups who tell students about educational or occupational opportunities. 105 ILCS 5/10-20.5a, amended by P.A. 103-204 and 104-15. By 1-1-24, districts were to make student directory information electronically accessible through a secure centralized data system for official recruiting representatives of the armed forces and for State public institutions of higher education. *Id.* Beginning 7-1-26 and on 7-1 each year after that, schools must make student directory information and student direct admission information for students graduating within the next year, available to the Ill. Student Assistance Commission (ISAC) through a centralized data system of ISAC to carry out the Public University Direct Admissions Program Act. 105 ILCS 5/10-20.5a, amended by P.A. 104-15.

Such access must be consistent with the federal Family Educational Rights and Privacy Act (20 U.S.C. §1232g). *Id.* Parents or students who are age 18 or older must sign an opt-in form to release student direct admission information, which includes a student's name, home address, birth date, telephone number, email address, cumulative grade point average, and high school, to ISAC. 105 ILCS 5/10-20.5a, amended by P.A. 104-15.

Another federal law requires a secondary school to grant military recruiters and institutions of high learning, upon their request, access to secondary school students' names, addresses, and telephone numbers, unless the parents/guardians request that the information not be disclosed without prior written consent. 20 U.S.C. §7908. See also sample administrative procedure 7:340-AP1, *School Student Records*, and sample exhibit 7:340-AP1, E1, *Notice to Parents/Guardians and Students of Their Rights Concerning a Student's School Records*.

Students

Student Athlete Concussions and Head Injuries ¹

The Superintendent or designee shall develop and implement a program to manage concussions and head injuries suffered by students. The program shall:

1. Fully implement the Youth Sports Concussion Safety Act (YSCSA), that provides, without limitation, each of the following: ²
 - a. The Board must appoint or approve member(s) of a Concussion Oversight Team for the District. ³
 - b. The Concussion Oversight Team shall establish each of the following based on peer-reviewed scientific evidence consistent with guidelines from the Centers for Disease Control and Prevention: ⁴

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¹ Three Illinois statutes in the School Code have addressed student concussions:

1. The Youth Sports Concussion Safety Act (YSCSA) (105 ILCS 5/22-80). The Act contains concussion safety directives for school boards and certain identified staff members. A school district must implement 105 ILCS 5/22-80 if it offers interscholastic athletic activities or interscholastic athletics under the direction of a coach (volunteer or school employee), athletic director, or band leader. A school district may need to implement its return-to-learn protocol for a student's return to the classroom after he or she is believed to have experienced a concussion, "whether or not the concussion took place while the student was participating in an interscholastic activity." 105 ILCS 5/22-80(d). For a comprehensive discussion of this Act, see the IASB publication *Checklist for Youth Sports Concussion Safety Act* at: www.iasb.com/iasb/media/documents/checklistconcussionsafetyact.pdf. Helpful guidance for implementing this law is available from the Lurie Children's Hospital's *A Guide for Teachers and School Professionals*.
2. 105 ILCS 25/1.15 requires: (a) all high school coaching personnel to complete online concussion awareness training; and (b) all student athletes to view the Ill. High School Association (IHSA) video about concussions.
3. 105 ILCS 25/1.20, requires the IHSA to require all member districts that have certified athletic trainers to have those trainers complete and submit a monthly report on student-athletes who have sustained a concussion during: (1) a school-sponsored activity overseen by the athletic trainer; or (2) a school-sponsored event of which the athletic director is made aware.

The Centers for Disease Control and Prevention (CDC) explains that a concussion is a type of traumatic brain injury caused by a bump, blow, or jolt to the head, or by a hit to the body that causes the head and brain to move rapidly back and forth. See www.cdc.gov/headsup/index.html. The CDC website contains excellent resources for the recognition, response, and prevention of concussions, including the opportunity to order or download free educational materials on concussions that can be distributed to parents, students, and coaches.

² 105 ILCS 5/22-80.

³ 105 ILCS 5/22-80(d). A physician, to the extent possible, must be on the Team. If the school employs an athletic trainer and/or nurse, they must be on the Team to the extent practicable. The Team must include, at a minimum, one person who is responsible for implementing and complying with the return-to-play and return-to-learn protocols adopted by the Team. Other licensed health care professionals may be appointed to serve on the Team. The statute provides that the Team may be composed of only one person who need not be a licensed healthcare professional, however, that person may not be a coach. Id.

As this is administrative/staff work rather than governance work, the best practice is to have the Concussion Oversight Team be an *administrative* committee, but consult the board attorney for guidance. If it is a board committee, it must comply with the Open Meetings Act, 5 ILCS 120/1.02. For a discussion of the Open Meetings Act's treatment of committees, see the footnotes in 2:150, *Committees*.

⁴ 105 ILCS 5/22-80(d).

- i. A return-to-play protocol governing a student's return to interscholastic athletics practice or competition following a force of impact believed to have caused a concussion. The Superintendent or designee shall supervise an athletic trainer or other person responsible for compliance with the return-to-play protocol. ⁵
- ii. A return-to-learn protocol governing a student's return to the classroom following a force of impact believed to have caused a concussion. The Superintendent or designee shall supervise the person responsible for compliance with the return-to-learn protocol. ⁶
- c. Each student and the student's parent/guardian shall be required to sign a concussion information receipt form each school year before participating in an interscholastic athletic activity. ⁷
- d. A student shall be removed from an interscholastic athletic practice or competition immediately if any of the following individuals believes that the student sustained a concussion during the practice and/or competition: a coach, a physician, a game

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⁵ The YSCSA contains requirements for a student to return to play following a concussion Id. The supervisor of the person responsible for compliance with the return-to-play protocol may not be a coach. The student's treating physician, physician assistant, advanced practice registered nurse, or an athletic trainer working under a physician's supervision must evaluate and find that it is safe for the student to return to play. The student's parent/guardian must sign a consent form that complies with statutory prerequisites. In addition, the student must also complete the requirements in the district's return-to-play and return-to-learn protocols. Thus, the district through its protocols may add requirements for the student's return, but may not delete any statutory requirements.

It is an open question whether the return-to-play protocol is limited to when the concussion occurred during an interscholastic athletic activity because the statute does not state "whether or not the concussion took place while the student was participating in an interscholastic athletic activity." It makes sense, however, to apply the return-to-play protocol whenever a student suffers a concussion before allowing him or her to participate in an interscholastic athletic activity. See IHSA's *Post-concussion Consent Form (RTP/RTL)* at:

<http://ihsa.org/Resources/Sports-Medicine/Concussion-Management/Concussion-Resources>.

⁶ 105 ILCS 5/22-80(g). The supervisor of the person responsible for compliance with the return-to-learn protocol may not be a coach. The return-to-learn protocol governs a student's return to the classroom after a concussion, whether or not the concussion took place while the student was participating in an interscholastic athletic activity. Guidance from Lurie Children's Hospital explains that recovery from a concussion must be an individualized process because no two concussions are the same. See *Return to Learn after a Concussion: A Guide for Teachers and School Professionals*, Lurie Children's Hospital, at: www.luriechildrens.org/globalassets/media/pages/specialties--conditions--programs/concussion-program/documents/lurie-return-to-learn-guide-2017-updated.pdf. This *Guide* explains that a student's full recovery depends on both cognitive rest and physical rest. It suggests using a multidisciplinary team to facilitate a student's return to the classroom and provides examples of accommodations and interventions. It also stresses the importance of identifying a school staff member who will function as a case manager or concussion management leader, such as a school nurse, athletic trainer, or school counselor. See IHSA's *Post-concussion Consent Form (RTP/RTL)* at:

<http://ihsa.org/Resources/Sports-Medicine/Concussion-Management/Concussion-Resources>.

⁷ 105 ILCS 5/22-80(e). *Interscholastic athletic activity* is defined in 105 ILCS 5/22-80(a) as "any organized school-sponsored or school-sanctioned activity for students, generally outside of school instructional hours, under the direction of a coach, athletic director, or band leader, including, but not limited to, baseball, basketball, cheerleading, cross country track, fencing, field hockey, football, golf, gymnastics, ice hockey, lacrosse, marching band, rugby, soccer, skating, softball, swimming and diving, tennis, track (indoor and outdoor), ultimate Frisbee, volleyball, water polo, and wrestling." The form must be approved by the IHSA. See <http://ihsa.org/Resources/Sports-Medicine/Concussion-Management/Concussion-Resources>, for [IHSA Concussion Protocols](#) and [IHSA Sports Medicine Acknowledgement & Consent Form](#) (Concussion, PES, Asthma Medication).

- official, an athletic trainer, the student's parent/guardian, the student, or any other person deemed appropriate under the return-to-play protocol. ⁸
- e. A student who was removed from interscholastic athletic practice or competition shall be allowed to return only after all statutory prerequisites are completed, including without limitation, the return-to-play and return-to-learn protocols developed by the Concussion Oversight Team. An athletic team coach or assistant coach may not authorize a student's return-to-play or return-to-learn. ⁹
 - f. The following individuals must complete concussion training as specified in the YSCSA: all coaches or assistant coaches (whether volunteer or a district employee) of interscholastic athletic activities; nurses, licensed healthcare professionals or non-licensed healthcare professionals who serve on the Concussion Oversight Team (whether or not they serve on a volunteer basis); athletic trainers; game officials of interscholastic athletic activities; and physicians who serve on the Concussion Oversight Team. ¹⁰
 - g. The Board shall approve school-specific emergency action plans for interscholastic athletic activities to address the serious injuries and acute medical conditions in which a student's condition may deteriorate rapidly. ¹¹
2. Comply with the concussion protocols, policies, and by-laws of the Illinois High School Association (IHSA), including its *Protocol for Implementation of NFHS Sports Playing Rules for Concussions, which includes its Return to Play (RTP) Policy*.¹² These specifically require that:
- a. A student athlete who exhibits signs, symptoms, or behaviors consistent with a concussion in a practice or game shall be removed from participation or competition at that time.
 - b. A student athlete who has been removed from an interscholastic contest for a possible concussion or head injury may not return to that contest unless cleared to do so by a

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⁸ 105 ILCS 5/22-80(f).

⁹ 105 ILCS 5/22-80(g). Most students with a concussion will not need a formal 504 plan or individualized education program; contact the board attorney whenever one is requested or the student's symptoms are prolonged.

¹⁰ 105 ILCS 5/22-80(h). Individuals covered by this training mandate must take a training course from an authorized training provider prior to serving on a Concussion Oversight Team (Team) and at least once every two years (or if not serving on the Team, at least once every two years). See the footnotes in 5:100, *Staff Development Program*. Physicians on Teams are required, to the greatest extent practicable, to periodically take an appropriate medical course on concussions. 105 ILCS 5/22-80(h)(3).

Note: *Licensed healthcare professionals* includes nurses and licensed clinical psychologists, physical therapists, occupational therapists, physicians' assistants, and athletic trainers working under the supervision of a physician. 105 ILCS 5/22-80(b). *Non-licensed healthcare professionals* is not specifically defined. Therefore, it is not entirely clear if a Team may include an individual, i.e., a building principal that is not mandated to take the training. As a matter of best practice and to reduce liability, all Team members should receive the training; however, consult with the board attorney for further guidance.

¹¹ 105 ILCS 5/22-80(i), amended by P.A. 102-1006. A template is available on the IHSA website under *Emergency Action Plan (EAP) Resources* at:

<http://ihsa.org/Resources/Sports-Medicine/Concussion-Management/Concussion-Resources>.

¹² The *IHSA Protocol for Implementation of NFHS Sports Playing Rules for Concussions* (<http://ihsa.org/documents/sportsMedicine/Concussion%20Protocols.pdf>) contains concussion information, provides instructions when a student athlete sustains an apparent concussion, and includes a *Return to Play (RTP) Policy*. The *Return to Play (RTP) Policy* addresses the requirements for returning a student athlete to play after he or she exhibits signs, symptoms, or behaviors of a concussion.

physician licensed to practice medicine in all its branches in Illinois or a certified athletic trainer.

- c. If not cleared to return to that contest, a student athlete may not return to play or practice until the student athlete has provided his or her school with written clearance from a physician licensed to practice medicine in all its branches in Illinois, advanced practice registered nurse, physician assistant or a certified athletic trainer working in conjunction with a physician licensed to practice medicine in all its branches in Illinois.¹³
3. Require that all high school coaching personnel, including the head and assistant coaches, and athletic directors obtain online concussion certification by completing online concussion awareness training in accordance with 105 ILCS 25/1.15.¹⁴
4. Require all student athletes to view the IHSA video about concussions.¹⁵
5. Inform student athletes and their parent(s)/guardian(s) about this policy in the *Agreement to Participate* or other written instrument that a student athlete and his or her parent/guardian must sign before the student is allowed to participate in a practice or interscholastic competition.¹⁶
6. Provide coaches and student athletes and their parent(s)/guardian(s) with educational materials from the IHSA regarding the nature and risk of concussions and head injuries, including the risks inherent in continuing to play after a concussion or head injury.¹⁷
7. Include a requirement for staff members to notify the parent/guardian of a student who exhibits symptoms consistent with that of a concussion.¹⁸
8. Include a requirement for staff members to distribute the Ill. Dept. of Public Health concussion brochure to any student or the parent/guardian of a student who may have sustained a concussion, regardless of whether or not the concussion occurred while the student was participating in an interscholastic athletic activity, if available.¹⁹

[For high school districts that belong to the IHSA and have certified athletic trainers.]

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¹³ 105 ILCS 5/22-80(g)(4) and 225 ILCS 65/20-10. P.A. 100-513 amended the Nurse Practice Act to add *registered* to the definition of *advanced practice registered nurse*; P.A. 100-747 similarly amended 105 ILCS 5/22-80.

¹⁴ 105 ILCS 25/1.15(b) requires high school coaching personnel and athletic directors hired before 8-18-14 to have been certified by 8-19-15. Coaching personnel and athletic directors hired on or after 8-19-14 must be certified before the starting date of their position.

¹⁵ 105 ILCS 25/1.15(e).

¹⁶ Required by 23 Ill.Admin.Code §1.530(b). IHSA drafted a sample *Concussion Information Sheet*, which is included within the *IHSA Sports Medicine Acknowledgement & Consent Form* and has been incorporated into 7:300-E1, *Agreement to Participate*. See <http://ihsa.org/Resources/Sports-Medicine/Concussion-Management/Concussion-Resources>.

An ISBE rule defines *health-related information* to include a concussion policy acknowledgment 23 Ill.Admin.Code §375.10. The acknowledgment, therefore, must be kept with the student's school student records as a temporary record. 23 Ill.Admin.Code §375.40.

¹⁷ IHSA has produced educational materials on concussions for coaches, parents/guardians, student athletes, and the school and health care providers on concussions. See:

<http://ihsa.org/Resources/Sports-Medicine/Concussion-Management/Concussion-Resources>.

¹⁸ This provision is optional.

¹⁹ Required by 20 ILCS 2310/2310-307. The Ill. Dept. of Public Health did not develop its own brochure, but it refers to the CDC's *Heads Up* campaign brochures which include concussion fact sheets for athletes, parents, coaches, and school professionals, see <https://dph.illinois.gov/topics-services/prevention-wellness/injury-violence-prevention/concussion.html>.

9. Include a requirement for certified athletic trainers to complete and submit a monthly report to the IHSA on student-athletes who have sustained a concussion during: 1) a school-sponsored activity overseen by the athletic trainer; or 2) a school-sponsored event of which the athletic director is made aware. ²⁰

LEGAL REF.: 105 ILCS 5/22-80.
105 ILCS 25/1.15, Interscholastic Athletic Organization Act.
20 ILCS 2310/2310-307, Civil Administrative Code of Illinois.

CROSS REF.: 4:170 (Safety), 5:100 (Staff Development Program), 7:300 (Extracurricular Athletics)

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²⁰ Required by 105 ILCS 25/1.20 for high school districts that belong to the IHSA and have certified athletic trainers.



Waste Management of Illinois, Inc.
 720 E Butterfield Rd 1st FL
 Lombard, IL, 60148-6006
 (800) 796-9696

WM Agreement #
 Customer ID
 Acct. Name
 Salesperson
 Effective Date
 Last PI Date

S0020388374
22-80835-13005
EXCEPTIONAL LEARNERS
COLLABORATIVE
Dominic Congelose
2/1/2026
11/22/2025

Service Agreement

Non-Hazardous Waste Service Summary

| Service Information | | | |
|---------------------|------------------------------------|-------------|----------------|
| Name | EXCEPTIONAL LEARNERS COLLABORATIVE | Contact | JENNIFER COX |
| Address | 990 CORPORATE WOODS PKWY | Telephone # | 2245136456 |
| City State Zip | VERNON HILLS, IL 60061-3155 | Fax # | |
| County/Parish | LAKE | Email | jcox@elced.org |

| Billing Information | | | |
|---------------------|------------------------------------|-------------|----------------------------|
| Name | EXCEPTIONAL LEARNERS COLLABORATIVE | Contact | ACCOUNTS PAYABLE |
| Address | 990 CORPORATE WOODS PKWY | Telephone # | 2245136456 |
| City State Zip | VERNON HILLS, IL 60061-3155 | Fax # | |
| County/Parish | LAKE | Email | accounts_payable@elced.org |
| PO# | | | |

Customer Comments:

| Service Description & Recurring Rates | | | | | |
|--|------------|-----------------|------------|------------------|---------------------------------|
| Quantity | Equipment | Material Stream | Frequency | Base Rate | |
| 1 | 8 Yard FEL | MSW Commercial | 2xPer Week | Energy Surcharge | \$ 115.59 |
| | | | | Base Rate | \$ 584.40 |
| Current rate for Extra Pickup: \$ 263.00 | | | | | Current Energy Surcharge 19.78% |
| MONTHLY TOTAL : | | | | | \$ 699.99 * |

Customer's Waste Materials not to exceed an average weight of lbs/yard.

Initial One Time Service Charges*

As Needed Services*

The above listed Charges are for recurring services only. Charges for all additional services will be at current rates at the time of service. These include but are not limited to: extra pickups, container removal, overages and contamination. Contact Waste Management for a full list of such additional services and current prices.

*The Energy Surcharge applies to all other Charges whether or not listed on this summary. Any Energy Surcharge amounts shown in this Service Summary are estimated based on current percentages (as set forth herein), and actual amounts will be calculated at the time of invoicing based on current applicable percentages. Information about the Energy Surcharge and its calculation can be found at www.wm.com/billhelp. State & Local taxes, and/or fees and a Recycle Material Offset, if applicable, will also be added to the Charges. An Administrative Charge per invoice will be assessed and can be removed by enrolling in paperless statements and automated payments.

This Agreement does not provide for a fixed price during the Contract Term. Unless specifically provided otherwise herein, Customer should expect Company to increase Charges as allowed by Section 4(b) and Company to seek other price increases subject to Customer's consent under Section 4(c) of this Agreement. Consent to price increases may be given orally, in writing, or by notice and Customer's payment of, or failure to object to, the price increase.

Contract Term is for 3 year(s) from the Effective Date ('Initial Term') this agreement does not have a Renewal Term.

The individual signing this agreement on behalf of customer acknowledges that he/she has read and accepts the terms and conditions of this agreement which accompany this service summary sheet and that he/she has the authority to sign on behalf of the customer.

| | | | |
|--|--------------|-----------------------------|------|
| Customer Signature | Printed Name | Title | Date |
| Company Waste Management of Illinois, Inc. | Printed Name | Waste Management Sales Rep. | Date |

Terms and Conditions on following page(s)

- 1. (a) SERVICE GUARANTEE.** We guarantee our Services (as defined below). If Company fails to perform Services in accordance with the service summary as provided, which for Services purchased online include the information and terms disclosed during the order and checkout process (collectively, the "Service Summary"), and Company does not remedy such failure within five (5) business days of its receipt of a written demand from Customer, Customer may immediately terminate this Agreement without penalty.
- (b) SERVICES RENDERED; WASTE MATERIALS.** Customer grants to Company the exclusive right, and Company through itself and its Affiliates shall furnish equipment and services, to collect and dispose of and/or recycle (collectively, the "Services") all of Customer's Waste Materials at Customer's Service Address(es) listed on the Service Summary, subject to the terms and provisions contained herein (collectively, with the Service Summary, the "Agreement"). If Customer changes its Service Address(es), this Agreement shall remain valid and enforceable with respect to Services rendered at Customer's new service location(s) if such location(s) is within Company's service area. Customer represents and warrants that the materials to be collected under this Agreement shall be only "Waste Materials" as defined herein. For purposes of this Agreement, "Waste Materials" means all non-hazardous solid waste, organic waste, and if applicable, Recyclable Materials (as defined in Section 12) generated by Customer or at Customer's Service Address(es). Waste Materials includes "Special Waste", such as industrial process wastes, asbestos-containing material, polychlorinated biphenyl ("PCB") wastes, petroleum contaminated soils, treated/de-characterized wastes, and demolition debris, for which Customer shall complete a Special Waste Profile sheet to be approved by Company in writing. Waste Materials excludes, and Customer agrees not to deposit or permit the deposit for collection of (i) any waste tires, (ii) radioactive, volatile, corrosive, flammable, explosive, biomedical, infectious, bio-hazardous, regulated medical or hazardous waste, toxic substance or material, as defined by, characterized or listed under applicable federal, state, or local laws or regulations, (iii) any materials containing information protected by federal, state or local privacy and security laws or regulations (unless tendered to Company pursuant to an additional Exhibit L to this Agreement), (iv) any other items or material prohibited by federal, state or local laws or regulations, or that could adversely affect the operation or useful life of the facility(ies) receiving Customer's Waste Materials, or (v) Special Waste not approved in writing by Company (collectively, "Excluded Materials"). Title to and liability for Excluded Materials shall remain with Customer at all times. Title to Customer's Waste Materials is transferred to Company upon Company's receipt or collection unless otherwise provided in this Agreement or applicable law.
- 2. CONTRACT TERM.** The Initial Term and any subsequent Renewal Term of this Agreement (collectively, the "Contract Term") is set forth on the Service Summary. Unless otherwise specified on the Service Summary, at the end of the Initial Term and any subsequent Renewal Term, the Contract Term shall automatically renew for an additional Renewal Term at the then current Service levels and applicable Charges, unless (a) for a Renewal Term of twelve (12) months or more, either party gives to the other party written notice of termination at least ninety (90) days, but not more than one hundred eighty (180) days, prior to the termination of the then-existing term, and (b) for a Renewal Term of less than twelve (12) months, either party gives to the other party written notice of termination at least thirty (30) days prior to the termination of the then-existing term. Notice of termination received at any other time will be considered ineffective and the Agreement will be considered automatically renewed upon completion of the then-existing term.
- 3. TERMINATION RIGHTS.** Notwithstanding the foregoing, this Agreement can be terminated prior to the end of the Initial Term or a Renewal Term as follows: (a) by Customer (with no obligation to pay liquidated damages as provided in Section 7), (i) if Company fails to satisfy the Service Guarantee provided in Section 1(a) or (ii) pursuant to Section 4(c) if Company increases the Charges payable by Customer hereunder with a Consensual Price Increase; (b) by Customer with thirty (30) days prior written notice to Company, subject to Customer's obligation to pay liquidated damages as provided in Section 7 no later than thirty (30) days after written notice of termination; (c) by Company, (i) if as a result of Customer's breach of Section 5, Company suspends Services for more than fifteen (15) days, or (ii) if Customer fails to cure any other breach of its obligations under this Agreement within five (5) business days of its receipt of written demand from Company to cure such breach; and (d) by Company, with at least fifteen (15) days prior written notice to the Customer, any time after Customer retains, designates or appoints a broker or agent to act for Customer, or manage its Services, under this Agreement. In order to move containers in a safe, secure and orderly fashion, Company shall have up to seven (7) days to remove any equipment from Customer's service location(s) after the effective date of the termination of this Agreement.
- 4. (a) CHARGES; ADDITIONAL SERVICES; CHANGES.** The initial charges, fees and other amounts payable by Customer ("Charges") for Services and/or equipment furnished by Company to Customer are set forth on the Service Summary. Company also reserves the right to charge Customer additional Charges for additional Services provided by Company to Customer, whether requested or incurred by Customer, including, but not limited to, container relocation or removal; gate, enclosure or roll out services; account resume or reactivation services; extra pickups or trip charges; container overages and overflows; and equipment repair and maintenance (see www.wm.com/billhelp for a list of "Additional Services"), which may be updated from time to time), all at such standard prices or rates that Company is charging its customers in the service area at such time. Changes in the frequency of collection, collection schedule, number, capacity and/or type of equipment, the terms and conditions of this Agreement, and any changes to the Charges payable under this Agreement (including any Consensual Price Increase or Negotiated Price Adjustment), may be agreed to orally, in writing or by other actions and practices of the parties, including, without limitation, electronic or online acceptance or payment of the invoice reflecting such changes, and written notice to Customer of any such changes and Customer's failure to object to such changes, which shall be deemed to be Customer's affirmative consent to such changes.
- (b) PERMITTED PRICE INCREASES AND CHARGE MODIFICATIONS.** Company reserves the right, and Customer acknowledges that it should expect Company to increase, add, or modify the Charges payable by Customer hereunder during the Contract Term: (i) for any changes or modifications to, or differences between, the actual equipment and Services provided by Company to Customer and those specified on the Service Summary; (ii) for any changes or difference in the composition, amount or weight of the Waste Materials collected by Company from Customer's service location(s) from what is specified on the Service Summary (including for container overages or overflows); (iii) for any increase in or other modification made by Company to the calculation of the Energy Surcharge including additions or modifications to the fuel types used in the calculations, the Recyclable Materials Offset, and/or any other Charges included or referenced in the Service Summary (which Charges are calculated and/or determined on an enterprise-wide basis, including Company and all Affiliates and subcontractors); (iv) to cover any increases in disposal, processing, and/or transportation costs, including fuel or energy surcharges; (v) to cover increased costs due to uncontrollable circumstances, including, without limitation, changes (occurring from and after three (3) months prior to the Effective Date) in local, state, federal or foreign laws or regulations (or the enforcement, interpretation or application thereof), including the imposition of or increase in taxes, fees or surcharges, or acts of God such as floods, fires, hurricanes and natural disasters; and (vi) for increases in the Consumer Price Index ("CPI") for Water, Sewer and Trash Collection Services published by U.S. Bureau of Labor Statistics, or with written notice to Customer, any other national, regional or local CPI, with such increases in CPI being measured from the Effective Date, or as applicable, Customer's last CPI based price increase date ("PI Date"). Increases to Charges specified in this Section 4(b) may be applied singularly or cumulatively and may include an amount for Company's operating or profit margin. Customer acknowledges and agrees that any increased Charges under this Section 4 (including any Consensual Price Increases or Negotiated Price Adjustments) are not represented to be solely an offset or pass through of Company's costs.
- (c) CONSENSUAL PRICE INCREASES** Without limiting the foregoing, Company also reserves the right to seek, and Customer acknowledges that it should expect Company to seek, increases in the Charges payable by Customer hereunder for reasons not specifically permitted in Section 4(b) (a "Consensual Price Increase"). If Customer does not accept the Consensual Price Increase, Customer's sole right and remedy shall be to terminate this Agreement by written notice to Company no later than thirty (30) days after Company notifies Customer of such Consensual Price Increase. Customer's failure to terminate this Agreement (within the 30-day period) shall be construed as Customer's acknowledgement that the continuation of the Services by Company hereunder is good, valuable and sufficient consideration for the Consensual Price Increase. Notwithstanding the foregoing, the parties may, but are not obligated to, agree to a different increase or an adjustment to Customer's Charges (a "Negotiated Price Adjustment") as a result of a Consensual Price Increase. Absent a Negotiated Price Adjustment, the Consensual Price Increase shall be binding and enforceable against Customer under this Agreement unless the Customer terminates this Agreement (within the 30-day period) as described above. Customer's agreement to a Consensual Price Increase or Negotiated Price Adjustment may be evidenced pursuant to Section 4(a) and the parties agree that this Agreement with such modified Charges will continue in full force and effect.
- 5. INVOICES; PAYMENT TERMS** Company shall send all invoices for Charges and any required notices to Customer under this Agreement to Customer's billing address specified in the Service Summary, or if the Customer elects to participate in the Company's electronic billing program, make them available by email to Customer's designated e-mail address. Unless specifically agreed to in writing by Company and subject to such additional costs that Company may charge, in its discretion, Company shall not be required to bill Customer using Customer's or any third-party billing portal or program. In no event shall the use by Company of Customer's or any third-party billing portal or program, or any terms thereof, operate to amend or supplement the terms and conditions of this Agreement, which will remain binding in accordance with its terms. Customer shall pay all invoiced Charges within thirty (30) days of the invoice date, by check mailed to Company's payment address on Customer's invoice. Payment by any other method or channel, including in person, online or by phone, shall be as may be allowed by Company and subject to applicable convenience fees and other costs charged by Company or its payment system provider(s) from time to time. Any Customer invoice balance not paid within thirty (30) days of the date of invoice is subject to a late charge, and any Customer check returned for insufficient funds is subject to a non-sufficient funds charge, both to the maximum extent allowed by applicable law. Customer acknowledges that any late charge charged by Company is not to be considered as interest on debt or a finance charge, and is a reasonable charge for the anticipated loss and cost to Company for late payment. If this Agreement is signed by an agent, broker or other third party on Customer's behalf, the Customer receiving the Services remains liable for payment of all Charges due hereunder including any liquidated damages owed under Section 7. If payment is not made when due, Company retains the right to suspend Services until the past due balance is paid in full. In addition to full payment of outstanding balances, Customer shall be required to pay a reactivation charge to resume suspended Services. If Services are suspended for more than fifteen (15) days, Company may immediately terminate this Agreement for default and recover any equipment and all amounts owed hereunder, including liquidated damages under Section 7.
- 6. EQUIPMENT, ACCESS.** All equipment furnished by Company shall remain its property; however, Customer shall have care, custody and control of the equipment and shall be liable for all loss or damage to the equipment and for its contents while at Customer's service location(s). Customer shall not overload, move or alter the equipment or allow a third party to do so, and shall use it only for its intended purpose. At the termination of this Agreement, Company's equipment shall be in the condition in which it was provided, normal wear and tear excepted. Customer shall provide safe and unobstructed access to the equipment on the scheduled collection day. Company may suspend Services or terminate this Agreement in the event Customer violates any of the requirements of this provision. Customer shall pay, if charged by Company, any additional Charges, determined by Company in its sole discretion, for overloading, moving or altering the equipment or allowing a third party to do so, and for any service modifications caused by or resulting from Customer's failure to provide access. Customer warrants that Customer's property is sufficient to bear the weight of Company's equipment and vehicles and agrees that Company shall not be responsible for any damage to

Customer's pavement or any other surface resulting from the equipment or Services. Customer agrees that during each instance of service of roll-off/open top container(s) or compactor box at Customer's service address, the Company vehicle(s) providing service may temporarily place an additional roll-off/open top container or compactor box at Customer's service location in a manner that does not interfere with the use of Customer's premises, with such container being removed by the Company upon Company vehicle's return of the empty roll-off/open top container or compactor box to the Customer's service address.

7. LIQUIDATED DAMAGES. In the event Customer terminates this Agreement prior to the expiration of the Initial or Renewal Term for any reason other than as set forth in Section 3(a), or in the event Company terminates this Agreement for Customer's default pursuant to Section 3(c), Customer shall pay the following liquidated damages in addition to Company's legal fees, if any: (a) if the remaining Contract Term (including any applicable Renewal Term) under this Agreement is six (6) or more months, Customer shall pay the average of its six (6) monthly Charges immediately prior to default or termination (or, if the Effective Date is within six (6) months of Company's last invoice date, the average of all monthly Charges) multiplied by six (6); or (b) if the remaining Contract Term is less than six months, Customer shall pay the average of its six (6) most recent monthly Charges multiplied by the number of months remaining in the Contract Term. Customer acknowledges that the actual damage to Company in the event of Customer's early termination or breach of contract is impractical or extremely difficult to fix or prove, the foregoing liquidated damages amount is reasonable and commensurate with the anticipated loss to Company resulting therefrom, and such liquidated damages payment is an agreed upon charge for Customer's early termination or breach of contract and is not imposed as a penalty. Customer shall also pay liquidated damages of \$100 for every Customer waste tire that is found at any disposal facility used by Company. In addition to and not in limitation of the foregoing, Company shall be entitled to recover all losses, damages and costs, including attorneys' fees and costs, resulting from Customer's breach of any other provision of this Agreement in addition to all other remedies available at law or in equity.

8. INDEMNITY. Company agrees to indemnify, defend and save Customer and its Affiliates harmless from and against any and all liability which Customer or its Affiliates may suffer, incur or pay as a result of any bodily injuries (including death), property damage or violation of law, to the extent caused by any negligent act or omission or willful misconduct of Company or its employees, which occurs (a) during the collection or transportation of Customer's Waste Materials, or (b) as a result of the disposal of Customer's Waste Materials in a facility owned by Company or an Affiliate, provided that Company's indemnification obligations will not apply to occurrences involving Excluded Materials. Customer agrees to indemnify, defend and save Company and its Affiliates harmless from and against any and all liability which Company and its Affiliates may suffer, incur or pay as a result of any bodily injuries (including death), property damage or violation of law to the extent caused by Customer's breach of this Agreement or by any negligent act or omission or willful misconduct of Customer or its employees, agents or contractors or Customer's use, operation or possession of any equipment furnished by Company. Neither party shall be liable to the other for consequential, incidental or punitive damages arising out of the performance or breach of this Agreement.

9. RIGHT TO PROVIDE COMPETING OFFERS. If Customer receives an offer from (or makes any offer to) a third party relating to such third party's provision to the Customer of the same or similar Services to those provided hereunder, Customer shall give Company prompt written notice of any such offer and a 15-day period to respond to such third party offer prior to Customer agreeing to such third party offer. Except to the extent either party has provided timely written notice of termination as set forth in Section 2, Customer's acceptance of a competing offer under this Section 9 before the expiration or termination of the current Initial Term or Renewal Term shall be a termination under Section 3(b) and subject to Customer's obligation to pay liquidated damages as provided in Section 7.

10. DISPUTE RESOLUTION-ARBITRATION AGREEMENT AND CLASS ACTION WAIVER.BINDING ARBITRATION: Except for those claims expressly excluded below (EXCLUDED CLAIMS), Customer and Company agree that any and all existing or future controversy or claim between them arising out of or related to this Agreement or any prior agreements between the parties, whether based in contract, law or equity or alleging any other legal theory, or arising prior to, in connection with, or after the termination of this Agreement or any other agreements, shall be resolved by mandatory binding arbitration (see www.wm.com for details on arbitration procedures). **CLASS ACTION WAIVER:** Customer and Company agree that under no circumstances, whether in arbitration or otherwise, may Customer bring any claim against Company, or allow any claim that Customer may have against Company to be asserted, as part of a class action, on a consolidated or representative basis or otherwise aggregated with claims brought by, or on behalf of, any other entity or person, including other customers of Company. **EXCLUDED CLAIMS:** The following are not subject to mandatory binding arbitration: (a) either party's claims against the other in connection with bodily injury or real property damage and for environmental indemnification; and (b) Company's claims against Customer for collection or payment of Charges, damages (liquidated or otherwise) or any other amounts due or payable to Company by Customer under this Agreement or any prior agreements between the parties, but Customer and Company may mutually agree to arbitrate any Excluded Claims.

11. MISCELLANEOUS. (a) Except for the obligation to make payments hereunder for Services already performed, neither party shall be in default for its failure to perform or delay in performance caused by events or significant threats of events beyond its reasonable control, whether or not foreseeable, including, but not limited to, strikes, labor trouble, riots, imposition of laws or governmental orders, fires, acts of war or terrorism, acts of God, and the inability to obtain equipment, and the affected party shall be excused from performance during the occurrence of such events. (b) This Agreement shall be binding on and shall inure to the benefit of the parties hereto and their respective successors and assigns. (c) The terms, conditions and disclosures set forth on www.wm.com relating to Billing/Billing Help, Charges, Arbitration Procedures, and for those Customers that sign up for electronic billing and payment, Autopay, are incorporated by reference and made a part hereof (as such terms, conditions and disclosures may be changed or modified from time to time, effective from such change or modification). In addition to, and not in limitation of, the foregoing, the terms and provisions of this Agreement may be amended and modified as agreed to by the parties as provided in Section 4(a). Subject to the foregoing, this Agreement represents the entire agreement between the parties and supersedes any and all other agreements for the same Services at the same Customer locations covered by this Agreement, whether written or oral, that may exist between the parties. (d) This Agreement shall be construed in accordance with the law of the state in which the Services are provided. (e) All written notification to Company required by this Agreement shall be effective upon receipt and delivered by Certified Mail, Return Receipt Requested, courier or by hand to Company's address on the first page of the Service Summary, provided that Company may provide written notice to Customer of a different address for written notice to Company. (f) If any provision of this Agreement is declared invalid or unenforceable, then such provision shall be severed from and shall not affect the remainder of this Agreement; however, the parties shall amend this Agreement to give effect, to the maximum extent allowed, to the intent and meaning of the severed provision. (g) In the event Company successfully enforces its rights against Customer hereunder, Customer shall be required to pay Company's attorneys' fees and court costs. (h) Notwithstanding the termination of this Agreement, Sections 6, 7, 8, 10, 11, 12(vi) and Customer's obligation to make payments for all Charges and other amounts due or payable hereunder through the termination date shall survive the termination of this Agreement. (i) It is expressly agreed that the parties shall be independent contractors and that the relationship between the parties shall not constitute a partnership, joint venture, agency, or employer-employee relationship. (j) The term "Affiliate" means with respect to any specified party, any corporation, limited liability company, partnership or other legal entity, directly or indirectly, controlled by, controlling or under common control with such specified party, with "control" meaning, directly or indirectly, the power to direct or cause the direction of the management and policies of such legal entity, whether through the ownership of voting securities, by contract or otherwise. (k) "business day" means Monday through Friday, excluding bank holidays.

12. RECYCLING SERVICES. The following shall apply to fiber and non-fiber recyclables ("Recyclable Materials") and recycling services. All Recyclable Materials must be clean, dry, unshredded, empty, loose and unbagged. (i) Single stream Recyclable Materials ("Single Stream") will consist of Customer's entire volume of uncoated office and writing paper, magazines, pamphlets, mail, newspaper; flattened, uncoated cardboard, paperboard boxes; aluminum food and beverage containers, tin or steel cans; glass, and rigid container plastics #1, #2 and #5, including narrow neck containers and tubs. Any material not specifically set forth above, including but not limited to foam, film plastics, plastic bags, napkins, tissue, paper towels, or paper that has been in contact with food, is unacceptable. Glass may not be accepted at all locations. Customer shall provide source-separated wastepaper, cardboard, plastics and metals in accordance with the most current ISRI Scrap Specifications Circular and any amendments thereto or replacements thereof. All other Recyclable Materials will be delivered in accordance with industry standards or such specifications communicated to Customer by Company from time-to-time. Company reserves the right, upon notice to Customer, to discontinue acceptance of any category of Recyclable Materials set forth above as a result of market conditions related to such materials and makes no representations as to the recyclability of the materials. (ii) Notwithstanding anything to the contrary contained herein, Recyclable Materials may not contain Special Waste, Excluded Materials or other materials that are deleterious or capable of causing material damage to any part of Company's property, its personnel or the public or materially impair the strength or the durability of Company's structures or equipment. (iii) Company may reject in whole or in part, or may process, in its sole discretion, Recyclable Materials not meeting the specifications. Customer shall pay Company for all increased costs, losses and expenses incurred with respect to such non-conforming Recyclable Materials which charges may include an amount for Company's operating or profit margin (collectively the "Cost"). Without limiting the foregoing, Customer shall pay a contamination charge for additional handling, processing, transporting and/or disposing of such non-conforming Recyclable Materials, Special Waste, Excluded Materials, and/or all of part of non-conforming loads and additional charges may be assessed for bulky items such as appliances, concrete, furniture, mattresses, tires, electronics, pallets, yard waste, propane tanks, etc. Collected Recyclable Materials for which no commercially reasonable market exists may be landfilled at Customer's Cost. (iv) Recycling Services are subject to a Recyclable Material Offset (RMO) charge to the extent that (a) Company's processing cost per ton, including costs of disposal for contamination, plus profit margin, exceeds (b) an amount equal to recyclables value per ton minus an amount for profit margin. The RMO charge, including profit margin, processing and disposal costs and recyclable value shall be determined by Company from time-to-time, in its sole discretion, based on applicable operating data and market information. If recyclables value exceeds processing costs, plus profit margin, a RMO credit may apply, at Company's sole discretion. (v) Where Company has agreed in writing to provide a market-based rebate to Customer, the following shall apply. Customer acknowledges that the market value for Recyclable Materials will fluctuate based upon various factors, and such materials may at times have no value or that the value may be negative. Company will establish the value of Recyclable Materials each month based upon such various factors, including but not limited to quantity, quality and location. For recycling services, Company shall pay or charge Customer on or about the last day of each month for Recyclable Materials accepted during the preceding month, after deduction of any charges owed to Company by Customer. Any invoice shall be payable upon receipt. Where recycling processing services are provided, Charges may include separate

fuel and environmental surcharges for recycling services as set forth at www.wm.com. (vi) Notwithstanding anything to the contrary set forth above, the liquidated damages calculation set forth in Section 7 of this Agreement shall not apply to any Customer breach of the Agreement pertaining to Services for Recyclable Materials which have been determined by Company to have a positive value. If a breach occurs under such circumstances, the damages shall be determined by calculating actual damages rather than such liquidated damages. (vii) Service arrangements will be agreed upon between Customer and Company for the service location(s) set forth in this Agreement. For trailer load quantities, Customer shall load trailers to full visible capacity to achieve 40,000 pounds minimum shipping weight and trailers shall be loaded or caused to be loaded in accordance with the most current ISRI/AF&PA Shipping Guide. Freight and/or adjustments may apply to light loads. For baled wastepaper picked up by bale route service, the minimum quantity for pickup is six (6) bales and for purposes of payment, weights shall be estimated weights.

In Process

Certificate Of Completion

Envelope Id: 26C0FE4A-87F8-4535-AC79-6AAE57D6C821

Status: Sent

Subject: Document for your Electronic Signature from Waste Management

Source Envelope:

Document Pages: 4

Signatures: 0

Envelope Originator:

Certificate Pages: 1

Initials: 0

Dominic Congelose

AutoNav: Enabled

P.O. Box 4745

Envelopeld Stamping: Enabled

Portland , OR 97208-4745

Time Zone: (UTC-08:00) Pacific Time (US & Canada)

dcongelo@wm.com

IP Address: 13.110.242.8

Record Tracking

Status: Original

Holder: Dominic Congelose

Location: DocuSign

2/26/2026 9:44:26 AM

dcongelo@wm.com

Signer Events

Signature

Timestamp

Megan Clarke

mclarke@elced.org

Security Level: Email, Account Authentication
(None)

Sent: 3/7/2026 2:34:06 PM

Electronic Record and Signature Disclosure:

Not Offered via Docusign

Dominic Congelose

dcongelo@wm.com

Security Level: Email, Account Authentication
(None)

Electronic Record and Signature Disclosure:

Not Offered via Docusign

In Person Signer Events

Signature

Timestamp

Editor Delivery Events

Status

Timestamp

Agent Delivery Events

Status

Timestamp

Intermediary Delivery Events

Status

Timestamp

Certified Delivery Events

Status

Timestamp

Carbon Copy Events

Status

Timestamp

Jennifer Cox

jcox@elced.org

Director of Business & Operations

Security Level: Email, Account Authentication
(None)

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Sent: 3/7/2026 2:34:07 PM

Viewed: 3/7/2026 2:34:25 PM

Electronic Record and Signature Disclosure:

Not Offered via Docusign

Witness Events

Signature

Timestamp

Notary Events

Signature

Timestamp

Envelope Summary Events

Status

Timestamps

Envelope Sent

Hashed/Encrypted

2/26/2026 9:44:28 AM

Payment Events

Status

Timestamps



Memo

To: ELC Governing Board and Executive Board of Directors
From: Sean Carney, Treasurer and Interim CSBO
CC: Dr. Megan Clarke
Date: March 12, 2026
Re: Business Office Update - Feb 2026

January 2026 Financial Reports

- [Treasurer's Report](#)
- [Expense Summary by Location/Object](#)
- **Monthly Check Runs:**
 - [February 2026 - AP](#)
 - [February - Payroll](#)
- [Monthly Statement of Services Sold](#)

Please don't hesitate to contact me (847) 910-1317 or scarney@elced.org if you have any specific questions or would like more information about these reports.

**MINUTES OF THE SPECIAL MEETING OF THE EXCEPTIONAL LEARNERS
COLLABORATIVE BOARD OF EDUCATION, LAKE COUNTY, ILLINOIS, HELD THURSDAY
FEBRUARY 19, 2026, AT 8:00 A.M. IN THE EXCEPTIONAL LEARNERS COLLABORATIVE
TRAINING ROOM, VERNON HILLS, ILLINOIS.**

CALL TO ORDER AND ROLL CALL

President Neault called the meeting to order at 8:00 A.M. On roll call, Ms. Neault, Mr. Burns, and Ms. Peterson answered. Also in attendance was Superintendent Dr. Clarke and Treasurer Carney.

Absent: None

DISCUSSION TOPIC

- a. BOARD OF EDUCATION INFORMATION

EXECUTIVE SESSION

Mr. Burns moved, seconded by Ms. Peterson that the Board of Education adjourn to executive session to discuss the appointment, employment, compensation, discipline, performance or dismissal of a specific employee and/or matters related to potential litigation. On roll call, Ms. Neault, Mr. Burns, and Ms. Peterson voted aye. The motion carried unanimously. (8:02 AM)

RETURN TO REGULAR SESSION

Mr. Burns moved, seconded by Ms. Peterson that the Board of Education return to regular session. On roll call, Ms. Neault, Mr. Burns, and Ms. Peterson voted aye. The motion carried unanimously. (8:29 A.M.)

ADJOURNMENT

Mr. Burns moved, seconded by Ms. Peterson that the meeting be adjourned. By voice vote, the motion carried unanimously. (8:30 A.M.)

SECRETARY

PRESIDENT

MINUTES OF THE REGULAR MEETING OF THE EXCEPTIONAL LEARNERS COLLABORATIVE BOARD OF EDUCATION, LAKE COUNTY, ILLINOIS, HELD THURSDAY FEBRUARY 19, 2026, AT 8:30 A.M. IN THE EXCEPTIONAL LEARNERS COLLABORATIVE TRAINING ROOM, VERNON HILLS, ILLINOIS.

CALL TO ORDER AND ROLL CALL

President Neault called the meeting to order at 8:31 A.M. On roll call, Ms. Neault, Mr. Burns, and Ms. Peterson answered. Also in attendance were Superintendent Sheridan, Superintendent Dr. Clarke, Assistant Superintendent of Teaching, Learning, and Professional Growth Bhardwaj, Director of Human Resources and Talent Acquisition Hofmeier, Superintendent Warren, Treasurer Carney, and Recording Secretary Cone.

Absent: Superintendent Twadell

APPROVAL OF RESIGNATION AGREEMENT WITH CERTIFIED EMPLOYEE

Ms. Peterson moved, seconded by Mr. Burns that the Board of Education approve the resignation agreement with Certified Employee, as presented. On roll call, Mr. Burns, Ms. Neault, and Ms. Peterson voted aye. The motion carried unanimously.

APPROVAL OF 2026-2027 SCHOOL CALENDAR

Ms. Peterson moved, seconded by Mr. Burns that the Board of Education approve the 2026-2027 ELC Calendar, as presented. On roll call, Ms. Peterson, Mr. Burns, and Ms. Neault voted aye. The motion carried unanimously.

APPROVAL OF SKYWARD RENEWAL

Ms. Peterson moved, seconded by Mr. Burns that the Board of Education approve the Skyward one-year renewal, as presented. On roll call, Ms. Neault, Mr. Burns, and Ms. Peterson voted aye. The motion carried unanimously.

APPROVAL OF RED ROVER- ABSENCE MANAGEMENT

Ms. Peterson moved, seconded by Mr. Burns that the Board of Education approve the agreement for Red Rover-Absence Management, as presented. On roll call, Mr. Burns, Ms. Neault, and Ms. Peterson voted aye. The motion carried unanimously.

FOIA REQUESTS

The Board of Education was presented with two requests under the Freedom of Information Act (FOIA) and the status of the District's response.

CONSENT AGENDA ITEMS

Ms. Peterson moved, seconded by Mr. Burns that the Board of Education approve the Consent Agenda Items, as presented. On roll call, Ms. Peterson, Mr. Burns, and Ms. Neault voted aye. The motion carried unanimously.

- 1) Approve the Special Meeting Minutes and Regular Meeting Minutes of January 22, 2026.

- 2) Accept the resignations of the following individuals as noted in the Agenda Booklet of February 19, 2026, for Kinyail Evans, Paraprofessional; Johanna Roman, Paraprofessional; and Jaqueline Espinoza, Paraprofessional; as presented.
- 3) Approve the appointments/transfers/reassignments of the following individuals as noted in the Agenda Booklet of February 19, 2026, for Sam Morales, Paraprofessional; Jessica Floss, Paraprofessional; and Brandon Santos, Paraprofessional; as presented.
- 4) Approval of Bills.
- 5) Approval of Financial Statement.

EXECUTIVE SESSION

Ms. Peterson moved, seconded by Mr. Burns that the Board of Education adjourn to executive session to discuss the appointment, employment, compensation, discipline, performance or dismissal of a specific employee and/or matters related to potential litigation. On roll call, Ms. Neault, Mr. Burns, and Ms. Peterson voted aye. The motion carried unanimously. (9:13 AM)

RETURN TO REGULAR SESSION

Ms. Peterson moved, seconded by Mr. Burns that the Board of Education return to regular session. On roll call, Ms. Neault, Mr. Burns, and Ms. Peterson voted aye. The motion carried unanimously. (10:00 AM)

ADJOURNMENT

Ms. Peterson moved, seconded by Mr. Burns that the meeting be adjourned. By voice vote, the motion carried unanimously. (10:04 A.M.)

SECRETARY

PRESIDENT



On February 20, 2026, we hosted a Guardianship Workshop in partnership with Clancy & Associates. We welcomed more than 40 families, educators, and school leaders from districts across Lake and Cook County. The strong turnout made it clear that families are eager for clear, trustworthy information as their children approach adulthood and important legal decisions.

The session helped families understand what guardianship is, what the process looks like, and when it may or may not be appropriate. Just as importantly, the presenters discussed alternatives such as supported decision making, encouraging families to think carefully about how to balance independence with protection. Families also learned about the purpose of a Letter of Intent and how it can work alongside a special needs trust to support long term stability. The conversation was thoughtful and practical, and many families shared how helpful it was to have straightforward guidance in a setting that felt welcoming and supportive.

On March 13, 2026, in collaboration with District 129 we will offer a workshop titled *Talking with Your Kids About Sexuality*. The session will be presented by two social workers, one from ELC and one from District 128, who have both completed training through Elevatus. Elevatus provides comprehensive sexuality education designed specifically for individuals with intellectual and developmental disabilities and emphasizes dignity, safety, and healthy relationships. Their curriculum supports families and professionals in having open, respectful conversations that promote body autonomy, communication skills, and personal safety.

This workshop is designed to help families feel more comfortable and confident talking about relationships in ways that are developmentally appropriate and empowering. Together, these workshops reflect our continued commitment to walking alongside families by offering relevant information, practical tools, and meaningful opportunities for connection.

Looking ahead, we are excited to host our annual Post Secondary Provider Summit on April 17 from 9:00 a.m. to 2:00 p.m. at the ELC. This is one of our most anticipated events of the year. The full day summit gives families the opportunity to hear directly from a wide range of post secondary providers. Each organization will present for approximately 20 minutes, with time built in for questions and conversation. This year's participating providers include Lambs Farm Employment Programs, Center for Enriched Living, Total Link to Community, Keshet, I Just Am Art Studio, Our Place, Clearbrook Employment and Community Day Services, CLC Lancer Explore Institute, and Glenkirk Employment and Next Generation Program. We look forward to another strong turnout and an engaging day of learning and connection for our families and staff.

Laura Fine
Assistant Director of Programs and Services

| Transition | | |
|---------------------------------------|-------------------|-----------------|
| Student | Home District | Year in Program |
| JB | N Chicago-187 | 12+ |
| MB | Stevenson- 125 | 12+ |
| MC | Mundelein -120 | 12+ |
| IC | Stevenson -125 | 12+ |
| JC | Warren-121 | 12+ |
| CC | Stevenson -125 | 12+ |
| JF | Stevenson-125 | 12+ |
| LI | Grayslake-127 | 12+ |
| SK | Stevenson-125 | 12+ |
| EN | Lake Forest-115 | 12+ |
| SP | Stevenson-125 | 12+ |
| AP | Grayslake-127 | 12+ |
| TP | Stevenson-125 | 12+ |
| RP | Stevenon-125 | 12+ |
| AR | GBN - 225 | 12+ |
| KS | Stevenson-125 | 12+ |
| IT | Warren-121 | 12+ |
| TW | Warren-121 | 12+ |
| JW | McHenry-156 | 12+ |
| EZ | Warren-121 | 12+ |
| Total Transition Students: 20 | | |
| | | |
| | | |
| High School | | |
| Student | Home District | Year in Program |
| KB | Stevenson-125 | 9 |
| RC | Grant - 124 | 12 |
| DG | Stevenson-125 | 9 |
| FJG | Stevenson-125 | 10 |
| DJ | N Chicago - 187 | 9 |
| NL | Stevenson-125 | 10 |
| KO | Warren - 121 | 12 |
| MO | Stevenson-125 | 10 |
| CO | Grant - 124 | 10 |
| AP | Grayslake -127 | 9 |
| AP | Grayslake -127 | 9 |
| JP | Grant - 124 | 11 |
| SP | Lincolnshire -103 | 8 |
| JR | Grayslake -127 | 12 |
| ER | Warren - 121 | 11 |
| AV | Grayslake -127 | 11 |
| TW | N Chicago - 187 | 12 |
| OW | Stevenson-125 | 12 |
| Total High School Students: 18 | | |
| | | |
| | | |
| Total ELC West Students: 38 | | |