



LINCOLNSHIRE – PRAIRIE VIEW SCHOOL DISTRICT 103

1370 N. Riverwoods Road • Lincolnshire, Illinois 60069

847/295-4030 • FAX 847/295-9196

<http://www.d103.org>

BOARD OF EDUCATION AGENDA

JULY 9, 2013

The Regular Meeting of the Board of Education of Lincolnshire-Prairie View School District 103 will be held on Tuesday, July 9, 2013 at 7:00 PM in the Learning Center of Daniel Wright Junior High School, 1370 Riverwoods Road, Lincolnshire, Illinois.

- | | |
|--|-----|
| A. Call to Order and Roll Call | |
| Time: Estimated time for meeting - 2 Hours 5 Minutes | |
| B. Pledge of Allegiance | |
| C. Community Participation | |
| D. Approval of Minutes | 3 |
| Time: 5 minutes | |
| E. Consent Agenda | |
| Time: 10 Minutes | |
| 1. Presentation and Approval of Bills | 10 |
| 2. Approval of School Donations | 20 |
| 3. Approval of Renewal of Contract with Speech Pathology, LTD | 21 |
| 4. Approval of Acceptance of Intent to Retire | 29 |
| F. Action Items | |
| Time: 20 Minutes | |
| 1. Approval of Resolution Establishing a Capitalization Threshold for the District's Accounting Purposes | 31 |
| 2. Approval of Purchase with Tyler Technologies, Inc. | 36 |
| G. Information | |
| Time: 20 minutes | |
| 1. Board Representatives Committee Update | 40 |
| 2. Department Updates - Business Office | 41 |
| a. Fiscal Year 2014 Tentative Budget - Discussion and Review | 42 |
| 3. Superintendent's Informational Report | 97 |
| H. Correspondence | 102 |
| I. In The Press | |
| J. Community Participation | |

K. Executive Session	
Time: 1 Hour	
L. Action Items	103
Time: 10 Minutes	
1. Approval of Amendment to Superintendent's Contract	105
2. Approval of Amendment to Assistant Superintendent of Business Contract	
3. Approval of Amendment to Assistant Superintendent of Curriculum and Instruction Contract	
4. Approval of 2013-14 Administrator Contracts	106
M. Adjournment	



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BOARD OF EDUCATION MEETING MINUTES

Tuesday, June 25, 2013

The Regular Board of Education Meeting of Lincolnshire-Prairie View School District 103 was held on Tuesday, June 25, 2013 in the Learning Center of Daniel Wright Junior High School, 1370 N. Riverwoods Road, Lincolnshire, Illinois.

The following Board Members were in attendance:

Gary Gordon, President
Chris Curtis, Vice President
Kate Harper
Sandy Simon
Sherri Thomas
Anne van Gerven
Ben Yomtoob

Absent: None

Also present were:

Dr. Scott Warren, Superintendent
Dan Stanley, Assistant Superintendent for Business
Katie Reynolds, Executive Director of Curriculum & Instruction
Norma Taylor, Board Secretary

Public: 12

Press: 0

Staff: 5

Call to Order and Roll Call

President Gordon called the meeting to order at 7:02 p.m.

Pledge of Allegiance

Recognition of Student

The Board recognized 7th Grader Conrad Oberhaus for his outstanding achievement at the 2013 National Geographic Bee. Conrad placed 2nd in the nation at the competition held on May 22 at the National Theater in Washington, D.C. Dr. Warren commended Conrad for his hard work and presented him a certificate of outstanding achievement from the district. Dr. Warren and Mr. Gordon posed for a photo with Conrad.

Community Participation

Leslie Munger, 14 Dukes Lane, Lincolnshire, Illinois, addressed the Board with concerns regarding the upcoming budget with respect to the teacher contract negotiations currently in process, the unfunded pension system in Illinois and the probability of the State pushing pension payments onto local school districts, her property taxes that have more than doubled over 19 years in the district yet property values have decreased, her tax bill is 90% for schools, and asked the Board to consider the balance between what residents pay in taxes and what they get.

Kathy Coburn, 306 Barn Swallow Lane, Vernon Hills, Illinois, asked the Board how will the next teacher contract avoid the present salary increases of 5-9% with step and lane changes annually. She asked how the past 6-year teacher contract was fiscally responsible when compared to most of the private sector? She also asked those on the Board who voted in favor of the previous superintendent's salary increases to justify their reasoning as to how it was fiscally responsible.

Chris Feil, 41 Cedar, Lincolnshire, Illinois, reminded the Board the taxpayers elect them, and expressed concern that the taxpayers have not been in the Board's equations. She stated property values have declined 30-50% and districts that have not passed referendums have seen their property values bounce back much better. She asked the Board to be tough and strong and not allow 6% increases for the last four years of employment, no more step increases but rather performance based.

Mr. Gordon thanked the community for the comments and concerns the Board has received and appreciates the community bringing these concerns to the Board. Mr. Gordon assured the community the Board takes very seriously their obligations. He informed the public there will be a meeting in July for public comment regarding the 2014 budget, well before the budget is scheduled for approval in August. He encouraged the public to contact any Board members via phone or email.

Approval of Minutes

Motion by Mrs. Harper, seconded by Mr. Curtis, to approve the minutes of the May 21, 2013 Regular and Executive Session meetings.

Roll Call:

Ayes: Curtis, Harper, Simon, Thomas, van Gerven, Gordon. Nays: None. Abstain: Yomtoob. Motion carried.

Motion by Mrs. Harper, seconded by Mr. Curtis, to approve the minutes of the June 4, 2013 COW and Executive Session meetings.

Roll Call: Ayes: Curtis, Harper, Simon, Thomas, van Gerven, Yomtoob. Nays: None. Abstain: Gordon. Motion carried.

Motion by Mrs. Harper, seconded by Mr. Curtis, to approve the minutes of the June 11, 2013 Special Meeting.

Roll Call: Ayes: Curtis, Harper, Thomas, van Gerven. Nays: None. Abstain: Simon, Yomtoob, Gordon. Motion carried.

Consent Agenda

Motion by Mr. Curtis, seconded by Mr. Yomtoob, to approve the following items on the Consent Agenda:

1. Presentation and Approval of Bills
2. Approval of School Donations
3. Approval of Resolution Requiring Contractors to Comply with Prevailing Wage Law
4. Approval of Purchase of Versatrans and GPS with Tyler Technologies, Inc.
5. Approval of Resolution Authorizing and Directing the Transfer of Interest from the Debt Service Fund to the Operations and Maintenance Fund
6. Approval of Resolution Authorizing and Directing the Transfer of Interest from the Working Cash Fund to the Operations and Maintenance Fund
7. Approval of Employment
8. Approval of Non-Certified Employment
9. Approval of Retirement
10. Approval of Consultant Contract
11. Approval of Special Education Professionals
12. Approval of Policy Issue 81- 2nd Reading

The Board asked to pull Item #4 from the Consent Agenda for further discussion. Mr. Stanley provided a review of the current bus routing software system the district uses, Versatrans, which is dated and needs upgrading. In addition, he has looked at GPS (Global Positioning System) options for the district school buses, which the buses do not currently have. Tyler Technologies, Inc., the creators of Versatrans, has a GPS solution that will integrate with Versatrans software providing a solution to upgrading the bus routing systems and providing GPS systems for our buses.

The Board asked for further information about the student-tracking component. Dan explained the GPS would track where all the buses are. There is an option for student tracking which would involve the students to scan their ID upon entering the bus. This would allow for the district to know where/when students' entered/exited the bus. Dr. Warren stated this feature would not be implemented at this time. If in the future it were to be implemented, a discussion with the Board and parent community would occur.

The Board asked for individual pricing of updating maps in the Versatrans software and inserting GPS in all buses. The Board expressed concern about the student tracking system and asked for clear protocols should this feature be implemented in the future. The Board asked about the portability of the GPS devices and if they could be used in other buses or vehicles should the district have to replace buses, and if they can be sold in the future should the district want to sell them. Mr. Stanley explained that the GPS devices are very versatile and there are other uses for them. Resale could be an option if there is a market for that, however the warranty would be negated. The Board asked what other districts use this and the pros and cons they've found. Mr. Stanley and Vicki Mattson, Director of Transportation, talked with two districts that noted that they are seeing the devices pay for themselves just in fuel costs alone. The Board asked about the possibility of bus routes changing in the fall with the Versatrans software upgrade. This is a possibility.

President Gordon reminded the public that the Board meeting agendas and accompanying documentation is available on our district website and the public is invited to view the information prior to each meeting.

President Gordon asked Item #4 Approval of Purchase of Versatrans and GPS with Tyler Technologies, Inc. be pulled from the Consent Agenda.

Consent Agenda Motion amended by Mr. Curtis, to exclude Item #4 Approval of Purchase of Versatrans and GPS with Tyler Technologies, Inc.

Roll Call: Ayes: Curtis, Harper, Simon, Thomas, van Gerven, Yomtoob, Gordon. Nays: None. Abstain: None. Motion carried.

Action Items

1. Motion by Mrs. Thomas to Approve the Resolution to Commit Fund Balance. President Gordon asked Mr. Stanley to discuss this resolution. Mr. Stanley explained that pursuant to the Governing Auditing Standards Board (GASB) 54, the district should reserve fund balances that are committed for projects in the future. This resolution declares \$2.7 million (the cost of our summer capital projects) to be committed for next fiscal year July 1, 2013 through June 30, 2014. **Seconded by** Mr. Curtis. The Board asked if the resolution to commit fund balance could be tied to the original approval of capital projects. Mr. Stanley stated it could be and he will check with the auditors at their next visit.

Roll Call: Ayes: Curtis, Harper, Simon, Thomas, van Gerven, Yomtoob, Gordon. Nays: None. Abstain: None. Motion carried.

2. Motion by Mrs. van Gerven, seconded by Mrs. Thomas, to Approve the Resolution providing for the issue of not to exceed \$1,750,000 General Obligation Refunding Limited School Bonds, Series 2013, of School District Number 103, Lake County, Illinois, for the purpose of refunding certain outstanding bonds of said School District, and providing for the levy of a direct annual tax to pay the principal and interest on said bonds.

The Board asked for further information regarding this resolution. Mr. Stanley explained this is refinancing the bonds the district has. Interest rates are fairly low right now. Tammy Beckwith Schallmo, Managing Director, PMA Securities, Inc. noted to the Board that the interest rate market has gone up in the last month, that this resolution is valid for six months and does not obligate the Board to ever refinance the bonds, and that there is a minimum savings target written into the resolution. The plan is to lock into a low interest rate by the end of July. If the market continues to move in the wrong direction, the Board has six months to execute the refunding. If the refunding never happens because the market is unfavorable, the Board can adopt a new resolution. This gives the Board ultimate flexibility in hopes the market will cooperate and generate savings to the district and taxpayers. The Board asked what is the anticipated savings. Mr. Stanley said it would be about \$100,000.

Roll Call: Ayes: Curtis, Harper, Simon, Thomas, van Gerven, Yomtoob, Gordon. Nays: None. Abstain: None. Motion carried.

3. Motion by Mrs. van Gerven, seconded by Mrs. Harper, to Approve the Resolution authorizing and directing the execution of an Escrow Agreement in connection with the issue of not to

exceed \$1,750,000 General Obligation Refunding Limited School Bonds, Series 2013, of School District Number 103, Lake County, Illinois.

Roll Call: Ayes: Curtis, Harper, Simon, Thomas, van Gerven, Yomtoob, Gordon. Nays: None. Abstain: None. Motion carried.

4. Motion by Mrs. Simon, seconded by Mr. Curtis, to Approve the Resolution to Transfer from the Operations and Maintenance Fund into the Capital Projects Fund of Lincolnshire-Prairie View School District No. 103, Lake County, Illinois.

Roll Call: Ayes: Curtis, Harper, Simon, Thomas, van Gerven, Yomtoob, Gordon. Nays: None. Abstain: None. Motion carried.

5. Motion by Mrs. Thomas, seconded by Mrs. van Gerven, to Withdraw from SEDOL.

Roll Call: Ayes: Curtis, Harper, Simon, Thomas, van Gerven, Yomtoob, Gordon. Nays: None. Abstain: None. Motion carried.

6. Motion by Mrs. van Gerven, seconded by Mrs. Harper, to approve payment to Lake County Regional Office of Education for Depke Juvenile Center.

Roll Call: Ayes: Curtis, Harper, Simon, Thomas, van Gerven, Yomtoob. Nays: None. Abstain: Gordon. Motion carried.

Information

Reports were submitted to the Board from the Business Office, Facilities, Curriculum, and Enrollment.

The Board asked about the MAP Scores Report that shows Grades, Spring 2012 and Spring 2013. Would it make more sense to show comparisons on a cohort basis rather than 2nd graders from last year to 2nd graders this year? Mrs. Reynolds will prepare a report showing the percentage of students who attained their growth target and the percentage of growth targets attained on average.

Dan Stanley provided an overview of the Preliminary FY14 Budget. The preliminary budget is a first-look of what the FY14 budget could be. The tentative budget to be submitted at the July 9, 2013 board meeting will be much more detailed.

Superintendent's Informational Report

Dr. Warren reported the district received a FOIA request from Family Taxpayers Foundation and the requested information was returned within the allotted time. Dr. Warren informed the Board the district has created Facebook and Twitter accounts to continue to improve communications with the school community.

Community Participation

There was no community participation at this time.

Motion by Mr. Yomtoob, seconded by Mrs. Thomas, the Board move into Executive Session to discuss matters relating to the appointment, employment, compensation, discipline, performance, or dismissal of employees, collective negotiating matters, and security.

Roll Call: Ayes: Curtis, Harper, Simon, Thomas, van Gerven, Yomtoob, Gordon. Nays: None. Abstain: None. Motion carried.

The meeting moved into Executive Session at 8:19 p.m.

The meeting returned to Open Session at 10:43 p.m.

Action Items

1. Motion by Mrs. Harper, seconded by Mr. Yomtoob, to approve the termination of a Debra Rudzin.

Roll Call: Ayes: Curtis, Harper, Simon, Thomas, van Gerven, Yomtoob, Gordon. Nays: None. Abstain: None. Motion carried.

2. Motion by Mr. Yomtoob, seconded by Mr. Curtis, to approve the Security Project with Siemens Industry, Inc. for access control and video surveillance in the amount of \$271,020.12.

Roll Call: Ayes: Curtis, Harper, Thomas, Yomtoob, Gordon. Nays: Simon, van Gerven. Abstain: None. Motion carried.

Adjournment

Motion by Mr. Curtis, seconded by Mrs. van Gerven, to adjourn.

Voice Vote: All ayes. No nays. Motion carried.

The meeting adjourned at 11:17 p.m.

President Board of Education

Secretary Board of Education



Lincolnshire-Prairie View School District 103

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BOARD OF EDUCATION EXECUTIVE SESSION MINUTES

Tuesday, June 25, 2013

The Executive Session of the Committee of the Whole Meeting of Lincolnshire-Prairie View School District 103 was held on Tuesday, June 25, 2013 in the Learning Center of Daniel Wright Junior High School located at 1370 N. Riverwoods Road, Lincolnshire, Illinois.

The following Board Members were in attendance:

Gary Gordon, President
Chris Curtis, Vice President
Kate Harper
Sandy Simon
Sherri Thomas
Anne van Gerven
Ben Yomtoob

Absent: None

Also present were:

Dr. Scott Warren, Superintendent
Dan Stanley, Assistant Superintendent for Business
Norma Taylor, Board Secretary

Executive Session convened at 8:37 p.m.

Dr. Warren informed the Board of a personnel issue at Sprague School.
The Board reviewed items concerning teacher contract negotiations and administrator contracts.
The Board reviewed security information.

Motion by Mr. Yomtoob, seconded by Mrs. Harper, to return to open session.

Voice Vote: All ayes. No nays. Motion carried.

Executive Session closed at 10:43 p.m.

President Board of Education

Secretary Board of Education

Bills Payable List Fund Total

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Lincolnshire-Prairie View SD #103

Fund Code	Description	Amount
10	Education Fund	631,422.33
20	Oper, Build, & Maint Fund	35,578.07
30	Debt Service Fund or Fund Group	24,674.74
40	Transportation Fund	271,029.25
60	Capital Projects Fund or Fund Group	222,151.64
Report Total		<u><u>\$1,184,856.03</u></u>

Bills Payable List

Printed: 7/3/2013 5:00 PM
 Lincolnshire-Prairie View SD #103

Vendor Name	P.O. Number	Description	Batch #	Amount	State Account Number
ACTIVE INTERNET TECHNOLOGIES LLC					
		WEB HOSTING	9	1,125.00	10-2660-392
		WEB HOSTING	9	13,500.00	10-2660-392
				<u>\$14,625.00</u>	
ADLER, CHRISTINE					
		REIMB-CALENDAR	9	28.99	10-2410-410
		REIMB-RCA PLUG	9	9.49	10-2410-410
				<u>\$38.48</u>	
ANDERSON LOCK COMPANY LTD					
		LOCKER PARTS-DW	9	45.45	20-2540-410
		LOCKER PARTS-DW	9	694.28	20-2540-410
				<u>\$739.73</u>	
ARNOLD, THOMAS					
		REIMB-FDK DEPOSIT/MOVING	9	500.00	10-1311
				<u>\$500.00</u>	
AT&T MOBILITY					
		IPAD DATA SERVICE	9	280.00	10-2540-341
				<u>\$280.00</u>	
AT&T					
		TELEPHONE D103 CLUB	9	75.89	10-3500-341
		TELEPHONE	9	7,245.31	10-2540-341
				<u>\$7,321.20</u>	
BARRETT MOVING & STORAGE					
		SPRAGUE IMPROV PROJ PHASE 2	9	1,005.50	60-2530-530
				<u>\$1,005.50</u>	
BOSLEY, EMMA					
		REIMB-SUMMER SCHOOL SUPPLIES	9	376.09	10-1600-410
				<u>\$376.09</u>	
BRICKMAN, MARY					
		REIMB-RETIREE INSURANCE MARCH-JUNE 2013	9	989.96	10-1112-225
				<u>\$989.96</u>	
BUCHWEITZ, DEBORAH					
		REIMB-SUMMER SCHOOL SUPPLIES	9	1,344.85	10-1600-410
				<u>\$1,344.85</u>	
BUCKARDT, NAN					
		REIMB-TRAVEL TO NATIONALS	9	384.06	10-1550-332
				<u>\$384.06</u>	
CAPITOL GRAPHICS & PROMOTIONS INC.					
	0000007667	#10 WINDOW ENVELOPES--ADMIN	9	152.51	10-2520-360
				<u>\$152.51</u>	
CDW GOVERNMENT INC.					
		SOFTWARE-280 OFFICE PRO	9	7,406.00	10-2660-410
				<u>\$7,406.00</u>	
CLIC					
		WORKERS COMPENSATION PROGRAM	9	168,563.00	10-2360-380

Bills Payable List

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 Lincolnshire-Prairie View SD #103

Vendor Name	P.O. Number	Description	Batch #	Amount	State Account Number
		PROPERTY/CASUALTY INSURANCE	9	68,971.00	10-2360-380
				<u>\$237,534.00</u>	
COMCAST CABLE					
		INTERNET-RIVERSHIRE	9	69.90	10-2540-392
				<u>\$69.90</u>	
CONFORTI, NANCY					
		REIMB-SUMMER SCHOOL SUPPLIES	9	44.41	10-1600-410
				<u>\$44.41</u>	
CONSERV FS INC					
		ATHLETIC FIELD	9	243.75	20-2540-410
		ATHLETIC FIELD	9	548.27	20-2540-410
		GROUNDS SUPPLIES	9	75.50	20-2540-410
				<u>\$867.52</u>	
CPM EDUCATIONAL PROGRAM					
	0000007674	MATH CURRICULUM	9	6,437.38	10-2210-420
				<u>\$6,437.38</u>	
CROWN GLOBAL CONSULTING LLC					
	0000007630	ANNUAL SUBSCRIPTION ONLINE TEACHER PORTRAIT	9	1,980.00	10-2310-392
				<u>\$1,980.00</u>	
FOLLETT LIBRARY RESOURCES					
	0000007679	BOOKS-R.CLAY	9	132.24	10-2210-490
	0000007679	TEXTBOOKS-R.CLAY/SP	9	655.27	10-2210-490
				<u>\$787.51</u>	
FOLLETT SOFTWARE COMPANY					
		DESTINY RENEWAL	9	5,398.83	10-2220-392
				<u>\$5,398.83</u>	
GABRIEL ENVIRONMENTAL SERVICES					
		TANK REMOVAL-HD	9	665.12	20-2540-329
				<u>\$665.12</u>	
GEWALT HAMILTON ASSOC INC					
		SP-PLAYGROUND	9	2,350.00	60-2530-540
		SP-PLAYGROUND	9	2,124.00	60-2530-540
				<u>\$4,474.00</u>	
GLOBAL COMPLIANCE NETWORK INC.					
	0000007688	UNLIMITED TUTORIALS 7/1/13 -6/30/14	9	750.00	10-2210-392
				<u>\$750.00</u>	
GRAINGER					
		SHOP SUPPLIES-DW	9	177.08	20-2540-410
				<u>\$177.08</u>	
GREEN ASSOCIATES INC					
		SPRAGUE IMPROV PROJ PHASE 2	9	9,804.98	60-2530-530
		SP MAIN OFFICE RENOVATION	9	5,445.00	60-2530-530
				<u>\$15,249.98</u>	
GREEN, TIM					
		DW SPEAKER-OCT 2, 2013	9	3,000.00	10-2210-314

Bills Payable List

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Lincolnshire-Prairie View SD #103

Vendor Name	P.O. Number	Description	Batch #	Amount	State Account Number
				<u>\$3,000.00</u>	
GRUENWALD, CATHERINE					
		REIMB-SUMMER SCHOOL SUPPLIES	9	124.91	10-1600-410
				<u>\$124.91</u>	
HARDING MECHANICAL INC					
		A/C REPAIR-DW	9	816.72	20-2540-329
				<u>\$816.72</u>	
HARPER, JILL					
		REIMB-SUMMER SCHOOL SUPPLIES	9	230.24	10-1600-410
				<u>\$230.24</u>	
HARRIS, GAYLE					
		REIMB-SUMMER SCHOOL SUPPLIES	9	438.26	10-1600-410
				<u>\$438.26</u>	
HOME DEPOT CREDIT SERVICES					
		SP PLAYGROUND	9	90.96	60-2530-540
		SHOP SUPPLIES	9	62.05	20-2540-410
				<u>\$153.01</u>	
HOUGHTON MIFFLIN COMPANY					
0000007626		GRAMMAR USAGE & MECHANICS BOOK-6TH GR	9	2,587.20	10-2210-420
0000007672		MATH IN FOCUS	9	6,721.70	10-2210-420
				<u>\$9,308.90</u>	
IASA					
0000007644		S. WARREN MEMBERSHIP AASA 2013-2014	9	436.00	10-2320-640
0000007644		S. WARREN DUES IASA 2013-2014	9	1,440.00	10-2320-640
				<u>\$1,876.00</u>	
IASB					
		ANNUAL DUES-2014	9	6,096.00	10-2310-640
				<u>\$6,096.00</u>	
IASBO					
		LEADERSHIP INST. 2013 COHORT-STANLEY	9	1,600.00	10-2510-312
				<u>\$1,600.00</u>	
ICE SNOW REMOVAL & LANDSCAPE, LLC					
		SPRING TURF TREATMENT-HD	9	650.00	20-2540-329
		SPRING TURF TREATMENT-DW	9	535.00	20-2540-329
		SPRING TURF TREATMENT-SP	9	840.00	20-2540-329
				<u>\$2,025.00</u>	
IMPREST					
		SEC. OF STATE-PERMIT RENEAL	9	4.00	40-2550-640
		SEC. OF STATE-PERMIT RENEWAL	9	4.00	40-2550-640
		ROE-REFRESHER CLASS	9	8.00	40-2550-312
		ARBORETUM CLUB-ADMIN RETREAT DEPOSIT	9	250.00	10-2320-312
		DONATIS PIZZA-H.NGUYEN RETIREMENT LUNCH	9	210.00	10-2310-410
		FUEL-TRUCKS	9	548.69	20-2540-464
		FUEL-BUSES	9	16,799.43	40-2550-464
		U.S. BANK FEES	9	789.46	10-2520-316
				<u>\$18,613.58</u>	

Bills Payable List

Printed: 7/3/2013 5:00 PM
 Lincolnshire-Prairie View SD #103

Vendor Name	P.O. Number	Description	Batch #	Amount	State Account Number
INNER SECURITY SYSTEMS INC					
		FIRE ALARM MONITORING-BUS DEPOT	9	246.00	20-2540-329
		FIRE ALARM MONITORING-HD	9	246.00	20-2540-329
		FIRE ALARM MONITORING-SP	9	156.00	20-2540-329
		FIRE ALARM MONITORING-DW	9	156.00	20-2540-329
		FIRE ALARM MONITORING-RIVERSHIRE	9	246.00	20-2540-329
				<u>\$1,050.00</u>	
INTEGRYS ENERGY SERVICES					
		NATURAL GAS-DW	9	1,270.80	10-2540-465
		NATURAL GAS-HD	9	729.06	10-2540-465
		NATURAL GAS-SP	9	775.77	10-2540-465
				<u>\$2,775.63</u>	
JCYS					
	0000007695	DEPOSIT- 5TH GRADE CAMP HENRY HORNER	9	500.00	10-1120-390
				<u>\$500.00</u>	
JMS ENVIRONMENTAL ASSOC					
		SPRAGUE IMPROV PROJ PHASE 2	9	7,900.00	60-2530-530
				<u>\$7,900.00</u>	
KELLEY LANDSCAPE & PATIO					
		DISTRICT LANDSCAPE SERVICE	9	2,250.00	20-2540-329
				<u>\$2,250.00</u>	
KRAUSE ELECTRICAL CONTRACTORS INC					
		LANDSCAPE PROJECT-DW SIGN	9	3,087.31	20-2540-329
				<u>\$3,087.31</u>	
LAKE COUNTY TREASURER					
		SIGN SHOP BILLING	9	1,115.28	20-2540-410
				<u>\$1,115.28</u>	
LEARNING SERVICES INTL					
	0000007653	TIMELINER 100 LICENSES	9	2,202.92	10-2660-410
	0000007653	PRINT SHOP 100 LICENSES	9	2,570.00	10-2660-410
				<u>\$4,772.92</u>	
LECHNER AND SONS INC.					
		SERVICE AGREEMENTS - TOWELS	9	102.00	10-1500-392
				<u>\$102.00</u>	
LIBRARY VIDEO COMPANY					
	0000007680	BOOKS-SP LIBRARY	9	50.17	10-2220-430
	0000007680	BOOKS-SP LIBRARY	9	16.68	10-2220-430
				<u>\$66.85</u>	
LURVEY LANDSCAPE SUPPLY					
		DW SIGNBOARD LIGHTING	9	1,547.15	20-2540-410
				<u>\$1,547.15</u>	
METZLER, MEREDITH					
		REIMB-SUMMER SCHOOL SUPPLIES	9	119.61	10-1600-410
				<u>\$119.61</u>	
MIDWEST ENVIRONMENTAL CONSULTING SERVICES, INC.					
		ENVIRONMENTAL SERVICES-HD	9	1,800.00	20-2540-500

Bills Payable List

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Lincolnshire-Prairie View SD #103

Vendor Name	P.O. Number	Description	Batch #	Amount	State Account Number
				<u>\$1,800.00</u>	
MIDWEST TRANSIT EQUIP-S.HOLLAND					
		REPAIR-BUS 6	9	180.89	40-2550-319
		REPAIR-BUS 8	9	153.44	40-2550-319
				<u>\$334.33</u>	
MURPHY, CAREY					
		REIMB-MILEAGE TO AESOP MTG	9	22.46	10-2520-312
				<u>\$22.46</u>	
NATURE WATCH					
0000007683		SNAPPING TURTLE SHELL	9	41.00	10-2210-490
				<u>\$41.00</u>	
NCS PEARSON INC					
0000007522		AIMSWEB PRO COMPLETE SUBSCRIPTIONS	9	9,798.00	10-2210-410
				<u>\$9,798.00</u>	
NETWORK SERVICES COMPANY					
		CUSTODIAL SUPPLIES-HD	9	1,021.03	20-2540-410
		CUSTODIAL SUPPLIES-DW	9	2,241.32	20-2540-410
				<u>\$3,262.35</u>	
NEXTEL COMMUNICATIONS					
		CELL PHONE-ED	9	11.28	10-2540-341
		CELL PHONE-O&M	9	212.31	20-2540-341
		CELL PHONE-TRANS	9	45.48	40-2550-341
				<u>\$269.07</u>	
NIHIP					
		MEDICAL INSURANCE-TRANS	9	23,091.00	40-2550-220
		LIFE/LTD INSURANCE-TRANS	9	132.44	40-2550-221
		VOLUNTARY LIFE-TRANS	9	241.40	40-2550-221
		LIFE/LTD INSURANCE-O&M	9	68.85	20-2540-221
		MEDICAL INSURANCE-O&M	9	13,677.01	20-2540-220
		MEDICAL INSURANCE-ED	9	212,408.28	10-2690-220
		LIFE/LTD INSURANCE-ED	9	3,412.14	10-2690-221
		VOLUNTARY LIFE-ED	9	362.50	10-2690-221
				<u>\$253,393.62</u>	
NORTHWEST EVALUATION ASSOC.					
0000007523		MAP ASSESSMENT RENEWAL 7/1/13-6/30/14	9	16,362.50	10-2210-410
				<u>\$16,362.50</u>	
NORTHWEST SUBURBAN SPECIAL					
		SPEC ED TRANS AIDE-MARCH 2013-JUNE 2013	9	3,077.00	40-2550-331
		SPEC ED TRANS FY 12/13	9	655.00	40-2550-331
				<u>\$3,732.00</u>	
NSN EMPLOYER SERVICES INC.					
		UNEMPLOYMENT INSURANCE	9	599.40	10-2360-380
				<u>\$599.40</u>	
OTTO, TABATHA					
		REIMB-STORAGE BINS	9	176.46	10-2220-410
				<u>\$176.46</u>	

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Vendor Name	P.O. Number	Description	Batch #	Amount	State Account Number
PADDOCK PUBLICATIONS					
		PERIODICALS-SP	9	16.40	10-2220-440
				<u>\$16.40</u>	
PEAK PLUMBING & MECHANICAL					
		RPZ INSTALL & CERTIFICATION-DW	9	260.90	20-2540-329
				<u>\$260.90</u>	
PEPSI-COLA					
		SODA/WATER-DW	9	299.80	10-2310-392
				<u>\$299.80</u>	
PIONEER PRESS					
		LINCOLNSHIRE REVIEW-ADMIN	9	16.00	10-2220-440
		LINCOLNSHIRE REVIEW-SP	9	16.00	10-2220-440
				<u>\$32.00</u>	
PMA LEASING INC					
		PRINCIPAL-COPIER LEASES	9	21,798.24	30-5370-610
		INTEREST-COPIER LEASES	9	2,187.50	30-5270-620
				<u>\$23,985.74</u>	
PODS ENTERPRISES INC					
		SPRAGUE IMPROV PROJ PHASE 2	9	288.04	60-2530-530
		SPRAGUE IMPROV PROJ PHASE 2	9	288.04	60-2530-530
		SPRAGUE IMPROV PROJ PHASE 2	9	206.10	60-2530-530
		SPRAGUE IMPROV PROJ PHASE 2	9	204.99	60-2530-530
		SPRAGUE IMPROV PROJ PHASE 2	9	276.97	60-2530-530
		SPRAGUE IMPROV PROJ PHASE 2	9	204.99	60-2530-530
				<u>\$1,469.13</u>	
QUILL CORPORATION					
0000007677		SUPPLIES-SP LIBRARY	9	57.45	10-2220-410
0000007686		QUILL BIG TAB DIVIDERS	9	38.88	10-2210-490
0000007686		CHROME WIRE DESK FILE	9	12.86	10-2210-490
0000007689		ADMIN SUPPLIES	9	309.36	10-2520-410
0000007689		ADMIN SUPPLIES	9	102.58	10-2520-410
				<u>\$521.13</u>	
REYNOLDS, KATIE					
		REIMB-TRAVEL TO CONFERENCE	9	106.43	10-2210-332
		REIMB-REFRESHMENTS/SUMMER CURR. WRKSH	9	74.73	10-2210-312
				<u>\$181.16</u>	
RICOH AMERICAS CORP					
		COPIER LEASE	9	689.00	30-5320-610
				<u>\$689.00</u>	
RICOH USA INC.					
		COLOR COPIES-MARCH-JUNE	9	600.77	10-2520-325
				<u>\$600.77</u>	
ROLL-ON ROLL-OFF INC.					
		SP-PLAYGROUND DEMOLITION	9	6,381.00	60-2530-540
				<u>\$6,381.00</u>	
SAFEWAY, INC.					

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 Lincolnshire-Prairie View SD #103

Vendor Name	P.O. Number	Description	Batch #	Amount	State Account Number
		SUPPLIES	9	121.10	40-2550-410
		SUMMER SCHOOL CREDIT	9	(9.15)	10-1600-410
		SUMMER SCHOOL SUPPLIES	9	322.63	10-1600-410
		SUMMER SCHOOL SUPPLIES	9	298.73	10-1600-410
		SUMMER SCHOOL SUPPLIES	9	20.20	10-1600-410
		SUMMER SCHOOL SUPPLIES	9	374.52	10-1600-410
		SUMMER SCHOOL SUPPLIES	9	62.36	10-1600-410
		SUMMER SCHOOL SUPPLIES	9	5.99	10-1600-410
		SUMMER SCHOOL SUPPLIES	9	41.67	10-1600-410
		SUMMER SCHOOL SUPPLIES	9	424.28	10-1600-410
		SUMMER SCHOOL SUPPLIES	9	470.39	10-1600-410
		SUMMER SCHOOL SUPPLIES	9	140.20	10-1600-410
		SUMMER SCHOOL CREDIT	9	(28.24)	10-1600-410
		SUMMER SCHOOL SUPPLIES	9	124.40	10-1600-410
		SUMMER SCHOOL CREDIT	9	(33.12)	10-1600-410
		SUMMER SCHOOL SUPPLIES	9	308.00	10-1600-410
		SUMMER SCHOOL SUPPLIES	9	92.98	10-1600-410
		SUMMER SCHOOL SUPPLIES	9	72.07	10-1600-410
		SUMMER SCHOOL CREDIT	9	(53.66)	10-1600-410
		SUMMER SCHOOL SUPPLIES	9	64.23	10-1600-410
		SUMMER SCHOOL SUPPLIES	9	27.87	10-1600-410
				<u>\$2,847.45</u>	
SAMS CLUB					
		SUMMER SCHOOL SUPPLIES	9	104.37	10-1600-410
		SUMMER SCHOOL SUPPLIES	9	144.46	10-1600-410
		SUMMER SCHOOL SUPPLIES	9	168.40	10-1600-410
		SUMMER SCHOOL SUPPLIES	9	180.66	10-1600-410
		TRANS SUPPLIES	9	25.84	40-2550-410
0000007693		BOE MEETING FOOD	9	23.98	10-2310-410
				<u>\$647.71</u>	
SANDNER GROUP, THE					
		TREASURERS BOND	9	4,277.00	10-2310-690
				<u>\$4,277.00</u>	
SCARIANO HIMES AND PETRARCA					
		LEGAL SERVICES-MAY	9	1,340.33	10-2310-318
				<u>\$1,340.33</u>	
SCHAPER, BARB					
		REIMB-SUMMER SCHOOL SUPPLIES	9	489.94	10-1600-410
				<u>\$489.94</u>	
SCHOOL DISTRICT 103					
		DW YEARBOOK 2014/JUNE REVTRAK	9	4,228.00	10-403
		HD YEARBOOK 2014/JUNE REVTRAK	9	1,200.00	10-403
		SP YEARBOOK 2014/JUNE REVTRAK	9	1,400.00	10-403
		SP YEARBOOK 2014/JUNE CHECKS	9	20.00	10-403
		HD YEARBOOK 2014/JUNE CHECKS	9	20.00	10-403
				<u>\$6,868.00</u>	
SCHOOL SPECIALTY INC.					

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Vendor Name	P.O. Number	Description	Batch #	Amount	State Account Number
	0000007673	SUMMER SCHOOL POTTERY & ART	9	991.34	10-1600-410
	0000007673	SUMMER SCHOOL POTTERY & ART	9	194.30	10-1600-410
	0000007676	SUPPLIES-HD LIBRARY	9	47.15	10-2220-410
	0000007676	SUPPLIES-HD LIBRARY	9	6.29	10-2220-410
				<u>\$1,239.08</u>	
SCHOOLDUDE.COM					
		YEARLY SOWFARE FEES	9	1,345.00	20-2540-329
				<u>\$1,345.00</u>	
SHERIDAN AUTO PARTS					
		OTHER SUPPLIES - EQUIPMENT	9	31.49	40-2550-490
				<u>\$31.49</u>	
SKYWARD					
		FAMILY ACCESS LICENSE 2014	9	769.00	10-2660-392
		FEE TRACKING LICENSE 2014	9	982.00	10-2660-392
		EDUCATOR GRADEBOOK LICENSE 2014	9	1,692.00	10-2660-392
		HEALTH RECORDS LICENSE 2014	9	1,154.00	10-2660-392
		STUDENT MNGMNT LICENSE 2014	9	4,615.00	10-2660-392
				<u>\$9,212.00</u>	
SOVEREIGN LEASING LLC					
		BUS LEASE-3	9	38,612.00	40-2550-325
		BUS LEASE-20	9	173,520.00	40-2550-325
		BUS LEASE-13	9	9,681.00	40-2550-325
				<u>\$221,813.00</u>	
STATE SCHOOL NEWS SERVICE					
	0000007694	ONE-YR. SUB. TO STATE SCHOOL NEWS	9	295.00	10-2310-392
				<u>\$295.00</u>	
STUCKEY CONSTRUCTION CO					
		SPRAGUE IMPROV PROJ PHASE 2	9	185,581.07	60-2530-530
				<u>\$185,581.07</u>	
SUNSET FOODS					
		CAKE-RETIREMENT PARTY	9	18.99	10-2310-410
		BOE MEETING FOOD	9	16.46	10-2310-410
				<u>\$35.45</u>	
TDS METROCOM					
		TELEPHONE	9	1,823.72	10-2540-341
				<u>\$1,823.72</u>	
TECHSTAR AMERICA CORPORATION					
		COPY MACHINE MAINT AGREEMENT-4	9	27,950.00	10-2520-392
		COLOR COPIER MACHINE MAINT AGREEMENT-1	9	1,720.00	10-2520-392
				<u>\$29,670.00</u>	
TRAXLER, SUE					
		REIMB-RETIREE INSURANCE APRIL-JUNE 2013	9	683.91	10-1120-225
				<u>\$683.91</u>	
TYLER TECHNOLOGIES					
		VERSATRANS SUPPORT	9	4,545.74	40-2550-390
				<u>\$4,545.74</u>	

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Vendor Name	P.O. Number	Description	Batch #	Amount	State Account Number
ULINE					
	0000007691	FOAM SHEETS-RIVERSHIRE	9	95.37	10-2210-490
				<u>\$95.37</u>	
US BANK VISA					
		EDUCATION WEEK-SUBSCRIPTION	9	39.00	10-2220-440
		ARBORETUM CLUB-ADMIN RETREAT	9	303.80	10-2310-410
		DONATIS PIZZA-CONSULTANTS WRKSH MEALS	9	58.46	10-2210-410
		DONATIS PIZZA-NEGOTIATION MTG DINNER	9	131.76	10-2310-410
		KONA GRILL-ADMIN EOY LUNCH	9	190.09	10-2310-410
		DONATIS PIZZA-NEGOTIATION MTG DINNER	9	147.47	10-2310-410
		THINGS REMEMBERED-RETIREMENT GIFT	9	40.00	10-2310-410
		IPASS-BUSES	9	100.00	40-2550-329
		SUNSET FOODS-WATER/COMMITTEE MTG	9	9.48	10-2310-410
		JIMMY JOHNS-SUMMER WRKSH LUNCH/SECRETARIES	9	89.90	10-2310-410
	0000007517	FOOD SERVICE WAREHOUSE-S.S. CARDHOLDER-DW LIBRARY	9	41.83	10-2220-410
				<u>\$1,151.79</u>	
VAN GERVEN, ANNE					
		REIMB-BOARD MEMBER TRAINING REG	9	80.00	10-2310-312
				<u>\$80.00</u>	
VILLAGE OF LINCOLNSHIRE					
		WATER/SEWER-HD	9	659.60	10-2540-370
		WATER/SEWER-DW	9	1,086.40	10-2540-370
		WATER/SEWER-TRANS	9	97.00	10-2540-370
		WATER/SEWER-SP	9	931.20	10-2540-370
				<u>\$2,774.20</u>	
WILCOX, RUTH					
		REIMB-SUMMER SCHOOL SUPPLIES	9	358.84	10-1600-410
				<u>\$358.84</u>	
WILSNACK, MIRIAM					
		REIMB-RETIREE INSURANCE	9	4,100.00	10-1120-225
				<u>\$4,100.00</u>	
WORDEN, KIMBERLY					
		REIMB-SUMMER SCHOOL SUPPLIES	9	13.19	10-1600-410
				<u>\$13.19</u>	
WOTAL, SUE					
		REIMB-SUMMER SCHOOL SUPPLIES	9	140.05	10-1600-410
				<u>\$140.05</u>	
Report Total				<u>\$1,184,856.03</u>	



Lincolnshire-Prairie View School District 103

1370 N. Riverwoods Road • Lincolnshire, IL 60069

847/295-4030 • FAX 847/295-9196

<http://www.d103.org>

MEMO

To: Board of Education
From: Dan Stanley
CC: Dr. Scott Warren
Date: July 9, 2013
Re: Donations to Lincolnshire-Prairie View School District 103

During the month of June, 2013 the District received the following donations:

<u>Donors</u>	<u>Amount</u>	<u>Purpose of Donation</u>
PTO	\$1,000.00	Half Day PE Grant
PTO	\$37,448.47	DW Fields Project
Lincolnshire Garden Club	\$1,000.00	DW plants, trees

Recommendation:

We recommend approval by the Board of Education to accept the donations as presented with gratitude for the donor's' generosity.



Lincolnshire-Prairie View School District 103

Memo

To: Board of Education
From: Julie Postma
Date: July 9, 2013
Re: Contact with Speech Path LTD

Attached for your review is the contract for Speech Path LTD.

The contract is for Lisa Cole, Speech Language Pathologist, who we hire through a contract with Speech Path LTD. Lisa has been working as a part-time speech and language pathologist in District 103 since Fall 2009. Lisa provides services for the students at Daniel Wright who require speech and language, and who are not serviced by Daniel Wright's full time speech language pathologist due to the number of students requiring service. In addition, Lisa provides the speech and language services for the students in the Guided classroom at Daniel Wright. The services provided within the Guided classroom are a "shared cost" with District 102 and District 96 dependent on each district's student enrollment in the classroom.

I strongly recommend the renewal of this contract.

————— *Speech Path Specialists, Ltd.* —————

Speech Path Specialists, Ltd.

Therapy Staffing Agreement

THIS AGREEMENT is made this day of July 9, 2013, by and between the Board of Education of Lincolnshire-Prairie View School District #103, a body politic organized and operating under the *School Code of Illinois* with its principal office located at 1370 Riverwoods Road, Lincolnshire, IL 60069 (hereinafter called “Purchaser”), and Speech Path Specialists, Ltd., a corporation doing business with offices at 1636 Mulberry Drive, Lake Villa, IL 60046 (hereinafter called “Provider”).

WHEREAS, Provider employs and provides licensed speech/language pathologists in connection therewith established and maintain general standards and specifications for speech/language pathology services in compliance with applicable State and Federal laws, and

WHEREAS, Purchaser is in need of a licensed speech/language pathologist to provide speech/language pathology services to certain students; and

WHEREAS, Purchaser desires to contract with Provider for the furnishing of speech/language pathology services to certain students.

NOW THEREFORE, in consideration of the mutual promises and benefits contained herein and other good and valuable consideration, the parties agree as follows:

1. Purchaser’s Responsibilities.

A. Purchaser shall undertake and be responsible for the following obligations:

- I. Purchaser is responsible for monitoring the services performed under this Agreement by the assigned licensed speech/language pathologist and periodically evaluate such performance, under any applicable State and federal law and regulations.
- II. Purchaser is responsible for providing sufficient information to the licensed speech/language pathologist to provide speech-language services as provided in Section 2.A.II herein.
- III. Purchaser agrees to pay a rate of seventy-five dollars (\$75.00) per hour for speech/language pathology services rendered under this

Agreement by the assigned licensed speech/language pathologist, Lisa Cole.

- IV. Purchaser agrees to pay the hourly rate set forth in subsection 1.A.IV. herein for the assigned speech/language pathologist to attend any Institute Day required by Purchaser.
- V. Upon receipt of timesheets from Provider, payment shall be made by Purchaser in accordance with the *Illinois Local Government Prompt Payment Act*, 50 ILCS 505/1 et seq., and shall be strictly subject to Purchaser's timely receipt of monthly invoices and the related itemized timesheets in Section 2.A.VII. herein.

2. Provider's Responsibilities

- A. Provider shall undertake and be responsible for the following obligations:
 - I. At all times under this Agreement, Provider will maintain general liability and professional malpractice insurance in the minimum amount of one million dollars (\$1,000,000.00) for each occurrence and three million dollars (\$3,000,000.00) in the aggregate for all speech/language pathologists who provide services under this Agreement. In the event such coverage is provided under "claims made" policy, such coverage shall remain in effect (or the covered party shall procure equivalent "tail coverage") for a period of not less than five (5) years following termination of this Agreement. Further, as evidence of such coverages, within seven (7) days of this Agreement, Provider will provide Purchaser with a current Certificate of Insurance and shall list the following additional insured on Provider's general liability policy: Board of Education of Lincolnshire-Prairie View School District No. 103. Said Certificate of Insurance shall provide for thirty (30) days written notice to Purchaser prior to cancellation of the general liability coverage.
 - II. Provider shall provide Purchaser with duly licensed speech/language pathologists to provide speech/language pathology services to individual students identified by Purchaser on an as-needed basis, as determined by Purchaser. Provider shall provide duly licensed speech/language pathologist, Lisa Cole, to provide speech/language pathology services, including but not limited to, evaluations, reevaluations, and progress reports, the provision of therapy, therapy notes, and participation at staff meetings, IEP conferences, and parent conferences, on an as-needed basis and as determined by the Purchaser.

- III. The assigned speech/language pathologist will perform the services set forth in the Agreement for a 0.8 full-time equivalent (FTE) for the 2013 -2014 school year, pursuant to the Purchaser's school calendar. The assigned speech/language pathologist shall obtain written authorization for the Purchaser's Director of Student Services prior to performing services for more than 0.8 FTE.
- IV. Provider shall provide to Purchaser, prior to commencing services, a copy of all required certificates and/or licenses and other hiring documents of the speech/language pathologist providing services under this Agreement. The assigned speech/language pathologist shall hold the required certification and/or licensure to perform her duties and responsibilities in compliance with established code. The assigned speech/language pathologist, shall at times when providing services pursuant to this Agreement, conform to the applicable polices, practices, procedures, and rules set forth by the standards of practice and code of ethics set forth by her professional associations.
- V. Prior to commencing services, Provider shall provide, at its own expense, a criminal background check for the assigned speech/language pathologist in accordance with Section 5/10-21.9 of the *Illinois School Code*. The criminal background check must have been completed within ninety (90) days prior to the commencement of the services. If the Provider obtains the criminal background check, Provider shall provide the criminal background report to Purchaser's Business Office. If Purchaser obtains the criminal background check, Provider shall reimburse Purchaser therefore.
- VI. Provider agrees that the assigned speech/language pathologist will be under the direct supervision of Purchaser and its administrators when providing services under this Agreement. Purchaser may terminate any assignment of the speech/language pathologist at any time and for any reason. The assigned speech/language pathologist shall, at all times when providing services under this Agreement, conform to the applicable policies, practices, procedures and rules set forth by Purchaser. Purchaser retains the right to repeal, change and modify any policies or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the *School Code of Illinois* and other applicable law.
- VII. The assigned speech/language pathologist will complete itemized timesheets reflecting the date(s) of services, the location(s) of service, the service(s) provided, and the time incurred to the Provider. The Provider will provide Purchaser detailed timesheets indicating the date(s) and hour(s) of service(s) on a monthly basis after services are provided pursuant to the Agreement. Provider will submit invoices to

Purchaser on a monthly basis for services rendered under this Agreement.

- VIII. Provider will maintain Worker's Compensation Insurance for the assigned speech/language pathologist as required by State law at all times during the period of this Agreement.
- IX. Provider agrees to indemnify, hold harmless and defend Purchaser, its employees, officers, directors, and agents, against any and all liability, loss, damage, claim, demand, judgment, cause of action, cost of expenses, including attorney's fees, arising from, by reason of, based upon, or relating to, the performance of any negligent or willful act or omission of Provider or its speech/language pathologist during the performance of this Agreement. Notwithstanding anything to the contrary, Provider's obligations with respect to indemnification for acts described in this Section shall not apply to the extent that such application would nullify any existing insurance coverage of Provider or as to that portion of any claim of loss in which the Insurer is obligated to defend or satisfy.

3. Parties' Mutual Responsibilities

- A. The parties shall each undertake the following obligations:
 - I. Provider and Purchaser are independent contractors. Nothing in this Agreement shall be deemed to create a relationship of employer and employee, or principal and agent, or any relationship other than that of independent parties contracting with each other solely for the purpose of carrying out the provisions of this Agreement. It is understood that the assigned speech/language pathologist is an employee of Provider and shall not be deemed an employee or agent of Purchaser. Provider shall provide all compensation and withhold and remit all payroll taxes and other contributions arising from an employment relationship, including but limited to FICA, federal personal income tax, and state personal income tax. The assigned speech/language pathologist shall not be entitled to any of the rights and privileges for the employees of Purchaser, including but not limited to: vacations and vacation pay, sick leave with pay, paid holidays, life, accident or health insurance, participation in retirement programs provided by the State of Illinois or Purchaser, or severance pay upon termination of this Agreement.
 - II. The parties understand and agree that this Agreement is not exclusive in any respect and both parties are entitled to enter into similar contracts, agreements, or relationships with other parties concerning the subject matter.

- III. The parties understand and agree that all school student records maintained by Purchaser that are used by Provider or the assigned speech/language pathologist under this Agreement shall be and remain the property of Purchaser. Each party to this Agreement shall make available to the other party to this Agreement medical and other information, as may be permitted by law, for defense of any claim. Provider and the *Family Educational Rights and Privacy Act, the Illinois School Student records Act, the Illinois mental Health and Developmental Disabilities Confidentiality Act, and the Health Insurance Portability and Accountability Act of 1996*, and their respective regulations, regarding student records and the information contained therein as to all students to whom Provider or its speech/language pathologist provide services under this Agreement.
- IV. "Quality Assurance" means that both Provider's and Purchaser's services will be consistent with the standards generally accepted by governmental and professional review entities.
- V. The parties agree that neither will be discriminate in the performance of the Agreement against any individual on the basis of race, color, national origin, disability, religion, age, sex, ancestry, marital status, military status, sexual orientation, unfavorable discharge from military service or any other classification protected by federal, State or local law.

4. Term

The term of the Agreement shall be for the 2013 -2014 school year, including extended school year services (ESY), as determined by Purchaser's school calendar, unless sooner terminated by either party. Either party may terminate this Agreement for any reason, at any time, by delivering to the other party written notice not less than thirty (30) days in advance to the address listed in this Agreement. Provider will be entitled to recover any outstanding compensation earned as of the date of receipt of written notification from Purchaser of its termination of this Agreement.

5. Notices

All notices required or permitted hereunder shall be deemed effective if personally delivered or mailed by certified or registered mail, postage prepaid; return receipt required, to the last known addresses of the parties as set forth herein below or at such other addresses of which the party shall have received written notice. Notice shall be deemed effective when postmarked.

Provider:

Purchaser:

Speech Path Specialists, Ltd. Lincolnshire-Prairie View

Chet E. Caruth
1636 Mulberry Drive
Lake Villa, IL 60046

School District #103
Attn: Director of Student Services
1370 N. Riverwoods Road,
Lincolnshire, IL 60069

6. Non-Solicitation of Personnel

For the term of this Agreement and for a period of one (1) calendar year from the termination of this Agreement, Purchaser shall not solicit or attempt to solicit for any reason the assigned speech/language pathologist. If the assigned speech/language pathologist under this Agreement obtains full-time employment, part-time employment, and/or provides any services to Purchaser, either due to a breach of this Agreement or on or after the termination of this Agreement; Purchaser hereby agrees and acknowledges paying Provider liquidated damages in the amount of ten thousand dollars (\$10,000.00). The provisions of this Section may be waived by the mutual written agreement of Provider and Purchaser.

7. Miscellaneous

- A. This Agreement shall be governed by, construed, interpreted and enforced in accordance with the laws of the State of Illinois; provided, however, that the conflicts of law principles of the State of Illinois shall not apply to the extent they would operate to apply the laws of another state. Each of the parties agrees that jurisdiction and venue in the Circuit Court for the Lake County, Illinois or in the United States District Court for the Northern District of Illinois. Each of the parties agrees not to institute any litigation in any other jurisdiction or venue in connection with the dispute herewith. Each of the parties further agrees to waive any defense that Lake County, Illinois or the United States District Court for Northern District of Illinois is an improper or inconvenient court or venue for any litigation arising in connection herewith.
- B. This is the complete and total agreement of the parties and thereby superseded all other prior oral or written agreements. This Agreement will not be amended, modified or waived, in any respect whatsoever, unless expressly approved by the parties in writing. The provisions of this Agreement shall be severable and if any provision shall be prohibited by law, invalid or unenforceable in whole or in part for any reason, the remaining provisions shall remain in full force and effect.
- C. This Agreement shall be binding upon and inure to the benefit of Provider, its successors and assigns, and shall be binding upon, and inure to the benefit of the Purchaser, its successors and assigns.
- D. Both parties have had the opportunity to seek the advice of counsel.

- E. This Agreement may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.
- F. All representations and warranties made by each party in this Agreement, and all covenants and obligations of each party which are to be performed after the termination of this Agreement, shall survive the termination of this Agreement.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names and, in the case of Purchaser by the President and Secretary of its Board of Education, on the day and year written below.

Board of Education of Lincolnshire-
Prairie View School District #103
Lake County, Illinois

By: _____
President

Attest: _____
Secretary

Date: _____

Speech Path Specialists, Ltd.

By: 
President

Printed Name: Chet E. Caruth

Title: President

Date: July 9, 2013



Lincolnshire-Prairie View School District 103

Memo

To: Board of Education
From: Scott Warren
Date: July 5, 2013
Re: Approval of Intent to Retire

Attached is a letter of Intent to Retire for Julie Postma. Julie submitted her letter to me on October 11, 2012. The approval of her Intent to Retire is a formal action acknowledging Julie's submission of the letter. Her submission date entitles her to retire on June 30, 2017. I recommend the Board accept Julie's letter through this approval.



Lincolnshire-Prairie View School District 103
Administration Offices

1370 N. Riverwoods Road • Lincolnshire, IL 60069
847/295-4030 • FAX 847/295-9196
<http://www.d103.org>

Scott H. Warren, Ed.D.
Superintendent

Julie A. Postma
Director of Student Services

Gina Finaldi-Schmidt, Ph.D.
Assistant Director of Student Services

October 11, 2012

Dear Dr. Warren and Board of Education,

Since joining District 103 in 1984, I have had the opportunity to support students with special needs and their parents in each of the District's three buildings and as a member of the administrative team. I have had the pleasure of teaming with outstanding colleagues, parents, boards of education and students. District 103 is my professional home, and I am proud to have spent most of my career here.

Please accept my letter of intent to retire from School District 103. Contradictory information regarding the required timing of my notice is indicated in the Administrator Retirement Plan approved by the Board of Education (BOE) on March 12, 2007 versus the indication in the BOE minutes of July 12, 2010, the last time Administrator Retirement was discussed in open session at a BOE meeting. If it is required that I provide notice of intent to retire "in the fifth year prior to retirement", then this serves as my "Intent to Retire Letter" as of June 30, 2017. If it is required that I provide my notice prior to July 1 of the fifth year prior to retirement, then this serves as my "Intent to Retire Letter" as of June 30, 2018. The Administrator Retirement Plan approved by the Board of Education on March 12, 2007, delineates the following benefits will be provided by the District.

- An increase not to exceed 6% of the TRS creditable earning each year for the final four years prior to retirement.
- Paid medical insurance coverage for myself and my spouse to age 65.
- One hundred percent reimbursement of my 2.2 upgrade contribution as I have a minimum of 15 years of service credit with the District. The 2.2 upgrade will be paid in full by the administrator while employed by District 103.

The current Administrator Retirement Plan was approved by the BOE on March, 2007, with discussion in open session on July 12, 2010 that provided interpretation of the plan, as well as the BOE's interest in securing additional comparative information. No changes have been adopted by the BOE since 2007. This letter is written with the understanding that the District will provide the benefits delineated in the 2007 Administrator Retirement Plan, and it is under these stipulations that I submit my "Intent to Retire Letter."

Thank you for all of the professional and personal opportunities that I have been privileged to be a part. Our students have benefited from the vision and growth that are a part of District 103. This is an outstanding district, and I look forward to finishing my career here.

Sincerely,

Julie Postma
Director of Student Services





Lincolnshire-Prairie View School District 103

1370 N. Riverwoods Road • Lincolnshire, IL 60069

847/295-4030 • FAX 847/295-9196

<http://www.d103.org>

MEMO

To: Board of Education
From: Dan Stanley
CC: Dr. Scott Warren
Date: July 9, 2013
Re: Capitalization Threshold

For years, the district's capitalization threshold has been \$2,000. This means that for any individual item, or group of items that if not included would eliminate a significant portion of the asset, that cost more than \$2,000 needs to be capitalized. All capitalized assets are maintained on our GASB 34 report and are depreciated over time.

The current threshold is low. A \$2,000 threshold results in many items being included on the list, which increases labor time to do the work involved.

The Government Finance Officers Association (GFOA) recommends best practice is to set the capitalization threshold at not less than \$5,000.

The impact to the district would be much less time spent on capitalizing assets by both district staff and the auditors, as they maintain the GASB 34 report.

Based on the recommendation of GFOA and the above reasons, I am recommending the board approve the attached resolution to establish capitalization threshold of \$5,000.

**RESOLUTION ESTABLISHING A
CAPITALIZATION THRESHOLD FOR THE
DISTRICT'S ACCOUNTING PURPOSES**

WHEREAS, the Board of Education of Lincolnshire/Prairie View School District No. 103, Lake County, Illinois ("Board of Education") purchases capital assets from time to time;

WHEREAS, pursuant to Illinois State Board of Education regulation, 23 Ill.Admin.Code 100.20, "capital asset" is defined as any parcel of land, building, improvement to land other than buildings, instrument, machine, apparatus, or set of articles that:

under normal conditions of use, including reasonable care and maintenance, can be expected to serve its principal purpose for longer than 12 months;

does not lose its identity through fabrication or incorporation into a different or more complex unit or substance;

is nonexpendable; that is, if it is damaged or some of its parts are worn out, it is more feasible to repair than replace; retains its appearance and character through use; and

has a cost equal to or in excess of the capitalization threshold adopted by the school board;

WHEREAS, pursuant to Illinois State Board of Education regulation, 23 Ill.Admin.Code 100.60, capital assets must be depreciated annually;

WHEREAS, unless otherwise required by state or federal law or regulation, repairs or modifications to pupil transportation vehicles, pupil monitoring equipment installed on school

buses, and computer equipment used exclusively in the food service program must be depreciated over a three year period;

WHEREAS, unless otherwise required by state or federal law or regulation, vehicles used to transport students, vehicles or transportation equipment used exclusively in the food service program, and equipment necessary for the operation of a special education facility must be depreciated over a five year period;

WHEREAS, unless otherwise required by state or federal law or regulation, any capitalized equipment not included on the three year or five year depreciation schedule, including, but not limited to, other equipment used in the food service program, two way transportation vehicle communication systems, pupil transportation equipment not installed in a vehicle, and service vehicles (such as tow trucks) used to service pupil transportation vehicles must be depreciated over a ten year period; and

WHEREAS, Illinois State Board of Education regulation 23 Ill.Admin.Code 100.60, requires the Board of Education to adopt a dollar amount below which the cost of a capital asset will not be depreciated (“capitalization threshold”).

NOW THEREFORE, BE IT RESOLVED, by the Board of Education of Lincolnshire/Prairie View School District No. 103, Lake County, Illinois as follows:

Section 1. The Board of Education hereby finds that all of the recitals contained in the preambles to this resolution are full, true and correct and does hereby incorporate them into this Resolution by reference.

Section 2. The Board of Education hereby sets the capitalization threshold for Lincolnshire/Prairie View School District No. 103, Lake County, Illinois at \$5,000.00.

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

ADOPTED this ____ day of _____, 2013

Ayes: _____

Nays: _____

Abstain: _____

Absent: _____

Board of Education Lincolnshire/Prairie View School
District No. 103
Lake County, Illinois

By: _____
President, Board of Education

Attest: _____
Secretary, Board of Education

STATE OF ILLINOIS)
) SS
COUNTY OF LAKE)

CERTIFICATION OF RESOLUTION AND MINUTES

I, the undersigned, do hereby certify that I am the duly qualified acting Secretary of the Board of Education of Lincolnshire/Prairie View School District No. 103, Lake County, Illinois (the "Board"), and that as such official I am the keeper of the records and files of the Board.

I do further certify that the foregoing constitutes a full, true and complete copy of a resolution entitled:

**RESOLUTION ESTABLISHING A CAPITALIZATION
THRESHOLD FOR THE DISTRICT'S
ACCOUNTING PURPOSES**

as adopted by the Board at its meeting held on the _____ day of _____, 2013.

I do further certify that the deliberations of the Board on the adoption of said resolution were conducted openly, that the vote on the adoption of said resolution was taken openly, that said meeting was held at a specified time and place convenient to the public, that notice of said meeting was duly given to all of the news media requesting such notice, that said meeting was called and held in strict compliance with the provisions of the Open Meetings Act of the State of Illinois, as amended, and with the provisions of the School Code of the State of Illinois, as amended, and that the Board has complied with all of the provisions of said Act and said Code and with all of the procedural rules of the Board in the conduct of said meeting and in the adoption of said resolution.

IN WITNESS WHEREOF, I hereunto affix my official signature, this ____ day of _____, 2013.

Secretary, Board of Education



Lincolnshire-Prairie View School District 103

1370 N. Riverwoods Road • Lincolnshire, IL 60069

847/295-4030 • FAX 847/295-9196

<http://www.d103.org>

MEMO

To: Board of Education
From: Dan Stanley and Vicki Mattson
CC: Dr. Scott Warren
Date: July 9, 2013
Re: GPS and Versatrans Onscreen

Per the board's guidance at the last board meeting, included are two options for the board. The first option is to purchase the Versatrans Onscreen Software and map update at \$8,060 and renewal cost at \$2,400. The second option is for the Versatrans Onscreen along with the GPS for the buses. The initial cost is \$21,769 with a renewal at \$8,502. The student tracking component is removed from both options.

I have also included the original proposal that includes the Versatrans Onscreen, GPS, and the Student Tracking.

The options are available for the board's discretion.

Exhibit 1:

Investment Summary

prices are valid until September 30, 2013

Client: Lincolnshire - Prairie View School District 103

1. Software	Quantity	Price	Extended Price	Discount	This Year Total	Future Year Renewal
-------------	----------	-------	----------------	----------	-----------------	------------------------

Subtotal: Application Software License Fees \$0 \$0 \$0

2. Maintenance	Quantity	Price	Extended	Discount	This Year Total	Future Year Renewal
----------------	----------	-------	----------	----------	-----------------	------------------------

Subtotal: Application Software Maintenance Fees \$0 \$0 \$0 \$0

3. Services	Quantity	Price	Extended	Discount	This Year Total	Future Year Renewal
-------------	----------	-------	----------	----------	-----------------	------------------------

Versatrans RP Map Upgrade	1	\$3,670	\$3,670	\$0	\$3,670	
-- includes online training (1)(4)						
Lake County Map (Source: local GIS)	1	\$0	\$0	\$0	\$0	
Route Building is not included						

Subtotal: Application Services \$3,670

4. Hardware and other Services	Quantity	Price	Extended	Discount	This Year Total	Future Year Renewal
--------------------------------	----------	-------	----------	----------	-----------------	------------------------

Hosting

Versatrans Routing & Planning Hosting - 2 User(s)	2	\$825	\$1,650	\$0	\$1,650	\$1,650
Versatrans Routing & Planning Hosting Setup	1	\$995	\$995	\$0	\$995	
Versatrans Onscreen Hosting for up to 30 vehicles	1	\$750	\$750	\$0	\$750	\$750
Versatrans Onscreen Setup	1	\$995	\$995	\$0	\$995	

Subtotal: Hardware and other Services \$4,390 \$2,400

Total One-Time Fees: **\$8,060**
Total Recurring Fees **: **\$2,400**

** Subject to annual increase

¹ Travel expenses for trainer to visit the user's site are not included and will be billed at actual costs

⁴ Training Classes are limited to 5 persons

Note: Route Building is not included

Ver. 41435

Quote prepared on July 02,2013

Signature

Exhibit 1:

Investment Summary

prices are valid until July 31, 2013

Client: Lincolnshire - Prairie View School District 103

1. Software	Quantity	Price	Extended Price	Discount	This Year Total	Future Year Renewal
Versatrans Onscreen for up to 30 Vehicles	1	\$5,745	\$5,745	\$1,723	\$4,022	\$0

Subtotal: Application Software License Fees \$5,745 \$1,723 \$4,022

2. Maintenance	Quantity	Price	Extended	Discount	This Year Total	Future Year Renewal
Versatrans Onscreen for up to 30 Vehicles	1	\$1,110	\$1,110	\$0	\$1,110	\$1,110

Subtotal: Application Software Maintenance Fees \$1,110 \$0 \$1,110 \$1,110

3. Services	Quantity	Price	Extended	Discount	This Year Total	Future Year Renewal
Versatrans Onscreen/Checkmate Installation and System Orientation-Online (4)	1	\$2,995	\$2,995	\$0	\$2,995	

Subtotal: Application Services \$2,995

4. Hardware and other Services	Quantity	Price	Extended	Discount	This Year Total	Future Year Renewal
--------------------------------	----------	-------	----------	----------	-----------------	---------------------

Tyler Telematic GPS: Hardware Units

GO6-3GTMO-PROMO: GO6 GSM - for active tracking solution on the T-Mobile network in USA - TT GPS Promotion	28	\$114	\$3,192	\$0	\$3,192	
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Tyler Telematic GPS: Installation

TT GPS Self Installation Training (1)	1	\$2,000	\$2,000	\$0	\$2,000	
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Tyler Telematic GPS: Annual Support and Maintenance

TT GPS Support and Maintenance: TMO-2 Solution: T-Mo, GSM, US, All I/Os or use of telematics	28	\$264	\$7,392	\$0	\$7,392	\$7,392
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Tyler Telematic GPS: Accessories

HRN-CD9THD: 9 Pin Heavy Duty T Harness	28	\$30	\$840	\$0	\$840	
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Shipping and Handling			\$218	\$0	\$218	
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Hosting

Subtotal: Hardware and other Services \$13,642 \$7,392

Total One-Time Fees: \$21,769
Total Recurring Fees **: \$8,502

** Subject to annual increase

¹ Travel expenses for trainer to visit the user's site are not included and will be billed at actual costs

⁴ Training Classes are limited to 5 persons

Ver. 41435
 Quote prepared on July 02,2013

Signature _____

Exhibit 1:

Investment Summary

prices are valid until September 8, 2013

Client: Lincolnshire - Prairie View School District 103

1. Software	Quantity	Price	Extended Price	Discount	This Year Total	Future Year Renewal
Versatrans Onscreen for up to 30 Vehicles	1	\$5,745	\$5,745	\$2,011	\$3,734	\$0
Reportwriter	1	\$0	\$0		\$0	\$0
Subtotal: Application Software License Fees			\$5,745	\$2,011	\$3,734	

2. Maintenance	Quantity	Price	Extended	Discount	This Year Total	Future Year Renewal
Versatrans Onscreen for up to 30 Vehicles	1	\$1,110	\$1,110	\$0	\$1,110	\$1,110
Subtotal: Application Software Maintenance Fees			\$1,110	\$0	\$1,110	\$1,110

3. Services	Quantity	Price	Extended	Discount	This Year Total	Future Year Renewal
Versatrans RP Map Upgrade	1	\$3,670	\$3,670	\$0	\$3,670	
-- includes online training (1)(4)						
Lake County Map (Source: local GIS)	1	\$0	\$0	\$0	\$0	
Additional Maps: (none are included with this quote)	0	\$2,000			not inc.	
Versatrans Onscreen/Checkmate Installation and System Orientation-Online (4)	1	\$2,995	\$2,995	\$0	\$2,995	
Subtotal: Application Services					\$6,665	

4. Hardware and other Services	Quantity	Price	Extended	Discount	This Year Total	Future Year Renewal
Tyler Telematic GPS: Hardware Units						
GO6-3GTMO-PROMO: GO6 GSM - for active tracking solution on the T-Mobile network in USA - TT GPS Promotion	28	\$114	\$3,192	\$0	\$3,192	
Tyler Telematic GPS: Installation						
TT GPS Self Installation Training (1)	1	\$2,000	\$2,000	\$0	\$2,000	
Tyler Telematic GPS: Annual Support and Maintenance						
TT GPS Support and Maintenance: TMO-2 Solution: T-Mo, GSM, US, All I/Os or use of telematics	28	\$264	\$7,392	\$0	\$7,392	\$7,392
Support and Maintenance for IOX-HID	28	\$0	\$2,352	\$0	\$2,352	\$2,352
Tyler Telematic GPS: Accessories						
HRN-CD9THD: 9 Pin Heavy Duty T Harness	28	\$30	\$840	\$0	\$840	
STUDENT-TRACKING-CARDS: Student Tracking Cards - Box of 100 - 2080PMSMV	19	\$230	\$4,370	\$0	\$4,370	
STUDENT-TRACKING: Student Tracking Device - 6121CKT0000	28	\$207	\$5,796	\$0	\$5,796	
IOX-HID: IO Extender add-on for GO6 for HID Interface (school bus)	28	\$120	\$3,360	\$0	\$3,360	
Shipping and Handling			\$76	\$0	\$76	
Subtotal: Hardware and other Services					\$29,378	\$9,744

Total One-Time Fees: \$40,887
 Total Recurring Fees **: \$10,854

** Subject to annual increase

¹ Travel expenses for trainer to visit the user's site are not included and will be billed at actual costs

⁴ Training Classes are limited to 5 persons

Note: Route Building is not included

Ver. 41430
 Quote prepared on June 10, 2013

Signature _____

Lincolnshire – Prairie View School District 103 Board of Education

Committee Chairpersons / Representatives 2013-2014

Board Policy Review Committee	Ben Yomtoob
T.A.B	Anne van Gerven (Primary)/Gary Gordon (alternate)
Mayor’s Council	Gary Gordon (primary)/Chris Curtis (alternate)
S.E.D.O.L.	Sandy Simon (Primary)/Kate Harper (alternate)
Village Planning/Zoning Commissions	Gary Gordon, Lincolnshire Sherri Thomas, Vernon Hills & Buffalo Grove
Learning Fund Foundation	Kate Harper (Primary)/Chris Curtis (alternate)
PTO	Anne van Gerven
Legislative Liaisons	Sherri Thomas (Primary)/Sandy Simon (alternate)
Parent/Teacher Advisory Committee	Kate Harper
Links to Learning	Ben Yomtoob (Primary)



Lincolnshire-Prairie View School District 103

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<http://www.d103.org>

MEMO

To: Board of Education
From: Dan Stanley
CC: Dr. Scott Warren
Date: July 9, 2013
Re: Business Office Update

Financial Reports

June financial reports are not available at this time. As mentioned a few months ago, the district is now caught up to the prior month for financial reports. The July board meeting was scheduled too early in the month to provide enough time to close June. Additionally, June is the last month of our fiscal year and requires additional considerations before closing. Either I will have these reports sent to you when they are ready or I will provide both June and July reports at the August board meeting.

Ratings Call

We have a call scheduled for Tuesday, July 9th with Moody's to set our rating for refunding the bonds. Our current rating is an "Aa2". We seeking to at least maintain the Aa2, but have hopes of being upgraded to an Aa1. This will allow to access better interest rates in the market.



Lincolnshire-Prairie View School District 103

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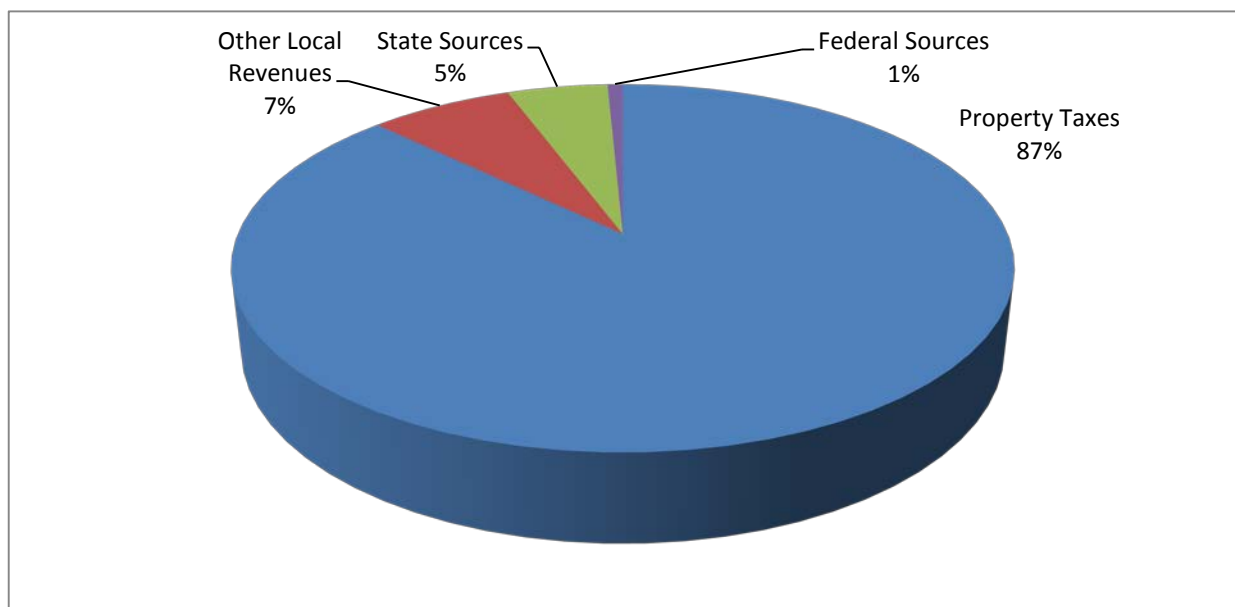
MEMO

To: Board of Education
From: Dan Stanley
CC: Dr. Scott Warren
Date: July 9, 2013
Re: Tentative FY 2014 Budget Executive Summary

I am pleased to present the recommended tentative budget for the fiscal year 2014 beginning July 1, 2013 and ending June 30, 2014.

This tentative budget shows revenues of \$29,862,500 and operating expenditures of \$27,942,500 for a surplus of \$1,920,000. An additional \$3,041,500 for debt payments and one-time capital improvements bring total expenditures to \$30,984,000 with a net total deficit of \$1,121,500. The net deficit is a result of paying cash for the capital projects. Total budgeted expenditures are \$139,037 less (less than 0.5%) than last year's budget. Operating expenditures increase 3%. Revenues are \$366,070.10 more (1.2%) than last year's actual revenues.

REVENUES



Local Revenue Sources

Property Taxes

The primary source of revenue for Lincolnshire-Prairie View School District 103 is local property taxes. It represents 87.3% of budgeted revenue. 49% of budgeted receipts are from the 2012 Levy. The remaining 51% are estimated from the 2013 Levy. The tentative budget shows the 2013 Levy with 1.7% CPI and new construction (including the TIF). Freezing the levy except for new property would decrease FY 14 revenues by \$273,000. There is more context needed for the discussion of freezing the levy that will be included in a separate report.

TIFs

There are two Tax Increment Financing (TIF) districts in school district boundaries. The first ("Lincolnshire TIF") was established in 1989 and is essentially the triangle of 22, Route 45, and Milwaukee. The second ("Vernon Hills TIF") was established in 2002 and contains the Vernon Hills Town Center located on the northwest corner of Milwaukee and Route 45. The Lincolnshire TIF expired last year and will be available for school district tax rolls beginning with the 2013 Levy. The Vernon Hills TIF will not expire until 2025. It is crucial to capture the over \$20 million in valuation at the 2013 Levy, otherwise access to those revenues are cut off forever.

Other Local Revenues

Representing 7.1% of budgeted revenues, this includes CPPRT, tuition for summer school and the full day kindergarten program, bus fees, interest income, student fees, donations, and other miscellaneous local revenues. The tentative budgeted anticipates \$2,097,700, a decrease of \$221,661 from last year's receipts. This is mostly due to student fee receipts anticipated based on estimated enrollments and a 95% collection rate. Additionally, the decrease is based on anticipated donations. The district benefits greatly from the generosity of donors, particularly the PTO, Learning Fund Foundation, and OMMPa (music boosters). Their donations alone accounted for over \$160,000 in FY13, which included a significant donation from the Learning Fund and the completion of the PTO's commitment to the Daniel Wright Athletic Fields project. The donations anticipated for FY14 are less due to the completion of the DW Fields project and the one-time significant donation from the Learning Fund.

State Revenue Sources

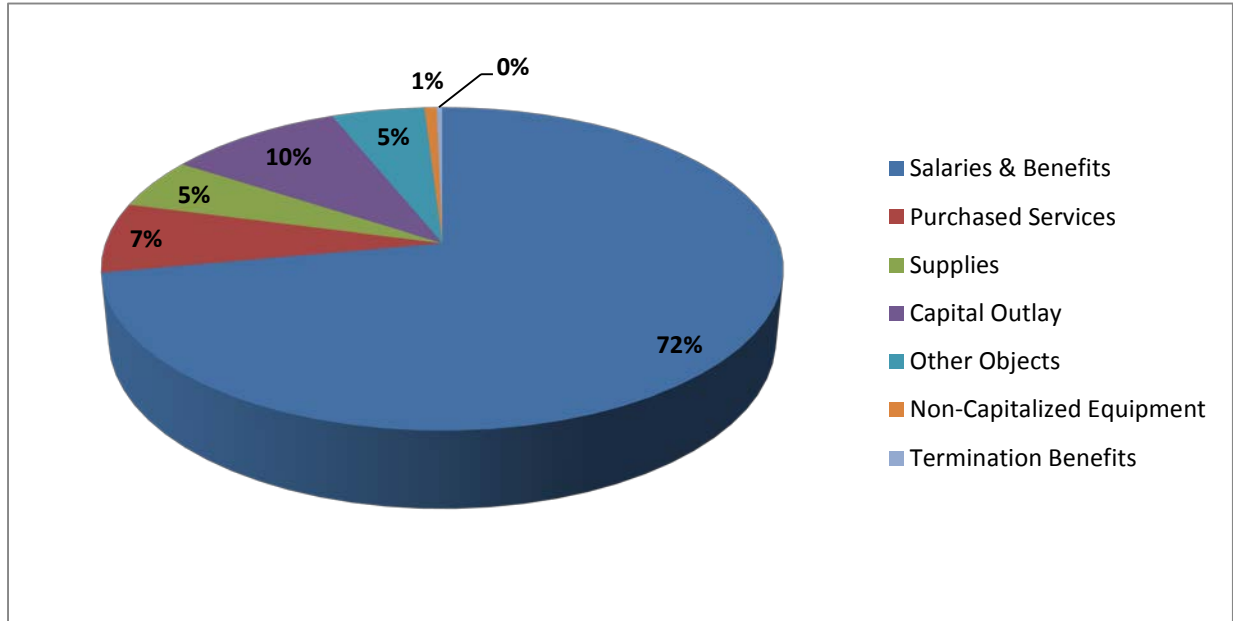
Representing 5% of budgeted revenues, state sources are expected to be \$1,468,500, a decrease of \$300,000 over last year due to 5 quarterly payments received last year compared to an expected 4 quarterly payments in fiscal year 2014. State sources include General State Aid, Special Education, Transportation, Bi-Lingual, Orphanage Tuition, Library Grants, and the State Maintenance Grant.

Federal Revenue Sources

Representing less than 1% of budgeted revenues, federal sources will remain relatively flat, increasing by only \$5,339.31 over last year's receipts due to a larger expected Title II. Federal Sources include the Special Milk Program, funding for Title I Low Income students, Title II Teacher Quality, Individuals with Disabilities Education Act funding for special education, and Medicaid reimbursement funds.

(Continued on next page)

EXPENDITURES



Salaries & Benefits

Salaries are budgeted at \$17,652,400 and benefits are \$4,687,200. Representing 72% of the budget, salaries and benefits are estimated to increase 3% above last year's budget. Overall, salary increases were at 2.5%. As the teacher's contract is still negotiating, this number could change. The final budget will be updated with the most current information. There are an additional 3 FTE for World Language, 2 FTE for Tech Specialists, and 1 FTE for Special Ed for a total of 146.74 FTE for teachers. District-wide FTE is 279.32.

Medical insurance includes a 4.8% increase in premiums. Beginning with this year, employees were offered three different PPO tiers depending on their need. This will allow flexibility to employees and the opportunity for lower medical insurance costs.

In prior years, the contributions that teachers pay to TRS has been deducted from salary and posted as an expense to benefit lines. Beginning with this budget, we will no longer deduct the teachers' contributions to TRS and post to a benefit line as this is not truly a district expenditure. Salary and benefit budget lines will now show more appropriate.

Purchased Services

Purchased services are amounts paid for personal services rendered by personnel who are not district employees, and other services which the district may purchase. The tentative budget provides \$2,161,800, an increase of \$236,845 (or 12%) above last year's budget. This is due to the new Apple lease of \$166,000 and \$30,000 for the service agreement for the 5 new copier lease entered into last year. Previously, the service agreement was part of the lease payment and was in "Other Objects".

Additionally, there were a few lines of professional development that were never budgeted along with an increase in Title II.

Supplies

Supplies are material items that are expendable in nature and cost less than \$500 per item. The tentative budget provides \$1,571,400, an increase of \$193,265 (or 14%) above last year's budget. The largest increase is to textbooks at \$90,000. Last year's budget was a one-time reduction from \$180,000 to \$90,000. This is now restored to the \$180,000. There is also a 37% increase (\$23,000) in natural gas. The last few years have had historically low gas prices and now that prices are rising back to normal levels, expenditures will do likewise. \$20,000 for Daniel Wright furniture was in the "Non-Capitalized Equipment" line last year for cafeteria tables and is moved back to the supplies line. \$38,100 was allocated for curriculum and supplies for the new World Language Program. \$22,600 was added for technology supplies as there are technology purchases this year less than \$500/item.

Capital Outlay

This is for amounts paid for the acquisition of fixed assets or additions to fixed assets above our capitalization threshold. The tentative budget includes \$3,012,000, a reduction of \$890,710 from last year's budget, which is really the difference in cost of the major capital projects this year from last year.

Other Objects

This is for amounts for goods and services not otherwise classified. This includes debt payments, tuition payments, dues, fees, treasurer's bond, special assessments, and the provision for contingencies. The tentative budget includes \$1,591,100, an increase of \$41,250 (or 3%) from last year's budget. The major change is a reduction of \$108,000 from SEDOL special assessments that were incorrectly budgeted last year as well as an addition of \$150,000 (roughly 0.5% of the budget) as a general contingency provision in case unexpected expenditures arise.

Non-Capitalized Equipment

This is for items that would be classified as capital assets, but they cost less than the capitalization threshold and more than \$500. The tentative budget includes \$209,300, a decrease of over 50% (218,350) from last year's budget. This is due to technology expenditures reallocated to purchased services and supplies compared to last year.

Termination Benefits

This is for benefits paid to terminated or retiring employees. The majority of this is 403(b) payouts per the teacher contract. This amount will change each year as it only pertains to the people just retiring the previous year. The tentative budget is set at \$98,800, which is \$191,020 less (66% less) than last year's budget. The reason is that there were far less retirees this year compared to last year.

LINCOLNSHIRE-PRAIRIE VIEW ELEMENTARY SCHOOL DISTRICT NO. 103
TENTATIVE BUDGET SUMMARY
FISCAL YEAR 2014

	2013 Est. Actual	2013 Budget	2013 Actual/Budget	Tentative 2014 Budget	2014/2013 Budget/Actual
REVENUES					
Property Tax Receipts - Existing	25,189,137.30	24,794,945.00	102%	25,629,400.00	1.7%
Property Tax Receipts - New Property (TIF)				445,000.00	
Other Local Sources	2,319,361.08	2,248,700.00	103%	2,097,700.00	-9.6%
State Sources	1,771,314.83	1,361,225.00	130%	1,468,500.00	-17.1%
Federal Sources	216,616.69	237,620.00	91%	221,900.00	2.4%
Total Revenues	29,496,429.90	28,642,490.00	103%	29,862,500.00	1.2%
EXPENDITURES					
Salaires & Benefits	21,132,539.14	21,649,917.00	98%	22,339,600.00	3.2%
Purchased Services	1,715,379.08	1,924,955.00	89%	2,161,800.00	12.3%
Supplies	1,257,692.58	1,378,135.00	91%	1,571,400.00	14.0%
Capital Outlay	4,183,993.80	3,902,710.00	107%	3,012,000.00	-22.8%
Other Objects	1,311,407.65	1,549,850.00	85%	1,591,100.00	2.7%
Non-Capitalized Equipment	246,576.36	427,650.00	58%	209,300.00	-51.1%
Termination Benefits	303,757.29	289,820.00	105%	98,800.00	-65.9%
Total Expenditures	30,151,345.90	31,123,037.00	97%	30,984,000.00	-0.4%
Total Oper. Exp Less One-Time Expenditures	25,934,153.66	27,100,897.00	95.7%	27,942,500.00	3.1%
Excess (deficiency of revenues over expenditures)	(654,916.00)	(2,480,547.00)		(1,121,500.00)	
OTHER FINANCING SOURCES					
Transfers In	5,902,584.72	4,108,090.00		4,627,518.00	
Transfers Out	(5,902,584.72)	(4,108,090.00)		(4,627,518.00)	
State "On Behalf" Payments In	3,000,000.00	3,000,000.00		3,000,000.00	
State "On Behalf" Payments Out	(3,000,000.00)	(3,000,000.00)		(3,000,000.00)	
Total other financing sources (uses)	-	-		-	
Net changes in fund balances	(654,916.00)	(2,480,547.00)		(1,121,500.00)	
CASH & FUND BALANCES					
Est. Cash Balance - 6/30/13				20,274,772.00	
Est. Cash Balance - 6/30/14				<u>19,153,272.00</u>	
Est. Operating Fund Balance Less Early Taxes - 6/30/13				7,129,124.08	
Est. Operating Fund Balance Less Early Taxes - 6/30/14				<u>5,769,716.00</u>	
Est. Operating Fund Balance % of Expenditures				<u>20.6%</u>	

LINCOLNSHIRE-PRAIRIE VIEW ELEMENTARY SCHOOL DISTRICT NO. 103
TENTATIVE BUDGET
BY FUND
FISCAL YEAR 2014

	10	20	30	40	50	60	70	10+20+40+50+70	Total All Funds
	Education	Oper. & Maint.	Debt Services	Transportation	IMRF/SS	Capital Projects	Working Cash	Total Operating	
REVENUES									
Local Sources	23,358,300.00	2,228,200.00	336,000.00	1,503,300.00	696,300.00	50,000.00	-	27,786,100.00	28,172,100.00
State Sources	628,500.00	370,000.00	-	470,000.00	-	-	-	1,468,500.00	1,468,500.00
Federal Sources	221,900.00	-	-	-	-	-	-	221,900.00	221,900.00
Total Revenues	24,208,700.00	2,598,200.00	336,000.00	1,973,300.00	696,300.00	50,000.00	-	29,476,500.00	29,862,500.00
EXPENDITURES									
Salaries	15,863,400.00	864,700.00	-	924,300.00	-	-	-	17,652,400.00	17,652,400.00
Benefits	3,131,100.00	179,200.00	-	304,600.00	1,072,300.00	-	-	4,687,200.00	4,687,200.00
Purchased Services	1,372,900.00	310,400.00	1,200.00	477,300.00	-	-	-	2,160,600.00	2,161,800.00
Supplies	1,293,900.00	118,500.00	-	159,000.00	-	-	-	1,571,400.00	1,571,400.00
Capital Outlay	19,000.00	623,000.00	-	-	-	2,370,000.00	-	642,000.00	3,012,000.00
Other	920,000.00	500.00	670,300.00	300.00	-	-	-	920,800.00	1,591,100.00
Non-Capitalized Equip.	178,300.00	1,000.00	-	30,000.00	-	-	-	209,300.00	209,300.00
Termination Benefits	98,800.00	-	-	-	-	-	-	98,800.00	98,800.00
Total Expenditures	22,877,400.00	2,097,300.00	671,500.00	1,895,500.00	1,072,300.00	2,370,000.00	-	27,942,500.00	30,984,000.00
Excess (deficiency) of revenues over expenditures	1,331,300.00	500,900.00	(335,500.00)	77,800.00	(376,000.00)	(2,320,000.00)	-	1,534,000.00	(1,121,500.00)
OTHER FINANCING SOURCES (USES)									
Net Transfers	(1,485,128.00)	(572,020.00)	337,148.00	(600,000.00)	-	2,320,000.00	-	(2,657,148.00)	-
Net State "On Behalf" Payment	-	-	-	-	-	-	-	-	-
Total other financing sources (uses)	(1,485,128.00)	(572,020.00)	337,148.00	(600,000.00)	-	2,320,000.00	-	(2,657,148.00)	-
Net change in fund balances	(153,828.00)	(71,120.00)	1,648.00	(522,200.00)	(376,000.00)	-	-	(1,123,148.00)	(1,121,500.00)
Est. Cash Balance 6/30/13	15,455,563.00	1,270,738.00	221,908.00	1,757,375.00	1,048,854.00	-	520,334.00	20,052,864.00	20,274,772.00
Est. Cash Balance 6/30/14	15,301,735.00	1,199,618.00	223,556.00	1,235,175.00	672,854.00	-	520,334.00	18,929,716.00	19,153,272.00
6/30/13 Fund Bal Less Early Taxes	4,586,720.75	243,289.16	170,473.57	1,139,984.22	638,795.95	-	520,334.00	7,129,124.08	7,299,597.65
6/30/14 Fund Bal Less Early Taxes	4,351,735.00	(382.00)	53,556.00	495,175.00	402,854.00	-	520,334.00	5,769,716.00	5,823,272.00
Fund Balance %	19.0%	0.0%	8.0%	26.1%	37.6%	0.0%		<u>20.6%</u>	18.8%

REVENUES

Account	Description	2013 Est. YTD	2013 Budget	2014 Tentative Budget	Notes
10-1110	EDUCATION LEVY	9,971,928.98	9,827,045.00	10,580,000.00	Receipts from 2012 Levy
10-1110-1	EDUCATION LEVY - NEXT YEAR	10,868,842.25	10,593,265.00	10,950,000.00	Receipts from estimated 2013 Levy
20-1111	O&M LEVY	884,187.17	871,350.00	1,000,000.00	Receipts from 2012 Levy
20-1111-1	O&M LEVY - NEXT YEAR	1,027,448.84	955,415.00	1,200,000.00	Receipts from estimated 2013 Levy
30-1112	DEBT SERVICES LEVY	165,489.58	163,085.00	166,000.00	Receipts from 2012 Levy
30-1112-1	DEBT SERVICES LEVY - NEXT YEAR	170,473.57	172,620.00	170,000.00	Receipts from estimated 2013 Levy
40-1113	TRANS LEVY	576,849.37	568,470.00	600,000.00	Receipts from 2012 Levy
40-1113-1	TRANS LEVY - NEXT YEAR	617,390.78	632,010.00	740,000.00	Receipts from estimated 2013 Levy
50-1114	IMRF LEVY	255,326.77	251,620.00	233,000.00	Receipts from 2012 Levy
50-1114-1	IMRF LEVY - NEXT YEAR	239,584.48	268,675.00	150,000.00	Receipts from estimated 2013 Levy
50-1150	SOC. SECURITY LEVY	217,500.58	214,340.00	143,000.00	Receipts from 2012 Levy
50-1150-1	SOC. SECURITY LEVY - NEXT YEAR	147,436.60	228,870.00	98,000.00	Receipts from estimated 2013 Levy
50-1190	SEDOL IMRF LEVY	23,641.36	23,300.00	22,400.00	Receipts from 2012 Levy
50-1190-1	SEDOL IMRF LEVY - NEXT YEAR	23,036.97	24,880.00	22,000.00	Receipts from estimated 2013 Levy
	1100 - PROPERTY TAX RECEIPTS Total	25,189,137.30	24,794,945.00	26,074,400.00	
10-1230	REPL FUND PERS PROP TAX	76,437.37	65,000.00	65,000.00	Corporate personal property replacement tax
50-1230	REPL FUNDS PERS PROP TAX	27,400.00	27,400.00	27,400.00	Corporate personal property replacement tax
	1200 - CPPRT Total	103,837.37	92,400.00	92,400.00	
10-1311	TUITION FULL DAY KDG	294,249.25	330,600.00	318,200.00	100 students, assume 95% collection rate
10-1321	TUITION - SUMMER SCHOOL	133,235.26	122,000.00	122,000.00	
	1300 - TUITION Total	427,484.51	452,600.00	440,200.00	
40-1411	BUS FEES	-	12,000.00	-	Moved to "summer School"
40-1415	PAID STUDENT TRIPS	10,901.60	22,000.00	10,000.00	
40-1421	SUMMER SCHOOL TRANS FEES	-	-	12,000.00	
40-1442	SPEC ED TRANS FEES OTHER DIST	-	-	140,000.00	Fees from transporting area district's SpEd students
	1400 - TRANSPORTATION FEES Total	10,901.60	34,000.00	162,000.00	
20-1510	INTEREST - O&M FUND	993.31	2,000.00	1,200.00	
40-1510	INTEREST - TRANS FUND	940.64	2,000.00	800.00	
50-1510	INTEREST - FUND 50	528.50	1,500.00	500.00	
10-1510	INTEREST - ED FUND	49,146.77	30,000.00	35,000.00	assume less interest due to fund balance spending
30-1510	INTEREST - DEBT SERVICES FUND	89.25	200.00	-	Interest Transferred Out
70-1510	INTEREST - WORKING CASH FUND	272.15	1,500.00	-	Moved from Working Cash to O&M
	1500 - INTEREST INCOME Total	51,970.62	37,200.00	37,500.00	
10-1613	FOOD SALES TO PUPILS	315.49	-	-	

REVENUES

Account	Description	2013 Est. YTD	2013 Budget	2014 Tentative Budget	Notes
	1600 - FOOD SALES Total	315.49	-	-	
10-1711	ADMISSIONS - ATHLETIC	1,385.75	-	500.00	New
10-1719	ADMISSIONS - OTHER	-	-	500.00	New
10-1720	AFTER SCHOOL ACTIVITY FEES	10,166.00	15,400.00	10,000.00	Lower turnout
10-1721	TECHNOLOGY FEE	26,576.50	36,000.00	25,800.00	Based on est. enrollment, 95% collection rate
10-1722	PE UNIFORM/LOCK FEE	6,987.50	11,000.00	8,000.00	Based on est. enrollment, 95% collection rate
10-1723	FINE ARTS FEE	11,135.70	16,000.00	12,900.00	Based on est. enrollment, 95% collection rate
10-1724	GRADUATION FEE	4,376.00	6,500.00	4,200.00	Based on est. enrollment, 95% collection rate
10-1725	SP CLASSROOM PROJECT FEE	6,885.00	12,000.00	6,500.00	Based on est. enrollment, 95% collection rate
10-1726	HD CLASSROOM PROJECT FEE	5,070.00	8,000.00	4,700.00	Based on est. enrollment, 95% collection rate
10-1728	FIELD TRIP FEES	36,800.02	35,600.00	35,000.00	
10-1729	SALE OF ATHLETIC WEAR	6,470.00	10,000.00	7,500.00	
10-1790	103 CLUB FEES	402,566.24	450,000.00	400,000.00	
10-1791	STUDENT ID FEES/FINES	-	-	1,500.00	Added to delineate ID from Library fees
10-1792	LIBRARY FEES/FINES	2,880.27	-	1,500.00	
	1700 - FEES/ACTIVITIES Total	521,298.98	600,500.00	518,600.00	
10-1810	TEXTBOOKS	181,812.22	220,000.00	170,000.00	Based on est. enrollment, 95% collection rate
	1800 - TEXTBOOK FEES Total	181,812.22	220,000.00	170,000.00	
20-1910	BUILDING RENTAL	12,282.25	25,000.00	25,000.00	
10-1920	PTO/LEARNING FUND DONATIONS	73,492.38	25,000.00	25,000.00	
60-1920	PTO/LEARNING FUND DONATIONS	-	-	50,000.00	Changed from Other to donations
10-1921	OTHER DONATIONS	8,519.39	7,000.00	7,000.00	Donations tied to expenditures
10-1922	MISC DONATIONS	469.51	2,000.00	500.00	Other misc. donations not tied to expenditures
10-1950	REFUNDS PRIOR YEARS	12,677.22	5,000.00	5,000.00	refunds of expenditures from prior years
10-1960	TIF SURPLUS MONEYS	-	-	-	In case of TIF surplus; not likely
10-1991	PAYMENTS FROM OTHER DISTRICTS	239,403.99	235,000.00	490,000.00	GUIDED 270K & Lake Forest
40-1991	PAYMENT FROM OTHER LEA'S	187,674.61	120,000.00	-	Moved to "Spec Ed Trans Fees other District"
10-1993	OUTDOOR ED FEES	17,080.50	17,000.00	17,000.00	
10-1993	LOREDO TAFT REVENUE	35,745.00	39,000.00	35,000.00	
10-1999	OTHER LOCAL REVENUE	292,968.77	232,000.00	20,000.00	Moved \$270k to 1991 for Guided
20-1999	OTHER LOCAL REVENUE	9,275.00	20,000.00	2,000.00	
60-1999	OTHER LOCAL REVENUE	87,448.47	85,000.00	-	PTO donations moved to 1920
40-1999	OTHER LOCAL REVENUES	44,703.20	-	500.00	Mostly pop money. FY13 had insurance proceeds
	1900 - OTHER LOCAL REVENUES Total	1,021,740.29	812,000.00	677,000.00	

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REVENUES

Account	Description	2013 Est. YTD	2013 Budget	2014 Tentative Budget	Notes
20-3001	GENERAL STATE AID	334,836.90	300,000.00	320,000.00	
10-3100	SPEC ED - PRIVATE FACILITY	99,287.88	81,915.00	71,000.00	Rec'd 5 Payments in FY13; Expecting 4 in FY14
10-3105	SPEC ED - EXTRAORDINARY	255,663.70	214,030.00	180,000.00	Rec'd 5 Payments in FY13; Expecting 4 in FY14
10-3110	SPEC ED - PERSONNEL	324,036.39	222,130.00	300,000.00	Rec'd 4 Payments in FY13; Expecting 4 in FY14
10-3145	SPEC ED - SUMMER SCHOOL	612.39	500.00	500.00	
10-3305	BI-LINGUAL EDUCATION	14,558.00	30,000.00	26,000.00	
40-3500	STATE AID - REGULAR	188,178.96	150,000.00	112,000.00	
40-3510	STATE AID - SPECIAL ED	451,512.04	300,000.00	358,000.00	
10-3651	NATIONAL BOARD CERTIFICATION	-	12,000.00	-	
10-3950	SPEC EDUC. SEC 18-3	35,980.45	50,000.00	50,000.00	
10-3963	GRANTS - LIBRARY	2,445.67	-	1,000.00	
10-3999	OTHER STATE REVENUE	20.95	650.00	-	
20-3999	OTHER STATE REVENUE	64,181.50	-	50,000.00	
	3000 - STATE SOURCES Total	1,771,314.83	1,361,225.00	1,468,500.00	
10-4215	SPECIAL MILK PROGRAM	10,997.12	15,000.00	11,000.00	
10-4300	TITLE I LOW INCOME	36,691.00	35,580.00	37,500.00	
10-4400	TITLE IV SAFE & DRUG FREE	1,227.00	-	-	
10-4600	IDEA-FLOW THRU-PRESCHOOL	4,508.00	1,600.00	5,000.00	
10-4620	IDEA-FLOW THRU	137,022.40	140,000.00	130,000.00	
10-4625	SPEC EDUC IDEA	965.68	-	-	
10-4932	TITLE II	13,215.00	23,440.00	23,400.00	
10-4991	MEDICAID FUNDS	11,990.49	22,000.00	15,000.00	
	4000 - FEDERAL SOURCES Total	216,616.69	237,620.00	221,900.00	
	Grand Total	29,496,429.90	28,642,490.00	29,862,500.00	

EXPENDITURES

Account	Description	2013	2013	2014	FTE	Notes
		Est. YTD	Budget	Tentative Budget		
10-1111-112	SALARIES - TEACHERS (SP)	2,151,499.22	2,176,815.00	2,344,100.00	31.50	Added 1 World Language Teacher
10-1111-113	EXTRA DUTY STIPENDS - CERT.	24,358.58	15,100.00	15,900.00		
10-1111-115	SALARIES - ASSOCIATES (SP)	165,918.03	182,670.00	171,100.00	10.00	
10-1111-122	SALARIES - SUBSTITUTES	26,363.85	30,000.00	30,000.00		
10-1111-123	SALARIES - SUBS CLASSIFIED	12,108.75	2,600.00	5,000.00		
10-1111-211	TRS	235,106.90	258,005.00	31,100.00		Teacher's portion of TRS no longer booked as a benefit
50-1111-212	IMRF	20,098.61	23,130.00	22,300.00		Expenditures to pension for IMRF Employees
50-1111-213	SOC. SECURITY	10,749.83	11,330.00	10,700.00		Social Security expenditure for non-certified employees
50-1111-214	MEDICARE	33,536.41	37,490.00	37,300.00		Medicare expenditure for all employees
10-1111-220	MEDICAL INSURANCE	361,511.70	350,600.00	413,100.00		
10-1111-221	LIFE INSURANCE	7,250.39	7,900.00	7,600.00		
10-1111-225	RETIREE INSURANCE	10,935.52	12,300.00	16,200.00		
10-1111-230	TUITION REIMBURSEMENT	12,000.00	5,000.00	5,000.00		
10-1111-314	CONTRACTED SERVICES	4,650.00	5,200.00	5,200.00		School assemblies
10-1111-332	TRAVEL	-	100.00	100.00		
10-1111-390	OTHER PURCHASED SERVICES	6,733.00	15,000.00	13,000.00		Field trips - offsetting revenue. Students pay for trips
10-1111-410	SUPPLIES - GENERAL K-2	9,524.94	10,800.00	12,000.00		\$250/teacher. Includes SpEd teachers assigned to building
10-1111-411	ART SUPPLIES	6,042.52	6,300.00	6,300.00		
10-1111-412	PAPER - WRITING	10,006.53	13,000.00	9,500.00		
10-1111-413	SPANISH SUPPLIES	-	-	2,300.00		New for new program
10-1111-414	CLASSROOM PROJECT SUPPLIES	4,660.95	7,200.00	6,900.00		Student-Paid Supplies
10-1111-415	SCIENCE SUPPLIES	-	-	-		
10-1111-416	SOCIAL STUDIES SUPPLIES	-	-	-		
10-1111-417	LANG. ARTS/READING SUPPLIES	-	-	-		
10-1111-418	MATH/COMPUTER SUPPLIES	-	-	-		
10-1111-419	SUPPLIES - OTHER	35,663.91	43,300.00	42,900.00		Includes annual \$20,000 for replacement of desks/chairs
10-1111-420	TEXTBOOKS	29,051.88	35,000.00	35,000.00		Consumable workbooks/instructional materials
10-1111-500	CAPITAL OUTLAY	2,856.00	2,900.00	-		No anticipated capital purchases
10-1111-700	NON-CAPITALIZED EQUIPMENT	1,188.00	4,000.00	5,000.00		Building technology purchase requests
10-1111-800	RETIREMENT BENEFITS	66,310.95	69,925.00	80,000.00		Based on current retirees
	1111 - SPRAGUE Total	3,248,126.47	3,325,665.00	3,327,600.00	41.50	
10-1112-112	SALARIES - TEACHERS (HD)	1,477,895.44	1,521,180.00	1,695,000.00	22.30	Added 1 World Language Teacher
10-1112-113	EXTRA DUTY STIPENDS - CERT.	19,878.96	13,650.00	14,400.00		
10-1112-114	EXTRA DUTY STIPENDS - CLASSF'D	38.43	1,200.00	1,300.00		
10-1112-115	SALARIES - ASSOCIATES (HD)	16,647.00	33,095.00	17,100.00	1.00	
10-1112-122	SALARIES - SUBSTITUTES	32,382.23	28,000.00	32,000.00		
10-1112-123	SALARIES - SUBS CLASSIFIED	2,799.30	2,000.00	2,300.00		
10-1112-211	TRS	164,011.08	181,310.00	22,700.00		Teacher's portion of TRS no longer booked as a benefit
50-1112-212	IMRF	4,784.12	4,190.00	2,400.00		Expenditures to pension for IMRF Employees
50-1112-213	SOC. SECURITY	2,795.92	2,060.00	1,200.00		Social Security expenditure for non-certified employees
50-1112-214	MEDICARE	23,910.77	24,830.00	25,600.00		Medicare expenditure for all employees
10-1112-220	MEDICAL INSURANCE	199,702.03	210,000.00	225,100.00		
10-1112-221	LIFE INSURANCE	4,864.98	5,400.00	5,200.00		
10-1112-225	RETIREE INSURANCE	12,497.78	14,000.00	14,000.00		
10-1112-230	TUITION REIMBURSEMENT	2,100.00	5,000.00	5,000.00		
10-1112-314	CONTRACTED SERVICES	736.00	1,500.00	1,500.00		
10-1112-332	TRAVEL	-	100.00	100.00		

EXPENDITURES

Account	Description	2013 Est. YTD	2013 Budget	2014 Tentative Budget	FTE	Notes
10-1112-390	OTHER PURCHASED SERVICES	9,476.45	10,000.00	10,000.00		Field trips - offsetting revenue. Students pay for trips
10-1112-410	SUPPLIES - GENERAL 3-4	10,597.70	13,800.00	9,000.00		\$250/teacher. Includes SpEd teachers assigned to building
10-1112-411	ART SUPPLIES	6,848.52	7,500.00	7,000.00		
10-1112-413	SPANISH SUPPLIES	-	-	17,900.00		New for new program
10-1112-414	CLASSROOM PROJECTS SUPPLIES	3,190.45	5,400.00	5,100.00		Student-Paid Supplies
10-1112-414-1	FIELD TRIP SUPPLIES	761.42	1,000.00	1,000.00		Student-Paid
10-1112-415	SCIENCE SUPPLIES	-	-	-		
10-1112-416	SOCIAL STUDIES SUPPLIES	-	-	-		
10-1112-417	LANG. ARTS/READING SUPPLIES	-	-	-		
10-1112-418	MATH/COMPUTER SUPPLIES	-	-	-		
10-1112-419	SUPPLIES - OTHER	31,578.57	34,000.00	34,000.00		Includes annual \$20,000 for replacement of desks/chairs
10-1112-420	TEXTBOOKS	13,460.85	18,000.00	19,000.00		Consumable workbooks/instructional materials
10-1112-800	RETIREMENT BENEFITS	45,307.98	47,395.00	18,800.00		Based on current retirees
	1112 - HALF DAY Total	2,086,265.98	2,184,610.00	2,186,700.00	23.30	
10-1120-112	SALARIES - TEACHERS (DW)	3,277,444.33	3,293,580.00	3,365,400.00	45.29	Added 1 World Language Teacher
10-1120-113	EXTRA DUTY STIPENDS - CERT.	38,002.54	51,300.00	53,900.00		
10-1120-114	EXTRA DUTY STIPENDS - CLASSF'D	16,361.62	5,400.00	5,700.00		
10-1120-115	SALARIES - ASSOCIATES (DW)	42,526.73	30,370.00	34,400.00	2.85	
10-1120-122	SALARIES - SUBSTITUTES	67,225.99	50,000.00	55,000.00		
10-1120-123	SALARIES - SUBS CLASSIFIED	6,710.97	5,500.00	6,000.00		
10-1120-211	TRS	365,108.87	412,145.00	45,200.00		Teacher's portion of TRS no longer booked as a benefit
50-1120-212	IMRF	6,154.18	3,850.00	5,300.00		Expenditures to pension for IMRF Employees
50-1120-213	SOC. SECURITY	4,247.04	1,890.00	2,500.00		Social Security expenditure for non-certified employees
50-1120-214	MEDICARE	51,515.57	53,170.00	51,100.00		Medicare expenditure for all employees
10-1120-220	MEDICAL INSURANCE	517,151.30	538,900.00	533,200.00		
10-1120-221	LIFE INSURANCE	10,968.98	11,800.00	10,100.00		
10-1120-225	RETIREE INSURANCE	18,490.12	47,500.00	70,100.00		
10-1120-230	TUITION REIMBURSEMENT	22,200.00	32,000.00	23,800.00		
10-1120-332	TRAVEL	305.45	200.00	200.00		
10-1120-390	OTHER PURCHASED SERVICES	11,467.33	18,000.00	16,000.00		Field trips - offsetting revenue. Students pay for trips
10-1120-392	SERVICE AGREEMENTS	1,560.00	1,000.00	1,500.00		
10-1120-410	SUPPLIES - GENERAL 5-8	14,422.04	15,000.00	17,000.00		\$250/teacher. Includes SpEd teachers assigned to building
10-1120-411	CREATIVE ART SUPPLIES	13,154.90	27,000.00	26,000.00		Double the students for 2013-14 year due to scheduling
10-1120-413	SPANISH SUPPLIES	-	-	17,900.00		New for new program
10-1120-415	SCIENCE SUPPLIES	8,914.32	9,000.00	9,000.00		
10-1120-416	SOCIAL STUDIES SUPPLIES	82.16	500.00	500.00		
10-1120-417	LANG. ARTS/READING SUPPLIES	-	500.00	500.00		
10-1120-418	MATH/COMPUTER SUPPLIES	1,230.89	1,500.00	1,500.00		
10-1120-419	SUPPLIES - OTHER	10,882.37	12,000.00	32,000.00		20k for furniture in 700 last year
10-1120-420	TEXTBOOKS	19,703.66	20,000.00	20,000.00		Consumable workbooks/instructional materials
10-1120-490	GRADUATION EXPENSE	15,092.04	10,000.00	10,000.00		
10-1120-500	CAPITAL OUTLAY	3,330.00	-	-		No anticipated capital purchases
10-1120-700	NON-CAPITALIZED EQUIPMENT	32,107.64	31,800.00	-		Pr. Yr. for tables, over \$500/table. This year in 419
10-1120-800	RETIREMENT BENEFITS	192,138.36	142,500.00	-		Based on current retirees
	1120 - DANIEL WRIGHT Total	4,768,499.40	4,826,405.00	4,413,800.00	48.14	
10-1190-112	SALARIES - TEACHERS (MUSIC)	558,185.26	556,365.00	643,200.00	6.75	
10-1190-113	EXTRA DUTY STIPENDS - CERT.	9,837.94	15,300.00	16,100.00		

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Account	Description	2013 Est. YTD	2013 Budget	2014 Tentative Budget	FTE	Notes
10-1190-122	SALARIES - SUBSTITUTES	2,934.70	3,500.00	3,000.00		
10-1190-211	TRS	61,899.91	66,670.00	8,700.00		Teacher's portion of TRS no longer booked as a benefit
50-1190-214	MEDICARE	9,003.39	8,910.00	9,700.00		Medicare expenditure for all employees
10-1190-220	MEDICAL INSURANCE	44,801.68	38,790.00	48,100.00		
10-1190-221	LIFE INSURANCE	1,745.56	1,700.00	1,900.00		
10-1190-319	REPAIR SERVICES	2,556.46	4,300.00	4,000.00		
10-1190-332	TRAVEL	-	100.00	100.00		
10-1190-390	OTHER PURCHASED SERVICES	8,067.78	2,800.00	7,500.00		Prior year underbudgeted
10-1190-410-1	SUPPLIES - SP	-	-	1,000.00		
10-1190-410-2	SUPPLIES - HD	2,587.52	2,900.00	1,900.00		
10-1190-410-3	SUPPLIES - DW	7,126.18	7,000.00	7,000.00		
10-1190-414	SUPPLIES - MUSICAL/SHEET MUSIC	1,655.68	7,000.00	5,000.00		Student-Paid Supplies
10-1190-640	DUES AND FEES	1,580.50	2,500.00	2,000.00		
10-1190-700	NON-CAPITALIZED EQUIPMENT	1,000.00	1,700.00	4,500.00		Update sound system at Sprague
	1190 - MUSIC PROGRAM Total	712,982.56	719,535.00	763,700.00	6.75	
10-1200-112	SALARIES - TEACHERS (SPEC ED)	1,047,569.17	1,113,850.00	1,350,600.00	18.50	Added 1 Learning Behavior Specialist
10-1200-113	HOMEBOUND TUTOR	571.20	2,000.00	2,000.00		
10-1200-115	SALARIES - ASSOCIATES	186,954.09	230,690.00	252,800.00	15.00	
10-1200-115-1	SALARIES - OT/PT	127,116.19	89,160.00	194,800.00	1.98	
10-1200-122	SALARIES - SUBSTITUTES	9,429.70	18,000.00	15,000.00		
10-1200-123	SALARIES - SUBS CLASSIFIED	12,770.00	8,000.00	12,000.00		More associates = more need for subs
10-1200-211	TRS	118,241.81	134,590.00	18,300.00		Teacher's portion of TRS no longer booked as a benefit
50-1200-212	IMRF	46,102.99	40,500.00	58,200.00		Expenditures to pension for IMRF Employees
50-1200-213	SOC. SECURITY	26,617.03	19,840.00	27,800.00		Social Security expenditure for non-certified employees
50-1200-214	MEDICARE	14,938.87	22,480.00	26,500.00		Medicare expenditure for all employees
10-1200-220	MEDICAL INSURANCE	344,438.42	328,070.00	452,700.00		
10-1200-221	LIFE INSURANCE	4,255.63	4,100.00	5,500.00		
10-1200-225	RETIREE INSURANCE	2,900.00	5,800.00	14,200.00		
10-1200-230	TUITION REIMBURSEMENT	-	1,800.00	-		
10-1200-314	CONSULTANTS	32,919.94	79,200.00	4,000.00		Translation/Home Instruction. OT Hired last yr vs. contracted
10-1200-332	TRAVEL	488.83	350.00	800.00		
10-1200-392	SERVICE AGREEMENTS	1,765.33	4,000.00	4,200.00		ESPED,R&G
10-1200-410	SUPPLIES - GENERAL	18,777.17	28,000.00	28,000.00		SpEd-specific supplies needed
10-1200-700	NON-CAPITALIZED EQUIPMENT	3,559.00	5,000.00	10,000.00		Increased for needed special equipment
	1200 - SPECIAL ED PROGRAM Total	1,999,415.37	2,135,430.00	2,477,400.00	35.48	
10-1220-112	SALARIES - TEACHERS (GUIDED)	35,265.74	41,885.00	47,400.00	1.00	
10-1220-115	SALARIES - GUIDED ASSOCIATES	111,667.76	112,395.00	169,700.00	9.00	Added 3 FTE for additional students
50-1220-212	IMRF	7,157.69	14,230.00	22,100.00		Expenditures to pension for IMRF Employees
50-1220-213	SOC. SECURITY	3,620.35	6,970.00	10,600.00		Social Security expenditure for non-certified employees
50-1220-214	MEDICARE	249.20	2,310.00	3,200.00		Medicare expenditure for all employees
	1220 - GUIDED SPEC. ED PROGRAM Total	157,960.74	177,790.00	253,000.00	10.00	
10-1225-112	SALARIES - TEACHERS (EC)	-	-	151,100.00	1.50	Split out from Function 1200; Added 0.5 FTE for additional Early Chilc
10-1225-115	SALARIES - ASSOCIATES	-	-	30,600.00	2.00	
10-1225-211	TRS	-	-	2,000.00		New Account for Splitting out Early Childhood per ISBE Rules
50-1225-212	IMRF	-	-	4,000.00		Expenditures to pension for IMRF Employees
50-1225-213	SOC. SECURITY	-	-	1,900.00		Social Security expenditure for non-certified employees
50-1225-214	MEDICARE	-	-	2,700.00		Medicare expenditure for all employees

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Account	Description	2013 Est. YTD	2013 Budget	2014 Tentative Budget	FTE	Notes
10-1225-220	MEDICAL INSURANCE	-	-	28,900.00		
10-1225-221	LIFE INSURANCE	-	-	600.00		
10-1225-230	TUITION REIMBURSEMENT	-	-	-		
10-1225-332	TRAVEL	-	-	-		
10-1225-410	SUPPLIES	836.81	1,000.00	5,200.00		Supplies needed for additional EC classroom
10-1225-500	CAPITAL OUTLAY	-	-	-		
10-1225-700	NON-CAPITALIZED EQUIPMENT	-	-	-		
	1225 - SPEC. ED EARLY CHILDHOOD Total	836.81	1,000.00	227,000.00	3.50	
10-1500-113	EXTRA DUTY STIPENDS - CERT.	1,922.49	2,755.00	2,900.00		
10-1500-113-1	COACHING STIPENDS - CERTIFIED	47,378.44	46,740.00	49,100.00		
10-1500-114	EXTRA DUTY STIPENDS - CLASSF'D	3,670.56	12,730.00	13,400.00		
10-1500-114-1	COACHING STIPENDS - CLASSIFIED	27,963.76	28,885.00	30,400.00		
10-1500-211	TRS	5,109.04	5,200.00	700.00		Teacher's portion of TRS no longer booked as a benefit
50-1500-212	IMRF	1,395.13	5,270.00	5,700.00		Expenditures to pension for IMRF Employees
50-1500-213	SOC. SECURITY	1,790.06	2,590.00	2,800.00		Social Security expenditure for non-certified employees
50-1500-214	MEDICARE	772.44	1,330.00	1,400.00		Medicare expenditure for all employees
10-1500-319	REFEREES	7,530.00	8,400.00	8,400.00		
10-1500-392	SERVICE AGREEMENTS - TOWELS	5,355.00	4,620.00	5,200.00		Towels & fitness equipment service agreement
10-1500-410	SUPPLIES - GENERAL	13,665.16	16,000.00	15,000.00		
10-1500-414	ATHLETIC WEAR - STUDENT PAID	7,309.94	11,000.00	11,000.00		
10-1500-640	DUES AND FEES	625.00	1,300.00	1,000.00		
10-1500-700	NON-CAPITALIZED EQUIPMENT	1,503.00	-	-		
	1500 - ATHLETIC PROGRAM Total	125,990.02	146,820.00	147,000.00	0.00	
10-1550-332	TRAVEL	9,010.80	9,000.00	10,000.00		Last yr 1st year for accounts
10-1550-410	SUPPLIES	4,357.75	3,400.00	4,500.00		Last yr 1st year for accounts
10-1550-640	DUES AND FEES	2,941.50	2,500.00	3,000.00		Fees for competitions; last yr 1st year for accounts
	1550 - ACADEMIC COMPETITIONS Total	16,310.05	14,900.00	17,500.00	0.00	
10-1600-112	SALARIES - TEACHERS(SS REG ED)	48,919.16	51,000.00	51,000.00		
10-1600-115	SALARIES- REG ED ASSOC'S (SS)	20,941.02	48,500.00	45,000.00		
10-1600-211	TRS	2,649.41	8,000.00	1,200.00		Teacher's portion of TRS no longer booked as a benefit
50-1600-212	IMRF	1,034.32	6,150.00	5,900.00		Expenditures to pension for IMRF Employees
50-1600-213	SOC. SECURITY	1,832.55	3,010.00	2,800.00		Social Security expenditure for non-certified employees
50-1600-214	MEDICARE	794.69	1,450.00	1,400.00		Medicare expenditure for all employees
10-1600-220	MEDICAL INSURANCE	1,769.96	-	-		
10-1600-221	LIFE INSURANCE	33.90	-	-		
10-1600-390	OTHER PURCHASED SERVICES	-	2,000.00	2,000.00		
10-1600-410	SUPPLIES	8,484.47	12,750.00	12,800.00		Food/consumable supplies
	1600 - SUMMER SCHOOL Total	86,459.48	132,860.00	122,100.00	0.00	
10-1610-112	SALARIES - TEACHERS(SS SP ED)	19,941.97	35,000.00	30,000.00		
10-1610-115	SALARIES - SPED ASSOC (SS)	4,542.97	3,700.00	4,500.00		
50-1610-212	IMRF	319.52	470.00	600.00		Expenditures to pension for IMRF Employees
50-1610-213	SOC. SECURITY	501.81	230.00	300.00		Social Security expenditure for non-certified employees
50-1610-214	MEDICARE	145.27	570.00	600.00		Medicare expenditure for all employees
10-1610-390	OTHER PURCHASED SERVICES	-	1,200.00	1,200.00		
	1610 - SPEC. ED SUMMER SCHOOL Total	25,451.54	41,170.00	37,200.00	0.00	
10-1620-112	SALARIES - TEACHERS(SS GUIDED)	4,634.88	4,500.00	5,000.00		
10-1620-115	SALARIES - GUIDED ESY ASSOC.	7,975.29	6,400.00	12,000.00		

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Account	Description	2013 Est. YTD	2013 Budget	2014 Tentative Budget	FTE	Notes
50-1620-212	IMRF	-	820.00	1,600.00		Expenditures to pension for IMRF Employees
50-1620-213	SOC. SECURITY	476.10	400.00	800.00		Social Security expenditure for non-certified employees
50-1620-214	MEDICARE	60.71	160.00	300.00		Medicare expenditure for all employees
	1620 - GUIDED SPEC. ED SUMMER Total	13,146.98	12,280.00	19,700.00	0.00	
10-1912-670	OTHER - PRIVATE SCHOOL TUITION	226,378.36	300,000.00	275,000.00		Based on anticipated need
	1912 - SPEC. ED PRIVATE TUITION Total	226,378.36	300,000.00	275,000.00	0.00	
10-2110-112	SALARIES - SOCIAL WORKERS	427,881.64	429,530.00	497,500.00	5.00	
10-2110-211	TRS	46,510.40	50,020.00	6,500.00		Teacher's portion of TRS no longer booked as a benefit
50-2110-214	MEDICARE	6,508.91	6,880.00	7,300.00		Medicare expenditure for all employees
10-2110-220	MEDICAL INSURANCE	76,922.47	72,131.00	82,200.00		
10-2110-221	LIFE INSURANCE	1,312.64	1,300.00	1,400.00		
10-2110-332	TRAVEL	-	100.00	300.00		
10-2110-410	SUPPLIES	1,766.76	1,200.00	1,500.00		
10-2110-640	DUES AND FEES	-	300.00	300.00		
	2110 - SOCIAL WORK SERVICES Total	560,902.82	561,461.00	597,000.00	5.00	
10-2130-112	SALARIES - CERTIFIED NURSE	59,624.73	59,815.00	67,700.00	1.00	
10-2130-115	SALARIES - ASSOCIATES	77,935.29	82,065.00	77,100.00	2.00	
10-2130-211	TRS	6,476.07	6,965.00	900.00		Teacher's portion of TRS no longer booked as a benefit
50-2130-212	IMRF	9,900.27	10,390.00	10,100.00		Expenditures to pension for IMRF Employees
50-2130-213	SOC. SECURITY	5,327.89	5,090.00	4,800.00		Social Security expenditure for non-certified employees
50-2130-214	MEDICARE	915.10	2,150.00	2,100.00		Medicare expenditure for all employees
10-2130-220	MEDICAL INSURANCE	46,625.74	48,900.00	48,700.00		
10-2130-221	LIFE INSURANCE	290.35	310.00	400.00		
10-2130-225	RETIREE INSURANCE	3,219.00	2,900.00	4,300.00		
10-2130-332	TRAVEL	-	400.00	400.00		
10-2130-390	OTHER PURCHASED SERVICES	-	-	300.00		District CPR Training
10-2130-410	SUPPLIES - DISTRICT	-	-	2,600.00		District CPR Training
10-2130-410-1	SUPPLIES - SP	672.36	700.00	700.00		
10-2130-410-2	SUPPLIES - HD	757.70	500.00	600.00		
10-2130-410-3	SUPPLIES - DW	1,606.36	2,800.00	2,800.00		
10-2130-700	NON-CAPITALIZED EQUIPMENT	-	-	8,000.00		Replace aged out AED's
	2130 - HEALTH SERVICES Total	213,350.86	222,985.00	231,500.00	3.00	
10-2140-112	SALARIES - PSYCH/GUIDANCE	153,846.51	154,145.00	173,900.00	2.00	
10-2140-211	TRS	16,701.14	17,950.00	2,300.00		Teacher's portion of TRS no longer booked as a benefit
50-2140-214	MEDICARE	2,214.16	2,470.00	2,600.00		Medicare expenditure for all employees
10-2140-220	MEDICAL INSURANCE	20,984.56	11,740.00	25,600.00		
10-2140-221	LIFE INSURANCE	483.24	550.00	500.00		
10-2140-230	TUITION REIMBURSEMENT	-	1,000.00	-		
10-2140-314	CONTRACTED SERVICES	3,654.21	16,300.00	15,000.00		Private placement consultants and evaluations
10-2140-332	TRAVEL	108.31	100.00	200.00		
10-2140-410	SUPPLIES	2,191.85	2,500.00	2,500.00		
10-2140-640	DUES AND FEES	-	400.00	400.00		
	2140 - PSYCHOLOGICAL SERVICES Total	200,183.98	207,155.00	223,000.00	2.00	
10-2150-112	SALARIES - SPEECH PATH/AUDIO	251,611.04	249,075.00	292,500.00	3.90	
10-2150-211	TRS	25,003.24	29,005.00	3,900.00		Teacher's portion of TRS no longer booked as a benefit
50-2150-214	MEDICARE	3,990.52	3,990.00	4,300.00		Medicare expenditure for all employees
10-2150-220	MEDICAL INSURANCE	36,604.76	33,212.00	38,500.00		

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Account	Description	2013 Est. YTD	2013 Budget	2014 Tentative Budget	FTE	Notes
10-2150-221	LIFE INSURANCE	824.98	800.00	900.00		
10-2150-314	CONTRACTED SERVICES	72,783.75	76,175.00	81,000.00		Contracted SLP/Private speech evaluations
10-2150-392	SERVICE AGREEMENTS	-	2,400.00	2,500.00		Insurance for hearing units
10-2150-410	SUPPLIES	1,114.17	3,000.00	4,500.00		New tests...one time increase to \$4,500
10-2150-640	DUES AND FEES	1,186.00	1,000.00	1,000.00		
10-2150-700	NON-CAPITALIZED EQUIPMENT	-	3,000.00	3,000.00		Reserved for if-needed hearing equipment
	2150 - PSYCHOLOGICAL SERVICES Total	393,118.46	401,657.00	432,100.00	3.90	
10-2190-113	EXTRA DUTY STIPENDS - CERT.	3,407.28	8,000.00	8,400.00		
10-2190-114	EXTRA DUTY STIPENDS - CLASSF'D	3,486.00	6,500.00	6,900.00		
10-2190-211	TRS	353.52	700.00	200.00		Teacher's portion of TRS no longer booked as a benefit
50-2190-212	IMRF	-	830.00	900.00		Expenditures to pension for IMRF Employees
50-2190-213	SOC. SECURITY	211.59	410.00	500.00		Social Security expenditure for non-certified employees
50-2190-214	MEDICARE	52.81	220.00	500.00		Medicare expenditure for all employees
10-2190-390	OTHER PURCHASED SERVICES	-	1,000.00	1,000.00		
10-2190-410	SUPPLIES	498.72	3,000.00	2,500.00		
	2190 - AFTER SCHOOL ACTIVITIES Total	8,009.92	20,660.00	20,900.00	0.00	
10-2192-113	TEACHER STIPENDS - OUTDOOR ED	16,639.97	15,000.00	15,800.00		Offsetting revenue for majority of the costs
10-2192-115	SALARIES - ASSOCIATES	2,976.00	2,800.00	3,000.00		
10-2192-211	TRS	1,067.07	1,200.00	300.00		Teacher's portion of TRS no longer booked as a benefit
10-2192-390	OTHER PURCHASED SERVICES - DW	39,503.80	35,000.00	25,000.00		Outdoor Ed
10-2192-390-1	OTHER PURCHASED SERVICES - HD	-	-	15,000.00		Outdoor Ed
10-2192-410	SUPPLIES	2,622.61	4,000.00	4,000.00		
	2192 - OUTDOOR ED Total	62,809.45	58,000.00	63,100.00	0.00	
10-2210-110	SALARIES - ASST SUPT C&I	156,848.03	155,500.00	206,300.00	1.50	Added 0.5 FTE for additional curriculum administrator
10-2210-113	WORKSHOP STIENDS - CERT.	74,863.46	90,000.00	94,500.00		
10-2210-113-1	EXTRA DUTY STIPENDS - CURRICUL	91,040.87	82,900.00	87,100.00		
10-2210-113-2	NATIONAL BOARDS STIPEND	42,918.97	62,000.00	50,000.00		
10-2210-115	SALARIES - ADMIN ASST.	52,275.00	52,275.00	53,600.00	1.00	
10-2210-115-1	SALARIES - RIVERSHIRE COORD.	7,246.27	10,000.00	11,300.00	0.42	
10-2210-122	SALARIES - SUBSTITUTES	28,237.53	20,000.00	25,000.00		
10-2210-123	SALARIES - SUBS CLASSIFIED	315.00	-	-		
10-2210-211	TRS	323,776.35	324,637.00	29,200.00		Teacher's portion of TRS no longer booked as a benefit
50-2210-212	IMRF	6,605.85	7,890.00	8,500.00		Expenditures to pension for IMRF Employees
50-2210-213	SOC. SECURITY	5,499.35	3,870.00	4,100.00		Social Security expenditure for non-certified employees
50-2210-214	MEDICARE	5,927.77	3,170.00	7,700.00		Medicare expenditure for all employees
10-2210-220	MEDICAL INSURANCE	9,772.20	16,300.00	39,500.00		Includes provision for coverage change
10-2210-221	LIFE INSURANCE	572.39	700.00	1,100.00		
10-2210-225	RETIREE INSURANCE	25,936.32	20,260.00	30,700.00		
10-2210-230	TUITION REIMBURSEMENT	7,500.00	-	7,500.00		Was not budgeted last year
10-2210-312	PROFESSIONAL DEVELOPMENT	-	-	20,000.00		Split up previous years' 314 into Prof. Devel and Consultants
10-2210-312-4620	IDEA STAFF DEVELOPMENT	8,821.89	9,735.00	7,000.00		Based on federal IDEA grant
10-2210-314	CONSULTANTS/WORKSHOPS	67,675.34	60,000.00	25,000.00		Split to 312 and 314
10-2210-314-1	CURRICULUM/STUDENT PROGRAMS	23,420.40	31,500.00	23,300.00		PTO Budget
10-2210-332	TRAVEL	346.02	200.00	500.00		
10-2210-390-1	TITLE I PURCH. SERVICES	8,215.72	-	20,000.00		Title I based on Federal Grant
10-2210-390-2	TITLE II PURCH. SERVICES	22,197.05	20,440.00	24,000.00		Title II based on Federal Grant
10-2210-392	SERVICE AGREEMENTS	-	-	3,500.00		For software

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Account	Description	2013 Est. YTD	2013 Budget	2014 Tentative Budget	FTE	Notes
10-2210-410	SUPPLIES - GENERAL	32,445.65	45,000.00	35,000.00		
10-2210-420	TEXTBOOKS	87,828.91	90,000.00	180,000.00		Prior year was 1-time reduction
10-2210-490	OTHER SUPPLIES	2,388.48	8,000.00	6,000.00		ELM, ELL, and Rivershire Supplies
10-2210-490-1	OTHER SUPPLIES - PTO	9,264.58	18,350.00	10,000.00		PTO Budget
10-2210-491	TITLE I SUPPLIES	14,245.47	33,575.00	35,000.00		Based on Federal Grant
10-2210-492	TITLE II SUPPLIES	2,929.68	3,000.00	3,000.00		Based on Federal Grant
10-2210-493	TITLE IV SUPPLIES	-	1,360.00	-		Title IV no longer funded
10-2210-640	DUES AND FEES	2,033.00	3,500.00	2,500.00		
10-2210-700	NON-CAPITALIZED EQUIPMENT	1,282.00	3,000.00	1,300.00		
	2210 - IMPROV INSTUCT SERVICES Total	1,122,429.55	1,177,162.00	1,052,200.00	2.92	
10-2215-113	GRANT TEACHER STIPENDS	-	3,000.00	3,200.00		For use if private grants awarded for stipend
10-2215-211	TRS	-	285.00	500.00		Teacher's portion of TRS no longer booked as a benefit
10-2215-390	OTHER PURCHASED SERVICES	3,676.14	1,000.00	4,000.00		Private grant-based
10-2215-410	SUPPLIES	33,254.08	14,000.00	20,000.00		Private grant-based
10-2215-500	CAPITAL OUTLAY	2,599.95	-	-		No anticipated capital purchases
10-2215-700	NON-CAPITALIZED EQUIPMENT	1,666.00	-	-		
	2215 - MISC. GRANTS Total	41,196.17	18,285.00	27,700.00	0.00	
10-2220-112	SALARIES - TEACHERS (MEDIA)	251,792.49	259,750.00	296,600.00	3.00	
10-2220-115	SALARIES - LIBRARY ASSOCIATE	61,143.24	47,500.00	72,800.00	3.75	
10-2220-211	TRS	24,980.50	30,250.00	3,900.00		Teacher's portion of TRS no longer booked as a benefit
50-2220-212	IMRF	8,644.25	6,020.00	9,500.00		Expenditures to pension for IMRF Employees
50-2220-213	SOC. SECURITY	4,402.17	2,950.00	4,600.00		Social Security expenditure for non-certified employees
50-2220-214	MEDICARE	3,491.86	4,850.00	5,400.00		Medicare expenditure for all employees
10-2220-220	MEDICAL INSURANCE	69,873.88	75,000.00	89,200.00		
10-2220-221	LIFE INSURANCE	925.46	1,100.00	1,100.00		
10-2220-225	RETIREE INSURANCE	3,647.36	4,100.00	4,300.00		
10-2220-392	SERVICE AGREEMENTS	5,398.74	5,500.00	5,500.00		Follett Annual Agreement
10-2220-410	SUPPLIES - GENERAL	3,809.14	4,300.00	4,300.00		
10-2220-430	LIBRARY BOOKS	30,493.63	30,000.00	30,000.00		
10-2220-440	PERIODICALS	8,469.60	8,000.00	8,000.00		
10-2220-490	PROFESSIONAL LIBRARY	1,853.90	2,000.00	2,000.00		
10-2220-640	DUES AND FEES	20.00	240.00	200.00		
10-2220-800	RETIREMENT BENEFITS	-	30,000.00	-		Based on current retirees
	2220 - EDUCATIONAL MEDIA SERVICES Total	478,946.22	511,560.00	537,400.00	6.75	
10-2310-312	PROFESSIONAL DEVELOPMENT	6,820.11	8,000.00	8,000.00		
10-2310-317	AUDITING SERVICES	17,133.45	19,500.00	18,000.00		
10-2310-318	LEGAL SERVICES	29,469.87	45,000.00	40,000.00		Continuing negotiations
10-2310-319	ARCHITECTURAL SERVICES	-	-	50,000.00		For Long-Term Master Facilities Plan
10-2310-332	TRAVEL	75.97	400.00	300.00		
10-2310-392	SERVICE AGREEMENT	127,457.41	140,000.00	140,000.00		Includes multitude of board services - PMA/PRESS/FBI/Etc
10-2310-410	SUPPLIES	16,765.87	11,000.00	15,000.00		
10-2310-500	CAPITAL OUTLAY	-	2,000.00	-		No anticipated capital purchases
10-2310-640	DUES AND FEES	8,406.00	11,800.00	11,000.00		
10-2310-690	TREASURERS BOND	4,277.00	4,230.00	4,300.00		
10-2310-700	NON-CAPITALIZED EQUIPMENT	-	2,500.00	-		
	2310 - BOARD OF EDUCATION SERVICES Total	210,405.68	244,430.00	286,600.00	0.00	
10-2320-110	SALARIES - SUPERINTENDENT	186,425.31	192,550.00	191,300.00	1.00	

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Account	Description	2013 Est. YTD	2013 Budget	2014 Tentative Budget	FTE	Notes
10-2320-115	SALARIES - ADMIN ASST.	64,575.00	64,575.00	66,200.00	1.00	
10-2320-211	TRS	23,534.70	20,545.00	23,900.00		Teacher's portion of TRS no longer booked as a benefit
50-2320-212	IMRF	8,136.42	8,180.00	8,700.00		Expenditures to pension for IMRF Employees
50-2320-213	SOC. SECURITY	4,920.82	4,010.00	4,200.00		Social Security expenditure for non-certified employees
50-2320-214	MEDICARE	2,930.31	3,780.00	3,800.00		Medicare expenditure for all employees
10-2320-220	MEDICAL INSURANCE	21,259.28	16,300.00	22,600.00		
10-2320-221	LIFE INSURANCE	764.48	1,450.00	800.00		
10-2320-225	RETIREE INSURANCE	42,109.82	26,535.00	49,000.00		Retired Superintendent Ins
10-2320-312	PROFESSIONAL DEVELOPMENT	3,137.35	8,000.00	7,000.00		
10-2320-332	TRAVEL	3,249.41	3,000.00	3,000.00		per contract
10-2320-410	SUPPLIES	813.45	900.00	1,000.00		
10-2320-640	DUES AND FEES	920.00	3,750.00	3,500.00		
10-2320-700	NON-CAPITALIZED EQUIPMENT	640.00	1,500.00	-		
	2320 - EXECUTIVE ADMIN SERVICES Total	363,416.35	355,075.00	385,000.00	2.00	
10-2330-110	SALARIES - SPEC ED ADMIN	235,058.19	231,115.00	239,900.00	2.00	
10-2330-115	SALARIES - ADMIN ASST.	50,225.00	50,225.00	51,500.00	1.00	
10-2330-211	TRS	24,997.90	24,660.00	30,000.00		Teacher's portion of TRS no longer booked as a benefit
50-2330-212	IMRF	6,328.40	6,360.00	6,700.00		Expenditures to pension for IMRF Employees
50-2330-213	SOC. SECURITY	3,384.24	3,120.00	3,200.00		Social Security expenditure for non-certified employees
50-2330-214	MEDICARE	3,680.42	4,090.00	4,300.00		Medicare expenditure for all employees
10-2330-220	MEDICAL INSURANCE	25,872.81	38,800.00	30,600.00		
10-2330-221	LIFE INSURANCE	1,003.24	970.00	1,200.00		
10-2330-225	RETIREE INSURANCE	19,998.22	4,100.00	25,300.00		
10-2330-230	TUITION REIMBURSEMENT	-	3,000.00	5,000.00		
10-2330-312	PROFESSIONAL DEVELOPMENT	-	-	8,000.00		Professional Development never budgeted
10-2330-332	TRAVEL	227.02	200.00	500.00		
10-2330-410	SUPPLIES	1,627.57	1,500.00	1,500.00		
10-2330-640	DUES AND FEES	585.00	500.00	2,000.00		Dues for Admin Prof. Memberships
	2330 - STUDENT SERVICES ADMIN Total	372,988.01	368,640.00	409,700.00	3.00	
10-2360-380	FSA ADMIN FEES	4,069.00	4,000.00	4,100.00		
10-2360-381	PROPERTY/CASUALTY INSURANCE	17,942.00	17,945.00	13,800.00		
10-2360-382	WORKERS' COMPENSATION	144,883.00	144,770.00	56,200.00		
10-2360-383	UNEMPLOYMENT INSURANCE	8,757.76	10,000.00	10,000.00		
	2360 - TORT IMMUNITY Total	175,651.76	176,715.00	84,100.00	0.00	
10-2410-110	SALARIES - PRINCIPALS/ASST	485,495.53	501,735.00	501,000.00	4.00	
10-2410-115	SALARIES - SECRETARY	315,176.64	312,460.00	324,400.00	7.34	
10-2410-211	TRS	54,345.90	47,165.00	62,600.00		Teacher's portion of TRS no longer booked as a benefit
50-2410-212	IMRF	40,105.47	39,560.00	42,200.00		Expenditures to pension for IMRF Employees
50-2410-213	SOC. SECURITY	23,071.36	19,380.00	20,200.00		Social Security expenditure for non-certified employees
50-2410-214	MEDICARE	7,687.08	11,820.00	12,000.00		Medicare expenditure for all employees
10-2410-220	MEDICAL INSURANCE	100,459.34	125,850.00	106,800.00		
10-2410-221	LIFE INSURANCE	2,233.93	2,450.00	2,600.00		
10-2410-225	RETIREE INSURANCE	3,883.50	6,800.00	4,300.00		
10-2410-312	PROFESSIONAL DEVELOPMENT	885.00	10,000.00	10,000.00		
10-2410-325	RENTAL-COPY EQUIPMENT	843.88	15,500.00	5,000.00		
10-2410-332	TRAVEL	91.27	400.00	300.00		
10-2410-410-1	SUPPLIES - SP	3,241.81	3,300.00	3,300.00		

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Account	Description	2013	2013	2014	FTE	Notes
		Est. YTD	Budget	Tentative Budget		
10-2410-410-2	SUPPLIES - HD	3,163.73	2,700.00	3,500.00		
10-2410-410-3	SUPPLIES - DW	6,860.47	6,300.00	8,000.00		
10-2410-640	DUES AND FEES	1,137.50	2,000.00	1,800.00		
	2410 - OFFICE OF PRINCIPAL SERVICES Total	1,048,682.41	1,107,420.00	1,108,000.00	11.34	
10-2510-110	SALARIES - ASST SUPT BUSINESS	180,113.08	176,500.00	159,300.00	1.00	
10-2510-211	TRS	17,293.39	15,300.00	19,900.00		Teacher's portion of TRS no longer booked as a benefit
50-2510-212	IMRF	3,820.11	3,290.00	-		Expenditures to pension for IMRF Employees
50-2510-213	SOC. SECURITY	2,285.72	3,220.00	-		Social Security expenditure for non-certified employees
50-2510-214	MEDICARE	2,289.26	2,560.00	2,400.00		Medicare expenditure for all employees
10-2510-220	MEDICAL INSURANCE	17,366.41	15,000.00	22,200.00		
10-2510-221	LIFE INSURANCE	449.60	300.00	600.00		
10-2510-225	RETIREE INSURANCE	11,231.53	9,170.00	9,600.00		
10-2510-312	PROFESSIONAL DEVELOPMENT	2,538.48	3,200.00	6,000.00		National Conference & Leadership Institute
10-2510-332	TRAVEL	174.47	100.00	300.00		
10-2510-640	DUES AND FEES	951.00	1,200.00	1,200.00		
	2510 - DIRECTION OF BUSINESS SERVICES Total	238,513.05	229,840.00	221,500.00	1.00	
10-2520-115	SALARIES - ASSOCIATES	239,493.15	313,155.00	265,100.00	3.85	Provision for additional 0.5FTE for Business Office if needed
50-2520-212	IMRF	29,923.96	39,650.00	27,700.00		Expenditures to pension for IMRF Employees
50-2520-213	SOC. SECURITY	17,208.26	19,420.00	13,300.00		Social Security expenditure for non-certified employees
50-2520-214	MEDICARE	-	4,550.00	3,100.00		Medicare expenditure for all employees
10-2520-220	MEDICAL INSURANCE	31,262.32	45,280.00	30,400.00		
10-2520-221	LIFE INSURANCE	189.91	200.00	300.00		
10-2520-225	RETIREE INSURANCE	-	-	4,100.00		New retiree FY14
10-2520-312	PROFESSIONAL DEVELOPMENT	-	-	2,000.00		Provide training/development
10-2520-316	FISCAL SERVICES	10,729.42	15,200.00	15,200.00		Transactional Fees
10-2520-325	RENTAL OF COPY EQUIPMENT	1,674.59	15,500.00	5,000.00		
10-2520-342	POSTAGE	11,919.14	18,000.00	15,000.00		District-wide postage
10-2520-360	PRINTING SERVICES	12,872.68	20,000.00	17,500.00		
10-2520-392	SERVICE AGREEMENTS	43,786.78	48,000.00	88,000.00		Added service agreement for new copiers
10-2520-410	SUPPLIES	5,454.78	7,000.00	7,000.00		
10-2520-412	PAPER - DUPLICATING	31,960.62	34,000.00	34,000.00		District-wide copy paper
10-2520-640	DUES AND FEES	-	-	300.00		Membership Dues never budgeted
10-2520-700	NON-CAPITALIZED EQUIPMENT	1,176.99	2,000.00	-		
	2520 - FISCAL SERVICES Total	437,652.60	581,955.00	528,000.00	3.85	
60-2530-530	BUILDING IMPROVEMENTS	-	3,000.00	-		
60-2530-530-1	SPRAGUE IMPROV PROJ PHASE 1	3,441,594.93	3,278,400.00	-		Phase 1 Complete
60-2530-530-2	SPRAGUE IMPROV PROJ PHASE 2	42,036.88	20,000.00	1,810,000.00		
60-2530-530-3	HD IMPROV PROJ PHASE 1	-	-	50,000.00		Provision for Summer 2014 prelim costs
60-2530-540-1	SITE - ATHLETIC FIELDS	27,941.47	41,410.00	-		
60-2530-540-2	SITE - SP PLAYGROUND	-	-	510,000.00		
	2530 - FACILITIES CONSTRUCTION Total	3,511,573.28	3,342,810.00	2,370,000.00	0.00	
20-2540-110	SALARIES - DIR FACILITIES	107,295.34	102,652.00	105,100.00	1.00	
20-2540-115	SALARIES - CUSTODIANS	688,634.45	723,982.00	674,600.00	14.00	
20-2540-115-1	SALARIES - SUMMER HELP	31,996.70	35,000.00	35,000.00		
20-2540-115-2	SALARIES - CROSSING GUARDS	9,469.33	20,450.00	20,000.00	1.04	
20-2540-139	OVERTIME	35,327.95	25,000.00	30,000.00		Majority of overtime due to facility rentals
50-2540-212	IMRF	105,177.09	114,860.00	117,200.00		Expenditures to pension for IMRF Employees

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Account	Description	2013 Est. YTD	2013 Budget	2014 Tentative Budget	FTE	Notes
50-2540-213	SOC. SECURITY	66,450.80	56,250.00	55,200.00		Social Security expenditure for non-certified employees
50-2540-214	MEDICARE	-	13,170.00	12,900.00		Medicare expenditure for all employees
20-2540-220	MEDICAL INSURANCE	130,454.64	131,420.00	149,100.00		
20-2540-221	LIFE INSURANCE	866.70	850.00	1,300.00		
20-2540-225	RETIREE INSURANCE	9,900.00	9,900.00	28,800.00		Additional retirees
20-2540-312	PROFESSIONAL DEVELOPMENT	-	-	4,000.00		Professional Development never budgeted
10-2540-319	REPAIR SERVICES	2,600.00	15,000.00	12,000.00		
20-2540-319	REPAIR SERVICES	9,680.62	15,000.00	15,000.00		Equipment repairs
20-2540-319-1	ENGINEERING SERVICES	2,105.80	60,000.00	-		Was 1-year increase for playground engineering
10-2540-321	SANITATION SERVICES	17,855.97	24,000.00	21,000.00		
20-2540-322	SNOW REMOVAL	2,830.00	8,500.00	6,000.00		
20-2540-329	PROPERTY UPKEEP SERVICES	188,619.35	198,400.00	200,000.00		Multitude of facility services
10-2540-341	TELEPHONE	120,286.93	133,000.00	128,000.00		
20-2540-341	CELL PHONE EXPENSE	1,552.51	1,560.00	1,600.00		
10-2540-370	WATER/SEWER	21,942.78	26,000.00	25,000.00		
20-2540-381	PROPERTY/CASUALTY INSURANCE	35,321.00	35,320.00	27,600.00		
20-2540-382	WORKERS' COMPENSATION	-	-	56,200.00		
20-2540-383	UNEMPLOYMENT INSURANCE	-	-	-		
10-2540-392	SERVICE AGREEMENTS	5,699.07	15,000.00	11,000.00		
20-2540-410-1	CUSTODIAL SUPPLIES	55,865.16	60,000.00	60,000.00		
20-2540-410-2	BUILDING SUPPLIES	30,795.32	35,000.00	35,000.00		
20-2540-410-3	GROUNDS SUPPLIES	14,889.25	15,000.00	15,000.00		
20-2540-410-4	UNIFORM EXPENSE	-	2,000.00	2,000.00		
20-2540-464	FUEL	5,213.99	9,000.00	6,500.00		
10-2540-465	NATURAL GAS	75,203.10	62,000.00	85,000.00		Gas previously historically low, prices going back up
10-2540-466	ELECTRICITY	199,020.06	190,000.00	203,000.00		
20-2540-500	CAPITAL OUTLAY	424,348.79	500,000.00	623,000.00		See attached list
20-2540-640	DUES AND FEES	-	-	500.00		Membership Dues never budgeted
20-2540-700	NON-CAPITALIZED EQUIPMENT	4,328.10	1,200.00	1,000.00		
	2540 - FACILITIES SERVICES Total	2,403,730.80	2,639,514.00	2,767,600.00	16.04	
40-2550-110	SALARIES - DIR OF TRANS	104,460.29	99,960.00	105,600.00	1.00	
40-2550-115	SALARIES - BUS DRIVERS REG ED	553,330.98	554,556.00	572,600.00	21.00	
40-2550-115-1	SALARIES - BUS DRIVER SPEC ED	206,091.44	201,866.00	200,000.00	7.00	
40-2550-115-2	SALARIES - SPEC ED BUS AIDES	13,256.58	25,000.00	13,600.00	0.50	
40-2550-210	IMRF/SOC SEC/MEDICARE	10,600.75	20,310.00	27,000.00		Needs to book to Trans Fund for State Transportation Claim
50-2550-212	IMRF	107,331.14	98,930.00	106,500.00		Expenditures to pension for IMRF Employees
50-2550-213	SOC. SECURITY	63,499.35	48,450.00	50,800.00		Social Security expenditure for non-certified employees
50-2550-214	MEDICARE	-	11,340.00	11,900.00		Medicare expenditure for all employees
40-2550-220	MEDICAL INSURANCE	255,718.47	245,846.00	275,600.00		
40-2550-221	LIFE INSURANCE	1,406.57	1,350.00	2,000.00		
40-2550-312	PROFESSIONAL DEVELOPMENT	-	-	4,000.00		Professional Development never budgeted
40-2550-319	REPAIR SERVICES	46,806.00	46,000.00	40,000.00		Regular Repairs
40-2550-325	BUS LEASE	237,278.00	230,350.00	240,000.00		28-Bus Fleet
40-2550-325-1	COPIER LEASE	-	1,020.00	-		
40-2550-329	PROPERTY UPKEEP SERVICES	54,574.27	13,500.00	40,000.00		Previous budget had no provision for major accident repairs.
40-2550-331	SPEC ED TRANS SERVICES	52,578.40	30,000.00	45,000.00		Previously underbudgeted
40-2550-339	PAID STUDENT TRIPS/ATHLETIC	137.50	-	500.00		

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Account	Description	2013 Est. YTD	2013 Budget	2014 Tentative Budget	FTE	Notes
40-2550-341	CELL PHONE EXPENSE	965.26	1,380.00	1,200.00		
40-2550-381	PROPERTY/CASUALTY INSURANCE	35,540.00	35,540.00	27,600.00		
40-2550-382	WORKERS' COMPENSATION	-	-	56,200.00		
40-2550-383	UNEMPLOYMENT INSURANCE	-	-	-		
40-2550-390	OTHER PURCHASED SERVICES	-	-	5,800.00		Refresher courses for drivers moved from 640
40-2550-392	SERVICE AGREEMENTS	-	-	17,000.00		New Versatrans Software/Maps & GPS Monitoring
40-2550-410	SUPPLIES - GENERAL	5,690.89	3,600.00	4,000.00		
40-2550-464	FUEL	141,423.07	150,000.00	150,000.00		
40-2550-490	OTHER SUPPLIES - EQUIPMENT	5,234.82	5,000.00	5,000.00		
40-2550-640	DUES AND FEES	3,796.94	3,500.00	300.00		Bus driver permits
40-2550-700	NON-CAPITALIZED EQUIPMENT	5,000.00	5,000.00	30,000.00		For GPS Hardware
	2550 - TRANSPORTATION SERVICES Total	1,904,720.72	1,832,498.00	2,032,200.00	29.50	
40-2551-115	SUMMER SCHOOL DRVRS REG ED	20,190.25	17,087.00	20,000.00		
40-2551-115-1	SUMMER SCHOOL DRVRS SPEC ED	10,478.50	9,558.00	10,000.00		
40-2551-115-2	SUMMER SCHOOL BUS AIDE	492.00	2,400.00	2,500.00		
50-2551-212	IMRF	1,610.36	3,680.00	-		Expenditures to pension for IMRF Employees
50-2551-213	SOC. SECURITY	970.27	1,810.00	-		Social Security expenditure for non-certified employees
50-2551-214	MEDICARE	-	430.00	-		Medicare expenditure for all employees
	2551 - SUMMER SCHOOL TRANSPORT. Total	33,741.38	34,965.00	32,500.00	0.00	
10-2560-115	SALARIES - FOOD SERVICE	40,676.63	40,525.00	47,200.00	1.75	District employees working with Quest
50-2560-212	IMRF	5,262.76	4,870.00	6,200.00		Expenditures to pension for IMRF Employees
50-2560-213	SOC. SECURITY	2,958.09	2,520.00	3,000.00		Social Security expenditure for non-certified employees
50-2560-214	MEDICARE	-	590.00	700.00		Medicare expenditure for all employees
10-2560-220	MEDICAL INSURANCE	20,007.51	15,850.00	19,600.00		
10-2560-221	LIFE INSURANCE	75.46	200.00	100.00		
10-2560-315	FOOD SERVICE VENDORS	(12.00)	-	-		No More budget
10-2560-410	SUPPLIES-LUNCH	421.64	6,200.00	1,000.00		
10-2560-500	CAPITAL OUTLAY	45,000.00	45,000.00	-		Equipment last year was for one-time setups
10-2560-700	NON-CAPITALIZED EQUIPMENT	933.41	950.00	-		
	2560 - FOOD SERVICE Total	115,323.50	116,705.00	77,800.00	1.75	
10-2630-115	SALARY - COMMUNICATIONS COORD	62,320.00	62,320.00	63,900.00	0.75	
50-2630-212	IMRF	7,852.32	7,890.00	8,400.00		Expenditures to pension for IMRF Employees
50-2630-213	SOC. SECURITY	4,767.52	3,870.00	4,000.00		Social Security expenditure for non-certified employees
50-2630-214	MEDICARE	-	910.00	1,000.00		Medicare expenditure for all employees
10-2630-220	MEDICAL INSURANCE	-	-	-		
10-2630-221	LIFE INSURANCE	48.72	50.00	100.00		
10-2630-312	PROFESSIONAL DEVELOPMENT	-	-	1,000.00		Provide training/development
10-2630-332	TRAVEL	-	-	100.00		
10-2630-410	SUPPLIES	88.24	100.00	100.00		
10-2630-640	DUES AND FEES	-	-	200.00		Membership Dues never budgeted
	2630 - INFORMATION SERVICES Total	75,076.80	75,140.00	78,800.00	0.75	
10-2660-110	SALARIES - DIR OF TECHNOLOGY	113,701.71	114,155.00	116,900.00	1.00	
10-2660-112	SALARIES - TEACHERS (TECH)	250,397.78	241,855.00	450,500.00	5.00	Added 2 FTE Tech Integration Specialists
10-2660-115	SALARIES - ASSOCIATES	154,056.53	158,885.00	125,700.00	4.60	Reduced 1 FTE by Attrition
10-2660-211	TRS	41,506.73	40,000.00	20,500.00		Teacher's portion of TRS no longer booked as a benefit
50-2660-212	IMRF	19,770.01	20,120.00	16,400.00		Expenditures to pension for IMRF Employees
50-2660-213	SOC. SECURITY	11,483.22	9,860.00	7,800.00		Social Security expenditure for non-certified employees

EXPENDITURES

Account	Description	2013 Est. YTD	2013 Budget	2014 Tentative Budget	FTE	Notes
50-2660-214	MEDICARE	3,991.80	7,850.00	10,100.00		Medicare expenditure for all employees
10-2660-220	MEDICAL INSURANCE	134,320.64	108,050.00	151,200.00		Pr yr underbudgeted
10-2660-221	LIFE INSURANCE	1,479.34	1,450.00	2,200.00		
10-2660-312	PROFESSIONAL DEVELOPMENT	5,935.00	6,000.00	9,000.00		Professional Development never budgeted
10-2660-319	REPAIR SERVICES	16,297.34	10,000.00	15,000.00		More computers/devices will lead to more repairs
10-2660-325	APPLE LEASE	-	-	166,000.00		1st of 3-year Apple Lease
10-2660-332	TRAVEL	532.96	350.00	400.00		
10-2660-392	SERVICE AGREEMENTS	37,474.88	30,000.00	58,000.00		Google/Honeywell/Skyward/website/etc
10-2660-410	SUPPLIES - GENERAL	45,697.23	73,000.00	95,600.00		Chromebook&iPad mini pilots/software/etc
10-2660-414	SUPPLIES - STUDENT PAID	36,934.90	25,600.00	27,200.00		Toner from tech fee
10-2660-500	CAPITAL OUTLAY	194,285.78	10,000.00	19,000.00		3 SMART Boards
10-2660-640	DUES AND FEES	-	-	300.00		Membership Dues never budgeted
10-2660-700	NON-CAPITALIZED EQUIPMENT	192,192.22	365,000.00	146,500.00		Expanding iPads/networking equipment/3D Printer
	2660 - TECHNOLOGY SERVICES Total	1,260,058.07	1,222,175.00	1,438,300.00	10.60	
10-2690-220	MEDICAL INSURANCE	3,966.65	-	-		District acct for misc. medical insurance
10-2690-221	LIFE INSURANCE	14,416.27	-	-		District acct for misc. life insurance
	2690 - OTHER SERVICES Total	18,382.92	-	-	0.00	
10-3500-115	SALARIES - 103 CLUB	216,011.38	231,250.00	237,100.00	7.25	Includes 16 bodies
10-3500-139	OVERTIME	-	2,000.00	-		No overtime for 103 Club
50-3500-212	IMRF	19,588.45	19,000.00	21,300.00		Expenditures to pension for IMRF Employees
50-3500-213	SOC. SECURITY	15,657.87	9,310.00	14,700.00		Social Security expenditure for non-certified employees
50-3500-214	MEDICARE	0.44	2,180.00	3,500.00		Medicare expenditure for all employees
10-3500-220	MEDICAL INSURANCE	48,289.75	45,300.00	50,400.00		
10-3500-221	LIFE INSURANCE	209.09	250.00	200.00		
10-3500-230	TUITION REIMBURSEMENT	1,330.25	1,200.00	1,200.00		
10-3500-341	TELEPHONE D103 CLUB	800.51	1,200.00	1,200.00		
10-3500-390	OTHER PURCHASED SERVICES	10,015.13	13,000.00	11,500.00		Field trips
10-3500-410	SUPPLIES	23,441.66	19,800.00	20,000.00		
10-3500-700	NON-CAPITALIZED EQUIPMENT	-	1,000.00	-		
	3500 - CHILD CARE SERVICES Total	335,344.53	345,490.00	361,100.00	7.25	
50-4120-212	SEDOL IMRF	39,943.00	39,945.00	46,700.00		
10-4120-314	CONTRACTED SERVICES	-	-	22,000.00		Changed from Other Object code to 314
10-4120-690	SEDOL SPECIAL ASSESSMENTS	81,887.76	168,000.00	60,000.00		Reduced based on anticipated need
	4120 - PAYMENTS FOR SPEC. ED PROGRAMS Total	121,830.76	207,945.00	128,700.00	0.00	
10-4220-670	OTHER - TUITION	269,863.13	365,000.00	400,000.00		Based on anticipated need
	4220 - TUITION FOR SPECIAL ED PROG. Total	269,863.13	365,000.00	400,000.00	0.00	
30-5220-620	GO BONDS INTEREST	131,656.25	137,150.00	128,000.00		Prior yrs included Capital Leases
	5220 - INT - GENERAL OBLIGATION BONDS Total	131,656.25	137,150.00	128,000.00	0.00	
30-5270-620	CAPITAL LEASES INTEREST	-	-	2,200.00		New acct for Capital Leases
	5270 - INT - CAPITAL LEASES Total	-	-	2,200.00	0.00	
30-5290-620	DEBT CERTIFICATES INTEREST	106,035.00	106,035.00	102,100.00		
	5290 - INT - OTHER DEBT Total	106,035.00	106,035.00	102,100.00	0.00	
30-5320-610	GO BONDS PRINCIPAL	280,834.85	252,920.00	205,000.00		Prior yrs included Capital Leases
	5320 - PRINC - GENERAL OBLIGATION BONDS Total	280,834.85	252,920.00	205,000.00	0.00	
30-5360-610	OTHER BONDS - SEDOL	86,292.86	82,025.00	81,000.00		
	5360 - PRINC - OTHER BONDS Total	86,292.86	82,025.00	81,000.00	0.00	
30-5370-610	CAPITAL LEASES PRINCIPAL	-	-	32,000.00		New acct for Capital Leases

EXPENDITURES

Account	Description	2013 Est. YTD	2013 Budget	2014 Tentative Budget	FTE	Notes
	5370 - PRINC - CAPITAL LEASES Total	-	-	32,000.00	0.00	
30-5390-610	DEBT CERTIFICATES PRINCIPAL	100,000.00	100,000.00	120,000.00		
	5390 - PRINC - OTHER DEBT Total	100,000.00	100,000.00	120,000.00	0.00	
30-5400-319	SERVICE CHARGE/FEES	800.00	1,200.00	1,200.00		Management fees for outstanding debt
	5400 - LONG TERM DEBT SERVICES Total	800.00	1,200.00	1,200.00	0.00	
10-6000-690	PROVISION FOR CONTINGENCIES	-	-	150,000.00		Blanket provision for contingencies; roughly 0.5% of budget
	6000 - PROVISION FOR CONTINGENCIES Total	-	-	150,000.00	0.00	
	Grand Total	30,151,345.90	31,123,037.00	30,984,000.00	279.32	

OTHER SOURCES

OTHER SOURCES		2013	2013	2014	
Account	Description	Est. YTD	Budget	Tentative Budget	Notes
10-3998	REV FOR "ON BEHALF" PAYMENTS	3,000,000.00	3,000,000.00	3,000,000.00	Theoretical Receipts for State "On Behalf" TRS
20-7120	TRANSFER FUND 70 INTEREST	100,000.00	-	120,000.00	Transfer in
20-7130	TRANSFER AMONG FUNDS	370.00	500,000.00	370.00	Transfer in
20-7140	TRANSFER INTEREST	106,040.00	-	102,020.00	Transfer in
30-7410	TAXES PAY PRINCIPAL CAP LEASE	55,780.00	55,780.00	31,940.00	Transfer in
30-7510	TAXES PAY INTEREST CAP LEASE	82,025.00	4,245.00	81,000.00	Transfer in
30-7990	OTHER SOURCES - SEDOL BONDS	1,630,000.00	82,025.00	1,370,000.00	Transfer in
30-7991	OTHER SOURCES - DEBT CERT PRIN	4,245.00	100,000.00	2,188.00	Transfer in
30-7992	OTHER SOURCES - DEBT CERT INT	3,424,124.72	106,040.00	2,320,000.00	Transfer in
60-7840	FUND BAL TRANS CAP PROJ	500,000.00	3,260,000.00	600,000.00	Transfer in
		8,902,584.72	7,108,090.00	7,627,518.00	

OTHER USES

		2013	2013	2014	
				Tentative	
Account	Description	Est. YTD	Budget	Budget	Notes
10-4180-216	EXP FOR "ON BEHALF" PAYMENTS	3,000,000.00	3,000,000.00	3,000,000.00	Theoretical State "On Behalf" TRS Payment
10-8130-660	FUND BAL TRANSF O&M	1,630,000.00	1,630,000.00	1,370,000.00	Transfer to O&M for aide in Transfer to Cap. Proj
10-8410-660	TAXES PAY PRINCIPAL CAP LEASE	55,780.00	55,780.00	31,940.00	Transfer to Debt Service Fund for Capital Leases
10-8510-660	TAXES PAY INTEREST CAP LEASE	4,245.00	4,245.00	2,188.00	Transfer to Debt Service Fund for Capital Leases
10-8990-660	TRANS TO DEBT SRV - SEDOL BOND	82,025.00	82,025.00	81,000.00	Transfer to Debt Service Fund for SEDOL Bonds
20-8840-660	FUND BAL TRANSF CAP PROJECTS	3,424,124.72	1,630,000.00	2,320,000.00	Transfer to Cap. Projects Fund to "pay cash"
20-8991-660	OTHER USES - DEBT CERT PRIN	100,000.00	100,000.00	120,000.00	Transfer to Debt Service Fund for Debt Certs
20-8992-660	OTHER USES - DEBT CERT INT	106,040.00	106,040.00	102,020.00	Transfer to Debt Service Fund for Debt Certs
30-8140-660	TRANSFER INTEREST	270.00	-	270.00	Transfer Fund 30 Interest to O&M Fund
40-8130-660	TRANSFER AMONG FUNDS	500,000.00	500,000.00	600,000.00	Transfer to O&M for aide in Transfer to Cap. Proj
70-8120-660	TRANSFER FUND 70 INTEREST	100.00	-	100.00	Transfer Working Cash Interest to O&M Fund
		8,902,584.72	7,108,090.00	7,627,518.00	

O&M Capital Outlay Break Out

300,000	Security Project
18,000	2nd EC classroom at Sprague
4,900	Painting at Half Day
7,450	Office Carpet at Half Day
50,000	Replacement of Gym floor at Half Day
12,000	Parking Lot Lighting at Half Day
22,000	Asbestos abatement, Half Day hallway
13,000	Carpeting, Half Day hallway
5,300	Paint DW gym
36,000	Replace carpet of 10 classrooms - DW
27,000	DW Library Chairs/tables
22,000	Reseal DW Parking lot
16,000	Repair DW Infield
35,000	DW other classroom preparations
25,000	Replacement of old Sprague van
29,350	Contingency for unexpected needs
<hr/>	
623,000	Total

ILLINOIS STATE BOARD OF EDUCATION
School Business Services Division

Accounting Basis:

Cash
 Accrual

SCHOOL DISTRICT BUDGET FORM *
July 1, 2013 - June 30, 2014

Balanced budget, no deficit
reduction plan is required.

Date of Amended Budget: _____
(MM/DD/YY)

District Name: Lincolnshire-Prarie View School District 103

District RCDT No: 34-049-1030-02

Budget of Lincolnshire-Prarie View School District 103, County of Lake,
State of Illinois, for the Fiscal Year beginning July 1, 2013 and ending June 30, 2014.

WHEREAS the Board of Education of Lincolnshire-Prarie View School District 103,
County of Lake, State of Illinois, caused to be prepared in tentative form a budget, and the Secretary
of this Board has made the same conveniently available to public inspection for at least thirty days prior to final action thereon;

AND WHEREAS a public hearing was held as to such budget on the 20th day of August, 20 12,
notice of said hearing was given at least thirty days prior thereto as required by law, and all other legal requirements have been complied with;

NOW, THEREFORE, Be it resolved by the Board of Education of said district as follows:
Section 1: That the fiscal year of this school district be and the same hereby is fixed and declared to be

beginning July 1, 2013 and ending June 30, 2014.

Section 2: That the following budget containing an estimate of amounts available in each Fund, separately, and expenditures from each
be and the same is hereby adopted as the budget of this school district for said fiscal year.

ADOPTION OF BUDGET

The budget shall be approved and signed below by members of the School Board. Adopted this 20th
day of August, 20 12 by a roll call vote of _____ Yeas, and _____ Nays, to wit:

MEMBERS VOTING YEA:	MEMBERS VOTING NAY:

* Based on the 23 Illinois Administrative Code-Part 100 and inconformity with Section 17-1 of the School Code.
(1) A certified copy of this document must be filed with the county clerk within 30 days of adoption as required
by Section 18-50 of the Property Tax Code (35 ILCS 200/18-50).
(2) Districts are required to submit the adopted/amended budget electronically to ISBE within 30 days of adoption or by October 31,
whichever comes first. Budgets are submitted to: www.isbe.net/sfms/budget/2014/budget.htm. The electronic version does
not require member signatures.

	A	B	C	D	E	F	G	H	I	J	K	L
1	<i>Begin entering data on EstRev 5-10 and EstExp 11-17 tabs.</i>		(10)	(20)	(30)	(40)	(50)	(60)	(70)	(80)	(90)	
2	Description	Acct #	Educational	Operations & Maintenance	Debt Service	Transportation	Municipal Retirement/ Social Security	Capital Projects	Working Cash	Tort	Fire Prevention & Safety	
3	ESTIMATED BEGINNING FUND BALANCE July 1, 2013 1		15,455,563	1,270,738	221,908	1,757,375	1,048,854	0	520,334	0	0	
4	RECEIPTS/REVENUES											
5	LOCAL SOURCES	1000	23,358,300	2,228,200	336,000	1,503,300	696,300	50,000	0	0	0	
6	FLOW-THROUGH RECEIPTS/REVENUES FROM ONE DISTRICT TO ANOTHER DISTRICT	2000										
7	STATE SOURCES	3000	628,500	370,000	0	470,000	0	0	0	0	0	
8	FEDERAL SOURCES	4000	221,900	0	0	0	0	0	0	0	0	
9	Total Direct Receipts/Revenues 8		24,208,700	2,598,200	336,000	1,973,300	696,300	50,000	0	0	0	
10	Receipts/Revenues for "On Behalf" Payments 2	3998	3,000,000									
11	Total Receipts/Revenues		27,208,700	2,598,200	336,000	1,973,300	696,300	50,000	0	0	0	
12	DISBURSEMENTS/EXPENDITURES											
13	INSTRUCTION	1000	13,918,400				349,300					
14	SUPPORT SERVICES	2000	8,005,400	2,097,300		1,895,500	636,800	2,370,000		0	0	
15	COMMUNITY SERVICES	3000	321,600	0		0	39,500					
16	PAYMENTS TO OTHER DISTRICTS & GOVT UNITS	4000	482,000	0	0	0	46,700	0			0	
17	DEBT SERVICES	5000	0	0	671,500	0	0			0	0	
18	PROVISION FOR CONTINGENCIES	6000	150,000	0	0	0	0	0		0	0	
19	Total Direct Disbursements/Expenditures 9		22,877,400	2,097,300	671,500	1,895,500	1,072,300	2,370,000		0	0	
20	Disbursements/Expenditures for "On Behalf" Payments 2	4180	3,000,000	0	0	0	0	0		0	0	
21	Total Disbursements/Expenditures		25,877,400	2,097,300	671,500	1,895,500	1,072,300	2,370,000		0	0	
22	Excess of Direct Receipts/Revenues Over (Under) Direct Disbursements/Expenditures		1,331,300	500,900	(335,500)	77,800	(376,000)	(2,320,000)	0	0	0	
23	OTHER SOURCES/USES OF FUNDS											
24	OTHER SOURCES OF FUNDS (7000)											
25	PERMANENT TRANSFER FROM VARIOUS FUNDS											
26	Abolishment the Working Cash Fund 16	7110										
27	Abatement of the Working Cash Fund 16	7110										
28	Transfer of Working Cash Fund Interest	7120		100								
29	Transfer Among Funds	7130		1,970,000								
30	Transfer of Interest	7140		270								
31	Transfer from Capital Projects Fund to O&M Fund	7150		0								
32	Transfer of Excess Fire Prev & Safety Tax & Interest 3 Proceeds to O&M Fund	7160		0								
33	Transfer of Excess Accumulated Fire Prev & Safety Bond and Int 3a Proceeds to Debt Service Fund	7170			0							
34	SALE OF BONDS (7200)											
35	Principal on Bonds Sold 4	7210										
36	Premium on Bonds Sold	7220										
37	Accrued Interest on Bonds Sold	7230										
38	Sale or Compensation for Fixed Assets 5	7300										
39	Transfer to Debt Service to Pay Principal on Capital Leases	7400			31,940							
40	Transfer to Debt Service Fund to Pay Interest on Capital Leases	7500			2,188							
41	Transfer to Debt Service Fund to Pay Principal on Revenue Bonds	7600			0							
42	Transfer to Debt Service Fund to Pay Interest on Revenue Bonds	7700			0							
43	Transfer to Capital Projects Fund	7800						2,320,000				
44	ISBE Loan Proceeds	7900		0								
45	Other Sources Not Classified Elsewhere	7990			303,020							
46	Total Other Sources of Funds 8		0	1,970,370	337,148	0	0	2,320,000	0	0	0	

	A	B	C	D	E	F	G	H	I	J	K	L
1	<i>Begin entering data on EstRev 5-10 and EstExp 11-17 tabs.</i>		(10)	(20)	(30)	(40)	(50)	(60)	(70)	(80)	(90)	
2	Description	Acct #	Educational	Operations & Maintenance	Debt Service	Transportation	Municipal Retirement/ Social Security	Capital Projects	Working Cash	Tort	Fire Prevention & Safety	
47	OTHER USES OF FUNDS (8000)											
49	TRANSFER TO VARIOUS OTHER FUNDS (8100)											
50	Abolishment or Abatement of the Working Cash Fund 16	8110							0			
51	Transfer of Working Cash Fund Interest	8120							100			
52	Transfer Among Funds	8130	1,370,000			600,000						
53	Transfer of Interest 6	8140			270							
54	Transfer from Capital Projects Fund to O&M Fund	8150										
55	Transfer of Excess Fire Prev & Safety Tax & Interest 3 Proceeds to O&M Fund	8160										
56	Transfer of Excess Accumulated Fire Prev & Safety Bond 3a and Int Proceeds to Debt Service Fund	8170										
57	Taxes Pledged to Pay Principal on Capital Leases	8410	31,940									
58	Grants/Reimbursements Pledged to Pay Principal on Capital Leases	8420										
59	Other Revenues Pledged to Pay Principal on Capital Leases	8430										
60	Fund Balance Transfers Pledged to Pay Principal on Capital Leases	8440										
61	Taxes Pledged to Pay Interest on Capital Leases	8510	2,188									
62	Grants/Reimbursements Pledged to Pay Interest on Capital Leases	8520										
63	Other Revenues Pledged to Pay Interest on Capital Leases	8530										
64	Fund Balance Transfers Pledged to Pay Interest on Capital Leases	8540										
65	Taxes Pledged to Pay Principal on Revenue Bonds	8610										
66	Grants/Reimbursements Pledged to Pay Principal on Revenue Bonds	8620										
67	Other Revenues Pledged to Pay Principal on Revenue Bonds	8630										
68	Fund Balance Transfers Pledged to Pay Principal on Revenue Bonds	8640										
69	Taxes Pledged to Pay Interest on Revenue Bonds	8710										
70	Grants/Reimbursements Pledged to Pay Interest on Revenue Bonds	8720										
71	Other Revenues Pledged to Pay Interest on Revenue Bonds	8730										
72	Fund Balance Transfers Pledged to Pay Interest on Revenue Bonds	8740										
73	Taxes Transferred to Pay for Capital Projects	8810										
74	Grants/Reimbursements Pledged to Pay for Capital Projects	8820										
75	Other Revenues Pledged to Pay for Capital Projects	8830										
76	Fund Balance Transfers Pledged to Pay for Capital Projects	8840		2,320,000								
77	Transfer to Debt Service Fund to Pay Principal on ISBE Loans	8910										
78	Other Uses Not Classified Elsewhere	8990	81,000	222,020								
79	Total Other Uses of Funds 9		1,485,128	2,542,020	270	600,000	0	0	100	0	0	
80	Total Other Sources/Uses of Fund		(1,485,128)	(571,650)	336,878	(600,000)	0	2,320,000	(100)	0	0	
81	ESTIMATED ENDING FUND BALANCE June 30, 2014		15,301,735	1,199,988	223,286	1,235,175	672,854	0	520,234	0	0	

82	SUMMARY OF EXPENDITURES (by Major Object)											
83			(10)	(20)	(30)	(40)	(50)	(60)	(70)	(80)	(90)	
84	Description	Acct #	Educational	Operations & Maintenance	Debt Service	Transportation	Municipal Retirement/ Social Security	Capital Projects	Working Cash	Tort	Fire Prevention & Safety	Total By Object
85	Object Name											
87	Salaries	100	15,863,400	864,700		924,300		0		0	0	17,652,400
88	Employee Benefits	200	3,131,100	179,200		304,600	1,072,300	0		0	0	4,687,200
89	Purchased Services	300	1,372,900	310,400	1,200	477,300		0		0	0	2,161,800
90	Supplies & Materials	400	1,293,900	118,500		159,000		0		0	0	1,571,400
91	Capital Outlay	500	19,000	623,000		0		2,370,000		0	0	3,012,000
92	Other Objects	600	920,000	500	670,300	300	0	0		0	0	1,591,100
93	Non-Capitalized Equipment	700	178,300	1,000		30,000		0		0	0	209,300
94	Termination Benefits	800	98,800	0		0						98,800
95	Total Expenditures		22,877,400	2,097,300	671,500	1,895,500	1,072,300	2,370,000		0	0	30,984,000

SUMMARY OF CASH TRANSACTIONS

	A	B	C	D	E	F	G	H	I	J	K
1	Description	Acct #	(10)	(20)	(30)	(40)	(50)	(60)	(70)	(80)	(90)
2			Educational	Operations & Maintenance	Debt Service	Transportation	Municipal Retirement/ Social Security	Capital Projects	Working Cash	Tort	Fire Prevention & Safety
3	BEGINNING CASH BALANCE ON HAND July 1, 2013 7		15,455,360	1,270,738	221,908	1,757,375	1,048,854	0	520,334	0	0
4	Total Direct Receipts & Other Sources 8		24,208,700	4,568,570	673,148	1,973,300	696,300	2,370,000	0	0	0
5	OTHER RECEIPTS										
6	Interfund Loans Payable (Loans from Other Funds)	411									
7	Interfund Loans Receivable (Repayment of Loans)	141									
8	Notes and Warrants Payable	433									
9	Other Current Assets	199									
10	Total Other Receipts		0	0	0	0	0	0	0	0	0
11	Total Direct Receipts, Other Sources, & Other Receipts		24,208,700	4,568,570	673,148	1,973,300	696,300	2,370,000	0	0	0
12	Total Amount Available		39,664,060	5,839,308	895,056	3,730,675	1,745,154	2,370,000	520,334	0	0
13	Total Direct Disbursements & Other Uses 9		24,362,528	4,639,320	671,770	2,495,500	1,072,300	2,370,000	100	0	0
14	OTHER DISBURSEMENTS										
15	Interfund Loans Receivable (Loans to Other Funds) 10	141									
16	Interfund Loans Payable (Repayment of Loans)	411									
17	Notes and Warrants Payable	433									
18	Other Current Liabilities	499									
19	Total Other Disbursements		0	0	0	0	0	0	0	0	0
20	Total Direct Disbursements, Other Uses, & Other Disbursements		24,362,528	4,639,320	671,770	2,495,500	1,072,300	2,370,000	100	0	0
21	ENDING CASH BALANCE ON HAND June 30, 2014 7		15,301,532	1,199,988	223,286	1,235,175	672,854	0	520,234	0	0

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ESTIMATED RECEIPTS/REVENUES

	A	B	C	D	E	F	G	H	I	J	K
1			(10)	(20)	(30)	(40)	(50)	(60)	(70)	(80)	(90)
2	Description	Acct #	Educational	Operations & Maintenance	Debt Service	Transportation	Municipal Retirement/ Social Security	Capital Projects	Working Cash	Tort	Fire Prevention & Safety
3	RECEIPTS/REVENUES FROM LOCAL SOURCES										
4	AD VALOREM TAXES LEVIED BY LOCAL EDUCATION AGENCY										
5	Designated Purposes Levies 11	-	21,530,000	2,200,000	336,000	1,340,000	383,000	0	0	0	0
6	Leasing Purposes Levy 12	1130	0	0							
7	Special Education Purposes Levy	1140	0	0		0	0				
8	FICA and Medicare Only Levies	1150					241,000				
9	Area Vocational Construction Purposes Levy	1160		0	0			0			
10	Summer School Purposes Levy	1170	0								
11	Other Tax Levies (Describe & Itemize)	1190	0	0	0	0	44,400	0	0	0	0
12	Total Ad Valorem Taxes Levied by District		21,530,000	2,200,000	336,000	1,340,000	668,400	0	0	0	0
13	PAYMENTS IN LIEU OF TAXES										
14	Mobile Home Privilege Tax	1210	0	0	0	0	0	0	0	0	0
15	Payments from Local Housing Authority	1220	0	0	0	0	0	0	0	0	0
16	Corporate Personal Property Replacement Taxes 13	1230	65,000	0	0	0	27,400	0	0	0	0
17	Other Payments in Lieu of Taxes (Describe & Itemize)	1290	0	0	0	0	0	0	0	0	0
18	Total Payments in Lieu of Taxes		65,000	0	0	0	27,400	0	0	0	0
19	TUITION										
20	Regular Tuition from Pupils or Parents (In State)	1311	318,200								
21	Regular Tuition from Other Districts (In State)	1312	0								
22	Regular Tuition from Other Sources (In State)	1313	0								
23	Regular Tuition from Other Sources (Out of State)	1314	0								
24	Summer School Tuition from Pupils or Parents (In State)	1321	122,000								
25	Summer School Tuition from Other Districts (In State)	1322	0								
26	Summer School Tuition from Other Sources (In State)	1323	0								
27	Summer School Tuition from Other Sources (Out of State)	1324	0								
28	CTE Tuition from Pupils or Parents (In State)	1331	0								
29	CTE Tuition from Other Districts (In State)	1332	0								
30	CTE Tuition from Other Sources (In State)	1333	0								
31	CTE Tuition from Other Sources (Out of State)	1334	0								
32	Special Education Tuition from Pupils or Parents (In State)	1341	0								
33	Special Education Tuition from Other Districts (In State)	1342	0								
34	Special Education Tuition from Other Sources (In State)	1343	0								
35	Special Education Tuition from Other Sources (Out of State)	1344	0								
36	Adult Tuition from Pupils or Parents (In State)	1351	0								
37	Adult Tuition from Other Districts (In State)	1352	0								
38	Adult Tuition from Other Sources (In State)	1353	0								
39	Adult Tuition from Other Sources (Out of State)	1354	0								
40	Total Tuition		440,200								
41	TRANSPORTATION FEES										
42	Regular Transportation Fees from Pupils or Parents (In State)	1411				0					
43	Regular Transportation Fees from Other Districts (In State)	1412				0					
44	Regular Transportation Fees from Other Sources (In State)	1413				0					
45	Regular Transportation Fees from Co-curricular Activities (In State)	1415				10,000					
46	Regular Transportation Fees from Other Sources (Out of State)	1416				0					
47	Summer School Transportation Fees from Pupils or Parents (In State)	1421				12,000					
48	Summer School Transportation Fees from Other Districts (In State)	1422				0					
49	Summer School Transportation Fees from Other Sources (In State)	1423				0					
50	Summer School Transportation Fees from Other Sources (Out of State)	1424				0					
51	CTE Transportation Fees from Pupils or Parents (In State)	1431				0					
52	CTE Transportation Fees from Other Districts (In State)	1432				0					
53	CTE Transportation Fees from Other Sources (In State)	1433				0					
54	CTE Transportation Fees from Other Sources (Out of State)	1434				0					
55	Special Education Transportation Fees from Pupils or Parents (In State)	1441				0					
56	Special Education Transportation Fees from Other Districts (In State)	1442				140,000					

	A	B	C	D	E	F	G	H	I	J	K
1			(10)	(20)	(30)	(40)	(50)	(60)	(70)	(80)	(90)
2	Description	Acct #	Educational	Operations & Maintenance	Debt Service	Transportation	Municipal Retirement/ Social Security	Capital Projects	Working Cash	Tort	Fire Prevention & Safety
57	Special Education Transportation Fees from Other Sources (In State)	1443				0					
58	Special Education Transportation Fees from Other Sources (Out of State)	1444				0					
59	Adult Transportation Fees from Pupils or Parents (In State)	1451				0					
60	Adult Transportation Fees from Other Districts (In State)	1452				0					
61	Adult Transportation Fees from Other Sources (In State)	1453				0					
62	Adult Transportation Fees from Other Sources (Out of State)	1454				0					
63	Total Transportation Fees					162,000					
64	EARNINGS ON INVESTMENTS										
65	Interest on Investments	1510	35,000	1,200	0	800	500	0	0	0	0
66	Gain or Loss on Sale of Investments	1520	0	0	0	0	0	0	0	0	0
67	Total Earnings on Investments		35,000	1,200	0	800	500	0	0	0	0
68	FOOD SERVICE										
69	Sales to Pupils - Lunch	1611	0								
70	Sales to Pupils - Breakfast	1612	0								
71	Sales to Pupils - A la Carte	1613	0								
72	Sales to Pupils - Other (Describe & Itemize)	1614	0								
73	Sales to Adults	1620	0								
74	Other Food Service (Describe & Itemize)	1690	0								
75	Total Food Service		0								
76	DISTRICT/SCHOOL ACTIVITY INCOME										
77	Admissions - Athletic	1711	500	0							
78	Admissions - Other	1719	500	0							
79	Fees	1720	114,600	0							
80	Book Store Sales	1730	0	0							
81	Other District/School Activity Revenue (Describe & Itemize)	1790	573,000	0							
82	Total District/School Activity Income		688,600	0							
83	TEXTBOOK Income										
84	Rentals - Regular Textbooks	1811	0								
85	Rentals - Summer School Textbooks	1812	0								
86	Rentals - Adult/Continuing Education Textbooks	1813	0								
87	Rentals - Other (Describe)	1819	0								
88	Sales - Regular Textbooks	1821	0								
89	Sales - Summer School Textbooks	1822	0								
90	Sales - Adult/Continuing Education Textbooks	1823	0								
91	Sales - Other (Describe & Itemize)	1829	0								
92	Other (Describe & Itemize)	1890	0								
93	Total Textbooks		0								
94	OTHER REVENUE FROM LOCAL SOURCES										
95	Rentals	1910	0	25,000							
96	Contributions and Donations from Private Sources	1920	32,500	0	0	0	0	50,000	0	0	0
97	Impact Fees from Municipal or County Governments	1930	0	0	0	0	0	0	0	0	0
98	Services Provided Other Districts	1940	0	0		0					
99	Refund of Prior Years' Expenditures	1950	5,000	0	0	0	0	0		0	0
100	Payments of Surplus Moneys from TIF Districts	1960	0	0	0	0	0	0	0	0	0
101	Drivers' Education Fees	1970	0								
102	Proceeds from Vendors' Contracts	1980	0	0	0	0	0	0	0	0	0
103	School Facility Occupation Tax Proceeds	1983		0				0			
104	Payment from Other Districts	1991	490,000	0	0	0	0	0			
105	Sale of Vocational Projects	1992	17,000								
106	Other Local Fees	1993	35,000	0	0	0	0	0		0	0
107	Other Local Revenues (Describe & Itemize)	1999	20,000	2,000	0	500	0	0	0	0	0
108	Total Other Revenue from Local Sources		599,500	27,000	0	500	0	50,000	0	0	0
109	Total Receipts/Revenues from Local Sources	1000	23,358,300	2,228,200	336,000	1,503,300	696,300	50,000	0	0	0

ESTIMATED RECEIPTS/REVENUES

1	A	B	C	D	E	F	G	H	I	J	K
2	Description	Acct #	(10) Educational	(20) Operations & Maintenance	(30) Debt Service	(40) Transportation	(50) Municipal Retirement/ Social Security	(60) Capital Projects	(70) Working Cash	(80) Tort	(90) Fire Prevention & Safety
110	FLOW-THROUGH RECEIPTS/REVENUES FROM ONE DISTRICT TO ANOTHER DISTRICT										
111	Flow-Through Revenue from State Sources	2100	0	0		0	0				
112	Flow-Through Revenue from Federal Sources	2200	0	0		0	0				
113	Other Flow-Through Revenue (Describe & Itemize)	2300	0	0		0	0				
114	Total Flow-Through Receipts/Revenues From One District to Another District	2000	0	0		0	0				
115	RECEIPTS/REVENUES FROM STATE SOURCES										
116	UNRESTRICTED GRANTS-IN-AID										
117	General State Aid (Section 18-8.05)	3001	0	320,000	0	0	0	0		0	0
118	General State Aid Hold Harmless/Supplemental	3002	0	0	0	0	0	0		0	0
119	Reorganization Incentives (Accounts 3005-3021)	3005	0	0	0	0	0	0		0	0
120	Other Unrestricted Grants-In-Aid From State Sources (Describe & Itemize)	3099	0	0	0	0	0	0		0	0
121	Total Unrestricted Grants-In-Aid		0	320,000	0	0	0	0		0	0
122	RESTRICTED GRANTS-IN-AID										
123	SPECIAL EDUCATION										
124	Special Education - Private Facility Tuition	3100	71,000			0					
125	Special Education - Extraordinary	3105	180,000			0					
126	Special Education - Personnel	3110	300,000	0		0					
127	Special Education - Orphanage - Individual	3120	0			0					
128	Special Education - Orphanage - Summer	3130	0			0					
129	Special Education - Summer School	3145	500			0					
130	Special Education - Other (Describe & Itemize)	3199	0	0		0					
131	Total Special Education		551,500	0		0					
132	CAREER AND TECHNICAL EDUCATION (CTE)										
133	CTE - Technical Education - Tech Prep	3200	0	0			0				
134	CTE - Secondary Program Improvement (CTEI)	3220	0	0			0				
135	CTE - WECEP	3225	0	0			0				
136	CTE - Agriculture Education	3235	0	0			0				
137	CTE - Instructor Practicum	3240	0	0			0				
138	CTE - Student Organizations	3270	0	0			0				
139	CTE - Other (Describe & Itemize)	3299	0	0			0				
140	Total Career and Technical Education		0	0			0				
141	BILINGUAL EDUCATION										
142	Bilingual Education - Downstate - TPI and TBE	3305	26,000				0				
143	Bilingual Education - Downstate - Transitional Bilingual Education	3310	0				0				
144	Total Bilingual Education		26,000				0				
145	State Free Lunch & Breakfast	3360	0								
146	School Breakfast Initiative	3365	0	0			0				
147	Driver Education	3370	0	0							
148	Adult Education (from ICCB)	3410	0	0	0	0	0	0	0	0	0
149	Adult Education - Other (Describe & Itemize)	3499	0	0	0	0	0	0	0	0	0
150	TRANSPORTATION										
151	Transportation - Regular/Vocational	3500	0	0		112,000	0				
152	Transportation - Special Education	3510	0	0		358,000	0				
153	Transportation - Other (Describe & Itemize)	3599	0	0		0	0				
154	Total Transportation		0	0		470,000	0				
155	Learning Improvement - Change Grants	3610	0								
156	Scientific Literacy	3660	0	0		0	0				
157	Truant Alternative/Optional Education	3695	0			0	0				
158	Early Childhood - Block Grant	3705	0	0		0	0				
159	Reading Improvement Block Grant	3715	0			0	0				
160	Reading Improvement Block Grant - Reading Recovery	3720	0			0	0				
161	Continued Reading Improvement Block Grant	3725	0			0	0				
162	Continued Reading Improvement Block Grant (2% Set Aside)	3726	0			0	0				

ESTIMATED RECEIPTS/REVENUES

1	A	B	C	D	E	F	G	H	I	J	K
2	Description	Acct #	(10) Educational	(20) Operations & Maintenance	(30) Debt Service	(40) Transportation	(50) Municipal Retirement/ Social Security	(60) Capital Projects	(70) Working Cash	(80) Tort	(90) Fire Prevention & Safety
163	Chicago General Education Block Grant	3766	0	0		0	0				
164	Chicago Educational Services Block Grant	3767	0	0		0	0				
165	School Safety & Educational Improvement Block Grant	3775	0	0	0	0	0	0			0
166	Technology - Learning Technology Centers	3780	0	0	0	0	0	0			0
167	State Charter Schools	3815	0			0					
168	Extended Learning Opportunities - Summer Bridges	3825	0			0					
169	Infrastructure Improvements - Planning/Construction	3920		0				0			
170	School Infrastructure - Maintenance Projects	3925		0							0
171	Other Restricted Revenue from State Sources (Describe & Itemize)	3999	51,000	50,000	0	0	0	0	0	0	0
172	Total Restricted Grants-In-Aid		628,500	50,000	0	470,000	0	0	0	0	0
173	Total Receipts/Revenues from State Sources	3000	628,500	370,000	0	470,000	0	0	0	0	0
174	RECEIPTS/REVENUES FROM FEDERAL SOURCES										
175	UNRESTRICTED GRANTS-IN-AID RECEIVED DIRECTLY FROM FEDERAL GOVT.										
176	Federal Impact Aid	4001	0	0	0	0	0	0	0	0	0
177	Other Unrestricted Grants-In-Aid Received Directly from the Federal Govt. (Describe & Itemize)	4009	0	0	0	0	0	0	0	0	0
178	Total Unrestricted Grants-In-Aid Received Directly from Fed Govt		0	0	0	0	0	0	0	0	0
179	RESTRICTED GRANTS-IN-AID RECEIVED DIRECTLY FROM FEDERAL GOVT										
180	Head Start	4045	0								
181	Construction (Impact Aid)	4050	0	0				0			
182	MAGNET	4060	0	0			0	0			
183	Other Restricted Grants-In-Aid Received Directly from Federal Govt. (Describe & Itemize)	4090	0	0			0	0			0
184	Total Restricted Grants-In-Aid Received Directly from Federal Govt.		0	0			0	0			0
185	RESTRICTED GRANTS-IN-AID RECEIVED FROM FEDERAL GOVT. THRU THE STATE										
186	TITLE V										
187	Title V - Innovation and Flexibility Formula	4100	0	0		0	0				
188	Title V - SEA Projects	4105	0	0		0	0				
189	Title V - Rural and Low Income Schools (REI)	4107	0	0		0	0				
190	Title V - Other (Describe & Itemize)	4199	0	0		0	0				
191	Total Title V		0	0		0	0				
192	FOOD SERVICE										
193	Breakfast Start-Up	4200	0				0				
194	National School Lunch Program	4210	0				0				
195	Special Milk Program	4215	11,000				0				
196	School Breakfast Program	4220	0				0				
197	Summer Food Service Admin/Program	4225	0				0				
198	Child Care Commodity/SFS 13-Adult Day Care	4226	0				0				
199	Fresh Fruit and Vegetables	4240	0				0				
200	Food Service - Other (Describe & Itemize)	4299	0				0				
201	Total Food Service		11,000				0				
202	TITLE I										
203	Title I - Low Income	4300	37,500	0		0	0				
204	Title I - Low Income - Neglected, Private	4305	0	0		0	0				
205	Title I - Comprehensive School Reform	4332	0	0		0	0				
206	Title I - Reading First	4334	0	0		0	0				
207	Title I - Even Start	4335	0	0		0	0				
208	Title I - Reading First SEA Funds	4337	0	0		0	0				
209	Title I - Migrant Education	4340	0	0		0	0				
210	Title I - Other (Describe & Itemize)	4399	0	0		0	0				
211	Total Title I		37,500	0		0	0				

ESTIMATED RECEIPTS/REVENUES

1	A	B	C	D	E	F	G	H	I	J	K
2	Description	Acct #	(10) Educational	(20) Operations & Maintenance	(30) Debt Service	(40) Transportation	(50) Municipal Retirement/ Social Security	(60) Capital Projects	(70) Working Cash	(80) Tort	(90) Fire Prevention & Safety
212	TITLE IV										
213	Title IV - Safe & Drug Free Schools - Formula	4400	0	0		0	0				
214	Title IV - 21st Century	4421	0	0		0	0				
215	Title IV - Other (Describe & Itemize)	4499	0	0		0	0				
216	Total Title IV		0	0		0	0				
217	FEDERAL - SPECIAL EDUCATION										
218	Federal Special Education - Preschool Flow-Through	4600	5,000	0		0	0				
219	Federal Special Education - Preschool Discretionary	4605	0	0		0	0				
220	Federal Special Education - IDEA Flow Through/Low Incidence	4620	130,000	0		0	0				
221	Federal Special Education - IDEA Room & Board	4625	0	0		0	0				
222	Federal Special Education - IDEA Discretionary	4630	0	0		0	0				
223	Federal Special Education - IDEA - Other (Describe & Itemize)	4699	0	0		0	0				
224	Total Federal Special Education		135,000	0		0	0				
225	CTE - PERKINS										
226	CTE - Perkins-Title IIIIE Tech Prep	4770	0	0			0				
227	CTE - Other (Describe & Itemize)	4799	0	0			0				
228	Total CTE - Perkins		0	0			0				
229	Federal - Adult Education	4810	0	0			0				
230	ARRA - General State Aid - Education Stabilization	4850	0	0	0	0	0	0		0	0
231	ARRA - Title I - Low Income	4851	0	0		0	0				
232	ARRA - Title I - Neglected, Private	4852	0	0	0	0	0	0		0	0
233	ARRA - Title I - Delinquent, Private	4853	0	0	0	0	0	0		0	0
234	ARRA - Title I - School Improvement (Part A)	4854	0	0	0	0	0	0		0	0
235	ARRA - Title I - School Improvement (Section 1003g)	4855	0	0	0	0	0	0		0	0
236	ARRA - IDEA - Part B - Preschool	4856	0	0	0	0	0	0		0	0
237	ARRA - IDEA - Part B - Flow-Through	4857	0	0	0	0	0	0		0	0
238	ARRA - Title IID - Technology - Formula	4860	0	0	0	0	0	0		0	0
239	ARRA - Title IID - Technology - Competitive	4861	0	0	0	0	0	0		0	0
240	ARRA - McKinney - Vento Homeless Education	4862	0	0		0	0				
241	ARRA - Child Nutrition Equipment Assistance	4863	0	0							
242	Impact Aid Formula Grants	4864	0	0	0	0	0	0		0	0
243	Impact Aid Competitive Grants	4865	0	0	0	0	0	0		0	0
244	Qualified Zone Academy Bond Tax Credits	4866	0	0	0	0	0	0		0	0
245	Qualified School Construction Bond Credits	4867	0	0	0	0	0	0		0	0
246	Build America Bond Tax Credits	4868	0	0	0	0	0	0		0	0
247	Build America Bond Interest Reimbursement	4869	0	0	0	0	0	0		0	0
248	ARRA - General State Aid - Other Government Services Stabilization	4870	0	0	0	0	0	0		0	0
249	Other ARRA Funds - II	4871	0	0	0	0	0	0		0	0
250	Other ARRA Funds - III	4872	0	0	0	0	0	0		0	0
251	Other ARRA Funds - IV	4873	0	0	0	0	0	0		0	0
252	Other ARRA Funds - V	4874	0	0	0	0	0	0		0	0
253	ARRA - Early Childhood	4875	0	0	0	0	0	0		0	0
254	Other ARRA Funds - VII	4876	0	0	0	0	0	0		0	0
255	Other ARRA Funds - VIII	4877	0	0	0	0	0	0		0	0
256	Other ARRA Funds - IX	4878	0	0	0	0	0	0		0	0
257	Other ARRA Funds - X	4879	0	0	0	0	0	0		0	0
258	Other ARRA Funds - XI	4880	0	0	0	0	0	0		0	0
259	Total Stimulus Programs		0	0	0	0	0	0		0	0
260	Race to the Top Program	4901	0								
261	Advanced Placement Fee/International Baccalaureate	4904	0	0			0				
262	Emergency Immigrant Assistance	4905	0			0	0				
263	Title III - English Language Acquisition	4909	0			0	0				
264	Learn & Serve America	4910	0			0	0				
265	McKinney Education for Homeless Children	4920	0	0		0	0				
266	Title II - Eisenhower - Professional Development Formula	4930	0	0		0	0				
267	Title II - Teacher Quality	4932	23,400	0		0	0				

ESTIMATED RECEIPTS/REVENUES

	A	B	C	D	E	F	G	H	I	J	K
1			(10)	(20)	(30)	(40)	(50)	(60)	(70)	(80)	(90)
2	Description	Acct #	Educational	Operations & Maintenance	Debt Service	Transportation	Municipal Retirement/ Social Security	Capital Projects	Working Cash	Tort	Fire Prevention & Safety
268	Federal Charter Schools	4960	15,000	0		0	0				
269	Medicaid Matching Funds - Administrative Outreach	4991	0	0		0	0				
270	Medicaid Matching Funds - Fee-For-Service Program	4992	0	0		0	0				
271	Other Restricted Grants Received from Federal Government through State (Describe & Itemize)	4998	0	0		0	0	0			0
272	Total Restricted Grants-In-Aid Received from Federal Govt. Thru the State		221,900	0	0	0	0	0		0	0
273	TOTAL RECEIPTS/REVENUES FROM FEDERAL SOURCES	4000	221,900	0	0	0	0	0	0	0	0
274	TOTAL DIRECT RECEIPTS/REVENUES		24,208,700	2,598,200	336,000	1,973,300	696,300	50,000	0	0	0

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1	A	B	C	D	E	F	G	H	I	J	K
2	Description	Funct #	(100) Salaries	(200) Employee Benefits	(300) Purchased Services	(400) Supplies & Materials	(500) Capital Outlay	(600) Other Objects	(700) Non-Capitalized Equipment	(800) Termination Benefits	(900) Total
3	10 - EDUCATIONAL FUND (ED)										
4	INSTRUCTION (ED)										
5	Regular Programs	1100	7,848,600	1,427,400	47,600	342,300	0	0	5,000	98,800	9,769,700
6	Pre-K Programs	1125	662,300	58,700	11,600	14,900	0	2,000	4,500	0	754,000
7	Special Education Programs (Functions 1200 - 1220)	1200	2,044,300	490,700	9,000	28,000	0	0	10,000	0	2,582,000
8	Special Education Programs Pre-K	1225	181,700	31,500	0	5,200	0	0	0	0	218,400
9	Remedial and Supplemental Programs K-12	1250	0	0	0	0	0	0	0	0	0
10	Remedial and Supplemental Programs Pre-K	1275	0	0	0	0	0	0	0	0	0
11	Adult/Continuing Education Programs	1300	0	0	0	0	0	0	0	0	0
12	CTE Programs	1400	0	0	0	0	0	0	0	0	0
13	Interscholastic Programs	1500	95,800	700	23,600	30,500	0	4,000	0	0	154,600
14	Summer School Programs	1600	147,500	1,200	3,200	12,800	0	0	0	0	164,700
15	Gifted Programs	1650	0	0	0	0	0	0	0	0	0
16	Driver's Education Programs	1700	0	0	0	0	0	0	0	0	0
17	Bilingual Programs	1800	0	0	0	0	0	0	0	0	0
18	Truant Alternative & Optional Programs	1900	0	0	0	0	0	0	0	0	0
19	Pre-K Programs - Private Tuition	1910						0			0
20	Regular K-12 Programs Private Tuition	1911						0			0
21	Special Education Programs K-12 Private Tuition	1912						275,000			275,000
22	Special Education Programs Pre-K Tuition	1913						0			0
23	Remedial/Supplemental Programs K-12 Private Tuition	1914						0			0
24	Remedial/Supplemental Programs Pre-K Private Tuition	1915						0			0
25	Adult/Continuing Education Programs Private Tuition	1916						0			0
26	CTE Programs Private Tuition	1917						0			0
27	Interscholastic Programs Private Tuition	1918						0			0
28	Summer School Programs Private Tuition	1919						0			0
29	Gifted Programs Private Tuition	1920						0			0
30	Bilingual Programs Private Tuition	1921						0			0
31	Truants Alternative/Opt Ed Programs Private Tuition	1922						0			0
32	Total Instruction14	1000	10,980,200	2,010,200	95,000	433,700	0	281,000	19,500	98,800	13,918,400
33	SUPPORT SERVICES (ED)										
34	Support Services - Pupil										
35	Attendance & Social Work Services	2110	497,500	90,100	300	1,500	0	300	0	0	589,700
36	Guidance Services	2120	0	0	0	0	0	0	0	0	0
37	Health Services	2130	144,800	54,300	700	6,700	0	0	8,000	0	214,500
38	Psychological Services	2140	173,900	28,400	15,200	2,500	0	400	0	0	220,400
39	Speech Pathology & Audiology Services	2150	292,500	43,300	83,500	4,500	0	1,000	3,000	0	427,800
40	Other Support Services - Pupils (Describe & Itemize)	2190	34,100	500	41,000	6,500	0	0	0	0	82,100
41	Total Support Services - Pupil	2100	1,142,800	216,600	140,700	21,700	0	1,700	11,000	0	1,534,500
42	Support Services - Instructional Staff										
43	Improvement of Instruction Services	2210	531,000	108,500	127,300	289,000	0	2,500	1,300	0	1,059,600
44	Educational Media Services	2220	369,400	98,500	5,500	44,300	0	200	0	0	517,900
45	Assessment & Testing	2230	0	0	0	0	0	0	0	0	0
46	Total Support Services - Instructional Staff	2200	900,400	207,000	132,800	333,300	0	2,700	1,300	0	1,577,500
47	Support Services - General Administration										
48	Board of Education Services	2310	0	0	256,300	15,000	0	15,300	0	0	286,600
49	Executive Administration Services	2320	257,500	96,300	10,000	1,000	0	3,500	0	0	368,300
50	Special Area Administration Services	2330	291,400	92,100	8,500	1,500	0	2,000	0	0	395,500
51	Tort Immunity Services	2360 - 2370	0	0	84,100	0	0	0	0	0	84,100
52	Total Support Services - General Administration	2300	548,900	188,400	358,900	17,500	0	20,800	0	0	1,134,500
53	Support Services - School Administration										
54	Office of the Principal Services	2410	825,400	176,300	15,300	14,800	0	1,800	0	0	1,033,600
55	Other Support Services - School Administration (Describe & Itemize)	2490	0	0	0	0	0	0	0	0	0
56	Total Support Services - School Administration	2400	825,400	176,300	15,300	14,800	0	1,800	0	0	1,033,600

1	A	B	C	D	E	F	G	H	I	J	K
2	Description	Funct #	(100) Salaries	(200) Employee Benefits	(300) Purchased Services	(400) Supplies & Materials	(500) Capital Outlay	(600) Other Objects	(700) Non-Capitalized Equipment	(800) Termination Benefits	(900) Total
57	Support Services - Business										
58	Direction of Business Support Services	2510	159,300	52,300	6,300	0	0	1,200	0	0	219,100
59	Fiscal Services	2520	265,100	34,800	142,700	41,000	0	300	0	0	483,900
60	Operation & Maintenance of Plant Services	2540	0	0	197,000	288,000	0	0	0	0	485,000
61	Pupil Transportation Services	2550	0	0	0	0	0	0	0	0	0
62	Food Services	2560	47,200	19,700	0	1,000	0	0	0	0	67,900
63	Internal Services	2570	0	0	0	0	0	0	0	0	0
64	Total Support Services - Business	2500	471,600	106,800	346,000	330,000	0	1,500	0	0	1,255,900
65	Support Services - Central										
66	Direction of Central Support Services	2610	0	0	0	0	0	0	0	0	0
67	Planning, Research, Development & Evaluation Services	2620	0	0	0	0	0	0	0	0	0
68	Information Services	2630	63,900	100	1,100	100	0	200	0	0	65,400
69	Staff Services	2640	0	0	0	0	0	0	0	0	0
70	Data Processing Services	2660	693,100	173,900	248,400	122,800	19,000	300	146,500	0	1,404,000
71	Total Support Services - Central	2600	757,000	174,000	249,500	122,900	19,000	500	146,500	0	1,469,400
72	Other Support Services (Describe & Itemize)	2900	0	0	0	0	0	0	0	0	0
73	Total Support Services	2000	4,646,100	1,069,100	1,243,200	840,200	19,000	29,000	158,800	0	8,005,400
74	COMMUNITY SERVICES (ED)	3000	237,100	51,800	12,700	20,000	0	0	0	0	321,600
75	PAYMENTS TO OTHER DISTRICTS & GOVT UNITS (ED)										
76	Payments to Other Govt Units (In-State)										
77	Payments for Regular Programs	4110			0			0			0
78	Payments for Special Education Programs	4120			22,000			60,000			82,000
79	Payments for Adult/Continuing Education Programs	4130			0			0			0
80	Payments for CTE Programs	4140			0			0			0
81	Payments for Community College Programs	4170			0			0			0
82	Other Payments to In-State Govt Units (Describe & Itemize)	4190			0			0			0
83	Total Payments to Districts and Other Govt Units (In-State)	4100			22,000			60,000			82,000
84	Payments for Regular Programs - Tuition	4210						0			0
85	Payments for Special Education Programs - Tuition	4220						400,000			400,000
86	Payments for Adult/Continuing Education Programs - Tuition	4230						0			0
87	Payments for CTE Programs - Tuition	4240						0			0
88	Payments for Community College Programs - Tuition	4270						0			0
89	Payments for Other Programs - Tuition	4280						0			0
90	Other Payments to In-State Govt Units (Describe & Itemize)	4290						0			0
91	Total Payments to Other Dist & Govt Units - Tuition (In State)	4200						400,000			400,000
92	Payments for Regular Programs - Transfers	4310						0			0
93	Payments for Special Education Programs - Transfers	4320						0			0
94	Payments for Adult/Continuing Ed Programs - Transfers	4330						0			0
95	Payments for CTE Programs - Transfers	4340						0			0
96	Payments for Community College Program - Transfers	4370						0			0
97	Payments for Other Programs - Transfers	4380						0			0
98	Other Payments to In-State Govt Units - Transfers (Describe & Itemize)	4390			0			0			0
99	Total Payments to Other District & Govt Units - Transfers (In State)	4300			0			0			0
100	Payments to Other District & Govt Units (Out of State)	4400			0			0			0
101	Total Payments to Other District & Govt Units	4000			22,000			460,000			482,000
102	DEBT SERVICE (ED)										
103	Debt Service - Interest on Short-Term Debt										
104	Tax Anticipation Warrants	5110						0			0
105	Tax Anticipation Notes	5120						0			0
106	Corporate Personal Property Repl Tax Anticipated Notes	5130						0			0
107	State Aid Anticipation Certificates	5140						0			0
108	Other Interest on Short-Term Debt (Describe & Itemize)	5150						0			0
109	Total Debt Service - Interest on Short-Term Debt	5100						0			0

	A	B	C	D	E	F	G	H	I	J	K
			(100)	(200)	(300)	(400)	(500)	(600)	(700)	(800)	(900)
2	Description	Funct #	Salaries	Employee Benefits	Purchased Services	Supplies & Materials	Capital Outlay	Other Objects	Non-Capitalized Equipment	Termination Benefits	Total
110	Debt Service - Interest on Long-Term Debt	5200						0			0
111	Total Debt Service	5000						0			0
112	PROVISION FOR CONTINGENCIES (ED)	6000						150,000			150,000
113	Total Direct Disbursements/Expenditures		15,863,400	3,131,100	1,372,900	1,293,900	19,000	920,000	178,300	98,800	22,877,400
114	Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures										1,331,300
115											
116	20 - OPERATIONS AND MAINTENANCE FUND (O&M)										
117	SUPPORT SERVICES (O&M)										
118	Support Services - Pupil										
119	Other Support Services - Pupils (Describe & Itemize)	2190	0	0	0	0	0	0	0	0	0
120	Support Services - Business										
121	Direction of Business Support Services	2510	0	0	0	0	0	0	0	0	0
122	Facilities Acquisition & Construction Services	2530	0	0	0	0	0	0	0	0	0
123	Operation & Maintenance of Plant Services	2540	864,700	179,200	310,400	118,500	623,000	500	1,000	0	2,097,300
124	Pupil Transportation Services	2550	0	0	0	0	0	0	0	0	0
125	Food Services	2560					0		0		0
126	Total Support Services - Business	2500	864,700	179,200	310,400	118,500	623,000	500	1,000	0	2,097,300
127	Other Support Services (Describe & Itemize)	2900	0	0	0	0	0	0	0	0	0
128	Total Support Services	2000	864,700	179,200	310,400	118,500	623,000	500	1,000	0	2,097,300
129	COMMUNITY SERVICES (O&M)	3000	0	0	0	0	0	0	0	0	0
130	PAYMENTS TO OTHER DISTRICTS & GOVT UNITS (O&M)										
131	Payments to Other Govt Units (In-State)										
132	Payments for Special Education Programs	4120			0			0			0
133	Payments for CTE Program	4140			0			0			0
134	Other Payments to In-State Govt Units (Describe & Itemize)	4190			0			0			0
135	Total Payments to Other Govt Units (In-State)	4100			0			0			0
136	Payments to Other Govt Units (Out of State) 14	4400						0			0
137	Total Payments to Other District and Govt Unit	4000			0			0			0
138	DEBT SERVICE (O&M)										
139	Debt Service - Interest on Short-Term Debt										
140	Tax Anticipation Warrants	5110						0			0
141	Tax Anticipation Notes	5120						0			0
142	Corporate Personal Prop Repl Tax Anticipated Notes	5130						0			0
143	State Aid Anticipation Certificates	5140						0			0
144	Other Interest on Short-Term Debt (Describe & Itemize)	5150						0			0
145	Total Debt Service - Interest on Short-Term Debt	5100						0			0
146	Debt Service - Interest on Long-Term Debt										
147	Total Debt Service	5000						0			0
148	PROVISION FOR CONTINGENCIES (O&M)	6000						0			0
149	Total Direct Disbursements/Expenditures		864,700	179,200	310,400	118,500	623,000	500	1,000	0	2,097,300
150	Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures										500,900
151											
152	30 - DEBT SERVICE FUND (DS)										
153	PAYMENTS TO OTHER DISTRICTS & GOVT UNITS (DS)	4000						0			0
154	DEBT SERVICE (DS)										
155	Debt Service - Interest on Short-Term Debt										
156	Tax Anticipation Warrants	5110						0			0
157	Tax Anticipation Notes	5120						0			0
158	Corporate Personal Prop Repl Tax Anticipation Notes	5130						0			0
159	State Aid Anticipation Certificates	5140						0			0
160	Other Interest on Short-Term Debt (Describe & Itemize)	5150						0			0
161	Total Debt Service - Interest On Short-Term Debt	5100						0			0

1	A	B	C	D	E	F	G	H	I	J	K
2	Description	Funct #	(100) Salaries	(200) Employee Benefits	(300) Purchased Services	(400) Supplies & Materials	(500) Capital Outlay	(600) Other Objects	(700) Non-Capitalized Equipment	(800) Termination Benefits	(900) Total
162	Debt Service - Interest on Long-Term Debt	5200						232,300			232,300
163	Debt Service - Payments of Principal on Long-Term Debt 15 (Lease/Purchase Principal Retired)	5300						438,000			438,000
164	Debt Service Other (Describe & Itemize)	5400			1,200			0			1,200
165	Total Debt Service	5000			1,200			670,300			671,500
166	PROVISION FOR CONTINGENCIES (DS)	6000						0			0
167	Total Direct Disbursements/Expenditures				1,200			670,300			671,500
168	Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures										(335,500)
170	40 - TRANSPORTATION FUND (TR)										
171	SUPPORT SERVICES (TR)										
172	Support Services - Pupils										
173	Other Support Services - Pupils (Describe & Itemize)	2190	0	0	0	0	0	0	0	0	0
174	Support Services - Business										
175	Pupil Transportation Services	2550	924,300	304,600	477,300	159,000	0	300	30,000	0	1,895,500
176	Other Support Services (Describe & Itemize)	2900	0	0	0	0	0	0	0	0	0
177	Total Support Services	2000	924,300	304,600	477,300	159,000	0	300	30,000	0	1,895,500
178	COMMUNITY SERVICES (TR)										
179	PAYMENTS TO OTHER DISTRICTS & GOVT UNITS (TR)										
180	Payments to Other Govt Units (In-State)										
181	Payments for Regular Program	4110			0			0			0
182	Payments for Special Education Programs	4120			0			0			0
183	Payments for Adult/Continuing Education Programs	4130			0			0			0
184	Payments for CTE Programs	4140			0			0			0
185	Payments for Community College Programs	4170			0			0			0
186	Other Payments to In-State Govt Units (Describe & Itemize)	4190			0			0			0
187	Total Payments to Other Govt Units (In-State)	4100			0			0			0
188	Payments to Other Govt Units (Out-of-State) (Describe & Itemize)	4400			0			0			0
189	Total Payments to Other Districts & Govt Units	4000			0			0			0
190	DEBT SERVICE (TR)										
191	Debt Service - Interest on Short-Term Debt										
192	Tax Anticipation Warrants	5110						0			0
193	Tax Anticipation Notes	5120						0			0
194	Corporate Personal Prop Repl Tax Anticipation Notes	5130						0			0
195	State Aid Anticipation Certificates	5140						0			0
196	Other Interest on Short-Term Debt (Describe and Itemize)	5150						0			0
197	Total Debt Service - Interest On Short-Term Debt	5100						0			0
198	Debt Service - Interest on Long-Term Debt										
199	Debt Service - Payments of Principal on Long-Term Debt 15 (Lease/Purchase Principal Retired)	5300						0			0
200	Debt Service - Other (Describe and Itemize)	5400						0			0
201	Total Debt Service	5000						0			0
202	PROVISION FOR CONTINGENCIES (TR)										
203	Total Direct Disbursements/Expenditures		924,300	304,600	477,300	159,000	0	300	30,000	0	1,895,500
204	Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures										77,800
205											
206	50 - MUNICIPAL RETIREMENT/SOC SEC FUND (MR/SS)										
207	INSTRUCTION (MR/SS)										
208	Regular Program	1100		158,400							158,400
209	Pre-K Programs	1125		9,700							9,700
210	Special Education Programs (Functions 1200-1220)	1200		148,400							148,400
211	Special Education Programs Pre-K	1225		8,600							8,600
212	Remedial and Supplemental Programs K-12	1250		0							0
213	Remedial and Supplemental Programs Pre-K	1275		0							0
214	Adult/Continuing Education Programs	1300		0							0

1	A	B	C	D	E	F	G	H	I	J	K
2	Description	Funct #	(100) Salaries	(200) Employee Benefits	(300) Purchased Services	(400) Supplies & Materials	(500) Capital Outlay	(600) Other Objects	(700) Non-Capitalized Equipment	(800) Termination Benefits	(900) Total
215	CTE Programs	1400		0							0
216	Interscholastic Programs	1500		9,900							9,900
217	Summer School Programs	1600		14,300							14,300
218	Gifted Programs	1650		0							0
219	Driver's Education Programs	1700		0							0
220	Bilingual Programs	1800		0							0
221	Truant Alternative & Optional Programs	1900		0							0
	Total Instruction	1000		349,300							349,300
223	SUPPORT SERVICES (MR/SS)										
224	Support Services - Pupil										
225	Attendance & Social Work Services	2110		7,300							7,300
226	Guidance Services	2120		0							0
227	Health Services	2130		17,000							17,000
228	Psychological Services	2140		2,600							2,600
229	Speech Pathology & Audiology Services	2150		4,300							4,300
230	Other Support Services - Pupils (Describe & Itemize)	2190		1,900							1,900
	Total Support Services - Pupil	2100		33,100							33,100
232	Support Services - Instructional Staff										
233	Improvement of Instruction Services	2210		20,300							20,300
234	Educational Media Services	2220		19,500							19,500
235	Assessment & Testing	2230		0							0
	Total Support Services - Instructional Staff	2200		39,800							39,800
237	Support Services - General Administration										
238	Board of Education Services	2310		0							0
239	Executive Administration Services	2320		16,700							16,700
240	Special Area Administrative Services	2330		14,200							14,200
241	Claims Paid from Self Insurance Fund	2361		0							0
242	Workers' Compensation or Workers' Occupation Disease Acts Payments	2362		0							0
243	Unemployment Insurance Payments	2363		0							0
244	Insurance Payments (regular or self-insurance)	2364		0							0
245	Risk Management and Claims Services Payments	2365		0							0
246	Judgment and Settlements	2366		0							0
247	Educational, Inspectional, Supervisory Services Related to Loss Prevention or Reduction	2367		0							0
248	Reciprocal Insurance Payments	2368		0							0
249	Legal Service	2369		0							0
	Total Support Services - General Administration	2300		30,900							30,900
251	Support Services - School Administration										
252	Office of the Principal Services	2410		74,400							74,400
253	Other Support Services - School Administration (Describe & Itemize)	2490		0							0
	Total Support Services - School Administration	2400		74,400							74,400
255	Support Services - Business										
256	Direction of Business Support Services	2510		2,400							2,400
257	Fiscal Services	2520		44,100							44,100
258	Facilities Acquisition & Construction Services	2530		0							0
259	Operation & Maintenance of Plant Service	2540		185,300							185,300
260	Pupil Transportation Services	2550		169,200							169,200
261	Food Services	2560		9,900							9,900
262	Internal Services	2570		0							0
	Total Support Services - Business	2500		410,900							410,900

	A	B	C	D	E	F	G	H	I	J	K
			(100)	(200)	(300)	(400)	(500)	(600)	(700)	(800)	(900)
2	Description	Funct #	Salaries	Employee Benefits	Purchased Services	Supplies & Materials	Capital Outlay	Other Objects	Non-Capitalized Equipment	Termination Benefits	Total
264	Support Services - Central										
265	Direction of Central Support Services	2610		0							0
266	Planning, Research, Development & Evaluation Services	2620		0							0
267	Information Services	2630		13,400							13,400
268	Staff Services	2640		0							0
269	Data Processing Services	2660		34,300							34,300
270	Total Support Services - Central	2600		47,700							47,700
271	Other Support Services (Describe & Itemize)	2900		0							0
272	Total Support Services	2000		636,800							636,800
273	COMMUNITY SERVICES (MR/SS)	3000		39,500							39,500
274	PAYMENTS TO OTHER DISTRICTS & GOVT UNITS (MR/SS)										
275	Payments for Special Education Programs	4120		46,700							46,700
276	Payments for CTE Programs	4140		0							0
277	Total Payments to Other Districts & Govt Units	4000		46,700							46,700
278	DEBT SERVICE (MR/SS)										
279	Debt Service - Interest on Short-Term Debt										
280	Tax Anticipation Warrants	5110						0			0
281	Tax Anticipation Notes	5120						0			0
282	Corporate Personal Prop Repl Tax Anticipation Notes	5130						0			0
283	State Aid Anticipation Certificates	5140						0			0
284	Other (Describe & Itemize)	5150						0			0
285	Total Debt Service	5000						0			0
286	PROVISION FOR CONTINGENCIES (MR/SS)	6000						0			0
287	Total Direct Disbursements/Expenditures			1,072,300				0			1,072,300
288	Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures										(376,000)
289											
290	80 - CAPITAL PROJECTS (CP)										
291	SUPPORT SERVICES (CP)										
292	Support Services - Business										
293	Facilities Acquisition & Construction Services	2530	0	0	0	0	2,370,000	0	0		2,370,000
294	Other Support Services (Describe & Itemize)	2900	0	0	0	0	0	0	0		0
295	Total Support Services	2000	0	0	0	0	2,370,000	0	0		2,370,000
296	PAYMENTS TO OTHER DISTRICTS & GOVT UNITS (CP)										
297	Payments to Other Govt Units (In-State)										
298	Payments to Other Govt Units (In-State)	4100		0				0			0
299	Payment for Special Education Programs	4120		0				0			0
300	Payment for CTE Programs	4140		0				0			0
301	Other Payments to In-State Governmental Units (Describe & Itemize)	4190		0				0			0
302	Total Payments to Other Districts & Govt Units	4000		0				0			0
303	PROVISION FOR CONTINGENCIES (CP)	6000						0			0
304	Total Direct Disbursements/Expenditures		0	0	0	0	2,370,000	0	0		2,370,000
305	Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures										(2,320,000)
306											
307	70 WORKING CASH FUND (WC)										
308											
309	80 - TORT FUND (TF)										
310	SUPPORT SERVICES - GENERAL ADMINISTRATION										
311	Claims Paid from Self Insurance Fund	2361	0	0	0	0	0	0	0		0
312	Workers' Compensation or Workers' Occupational Disease Act Payments	2362	0	0	0	0	0	0	0		0
313	Unemployment Insurance Payments	2363	0	0	0	0	0	0	0		0
314	Insurance Payments (regular or self-insurance)	2364	0	0	0	0	0	0	0		0
315	Risk Management and Claims Services Payments	2365	0	0	0	0	0	0	0		0
316	Judgment and Settlements	2366	0	0	0	0	0	0	0		0

1	A	B	C	D	E	F	G	H	I	J	K
2	Description	Funct #	(100) Salaries	(200) Employee Benefits	(300) Purchased Services	(400) Supplies & Materials	(500) Capital Outlay	(600) Other Objects	(700) Non-Capitalized Equipment	(800) Termination Benefits	(900) Total
317	Educational, Inspectional, Supervisory Services Related to Loss Prevention or Reduction	2367	0	0	0	0	0	0	0		0
318	Reciprocal Insurance Payments	2368	0	0	0	0	0	0	0		0
319	Legal Service	2369	0	0	0	0	0	0	0		0
320	Property Insurance (Building & Grounds)	2371	0	0	0	0	0	0	0		0
321	Vehicle Insurance (Transportation)	2372	0	0	0	0	0	0	0		0
322	Total Support Services - General Administration	2000	0	0	0	0	0	0	0		0
323	DEBT SERVICE (TF)										
324	Debt Service - Interest on Short-Term Debt										
325	Tax Anticipation Warrants	5110						0			0
326	Corporate Personal Property Replacement Tax Anticipation Notes	5130						0			0
327	Other Interest or Short-Term Debt (Describe & Itemize)	5150						0			0
328	Total Debt Service	5000						0			0
329	PROVISION FOR CONTINGENCIES (TF)	6000						0			0
330	Total Direct Disbursements/Expenditures		0	0	0	0	0	0	0		0
331	Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures										0
332											
333	90 - FIRE PREVENTION & SAFETY FUND (FP&S)										
334	SUPPORT SERVICES (FP&S)										
335	Support Services - Business										
336	Facilities Acquisition & Construction Services	2530	0	0	0	0	0	0	0		0
337	Operation & Maintenance of Plant Service	2540	0	0	0	0	0	0	0		0
338	Total Support Services - Business	2500	0	0	0	0	0	0	0		0
339	Other Support Services (Describe & Itemize)	2900	0	0	0	0	0	0	0		0
340	Total Support Services	2000	0	0	0	0	0	0	0		0
341	PAYMENTS TO OTHER DISTRICTS & GOVT UNITS (FP&S)										
342	Other Payments to In-State Govt Units (Describe & Itemize)	4190									0
343	Total Payments to Other Districts & Govt Units (FPS)	4000						0			0
344	DEBT SERVICE (FP&S)										
345	Debt Service - Interest on Short-Term Debt										
346	Tax Anticipation Warrants	5110						0			0
347	Other Interest on Short-Term Debt (Describe & Itemize)	5150						0			0
348	Total Debt Service - Interest on Short-Term Debt	5100						0			0
349	Debt Service - Interest on Long-Term Debt	5200						0			0
350	Debt Service - Payments of Principal on Long-Term Debt 15 (Lease/Purchase Principal Retired)	5300						0			0
351	Total Debt Service	5000						0			0
352	PROVISIONS FOR CONTINGENCIES (FP&S)	6000						0			0
353	Total Direct Disbursements/Expenditures		0	0	0	0	0	0	0		0
354	Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures										0

This page is provided for detailed itemizations as requested within the body of the Report.

- 1.
- 2.
- 3.
- 4.

	A	B	C	D	E	F
1						
2	<i>Lincolnshire-Prarie View School District 103</i>		<i>34049103002</i>			
3	DEFICIT BUDGET SUMMARY INFORMATION - Operating Funds Only					
4		EDUCATIONAL	OPERATIONS & MAINTENANCE	TRANSPORTATION	WORKING CASH	TOTAL
5	Direct Revenues	24,208,700	2,598,200	1,973,300		28,780,200
6	Direct Expenditures	22,877,400	2,097,300	1,895,500		26,870,200
7	Difference	1,331,300	500,900	77,800		1,910,000
8	Estimated Fund Balance - June 30, 2014	15,301,735	1,199,988	1,235,175	520,234	18,257,132
9	<div style="border: 1px dashed blue; padding: 10px; display: inline-block;"> Balanced budget, no deficit reduction plan is required. </div>					
10						
11						
12	<p><i>A deficit reduction plan is required if the local board of education adopts (or amends) the 2013-14 school district budget in which the "operating funds" listed above result in direct revenues (line 9) being less than direct expenditures (line 19) by an amount equal to or greater than one-third (1/3) of the ending fund balance (line 81).</i></p>					
13	<p>Note: The balance is determined using only the four funds listed above. That is, if the estimated ending fund balance is less than three times the deficit spending, the district must adopt and file with ISBE a deficit reduction plan to balance the shortfall within three years.</p>					
14	<p><i>The School Code, Section 17-1 (105 ILCS 5/17-1) - If the 2012-2013 Annual Financial Report (AFR) reflects a deficit as defined above (page 36), then the school district shall adopt and submit a deficit reduction plan (found here on page 20-24) to ISBE within 30 days after acceptance of the AFR.</i></p>					
15	<p><i>The deficit reduction plan, if required, is developed using ISBE guidelines and format.</i></p>					

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ILLINOIS STATE BOARD OF EDUCATION
SCHOOL BUSINESS SERVICES DIVISION

	A	B	C	D	E	F	G
1			DEFICIT REDUCTION PLAN				
2			ESTIMATED BUDGET				
3	Lincolnshire-Prarie View School District 103		FY2013-14				
4	<i>District Number</i>						
5	34049103002						
6			Educational Fund	Operations & Maintenance Fund	Transportation Fund	Working Cash Fund	Total
7	ESTIMATED BEGINNING FUND BALANCE (must equal prior Ending Fund Balance)		15,455,563	1,270,738	1,757,375	520,334	19,004,010
8	RECEIPTS/REVENUES		Acct No.				
9	LOCAL SOURCES		1000	23,358,300	2,228,200	1,503,300	0
10	FLOW-THROUGH RECEIPTS/REVENUES FROM ONE DISTRICT TO ANOTHER DISTRICT		2000	0	0	0	0
11	STATE SOURCES		3000	628,500	370,000	470,000	0
12	FEDERAL SOURCES		4000	221,900	0	0	0
13	Total Receipts/Revenues			24,208,700	2,598,200	1,973,300	0
14	DISBURSEMENTS/EXPENDITURES		Funct No.				
15	INSTRUCTION		1000	13,918,400			13,918,400
16	SUPPORT SERVICES		2000	8,005,400	2,097,300	1,895,500	11,998,200
17	COMMUNITY SERVICES		3000	321,600	0	0	321,600
18	PAYMENTS TO OTHER DISTRICTS & GOVT. UNITS		4000	482,000	0	0	482,000
19	DEBT SERVICES		5000	0	0	0	0
20	PROVISION FOR CONTINGENCIES		6000	150,000	0	0	150,000
21	Total Disbursements/Expenditures			22,877,400	2,097,300	1,895,500	26,870,200
22	Excess of Receipts/Revenue Over/(Under) Disbursements/Expenditures			1,331,300	500,900	77,800	0
23	OTHER SOURCES/USES OF FUNDS						
24	OTHER SOURCES OF FUNDS (7000)			0	1,970,370	0	0
25	OTHER USES OF FUNDS (8000)			1,485,128	2,542,020	600,000	100
26	TOTAL OTHER SOURCES/USES OF FUNDS			(1,485,128)	(571,650)	(600,000)	(100)
27	ESTIMATED ENDING FUND BALANCE			15,301,735	1,199,988	1,235,175	520,234
							18,257,132

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ILLINOIS STATE BOARD OF EDUCATION
SCHOOL BUSINESS SERVICES DIVISION

	A	B	H	I	J	K	L
1			ESTIMATED BUDGET FY2014-15				
2							
3	Lincolnshire-Prarie View School District 103	34049103002					
4	<i>District Number</i>						
5							
6			Educational Fund	Operations & Maintenance Fund	Transportation Fund	Working Cash Fund	Total
7	ESTIMATED BEGINNING FUND BALANCE (must equal prior Ending Fund Balance)		15,301,735	1,199,988	1,235,175	520,234	18,257,132
8	RECEIPTS/REVENUES	Acct No.					
9	LOCAL SOURCES	1000					0
10	FLOW-THROUGH RECEIPTS/REVENUES FROM ONE DISTRICT TO ANOTHER DISTRICT	2000					0
11	STATE SOURCES	3000					0
12	FEDERAL SOURCES	4000					0
13	Total Receipts/Revenues		0	0	0	0	0
14	DISBURSEMENTS/EXPENDITURES	Funct No.					
15	INSTRUCTION	1000					0
16	SUPPORT SERVICES	2000					0
17	COMMUNITY SERVICES	3000					0
18	PAYMENTS TO OTHER DISTRICTS & GOVT. UNITS	4000					0
19	DEBT SERVICES	5000					0
20	PROVISION FOR CONTINGENCIES	6000					0
21	Total Disbursements/Expenditures		0	0	0		0
22	Excess of Receipts/Revenue Over/(Under) Disbursements/Expenditures		0	0	0	0	0
23	OTHER SOURCES/USES OF FUNDS						
24	OTHER SOURCES OF FUNDS (7000)						0
25	OTHER USES OF FUNDS (8000)						0
26	TOTAL OTHER SOURCES/USES OF FUNDS		0	0	0	0	0
27	ESTIMATED ENDING FUND BALANCE		15,301,735	1,199,988	1,235,175	520,234	18,257,132

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ILLINOIS STATE BOARD OF EDUCATION
SCHOOL BUSINESS SERVICES DIVISION

	A	B	M	N	O	P	Q
1	Lincolnshire-Prarie View School District 103 34049103002 <i>District Number</i>		ESTIMATED BUDGET FY2015-16				
2							
3							
4							
5							
6			Educational Fund	Operations & Maintenance Fund	Transportation Fund	Working Cash Fund	Total
7	ESTIMATED BEGINNING FUND BALANCE (must equal prior Ending Fund Balance)		15,301,735	1,199,988	1,235,175	520,234	18,257,132
8	RECEIPTS/REVENUES	Acct No.					
9	LOCAL SOURCES	1000					0
10	FLOW-THROUGH RECEIPTS/REVENUES FROM ONE DISTRICT TO ANOTHER DISTRICT	2000					0
11	STATE SOURCES	3000					0
12	FEDERAL SOURCES	4000					0
13	Total Receipts/Revenues		0	0	0	0	0
14	DISBURSEMENTS/EXPENDITURES	Funct No.					
15	INSTRUCTION	1000					0
16	SUPPORT SERVICES	2000					0
17	COMMUNITY SERVICES	3000					0
18	PAYMENTS TO OTHER DISTRICTS & GOVT. UNITS	4000					0
19	DEBT SERVICES	5000					0
20	PROVISION FOR CONTINGENCIES	6000					0
21	Total Disbursements/Expenditures		0	0	0		0
22	Excess of Receipts/Revenue Over/(Under) Disbursements/Expenditures		0	0	0	0	0
23	OTHER SOURCES/USES OF FUNDS						
24	OTHER SOURCES OF FUNDS (7000)						0
25	OTHER USES OF FUNDS (8000)						0
26	TOTAL OTHER SOURCES/USES OF FUNDS		0	0	0	0	0
27	ESTIMATED ENDING FUND BALANCE		15,301,735	1,199,988	1,235,175	520,234	18,257,132

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ILLINOIS STATE BOARD OF EDUCATION
SCHOOL BUSINESS SERVICES DIVISION

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	A	B	R	S	T	U	V
1	Lincolnshire-Prarie View School District 103 34049103002 <i>District Number</i>		ESTIMATED BUDGET FY2016-17				
2							
3							
4							
5							
6			Educational Fund	Operations & Maintenance Fund	Transportation Fund	Working Cash Fund	Total
7	ESTIMATED BEGINNING FUND BALANCE (must equal prior Ending Fund Balance)		15,301,735	1,199,988	1,235,175	520,234	18,257,132
8	RECEIPTS/REVENUES	Acct No.					
9	LOCAL SOURCES	1000					0
10	FLOW-THROUGH RECEIPTS/REVENUES FROM ONE DISTRICT TO ANOTHER DISTRICT	2000					0
11	STATE SOURCES	3000					0
12	FEDERAL SOURCES	4000					0
13	Total Receipts/Revenues		0	0	0	0	0
14	DISBURSEMENTS/EXPENDITURES	Funct No.					
15	INSTRUCTION	1000					0
16	SUPPORT SERVICES	2000					0
17	COMMUNITY SERVICES	3000					0
18	PAYMENTS TO OTHER DISTRICTS & GOVT. UNITS	4000					0
19	DEBT SERVICES	5000					0
20	PROVISION FOR CONTINGENCIES	6000					0
21	Total Disbursements/Expenditures		0	0	0		0
22	Excess of Receipts/Revenue Over/(Under) Disbursements/Expenditures		0	0	0	0	0
23	OTHER SOURCES/USES OF FUNDS						
24	OTHER SOURCES OF FUNDS (7000)						0
25	OTHER USES OF FUNDS (8000)						0
26	TOTAL OTHER SOURCES/USES OF FUNDS		0	0	0	0	0
27	ESTIMATED ENDING FUND BALANCE		15,301,735	1,199,988	1,235,175	520,234	18,257,132

ILLINOIS STATE BOARD OF EDUCATION
SCHOOL BUSINESS SERVICES DIVISION

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	A	B	W	X	Y	Z
1			SUMMARY			
2			BUDGET ADDENDUM - DEFICIT REDUCTION PLAN			
3	Lincolnshire-Prarie View School District 103 34049103002		ESTIMATED BUDGET			
4	<i>District Number</i>		<i>Date of Adoption:</i>			
5			<i>(Enter as MM/DD/YY)</i>			
6			FY2013-14	FY2014-15	FY2015-16	FY2016-17
7	ESTIMATED BEGINNING FUND BALANCE (must equal prior Ending Fund Balance)		19,004,010	18,257,132	18,257,132	18,257,132
8	RECEIPTS/REVENUES		Acct No.			
9	LOCAL SOURCES		27,089,800	0	0	0
10	FLOW-THROUGH RECEIPTS/REVENUES FROM ONE DISTRICT TO ANOTHER DISTRICT		0	0	0	0
11	STATE SOURCES		1,468,500	0	0	0
12	FEDERAL SOURCES		221,900	0	0	0
13	Total Receipts/Revenues		28,780,200	0	0	0
14	DISBURSEMENTS/EXPENDITURES		Funct No.			
15	INSTRUCTION		13,918,400	0	0	0
16	SUPPORT SERVICES		11,998,200	0	0	0
17	COMMUNITY SERVICES		321,600	0	0	0
18	PAYMENTS TO OTHER DISTRICTS & GOVT. UNITS		482,000	0	0	0
19	DEBT SERVICES		0	0	0	0
20	PROVISION FOR CONTINGENCIES		150,000	0	0	0
21	Total Disbursements/Expenditures		26,870,200	0	0	0
22	Excess of Receipts/Revenue Over/(Under) Disbursements/Expenditures		1,910,000	0	0	0
23	OTHER SOURCES/USES OF FUNDS					
24	OTHER SOURCES OF FUNDS (7000)		1,970,370	0	0	0
25	OTHER USES OF FUNDS (8000)		4,627,248	0	0	0
26	TOTAL OTHER SOURCES/USES OF FUNDS		(2,656,878)	0	0	0
27	ESTIMATED ENDING FUND BALANCE		18,257,132	18,257,132	18,257,132	18,257,132

Deficit Reduction Plan-Background/Assumptions
Fiscal Year 2014 through Fiscal Year 2017

Lincolnshire-Prarie View School District 103

34049103002

Please complete the following schedule and include a brief description to identify any areas of the budget that will be impacted from one year to the next. If the deficit reduction plan relies upon new local revenues, identify contingencies for further budget reductions which will be enacted in the event those new revenues are not available. For additional information, please see:

www.isbe.net/sfms/budget/2014/budget.htm

1. Background and Narrative of Budget Reductions:

2. Assumptions Used in the Deficit Reduction Plan:

- Foundation Levels for General State Aid:

- Equal Assessed Valuation and Tax Rates:

- Employee Salaries and Benefits:

- Short and Long Term Borrowing:

- Educational Impact:

- Other Assumptions:

- Has the district considered shared services or outsourcing (Ex: Transportation, Insurance) If yes please explain:

ESTIMATED LIMITATION OF ADMINISTRATIVE COSTS

(For Local Use Only)

This is an estimated Limitation of Administrative Costs Worksheet only and will not be accepted for Official Submission of the Limitation of Administrative Costs Worksheet.

The worksheet is intended for use during the budgeting process to estimate the district's percent increase of FY2014 budgeted expenditures over FY2013 actual expenditures. Budget information is copied to this page. Insert the prior year estimated actual expenditures to compute the estimated percentage increase (decrease).

The official Limitation of Administrative Costs Worksheet is attached to the end of the Annual Financial Report (ISBE Form 50-35) and may be submitted in conjunction with that report.

An official Limitation of Administrative Costs Worksheet can also be found on the ISBE website at:

[Limitation of Administrative Costs](#)

ESTIMATED LIMITATION OF ADMINISTRATIVE COSTS WORKSHEET (Section 17-1.5 of the School Code)
--

School District Name: Lincolnshire-Prarie View School District 103
 RCDT Number: 34-049-1030-02

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Description	Funct. No.	Estimated Actual Expenditures, Fiscal Year 2013			Budgeted Expenditures, Fiscal Year 2014		
		(10) Educational	(20) Operations & Maintenance	Total	(10) Educational	(20) Operations & Maintenance	Total
1. Executive Administration Services	2320	347,429		347,429	368,300		368,300
2. Special Area Administration Services	2330	359,595		359,595	395,500		395,500
3. Other Support Services - School Administration	2490			0	0		0
4. Direction of Business Support Services	2510	230,156		230,156	219,100	0	219,100
5. Internal Services	2570			0	0		0
6. Direction of Central Support Services	2610			0	0		0
7. Deduct - Early Retirement or other pension obligations required by state law and include above				0			0
8. Totals		937,179	0	937,179	982,900	0	982,900
9. Estimated Percent Increase (Decrease) for FY2014 (Budgeted) over FY2013 (Actual)							5%

Reference Description

- ¹ Each fund balance should correspond to the fund balance reflected on the books as of June 30th - Balance Sheet Accounts #720 and #730 (audit figures, if available).
- ² Accounting and Financial Reporting for Certain Grants and Other Financial Assistance. The "On-Behalf" Payments should only be reflected on this page (Budget Summary, Lines 10 and 20).
- ³ Requires the secretary of the school board to notify the county clerk (within 30 days of the transfer approval) to abate an equal amount of taxes to be next extended. See Sec. 10-22.14 & 17-2.11.
- ^{3a} Requires notification to the county clerk to abate an equal amount from taxes next extended. See section 10-22.14
- ⁴ Principal on Bonds Sold:
 - (1) Funding Bonds are to be entered in the fund or funds in which the liability occurs.
 - (2) Refunding Bonds can be entered in the Debt Services Fund only.
 - (3) Building Bonds can be entered in the Capital Projects Fund only.
 - (4) Fire Prevention and Safety Bonds can be entered in the Fire Prevention & Safety Fund only.
- ⁵ The proceeds from the sale of school sites, buildings, or other real estate shall be used first to pay the principal and interest on any outstanding bonds on the property being sold, and after all such bonds have been retired, the remaining proceeds from the sale next shall be used by the school board to meet any urgent district needs as determined under Sections 2-3.12 and 17-2.11 of the School Code. Once these issues have been addressed, any remaining proceeds may be used for any other authorized purpose and for deposit into any district fund.
- ⁶ The School Code, Section 10-22.44 prohibits the transfer of interest earned on the investment of "any funds for purposes of Illinois Municipal Retirement under the Pension Code." This prohibition does not include funds for Social Security and Medicare-only purposes. For additional requirements on interest earnings, see 23 Illinois Administrative Code, Part 100, Section 100.50.
- ⁷ Cash plus investments must be greater than or equal to zero.
- ⁸ For cash basis budgets, this total will equal the Budget Summary - Total Direct Receipts/Revenues (Line 9) plus Total Other Sources of Funds (Line 46).
- ⁹ For cash basis budgets, this total will equal the Budget Summary - Total Direct Disbursements/Expenditures (Line 19) plus Total Other Uses of Funds (Line 79).
- ¹⁰ Working Cash Fund loans may be made to any district fund for which taxes are levied (Section 20-5 of the School Code).
- ¹¹ Include revenue accounts 1110 through 1115, 1117, 1118 & 1120.
- ¹² The School Code Section 17-2.2c. Tax for leasing educational facilities or computer technology or both, and for temporary relocation expense purposes.
- ¹³ Corporate personal property replacement tax revenue must be first applied to the Municipal Retirement/Social Security Fund to replace tax revenue lost due to the abolition of the corporate personal property tax (30 ILCS 115/12). This provision does not apply to taxes levied for Medicare-Only purposes.
- ¹⁴ Only tuition payments made to private facilities. See Functions 4200 or 4400 for estimated public facility disbursements/expenditures.
- ¹⁵ Payment towards the retirement of lease/purchase agreements or bonded/other indebtedness (principal only) otherwise reported within the fund - e.g.: alternate revenue bonds. (Describe & Itemize)
- ¹⁶ Only abolishment of Working Cash Fund must transfer its funds directly to the Educational Fund upon adoption of a resolution and at the close of the current school Year (see 105 ILCS 5/20-8 for further explanation)
Only abatement of working cash fund can transfer its funds to any fund in most need of money (see 105 ILCS 5/20-10 for further explanation)

CHECK FOR ERRORS	
<p>This worksheet checks various cells to assure that selected items are in balance. Out-of-balance conditions are accompanied by an error message. Errors must be corrected before the budget is finalized and submitted to ISBE.</p>	
Budget Item References	Message
Is Deficit Reduction Plan Required?	Congratulations! You have a balanced budget.
If required, is Deficit Reduction Plan Completed (Page: DefReductPlan 20-24)?	
1. Cover Page - CASH or ACCRUAL	
Check one type of Accounting Basis used on the Cover sheet.	CASH
2. Budget Summary: Other Sources (Page BudgetSum 2-3 - Acct 7000), must equal Other Uses (BudgetSum 2-3 - Acct. 8000).	
Estimated Beginning Fund Balance July,1 2013 for all Funds (Cells C3 - K3)(Line must have a number or zero)	OK
Transfer Among Funds (Funds 10, 20, 40 - Acct 7130 - Cells C29, D29, F29), must equal (Funds 10, 20 & 40 - Acct 8130 - Cells C52, D52, F52).	OK
Transfer of Interest (Funds 10 thru 90 - Acct 7140 - Cells C30:K30), must equal (Funds 10 thru 60, & 80 - Acct 8140 - Cells C53:H53, J53).	OK
Transfer to Debt Service to Pay Principal on Capital Leases (Fund 30 - Acct 7400 - Cell E39) must equal (Funds 10, 20 & 60 - Acct 8400 Cells C57:H60).	OK
Transfer to Debt Service to Pay Interest on Capital Leases (Fund 30 - Acct 7500 - Cell E40) must equal (Funds 10, 20 & 60 - Acct 8500 - Cells C61:H64).	OK
Transfer to Debt Service Fund to Pay Principal on Revenue Bonds (Fund 30 - Acct 7600 - Cell E41) must equal (Funds 10 & 20 - Acct 8600 - Cells C65:D68).	OK
Transfer to Debt Service to Pay Interest on Revenue Bonds (Fund 30 - Acct 7700 - Cell E42) must equal (Funds 10 & 20 - Acct 8700 - Cells C69:D72).	OK
Transfer to Capital Projects Fund (Fund 60 - Acct 7800 - Cell H43) must equal (Fund 10 & 20, Acct 8800 - Cells C73:D76).	OK
3. Summary of Cash Transactions: Beginning Cash Balance on Hand July 1, 2012, (CashSum 4, All Funds), cannot be negative.	
Educational (Fund 10 - Cell C3)	OK
Operations & Maintenance (Fund 20 - Cell D3)	OK
Debt Service (Fund 30 - Cell E3)	OK
Transportation (Fund 40 - Cell F3)	OK
Municipal Retirement/Social Security (Fund 50 - Cell G3)	OK
Capital Projects (Fund 60 - Cell H3)	OK
Working Cash (Fund 70 - Cell I3)	OK
Tort (Fund 80 - Cell J3)	OK
Fire Prevention & Safety (Fund 90 - Cell K3)	OK
4. Summary of Cash Transactions: Ending Cash Balance on Hand June 30, 2013, (Page CashSum 4 - All Funds), cannot be negative.	
Educational (Fund 10 - Cell C21)	OK
Operations & Maintenance (Fund 20 - Cell D21)	OK
Debt Service (Fund 30 - Cell E21)	OK
Transportation (Fund 40 - F21)	OK
Municipal Retirement/Social Security (Fund 50 - Cell G21)	OK
Capital Projects (Fund 60 - H21)	OK
Working Cash (Fund 70 - Cell I21)	OK
Tort (Fund 80 - Cell J21)	OK
Fire Prevention & Safety (Fund 90 - Cell K21)	OK
5. Summary of Cash Transactions: Other Receipts, (Page CashSum 4), must equal Other Disbursements, (Page CashSum 4).	
Interfund Loans Payable (Funds 10:60, 80, 90 - Acct 411 - Cells C6:H6, J6:K6) must equal Interfund Loans Receivable (Funds 10:20, 40, 70 - Acct 141 - Cells C15:D15, F15, I15).	OK
Interfund Loans Receivable (Funds 10, 20, 40 & 70 - Acct 141 - Cells C7:D7, F7, I7) must equal Interfund Loans Payable (Funds 10:60, 80, 90 - Acct 411 - Cells C16:H16, J16, K16).	OK

End of Balancing



Lincolnshire-Prairie View School District 103

Memo

To: Board of Education
From: Scott Warren
Date: July 5, 2013
Re: Superintendent Informational Report

Resignation Letter

A resignation letter from Shona Fowler, one of our part-time physical therapy specialists, is included in the Board packet for your review. Shona has done a great job for the district and we wish her well in her future endeavors. No action from the Board needs to be taken.

Part Time District Curriculum Coordinator

Included in this report is a memo from Katie Reynolds outlining the request for a part time district Curriculum Coordinator to assist with the increasing demands in our Curriculum and Instruction department. The number of new and ongoing initiatives in the District requires additional support to manage these initiatives effectively. The addition of a part time Curriculum Coordinator would not only assist the Curriculum department in accomplishing all of its goals, it would also help relieve the teacher workload for writing and developing curriculum.

Maternity Leave

I would like to congratulate Julie (Moran) Gaunky on the expected arrival of her son on her due date of October 9, 2013! She has submitted her maternity leave letter to me as stated in the current Master Contract. The specific dates of her leave will be determined pending the birth of her son. Her letter is included for your review. Congratulations, Julie!



Lincolnshire – Prairie View School District 103
1370 RIVERWOODS ROAD
LINCOLNSHIRE, IL 60069
847.295.4030
(Fax) 847.295.9196

Memo

To: Board of Education
From: Katie Reynolds
CC: Dr. Scott Warren
Date: July 2, 2013
Re: Part Time District Curriculum Coordinator

The intent of this memo is to request a part time curriculum coordinator position to be hired for the start of the 2013-2014 school year. This position would report to the Executive Director of Teaching and Learning. The responsibilities of the position would include assisting in overseeing the school district's curriculum, assessment, and instructional programs. This individual would work with teachers and school administrators to implement new teaching techniques to continue to improve the quality of education for our students.

With the number of new and ongoing curriculum initiatives simultaneously in the development and implementation stages; Common Core alignment of English Language Arts and Mathematics, technology integration, the new world language program, ELM evaluation, Social and Emotional Learning (SEL) curriculum development, Next Generation Science Standards curriculum development, preparation for the new PARCC assessments, and the implementation of a new teacher evaluation system, responsibilities have increased beyond the scope of what the department's current staff can effectively manage. Teachers who serve as district and building curriculum chairs have been placed in a position of making curriculum-related decisions and leading substantial amounts of curriculum work in order to help ensure the success of each initiative. As new initiatives are added, the curriculum department and teachers' responsibilities continue to grow to meet the new demands. With the addition of a part time curriculum coordinator, the department staff will be able to develop curriculum documents and assessments for teachers to review and modify, as opposed to having teachers create them from scratch. The position will allow the district to more efficiently align the District 103 curriculum and assessments to Common Core for ELA and Math, work with the Area 125 Consortium on the development of curriculum for the Next Generation Science Standards, and provide assistance in other curriculum projects to help refocus teachers' energy back to their work with students.

I have attached a draft job description for your review. As this is an informational item, no action needs to be taken at the July 9 Board meeting. I appreciate your consideration of this request.

DRAFT Curriculum Coordinator Job Description

Salary and Benefits package: \$50,000

Work year: 11 or 12 month employee

Work Week: 20-25 hours

Qualifications:

1. Masters Degree in Education. Masters Degree in Curriculum and Instruction, preferred.
2. Experience in either regular and/or special classroom teaching
3. Certified in Illinois
4. Ability to develop and coordinate programs for teachers, PreK-8

Supervisor: Executive Director of Teaching and Learning

Job Goal:

To provide leadership in the ongoing development, assessment and improvement of the curriculum, instructional, and staff development programs for Lincolnshire-Prairie View School District #103

Job Responsibilities

1. Facilitate monthly meetings with teacher Curriculum Coordinators
2. Write curriculum and coordinate assessments for all subject areas under curriculum review
3. Assist in researching, evaluating and ordering of new curriculum materials, supplies and equipment.
4. Stay abreast of trends in curriculum development and instructional aids and methods, serving as an expert resource for teachers.
5. Plan and conduct workshops, conferences and teacher training institutes to introduce new methods and procedures, and to improve the quality of instruction.
6. Assist in keeping the community informed about the curriculum and instructional programs of the schools and student achievement in the state's learning results.
7. Lead the continued development of report cards and grading policies.
8. Assist with the implementation of all state and local assessments.
9. Assist with other curriculum and instructional duties as assigned.

Shona Fowler, PT, DPT
38W681 West Mary Lane
St. Charles, IL 60175
630-802-2078
shonafowler@sbcglobal.net

June 20, 2013

Julie Postma
Director of Student Services
Lincolnshire-Prairie View School District 103
1370 North Riverwoods Road
Lincolnshire, IL 60069

Dear Julie

It is with deep regret that I offer you this formal letter of resignation as the Lincolnshire-Prairie View School District 103 physical therapist effective following the completion of ESY on July 2, 2013.

On June 3rd I received notice from my other special education cooperative employer that my physical therapy position and benefits will be eliminated due to a reduction in force effective July 11, 2013. On June 19th I accepted a full time physical therapy position offered to me by Community Unit School District 303. I am sorry this full time position will not allow me to continue to work in district 103.


It has been a privilege to work with the exceptional administration, teachers, therapists, staff, children, and parents throughout District 103 and in the guided program during the 2012-2013 school year. I cannot begin to express my appreciation for everyone's consideration and kindness as a new employee last fall, as well as their ongoing support throughout the year. I immensely enjoyed being part of the Early Childhood and Guided program teams.

Please let me know of any exit procedures to complete and convey my thanks and best wishes to your staff.

Feel free to share my contact information with your future physical therapist to assist with the transition in any manner needed.

Thank you for your support throughout the year.

Sincerely,


Shona Fowler, PT, DPT



Maternity Leave

1 message

Gaunky Julie <jgaunky@d103.org>

Wed, Jul 3, 2013 at 5:43 PM

To: Scott Warren <swarren@d103.org>

Cc: "St.Claire Margaret" <mstclaire@d103.org>, Tracy Gordon <tgordon@d103.org>, Carey Murphy <cmurphy@d103.org>

July 3, 2013

Dear Dr. Scott Warren and District 103 School Board Members,

My husband Mark and I are thrilled to announce the upcoming birth of our son.

As a result of our son's approaching birth, I would like to request a maternity leave of absence with a start date of approximately October 9, 2013. My intention is to return back to school January 6, 2014, following Winter Break. I will be using my accrued sick days. If my leave begins on October 9, I will use about 48 sick days.

I am with the understanding that my insurance coverage will continue throughout the school year. In addition, I anticipate receiving a full year of service credit on the seniority list and salary schedule, as well as accruing my full sick days (14) and personal days (4).

Thank you for your consideration and support of my request during this very exciting time for our family.

Sincerely,

Julie A. Gaunky

Daniel Wright JHS

8th Grade English Teacher

cc: Mrs. Margaret St. Claire

Mrs. Tracy Gordon

Mrs. Carey Murphy

6-20-13

Dear District 103
Board of Education
and District 103 Family,

Thank you for the
beautiful plant
dish garden/basket. It
truly lifted my spirits.
I don't know what
I would do without
your continued
support. It's greatly
appreciated!

I am truly blessed
by my extended D103
family!!!

With deepest
Thanks,
Jaredinash

**RESOLUTION TO AMEND
SUPERINTENDENT'S CONTRACT**

WHEREAS, the Board of Education of Lincolnshire-Prairie View School District No. 103, Lake County, Illinois (the "Board") and Dr. Scott Warren ("Dr. Warren" or "Superintendent") are parties to a Superintendent's Contract covering the term of July 1, 2012, through June 30, 2015, (the "Contract"); and

WHEREAS, the Board and Dr. Warren wish to amend the terms of the Contract.

NOW, THEREFORE, be it resolved:

Section 1. The above recitals are incorporated herein and made a contractual part hereof.

Section 2. The Contract is hereby amended by establishing the Superintendent's annual salary for July 1, 2013 through June 30, 2014, pursuant to Section 4 of the Contract, One Hundred Ninety One Dollars Two Hundred Fourteen Dollars (\$191,214.00). All other provisions of the Contract shall remain unchanged and in full effect.

Section 3. This resolution will take effect upon adoption by the Board.

Member _____ moved to adopt the resolution, and Member _____ seconded the motion. Upon roll call vote, the members voted as follows:

AYES: _____

NAYS: _____

ABSENT: _____

Resolution adopted this 9th day of July, 2013

AGREED:

Dr. Scott Warren

BOARD OF EDUCATION
LINCOLNSHIRE-PRAIRIE VIEW
SCHOOL DISTRICT 103
LAKE COUNTY, ILLINOIS

ATTEST:

Secretary

President

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**RESOLUTION TO AMEND
ASSISTANT SUPERINTENDENT'S CONTRACT**

WHEREAS, the Board of Education of Lincolnshire-Prairie View School District No. 103, Lake County, Illinois (the "Board") and Dan Stanley ("Mr. Stanley" or "Assistant Superintendent") are parties to an Assistant Superintendent's Contract covering the term of July 1, 2012, through June 30, 2015, (the "Contract"); and

WHEREAS, the Board and Mr. Stanley wish to amend the terms of the Contract.

NOW, THEREFORE, be it resolved:

Section 1. The above recitals are incorporated herein and made a contractual part hereof.

Section 2. The Contract is hereby amended by establishing the Assistant Superintendent's annual salary for July 1, 2013 through June 30, 2014, pursuant to Section 4 of the Contract, as One Hundred Fifty Three Thousand Two Hundred Thirty Eight Dollars (\$153,238.00). All other provisions of the Contract shall remain unchanged and in full effect.

Section 3. This resolution will take effect upon adoption by the Board.

Member _____ moved to adopt the resolution, and Member _____ seconded the motion. Upon roll call vote, the members voted as follows:

AYES: _____

NAYS: _____

ABSENT: _____

Resolution adopted this 9th day of July, 2013

AGREED:

Dan Stanley

BOARD OF EDUCATION
LINCOLNSHIRE-PRAIRIE VIEW
SCHOOL DISTRICT 103
LAKE COUNTY, ILLINOIS

ATTEST:

Secretary

President

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**RESOLUTION TO AMEND
EXECUTIVE DIRECTOR'S CONTRACT**

WHEREAS, the Board of Education of Lincolnshire-Prairie View School District No. 103, Lake County, Illinois (the "Board") and Katie Reynolds ("Ms. Reynolds" or "Executive Director") are parties to an Executive Director's Contract covering the term of July 1, 2012, through June 30, 2015, (the "Contract"); and

WHEREAS, the Board and Ms. Reynolds wish to amend the terms of the Contract.

NOW, THEREFORE, be it resolved:

Section 1. The above recitals are incorporated herein and made a contractual part hereof.

Section 2. The Contract is hereby amended by establishing the Executive Director's annual salary for July 1, 2013 through June 30, 2014, pursuant to Section 4 of the Contract, as One Hundred Fifty Three Thousand Two Hundred Thirty Eight Dollars (\$153,238.00). All other provisions of the Contract shall remain unchanged and in full effect.

Section 3. This resolution will take effect upon adoption by the Board.

Member _____ moved to adopt the resolution, and Member _____ seconded the motion. Upon roll call vote, the members voted as follows:

AYES: _____

NAYS: _____

ABSENT: _____

Resolution adopted this 9th day of July, 2013

AGREED:

Katie Reynolds

BOARD OF EDUCATION
LINCOLNSHIRE-PRAIRIE VIEW
SCHOOL DISTRICT 103
LAKE COUNTY, ILLINOIS

ATTEST:

Secretary

President

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PRINCIPAL OF LAURA B. SPRAGUE SCHOOL AGREEMENT

THIS AGREEMENT made this 9th day of July 2013, by and between the BOARD OF EDUCATION OF LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103 (“BOARD”), and CHRISTINE ADLER (“PRINCIPAL”), has been approved at the meeting of the BOARD held on JULY 9, 2013.

IT IS AGREED:

1. **EMPLOYMENT** - The PRINCIPAL is hereby hired and retained from July 1, 2013 through and including June 30, 2014, as PRINCIPAL of LAURA B. SPRAGUE SCHOOL in Lincolnshire-Prairie View School District No. 103.

2. **DUTIES** - The duties and responsibilities of the PRINCIPAL will be those incidental to the office of the PRINCIPAL, those set forth in the job description for the position of PRINCIPAL (or, those duties contained in Board Policy, as adopted, and which may be amended from time to time), the attainment of the student performance and academic improvement goals determined pursuant to this Agreement, those obligations imposed by the laws of the State of Illinois upon the PRINCIPAL, and the performance of other professional duties customarily performed by a PRINCIPAL as from time to time may be assigned to the PRINCIPAL by the BOARD or the Superintendent. The BOARD reserves the right to reassign the PRINCIPAL to different duties requiring certification from time to time during the term of this Agreement, without loss of contract term, pay, benefits, notice or a hearing.

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT** - This Agreement is a performance-based contract. The PRINCIPAL will address and fulfill student performance and academic improvement goals which are attached hereto, as Exhibit A, and may be modified by the BOARD, the Superintendent and the PRINCIPAL cooperatively, during the time between the effective date of this contract and the PRINCIPAL’s start of employment. Any modifications to the student performance and academic improvement goals will be attached to this Agreement and made a part hereof. Once the student performance and academic improvement goals have been attained, this Agreement may be extended by the express, written consent of the parties. For each succeeding school year covered by this Agreement, new student performance and academic improvement goals will be developed prior to the next school year and made a part hereof.

4. **SALARY** - In consideration of the annual salary of One Hundred Forty Thousand Eight Hundred Seven Dollars (\$140,807.00), the PRINCIPAL agrees to devote such time, skill, labor and attention to her employment, during the term of this Agreement, in order to faithfully perform the duties of PRINCIPAL. Salary will be paid in twenty-four (24) equal installments in accordance with the BOARD policy governing payment of salary to the other certificated members of the professional staff, less such amounts as required by law or provided for in this Agreement. The BOARD retains the right to adjust the annual salary and/or fringe benefits of the PRINCIPAL during the term of this Agreement, provided that the salary and/or fringe benefit(s) adjustments will not be lower than the salary and fringe benefits paid by the BOARD as set forth herein. Any adjustment to this Agreement made during the life of this Agreement will be in writing and will become a part of this Agreement. It is provided, however, that by doing so it

will not be considered that the BOARD has entered into a new agreement with the PRINCIPAL or that the termination date of this Agreement has been in any way extended. The BOARD and the PRINCIPAL may enter into extensions of this Agreement for additional periods of time, if all of the student performance and academic improvement goals set forth in this Agreement have been met, both parties agree, and the agreement is reduced to writing.

In addition, the PRINCIPAL will receive a stipend of \$500 per month for education purposes, payment of medical expenses, or retention as cash as the PRINCIPAL sees fit. It is understood that this stipend will be taxable to the PRINCIPAL and will constitute TRS creditable earnings.

In addition, the PRINCIPAL will receive a one-time bonus payment of Fifteen Thousand Dollars (\$15,000), subject to all withholding required by law, if the PRINCIPAL receives her doctorate degree during the term of this Contract. This bonus payment will not become part of the PRINCIPAL'S annual base salary for purposes of calculating future salary increases.

5. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTION** – In addition to the salary paid to the PRINCIPAL by the BOARD as expressed in Section 4, the BOARD will pick up and pay on the PRINCIPAL'S behalf, a maximum contribution of 9.4% to TRS pursuant to Sections 16-152 and 16-152.1 of the *Illinois Pension Code*. The BOARD will remit this contribution to TRS.

The BOARD and the PRINCIPAL make no commitment or guarantee that the BOARD'S payment of the contribution limit will continue to be excludable from the PRINCIPAL'S gross income for federal or state income tax purposes or that any other federal or state tax treatment will apply.

Because neither party can represent what position the IRS, or any other government entity, will take with respect to these payments and withholdings, it is mutually agreed that each side will be responsible for any miscalculations for which it is legally responsible *without* indemnification or any other recourse from the other side. That is, if it is subsequently determined that the PRINCIPAL should have paid taxes on any portion of the contribution for which he did not pay taxes, the interest and penalties are the PRINCIPAL'S responsibility alone. If the BOARD is penalized for failing to withhold enough taxes based on the payroll information in its possession at the time of payment of the contribution, those penalties are the BOARD'S responsibility alone. Both the BOARD and the PRINCIPAL expressly waive the right to seek indemnification or reimbursement from the other as the result of any government decision on the taxability of these amounts. In the event the IRS, or any other government entity, determines that the PRINCIPAL owes more taxes, she has *no* right to seek additional sums from the BOARD.

6. **DEFERRED COMPENSATION** - The PRINCIPAL may elect that a portion of her salary (as stated in Section 4) be used to purchase a tax sheltered annuity pursuant to Section 403(b) of the *Internal Revenue Code of 1986* (the "Code"), as amended, and/or a deferred compensation plan pursuant to Code Section 457. It is understood and agreed that the cost of the purchase of any annuity or plan shall be deducted from the PRINCIPAL'S annual salary and shall not require an expenditure of funds by the BOARD above the amount paid to the PRINCIPAL in the form of salary.

7. **HOSPITALIZATION/MAJOR MEDICAL INSURANCE**—The BOARD will provide and pay 87% of the cost of premiums for hospitalization and major medical insurance, as either individual or family coverage, in accordance with the basic insurance coverage provided to certificated members of the professional staff. The PRINCIPAL will be responsible for the remaining 13% of the cost of the premiums.

8. **TERM LIFE INSURANCE** - The BOARD will provide and pay the premiums for a term life insurance policy for the PRINCIPAL for a ten (10) year term in the amount of Two Hundred Thousand Dollars (\$200,000.00). The BOARD will assign the ownership of the term life insurance policy to a person or trust designated by the PRINCIPAL, and upon termination of this Agreement will allow that owner to continue the life insurance policy at its (or her) own expense.

9. **MEDICAL EXAMINATION** – At the request of the BOARD, the PRINCIPAL will obtain a comprehensive medical examination at BOARD expense, after submission to the insurance carrier. A copy of the certificate of the physician certifying the physical ability of the PRINCIPAL to perform her essential job functions will be given to the President of the BOARD. The physician performing the medical examination will be one licensed to practice medicine in all of its branches and will be chosen by the Board, or by mutual agreement of the Board and PRINCIPAL.

10. **SICK AND PERSONAL LEAVE** – The PRINCIPAL will be entitled to fourteen (14) work days of sick leave annually. If the PRINCIPAL does not use the full amount of annual sick leave allowed, the unused amount will accumulate without limit. Sick leave availability and usage will be governed by Section 24-6 of the Illinois School Code (105 ILCS 5/24-6). The PRINCIPAL will receive three (3) personal leave days annually. Unused personal leave shall accumulate as sick leave.

11. **VACATION LEAVE** - The PRINCIPAL will receive twenty five (25) work days of vacation annually, exclusive of weekends and BOARD approved holidays for twelve month staff. Other Spring, Summer and Winter non-student attendance periods will constitute work days unless specifically scheduled and credited toward the vacation listed above. Vacation days will be cumulative to the extent that a maximum of five (5) unused vacation days earned during a given year may be carried over for use prior to October 1 of the following contract year. The scheduling of more than five (5) consecutive vacation days will be by agreement between the Superintendent and the PRINCIPAL.

12. **BUSINESS AND TRAVEL EXPENSES** - It is anticipated and agreed that the PRINCIPAL will be required to incur certain personal expenses for the official business of the BOARD. As such, the BOARD agrees to reimburse the PRINCIPAL for expenses incurred by her on behalf of the BOARD, which have received pre-approval by the Superintendent; subject, however, to the PRINCIPAL'S substantiation and the BOARD'S approval of such expenses. The PRINCIPAL will submit appropriate substantiation of all business expenses incurred.

13. **MEMBERSHIP DUES** – With prior BOARD approval and upon proper substantiation, the PRINCIPAL will be reimbursed for the dues and membership fees for one national and one state administrator, teacher and/or school board organization memberships to which she belongs. The BOARD shall also pay the costs for professional educational journals to which the PRINCIPAL subscribes.

14. **PROFESSIONAL ACTIVITIES** - The PRINCIPAL will be encouraged to attend appropriate professional meetings and continuing education at the local, state and national levels. Within budget constraints, as approved by the Superintendent and the BOARD, the costs of attendance will be paid by the BOARD.

15. **CERTIFICATE** - The PRINCIPAL will furnish to the BOARD, during the term of this Agreement, a valid, appropriate, and properly registered certificate to act as PRINCIPAL in accordance with the laws of the State of Illinois and as directed by the BOARD.

16. **TUITION REIMBURSEMENT** - The BOARD will reimburse the PRINCIPAL for the tuition costs and fees for coursework approved by the BOARD and related to the position's duties, to a credit hour maximum of \$500 per credit hour and an annual maximum of Seven Thousand Five Hundred Dollars (\$7,500.) For reimbursement to be made, such approval must be in writing from the Superintendent and obtained in advance of taking the course. The PRINCIPAL agrees that by accepting such reimbursement she is agreeing not to seek other employment for a period of two (2) years following the receipt of the last tuition reimbursement she receives from the BOARD. If the PRINCIPAL voluntarily resigns her employment for reasons other than disability, retires, or is terminated pursuant to Section 18 (D) or (E) below, prior to fulfilling her two-year commitment to remain employed by the BOARD, she will immediately become liable to the BOARD for repayment of all tuition reimbursements received in the preceding three (3) years, unless otherwise agreed to in writing signed by the Parties. The PRINCIPAL hereby consents to satisfying any or all of such liability from any remaining compensation that may be due to her under this Agreement or otherwise. The PRINCIPAL'S repayment obligation will be reduced by fifty percent (50%) if she fulfills one year of her two-year commitment, and the obligation will be eliminated upon fulfillment of the full two-year commitment. The repayment obligation will not attach if the BOARD elects not to renew the PRINCIPAL'S contract or if this Contract is terminated by mutual agreement.

17. **TERMINATION OF AGREEMENT** - This Agreement may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement.
- C. Resignation, provided, however, the PRINCIPAL gives the BOARD at least ninety (90) days prior written notice of the proposed resignation.
- D. Disability. In the event of disability by illness or incapacity, after the PRINCIPAL'S sick leave has been exhausted, the compensation will be reinstated after the PRINCIPAL has returned to employment and undertaken the full discharge of her duties. The BOARD may terminate this Agreement by written notice to the PRINCIPAL at any time after the PRINCIPAL has exhausted any accumulated sick leave and such other leave as may be available and has been absent from her employment for whatever cause for an additional continuous period of three (3) months. All obligations of the BOARD will cease upon such termination.

If a question exists concerning the capacity of the PRINCIPAL to return to

her duties the BOARD may require the PRINCIPAL to submit to a medical examination, to be performed by a doctor licensed to practice medicine. The BOARD and PRINCIPAL will mutually agree upon the physician who will conduct the examination. The examination will be done at the expense of the BOARD. The physician will limit his/her report to the issue of whether the PRINCIPAL has a continuing disability which prohibits her from performing her duties.

- E. Discharge for cause. "For cause" will mean any conduct, act, or failure to act by the PRINCIPAL which is prejudicial to the School District as determined by the BOARD, including, but not limited to, neglect of duty, inefficiency or incompetence, insubordination to the Board, or violation of the terms of this Agreement. Reasons for discharge for cause will be given in writing to the PRINCIPAL, who will be entitled to notice and a hearing before the BOARD to discuss the discharge. If the PRINCIPAL chooses to be accompanied by legal counsel, she will bear any costs involved therein. The BOARD hearing will be conducted in closed session. The BOARD will not arbitrarily or capriciously dismiss the PRINCIPAL.
- F. Failure to comply with the terms and conditions of this Agreement.

Nothing will prohibit the BOARD from suspending the PRINCIPAL without pay pending completion of the requirements of this section. After the effective date of dismissal the PRINCIPAL will not be entitled to further payments of compensation of any kind under this Agreement, except that the PRINCIPAL will be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System.

18. **EVALUATION** - The BOARD and PRINCIPAL agree that there will be an annual evaluation of the PRINCIPAL'S performance under this Agreement. The evaluation will consider, but not be limited to, an examination of the establishment and maintenance of educational goals, attainment of the student performance and academic improvement goals set forth in this Agreement, administration of personnel, rapport with the BOARD and other factors of appraisal that may be established by the parties. A written summary of each performance evaluation will be prepared by the Superintendent and given to the PRINCIPAL by March 1.

In the event that the SUPERINTENDENT determines that the performance of the PRINCIPAL is unsatisfactory in any respect, the SUPERINTENDENT will describe in writing, in reasonable detail, specific instances of unsatisfactory performance. The evaluation will include recommendations as to areas of improvement in all instances where the SUPERINTENDENT deems performance to be unsatisfactory. The PRINCIPAL will have the right to make a written reaction or response to the evaluation. This response will become a permanent attachment to the evaluation and placed in the PRINCIPAL'S personnel file.

19. **PROFESSIONAL LIABILITY** - The BOARD agrees that it will defend, hold harmless, and indemnify the PRINCIPAL from any and all demands, claims, suits, actions and legal proceedings brought against the PRINCIPAL in her individual capacity, or in her official capacity as agent and employee of the BOARD provided the incident arose while the PRINCIPAL was acting within the scope of her employment and excluding criminal litigation

and such liability coverage as is beyond the authority of the BOARD to provide under state law. Except that, in no case, will individual BOARD members be considered personally liable for indemnifying the PRINCIPAL against such demands, claims, suits, actions and legal proceedings.

20. **NOTICE** - Any notice or communication permitted or required under this Agreement will be in writing and will become effective on the day of mailing thereof by first class mail, registered or certified mail, postage prepaid, addressed:

If to the BOARD, to:

President
Board of Education
Lincolnshire-Prairie View School District 103
1370 Riverwoods Road
Lincolnshire, Illinois 60069

If to the PRINCIPAL, to:

Christine Adler
21304 S. Sylvan Drive
Mundelein, IL 60060

(or at the last address of the PRINCIPAL contained in official Business Office records of the BOARD).

21. **MISCELLANEOUS**

- A. This Agreement has been executed in Illinois, and will be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there is any conflict between such headings or numbers and the text of this Agreement, the text will control.
- C. This Agreement may be executed in one or more counterparts, each of which will be considered an original, and all of which taken together will be considered one and the same instrument.
- D. This Agreement contains all the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior contracts, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. This Agreement will be binding upon and inure to the benefit of the PRINCIPAL, her successors, assigns, heirs, executors, and personal representatives, and will be binding upon, and inure to the benefit of the BOARD, its successors and assigns.
- F. Both parties have had the opportunity to seek the advice of counsel.
- G. No subsequent alteration, amendment, change, or addition to this Agreement, will be binding upon the parties unless reduced to writing and

duly authorized and signed by each of them.

- H. The BOARD retains the right to repeal, change or modify any policies, procedures or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.
- I. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it will be deemed removed herefrom, and the remainder of this Agreement will continue to have its intended full force and effect.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

PRINCIPAL

BOARD OF EDUCATION OF
LINCOLNSHIRE-PRAIRIE VIEW
SCHOOL DISTRICT 103, LAKE
COUNTY, ILLINOIS

By: _____
Christine Adler

By: _____
President

ATTEST:

Secretary

ASSISTANT PRINCIPAL OF DANIEL WRIGHT JUNIOR HIGH'S AGREEMENT

THIS AGREEMENT made this 9th day of July 2013, by and between the BOARD OF EDUCATION OF LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103 ("BOARD"), and JULIE BODEEN ("ASSISTANT PRINCIPAL"), has been approved at the meeting of the BOARD held on JULY 9, 2013.

IT IS AGREED:

1. **EMPLOYMENT** - The ASSISTANT PRINCIPAL is hereby hired and retained from July 1, 2013 through and including June 30, 2014, as ASSISTANT PRINCIPAL of DANIEL WRIGHT JUNIOR HIGH in Lincolnshire-Prairie View School District No. 103.

2. **DUTIES** - The duties and responsibilities of the ASSISTANT PRINCIPAL will be those incidental to the office of the ASSISTANT PRINCIPAL, those set forth in the job description for the position of ASSISTANT PRINCIPAL (or, those duties contained in Board Policy, as adopted, and which may be amended from time to time), the attainment of the student performance and academic improvement goals determined pursuant to this Agreement, those obligations imposed by the laws of the State of Illinois upon the ASSISTANT PRINCIPAL, and the performance of other professional duties customarily performed by an ASSISTANT PRINCIPAL as from time to time may be assigned to the ASSISTANT PRINCIPAL by the BOARD or the Superintendent. The BOARD reserves the right to reassign the ASSISTANT PRINCIPAL to different duties requiring certification from time to time during the term of this Agreement, without loss of contract term, pay, benefits, notice or a hearing.

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT** - This Agreement is a performance-based contract. The ASSISTANT PRINCIPAL will address and fulfill student performance and academic improvement goals which are attached hereto, as Exhibit A, and may be modified by the BOARD, the Superintendent and the ASSISTANT PRINCIPAL cooperatively, during the time between the effective date of this contract and the ASSISTANT PRINCIPAL's start of employment. Any modifications to the student performance and academic improvement goals will be attached to this Agreement and made a part hereof. Once the student performance and academic improvement goals have been attained, this Agreement may be extended by the express, written consent of the parties. For each succeeding school year covered by this Agreement, new student performance and academic improvement goals will be developed prior to the next school year and made a part hereof.

4. **SALARY** - In consideration of the annual salary of Ninety Thousand Nine Hundred Seventy Four Dollars (\$90,974.00), the ASSISTANT PRINCIPAL agrees to devote such time, skill, labor and attention to her employment, during the term of this Agreement, in order to faithfully perform the duties of ASSISTANT PRINCIPAL. Salary will be paid in twenty-four (24) equal installments in accordance with the BOARD policy governing payment of salary to the other certificated members of the professional staff, less such amounts as required by law or provided for in this Agreement. The BOARD retains the right to adjust the annual salary and/or fringe benefits of the ASSISTANT PRINCIPAL during the term of this Agreement, provided that the salary and/or fringe benefit(s) adjustments will not be lower than the salary and fringe benefits paid by the BOARD as set forth herein. Any adjustment to this Agreement made

during the life of this Agreement will be in writing and will become a part of this Agreement. It is provided, however, that by doing so it will not be considered that the BOARD has entered into a new agreement with the ASSISTANT PRINCIPAL or that the termination date of this Agreement has been in any way extended. The BOARD and the ASSISTANT PRINCIPAL may enter into extensions of this Agreement for additional periods of time, if all of the student performance and academic improvement goals set forth in this Agreement have been met, both parties agree, and the agreement is reduced to writing.

In addition, the ASSISTANT PRINCIPAL will receive a stipend of \$500 per month for education purposes, payment of medical expenses, or retention as cash as the ASSISTANT PRINCIPAL sees fit. It is understood that this stipend will be taxable to the ASSISTANT PRINCIPAL and will constitute TRS creditable earnings.

5. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTION** – In addition to the salary paid to the ASSISTANT PRINCIPAL by the BOARD as expressed in Section 4, the BOARD will pick up and pay on the ASSISTANT PRINCIPAL'S behalf, a maximum contribution of 9.4% to TRS pursuant to Sections 16-152 and 16-152.1 of the *Illinois Pension Code*. The BOARD will remit this contribution to TRS.

The BOARD and the ASSISTANT PRINCIPAL make no commitment or guarantee that the BOARD'S payment of the contribution limit will continue to be excludable from the ASSISTANT PRINCIPAL'S gross income for federal or state income tax purposes or that any other federal or state tax treatment will apply.

Because neither party can represent what position the IRS, or any other government entity, will take with respect to these payments and withholdings, it is mutually agreed that each side will be responsible for any miscalculations for which it is legally responsible *without* indemnification or any other recourse from the other side. That is, if it is subsequently determined that the ASSISTANT PRINCIPAL should have paid taxes on any portion of the contribution for which he did not pay taxes, the interest and penalties are the ASSISTANT PRINCIPAL'S responsibility alone. If the BOARD is penalized for failing to withhold enough taxes based on the payroll information in its possession at the time of payment of the contribution, those penalties are the BOARD'S responsibility alone. Both the BOARD and the ASSISTANT PRINCIPAL expressly waive the right to seek indemnification or reimbursement from the other as the result of any government decision on the taxability of these amounts. In the event the IRS, or any other government entity, determines that the ASSISTANT PRINCIPAL owes more taxes, she has *no* right to seek additional sums from the BOARD.

6. **DEFERRED COMPENSATION** - The ASSISTANT PRINCIPAL may elect that a portion of her salary (as stated in Section 4) be used to purchase a tax sheltered annuity pursuant to Section 403(b) of the *Internal Revenue Code of 1986* (the "Code"), as amended, and/or a deferred compensation plan pursuant to Code Section 457. It is understood and agreed that the cost of the purchase of any annuity or plan shall be deducted from the ASSISTANT PRINCIPAL'S annual salary and shall not require an expenditure of funds by the BOARD above the amount paid to the ASSISTANT PRINCIPAL in the form of salary.

7. **HOSPITALIZATION/MAJOR MEDICAL INSURANCE** – The BOARD will provide and pay 80% of the cost of premiums for hospitalization and major medical insurance, as

either individual or family coverage, in accordance with the basic insurance coverage provided to certificated members of the professional staff. The ASSISTANT PRINCIPAL will be responsible for the remaining 20% of the cost of the premiums.

8. **TERM LIFE INSURANCE** - The BOARD will provide and pay the premiums for a term life insurance policy for the ASSISTANT PRINCIPAL for a ten (10) year term in the amount of Two Hundred Thousand Dollars (\$200,000.00). The BOARD will assign the ownership of the term life insurance policy to a person or trust designated by the ASSISTANT PRINCIPAL, and upon termination of this Agreement will allow that owner to continue the life insurance policy at its (or her) own expense.

9. **MEDICAL EXAMINATION** – At the request of the BOARD, the ASSISTANT PRINCIPAL will obtain a comprehensive medical examination at BOARD expense, after submission to the insurance carrier. A copy of the certificate of the physician certifying the physical ability of the ASSISTANT PRINCIPAL to perform her essential job functions will be given to the President of the BOARD. The physician performing the medical examination will be one licensed to practice medicine in all of its branches and will be chosen by the Board, or by mutual agreement of the Board and ASSISTANT PRINCIPAL.

10. **SICK AND PERSONAL LEAVE** – The ASSISTANT PRINCIPAL will be entitled to fourteen (14) work days of sick leave annually. If the ASSISTANT PRINCIPAL does not use the full amount of annual sick leave allowed, the unused amount will accumulate without limit. Sick leave availability and usage will be governed by Section 24-6 of the Illinois School Code (105 ILCS 5/24-6). The ASSISTANT PRINCIPAL will receive three (3) personal leave days annually. Unused personal leave shall accumulate as sick leave.

11. **VACATION LEAVE** - The ASSISTANT PRINCIPAL will receive twenty (20) work days of vacation annually, exclusive of weekends and BOARD approved holidays for twelve month staff. Other Spring, Summer and Winter non-student attendance periods will constitute work days unless specifically scheduled and credited toward the vacation listed above. Vacation days will be cumulative to the extent that a maximum of five (5) unused vacation days earned during a given year may be carried over for use prior to October 1 of the following contract year. The scheduling of more than five (5) consecutive vacation days will be by agreement between the Superintendent and the ASSISTANT PRINCIPAL.

12. **BUSINESS AND TRAVEL EXPENSES** - It is anticipated and agreed that the ASSISTANT PRINCIPAL will be required to incur certain personal expenses for the official business of the BOARD. As such, the BOARD agrees to reimburse the ASSISTANT PRINCIPAL for expenses incurred by her on behalf of the BOARD, which have received pre-approval by the Superintendent; subject, however, to the ASSISTANT PRINCIPAL'S substantiation and the BOARD'S approval of such expenses. The ASSISTANT PRINCIPAL will submit appropriate substantiation of all business expenses incurred.

13. **MEMBERSHIP DUES** – With prior BOARD approval and upon proper substantiation, the ASSISTANT PRINCIPAL will be reimbursed for the dues and membership fees for one national and one state administrator, teacher and/or school board organization memberships to which she belongs. The BOARD shall also pay the costs for professional educational journals to which the ASSISTANT PRINCIPAL subscribes.

14. **PROFESSIONAL ACTIVITIES** - The ASSISTANT PRINCIPAL will be encouraged to attend appropriate professional meetings and continuing education at the local, state and national levels. Within budget constraints, as approved by the Superintendent and the BOARD, the costs of attendance will be paid by the BOARD.

15. **CERTIFICATE** - The ASSISTANT PRINCIPAL will furnish to the BOARD, during the term of this Agreement, a valid, appropriate, and properly registered certificate to act as ASSISTANT PRINCIPAL in accordance with the laws of the State of Illinois and as directed by the BOARD.

16. **TUITION REIMBURSEMENT** - The BOARD will reimburse the ASSISTANT PRINCIPAL for the tuition costs and fees for coursework approved by the BOARD and related to the position's duties, to a credit hour maximum of \$500 per credit hour and an annual maximum of Seven Thousand Five Hundred Dollars (\$7,500.) For reimbursement to be made, such approval must be in writing from the Superintendent and obtained in advance of taking the course. The ASSISTANT PRINCIPAL agrees that by accepting such reimbursement she is agreeing not to seek other employment for a period of two (2) years following the receipt of the last tuition reimbursement she receives from the BOARD. If the ASSISTANT PRINCIPAL voluntarily resigns her employment for reasons other than disability, retires, or is terminated pursuant to Section 18 (D) or (E) below, prior to fulfilling her two-year commitment to remain employed by the BOARD, she will immediately become liable to the BOARD for repayment of all tuition reimbursements received in the preceding three (3) years, unless otherwise agreed to in writing signed by the Parties. The ASSISTANT PRINCIPAL hereby consents to satisfying any or all of such liability from any remaining compensation that may be due to her under this Agreement or otherwise. The ASSISTANT PRINCIPAL'S repayment obligation will be reduced by fifty percent (50%) if she fulfills one year of her two-year commitment, and the obligation will be eliminated upon fulfillment of the full two-year commitment. The repayment obligation will not attach if the BOARD elects not to renew the ASSISTANT PRINCIPAL'S contract or if this Contract is terminated by mutual agreement.

17. **TERMINATION OF AGREEMENT** - This Agreement may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement.
- C. Resignation, provided, however, the ASSISTANT PRINCIPAL gives the BOARD at least ninety (90) days prior written notice of the proposed resignation.
- D. Disability. In the event of disability by illness or incapacity, after the ASSISTANT PRINCIPAL'S sick leave has been exhausted, the compensation will be reinstated after the ASSISTANT PRINCIPAL has returned to employment and undertaken the full discharge of her duties. The BOARD may terminate this Agreement by written notice to the ASSISTANT PRINCIPAL at any time after the ASSISTANT PRINCIPAL has exhausted any accumulated sick leave and such other leave as may be available and has been absent from her employment for whatever cause for an additional continuous period of three (3) months.

All obligations of the BOARD will cease upon such termination.

If a question exists concerning the capacity of the ASSISTANT PRINCIPAL to return to her duties the BOARD may require the ASSISTANT PRINCIPAL to submit to a medical examination, to be performed by a doctor licensed to practice medicine. The BOARD and ASSISTANT PRINCIPAL will mutually agree upon the physician who will conduct the examination. The examination will be done at the expense of the BOARD. The physician will limit his/her report to the issue of whether the ASSISTANT PRINCIPAL has a continuing disability which prohibits her from performing her duties.

- E. Discharge for cause. "For cause" will mean any conduct, act, or failure to act by the ASSISTANT PRINCIPAL which is prejudicial to the School District as determined by the BOARD, including, but not limited to, neglect of duty, inefficiency or incompetence, insubordination to the Board, or violation of the terms of this Agreement. Reasons for discharge for cause will be given in writing to the ASSISTANT PRINCIPAL, who will be entitled to notice and a hearing before the BOARD to discuss the discharge. If the ASSISTANT PRINCIPAL chooses to be accompanied by legal counsel, she will bear any costs involved therein. The BOARD hearing will be conducted in closed session. The BOARD will not arbitrarily or capriciously dismiss the ASSISTANT PRINCIPAL.
- F. Failure to comply with the terms and conditions of this Agreement.

Nothing will prohibit the BOARD from suspending the ASSISTANT PRINCIPAL without pay pending completion of the requirements of this section. After the effective date of dismissal the ASSISTANT PRINCIPAL will not be entitled to further payments of compensation of any kind under this Agreement, except that the ASSISTANT PRINCIPAL will be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System.

18. **EVALUATION** - The BOARD and ASSISTANT PRINCIPAL agree that there will be an annual evaluation of the ASSISTANT PRINCIPAL'S performance under this Agreement. The evaluation will consider, but not be limited to, an examination of the establishment and maintenance of educational goals, attainment of the student performance and academic improvement goals set forth in this Agreement, administration of personnel, rapport with the BOARD and other factors of appraisal that may be established by the parties. A written summary of each performance evaluation will be prepared by the Superintendent and given to the ASSISTANT PRINCIPAL by March 1.

In the event that the SUPERINTENDENT determines that the performance of the ASSISTANT PRINCIPAL is unsatisfactory in any respect, the SUPERINTENDENT will describe in writing, in reasonable detail, specific instances of unsatisfactory performance. The evaluation will include recommendations as to areas of improvement in all instances where the SUPERINTENDENT deems performance to be unsatisfactory. The ASSISTANT PRINCIPAL will have the right to make a written reaction or response to the evaluation. This response will

become a permanent attachment to the evaluation and placed in the ASSISTANT PRINCIPAL'S personnel file.

19. **PROFESSIONAL LIABILITY** - The BOARD agrees that it will defend, hold harmless, and indemnify the ASSISTANT PRINCIPAL from any and all demands, claims, suits, actions and legal proceedings brought against the ASSISTANT PRINCIPAL in her individual capacity, or in her official capacity as agent and employee of the BOARD provided the incident arose while the ASSISTANT PRINCIPAL was acting within the scope of her employment and excluding criminal litigation and such liability coverage as is beyond the authority of the BOARD to provide under state law. Except that, in no case, will individual BOARD members be considered personally liable for indemnifying the ASSISTANT PRINCIPAL against such demands, claims, suits, actions and legal proceedings.

20. **NOTICE** - Any notice or communication permitted or required under this Agreement will be in writing and will become effective on the day of mailing thereof by first class mail, registered or certified mail, postage prepaid, addressed:

If to the BOARD, to:

President
Board of Education
Lincolnshire-Prairie View School District 103
1370 Riverwoods Road
Lincolnshire, Illinois 60069

If to the ASSISTANT PRINCIPAL, to:

Julie Bodeen
2230 Lincolnwood Drive
Evanston, IL 60201

(or at the last address of the ASSISTANT PRINCIPAL contained in official Business Office records of the BOARD).

21. **MISCELLANEOUS**

- A. This Agreement has been executed in Illinois, and will be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there is any conflict between such headings or numbers and the text of this Agreement, the text will control.
- C. This Agreement may be executed in one or more counterparts, each of which will be considered an original, and all of which taken together will be considered one and the same instrument.
- D. This Agreement contains all the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior contracts, arrangements, and communications between the parties concerning such subject matter, whether oral or written.

- E. This Agreement will be binding upon and inure to the benefit of the ASSISTANT PRINCIPAL, her successors, assigns, heirs, executors, and personal representatives, and will be binding upon, and inure to the benefit of the BOARD, its successors and assigns.
- F. Both parties have had the opportunity to seek the advice of counsel.
- G. No subsequent alteration, amendment, change, or addition to this Agreement, will be binding upon the parties unless reduced to writing and duly authorized and signed by each of them.
- H. The BOARD retains the right to repeal, change or modify any policies, procedures or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.
- I. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it will be deemed removed herefrom, and the remainder of this Agreement will continue to have its intended full force and effect.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

ASSISTANT PRINCIPAL

BOARD OF EDUCATION OF
LINCOLNSHIRE-PRAIRIE VIEW
SCHOOL DISTRICT 103, LAKE
COUNTY, ILLINOIS

By: _____
Julie Bodeen

By: _____
President

ATTEST:

Secretary

**ASSISTANT DIRECTOR OF STUDENT SERVICES AGREEMENT
LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103**

THIS AGREEMENT made this 9th day of July, 2013, by and between the BOARD OF EDUCATION OF LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103 (“BOARD”), and GINA FINALDI-SCHMIDT (“ASSISTANT DIRECTOR OF STUDENT SERVICES”), has been approved at the meeting of the BOARD held on JULY 9, 2013.

IT IS AGREED:

1. **EMPLOYMENT** - The ASSISTANT DIRECTOR OF STUDENT SERVICES is hereby hired and retained from July 1, 2013 through and including June 30, 2014, as ASSISTANT DIRECTOR OF STUDENT SERVICES in Lincolnshire-Prairie View School District No. 103.

2. **DUTIES** - The duties and responsibilities of the ASSISTANT DIRECTOR OF STUDENT SERVICES will be those incidental to the office of the ASSISTANT DIRECTOR OF STUDENT SERVICES, those set forth in the job description for the position of ASSISTANT DIRECTOR OF STUDENT SERVICES (or, those duties contained in Board Policy, as adopted, and which may be amended from time to time), the attainment of the student performance and academic improvement goals determined pursuant to this Agreement, those obligations imposed by the laws of the State of Illinois upon the ASSISTANT DIRECTOR OF STUDENT SERVICES, and the performance of other professional duties customarily performed by an ASSISTANT DIRECTOR OF STUDENT SERVICES as from time to time may be assigned to the ASSISTANT DIRECTOR OF STUDENT SERVICES by the BOARD or the Superintendent. The BOARD reserves the right to reassign the ASSISTANT DIRECTOR OF STUDENT SERVICES to different duties requiring certification from time to time during the term of this Agreement, without loss of contract term, pay, benefits, notice or a hearing.

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT** - This Agreement is a performance-based contract. The ASSISTANT DIRECTOR OF STUDENT SERVICES will address and fulfill student performance and academic improvement goals which are attached hereto, as Exhibit A, and may be modified by the BOARD, the Superintendent and the ASSISTANT DIRECTOR OF STUDENT SERVICES cooperatively, during the time between the effective date of this contract and the ASSISTANT DIRECTOR OF STUDENT SERVICES’ start of employment. Any modifications to the student performance and academic improvement goals will be attached to this Agreement and made a part hereof. Once the student performance and academic improvement goals have been attained, this Agreement may be extended by the express, written consent of the parties. For each succeeding school year covered by this Agreement, new student performance and academic improvement goals will be developed prior to the next school year and made a part hereof.

4. **SALARY** - In consideration of the annual salary of Ninety Two Thousand Four Hundred Fifty Five Dollars (\$92,455.00), the ASSISTANT DIRECTOR OF STUDENT SERVICES agrees to devote such time, skill, labor and attention to her employment, during the term of this Agreement, in order to faithfully perform the duties of ASSISTANT DIRECTOR OF STUDENT SERVICES. Salary will be paid in twenty-four (24) equal installments in accordance with the BOARD policy governing payment of salary to the other certificated

members of the professional staff, less such amounts as required by law or provided for in this Agreement. The BOARD retains the right to adjust the annual salary and/or fringe benefits of the ASSISTANT DIRECTOR OF STUDENT SERVICES during the term of this Agreement, provided that the salary and/or fringe benefit(s) adjustments will not be lower than the salary and fringe benefits paid by the BOARD as set forth herein. Any adjustment to this Agreement made during the life of this Agreement will be in writing and will become a part of this Agreement. It is provided, however, that by doing so it will not be considered that the BOARD has entered into a new agreement with the ASSISTANT DIRECTOR OF STUDENT SERVICES or that the termination date of this Agreement has been in any way extended. The BOARD and the ASSISTANT DIRECTOR OF STUDENT SERVICES may enter into extensions of this Agreement for additional periods of time, if all of the student performance and academic improvement goals set forth in this Agreement have been met, both parties agree, and the agreement is reduced to writing.

In addition, the ASSISTANT DIRECTOR OF STUDENT SERVICES will receive a stipend of \$500 per month for education purposes, payment of medical expenses, or retention as cash as the ASSISTANT DIRECTOR OF STUDENT SERVICES sees fit. It is understood that this stipend will be taxable to the ASSISTANT DIRECTOR OF STUDENT SERVICES and will constitute TRS creditable earnings.

5. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTION** – In addition to the salary paid to the ASSISTANT DIRECTOR OF STUDENT SERVICES by the BOARD as expressed in Section 4, the BOARD will pick up and pay on the ASSISTANT DIRECTOR OF STUDENT SERVICES' behalf, a maximum contribution of 9.4% to TRS pursuant to Sections 16-152 and 16-152.1 of the *Illinois Pension Code*. The BOARD will remit this contribution to TRS.

The BOARD and the ASSISTANT DIRECTOR OF STUDENT SERVICES make no commitment or guarantee that the BOARD'S payment of the contribution limit will continue to be excludable from the ASSISTANT DIRECTOR OF STUDENT SERVICES' gross income for federal or state income tax purposes or that any other federal or state tax treatment will apply.

Because neither party can represent what position the IRS, or any other government entity, will take with respect to these payments and withholdings, it is mutually agreed that each side will be responsible for any miscalculations for which it is legally responsible *without* indemnification or any other recourse from the other side. That is, if it is subsequently determined that the ASSISTANT DIRECTOR OF STUDENT SERVICES should have paid taxes on any portion of the contribution for which he did not pay taxes, the interest and penalties are the ASSISTANT DIRECTOR OF STUDENT SERVICES' responsibility alone. If the BOARD is penalized for failing to withhold enough taxes based on the payroll information in its possession at the time of payment of the contribution, those penalties are the BOARD'S responsibility alone. Both the BOARD and the ASSISTANT DIRECTOR OF STUDENT SERVICES expressly waive the right to seek indemnification or reimbursement from the other as the result of any government decision on the taxability of these amounts. In the event the IRS, or any other government entity, determines that the ASSISTANT DIRECTOR OF STUDENT SERVICES owes more taxes, she has *no* right to seek additional sums from the BOARD.

6. **DEFERRED COMPENSATION** - The ASSISTANT DIRECTOR OF STUDENT SERVICES may elect that a portion of her salary (as stated in Section 4) be used to purchase a tax sheltered annuity pursuant to Section 403(b) of the *Internal Revenue Code of 1986* (the "Code"), as amended, and/or a deferred compensation plan pursuant to Code Section

457. It is understood and agreed that the cost of the purchase of any annuity or plan shall be deducted from the ASSISTANT DIRECTOR OF STUDENT SERVICES' annual salary and shall not require an expenditure of funds by the BOARD above the amount paid to the ASSISTANT DIRECTOR OF STUDENT SERVICES in the form of salary.

7. **HOSPITALIZATION/MAJOR MEDICAL INSURANCE** – The BOARD will provide and pay 80% of the cost of premiums for hospitalization and major medical insurance, as either individual or family coverage, in accordance with the basic insurance coverage provided to certificated members of the professional staff. The ASSISTANT DIRECTOR OF STUDENT SERVICES will be responsible for the remaining 20% of the cost of the premiums.

8. **TERM LIFE INSURANCE** - The BOARD will provide and pay the premiums for a term life insurance policy for the ASSISTANT DIRECTOR OF STUDENT SERVICES for a ten (10) year term in the amount of Two Hundred Thousand Dollars (\$200,000.00). The BOARD will assign the ownership of the term life insurance policy to a person or trust designated by the ASSISTANT DIRECTOR OF STUDENT SERVICES, and upon termination of this Agreement will allow that owner to continue the life insurance policy at its (or her) own expense.

9. **MEDICAL EXAMINATION** – At the request of the BOARD, the ASSISTANT DIRECTOR OF STUDENT SERVICES will obtain a comprehensive medical examination at BOARD expense, after submission to the insurance carrier. A copy of the certificate of the physician certifying the physical ability of the ASSISTANT DIRECTOR OF STUDENT SERVICES to perform her essential job functions will be given to the President of the BOARD. The physician performing the medical examination will be one licensed to practice medicine in all of its branches and will be chosen by the Board, or by mutual agreement of the Board and ASSISTANT DIRECTOR OF STUDENT SERVICES.

10. **SICK AND PERSONAL LEAVE** – The ASSISTANT DIRECTOR OF STUDENT SERVICES will be entitled to fourteen (14) work days of sick leave annually. If the ASSISTANT DIRECTOR OF STUDENT SERVICES does not use the full amount of annual sick leave allowed, the unused amount will accumulate without limit. Sick leave availability and usage will be governed by Section 24-6 of the Illinois School Code (105 ILCS 5/24-6). The ASSISTANT DIRECTOR OF STUDENT SERVICES will receive three (3) personal leave days annually. Unused personal leave shall accumulate as sick leave.

11. **VACATION LEAVE** - The ASSISTANT DIRECTOR OF STUDENT SERVICES will receive twenty (20) work days of vacation annually, exclusive of weekends and BOARD approved holidays for twelve month staff. Other Spring, Summer and Winter non-student attendance periods will constitute work days unless specifically scheduled and credited toward the vacation listed above. Vacation days will be cumulative to the extent that a maximum of five (5) unused vacation days earned during a given year may be carried over for use prior to October 1 of the following contract year. The scheduling of more than five (5) consecutive vacation days will be by agreement between the Superintendent and the ASSISTANT DIRECTOR OF STUDENT SERVICES.

12. **BUSINESS AND TRAVEL EXPENSES** - It is anticipated and agreed that the ASSISTANT DIRECTOR OF STUDENT SERVICES will be required to incur certain personal

expenses for the official business of the BOARD. As such, the BOARD agrees to reimburse the ASSISTANT DIRECTOR OF STUDENT SERVICES for expenses incurred by her on behalf of the BOARD, which have received pre-approval by the Superintendent; subject, however, to the ASSISTANT DIRECTOR OF STUDENT SERVICES' substantiation and the BOARD'S approval of such expenses. The ASSISTANT DIRECTOR OF STUDENT SERVICES will submit appropriate substantiation of all business expenses incurred.

13. **MEMBERSHIP DUES** – With prior BOARD approval and upon proper substantiation, the ASSISTANT DIRECTOR OF STUDENT SERVICES will be reimbursed for the dues and membership fees for one national and one state administrator, teacher and/or school board organization memberships to which she belongs. The BOARD shall also pay the costs for professional educational journals to which the ASSISTANT DIRECTOR OF STUDENT SERVICES subscribes.

14. **PROFESSIONAL ACTIVITIES** – The ASSISTANT DIRECTOR OF STUDENT SERVICES will be encouraged to attend appropriate professional meetings and continuing education at the local, state and national levels. Within budget constraints, as approved by the Superintendent and the BOARD, the costs of attendance will be paid by the BOARD.

15. **CERTIFICATE** – The ASSISTANT DIRECTOR OF STUDENT SERVICES will furnish to the BOARD, during the term of this Agreement, a valid, appropriate, and properly registered certificate to act as ASSISTANT DIRECTOR OF STUDENT SERVICES in accordance with the laws of the State of Illinois and as directed by the BOARD.

16. **TUITION REIMBURSEMENT** - The BOARD will reimburse the ASSISTANT DIRECTOR OF STUDENT SERVICES for the tuition costs and fees for coursework approved by the BOARD and related to the position's duties, to a credit hour maximum of \$500 per credit hour and an annual maximum of Seven Thousand Five Hundred Dollars (\$7,500.) For reimbursement to be made, such approval must be in writing from the Superintendent and obtained in advance of taking the course. The ASSISTANT DIRECTOR OF STUDENT SERVICES agrees that by accepting such reimbursement she is agreeing not to seek other employment for a period of two (2) years following the receipt of the last tuition reimbursement she receives from the BOARD. If the ASSISTANT DIRECTOR OF STUDENT SERVICES voluntarily resigns her employment for reasons other than disability, retires, or is terminated pursuant to Section 18 (D) or (E) below, prior to fulfilling her two-year commitment to remain employed by the BOARD, she will immediately become liable to the BOARD for repayment of all tuition reimbursements received in the preceding three (3) years, unless otherwise agreed to in writing signed by the Parties. The ASSISTANT DIRECTOR OF STUDENT SERVICES hereby consents to satisfying any or all of such liability from any remaining compensation that may be due to her under this Agreement or otherwise. The ASSISTANT DIRECTOR OF STUDENT SERVICES' repayment obligation will be reduced by fifty percent (50%) if she fulfills one year of her two-year commitment, and the obligation will be eliminated upon fulfillment of the full two-year commitment. The repayment obligation will not attach if the BOARD elects not to renew the ASSISTANT DIRECTOR OF STUDENT SERVICES' contract or if this Contract is terminated by mutual agreement.

17. **TERMINATION OF AGREEMENT** - This Agreement may be terminated by:

A. Mutual agreement of the parties.

- B. Retirement.
- C. Resignation, provided, however, the ASSISTANT DIRECTOR OF STUDENT SERVICES gives the BOARD at least ninety (90) days prior written notice of the proposed resignation.
- D. Disability. In the event of disability by illness or incapacity, after the ASSISTANT DIRECTOR OF STUDENT SERVICES' sick leave has been exhausted, the compensation will be reinstated after the ASSISTANT DIRECTOR OF STUDENT SERVICES has returned to employment and undertaken the full discharge of her duties. The BOARD may terminate this Agreement by written notice to the ASSISTANT DIRECTOR OF STUDENT SERVICES at any time after the ASSISTANT DIRECTOR OF STUDENT SERVICES has exhausted any accumulated sick leave and such other leave as may be available and has been absent from her employment for whatever cause for an additional continuous period of three (3) months. All obligations of the BOARD will cease upon such termination.

If a question exists concerning the capacity of the ASSISTANT DIRECTOR OF STUDENT SERVICES to return to her duties the BOARD may require the ASSISTANT DIRECTOR OF STUDENT SERVICES to submit to a medical examination, to be performed by a doctor licensed to practice medicine. The BOARD and ASSISTANT DIRECTOR OF STUDENT SERVICES will mutually agree upon the physician who will conduct the examination. The examination will be done at the expense of the BOARD. The physician will limit his/her report to the issue of whether the ASSISTANT DIRECTOR OF STUDENT SERVICES has a continuing disability which prohibits her from performing her duties.

- E. Discharge for cause. "For cause" will mean any conduct, act, or failure to act by the ASSISTANT DIRECTOR OF STUDENT SERVICES which is prejudicial to the School District as determined by the BOARD, including, but not limited to, neglect of duty, inefficiency or incompetence, insubordination to the Board, or violation of the terms of this Agreement. Reasons for discharge for cause will be given in writing to the ASSISTANT DIRECTOR OF STUDENT SERVICES, who will be entitled to notice and a hearing before the BOARD to discuss the discharge. If the ASSISTANT DIRECTOR OF STUDENT SERVICES chooses to be accompanied by legal counsel, she will bear any costs involved therein. The BOARD hearing will be conducted in closed session. The BOARD will not arbitrarily or capriciously dismiss the ASSISTANT DIRECTOR OF STUDENT SERVICES.
- F. Failure to comply with the terms and conditions of this Agreement.

Nothing will prohibit the BOARD from suspending the ASSISTANT DIRECTOR OF STUDENT SERVICES without pay pending completion of the requirements of this section.

After the effective date of dismissal the ASSISTANT DIRECTOR OF STUDENT SERVICES will not be entitled to further payments of compensation of any kind under this Agreement, except that the ASSISTANT DIRECTOR OF STUDENT SERVICES will be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System.

18. **EVALUATION** - The BOARD and ASSISTANT DIRECTOR OF STUDENT SERVICES agree that there will be an annual evaluation of the ASSISTANT DIRECTOR OF STUDENT SERVICES' performance under this Agreement. The evaluation will consider, but not be limited to, an examination of the establishment and maintenance of educational goals, attainment of the student performance and academic improvement goals set forth in this Agreement, administration of personnel, rapport with the BOARD and other factors of appraisal that may be established by the parties. A written summary of each performance evaluation will be prepared by the Superintendent and given to the ASSISTANT DIRECTOR OF STUDENT SERVICES by March 1.

In the event that the SUPERINTENDENT determines that the performance of the ASSISTANT DIRECTOR OF STUDENT SERVICES is unsatisfactory in any respect, the SUPERINTENDENT will describe in writing, in reasonable detail, specific instances of unsatisfactory performance. The evaluation will include recommendations as to areas of improvement in all instances where the SUPERINTENDENT deems performance to be unsatisfactory. The ASSISTANT DIRECTOR OF STUDENT SERVICES will have the right to make a written reaction or response to the evaluation. This response will become a permanent attachment to the evaluation and placed in the ASSISTANT DIRECTOR OF STUDENT SERVICES' personnel file.

19. **PROFESSIONAL LIABILITY** - The BOARD agrees that it will defend, hold harmless, and indemnify the ASSISTANT DIRECTOR OF STUDENT SERVICES from any and all demands, claims, suits, actions and legal proceedings brought against the ASSISTANT DIRECTOR OF STUDENT SERVICES in her individual capacity, or in her official capacity as agent and employee of the BOARD provided the incident arose while the ASSISTANT DIRECTOR OF STUDENT SERVICES was acting within the scope of her employment and excluding criminal litigation and such liability coverage as is beyond the authority of the BOARD to provide under state law. Except that, in no case, will individual BOARD members be considered personally liable for indemnifying the ASSISTANT DIRECTOR OF STUDENT SERVICES against such demands, claims, suits, actions and legal proceedings.

20. **NOTICE** - Any notice or communication permitted or required under this Agreement will be in writing and will become effective on the day of mailing thereof by first class mail, registered or certified mail, postage prepaid, addressed:

If to the BOARD, to:

President

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Board of Education
Lincolnshire-Prairie View School District 103
1370 Riverwoods Road
Lincolnshire, Illinois 60069

If to the ASSISTANT DIRECTOR OF STUDENT SERVICES, to:

Gina Finaldi-Schmidt
6512-103rd Avenue
Kenosha, WI 53142

(or at the last address of the ASSISTANT DIRECTOR OF STUDENT SERVICES contained in official Business Office records of the BOARD).

21. MISCELLANEOUS

- A. This Agreement has been executed in Illinois, and will be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there is any conflict between such headings or numbers and the text of this Agreement, the text will control.
- C. This Agreement may be executed in one or more counterparts, each of which will be considered an original, and all of which taken together will be considered one and the same instrument.
- D. This Agreement contains all the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior contracts, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. This Agreement will be binding upon and inure to the benefit of the ASSISTANT DIRECTOR OF STUDENT SERVICES, her successors, assigns, heirs, executors, and personal representatives, and will be binding upon, and inure to the benefit of the BOARD, its successors and assigns.
- F. Both parties have had the opportunity to seek the advice of counsel.
- G. No subsequent alteration, amendment, change, or addition to this Agreement, will be binding upon the parties unless reduced to writing and duly authorized and signed by each of them.
- H. The BOARD retains the right to repeal, change or modify any policies, procedures or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.
- I. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it will be deemed removed herefrom, and the

remainder of this Agreement will continue to have its intended full force and effect.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

ASSISTANT DIRECTOR OF
STUDENT SERVICES

BOARD OF EDUCATION OF
LINCOLNSHIRE-PRAIRIE VIEW
SCHOOL DISTRICT 103, LAKE
COUNTY, ILLINOIS

By: _____
Gina Finaldi-Schmidt

By: _____
President

ATTEST:

Secretary

**DIRECTOR OF FACILITIES AGREEMENT
LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103**

THIS AGREEMENT made this 9th day of July, 2013, by and between the BOARD OF EDUCATION OF LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103 (“BOARD”), and SCOTT GAUNKY (“DIRECTOR OF FACILITIES”), has been approved at the meeting of the BOARD held on JULY 9, 2013.

IT IS AGREED:

1. **EMPLOYMENT** - The DIRECTOR OF FACILITIES is hereby hired and retained from July 1, 2013 through and including June 30, 2014, as DIRECTOR OF FACILITIES in Lincolnshire-Prairie View School District No. 103.

2. **DUTIES** - The duties and responsibilities of the DIRECTOR OF FACILITIES will be those incidental to the office of the DIRECTOR OF FACILITIES, those set forth in the job description for the position of DIRECTOR OF FACILITIES (or, those duties contained in Board Policy, as adopted, and which may be amended from time to time), the attainment of the student performance and academic improvement goals determined pursuant to this Agreement, those obligations imposed by the laws of the State of Illinois upon the DIRECTOR OF FACILITIES, and the performance of other professional duties customarily performed by a DIRECTOR OF FACILITIES as from time to time may be assigned to the DIRECTOR OF FACILITIES by the BOARD or the Superintendent. The BOARD reserves the right to reassign the DIRECTOR OF FACILITIES to different duties from time to time during the term of this Agreement, without loss of contract term, pay, benefits, notice or a hearing.

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT** - This Agreement is a performance-based contract. The DIRECTOR OF FACILITIES will address and fulfill student performance and academic improvement goals which are attached hereto, as Exhibit A, and may be modified by the BOARD, the Superintendent and the DIRECTOR OF FACILITIES cooperatively, during the time between the effective date of this contract and the DIRECTOR OF FACILITIES’ start of employment. Any modifications to the student performance and academic improvement goals will be attached to this Agreement and made a part hereof. Once the student performance and academic improvement goals have been attained, this Agreement may be extended by the express, written consent of the parties. For each succeeding school year covered by this Agreement, new student performance and academic improvement goals will be developed prior to the next school year and made a part hereof.

4. **SALARY** - In consideration of the annual salary of Ninety Nine Thousand Sixty Eight Dollars (\$99,068.00), the DIRECTOR OF FACILITIES agrees to devote such time, skill, labor and attention to his employment, during the term of this Agreement, in order to faithfully perform the duties of DIRECTOR OF FACILITIES. Salary will be paid in twenty-four (24) equal installments in accordance with the BOARD policy governing payment of salary to the other certificated members of the professional staff, less such amounts as required by law or provided for in this Agreement. The BOARD retains the right to adjust the annual salary and/or fringe benefits of the DIRECTOR OF FACILITIES during the term of this Agreement, provided that the salary and/or fringe benefit(s) adjustments will not be lower than the salary and fringe benefits paid by the BOARD as set forth herein. Any adjustment to this Agreement made during

the life of this Agreement will be in writing and will become a part of this Agreement. It is provided, however, that by doing so it will not be considered that the BOARD has entered into a new agreement with the DIRECTOR OF FACILITIES or that the termination date of this Agreement has been in any way extended. The BOARD and the DIRECTOR OF FACILITIES may enter into extensions of this Agreement for additional periods of time, if all of the student performance and academic improvement goals set forth in this Agreement have been met, both parties agree, and the agreement is reduced to writing.

In addition, the DIRECTOR OF FACILITIES will receive a stipend of \$500 per month for education purposes, payment of medical expenses, or retention as cash as the DIRECTOR OF FACILITIES sees fit. It is understood that this stipend will be taxable to the DIRECTOR OF FACILITIES and will constitute IMRF earnings.

5. **RETIREMENT SYSTEM CONTRIBUTION** – In addition to the salary paid to the DIRECTOR OF FACILITIES by the BOARD as expressed in Section 4, the BOARD will pick up and pay on the DIRECTOR OF FACILITIES’ behalf the DIRECTOR OF FACILITIES’ required contribution to the Illinois Municipal Retirement Fund (“IMRF”) pursuant to the *Illinois Pension Code*, to a maximum of 4.5%. Any required DIRECTOR OF FACILITIES contributions in excess of 4.5% will be deducted from the salary expressed in Section 4 and remitted by the BOARD to the Illinois Municipal Retirement Fund.

Because neither party can represent what position the IRS, or any other government entity, will take with respect to these payments and withholdings, it is mutually agreed that each side will be responsible for any miscalculations for which it is legally responsible *without* indemnification or any other recourse from the other side. That is, if it is subsequently determined that the DIRECTOR OF FACILITIES should have paid taxes on any portion of the contribution for which he did not pay taxes, the interest and penalties are the DIRECTOR OF FACILITIES’ responsibility alone. If the BOARD is penalized for failing to withhold enough taxes based on the payroll information in its possession at the time of payment of the contribution, those penalties are the BOARD’S responsibility alone. Both the BOARD and the DIRECTOR OF FACILITIES expressly waive the right to seek indemnification or reimbursement from the other as the result of any government decision on the taxability of these amounts. In the event the IRS, or any other government entity, determines that the DIRECTOR OF FACILITIES owes more taxes, he has *no* right to seek additional sums from the BOARD.

7. **DEFERRED COMPENSATION** - The DIRECTOR OF FACILITIES may elect that a portion of his salary (as stated in Section 4) be used to purchase a tax sheltered annuity pursuant to Section 403(b) of the *Internal Revenue Code of 1986* (the “Code”), as amended, and/or a deferred compensation plan pursuant to Code Section 457. It is understood and agreed that the cost of the purchase of any annuity or plan shall be deducted from the DIRECTOR OF FACILITIES’ annual salary and shall not require an expenditure of funds by the BOARD above the amount paid to the DIRECTOR OF FACILITIES in the form of salary.

8. **HOSPITALIZATION/MAJOR MEDICAL INSURANCE** – The BOARD will provide and pay 87% of the cost of premiums for hospitalization and major medical insurance, as either individual or family coverage, in accordance with the basic insurance coverage provided to certificated members of the professional staff. The DIRECTOR OF FACILITIES will be responsible for the remaining 13% of the cost of the premiums.

9. **TERM LIFE INSURANCE** - The BOARD will provide and pay the premiums

for a term life insurance policy for the DIRECTOR OF FACILITIES for a ten (10) year term in the amount of Two Hundred Thousand Dollars (\$200,000.00). The BOARD will assign the ownership of the term life insurance policy to a person or trust designated by the DIRECTOR OF FACILITIES, and upon termination of this Agreement will allow that owner to continue the life insurance policy at its (or his) own expense.

10. **MEDICAL EXAMINATION** – At the request of the BOARD, the DIRECTOR OF FACILITIES will obtain a comprehensive medical examination at BOARD expense, after submission to the insurance carrier. A copy of the certificate of the physician certifying the physical ability of the DIRECTOR OF FACILITIES to perform his essential job functions will be given to the President of the BOARD. The physician performing the medical examination will be one licensed to practice medicine in all of its branches and will be chosen by the Board, or by mutual agreement of the Board and DIRECTOR OF FACILITIES.

11. **SICK AND PERSONAL LEAVE** – The DIRECTOR OF FACILITIES will be entitled to fourteen (14) work days of sick leave annually. If the DIRECTOR OF FACILITIES does not use the full amount of annual sick leave allowed, the unused amount will accumulate without limit. Sick leave availability and usage will be governed by Section 24-6 of the Illinois School Code (105 ILCS 5/24-6). The DIRECTOR OF FACILITIES will receive three (3) personal leave days annually. Unused personal leave shall accumulate as sick leave.

12. **VACATION LEAVE** - The DIRECTOR OF FACILITIES will receive twenty (20) work days of vacation annually, exclusive of weekends and BOARD approved holidays for twelve month staff. Other Spring, Summer and Winter non-student attendance periods will constitute work days unless specifically scheduled and credited toward the vacation listed above. Vacation days will be cumulative to the extent that a maximum of five (5) unused vacation days earned during a given year may be carried over for use prior to October 1 of the following contract year. The scheduling of more than five (5) consecutive vacation days will be by agreement between the Superintendent and the DIRECTOR OF FACILITIES.

13. **BUSINESS AND TRAVEL EXPENSES** - It is anticipated and agreed that the DIRECTOR OF FACILITIES will be required to incur certain personal expenses for the official business of the BOARD. As such, the BOARD agrees to reimburse the DIRECTOR OF FACILITIES for expenses incurred by his on behalf of the BOARD, which have received pre-approval by the Superintendent; subject, however, to the DIRECTOR OF FACILITIES' substantiation and the BOARD'S approval of such expenses. The DIRECTOR OF FACILITIES will submit appropriate substantiation of all business expenses incurred.

14. **MEMBERSHIP DUES** – With prior BOARD approval and upon proper substantiation, the DIRECTOR OF FACILITIES will be reimbursed for the dues and membership fees for one national and one state job-related professional organization to which he belongs. The BOARD shall also pay the costs for job-related professional journals to which the DIRECTOR OF FACILITIES subscribes.

15. **PROFESSIONAL ACTIVITIES** – The DIRECTOR OF FACILITIES will be encouraged to attend appropriate professional meetings and continuing education at the local, state and national levels. Within budget constraints, as approved by the Superintendent and the BOARD, the costs of attendance will be paid by the BOARD.

16. **TUITION REIMBURSEMENT** - The BOARD will reimburse the DIRECTOR

OF FACILITIES for the tuition costs and fees for coursework approved by the BOARD and related to the position's duties, to a credit hour maximum of \$500 per credit hour and an annual maximum of Seven Thousand Five Hundred Dollars (\$7,500.) For reimbursement to be made, such approval must be in writing from the Superintendent and obtained in advance of taking the course. The DIRECTOR OF FACILITIES agrees that by accepting such reimbursement he is agreeing not to seek other employment for a period of two (2) years following the receipt of the last tuition reimbursement he receives from the BOARD. If the DIRECTOR OF FACILITIES voluntarily resigns his employment for reasons other than disability, retires, or is terminated pursuant to Section 17 (D) or (E) below, prior to fulfilling his two-year commitment to remain employed by the BOARD, he will immediately become liable to the BOARD for repayment of all tuition reimbursements received in the preceding three (3) years, unless otherwise agreed to in writing signed by the Parties. The DIRECTOR OF FACILITIES hereby consents to satisfying any or all of such liability from any remaining compensation that may be due to him under this Agreement or otherwise. The DIRECTOR OF FACILITIES' repayment obligation will be reduced by fifty percent (50%) if he fulfills one year of his two-year commitment, and the obligation will be eliminated upon fulfillment of the full two-year commitment. The repayment obligation will not attach if the BOARD elects not to renew the DIRECTOR OF FACILITIES' contract or if this Contract is terminated by mutual agreement.

17. **TERMINATION OF AGREEMENT** - This Agreement may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement.
- C. Resignation, provided, however, the DIRECTOR OF FACILITIES gives the BOARD at least ninety (90) days prior written notice of the proposed resignation.
- D. Disability. In the event of disability by illness or incapacity, after the DIRECTOR OF FACILITIES' sick leave has been exhausted, the compensation will be reinstated after the DIRECTOR OF FACILITIES has returned to employment and undertaken the full discharge of his duties. The BOARD may terminate this Agreement by written notice to the DIRECTOR OF FACILITIES at any time after the DIRECTOR OF FACILITIES has exhausted any accumulated sick leave and such other leave as may be available and has been absent from his employment for whatever cause for an additional continuous period of three (3) months. All obligations of the BOARD will cease upon such termination.

If a question exists concerning the capacity of the DIRECTOR OF FACILITIES to return to his duties the BOARD may require the DIRECTOR OF FACILITIES to submit to a medical examination, to be performed by a doctor licensed to practice medicine. The BOARD and DIRECTOR OF FACILITIES will mutually agree upon the physician who will conduct the examination. The examination will be done at the expense of the BOARD. The physician will limit his/her report to the issue of whether the DIRECTOR OF FACILITIES has a continuing disability which prohibits him from performing her duties.

- E. Discharge for cause. "For cause" will mean any conduct, act, or failure to act by the DIRECTOR OF FACILITIES which is prejudicial to the School District as determined by the BOARD, including, but not limited to, neglect of duty, inefficiency or incompetence, insubordination to the Board, or violation of the terms of this Agreement. Reasons for discharge for cause will be given in writing to the DIRECTOR OF FACILITIES, who will be entitled to notice and a hearing before the BOARD to discuss the discharge. If the DIRECTOR OF FACILITIES chooses to be accompanied by legal counsel, he will bear any costs involved therein. The BOARD hearing will be conducted in closed session. The BOARD will not arbitrarily or capriciously dismiss the DIRECTOR OF FACILITIES.
- F. Failure to comply with the terms and conditions of this Agreement.

Nothing will prohibit the BOARD from suspending the DIRECTOR OF FACILITIES without pay pending completion of the requirements of this section. After the effective date of dismissal the DIRECTOR OF FACILITIES will not be entitled to further payments of compensation of any kind under this Agreement, except that the DIRECTOR OF FACILITIES will be entitled to any vested benefits payable under the terms and provisions of the Illinois Municipal Retirement Fund.

18. **EVALUATION** - The BOARD and DIRECTOR OF FACILITIES agree that there will be an annual evaluation of the DIRECTOR OF FACILITIES' performance under this Agreement. The evaluation will consider, but not be limited to, an examination of the establishment and maintenance of educational goals, attainment of the student performance and academic improvement goals set forth in this Agreement, administration of personnel, rapport with the BOARD and other factors of appraisal that may be established by the parties. A written summary of each performance evaluation will be prepared by the Superintendent and given to the DIRECTOR OF FACILITIES by March 1.

In the event that the SUPERINTENDENT determines that the performance of the DIRECTOR OF FACILITIES is unsatisfactory in any respect, the SUPERINTENDENT will describe in writing, in reasonable detail, specific instances of unsatisfactory performance. The evaluation will include recommendations as to areas of improvement in all instances where the SUPERINTENDENT deems performance to be unsatisfactory. The DIRECTOR OF FACILITIES will have the right to make a written reaction or response to the evaluation. This response will become a permanent attachment to the evaluation and placed in the DIRECTOR OF FACILITIES' personnel file.

19. **PROFESSIONAL LIABILITY** - The BOARD agrees that it will defend, hold harmless, and indemnify the DIRECTOR OF FACILITIES from any and all demands, claims, suits, actions and legal proceedings brought against the DIRECTOR OF FACILITIES in his individual capacity, or in his official capacity as agent and employee of the BOARD provided the incident arose while the DIRECTOR OF FACILITIES was acting within the scope of his employment and excluding criminal litigation and such liability coverage as is beyond the authority of the BOARD to provide under state law. Except that, in no case, will individual BOARD members be considered personally liable for indemnifying the DIRECTOR OF FACILITIES against such demands, claims, suits, actions and legal proceedings.

20. **NOTICE** - Any notice or communication permitted or required under this Agreement will be in writing and will become effective on the day of mailing thereof by first class mail, registered or certified mail, postage prepaid, addressed:

If to the BOARD, to:

President
Board of Education
Lincolnshire-Prairie View School District 103
1370 Riverwoods Road
Lincolnshire, Illinois 60069

If to the DIRECTOR OF FACILITIES, to:

Scott Gaunky
2035 Oakleaf Circle
Lake Villa, IL 60046

(or at the last address of the DIRECTOR OF FACILITIES contained in official Business Office records of the BOARD).

21. **MISCELLANEOUS**

- A. This Agreement has been executed in Illinois, and will be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there is any conflict between such headings or numbers and the text of this Agreement, the text will control.
- C. This Agreement may be executed in one or more counterparts, each of which will be considered an original, and all of which taken together will be considered one and the same instrument.
- D. This Agreement contains all the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior contracts, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. This Agreement will be binding upon and inure to the benefit of the DIRECTOR OF FACILITIES, his successors, assigns, heirs, executors, and personal representatives, and will be binding upon, and inure to the benefit of the BOARD, its successors and assigns.
- F. Both parties have had the opportunity to seek the advice of counsel.
- G. No subsequent alteration, amendment, change, or addition to this Agreement, will be binding upon the parties unless reduced to writing and duly authorized and signed by each of them.
- H. The BOARD retains the right to repeal, change or modify any policies, procedures or regulations which it has adopted or may hereafter adopt,

subject however, to restrictions contained in the *Illinois School Code* and other applicable law.

- I. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it will be deemed removed herefrom, and the remainder of this Agreement will continue to have its intended full force and effect.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

DIRECTOR OF FACILITIES

BOARD OF EDUCATION OF
LINCOLNSHIRE-PRAIRIE VIEW
SCHOOL DISTRICT 103, LAKE
COUNTY, ILLINOIS

By: _____
Scott Gaunky

By: _____
President

ATTEST:

Secretary

**DIRECTOR OF TRANSPORTATION AGREEMENT
LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103**

THIS AGREEMENT made this 9th day of July, 2013, by and between the BOARD OF EDUCATION OF LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103 (“BOARD”), and VICKI MATTSON (“DIRECTOR OF TRANSPORTATION”), has been approved at the meeting of the BOARD held on JULY 9, 2013.

IT IS AGREED:

1. **EMPLOYMENT** - The DIRECTOR OF TRANSPORTATION is hereby hired and retained from July 1, 2013 through and including June 30, 2014, as DIRECTOR OF TRANSPORTATION in Lincolnshire-Prairie View School District No. 103.

2. **DUTIES** - The duties and responsibilities of the DIRECTOR OF TRANSPORTATION will be those incidental to the office of the DIRECTOR OF TRANSPORTATION, those set forth in the job description for the position of DIRECTOR OF TRANSPORTATION (or, those duties contained in Board Policy, as adopted, and which may be amended from time to time), the attainment of the student performance and academic improvement goals determined pursuant to this Agreement, those obligations imposed by the laws of the State of Illinois upon the DIRECTOR OF TRANSPORTATION, and the performance of other professional duties customarily performed by a DIRECTOR OF TRANSPORTATION as from time to time may be assigned to the DIRECTOR OF TRANSPORTATION by the BOARD or the Superintendent. The BOARD reserves the right to reassign the DIRECTOR OF TRANSPORTATION to different duties from time to time during the term of this Agreement, without loss of contract term, pay, benefits, notice or a hearing.

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT** - This Agreement is a performance-based contract. The DIRECTOR OF TRANSPORTATION will address and fulfill student performance and academic improvement goals which are attached hereto, as Exhibit A, and may be modified by the BOARD, the Superintendent and the DIRECTOR OF TRANSPORTATION cooperatively, during the time between the effective date of this contract and the DIRECTOR OF TRANSPORTATION’s start of employment. Any modifications to the student performance and academic improvement goals will be attached to this Agreement and made a part hereof. Once the student performance and academic improvement goals have been attained, this Agreement may be extended by the express, written consent of the parties. For each succeeding school year covered by this Agreement, new student performance and academic improvement goals will be developed prior to the next school year and made a part hereof.

4. **SALARY** – In consideration of the annual salary of Ninety Nine Thousand Five Hundred Ninety Nine Dollars and Seventy Two Cents (\$99,599.72), the DIRECTOR OF TRANSPORTATION agrees to devote such time, skill, labor and attention to her employment, during the term of this Agreement, in order to faithfully perform the duties of DIRECTOR OF TRANSPORTATION. Salary will be paid in twenty-four (24) equal installments in accordance with the BOARD policy governing payment of salary to the other certificated members of the professional staff, less such amounts as required by law or provided for in this Agreement. The BOARD retains the right to adjust the annual salary and/or fringe benefits of the DIRECTOR OF

TRANSPORTATION during the term of this Agreement, provided that the salary and/or fringe benefit(s) adjustments will not be lower than the salary and fringe benefits paid by the BOARD as set forth herein. Any adjustment to this Agreement made during the life of this Agreement will be in writing and will become a part of this Agreement. It is provided, however, that by doing so it will not be considered that the BOARD has entered into a new agreement with the DIRECTOR OF TRANSPORTATION or that the termination date of this Agreement has been in any way extended. The BOARD and the DIRECTOR OF TRANSPORTATION may enter into extensions of this Agreement for additional periods of time, if all of the student performance and academic improvement goals set forth in this Agreement have been met, both parties agree, and the agreement is reduced to writing.

5.

In addition, the DIRECTOR OF TRANSPORTATION will receive a stipend of \$500 per month for education purposes, payment of medical expenses, or retention as cash as the DIRECTOR OF TRANSPORTATION sees fit. It is understood that this stipend will be taxable to the DIRECTOR OF TRANSPORTATION and will constitute IMRF earnings.

6. **RETIREMENT SYSTEM CONTRIBUTION** – In addition to the salary paid to the DIRECTOR OF TRANSPORTATION by the BOARD as expressed in Section 4, the BOARD will pick up and pay on the DIRECTOR OF TRANSPORTATION’S behalf the DIRECTOR OF TRANSPORTATION’S required contribution to the Illinois Municipal Retirement Fund (“IMRF”) pursuant to the *Illinois Pension Code*, to a maximum of 4.5%. Any required DIRECTOR OF TRANSPORTATION contributions in excess of 4.5% will be deducted from the salary expressed in Section 4 and remitted by the BOARD to the Illinois Municipal Retirement Fund.

Because neither party can represent what position the IRS, or any other government entity, will take with respect to these payments and withholdings, it is mutually agreed that each side will be responsible for any miscalculations for which it is legally responsible *without* indemnification or any other recourse from the other side. That is, if it is subsequently determined that the DIRECTOR OF TRANSPORTATION should have paid taxes on any portion of the contribution for which he did not pay taxes, the interest and penalties are the DIRECTOR OF TRANSPORTATION’S responsibility alone. If the BOARD is penalized for failing to withhold enough taxes based on the payroll information in its possession at the time of payment of the contribution, those penalties are the BOARD’S responsibility alone. Both the BOARD and the DIRECTOR OF TRANSPORTATION expressly waive the right to seek indemnification or reimbursement from the other as the result of any government decision on the taxability of these amounts. In the event the IRS, or any other government entity, determines that the DIRECTOR OF TRANSPORTATION owes more taxes, she has *no* right to seek additional sums from the BOARD.

7. **DEFERRED COMPENSATION** - The DIRECTOR OF TRANSPORTATION may elect that a portion of her salary (as stated in Section 4) be used to purchase a tax sheltered annuity pursuant to Section 403(b) of the *Internal Revenue Code of 1986* (the “Code”), as amended, and/or a deferred compensation plan pursuant to Code Section 457. It is understood and agreed that the cost of the purchase of any annuity or plan shall be deducted from the DIRECTOR OF TRANSPORTATION’S annual salary and shall not require an expenditure of funds by the BOARD above the amount paid to the DIRECTOR OF TRANSPORTATION in the form of salary.

8. **HOSPITALIZATION/MAJOR MEDICAL INSURANCE** – The BOARD will

provide and pay 87% of the cost of premiums for hospitalization and major medical insurance, as either individual or family coverage, in accordance with the basic insurance coverage provided to certificated members of the professional staff. The DIRECTOR OF TRANSPORTATION will be responsible for the remaining 13% of the cost of the premiums.

9. **TERM LIFE INSURANCE** - The BOARD will provide and pay the premiums for a term life insurance policy for the DIRECTOR OF TRANSPORTATION for a ten (10) year term in the amount of Two Hundred Thousand Dollars (\$200,000.00). The BOARD will assign the ownership of the term life insurance policy to a person or trust designated by the DIRECTOR OF TRANSPORTATION, and upon termination of this Agreement will allow that owner to continue the life insurance policy at its (or her) own expense.

10. **MEDICAL EXAMINATION** – At the request of the BOARD, the DIRECTOR OF TRANSPORTATION will obtain a comprehensive medical examination at BOARD expense, after submission to the insurance carrier. A copy of the certificate of the physician certifying the physical ability of the DIRECTOR OF TRANSPORTATION to perform her essential job functions will be given to the President of the BOARD. The physician performing the medical examination will be one licensed to practice medicine in all of its branches and will be chosen by the Board, or by mutual agreement of the Board and DIRECTOR OF TRANSPORTATION.

11. **SICK AND PERSONAL LEAVE** – The DIRECTOR OF TRANSPORTATION will be entitled to fourteen (14) work days of sick leave annually. If the DIRECTOR OF TRANSPORTATION does not use the full amount of annual sick leave allowed, the unused amount will accumulate without limit. Sick leave availability and usage will be governed by Section 24-6 of the Illinois School Code (105 ILCS 5/24-6). The DIRECTOR OF TRANSPORTATION will receive three (3) personal leave days annually. Unused personal leave shall accumulate as sick leave.

12. **VACATION LEAVE** - The DIRECTOR OF TRANSPORTATION will receive twenty (20) work days of vacation annually, exclusive of weekends and BOARD approved holidays for twelve month staff. Other Spring, Summer and Winter non-student attendance periods will constitute work days unless specifically scheduled and credited toward the vacation listed above. Vacation days will be cumulative to the extent that a maximum of five (5) unused vacation days earned during a given year may be carried over for use prior to October 1 of the following contract year. The scheduling of more than five (5) consecutive vacation days will be by agreement between the Superintendent and the DIRECTOR OF TRANSPORTATION.

13. **BUSINESS AND TRAVEL EXPENSES** - It is anticipated and agreed that the DIRECTOR OF TRANSPORTATION will be required to incur certain personal expenses for the official business of the BOARD. As such, the BOARD agrees to reimburse the DIRECTOR OF TRANSPORTATION for expenses incurred by her on behalf of the BOARD, which have received pre-approval by the Superintendent; subject, however, to the DIRECTOR OF TRANSPORTATION'S substantiation and the BOARD'S approval of such expenses. The DIRECTOR OF TRANSPORTATION will submit appropriate substantiation of all business expenses incurred.

14. **MEMBERSHIP DUES** – With prior BOARD approval and upon proper substantiation, the DIRECTOR OF TRANSPORTATION will be reimbursed for the dues and membership fees for one national and one state job-related professional organization to which

she belongs. The BOARD shall also pay the costs for job-related professional journals to which the DIRECTOR OF TRANSPORTATION subscribes.

15. **PROFESSIONAL ACTIVITIES** – The DIRECTOR OF TRANSPORTATION will be encouraged to attend appropriate professional meetings and continuing education at the local, state and national levels. Within budget constraints, as approved by the Superintendent and the BOARD, the costs of attendance will be paid by the BOARD.

16. **TUITION REIMBURSEMENT** - The BOARD will reimburse the DIRECTOR OF TRANSPORTATION for the tuition costs and fees for coursework approved by the BOARD and related to the position's duties, to a credit hour maximum of \$500 per credit hour and an annual maximum of Seven Thousand Five Hundred Dollars (\$7,500.) For reimbursement to be made, such approval must be in writing from the Superintendent and obtained in advance of taking the course. The DIRECTOR OF TRANSPORTATION agrees that by accepting such reimbursement she is agreeing not to seek other employment for a period of two (2) years following the receipt of the last tuition reimbursement she receives from the BOARD. If the DIRECTOR OF TRANSPORTATION voluntarily resigns her employment for reasons other than disability, retires, or is terminated pursuant to Section 17 (D) or (E) below, prior to fulfilling her two-year commitment to remain employed by the BOARD, she will immediately become liable to the BOARD for repayment of all tuition reimbursements received in the preceding three (3) years, unless otherwise agreed to in writing signed by the Parties. The DIRECTOR OF TRANSPORTATION hereby consents to satisfying any or all of such liability from any remaining compensation that may be due to her under this Agreement or otherwise. The DIRECTOR OF TRANSPORTATION'S repayment obligation will be reduced by fifty percent (50%) if she fulfills one year of her two-year commitment, and the obligation will be eliminated upon fulfillment of the full two-year commitment. The repayment obligation will not attach if the BOARD elects not to renew the DIRECTOR OF TRANSPORTATION'S contract or if this Contract is terminated by mutual agreement.

17. **TERMINATION OF AGREEMENT** - This Agreement may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement.
- C. Resignation, provided, however, the DIRECTOR OF TRANSPORTATION gives the BOARD at least ninety (90) days prior written notice of the proposed resignation.
- D. Disability. In the event of disability by illness or incapacity, after the DIRECTOR OF TRANSPORTATION'S sick leave has been exhausted, the compensation will be reinstated after the DIRECTOR OF TRANSPORTATION has returned to employment and undertaken the full discharge of her duties. The BOARD may terminate this Agreement by written notice to the DIRECTOR OF TRANSPORTATION at any time after the DIRECTOR OF TRANSPORTATION has exhausted any accumulated sick leave and such other leave as may be available and has been absent from her employment for whatever cause for an additional continuous period of three (3) months. All obligations of the BOARD will cease upon such termination.

If a question exists concerning the capacity of the DIRECTOR OF TRANSPORTATION to return to her duties the BOARD may require the DIRECTOR OF TRANSPORTATION to submit to a medical examination, to be performed by a doctor licensed to practice medicine. The BOARD and DIRECTOR OF TRANSPORTATION will mutually agree upon the physician who will conduct the examination. The examination will be done at the expense of the BOARD. The physician will limit his/her report to the issue of whether the DIRECTOR OF TRANSPORTATION has a continuing disability which prohibits her from performing her duties.

- E. Discharge for cause. "For cause" will mean any conduct, act, or failure to act by the DIRECTOR OF TRANSPORTATION which is prejudicial to the School District as determined by the BOARD, including, but not limited to, neglect of duty, inefficiency or incompetence, insubordination to the Board, or violation of the terms of this Agreement. Reasons for discharge for cause will be given in writing to the DIRECTOR OF TRANSPORTATION, who will be entitled to notice and a hearing before the BOARD to discuss the discharge. If the DIRECTOR OF TRANSPORTATION chooses to be accompanied by legal counsel, she will bear any costs involved therein. The BOARD hearing will be conducted in closed session. The BOARD will not arbitrarily or capriciously dismiss the DIRECTOR OF TRANSPORTATION.
- F. Failure to comply with the terms and conditions of this Agreement.

Nothing will prohibit the BOARD from suspending the DIRECTOR OF TRANSPORTATION without pay pending completion of the requirements of this section. After the effective date of dismissal the DIRECTOR OF TRANSPORTATION will not be entitled to further payments of compensation of any kind under this Agreement, except that the DIRECTOR OF TRANSPORTATION will be entitled to any vested benefits payable under the terms and provisions of the Illinois Municipal Retirement Fund.

18. **EVALUATION** - The BOARD and DIRECTOR OF TRANSPORTATION agree that there will be an annual evaluation of the DIRECTOR OF TRANSPORTATION'S performance under this Agreement. The evaluation will consider, but not be limited to, an examination of the establishment and maintenance of educational goals, attainment of the student performance and academic improvement goals set forth in this Agreement, administration of personnel, rapport with the BOARD and other factors of appraisal that may be established by the parties. A written summary of each performance evaluation will be prepared by the Superintendent and given to the DIRECTOR OF TRANSPORTATION by March 1.

In the event that the SUPERINTENDENT determines that the performance of the DIRECTOR OF TRANSPORTATION is unsatisfactory in any respect, the SUPERINTENDENT will describe in writing, in reasonable detail, specific instances of unsatisfactory performance. The evaluation will include recommendations as to areas of improvement in all instances where the SUPERINTENDENT deems performance to be unsatisfactory. The DIRECTOR OF TRANSPORTATION will have the right to make a written reaction or response to the evaluation. This response will become a permanent attachment to the evaluation and placed in the DIRECTOR OF TRANSPORTATION'S personnel file.

19. **PROFESSIONAL LIABILITY** - The BOARD agrees that it will defend, hold harmless, and indemnify the DIRECTOR OF TRANSPORTATION from any and all demands, claims, suits, actions and legal proceedings brought against the DIRECTOR OF TRANSPORTATION in her individual capacity, or in her official capacity as agent and employee of the BOARD provided the incident arose while the DIRECTOR OF TRANSPORTATION was acting within the scope of her employment and excluding criminal litigation and such liability coverage as is beyond the authority of the BOARD to provide under state law. Except that, in no case, will individual BOARD members be considered personally liable for indemnifying the DIRECTOR OF TRANSPORTATION against such demands, claims, suits, actions and legal proceedings.

20. **NOTICE** - Any notice or communication permitted or required under this Agreement will be in writing and will become effective on the day of mailing thereof by first class mail, registered or certified mail, postage prepaid, addressed:

If to the BOARD, to:

President
Board of Education
Lincolnshire-Prairie View School District 103
1370 Riverwoods Road
Lincolnshire, Illinois 60069

If to the DIRECTOR OF TRANSPORTATION, to:

Vicki Mattson
2709 Mohawk Road
Waukegan, IL 60087

(or at the last address of the DIRECTOR OF TRANSPORTATION contained in official Business Office records of the BOARD).

21. **MISCELLANEOUS**

- A. This Agreement has been executed in Illinois, and will be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there is any conflict between such headings or numbers and the text of this Agreement, the text will control.
- C. This Agreement may be executed in one or more counterparts, each of which will be considered an original, and all of which taken together will be considered one and the same instrument.
- D. This Agreement contains all the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior contracts, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. This Agreement will be binding upon and inure to the benefit of the DIRECTOR OF TRANSPORTATION, her successors, assigns, heirs,

executors, and personal representatives, and will be binding upon, and inure to the benefit of the BOARD, its successors and assigns.

- F. Both parties have had the opportunity to seek the advice of counsel.
- G. No subsequent alteration, amendment, change, or addition to this Agreement, will be binding upon the parties unless reduced to writing and duly authorized and signed by each of them.
- H. The BOARD retains the right to repeal, change or modify any policies, procedures or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.
- I. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it will be deemed removed herefrom, and the remainder of this Agreement will continue to have its intended full force and effect.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

DIRECTOR OF TRANSPORTATION

BOARD OF EDUCATION OF
LINCOLNSHIRE-PRAIRIE VIEW
SCHOOL DISTRICT 103, LAKE
COUNTY, ILLINOIS

By: _____
Vicki Mattson

By: _____
President

ATTEST:

Secretary

PRINCIPAL OF HALF DAY SCHOOL AGREEMENT

THIS AGREEMENT made this 9th day of July, 2013, by and between the BOARD OF EDUCATION OF LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103 (“BOARD”), and JILL MAU (“PRINCIPAL”), has been approved at the meeting of the BOARD held on JULY 9, 2013.

IT IS AGREED:

1. **EMPLOYMENT** - The PRINCIPAL is hereby hired and retained from July 1, 2013 through and including June 30, 2014, as PRINCIPAL of HALF DAY SCHOOL in Lincolnshire-Prairie View School District No. 103.

2. **DUTIES** - The duties and responsibilities of the PRINCIPAL will be those incidental to the office of the PRINCIPAL, those set forth in the job description for the position of PRINCIPAL (or, those duties contained in Board Policy, as adopted, and which may be amended from time to time), the attainment of the student performance and academic improvement goals determined pursuant to this Agreement, those obligations imposed by the laws of the State of Illinois upon the PRINCIPAL, and the performance of other professional duties customarily performed by a PRINCIPAL as from time to time may be assigned to the PRINCIPAL by the BOARD or the Superintendent. The BOARD reserves the right to reassign the PRINCIPAL to different duties requiring certification from time to time during the term of this Agreement, without loss of contract term, pay, benefits, notice or a hearing..

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT** - This Agreement is a performance-based contract. The PRINCIPAL will address and fulfill student performance and academic improvement goals which are attached hereto, as Exhibit A, and may be modified by the BOARD, the Superintendent and the PRINCIPAL cooperatively, during the time between the effective date of this contract and the PRINCIPAL’s start of employment. Any modifications to the student performance and academic improvement goals will be attached to this Agreement and made a part hereof. Once the student performance and academic improvement goals have been attained, this Agreement may be extended by the express, written consent of the parties. For each succeeding school year covered by this Agreement, new student performance and academic improvement goals will be developed prior to the next school year and made a part hereof.

4. **SALARY** - In consideration of the annual salary of One Hundred Eleven Thousand Four Hundred Four Dollars (\$111,404.00), the PRINCIPAL agrees to devote such time, skill, labor and attention to her employment, during the term of this Agreement, in order to faithfully perform the duties of PRINCIPAL. Salary will be paid in twenty-four (24) equal installments in accordance with the BOARD policy governing payment of salary to the other certificated members of the professional staff, less such amounts as required by law or provided for in this Agreement. The BOARD retains the right to adjust the annual salary and/or fringe benefits of the PRINCIPAL during the term of this Agreement, provided that the salary and/or fringe benefit(s) adjustments will not be lower than the salary and fringe benefits paid by the BOARD as set forth herein. Any adjustment to this Agreement made during the life of this Agreement will be in writing and will become a part of this Agreement. It is provided,

however, that by doing so it will not be considered that the BOARD has entered into a new agreement with the PRINCIPAL or that the termination date of this Agreement has been in any way extended. The BOARD and the PRINCIPAL may enter into extensions of this Agreement for additional periods of time, if all of the student performance and academic improvement goals set forth in this Agreement have been met, both parties agree, and the agreement is reduced to writing.

In addition, the PRINCIPAL will receive a stipend of \$500 per month for education purposes, payment of medical expenses, or retention as cash as the PRINCIPAL sees fit. It is understood that this stipend will be taxable to the PRINCIPAL and will constitute TRS creditable earnings.

5. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTION** – In addition to the salary paid to the PRINCIPAL by the BOARD as expressed in Section 4, the BOARD will pick up and pay on the PRINCIPAL'S behalf, a maximum contribution of 9.4% to TRS pursuant to Sections 16-152 and 16-152.1 of the *Illinois Pension Code*. The BOARD will remit this contribution to TRS.

The BOARD and the PRINCIPAL make no commitment or guarantee that the BOARD'S payment of the contribution limit will continue to be excludable from the PRINCIPAL'S gross income for federal or state income tax purposes or that any other federal or state tax treatment will apply.

Because neither party can represent what position the IRS, or any other government entity, will take with respect to these payments and withholdings, it is mutually agreed that each side will be responsible for any miscalculations for which it is legally responsible *without* indemnification or any other recourse from the other side. That is, if it is subsequently determined that the PRINCIPAL should have paid taxes on any portion of the contribution for which he did not pay taxes, the interest and penalties are the PRINCIPAL'S responsibility alone. If the BOARD is penalized for failing to withhold enough taxes based on the payroll information in its possession at the time of payment of the contribution, those penalties are the BOARD'S responsibility alone. Both the BOARD and the PRINCIPAL expressly waive the right to seek indemnification or reimbursement from the other as the result of any government decision on the taxability of these amounts. In the event the IRS, or any other government entity, determines that the PRINCIPAL owes more taxes, she has *no* right to seek additional sums from the BOARD.

6. **DEFERRED COMPENSATION** - The PRINCIPAL may elect that a portion of her salary (as stated in Section 4) be used to purchase a tax sheltered annuity pursuant to Section 403(b) of the *Internal Revenue Code of 1986* (the "Code"), as amended, and/or a deferred compensation plan pursuant to Code Section 457. It is understood and agreed that the cost of the purchase of any annuity or plan shall be deducted from the PRINCIPAL'S annual salary and shall not require an expenditure of funds by the BOARD above the amount paid to the PRINCIPAL in the form of salary.

7. **HOSPITALIZATION/MAJOR MEDICAL INSURANCE**—The BOARD will provide and pay 87% of the cost of premiums for hospitalization and major medical insurance, as either individual or family coverage, in accordance with the basic insurance coverage provided to certificated members of the professional staff. The PRINCIPAL will be responsible for the

remaining 13% of the cost of the premiums.

8. **TERM LIFE INSURANCE** - The BOARD will provide and pay the premiums for a term life insurance policy for the PRINCIPAL for a ten (10) year term in the amount of Two Hundred Thousand Dollars (\$200,000.00). The BOARD will assign the ownership of the term life insurance policy to a person or trust designated by the PRINCIPAL, and upon termination of this Agreement will allow that owner to continue the life insurance policy at its (or her) own expense.

9. **MEDICAL EXAMINATION** – At the request of the BOARD, the PRINCIPAL will obtain a comprehensive medical examination at BOARD expense, after submission to the insurance carrier. A copy of the certificate of the physician certifying the physical ability of the PRINCIPAL to perform her essential job functions will be given to the President of the BOARD. The physician performing the medical examination will be one licensed to practice medicine in all of its branches and will be chosen by the Board, or by mutual agreement of the Board and PRINCIPAL.

10. **SICK AND PERSONAL LEAVE** – The PRINCIPAL will be entitled to fourteen (14) work days of sick leave annually. If the PRINCIPAL does not use the full amount of annual sick leave allowed, the unused amount will accumulate without limit. Sick leave availability and usage will be governed by Section 24-6 of the Illinois School Code (105 ILCS 5/24-6). The PRINCIPAL will receive three (3) personal leave days annually. Unused personal leave shall accumulate as sick leave.

11. **VACATION LEAVE** - The PRINCIPAL will receive twenty (20) work days of vacation annually, exclusive of weekends and BOARD approved holidays for twelve month staff. Other Spring, Summer and Winter non-student attendance periods will constitute work days unless specifically scheduled and credited toward the vacation listed above. Vacation days will be cumulative to the extent that a maximum of five (5) unused vacation days earned during a given year may be carried over for use prior to October 1 of the following contract year. The scheduling of more than five (5) consecutive vacation days will be by agreement between the Superintendent and the PRINCIPAL.

12. **BUSINESS AND TRAVEL EXPENSES** - It is anticipated and agreed that the PRINCIPAL will be required to incur certain personal expenses for the official business of the BOARD. As such, the BOARD agrees to reimburse the PRINCIPAL for expenses incurred by her on behalf of the BOARD, which have received pre-approval by the Superintendent; subject, however, to the PRINCIPAL'S substantiation and the BOARD'S approval of such expenses. The PRINCIPAL will submit appropriate substantiation of all business expenses incurred.

13. **MEMBERSHIP DUES** – With prior BOARD approval and upon proper substantiation, the PRINCIPAL will be reimbursed for the dues and membership fees for one national and one state administrator, teacher and/or school board organization memberships to which she belongs. The BOARD shall also pay the costs for professional educational journals to which the PRINCIPAL subscribes.

14. **PROFESSIONAL ACTIVITIES** - The PRINCIPAL will be encouraged to attend appropriate professional meetings and continuing education at the local, state and national levels. Within budget constraints, as approved by the Superintendent and the BOARD, the costs

of attendance will be paid by the BOARD.

15. **CERTIFICATE** - The PRINCIPAL will furnish to the BOARD, during the term of this Agreement, a valid, appropriate, and properly registered certificate to act as PRINCIPAL in accordance with the laws of the State of Illinois and as directed by the BOARD.

16. **TUITION REIMBURSEMENT** - The BOARD will reimburse the PRINCIPAL for the tuition costs and fees for coursework approved by the BOARD and related to the position's duties, to a credit hour maximum of \$500 per credit hour and an annual maximum of Seven Thousand Five Hundred Dollars (\$7,500.) For reimbursement to be made, such approval must be in writing from the Superintendent and obtained in advance of taking the course. The PRINCIPAL agrees that by accepting such reimbursement she is agreeing not to seek other employment for a period of two (2) years following the receipt of the last tuition reimbursement she receives from the BOARD. If the PRINCIPAL voluntarily resigns her employment for reasons other than disability, retires, or is terminated pursuant to Section 18 (D) or (E) below, prior to fulfilling her two-year commitment to remain employed by the BOARD, she will immediately become liable to the BOARD for repayment of all tuition reimbursements received in the preceding three (3) years, unless otherwise agreed to in writing signed by the Parties. The PRINCIPAL hereby consents to satisfying any or all of such liability from any remaining compensation that may be due to her under this Agreement or otherwise. The PRINCIPAL'S repayment obligation will be reduced by fifty percent (50%) if she fulfills one year of her two-year commitment, and the obligation will be eliminated upon fulfillment of the full two-year commitment. The repayment obligation will not attach if the BOARD elects not to renew the PRINCIPAL'S contract or if this Contract is terminated by mutual agreement.

17. **TERMINATION OF AGREEMENT** - This Agreement may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement.
- C. Resignation, provided, however, the PRINCIPAL gives the BOARD at least ninety (90) days prior written notice of the proposed resignation.
- D. Disability. In the event of disability by illness or incapacity, after the PRINCIPAL'S sick leave has been exhausted, the compensation will be reinstated after the PRINCIPAL has returned to employment and undertaken the full discharge of her duties. The BOARD may terminate this Agreement by written notice to the PRINCIPAL at any time after the PRINCIPAL has exhausted any accumulated sick leave and such other leave as may be available and has been absent from her employment for whatever cause for an additional continuous period of three (3) months. All obligations of the BOARD will cease upon such termination.

If a question exists concerning the capacity of the PRINCIPAL to return to her duties the BOARD may require the PRINCIPAL to submit to a medical examination, to be performed by a doctor licensed to practice medicine. The BOARD and PRINCIPAL will mutually agree upon the physician who will conduct the examination. The examination will be

done at the expense of the BOARD. The physician will limit his/her report to the issue of whether the PRINCIPAL has a continuing disability which prohibits her from performing her duties.

- E. Discharge for cause. "For cause" will mean any conduct, act, or failure to act by the PRINCIPAL which is prejudicial to the School District as determined by the BOARD, including, but not limited to, neglect of duty, inefficiency or incompetence, insubordination to the Board, or violation of the terms of this Agreement. Reasons for discharge for cause will be given in writing to the PRINCIPAL, who will be entitled to notice and a hearing before the BOARD to discuss the discharge. If the PRINCIPAL chooses to be accompanied by legal counsel, she will bear any costs involved therein. The BOARD hearing will be conducted in closed session. The BOARD will not arbitrarily or capriciously dismiss the PRINCIPAL.
- F. Failure to comply with the terms and conditions of this Agreement.

Nothing will prohibit the BOARD from suspending the PRINCIPAL without pay pending completion of the requirements of this section. After the effective date of dismissal the PRINCIPAL will not be entitled to further payments of compensation of any kind under this Agreement, except that the PRINCIPAL will be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System.

18. **EVALUATION** - The BOARD and PRINCIPAL agree that there will be an annual evaluation of the PRINCIPAL'S performance under this Agreement. The evaluation will consider, but not be limited to, an examination of the establishment and maintenance of educational goals, attainment of the student performance and academic improvement goals set forth in this Agreement, administration of personnel, rapport with the BOARD and other factors of appraisal that may be established by the parties. A written summary of each performance evaluation will be prepared by the Superintendent and given to the PRINCIPAL by March 1.

In the event that the SUPERINTENDENT determines that the performance of the PRINCIPAL is unsatisfactory in any respect, the SUPERINTENDENT will describe in writing, in reasonable detail, specific instances of unsatisfactory performance. The evaluation will include recommendations as to areas of improvement in all instances where the SUPERINTENDENT deems performance to be unsatisfactory. The PRINCIPAL will have the right to make a written reaction or response to the evaluation. This response will become a permanent attachment to the evaluation and placed in the PRINCIPAL'S personnel file.

29. **PROFESSIONAL LIABILITY** - The BOARD agrees that it will defend, hold harmless, and indemnify the PRINCIPAL from any and all demands, claims, suits, actions and legal proceedings brought against the PRINCIPAL in her individual capacity, or in her official capacity as agent and employee of the BOARD provided the incident arose while the PRINCIPAL was acting within the scope of her employment and excluding criminal litigation and such liability coverage as is beyond the authority of the BOARD to provide under state law. Except that, in no case, will individual BOARD members be considered personally liable for indemnifying the PRINCIPAL against such demands, claims, suits, actions and legal proceedings.

20. **NOTICE** - Any notice or communication permitted or required under this Agreement will be in writing and will become effective on the day of mailing thereof by first class mail, registered or certified mail, postage prepaid, addressed:

If to the BOARD, to: President
Board of Education
Lincolnshire-Prairie View School District 103
1370 Riverwoods Road
Lincolnshire, Illinois 60069

If to the PRINCIPAL, to: Jill Mau
342 Bell Drive
Cary, IL 60013

(or at the last address of the PRINCIPAL contained in official Business Office records of the BOARD).

21. **MISCELLANEOUS**

- A. This Agreement has been executed in Illinois, and will be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there is any conflict between such headings or numbers and the text of this Agreement, the text will control.
- C. This Agreement may be executed in one or more counterparts, each of which will be considered an original, and all of which taken together will be considered one and the same instrument.
- D. This Agreement contains all the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior contracts, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. This Agreement will be binding upon and inure to the benefit of the PRINCIPAL, her successors, assigns, heirs, executors, and personal representatives, and will be binding upon, and inure to the benefit of the BOARD, its successors and assigns.
- F. Both parties have had the opportunity to seek the advice of counsel.
- G. No subsequent alteration, amendment, change, or addition to this Agreement, will be binding upon the parties unless reduced to writing and duly authorized and signed by each of them.
- H. The BOARD retains the right to repeal, change or modify any policies, procedures or regulations which it has adopted or may hereafter adopt,

subject however, to restrictions contained in the *Illinois School Code* and other applicable law.

- I. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it will be deemed removed herefrom, and the remainder of this Agreement will continue to have its intended full force and effect.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

PRINCIPAL

BOARD OF EDUCATION OF
LINCOLNSHIRE-PRAIRIE VIEW
SCHOOL DISTRICT 103, LAKE
COUNTY, ILLINOIS

By: _____
Jill Mau

By: _____
President

ATTEST:

Secretary

**DIRECTOR OF STUDENT SERVICES AGREEMENT
LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103**

THIS AGREEMENT made this 9th day of July, 2013, by and between the BOARD OF EDUCATION OF LINCOLNSHIRE-PRAIRIEVIEW SCHOOL DISTRICT 103 (“BOARD”), and JULIE POSTMA (“DIRECTOR OF STUDENT SERVICES”), has been approved at the meeting of the BOARD held on JULY 9, 2013.

IT IS AGREED:

1. **EMPLOYMENT** - The DIRECTOR OF STUDENT SERVICES is hereby hired and retained from July 1, 2013 through and including June 30, 2014, as DIRECTOR OF STUDENT SERVICES in Lincolnshire-Prairie View School District No. 103.

2. **DUTIES** - The duties and responsibilities of the DIRECTOR OF STUDENT SERVICES will be those incidental to the office of the DIRECTOR OF STUDENT SERVICES, those set forth in the job description for the position of DIRECTOR OF STUDENT SERVICES (or, those duties contained in Board Policy, as adopted, and which may be amended from time to time), the attainment of the student performance and academic improvement goals determined pursuant to this Agreement, those obligations imposed by the laws of the State of Illinois upon the DIRECTOR OF STUDENT SERVICES, and the performance of other professional duties customarily performed by a DIRECTOR OF STUDENT SERVICES as from time to time may be assigned to the DIRECTOR OF STUDENT SERVICES by the BOARD or the Superintendent. The BOARD reserves the right to reassign the DIRECTOR OF STUDENT SERVICES to different duties requiring certification from time to time during the term of this Agreement, without loss of contract term, pay, benefits, notice or a hearing.

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT** - This Agreement is a performance-based contract. The DIRECTOR OF STUDENT SERVICES will address and fulfill student performance and academic improvement goals which are attached hereto, as Exhibit A, and may be modified by the BOARD, the Superintendent and the DIRECTOR OF STUDENT SERVICES cooperatively, during the time between the effective date of this contract and the DIRECTOR OF STUDENT SERVICES’ start of employment. Any modifications to the student performance and academic improvement goals will be attached to this Agreement and made a part hereof. Once the student performance and academic improvement goals have been attained, this Agreement may be extended by the express, written consent of the parties. For each succeeding school year covered by this Agreement, new student performance and academic improvement goals will be developed prior to the next school year and made a part hereof.

4. **SALARY** - In consideration of the annual salary One Hundred Twenty Eight Thousand Fifty Three Dollars (\$128,053), the DIRECTOR OF STUDENT SERVICES agrees to devote such time, skill, labor and attention to her employment, during the term of this Agreement, in order to faithfully perform the duties of DIRECTOR OF STUDENT SERVICES. Salary will be paid in twenty-four (24) equal installments in accordance with the BOARD policy governing payment of salary to the other certificated members of the

professional staff, less such amounts as required by law or provided for in this Agreement. The BOARD retains the right to adjust the annual salary and/or fringe benefits of the DIRECTOR OF STUDENT SERVICES during the term of this Agreement, provided that the salary and/or fringe benefit(s) adjustments will not be lower than the salary and fringe benefits paid by the BOARD as set forth herein. Any adjustment to this Agreement made during the life of this Agreement will be in writing and will become a part of this Agreement. It is provided, however, that by doing so it will not be considered that the BOARD has entered into a new agreement with the DIRECTOR OF STUDENT SERVICES or that the termination date of this Agreement has been in any way extended. The BOARD and the DIRECTOR OF STUDENT SERVICES may enter into extensions of this Agreement for additional periods of time, if all of the student performance and academic improvement goals set forth in this Agreement have been met, both parties agree, and the agreement is reduced to writing.

In addition, the DIRECTOR OF STUDENT SERVICES will receive a stipend of \$500 per month for education purposes, payment of medical expenses, or retention as cash as the DIRECTOR OF STUDENT SERVICES sees fit. It is understood that this stipend will be taxable to the DIRECTOR OF STUDENT SERVICES and will constitute TRS creditable earnings.

5. TEACHERS' RETIREMENT SYSTEM CONTRIBUTION – In addition to the salary paid to the DIRECTOR OF STUDENT SERVICES by the BOARD as expressed in Section 4, the BOARD will pick up and pay on the DIRECTOR OF STUDENT SERVICES' behalf, a maximum contribution of 9.4% to TRS pursuant to Sections 16-152 and 16-152.1 of the *Illinois Pension Code*. The BOARD will remit this contribution to TRS.

The BOARD and the DIRECTOR OF STUDENT SERVICES make no commitment or guarantee that the BOARD'S payment of the contribution limit will continue to be excludable from the DIRECTOR OF STUDENT SERVICES' gross income for federal or state income tax purposes or that any other federal or state tax treatment will apply.

Because neither party can represent what position the IRS, or any other government entity, will take with respect to these payments and withholdings, it is mutually agreed that each side will be responsible for any miscalculations for which it is legally responsible *without* indemnification or any other recourse from the other side. That is, if it is subsequently determined that the DIRECTOR OF STUDENT SERVICES should have paid taxes on any portion of the contribution for which he did not pay taxes, the interest and penalties are the DIRECTOR OF STUDENT SERVICES' responsibility alone. If the BOARD is penalized for failing to withhold enough taxes based on the payroll information in its possession at the time of payment of the contribution, those penalties are the BOARD'S responsibility alone. Both the BOARD and the DIRECTOR OF STUDENT SERVICES expressly waive the right to seek indemnification or reimbursement from the other as the result of any government decision on the taxability of these amounts. In the event the IRS, or any other government entity, determines that the DIRECTOR OF STUDENT SERVICES owes more taxes, she has *no* right to seek additional sums from the BOARD.

6. DEFERRED COMPENSATION - The DIRECTOR OF STUDENT SERVICES may elect that a portion of her salary (as stated in Section 4) be used to purchase a tax sheltered annuity pursuant to Section 403(b) of the *Internal Revenue Code of 1986* (the "Code"), as amended, and/or a deferred compensation plan pursuant to Code Section 457. It is understood and agreed that the cost of the purchase of any annuity or plan shall be deducted from

the DIRECTOR OF STUDENT SERVICES' annual salary and shall not require an expenditure of funds by the BOARD above the amount paid to the DIRECTOR OF STUDENT SERVICES in the form of salary.

7. **HOSPITALIZATION/MAJOR MEDICAL INSURANCE** –The BOARD will provide and pay 87% of the cost of premiums for hospitalization and major medical insurance, as either individual or family coverage, in accordance with the basic insurance coverage provided to certificated members of the professional staff. The DIRECTOR OF STUDENT SERVICES will be responsible for the remaining 13% of the cost of the premiums.

8. **TERM LIFE INSURANCE** - The BOARD will provide and pay the premiums for a term life insurance policy for the DIRECTOR OF STUDENT SERVICES for a ten (10) year term in the amount of Two Hundred Thousand Dollars (\$200,000.00). The BOARD will assign the ownership of the term life insurance policy to a person or trust designated by the DIRECTOR OF STUDENT SERVICES, and upon termination of this Agreement will allow that owner to continue the life insurance policy at its (or her) own expense.

9. **MEDICAL EXAMINATION** – At the request of the BOARD, the DIRECTOR OF STUDENT SERVICES will obtain a comprehensive medical examination at BOARD expense, after submission to the insurance carrier. A copy of the certificate of the physician certifying the physical ability of the DIRECTOR OF STUDENT SERVICES to perform her essential job functions will be given to the President of the BOARD. The physician performing the medical examination will be one licensed to practice medicine in all of its branches and will be chosen by the Board, or by mutual agreement of the Board and DIRECTOR OF STUDENT SERVICES.

10. **SICK AND PERSONAL LEAVE** – The DIRECTOR OF STUDENT SERVICES will be entitled to fourteen (14) work days of sick leave annually. If the DIRECTOR OF STUDENT SERVICES does not use the full amount of annual sick leave allowed, the unused amount will accumulate without limit. Sick leave availability and usage will be governed by Section 24-6 of the Illinois School Code (105 ILCS 5/24-6). The DIRECTOR OF STUDENT SERVICES will receive three (3) personal leave days annually. Unused personal leave shall accumulate as sick leave.

11. **VACATION LEAVE** - The DIRECTOR OF STUDENT SERVICES will receive twenty five (25) work days of vacation annually, exclusive of weekends and BOARD approved holidays for twelve month staff. Other Spring, Summer and Winter non-student attendance periods will constitute work days unless specifically scheduled and credited toward the vacation listed above. Vacation days will be cumulative to the extent that a maximum of five (5) unused vacation days earned during a given year may be carried over for use prior to October 1 of the following contract year. The scheduling of more than five (5) consecutive vacation days will be by agreement between the Superintendent and the DIRECTOR OF STUDENT SERVICES.

12. **BUSINESS AND TRAVEL EXPENSES** - It is anticipated and agreed that the DIRECTOR OF STUDENT SERVICES will be required to incur certain personal expenses for the official business of the BOARD. As such, the BOARD agrees to reimburse the DIRECTOR OF STUDENT SERVICES for expenses incurred by her on behalf of the BOARD, which have received pre-approval by the Superintendent; subject, however, to the DIRECTOR OF STUDENT SERVICES' substantiation and the BOARD'S approval of such expenses. The

DIRECTOR OF STUDENT SERVICES will submit appropriate substantiation of all business expenses incurred.

13. **MEMBERSHIP DUES** – With prior BOARD approval and upon proper substantiation, the DIRECTOR OF STUDENT SERVICES will be reimbursed for the dues and membership fees for one national and one state administrator, teacher and/or school board organization memberships to which she belongs. The BOARD shall also pay the costs for professional educational journals to which the DIRECTOR OF STUDENT SERVICES subscribes.

14. **PROFESSIONAL ACTIVITIES** - The DIRECTOR OF STUDENT SERVICES will be encouraged to attend appropriate professional meetings and continuing education at the local, state and national levels. Within budget constraints, as approved by the Superintendent and the BOARD, the costs of attendance will be paid by the BOARD.

15. **CERTIFICATE** - The DIRECTOR OF STUDENT SERVICES will furnish to the BOARD, during the term of this Agreement, a valid, appropriate, and properly registered certificate to act as DIRECTOR OF STUDENT SERVICES in accordance with the laws of the State of Illinois and as directed by the BOARD.

16. **TUITION REIMBURSEMENT** - The BOARD will reimburse the DIRECTOR OF STUDENT SERVICES for the tuition costs and fees for coursework approved by the BOARD and related to the position's duties, to a credit hour maximum of \$500 per credit hour and an annual maximum of Seven Thousand Five Hundred Dollars (\$7,500.) For reimbursement to be made, such approval must be in writing from the Superintendent and obtained in advance of taking the course. The DIRECTOR OF STUDENT SERVICES agrees that by accepting such reimbursement she is agreeing not to seek other employment for a period of two (2) years following the receipt of the last tuition reimbursement she receives from the BOARD. If the DIRECTOR OF STUDENT SERVICES voluntarily resigns her employment for reasons other than disability, retires, or is terminated pursuant to Section 19 (D) or (E) below, prior to fulfilling her two-year commitment to remain employed by the BOARD, she will immediately become liable to the BOARD for repayment of all tuition reimbursements received in the preceding three (3) years, unless otherwise agreed to in writing signed by the Parties. The DIRECTOR OF STUDENT SERVICES hereby consents to satisfying any or all of such liability from any remaining compensation that may be due to her under this Agreement or otherwise. The DIRECTOR OF STUDENT SERVICES' repayment obligation will be reduced by fifty percent (50%) if she fulfills one year of her two-year commitment, and the obligation will be eliminated upon fulfillment of the full two-year commitment. The repayment obligation will not attach if the BOARD elects not to renew the DIRECTOR OF STUDENT SERVICES' contract or if this Contract is terminated by mutual agreement.

17. **TERMINATION OF AGREEMENT** - This Agreement may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement.
- C. Resignation, provided, however, the DIRECTOR OF STUDENT SERVICES gives the BOARD at least ninety (90) days prior written notice of the proposed resignation.

- D. Disability. In the event of disability by illness or incapacity, after the DIRECTOR OF STUDENT SERVICES' sick leave has been exhausted, the compensation will be reinstated after the DIRECTOR OF STUDENT SERVICES has returned to employment and undertaken the full discharge of her duties. The BOARD may terminate this Agreement by written notice to the DIRECTOR OF STUDENT SERVICES at any time after the DIRECTOR OF STUDENT SERVICES has exhausted any accumulated sick leave and such other leave as may be available and has been absent from her employment for whatever cause for an additional continuous period of three (3) months. All obligations of the BOARD will cease upon such termination.

If a question exists concerning the capacity of the DIRECTOR OF STUDENT SERVICES to return to her duties the BOARD may require the DIRECTOR OF STUDENT SERVICES to submit to a medical examination, to be performed by a doctor licensed to practice medicine. The BOARD and DIRECTOR OF STUDENT SERVICES will mutually agree upon the physician who will conduct the examination. The examination will be done at the expense of the BOARD. The physician will limit his/her report to the issue of whether the DIRECTOR OF STUDENT SERVICES has a continuing disability which prohibits her from performing her duties.

- E. Discharge for cause. "For cause" will mean any conduct, act, or failure to act by the DIRECTOR OF STUDENT SERVICES which is prejudicial to the School District as determined by the BOARD, including, but not limited to, neglect of duty, inefficiency or incompetence, insubordination to the Board, or violation of the terms of this Agreement. Reasons for discharge for cause will be given in writing to the DIRECTOR OF STUDENT SERVICES, who will be entitled to notice and a hearing before the BOARD to discuss the discharge. If the DIRECTOR OF STUDENT SERVICES chooses to be accompanied by legal counsel, she will bear any costs involved therein. The BOARD hearing will be conducted in closed session. The BOARD will not arbitrarily or capriciously dismiss the DIRECTOR OF STUDENT SERVICES.
- F. Failure to comply with the terms and conditions of this Agreement.

Nothing will prohibit the BOARD from suspending the DIRECTOR OF STUDENT SERVICES without pay pending completion of the requirements of this section. After the effective date of dismissal the DIRECTOR OF STUDENT SERVICES will not be entitled to further payments of compensation of any kind under this Agreement, except that the DIRECTOR OF STUDENT SERVICES will be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System.

18. **EVALUATION** - The BOARD and DIRECTOR OF STUDENT SERVICES agree that there will be an annual evaluation of the DIRECTOR OF STUDENT SERVICES'

performance under this Agreement. The evaluation will consider, but not be limited to, an examination of the establishment and maintenance of educational goals, attainment of the student performance and academic improvement goals set forth in this Agreement, administration of personnel, rapport with the BOARD and other factors of appraisal that may be established by the parties. A written summary of each performance evaluation will be prepared by the Superintendent and given to the DIRECTOR OF STUDENT SERVICES by March 1.

In the event that the SUPERINTENDENT determines that the performance of the DIRECTOR OF STUDENT SERVICES is unsatisfactory in any respect, the SUPERINTENDENT will describe in writing, in reasonable detail, specific instances of unsatisfactory performance. The evaluation will include recommendations as to areas of improvement in all instances where the SUPERINTENDENT deems performance to be unsatisfactory. The DIRECTOR OF STUDENT SERVICES will have the right to make a written reaction or response to the evaluation. This response will become a permanent attachment to the evaluation and placed in the DIRECTOR OF STUDENT SERVICES' personnel file.

19. **PROFESSIONAL LIABILITY** - The BOARD agrees that it will defend, hold harmless, and indemnify the DIRECTOR OF STUDENT SERVICES from any and all demands, claims, suits, actions and legal proceedings brought against the DIRECTOR OF STUDENT SERVICES in her individual capacity, or in her official capacity as agent and employee of the BOARD provided the incident arose while the DIRECTOR OF STUDENT SERVICES was acting within the scope of her employment and excluding criminal litigation and such liability coverage as is beyond the authority of the BOARD to provide under state law. Except that, in no case, will individual BOARD members be considered personally liable for indemnifying the DIRECTOR OF STUDENT SERVICES against such demands, claims, suits, actions and legal proceedings.

20. **NOTICE** - Any notice or communication permitted or required under this Agreement will be in writing and will become effective on the day of mailing thereof by first class mail, registered or certified mail, postage prepaid, addressed:

If to the BOARD, to:

President
Board of Education
Lincolnshire-Prairie View School District 103
1370 Riverwoods Road
Lincolnshire, Illinois 60069

If to the DIRECTOR OF STUDENT SERVICES, to:

Julie Postma
430 S. Warren
Palatine, IL 60067

(or at the last address of the DIRECTOR OF STUDENT SERVICES contained in official Business Office records of the BOARD).

21. **MISCELLANEOUS**

- A. This Agreement has been executed in Illinois, and will be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there is any conflict between such headings or numbers and the text of this Agreement, the text will control.
- C. This Agreement may be executed in one or more counterparts, each of which will be considered an original, and all of which taken together will be considered one and the same instrument.
- D. This Agreement contains all the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior contracts, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. This Agreement will be binding upon and inure to the benefit of the DIRECTOR OF STUDENT SERVICES, her successors, assigns, heirs, executors, and personal representatives, and will be binding upon, and inure to the benefit of the BOARD, its successors and assigns.
- F. Both parties have had the opportunity to seek the advice of counsel.
- G. No subsequent alteration, amendment, change, or addition to this Agreement, will be binding upon the parties unless reduced to writing and duly authorized and signed by each of them.
- H. The BOARD retains the right to repeal, change or modify any policies, procedures or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.
- I. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it will be deemed removed herefrom, and the remainder of this Agreement will continue to have its intended full force and effect.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

DIRECTOR OF STUDENT SERVICES

BOARD OF EDUCATION OF
LINCOLNSHIRE-PRAIRIEVIEW
SCHOOL DISTRICT 103, LAKE
COUNTY, ILLINOIS

By: _____
JULIE POSTMA

By: _____
President

ATTEST:

Secretary

PRINCIPAL OF DANIEL WRIGHT JUNIOR HIGH'S AGREEMENT

THIS AGREEMENT made this 9th day of July, 2013, by and between the BOARD OF EDUCATION OF LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103 ("BOARD"), and MARGARET ST. CLAIRE ("PRINCIPAL"), has been approved at the meeting of the BOARD held on JULY 9, 2013.

IT IS AGREED:

1. **EMPLOYMENT** - The PRINCIPAL is hereby hired and retained from July 1, 2013 through and including June 30, 2014, as PRINCIPAL of DANIEL WRIGHT JUNIOR HIGH in Lincolnshire-Prairie View School District No. 103.

2. **DUTIES** - The duties and responsibilities of the PRINCIPAL will be those incidental to the office of the PRINCIPAL, those set forth in the job description for the position of PRINCIPAL (or, those duties contained in Board Policy, as adopted, and which may be amended from time to time), the attainment of the student performance and academic improvement goals determined pursuant to this Agreement, those obligations imposed by the laws of the State of Illinois upon the PRINCIPAL, and the performance of other professional duties customarily performed by a PRINCIPAL as from time to time may be assigned to the PRINCIPAL by the BOARD or the Superintendent. The BOARD reserves the right to reassign the PRINCIPAL to different duties requiring certification from time to time during the term of this Agreement, without loss of contract term, pay, benefits, notice or a hearing.

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT** - This Agreement is a performance-based contract. The PRINCIPAL will address and fulfill student performance and academic improvement goals which are attached hereto, as Exhibit A, and may be modified by the BOARD, the Superintendent and the PRINCIPAL cooperatively, during the time between the effective date of this contract and the PRINCIPAL's start of employment. Any modifications to the student performance and academic improvement goals will be attached to this Agreement and made a part hereof. Once the student performance and academic improvement goals have been attained, this Agreement may be extended by the express, written consent of the parties. For each succeeding school year covered by this Agreement, new student performance and academic improvement goals will be developed prior to the next school year and made a part hereof.

4. **SALARY** - In consideration of the annual salary of One Hundred Twenty Nine Thousand Two Hundred Twenty Five Dollars (\$129,225.00), the PRINCIPAL agrees to devote such time, skill, labor and attention to her employment, during the term of this Agreement, in order to faithfully perform the duties of PRINCIPAL. Salary will be paid in twenty-four (24) equal installments in accordance with the BOARD policy governing payment of salary to the other certificated members of the professional staff, less such amounts as required by law or provided for in this Agreement. The BOARD retains the right to adjust the annual salary and/or fringe benefits of the PRINCIPAL during the term of this Agreement, provided that the salary and/or fringe benefit(s) adjustments will not be lower than the salary and fringe benefits paid by the BOARD as set forth herein. Any adjustment to this Agreement made during the life of this Agreement will be in writing and will become a part of this Agreement. It is provided, however,

that by doing so it will not be considered that the BOARD has entered into a new agreement with the PRINCIPAL or that the termination date of this Agreement has been in any way extended. The BOARD and the PRINCIPAL may enter into extensions of this Agreement for additional periods of time, if all of the student performance and academic improvement goals set forth in this Agreement have been met, both parties agree, and the agreement is reduced to writing.

In addition, the PRINCIPAL will receive a stipend of \$500 per month for education purposes, payment of medical expenses, or retention as cash as the PRINCIPAL sees fit. It is understood that this stipend will be taxable to the PRINCIPAL and will constitute TRS creditable earnings.

5. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTION** – In addition to the salary paid to the PRINCIPAL by the BOARD as expressed in Section 4, the BOARD will pick up and pay on the PRINCIPAL'S behalf, a maximum contribution of 9.4% to TRS pursuant to Sections 16-152 and 16-152.1 of the *Illinois Pension Code*. The BOARD will remit this contribution to TRS.

The BOARD and the PRINCIPAL make no commitment or guarantee that the BOARD'S payment of the contribution limit will continue to be excludable from the PRINCIPAL'S gross income for federal or state income tax purposes or that any other federal or state tax treatment will apply.

Because neither party can represent what position the IRS, or any other government entity, will take with respect to these payments and withholdings, it is mutually agreed that each side will be responsible for any miscalculations for which it is legally responsible *without* indemnification or any other recourse from the other side. That is, if it is subsequently determined that the PRINCIPAL should have paid taxes on any portion of the contribution for which he did not pay taxes, the interest and penalties are the PRINCIPAL'S responsibility alone. If the BOARD is penalized for failing to withhold enough taxes based on the payroll information in its possession at the time of payment of the contribution, those penalties are the BOARD'S responsibility alone. Both the BOARD and the PRINCIPAL expressly waive the right to seek indemnification or reimbursement from the other as the result of any government decision on the taxability of these amounts. In the event the IRS, or any other government entity, determines that the PRINCIPAL owes more taxes, she has *no* right to seek additional sums from the BOARD.

6. **DEFERRED COMPENSATION** - The PRINCIPAL may elect that a portion of her salary (as stated in Section 4) be used to purchase a tax sheltered annuity pursuant to Section 403(b) of the *Internal Revenue Code of 1986* (the "Code"), as amended, and/or a deferred compensation plan pursuant to Code Section 457. It is understood and agreed that the cost of the purchase of any annuity or plan shall be deducted from the PRINCIPAL'S annual salary and shall not require an expenditure of funds by the BOARD above the amount paid to the PRINCIPAL in the form of salary.

7. **HOSPITALIZATION/MAJOR MEDICAL INSURANCE** – The BOARD will provide and pay 80% of the cost of premiums for hospitalization and major medical insurance, as either individual or family coverage, in accordance with the basic insurance coverage provided to certificated members of the professional staff. The PRINCIPAL will be responsible for the

remaining 20% of the cost of the premiums.

8. **TERM LIFE INSURANCE** - The BOARD will provide and pay the premiums for a term life insurance policy for the PRINCIPAL for a ten (10) year term in the amount of Two Hundred Thousand Dollars (\$200,000.00). The BOARD will assign the ownership of the term life insurance policy to a person or trust designated by the PRINCIPAL, and upon termination of this Agreement will allow that owner to continue the life insurance policy at its (or her) own expense.

9. **MEDICAL EXAMINATION** – At the request of the BOARD, the PRINCIPAL will obtain a comprehensive medical examination at BOARD expense, after submission to the insurance carrier. A copy of the certificate of the physician certifying the physical ability of the PRINCIPAL to perform her essential job functions will be given to the President of the BOARD. The physician performing the medical examination will be one licensed to practice medicine in all of its branches and will be chosen by the Board, or by mutual agreement of the Board and PRINCIPAL.

10. **SICK AND PERSONAL LEAVE** – The PRINCIPAL will be entitled to fourteen (14) work days of sick leave annually. If the PRINCIPAL does not use the full amount of annual sick leave allowed, the unused amount will accumulate without limit. Sick leave availability and usage will be governed by Section 24-6 of the Illinois School Code (105 ILCS 5/24-6). The PRINCIPAL will receive three (3) personal leave days annually. Unused personal leave shall accumulate as sick leave.

11. **VACATION LEAVE** - The PRINCIPAL will receive twenty (20) work days of vacation annually, exclusive of weekends and BOARD approved holidays for twelve month staff. Other Spring, Summer and Winter non-student attendance periods will constitute work days unless specifically scheduled and credited toward the vacation listed above. Vacation days will be cumulative to the extent that a maximum of five (5) unused vacation days earned during a given year may be carried over for use prior to October 1 of the following contract year. The scheduling of more than five (5) consecutive vacation days will be by agreement between the Superintendent and the PRINCIPAL.

12. **BUSINESS AND TRAVEL EXPENSES** - It is anticipated and agreed that the PRINCIPAL will be required to incur certain personal expenses for the official business of the BOARD. As such, the BOARD agrees to reimburse the PRINCIPAL for expenses incurred by her on behalf of the BOARD, which have received pre-approval by the Superintendent; subject, however, to the PRINCIPAL'S substantiation and the BOARD'S approval of such expenses. The PRINCIPAL will submit appropriate substantiation of all business expenses incurred.

13. **MEMBERSHIP DUES** – With prior BOARD approval and upon proper substantiation, the PRINCIPAL will be reimbursed for the dues and membership fees for one national and one state administrator, teacher and/or school board organization memberships to which she belongs. The BOARD shall also pay the costs for professional educational journals to which the PRINCIPAL subscribes.

14. **PROFESSIONAL ACTIVITIES** - The PRINCIPAL will be encouraged to attend appropriate professional meetings and continuing education at the local, state and national levels. Within budget constraints, as approved by the Superintendent and the BOARD, the costs

of attendance will be paid by the BOARD.

15. **CERTIFICATE** - The PRINCIPAL will furnish to the BOARD, during the term of this Agreement, a valid, appropriate, and properly registered certificate to act as PRINCIPAL in accordance with the laws of the State of Illinois and as directed by the BOARD.

16. **TUITION REIMBURSEMENT** - The BOARD will reimburse the PRINCIPAL for the tuition costs and fees for coursework approved by the BOARD and related to the position's duties, to a credit hour maximum of \$500 per credit hour and an annual maximum of Seven Thousand Five Hundred Dollars (\$7,500.) For reimbursement to be made, such approval must be in writing from the Superintendent and obtained in advance of taking the course. The PRINCIPAL agrees that by accepting such reimbursement she is agreeing not to seek other employment for a period of two (2) years following the receipt of the last tuition reimbursement she receives from the BOARD. If the PRINCIPAL voluntarily resigns her employment for reasons other than disability, retires, or is terminated pursuant to Section 18 (D) or (E) below, prior to fulfilling her two-year commitment to remain employed by the BOARD, she will immediately become liable to the BOARD for repayment of all tuition reimbursements received in the preceding three (3) years, unless otherwise agreed to in writing signed by the Parties. The PRINCIPAL hereby consents to satisfying any or all of such liability from any remaining compensation that may be due to her under this Agreement or otherwise. The PRINCIPAL'S repayment obligation will be reduced by fifty percent (50%) if she fulfills one year of her two-year commitment, and the obligation will be eliminated upon fulfillment of the full two-year commitment. The repayment obligation will not attach if the BOARD elects not to renew the PRINCIPAL'S contract or if this Contract is terminated by mutual agreement.

17. **TERMINATION OF AGREEMENT** - This Agreement may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement.
- C. Resignation, provided, however, the PRINCIPAL gives the BOARD at least ninety (90) days prior written notice of the proposed resignation.
- D. Disability. In the event of disability by illness or incapacity, after the PRINCIPAL'S sick leave has been exhausted, the compensation will be reinstated after the PRINCIPAL has returned to employment and undertaken the full discharge of her duties. The BOARD may terminate this Agreement by written notice to the PRINCIPAL at any time after the PRINCIPAL has exhausted any accumulated sick leave and such other leave as may be available and has been absent from her employment for whatever cause for an additional continuous period of three (3) months. All obligations of the BOARD will cease upon such termination.

If a question exists concerning the capacity of the PRINCIPAL to return to her duties the BOARD may require the PRINCIPAL to submit to a medical examination, to be performed by a doctor licensed to practice medicine. The BOARD and PRINCIPAL will mutually agree upon the physician who will conduct the examination. The examination will be

done at the expense of the BOARD. The physician will limit his/her report to the issue of whether the PRINCIPAL has a continuing disability which prohibits her from performing her duties.

- E. Discharge for cause. "For cause" will mean any conduct, act, or failure to act by the PRINCIPAL which is prejudicial to the School District as determined by the BOARD, including, but not limited to, neglect of duty, inefficiency or incompetence, insubordination to the Board, or violation of the terms of this Agreement. Reasons for discharge for cause will be given in writing to the PRINCIPAL, who will be entitled to notice and a hearing before the BOARD to discuss the discharge. If the PRINCIPAL chooses to be accompanied by legal counsel, she will bear any costs involved therein. The BOARD hearing will be conducted in closed session. The BOARD will not arbitrarily or capriciously dismiss the PRINCIPAL.
- F. Failure to comply with the terms and conditions of this Agreement.

Nothing will prohibit the BOARD from suspending the PRINCIPAL without pay pending completion of the requirements of this section. After the effective date of dismissal the PRINCIPAL will not be entitled to further payments of compensation of any kind under this Agreement, except that the PRINCIPAL will be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System.

18. **EVALUATION** - The BOARD and PRINCIPAL agree that there will be an annual evaluation of the PRINCIPAL'S performance under this Agreement. The evaluation will consider, but not be limited to, an examination of the establishment and maintenance of educational goals, attainment of the student performance and academic improvement goals set forth in this Agreement, administration of personnel, rapport with the BOARD and other factors of appraisal that may be established by the parties. A written summary of each performance evaluation will be prepared by the Superintendent and given to the PRINCIPAL by March 1.

In the event that the SUPERINTENDENT determines that the performance of the PRINCIPAL is unsatisfactory in any respect, the SUPERINTENDENT will describe in writing, in reasonable detail, specific instances of unsatisfactory performance. The evaluation will include recommendations as to areas of improvement in all instances where the SUPERINTENDENT deems performance to be unsatisfactory. The PRINCIPAL will have the right to make a written reaction or response to the evaluation. This response will become a permanent attachment to the evaluation and placed in the PRINCIPAL'S personnel file.

19. **PROFESSIONAL LIABILITY** - The BOARD agrees that it will defend, hold harmless, and indemnify the PRINCIPAL from any and all demands, claims, suits, actions and legal proceedings brought against the PRINCIPAL in her individual capacity, or in her official capacity as agent and employee of the BOARD provided the incident arose while the PRINCIPAL was acting within the scope of her employment and excluding criminal litigation and such liability coverage as is beyond the authority of the BOARD to provide under state law. Except that, in no case, will individual BOARD members be considered personally liable for indemnifying the PRINCIPAL against such demands, claims, suits, actions and legal proceedings.

20. **NOTICE** - Any notice or communication permitted or required under this Agreement will be in writing and will become effective on the day of mailing thereof by first class mail, registered or certified mail, postage prepaid, addressed:

If to the BOARD, to:

President
Board of Education
Lincolnshire-Prairie View School District 103
1370 Riverwoods Road
Lincolnshire, Illinois 60069

If to the PRINCIPAL, to:

Margaret St. Claire
14101 Maplewood Court
Green Oaks, IL 60048

(or at the last address of the PRINCIPAL contained in official Business Office records of the BOARD).

21. **MISCELLANEOUS**

- A. This Agreement has been executed in Illinois, and will be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there is any conflict between such headings or numbers and the text of this Agreement, the text will control.
- C. This Agreement may be executed in one or more counterparts, each of which will be considered an original, and all of which taken together will be considered one and the same instrument.
- D. This Agreement contains all the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior contracts, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. This Agreement will be binding upon and inure to the benefit of the PRINCIPAL, her successors, assigns, heirs, executors, and personal representatives, and will be binding upon, and inure to the benefit of the BOARD, its successors and assigns.
- F. Both parties have had the opportunity to seek the advice of counsel.
- G. No subsequent alteration, amendment, change, or addition to this Agreement, will be binding upon the parties unless reduced to writing and duly authorized and signed by each of them.
- H. The BOARD retains the right to repeal, change or modify any policies, procedures or regulations which it has adopted or may hereafter adopt,

subject however, to restrictions contained in the *Illinois School Code* and other applicable law.

- I. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it will be deemed removed herefrom, and the remainder of this Agreement will continue to have its intended full force and effect.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

PRINCIPAL

BOARD OF EDUCATION OF
LINCOLNSHIRE-PRAIRIE VIEW
SCHOOL DISTRICT 103, LAKE
COUNTY, ILLINOIS

By: _____
Margaret St. Claire

By: _____
President

ATTEST:

Secretary

**DIRECTOR OF TECHNOLOGY AGREEMENT
LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103**

THIS AGREEMENT made this 9th day of July, 2013, by and between the BOARD OF EDUCATION OF LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103 (“BOARD”), and MARK WESTHOFF (“DIRECTOR OF TECHNOLOGY”), has been approved at the meeting of the BOARD held on JULY 9, 2013.

IT IS AGREED:

1. **EMPLOYMENT** - The DIRECTOR OF TECHNOLOGY is hereby hired and retained from July 1, 2013 through and including June 30, 2014, as DIRECTOR OF TECHNOLOGY in Lincolnshire-Prairie View School District No. 103.

2. **DUTIES** - The duties and responsibilities of the DIRECTOR OF TECHNOLOGY will be those incidental to the office of the DIRECTOR OF TECHNOLOGY, those set forth in the job description for the position of DIRECTOR OF TECHNOLOGY (or, those duties contained in Board Policy, as adopted, and which may be amended from time to time), the attainment of the student performance and academic improvement goals determined pursuant to this Agreement, those obligations imposed by the laws of the State of Illinois upon the DIRECTOR OF TECHNOLOGY, and the performance of other professional duties customarily performed by a DIRECTOR OF TECHNOLOGY as from time to time may be assigned to the DIRECTOR OF TECHNOLOGY by the BOARD or the Superintendent. The BOARD reserves the right to reassign the DIRECTOR OF TECHNOLOGY to different duties requiring certification from time to time during the term of this Agreement, without loss of contract term, pay, benefits, notice or a hearing..

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT** - This Agreement is a performance-based contract. The DIRECTOR OF TECHNOLOGY will address and fulfill student performance and academic improvement goals which are attached hereto, as Exhibit A, and may be modified by the BOARD, the Superintendent and the DIRECTOR OF TECHNOLOGY cooperatively, during the time between the effective date of this contract and the DIRECTOR OF TECHNOLOGY’s start of employment. Any modifications to the student performance and academic improvement goals will be attached to this Agreement and made a part hereof. Once the student performance and academic improvement goals have been attained, this Agreement may be extended by the express, written consent of the parties. For each succeeding school year covered by this Agreement, new student performance and academic improvement goals will be developed prior to the next school year and made a part hereof.

4. **SALARY** - One Hundred Ten Thousand Eight Hundred Fifty Six Dollars (\$110,856.00), the DIRECTOR OF TECHNOLOGY agrees to devote such time, skill, labor and attention to his employment, during the term of this Agreement, in order to faithfully perform the duties of DIRECTOR OF TECHNOLOGY. Salary will be paid in twenty-four (24) equal installments in accordance with the BOARD policy governing payment of salary to the other certificated members of the professional staff, less such amounts as required by law or provided for in this Agreement. The BOARD retains the right to adjust the annual salary and/or fringe benefits of the DIRECTOR OF TECHNOLOGY during the term of this Agreement, provided

that the salary and/or fringe benefit(s) adjustments will not be lower than the salary and fringe benefits paid by the BOARD as set forth herein. Any adjustment to this Agreement made during the life of this Agreement will be in writing and will become a part of this Agreement. It is provided, however, that by doing so it will not be considered that the BOARD has entered into a new agreement with the DIRECTOR OF TECHNOLOGY or that the termination date of this Agreement has been in any way extended. The BOARD and the DIRECTOR OF TECHNOLOGY may enter into extensions of this Agreement for additional periods of time, if all of the student performance and academic improvement goals set forth in this Agreement have been met, both parties agree, and the agreement is reduced to writing.

In addition, the DIRECTOR OF TECHNOLOGY will receive a stipend of \$500 per month for education purposes, payment of medical expenses, or retention as cash as the DIRECTOR OF TECHNOLOGY sees fit. It is understood that this stipend will be taxable to the DIRECTOR OF TECHNOLOGY and will constitute TRS creditable earnings.

5. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTION** – In addition to the salary paid to the DIRECTOR OF TECHNOLOGY by the BOARD as expressed in Section 4, the BOARD will pick up and pay on the DIRECTOR OF TECHNOLOGY'S behalf, a maximum contribution of 9.4% to TRS pursuant to Sections 16-152 and 16-152.1 of the *Illinois Pension Code*. The BOARD will remit this contribution to TRS.

6. **TEACHERS' HEALTH INSURANCE SECURITY FUND CONTRIBUTION** -The BOARD will pay on behalf of the DIRECTOR OF TECHNOLOGY his required contribution of _____ to the Teachers' Health Insurance Security ("THIS") fund. The BOARD will remit this contribution to TRS as the fund's collection agent. Payments made by the BOARD to TRS under this Section will not be reportable to TRS as creditable earnings and will be excluded from the DIRECTOR OF TECHNOLOGY'S taxable income.

The BOARD and the DIRECTOR OF TECHNOLOGY make no commitment or guarantee that the BOARD'S payment of the contribution limit will continue to be excludable from the DIRECTOR OF TECHNOLOGY'S gross income for federal or state income tax purposes or that any other federal or state tax treatment will apply.

Because neither party can represent what position the IRS, or any other government entity, will take with respect to these payments and withholdings, it is mutually agreed that each side will be responsible for any miscalculations for which it is legally responsible *without* indemnification or any other recourse from the other side. That is, if it is subsequently determined that the DIRECTOR OF TECHNOLOGY should have paid taxes on any portion of the contribution for which he did not pay taxes, the interest and penalties are the DIRECTOR OF TECHNOLOGY'S responsibility alone. If the BOARD is penalized for failing to withhold enough taxes based on the payroll information in its possession at the time of payment of the contribution, those penalties are the BOARD'S responsibility alone. Both the BOARD and the DIRECTOR OF TECHNOLOGY expressly waive the right to seek indemnification or reimbursement from the other as the result of any government decision on the taxability of these amounts. In the event the IRS, or any other government entity, determines that the DIRECTOR OF TECHNOLOGY owes more taxes, he has *no* right to seek additional sums from the BOARD.

7. **DEFERRED COMPENSATION** - The DIRECTOR OF TECHNOLOGY may elect that a portion of his salary (as stated in Section 4) be used to purchase a tax sheltered annuity pursuant to Section 403(b) of the *Internal Revenue Code of 1986* (the "Code"), as amended, and/or a deferred compensation plan pursuant to Code Section 457. It is understood and agreed that the cost of the purchase of any annuity or plan shall be deducted from the DIRECTOR OF TECHNOLOGY'S annual salary and shall not require an expenditure of funds by the BOARD above the amount paid to the DIRECTOR OF TECHNOLOGY in the form of salary.

8. **HOSPITALIZATION/MAJOR MEDICAL INSURANCE** – The BOARD will provide and pay 87% of the cost of premiums for hospitalization and major medical insurance, as either individual or family coverage, in accordance with the basic insurance coverage provided to certificated members of the professional staff. The DIRECTOR OF TECHNOLOGY will be responsible for the remaining 13% of the cost of the premiums.

9. **TERM LIFE INSURANCE** - The BOARD will provide and pay the premiums for a term life insurance policy for the DIRECTOR OF TECHNOLOGY for a ten (10) year term in the amount of Two Hundred Thousand Dollars (\$200,000.00). The BOARD will assign the ownership of the term life insurance policy to a person or trust designated by the DIRECTOR OF TECHNOLOGY, and upon termination of this Agreement will allow that owner to continue the life insurance policy at its (or his) own expense.

10. **MEDICAL EXAMINATION** – At the request of the BOARD, the DIRECTOR OF TECHNOLOGY will obtain a comprehensive medical examination at BOARD expense, after submission to the insurance carrier. A copy of the certificate of the physician certifying the physical ability of the DIRECTOR OF TECHNOLOGY to perform his essential job functions will be given to the President of the BOARD. The physician performing the medical examination will be one licensed to practice medicine in all of its branches and will be chosen by the Board, or by mutual agreement of the Board and DIRECTOR OF TECHNOLOGY.

11. **SICK AND PERSONAL LEAVE** – The DIRECTOR OF TECHNOLOGY will be entitled to fourteen (14) work days of sick leave annually. If the DIRECTOR OF TECHNOLOGY does not use the full amount of annual sick leave allowed, the unused amount will accumulate without limit. Sick leave availability and usage will be governed by Section 24-6 of the Illinois School Code (105 ILCS 5/24-6). The DIRECTOR OF TECHNOLOGY will receive three (3) personal leave days annually. Unused personal leave shall accumulate as sick leave.

12. **VACATION LEAVE** - The DIRECTOR OF TECHNOLOGY will receive twenty (20) work days of vacation annually, exclusive of weekends and BOARD approved holidays for twelve month staff. Other Spring, Summer and Winter non-student attendance periods will constitute work days unless specifically scheduled and credited toward the vacation listed above. Vacation days will be cumulative to the extent that a maximum of five (5) unused vacation days earned during a given year may be carried over for use prior to October 1 of the following contract year. The scheduling of more than five (5) consecutive vacation days will be by agreement between the Superintendent and the DIRECTOR OF TECHNOLOGY.

13. **BUSINESS AND TRAVEL EXPENSES** - It is anticipated and agreed that the DIRECTOR OF TECHNOLOGY will be required to incur certain personal expenses for the official business of the BOARD. As such, the BOARD agrees to reimburse the DIRECTOR OF TECHNOLOGY for expenses incurred by his on behalf of the BOARD, which have received pre-approval by the Superintendent; subject, however, to the DIRECTOR OF TECHNOLOGY'S substantiation and the BOARD'S approval of such expenses. The DIRECTOR OF TECHNOLOGY will submit appropriate substantiation of all business expenses incurred.

14. **MEMBERSHIP DUES** – With prior BOARD approval and upon proper substantiation, the DIRECTOR OF TECHNOLOGY will be reimbursed for the dues and membership fees for one national and one state administrator, teacher and/or school board organization memberships to which he belongs. The BOARD shall also pay the costs for professional educational journals to which the DIRECTOR OF TECHNOLOGY subscribes.

15. **PROFESSIONAL ACTIVITIES** – The DIRECTOR OF TECHNOLOGY will be encouraged to attend appropriate professional meetings and continuing education at the local, state and national levels. Within budget constraints, as approved by the Superintendent and the BOARD, the costs of attendance will be paid by the BOARD.

16. **CERTIFICATE** – The DIRECTOR OF TECHNOLOGY will furnish to the BOARD, during the term of this Agreement, a valid, appropriate, and properly registered certificate to act as DIRECTOR OF TECHNOLOGY in accordance with the laws of the State of Illinois and as directed by the BOARD.

17. **TUITION REIMBURSEMENT** - The BOARD will reimburse the DIRECTOR OF TECHNOLOGY for the tuition costs and fees for coursework approved by the BOARD and related to the position's duties, to a credit hour maximum of \$500 per credit hour and an annual maximum of Seven Thousand Five Hundred Dollars (\$7,500.) For reimbursement to be made, such approval must be in writing from the Superintendent and obtained in advance of taking the course. The DIRECTOR OF TECHNOLOGY agrees that by accepting such reimbursement he is agreeing not to seek other employment for a period of two (2) years following the receipt of the last tuition reimbursement he receives from the BOARD. If the DIRECTOR OF TECHNOLOGY voluntarily resigns his employment for reasons other than disability, retires, or is terminated pursuant to Section 18 (D) or (E) below, prior to fulfilling his two-year commitment to remain employed by the BOARD, he will immediately become liable to the BOARD for repayment of all tuition reimbursements received in the preceding three (3) years, unless otherwise agreed to in writing signed by the Parties. The DIRECTOR OF TECHNOLOGY hereby consents to satisfying any or all of such liability from any remaining compensation that may be due to his under this Agreement or otherwise. The DIRECTOR OF TECHNOLOGY'S repayment obligation will be reduced by fifty percent (50%) if he fulfills one year of his two-year commitment, and the obligation will be eliminated upon fulfillment of the full two-year commitment. The repayment obligation will not attach if the BOARD elects not to renew the DIRECTOR OF TECHNOLOGY'S contract or if this Contract is terminated by mutual agreement.

18. **TERMINATION OF AGREEMENT** - This Agreement may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement.
- C. Resignation, provided, however, the DIRECTOR OF TECHNOLOGY gives the BOARD at least ninety (90) days prior written notice of the proposed resignation.
- D. Disability. In the event of disability by illness or incapacity, after the DIRECTOR OF TECHNOLOGY'S sick leave has been exhausted, the compensation will be reinstated after the DIRECTOR OF TECHNOLOGY has returned to employment and undertaken the full discharge of his duties. The BOARD may terminate this Agreement by written notice to the DIRECTOR OF TECHNOLOGY at any time after the DIRECTOR OF TECHNOLOGY has exhausted any accumulated sick leave and such other leave as may be available and has been absent from his employment for whatever cause for an additional continuous period of three (3) months. All obligations of the BOARD will cease upon such termination.

If a question exists concerning the capacity of the DIRECTOR OF TECHNOLOGY to return to his duties the BOARD may require the DIRECTOR OF TECHNOLOGY to submit to a medical examination, to be performed by a doctor licensed to practice medicine. The BOARD and DIRECTOR OF TECHNOLOGY will mutually agree upon the physician who will conduct the examination. The examination will be done at the expense of the BOARD. The physician will limit his/her report to the issue of whether the DIRECTOR OF TECHNOLOGY has a continuing disability which prohibits him from performing his duties.

- E. Discharge for cause. "For cause" will mean any conduct, act, or failure to act by the DIRECTOR OF TECHNOLOGY which is prejudicial to the School District as determined by the BOARD, including, but not limited to, neglect of duty, inefficiency or incompetence, insubordination to the Board, or violation of the terms of this Agreement. Reasons for discharge for cause will be given in writing to the DIRECTOR OF TECHNOLOGY, who will be entitled to notice and a hearing before the BOARD to discuss the discharge. If the DIRECTOR OF TECHNOLOGY chooses to be accompanied by legal counsel, he will bear any costs involved therein. The BOARD hearing will be conducted in closed session. The BOARD will not arbitrarily or capriciously dismiss the DIRECTOR OF TECHNOLOGY.
- F. Failure to comply with the terms and conditions of this Agreement.

Nothing will prohibit the BOARD from suspending the DIRECTOR OF TECHNOLOGY without pay pending completion of the requirements of this section. After the effective date of

dismissal the DIRECTOR OF TECHNOLOGY will not be entitled to further payments of compensation of any kind under this Agreement, except that the DIRECTOR OF TECHNOLOGY will be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System.

19. **EVALUATION** - The BOARD and DIRECTOR OF TECHNOLOGY agree that there will be an annual evaluation of the DIRECTOR OF TECHNOLOGY'S performance under this Agreement. The evaluation will consider, but not be limited to, an examination of the establishment and maintenance of educational goals, attainment of the student performance and academic improvement goals set forth in this Agreement, administration of personnel, rapport with the BOARD and other factors of appraisal that may be established by the parties. A written summary of each performance evaluation will be prepared by the Superintendent and given to the DIRECTOR OF TECHNOLOGY by March 1.

In the event that the SUPERINTENDENT determines that the performance of the DIRECTOR OF TECHNOLOGY is unsatisfactory in any respect, the SUPERINTENDENT will describe in writing, in reasonable detail, specific instances of unsatisfactory performance. The evaluation will include recommendations as to areas of improvement in all instances where the SUPERINTENDENT deems performance to be unsatisfactory. The DIRECTOR OF TECHNOLOGY will have the right to make a written reaction or response to the evaluation. This response will become a permanent attachment to the evaluation and placed in the DIRECTOR OF TECHNOLOGY'S personnel file.

20. **PROFESSIONAL LIABILITY** - The BOARD agrees that it will defend, hold harmless, and indemnify the DIRECTOR OF TECHNOLOGY from any and all demands, claims, suits, actions and legal proceedings brought against the DIRECTOR OF TECHNOLOGY in his individual capacity, or in his official capacity as agent and employee of the BOARD provided the incident arose while the DIRECTOR OF TECHNOLOGY was acting within the scope of his employment and excluding criminal litigation and such liability coverage as is beyond the authority of the BOARD to provide under state law. Except that, in no case, will individual BOARD members be considered personally liable for indemnifying the DIRECTOR OF TECHNOLOGY against such demands, claims, suits, actions and legal proceedings.

21. **NOTICE** - Any notice or communication permitted or required under this Agreement will be in writing and will become effective on the day of mailing thereof by first class mail, registered or certified mail, postage prepaid, addressed:

If to the BOARD, to:

President
Board of Education
Lincolnshire-Prairie View School District 103
1370 Riverwoods Road

If to the DIRECTOR OF TECHNOLOGY, to: Mark Westhoff
436 County Line Road
Racine, WI 53403

(or at the last address of the DIRECTOR OF TECHNOLOGY contained in official Business Office records of the BOARD).

22. MISCELLANEOUS

- A. This Agreement has been executed in Illinois, and will be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there is any conflict between such headings or numbers and the text of this Agreement, the text will control.
- C. This Agreement may be executed in one or more counterparts, each of which will be considered an original, and all of which taken together will be considered one and the same instrument.
- D. This Agreement contains all the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior contracts, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. This Agreement will be binding upon and inure to the benefit of the DIRECTOR OF TECHNOLOGY, his successors, assigns, heirs, executors, and personal representatives, and will be binding upon, and inure to the benefit of the BOARD, its successors and assigns.
- F. Both parties have had the opportunity to seek the advice of counsel.
- G. No subsequent alteration, amendment, change, or addition to this Agreement, will be binding upon the parties unless reduced to writing and duly authorized and signed by each of them.
- H. The BOARD retains the right to repeal, change or modify any policies, procedures or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.
- I. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it will be deemed removed herefrom, and the remainder of this Agreement will continue to have its intended full force and effect.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

DIRECTOR OF TECHNOLOGY

BOARD OF EDUCATION OF
LINCOLNSHIRE-PRAIRIE VIEW
SCHOOL DISTRICT 103, LAKE
COUNTY, ILLINOIS

By: _____
Mark Westhoff

By: _____
President

ATTEST:

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Secretary