



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

MAY 16, 2017

The Regular Meeting of the Board of Education of Lincolnshire-Prairie View School District 103 will be held on Tuesday, May 16, 2017 at 7:00 PM in the Learning Center of Daniel Wright Junior High School, 1370 N. Riverwoods Road, Lincolnshire, Illinois.

- A. Call to Order and Roll Call
Time: Estimated time for meeting: 2 Hours 40 Minutes
- B. Pledge of Allegiance
- C. Community Participation
- D. Recognition of Retiring Staff Members 3
Time: 15 Minutes
- E. Years of Service Awards 4
Time: 15 Minutes
- F. Recognition Reception
Time: 15 Minutes
- G. Approval of Minutes 5
Time: 5 Minutes
- H. Consent Agenda
Time: 10 Minutes
 - 1. Approval of Bills 9
 - 2. Approval of School Donations 31
 - 3. Approval of Employment Actions 32
 - 4. Approval of Resignations 96
 - 5. Approval of Final School Calendar 2016-2017 100
 - 6. Approval of Field Trip 103
 - 7. Approval of Disposal of Equipment 106
- I. Action Items
Time: 30 Minutes
 - 1. Approval of Administrator Contracts/Salaries 107
 - 2. Approval of Classified Staff Salary Increases 173
 - 3. Approval of the Joint Agreement for the Provision of Educational Services at the 174

Robert W. Depke Juvenile Justice Center

4. Approval of Payment to the Regional Office of Education for Depke Juvenile Center	175
5. Consideration and action on a resolution authorizing and providing for an Installment Purchase Agreement to pay the cost of purchasing property and for the issue of not to exceed \$4,900,000 General Obligation Debt Certificates (Limited Tax), Series 2017, for the payment under said Agreement and authorizing the sale of said Certificates to the purchaser thereof	176
6. Approval of William Blair & Company of Chicago as underwriter for upcoming Debt Certificates	238
J. Discussion Items	
Time: 30 Minutes	
1. Tentative Budget Fiscal Year 2018	240
K. Information	
Time: 10 minutes	
1. Board Representatives Committee Update	
2. Written Department Updates	
a. Business Office	244
b. Enrollment	260
c. Facilities	261
d. Curriculum and Instruction, Student Services, Technology and Assessment	262
3. Superintendent's Informational Report	266
L. Old Business/New Business	
M. In The Press	276
N. Community Participation	
O. Executive Session	
Time: 30 minutes	
P. Adjournment	



Lincolnshire-Prairie View School District 103

Retirees 2017

Laura Best	18 Years	DW
Geraldine Gartside	24 Years	DW
Jill Harper	31 Years	SP
Randy Holzman	28 Years	HD
Jerry Martin	10 Years	Transportation
Lori O'Hara	27 Years	DW
Pam Owens	22 Years	HD
Gloria Petroski	30 Years	HD
Julie Postma	33 Years	Admin
Rick Ristoff	32 Years	DW
Cathy Squaglia	5 Years	DW
Loretta Weinstein	14 Years	DW



Lincolnshire-Prairie View School District 103

Years of Service Awards – May 2017

10 Years

Arthur Bruss, Transportation
Margaret Duggan, HD
Susan Elbaum, SP
Julie Kirkorsky, HD
Ioana Ligdas, DW
Jerry Martin, Transportation
Randell Miller, HD
Jacqueline Niziolek, SP
Michelle Schencker, SP
Peter Schreurs, SP
Nicole Terson, SP
Ann VanOverberghe, HD
Elizabeth Varno, Transportation
Allyson Ward, SP
Christie Wylie, SP

15 Years

LeeAnn Delli, SP
Diane Ferron, SP
Tracy Gordon, HD
Christina Louchios, DW
Chrystie Ortega, DW
Heather Santella, DW
Barbara Schaper, SP
Andrea Shelton, DW
Doug Steffens, DW
Robin Wolin, HD

20 Years

Nancy Fencl, SP/DW
Renee Greene, SP
Amy La Roi, DW
Janet Lyman, DW
Karina Richter, DW

25 Years

Cheryl Cheifetz, DW
Rodney Owens, DW
Jill Reed, HD

30 Years

John McKinney, DW Maintenance
Gloria Petroski, HD



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BOARD OF EDUCATION SPECIAL MEETING MINUTES

Tuesday, May 2, 2017

The Board of Education of Lincolnshire-Prairie View School District 103 held a Special Meeting on Tuesday, May 2, 2017 in the District Office located at 1370 N. Riverwoods Road, Lincolnshire, Illinois.

The following Board Members were in attendance:

Gary Gordon, President
Anne van Gerven, Vice President
Kate Harper
Sandy Simon
Sherri Thomas

Absent: Chris Curtis

Malathy Dwaraknath

Also present:

Dr. Scott Warren, Superintendent
Dan Stanley, Assistant Superintendent for Business/CSBO
Katie Reynolds, Assistant Superintendent for Curriculum and Instruction
Julie Postma, Director of Student Services
R.J. Bialk, Director of Technology and Assessment
Michelle Blackley, Principal, Daniel Wright Junior High School
Norma Taylor, Board Secretary

Public: 6

Press: 0

Staff: 3

Call to Order and Roll Call

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

Community Participation

There was no community participation at this time.

Pledge of Allegiance

Approval of Minutes

Motion by Mrs. Simon, seconded by Mrs. Thomas, to approve the minutes of the April 18, 2017 Regular meeting and Executive Sessions.

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

Recognition of Retiring Board Members

Mr. Gordon opened the recognition by honoring two very special board members, Mrs. Sherri Thomas and Mrs. Sandy Simon, and thanked them for their hard work and dedicated service on the Board of Education. He recognized their work has made a huge and lasting impact on the district, and thanked them for the unique and valuable perspectives they shared during their service.

Mrs. Harper thanked Mrs. Thomas for eight years of service on the Board and for giving her personal time to the district, and appreciated the perspective she brought to the board discussions. She thanked Mrs. Simon for all her dedicated work in the district both serving on the Board and other roles in PTO.

Mrs. Simon recognized Mrs. Thomas for her contributions in board discussions that brought unique perspectives for consideration, and expressed her appreciation to the entire Board and the great work they were able to accomplish together.

Mrs. Thomas expressed gratitude for the amazing opportunity to serve on the Board of Education to grow as a person and work with diverse, passionate, intelligent, and creative problem-solvers. She has enjoyed the discussions and the different opinions expressed to work through some difficult decisions. She appreciates the respect the board showed each other and is honored to be part of the 103 team.

Mrs. van Gerven thanked Mrs. Thomas and has truly valued the input she provided from an educator's point of view. She thanked Mrs. Simon noting they have worked together both on the PTO and the Board and will miss her on the Board. She thanked them both for their service and insight.

Dr. Warren thanked Mrs. Thomas and Mrs. Simon for the amount of work accomplished over the years with multiple building additions, moving 5th grade to Half Day School, the 1:1 Program, school start time changes that reflect a focus on children's health, and many other programs that are great for our students. The Board has accomplished a tremendous amount of work while keeping a vigilant eye on funds to secure the future of the district. He congratulated them on the work they have accomplished toward educating great leaders in learning. This Board has left a great legacy.

Motion to Adjourn *sine die*

Motion by Mrs. Thomas, seconded by Mrs. van Gerven the Board adjourn *sine die*.

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

The Board adjourned *sine die* at 7:14 p.m.

Seating New Board

New Board members took their seat at the Board table.

Oath of Office

The Board recited the oath of office together.

Election of Officers

Election of President Pro Tem

Secretary: "Nominations are now in order for the office of President Pro Tem."

Mr. Gordon nominated Kate Harper for the office of President Pro Tem.

Election of President

Mrs. Harper: "Nominations are now in order for the office of President."

Mrs. van Gerven nominated Gary Gordon as President of the Board of Education for a 2-year term to expire in April 2019.

Mrs. Harper: "Gary Gordon is nominated. Are there any additional nominations for the office of President?"

There were no further nominations.

Mrs. Harper: "Are there any additional nominations for the office of the President?"

There were no further nominations.

Mrs. Harper: "Being no further nominations, nominations for the office of President are closed. Gary Gordon, being the only candidate nominated for the office of President, the chair hereby declares him elected by acclamation and directs the Secretary to so record in the minutes."

Election of Vice President

Mr. Gordon: "Nominations are now in order for the office of Vice President."

Mr. Gordon nominated Anne van Gerven as Vice President of the Board of Education for a 2-year term to expire in April 2019. "Are there any further nominations for Vice President?"

There were no further nominations.

Mr. Gordon: "Being no further nominations, I ask the Secretary to record a unanimous vote for Anne van Gerven as Vice President for a 2-year term to expire in April 2019."

Appointment of Board Secretary

Mrs. van Gerven moved that Norma Taylor be appointed to serve as the Secretary to the Board of Education.

Appointment of Board Treasurer

Mrs. Harper moved that Dan Stanley be appointed to serve as the Treasurer to the Board of Education.

Adoption of Rules, Regulations, and Policies

Mr. Gordon moved that the newly organized Board adopt all previously approved policies and regulations of the Board of Education of School District 103.

Approval of Board of Education Meeting Schedule 2017-2018

Mr. Gordon moved that the Board of Education approve its meeting schedule for the 2017-2018 as presented.

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

Approval of ELC Articles of Agreement Amendment

Dr. Warren provided a brief overview of the Exceptional Learners' Collaborative (ELC) that provides special education services. Member Districts include Lincolnshire-Prairie View School District 103, Kildeer-Countryside Community Consolidated School District 96, and Stevenson High School District 125. The amendment allows for Fox Lake School District 114 to become a non-voting member of the ELC.

Motion by Mrs. Harper, seconded by Mrs. Grossenbach, the Board approve the amended articles of joint agreement for the Exceptional Learners' Collaborative.

Roll Call: Ayes: Grossenbach, Harper, van Gerven, Yang, Gordon. Nays: None. Abstain: None. Motion carried.

Mr. Gordon thanked Mrs. Harper and Mrs. van Gerven for offering to mentor the new board members.

The Board discussed the upcoming workshop for the newly organized Board.

Mr. Gordon asked for any other topic suggestions to be emailed to him.

Dr. Warren referenced, *The Art of School Boarding*, for the Board's preparation for the workshop.

Community Participation

There was no community participation at this time.

Reception

A reception was held to honor all board members.

Adjournment

Motion by Mr. Gordon, seconded by Mrs. Harper to adjourn.

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

The meeting adjourned at 7:58 p.m.

President Board of Education

Secretary Board of Education

Paid Accounts Payable by Check Number

Printed: 5/10/2017 4:24 PM
 Lincolnshire-Prairie View SD #103
 Check Date: 4/1/17 to 4/30/17

Invoice #	A.S.N.	Vendor Name	Description	Batch #	P.O. #	Check Date	Expense on Date	Check #	Amount	State Account #
1418	10-2660-410	MASTERCARD CORPORATE CLI	IPAD APPS	1704		4/18/17	4/1/17	100612	49.80	10-2660-410
1418	10-2660-312		GOOGLE ADMIN TRNG	1704		4/18/17	4/1/17	100612	395.00	10-2660-312
1418	10-1112-418		MATH TCHING AID SUBSCR	1704		4/18/17	4/1/17	100612	19.95	10-1112-418
1648	10-2660-410		COMPUTER PARTS	1704		4/18/17	4/1/17	100612	13.99	10-2660-410
1648	10-2660-410		MISC CABLE	1704		4/18/17	4/1/17	100612	85.45	10-2660-410
3654	10-2630-312		GRPHICS CONF REG - KSYLVAN	1704		4/18/17	4/1/17	100612	30.00	10-2630-312
4568	10-2210-410		SPANISH BOOKS	1704		4/18/17	4/1/17	100612	21.80	10-2210-410
4568	10-2211-314		FITNESS IS FUN EVENT	1704		4/18/17	4/1/17	100612	200.00	10-2211-314
4568	10-2220-410-1		SIGNAGE	1704		4/18/17	4/1/17	100612	89.50	10-2220-410
4568	10-2220-410-1		BOOK LABELS	1704		4/18/17	4/1/17	100612	43.92	10-2220-410
4568	10-2215-410		BOOKS - PTO	1704		4/18/17	4/1/17	100612	37.33	10-2215-410
4568	10-2220-410-3		EMBOSSING SEAL	1704		4/18/17	4/1/17	100612	44.18	10-2220-410
4568	10-2220-410-1		BOOK TAPE	1704		4/18/17	4/1/17	100612	70.30	10-2220-410
4568	10-2220-410-2		LIBRARY SUPPLIES	1704		4/18/17	4/1/17	100612	257.90	10-2220-410
4568	10-2215-410		SPANISH SUPPLIES - PTO	1704		4/18/17	4/1/17	100612	6.00	10-2215-410
4568	10-2215-410		SPANISH SUPPLIES - PTO	1704		4/18/17	4/1/17	100612	102.54	10-2215-410
4568	10-2215-410		SPANISH SUPPLIES - PTO	1704		4/18/17	4/1/17	100612	361.20	10-2215-410
4568	10-2211-490		REACH BOOKS	1704		4/18/17	4/1/17	100612	83.85	10-2211-490
4568	10-2215-410		SPANISH SUPPLIES - PTO	1704		4/18/17	4/1/17	100612	213.21	10-2215-410
4568	10-2220-410-2		LIBRARY SUPPLIES	1704		4/18/17	4/1/17	100612	230.50	10-2220-410
4568	10-2220-410-3		LIBRARY SIGN MAKER	1704		4/18/17	4/1/17	100612	297.32	10-2220-410
4568	10-2211-390-2		WRKSHP REG - JMAU	1704		4/18/17	4/1/17	100612	399.00	10-2211-390
4568	10-2211-390-2		SNTDRD BSED GRD WKSHP (11)	1704		4/18/17	4/1/17	100612	2,464.00	10-2211-390
4675	10-1600-390		SUMMER SCHOOL - LNEAL	1704		4/18/17	4/1/17	100612	105.00	10-1600-390
4675	10-1600-390		SUMMER SCHOOL - LNEAL	1704		4/18/17	4/1/17	100612	105.00	10-1600-390
4675	10-1600-390		SUMMER SCHOOL - LNEAL	1704		4/18/17	4/1/17	100612	105.00	10-1600-390
4675	10-1600-390		SUMMER SCHOOL - LNEAL	1704		4/18/17	4/1/17	100612	105.00	10-1600-390
4675	10-2510-312		GFOA CONF HOTEL	1704		4/18/17	4/1/17	100612	225.82	10-2510-312
4717	10-1200-410		SOC/EMO BOOK	1704		4/18/17	4/1/17	100612	29.45	10-1200-410
4717	10-2330-312		LRP CONF REG (3)	1704		4/18/17	4/1/17	100612	4,185.00	10-2330-312

Specialized Data Systems, Inc.

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Paid Accounts Payable by Check Number

Printed: 5/10/2017 4:24 PM
 Lincolnshire-Prairie View SD #103
 Check Date: 4/1/17 to 4/30/17

Invoice #	A.S.N.	Vendor Name	Description	Batch #	P.O. #	Check Date	Expense on Date	Check #	Amount	State Account #
4717	10-1200-392		VOCAB PROG SUBSCR	1704		4/18/17	4/1/17	100612	149.00	10-1200-392
4725	20-2540-410-2		PAINT	1704		4/18/17	4/1/17	100612	41.88	20-2540-410
4725	20-2540-410-2		PAINT	1704		4/18/17	4/1/17	100612	15.85	20-2540-410
4725	20-2540-410-2		PAINT	1704		4/18/17	4/1/17	100612	26.43	20-2540-410
4725	20-2540-410-2		TOOL STORAGE	1704		4/18/17	4/1/17	100612	498.00	20-2540-410
4725	20-2540-500		CROSSWALK SIGNS - HD	1704		4/18/17	4/1/17	100612	769.00	20-2540-500
4725	20-2540-312		LAKE CTY FACLT MTG FOOD	1704		4/18/17	4/1/17	100612	17.50	20-2540-312
4725	20-2540-312		LAKE CTY FACLT MTG FOOD	1704		4/18/17	4/1/17	100612	119.26	20-2540-312
4758	10-2560-410		FOOD STORAGE	1704		4/18/17	4/1/17	100612	8.42	10-2560-410
4758	10-2215-410		STUD AWARDS - SP	1704		4/18/17	4/1/17	100612	26.94	10-2215-410
4758	10-2215-410		STUD AWARDS - SP	1704		4/18/17	4/1/17	100612	59.76	10-2215-410
4766	40-2550-390		IPASS AUTOREPLENISH	1704		4/18/17	4/1/17	100612	250.00	40-2550-390
4766	40-2550-410		TIRE CHOCKS	1704		4/18/17	4/1/17	100612	97.48	40-2550-410
4774	10-1120-419		SNOWFLAKE FOOD	1704		4/18/17	4/1/17	100612	167.72	10-1120-419
4774	20-2540-410-2		SHELVING	1704		4/18/17	4/1/17	100612	28.90	20-2540-410
4774	20-2540-410-2		PAINT	1704		4/18/17	4/1/17	100612	153.64	20-2540-410
4808	10-1120-411		RETURNED TAX	1704		4/18/17	4/1/17	100612	(5.80)	10-1120-411
4808	10-1120-411		FACS CLASS FOOD	1704		4/18/17	4/1/17	100612	166.01	10-1120-411
6058	10-2410-410-2		STAFF MTG FOOD	1704		4/18/17	4/1/17	100612	30.98	10-2410-410
6058	10-1112-417		GR3 ELA BOOKS	1704		4/18/17	4/1/17	100612	129.25	10-1112-417
6058	10-1112-415		SCIENCE SUPPLIES	1704		4/18/17	4/1/17	100612	178.47	10-1112-415
6058	10-1150-410-2		LOUDSPEAKER	1704		4/18/17	4/1/17	100612	208.09	10-1150-410
6058	10-1190-410-2		MUSICAL SUPPLIES	1704		4/18/17	4/1/17	100612	219.54	10-1190-410
6058	10-1112-410		SPANISH CLASSROOM SUPL	1704		4/18/17	4/1/17	100612	5.98	10-1112-410
6058	10-1112-410		SPANISH CLASSROOM SUPL	1704		4/18/17	4/1/17	100612	6.00	10-1112-410
6058	10-1112-410		SPANISH CLASSROOM SUPL	1704		4/18/17	4/1/17	100612	4.37	10-1112-410
6058	10-1112-410		SPANISH CLASSROOM SUPL	1704		4/18/17	4/1/17	100612	4.83	10-1112-410
6058	10-1112-410		SPANISH CLASSROOM SUPL	1704		4/18/17	4/1/17	100612	5.19	10-1112-410
6058	10-1112-410		SPANISH CLASSROOM SUPL	1704		4/18/17	4/1/17	100612	6.10	10-1112-410
6058	10-1112-410		SPANISH CLASSROOM SUPL	1704		4/18/17	4/1/17	100612	6.59	10-1112-410

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Paid Accounts Payable by Check Number

Printed: 5/10/2017 4:24 PM
 Lincolnshire-Prairie View SD #103
 Check Date: 4/1/17 to 4/30/17

Invoice #	A.S.N.	Vendor Name	Description	Batch #	P.O. #	Check Date	Expense on Date	Check #	Amount	State Account #
6058	10-1112-410		SPANISH CLASSROOM SUPL	1704		4/18/17	4/1/17	100612	7.99	10-1112-410
6058	10-1112-410		OT CLASSROOM SUPPLIES	1704		4/18/17	4/1/17	100612	54.36	10-1112-410
6058	10-1112-410		SPANISH CLASSROOM SUPL	1704		4/18/17	4/1/17	100612	6.95	10-1112-410
6058	10-1112-410		SPANISH CLASSROOM SUPL	1704		4/18/17	4/1/17	100612	16.05	10-1112-410
6058	10-2410-410-2		PLANNER	1704		4/18/17	4/1/17	100612	30.80	10-2410-410
6058	10-1112-410		PROTRACTORS	1704		4/18/17	4/1/17	100612	15.18	10-1112-410
6058	10-2215-410		STRESS CUBES - PTO	1704		4/18/17	4/1/17	100612	1,177.38	10-2215-410
6407	10-2210-410		MENTOR PINS	1704		4/18/17	4/1/17	100612	60.00	10-2210-410
6407	10-2210-312		SPRING WORKSHP REG	1704		4/18/17	4/1/17	100612	60.00	10-2210-312
6407	10-2210-312		COOP MTGS WRKSHP REG	1704		4/18/17	4/1/17	100612	399.00	10-2210-312
6620	10-2540-341		TELEPHONE	1704		4/18/17	4/1/17	100612	7,545.31	10-2540-341
6620	20-2540-329		DISTRICT IPM	1704		4/18/17	4/1/17	100612	148.37	20-2540-329
6620	10-2540-341		INTERNET - RS	1704		4/18/17	4/1/17	100612	84.90	10-2540-341
6620	10-2540-321		SANITATION SERVICES - SP	1704		4/18/17	4/1/17	100612	360.49	10-2540-321
6620	10-2540-321		SANITATION SERVICES - HD	1704		4/18/17	4/1/17	100612	375.49	10-2540-321
6620	10-2540-321		SANITATION SERVICES - DW	1704		4/18/17	4/1/17	100612	540.35	10-2540-321
6620	20-2540-341		CELL PHONE - O&M	1704		4/18/17	4/1/17	100612	34.20	20-2540-341
6620	40-2550-341		CELL PHONE - TRANS	1704		4/18/17	4/1/17	100612	226.38	40-2550-341
6620	20-2540-329		ALARM MONITORING - DW	1704		4/18/17	4/1/17	100612	165.48	20-2540-329
6620	10-2220-440		NEWSPAPER - ADMIN	1704		4/18/17	4/1/17	100612	33.00	10-2220-440
6620	10-2540-341		TELEPHONE	1704		4/18/17	4/1/17	100612	11,237.57	10-2540-341
6620	10-2540-341		IPAD DATA	1704		4/18/17	4/1/17	100612	299.91	10-2540-341
6620	10-2540-341		LONG DISTANCE	1704		4/18/17	4/1/17	100612	2,151.70	10-2540-341
7553	10-2310-410		BOE MTG FOOD	1704		4/18/17	4/1/17	100612	39.21	10-2310-410
7553	10-2310-410		ART OF SCHL BRDING BKS	1704		4/18/17	4/1/17	100612	181.65	10-2310-410
7553	10-2310-410		SACEE MTG FOOD	1704		4/18/17	4/1/17	100612	34.21	10-2310-410
7553	10-2310-410		IASB LAKE DIV DINNER	1704		4/18/17	4/1/17	100612	148.00	10-2310-410
7553	10-2310-410		IASB LAKE DIV DINNER	1704		4/18/17	4/1/17	100612	37.00	10-2310-410
7553	10-2310-410		BOE MTG FOOD	1704		4/18/17	4/1/17	100612	104.57	10-2310-410
7553	10-2310-410		SUPPORT STAFF PD FOOD	1704		4/18/17	4/1/17	100612	119.00	10-2310-410

Specialized Data Systems, Inc.

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Paid Accounts Payable by Check Number

Printed: 5/10/2017 4:24 PM
 Lincolnshire-Prairie View SD #103
 Check Date: 4/1/17 to 4/30/17

Invoice #	A.S.N.	Vendor Name	Description	Batch #	P.O. #	Check Date	Expense on Date	Check #	Amount	State Account #
7553	10-2310-410		BOE MTG FOOD	1704		4/18/17	4/1/17	100612	30.20	10-2310-410
7553	10-2310-410		BRD RETIREMENT GIFTS	1704		4/18/17	4/1/17	100612	176.22	10-2310-410
8349	20-2540-410-2		LIGHT BULBS	1704		4/18/17	4/1/17	100612	17.97	20-2540-410
8349	20-2540-410-1		LUNCHROOM WIPES	1704		4/18/17	4/1/17	100612	464.36	20-2540-410
8503	10-2330-312		LRP CONF FLIGHT	1704		4/18/17	4/1/17	100612	261.88	10-2330-312
9108	20-2540-410-2		SHOP SUPPLIES	1704		4/18/17	4/1/17	100612	31.88	20-2540-410
9297	10-2410-410-3		OFFICE COFFEE	1704		4/18/17	4/1/17	100612	31.99	10-2410-410
9297	10-1190-490		STAGE SUPPLIES	1704		4/18/17	4/1/17	100612	326.52	10-1190-490
9297	10-2410-312		EVALUATOR SEM REG	1704		4/18/17	4/1/17	100612	207.00	10-2410-312
9297	10-1190-490		STAGE SUPPLIES	1704		4/18/17	4/1/17	100612	119.34	10-1190-490
9297	10-1190-414		GR 6 FIELD TRIP TCKTS	1704		4/18/17	4/1/17	100612	381.00	10-1190-414
9297	10-1120-415		GR 8 SCIENCE BK	1704		4/18/17	4/1/17	100612	47.57	10-1120-415
9297	10-1120-415		GR 8 SCIENCE BK	1704		4/18/17	4/1/17	100612	35.46	10-1120-415
9297	10-1190-410-3		INSTRUMENTS	1704		4/18/17	4/1/17	100612	164.89	10-1190-410
9297	10-1120-415		SCIENCE SUPPLIES	1704		4/18/17	4/1/17	100612	26.85	10-1120-415
9297	10-1120-415		GR 8 SCIENCE BK	1704		4/18/17	4/1/17	100612	53.38	10-1120-415
9297	10-1120-410		PRESENTER REMOTES (3)	1704		4/18/17	4/1/17	100612	57.96	10-1120-410
9297	10-2130-410-3		NURSE OFFICE SUPPLIES	1704		4/18/17	4/1/17	100612	117.37	10-2130-410
9297	10-2190-410		ASA BOARD GAMES	1704		4/18/17	4/1/17	100612	141.48	10-2190-410
9297	10-1190-410-3		INSTRUMENTS	1704		4/18/17	4/1/17	100612	30.00	10-1190-410
9297	10-2410-410-3		TEACHER APPR GIFTS	1704		4/18/17	4/1/17	100612	325.20	10-2410-410
Total									42,515.41	
NIHIP0417	10-2690-220	NIHIP	MEDICAL INSURANCE - ED	417		4/7/17	4/1/17	70407003	232,117.01	10-2690-220
NIHIP0417	40-2550-220		MEDICAL INSURANCE - TRANS	417		4/7/17	4/1/17	70407003	26,022.60	40-2550-220
NIHIP0417	20-2540-220		MEDICAL INSURANCE - O&M	417		4/7/17	4/1/17	70407003	13,458.85	20-2540-220
NIHIP0417	10-435		DENTAL INSURANCE PPO - ED	417		4/7/17	4/1/17	70407003	5,778.80	10-430
NIHIP0417	10-2690-221		LIFE/LTD INSURANCE - ED	417		4/7/17	4/1/17	70407003	3,332.05	10-2690-221
NIHIP0417	10-2320-225		MEDICAL INSURANCE - RETIREE	417		4/7/17	4/1/17	70407003	1,925.12	10-2320-225
NIHIP0417	20-2540-225		MEDICAL INSURANCE - RETIREE	417		4/7/17	4/1/17	70407003	1,743.44	20-2540-225
NIHIP0417	10-2690-221		VOLUNTARY LIFE - ED	417		4/7/17	4/1/17	70407003	881.75	10-2690-221

Paid Accounts Payable by Check Number

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 Lincolnshire-Prairie View SD #103
 Check Date: 4/1/17 to 4/30/17

Invoice #	A.S.N.	Vendor Name	Description	Batch #	P.O. #	Check Date	Expense on Date	Check #	Amount	State Account #
NIHIP0417	10-2330-225		MEDICAL INSURANCE - RETIREE	417		4/7/17	4/1/17	70407003	871.72	10-2330-225
NIHIP0417	10-2210-225		MEDICAL INSURANCE - RETIREE	417		4/7/17	4/1/17	70407003	871.72	10-2210-225
NIHIP0417	10-2510-225		MEDICAL INSURANCE - RETIREE	417		4/7/17	4/1/17	70407003	871.72	10-2510-225
NIHIP0417	10-2520-225		MEDICAL INSURANCE - RETIREE	417		4/7/17	4/1/17	70407003	871.72	10-2520-225
NIHIP0417	40-435		DENTAL INSURANCE PPO - TRANS	417		4/7/17	4/1/17	70407003	819.16	40-430
NIHIP0417	20-435		DENTAL INSURANCE PPO - O&M	417		4/7/17	4/1/17	70407003	371.09	20-430
NIHIP0417	40-2550-221		VOLUNTARY LIFE - TRANS	417		4/7/17	4/1/17	70407003	339.00	40-2550-221
NIHIP0417	40-2550-221		LIFE/LTD INSURANCE - TRANS	417		4/7/17	4/1/17	70407003	141.75	40-2550-221
NIHIP0417	20-2540-221		VOLUNTARY LIFE - O&M	417		4/7/17	4/1/17	70407003	84.50	20-2540-221
NIHIP0417	20-2540-221		LIFE/LTD INSURANCE - O&M	417		4/7/17	4/1/17	70407003	76.95	20-2540-221
NIHIP0417	20-2540-225		OVERPAYMENT	417		4/7/17	4/1/17	70407003	(0.44)	20-2540-225
Total									290,578.51	
Report Total									<u>\$333,093.92</u>	

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Paid Accounts Payable by Check Number

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 Lincolnshire-Prairie View SD #103
 Check Date: 4/1/17 to 4/30/17

Invoice #	A.S.N.	Vendor Name	Description	Batch #	P.O. #	Check Date	Expense on Date	Check #	Amount	State Account #
N/A	10-1200-410	CHRISTINE ERICKSON PETTY C	GUIDED PETTY CASH	170403		4/3/17	4/1/17	9951	435.60	10-1200-410
								Total	435.60	
4/11	10-1500-319	BOES, NANCY	VOLLEYBALL REF 4/11	170411		4/11/17	4/1/17	9952	50.00	10-1500-319
								Total	50.00	
4/11	10-1500-319	LOGUE, NANCY	VOLLEYBALL REF 4/11	170411		4/11/17	4/1/17	9953	50.00	10-1500-319
								Total	50.00	
4/13	10-1190-490	GRAND STAGE	Void SPOTLIGHT RENTAL	170413		4/13/17	4/1/17	9954	110.00	10-1190-490
4/13	10-1190-490		Void SPOTLIGHT RENTAL	9103		4/13/17	4/13/17	9954	(110.00)	10-1190-490
								Total	0.00	
4/13	10-1500-319	GRAY, SHELLEY	Void VOLLEYBALL REF 4/13	170413		4/13/17	4/1/17	9955	50.00	10-1500-319
4/13	10-1500-319		Void VOLLEYBALL REF 4/13	9103		4/13/17	4/13/17	9955	(50.00)	10-1500-319
								Total	0.00	
4/13	10-1500-319	KORDA, DONNA	Void VOLLEYBALL REF 4/13	170413		4/13/17	4/1/17	9956	50.00	10-1500-319
4/13	10-1500-319		Void VOLLEYBALL REF 4/13	9103		4/13/17	4/13/17	9956	(50.00)	10-1500-319
								Total	0.00	
4/13	10-1190-490	GRAND STAGE	SPOTLIGHT RENTAL	8103		4/13/17	4/13/17	9957	110.00	10-1190-490
								Total	110.00	
4/13	10-1500-319	GRAY, SHELLEY	VOLLEYBALL REF 4/13	8103		4/13/17	4/13/17	9958	50.00	10-1500-319
								Total	50.00	
4/13	10-1500-319	KORDA, DONNA	VOLLEYBALL REF 4/13	8103		4/13/17	4/13/17	9959	50.00	10-1500-319
								Total	50.00	
4/17	10-1500-319	GRAY, SHELLEY	VOLLEYBALL REF 4/17	170417		4/17/17	4/1/17	9960	50.00	10-1500-319
								Total	50.00	
4/17	10-1500-319	KORDA, DONNA	VOLLEYBALL REF 4/17	170417		4/17/17	4/1/17	9961	50.00	10-1500-319
								Total	50.00	
6/8/2017	10-1120-390	BOWLERO	GR 7 FIELD TRIP	170418		4/18/17	4/1/17	9962	2,337.50	10-1120-390
								Total	2,337.50	
4/18	10-1500-319	BURZA, DON	VOLLEYBALL REF 4/18	170418		4/18/17	4/1/17	9963	50.00	10-1500-319
								Total	50.00	
4/18	10-1500-319	PANAGIOTAROS, CYNTHIA	VOLLEYBALL REF 4/18	170418		4/18/17	4/1/17	9964	50.00	10-1500-319

Paid Accounts Payable by Check Number

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 Lincolnshire-Prairie View SD #103
 Check Date: 4/1/17 to 4/30/17

Invoice #	A.S.N.	Vendor Name	Description	Batch #	P.O. #	Check Date	Expense on Date	Check #	Amount	State Account #
								Total	50.00	
05312017	10-1120-390	CHICAGO CUBS, THE	MAY 31 FIELD TRIP	170421		4/21/17	4/1/17	9965	2,000.00	10-1120-390
								Total	2,000.00	
N/A	10-2211-312	HEALTH ENDEAVORS CONSULT	21	170421		4/21/17	4/1/17	9966	195.00	10-2211-312
								Total	195.00	
ORD-IL049103	10-2640-392	ILLINOIS STATE POLICE	BACKGROUND CHECK RETAINER	170421		4/21/17	4/1/17	9967	1,500.00	10-2640-392
								Total	1,500.00	
4/25	10-1500-319	BURZA, DON	VOLLEYBALL REF 4/25	170425		4/25/17	4/1/17	9968	50.00	10-1500-319
								Total	50.00	
4/25	10-1500-319	LOGUE, NANCY	VOLLEYBALL REF 4/25	170425		4/25/17	4/1/17	9969	50.00	10-1500-319
								Total	50.00	
4/27	10-1500-319	BOES, NANCY	VOLLEYBALL REF 4/27	170427		4/27/17	4/1/17	9970	50.00	10-1500-319
								Total	50.00	
4/27	10-1500-319	NATHAN, FRANK	VOLLEYBALL REF 4/27	170427		4/27/17	4/1/17	9971	50.00	10-1500-319
								Total	50.00	
15 BCBA#1-09-50	10-1200-314	BELGRADE BEHAVIOR CONSUL	01/12/17-03/08/17 BEHAVIORAL,EVAL/K	170427		4/27/17	4/1/17	9972	3,360.00	10-1200-314
								Total	3,360.00	
								Report Total	<u><u>\$10,538.10</u></u>	

Bills Payable (Fund Summary)

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Lincolnshire-Prairie View SD #103
Expense on Date: 5/1/17 to 5/31/2017

Fund Code	Description	Amount
10	Education Fund	249,422.28
20	Oper, Build, & Maint Fund	43,846.81
30	Debt Service Fund or Fund Group	26,493.75
40	Transportation Fund	14,699.25
60	Capital Projects Fund or Fund Group	1,276,559.15
Report Total		<u><u>\$1,611,021.24</u></u>

Bills Payable List

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 Lincolnshire-Prairie View SD #103
 Expense on Date: 5/1/17 to 5/31/2017

Vendor Name	P.O. Number	Description	Override	Batch #	Amount	State Account Number
ABLENET						
		SPED SUPPLIES - TBL SUCTION		5	121.00	10-2150-410
		SPED Math Curriculum		5	2,090.00	10-1200-410
					<u>\$2,211.00</u>	
ACCO BRANDS USA						
		HD LAMINATOR WARRANTY		5	427.23	10-2540-392
		DW LAMINATOR WARRANTY		5	650.85	10-2540-392
					<u>\$1,078.08</u>	
ADLAI E STEVENSON HIGH SCHOOL						
		HOSTING HD CHOR/ORCH 12/14		5	447.50	10-1190-390
		HOSTING HD CHOR/ORCH 4/5		5	447.50	10-1190-390
		HOSTING DW ORCH/CHOR 3/7		5	430.00	10-1190-390
					<u>\$1,325.00</u>	
ADVOCATE OCCUPATIONAL HEALTHI						
		DRVR PHYS/DRG TST K. GRAFF & D.MASKE		5	242.00	40-2550-390
		DRVR PHYS/DRG TEST P.GARCIA & J.MENDOZA		5	251.00	40-2550-390
					<u>\$493.00</u>	
AMALGAMATED BANK OF CHICAGC						
		2015B DEBT CERT INTEREST		5	25,543.75	30-5290-620
		2015A SERVICE FEES		5	475.00	30-5400-319
		2015B SERVICE FEES		5	475.00	30-5400-319
					<u>\$26,493.75</u>	
AMAZON						
		CLASS BOOKS		5	5.97	10-1111-417
		CLASS BOOKS		5	9.22	10-1111-417
		CLASSROOM SUPPLIES		5	51.74	10-1111-410
		CLASS BOOKS		5	157.43	10-1111-417
		CLASSROOM PROJ SUPPLIES		5	9.99	10-1111-414
		CLASS BOOKS		5	11.27	10-1111-417
		CLASS BOOKS		5	134.09	10-1111-417
		CLASSROOM PROJ SUPPLIES		5	43.34	10-1111-414
		CLASSROOM SUPPLIES		5	70.15	10-1111-410
		CLASS BOOKS		5	16.63	10-1111-417
		CLASSROOM SUPPLIES		5	63.74	10-1111-410
		CLASSROOM PROJ SUPPLIES		5	169.30	10-1111-414
		CLASSROOM PROJ SUPPLIES		5	268.98	10-1111-414
		TECH TOOLS		5	4.35	10-2660-410
		IPAD CASE		5	27.97	10-2660-410
		TRIPOD, COMPUTER PARTS		5	125.75	10-2660-410
		CLASSROOM PROJ SUPPLIES		5	13.88	10-1111-414
					<u>\$1,183.80</u>	
AMERICAN EAGLE PRODUCTIONS						
		GRT AMER CHLLNG ASSMBLY-HD		5	300.00	10-2211-314
					<u>\$300.00</u>	
ANDERSON LOCK						
		P.E. COMBINATION LOCKS (350)		5	1,746.50	10-1150-410
					<u>\$1,746.50</u>	

Bills Payable List

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 Lincolnshire-Prairie View SD #103
 Expense on Date: 5/1/17 to 5/31/2017

Vendor Name	P.O. Number	Description	Override	Batch #	Amount	State Account Number
APPLE						
		VGA ADAPTER		5	49.95	10-2660-410
		VGA ADAPTER (10)		5	290.00	10-2660-410
					<u>\$339.95</u>	
ARLYN SCHOOL						
		PRIVATE TUITION		5	14,850.03	10-1912-670
					<u>\$14,850.03</u>	
ARORA, NEETI						
		REIMB NAT HIST BEE REG FEE		5	140.00	10-1550-640
					<u>\$140.00</u>	
AT&T ONENET						
		TELEPHONE - D103 CLUB		5	0.69	10-3500-341
		TELEPHONE		5	44.60	10-2540-341
					<u>\$45.29</u>	
BALLARA, LUCYNA						
		REIMB RETIREE INSURANCE		5	3,298.70	10-1200-225
					<u>\$3,298.70</u>	
BARRYS COMPUTER CONSULTING						
		IPAD REPAIRS (7)		5	580.00	10-2660-319
		IPAD LCD REPAIR		5	180.00	10-2660-319
		IPAD LCD REPAIR		5	170.00	10-2660-319
		IPAD REPAIRS (5)		5	530.00	10-2660-319
		IPAD REPAIRS		5	140.00	10-2660-319
					<u>\$1,600.00</u>	
BATTERIES PLUS						
		REPLACEMENT BATTERIES		5	13.95	20-2540-410
		REPLACEMENT BATTERIES		5	59.00	20-2540-410
					<u>\$72.95</u>	
BELFORD, AMY						
		REIMB CLASSROOM SUPPLIES		5	388.08	10-1112-410
					<u>\$388.08</u>	
BERCOS EDUCATIONAL CONSULTIN						
		SPED CONSULTING		5	556.86	10-2140-314
		SPED CONSULTING		5	428.71	10-2140-314
					<u>\$985.57</u>	
BLICK ART MATERIALS						
		ART SUPPLIES		5	1,059.21	10-1120-411
		DW MUSICAL ART SUPPLIES		5	6.26	10-1190-490
					<u>\$1,065.47</u>	
BOND, DEBORAH						
		REIMB RETIREE INSURANCE		5	411.84	10-1112-225
					<u>\$411.84</u>	
BREAKOUT EDU						
		BREAKOUT EDU KITS (4) - LFF		5	556.00	10-2215-410
					<u>\$556.00</u>	
BUCKLEY, MARY ELLEN						

Bills Payable List

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 Lincolnshire-Prairie View SD #103
 Expense on Date: 5/1/17 to 5/31/2017

Vendor Name	P.O. Number	Description	Override	Batch #	Amount	State Account Number
		REIMB SCI OLY SUPPLIES		5	26.95	10-1550-410
		REIMB STATE SCI OLY TRVL		5	521.85	10-1550-332
					<u>\$548.80</u>	
CAROLINA BIOLOGICAL SUPPLY						
		SCIENCE SUPPLIES-REDWORMS		5	117.65	10-1120-415
					<u>\$117.65</u>	
CDW GOVERNMENT						
		PROJECTOR BULBS (5)		5	398.38	10-2660-410
		PROJECTOR		5	608.55	10-2660-700
		VGA WALL PLATE		5	12.71	10-2660-410
		SUPPLIES		5	8.71	20-2540-410
		MISC CABLES		5	313.84	10-2660-410
		COMPUTER PARTS, SERVER, H-DRIVE		5	5,337.76	10-2660-700
		STORAGE DRIVE		5	230.71	10-2660-410
		HARD DRIVES (4)		5	2,978.48	10-2660-700
		TRANS MONITOR		5	404.28	40-2550-700
		MONITORS HD (26)		5	5,150.86	10-2660-410
		MISC POWER CABLES (70)		5	199.50	10-2660-410
		MISC CABLES		5	17.10	10-2660-410
		KEYBOARDS HD (26)		5	516.62	10-2330-410
		PROJECTOR BULBS (8)		5	632.00	10-2660-410
		DESKTOP - S.GAUNKY		5	1,475.55	20-2540-700
		CPU HOLDER		5	91.60	20-2540-410
		MOUNTING KIT		5	269.62	20-2540-410
		PROJECTOR BULB		5	99.00	10-2660-410
		PROJECTORS (7)		5	4,800.18	10-2660-700
					<u>\$23,545.45</u>	
Cheifetz, Cheryl B.						
		REIMB SBG CONF TRAVEL		5	42.37	10-2211-390
					<u>\$42.37</u>	
CHEN, LILI						
		REIMB SCI OLY SUPPLIES		5	50.66	10-1550-410
					<u>\$50.66</u>	
CHIESA, RACHEL						
		REIMB CLASSROOM SUPPLIES		5	52.28	10-1111-410
		REIMB CLASSRM PROJ SUPL		5	115.00	10-1111-414
		REIMB CLASS BOOKS		5	218.22	10-1111-417
					<u>\$385.50</u>	
CINTAS						
		CUSTODIAL SUPPLIES - SP		5	155.26	20-2540-410
		CUSTODIAL SUPPLIES - SP		5	45.59	20-2540-410
					<u>\$200.85</u>	
CITICARE TRANSPORTATION						
		SPED TRANS 3/16/2017 - 4/15/2017		5	3,162.00	40-2550-331
					<u>\$3,162.00</u>	
CLASSROOM CONNECTION						
		ESY TUITION		5	6,883.64	10-1912-670

Bills Payable List

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 Lincolnshire-Prairie View SD #103
 Expense on Date: 5/1/17 to 5/31/2017

Vendor Name	P.O. Number	Description	Override	Batch #	Amount	State Account Number
		ESY TUITION		5	7,693.48	10-1912-670
		ESY TUITION		5	8,908.24	10-1912-670
					<u>\$23,485.36</u>	
CLAY, REBECCA						
		REIMB SOC STUDIES SUPPLIES		5	5.98	10-1111-416
		REIMB CLASSSRM PROJ SUPL		5	25.72	10-1111-414
		REIMB CLASSROOM SUPPLIES		5	26.69	10-1111-410
					<u>\$58.39</u>	
CLEAR SOLUTIONS						
		LIBRARY SUPPLIES		5	50.52	10-1111-419
					<u>\$50.52</u>	
CLIC						
		WORK COMP PREMIUMS		5	4,456.00	10-2360-380
					<u>\$4,456.00</u>	
COMPASS HEALTH CENTER						
		HOMEBOUND TUTORING		5	600.00	10-1200-314
					<u>\$600.00</u>	
COMPREHENSIVE PSYCHOLOGICAL						
		SPED CONSULTING		5	5,350.00	10-2140-314
					<u>\$5,350.00</u>	
CONNECTIONS ACADEMY EAST						
		PRIVATE TUITION		5	6,287.10	10-1912-670
		PRIVATE TUITION		5	6,287.10	10-1912-670
					<u>\$12,574.20</u>	
CONSTELLATION ENERGY SERVICE						
		ELECTRICITY - HD		5	2,290.66	10-2540-466
		ELECTRICITY - SP		5	2,319.84	10-2540-466
					<u>\$4,610.50</u>	
CONSTELLATION ENERGY SERVICE						
		NATURAL GAS - HD		5	1,395.15	10-2540-465
		NATURAL GAS - SP		5	1,607.39	10-2540-465
		NATURAL GAS - DW		5	2,268.25	10-2540-465
					<u>\$5,270.79</u>	
COVE SCHOOL, THE						
		PRIVATE TUITION		5	7,845.12	10-1912-670
					<u>\$7,845.12</u>	
CROWN AWARDS						
		SCIENCE SUPPLIES - MEDALS (40)		5	135.88	10-1120-415
					<u>\$135.88</u>	
CULVERS						
		MUSICAL CAST PARTY - MEAL		5	410.55	10-1190-490
					<u>\$410.55</u>	
CUSTOM SOLUTIONS						
		ASSISTIVE DEVICE DESIGN		5	2,451.98	10-1200-314
					<u>\$2,451.98</u>	
DASH, BIBHUDATTA						

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Vendor Name	P.O. Number	Description	Override	Batch #	Amount	State Account Number
		REIMB NAT HIST BEE REG FEE		5	140.00	10-1550-640
					<u>\$140.00</u>	
DELLI, LEE ANN		REIMB CLASSRM PROJ SUPL		5	109.94	10-1111-414
					<u>\$109.94</u>	
DISCOUNT SCHOOL SUPPLY		103 CLUB CRAFT SUPPLIES		5	704.41	10-3500-410
					<u>\$704.41</u>	
DORNFELD PIANO TUNING		PIANO TUNING		5	155.00	10-1190-390
					<u>\$155.00</u>	
DuFloth, Lauren		REIMB MUSICAL SUPPLIES		5	39.19	10-1190-490
		REIMB MUSICAL SUPPLIES		5	48.00	10-1190-490
					<u>\$87.19</u>	
ENGLER CALLAWAY BAASTEN & SF		LEGAL SERVICES		5	1,974.00	10-2310-318
					<u>\$1,974.00</u>	
EPURE, MIHAIL		REIMB NAT HIST BEE REG FEE		5	140.00	10-1550-640
					<u>\$140.00</u>	
ERNIES WRECKER SERVICE		F350 FUEL TANK REPAIR		5	3,767.13	20-2540-319
					<u>\$3,767.13</u>	
ESSCOE		SOFTWARE MAINTENANCE AGT		5	3,280.00	10-2660-392
					<u>\$3,280.00</u>	
EXCEPTIONAL LEARNERS COLLAB		PROF DEV WORKSHOP & MATRL		5	3,000.00	10-2211-312
					<u>\$3,000.00</u>	
EXPANDING EXPRESSION		CLASS BOOKS		5	38.50	10-1111-417
					<u>\$38.50</u>	
FOLLETT SCHOOL SOLUTIONS		LIBRARY BOOKS SP (152)		5	2,482.30	10-2220-430
		LIBRARY BOOKS DW - PTO		5	288.63	10-2215-410
		LIBRARY BOOKS SP (28)		5	470.74	10-2220-430
		LIBRARY BOOKS DW - PTO		5	228.84	10-2215-410
		LIBRARY BOOKS SP (51)		5	1,001.86	10-1100-420
		LIBRARY BOOKS SP (20)		5	359.50	10-1100-420
		LIBRARY BOOKS SP (29)		5	440.88	10-2220-430
		LIBRARY BOOKS DW		5	25.98	10-2220-430
		LIBRARY BOOKS DW (19)		5	471.50	10-2220-490
		LIBRARY BOOKS DW - PTO		5	216.41	10-2215-410
		LIBRARY BOOKS DW (82)		5	1,711.34	10-2220-430
		LIBRARY BOOKS DW (32)		5	581.50	10-2220-430

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		LIBRARY BOOKS DW (23)		5	397.31	10-2220-430
		LIBRARY BOOKS DW		5	110.37	10-2220-430
		LIBRARY BOOKS DW (17)		5	457.02	10-2220-430
		LIBRARY BOOKS HD (36) - PTO		5	592.08	10-2215-410
		LIBRARY BOOKS HD (12) - PTO		5	251.10	10-2215-410
					<u>\$10,087.36</u>	
FOX RIVER FOODS						
		103 CLUB FOOD		5	965.48	10-3500-410
		103 CLUB FOOD		5	981.22	10-3500-410
		103 CLUB FOOD		5	1,405.88	10-3500-410
					<u>\$3,352.58</u>	
FRANK COONEY COMPANY						
		STOOLS HD (91) - PTO		5	7,988.30	10-2215-410
					<u>\$7,988.30</u>	
Gagamov, Jaime						
		REIMB CLASS BOOKS (20)		5	80.00	10-1112-417
					<u>\$80.00</u>	
GALE/CENGAGE LEARNING						
		RESOURCE SUBSCRIPTIONS		5	501.00	10-2220-440
					<u>\$501.00</u>	
GARVEYS OFFICE PRODUCTS						
		OFFICE SUPPLIES		5	187.13	10-2310-410
					<u>\$187.13</u>	
GENERAL MECHANICAL SERVICES						
		HVAC REPAIRS - DW		5	809.96	20-2540-329
		HVAC REPAIRS - HD		5	552.78	20-2540-329
		HVAC REPAIRS - HD		5	3,766.77	20-2540-329
					<u>\$5,129.51</u>	
GENESIS TECHNOLOGIES						
		COPIER LEASE		5	3,267.01	10-2540-325
					<u>\$3,267.01</u>	
GEWALT HAMILTON ASSOCIATES						
		EROSION CONTROL INSPECTION		5	1,950.00	60-2530-500
		ATHLETIC FIELD TOPOGRAPHY		5	2,000.00	20-2540-500
		DW CROSSING TOPOGRAPHY		5	9,226.25	20-2540-500
					<u>\$13,176.25</u>	
GILBANE						
		CONSTR MGR REIMBURSEABLES		5	1,519.66	60-2530-500
		CONSTRUCT MGMT SVCS PHASE 1		5	100,043.00	60-2530-500
		TRADES COSTS		5	1,116,219.49	60-2530-500
					<u>\$1,217,782.15</u>	
GRAPHIC 14						
		ASSORTED PAPER		5	186.97	10-1111-412
					<u>\$186.97</u>	
GRAYBAR ELECTRIC						
		REPLACEMENT BULBS		5	517.32	20-2540-410

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					<u>\$517.32</u>	
HEARTLAND HEALTH OUTREACH C						
		TRANSLATION SERVICES		5	297.95	10-1200-314
		TRANSLATION SERVICES		5	222.25	10-1200-314
		TRANSLATION SERVICES		5	386.29	10-1200-314
					<u>\$906.49</u>	
HJELM, BETH						
		REIMB RETIREE INSURANCE		5	2,068.00	10-1111-225
					<u>\$2,068.00</u>	
HOUGHTON MIFFLIN HARCOURT						
		STUDENT WORKBOOKS		5	155.14	10-1111-417
		STUDENT WORKBOOKS		5	155.14	10-1111-417
		STUDENT WORKBOOKS		5	155.14	10-1111-417
					<u>\$465.42</u>	
IDVILLE						
		STUD ID CARDS, PRINTER RIBBN		5	320.34	10-2410-410
					<u>\$320.34</u>	
ILLINOIS OFFICE OF THE STATE FIR						
		BOILER INSPECTION - HD		5	140.00	20-2540-329
					<u>\$140.00</u>	
INCENTIVE SOLUTIONS						
		SNOWFLAKE T-SHIRTS		5	4.00	10-1120-419
					<u>\$4.00</u>	
Kahn, Eleanor B.						
		REIMB CLASSRM PROJ SUPL		5	58.14	10-1111-414
		REIMB CLASSROOM SUPPLIES		5	115.11	10-1111-410
		REIMB CLASSRM PROJ SUPL		5	21.98	10-1111-414
					<u>\$195.23</u>	
KELLEY LANDSCAPE & PATIO						
		DIST LANDSCAPE MAINT		5	2,849.30	20-2540-329
		PATH TO PLYGRD INSTALL -SP		5	3,962.00	20-2540-329
		LANDSCAPE SPRING CLEANUP		5	1,450.00	20-2540-329
					<u>\$8,261.30</u>	
Kirkorsky, Julie						
		REIMB TCHR INTRVW FOOD		5	55.15	10-2410-410
					<u>\$55.15</u>	
KRAUS, RUTH						
		SPED CONSULTING		5	1,320.00	10-2140-314
					<u>\$1,320.00</u>	
LAKELAND LARSEN ELEVATOR						
		ELEVATOR REPAIR - HD		5	374.67	20-2540-329
		ELEVATOR MAINTENANCE - HD		5	189.28	20-2540-329
					<u>\$563.95</u>	
LAKESHORE LEARNING MATERIALS						
		MATH SUPPLIES		5	132.20	10-1111-410
					<u>\$132.20</u>	

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Lapin, Heather L.						
		REIMB CLASSRM PROJ SUPL		5	26.29	10-1111-414
		REIMB CLASSROOM SUPPLIES		5	59.27	10-1111-410
		REIMB CLASSRM PROJ SUPL		5	79.65	10-1111-414
					<u>\$165.21</u>	
LECHNER & SONS						
		TOWEL SERVICE		5	126.00	10-1500-392
		TOWEL SERVICE		5	126.00	10-1500-392
		TOWEL SERVICE		5	126.00	10-1500-392
		TOWEL SERVICE		5	126.00	10-1500-392
					<u>\$504.00</u>	
LEONARD, EMILY						
		DANCE PROGRAMMING		5	1,854.84	10-2210-314
					<u>\$1,854.84</u>	
LEWIS, CAROLYN						
		MUSICAL CAST PARTY - DJ		5	300.00	10-1190-490
					<u>\$300.00</u>	
LINCOLNSHIRE, VILLAGE OF						
		WATER/SEWER - TRANS		5	114.40	10-2540-370
		WATER/SEWER - DW		5	423.28	10-2540-370
		WATER/SEWER - SP		5	714.32	10-2540-370
		WATER/SEWER - HD		5	1,141.28	10-2540-370
					<u>\$2,393.28</u>	
Lindell, Lisa						
		REIMB CLASSRM PROJ SUPL		5	88.13	10-1111-414
		REIMB CLASSROOM SUPPLIES		5	175.92	10-1111-410
					<u>\$264.05</u>	
LU, XIANCHENG						
		REIMB NAT HIST BEE REG FEE		5	140.00	10-1550-640
					<u>\$140.00</u>	
Lunardi, Laura						
		REIMB CLASSROOM SUPPLIES		5	74.56	10-1111-410
		REIMB CLASS BOOKS		5	12.99	10-1111-417
					<u>\$87.55</u>	
LUTHERAN CHURCH OF THE HOLY :						
		MUSICAL CAST PARTY - FACILITY		5	250.00	10-1190-490
					<u>\$250.00</u>	
LUTHERAN GENERAL HOSPITAL						
		HOMEBOUND EDUCATION SVC		5	440.00	10-1200-314
					<u>\$440.00</u>	
Macklin, Lauren						
		REIMB MUSICAL SUPPLIES		5	28.97	10-1190-490
					<u>\$28.97</u>	
MADIREDDY, SANDHYA						
		REFUND FDK DEPOSIT		5	500.00	10-1311
					<u>\$500.00</u>	

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MANNE, SUDHAKAR						
		REFUND FDK DEPOSIT		5	500.00	10-1311
					<u>500.00</u>	
MCGRAW-HILL COMPANIES						
		LANG ARTS SUPL - WONDERS BOOKS		5	286.67	10-1112-417
		LANG ARTS SUPL - WONDERS BOOKS (224)		5	2,147.43	10-1112-417
		LANG ARTS SUPL - WONDERS BOOKS		5	0.45	10-1112-417
					<u>2,434.55</u>	
McLelland, Gretchen G.						
		REIMB WORLD FAIR SUPPLIES		5	100.00	10-1112-416
					<u>100.00</u>	
MCMAHON MOVERS						
		STORAGE RENTAL - HD		5	169.00	20-2540-325
		STORAGE RENTAL - HD		5	169.00	20-2540-325
					<u>338.00</u>	
MERCHEN, MEGAN						
		REIMB CLASSROOM SUPPLIES		5	107.70	10-1111-410
		REIMB CLASS BOOKS		5	172.95	10-1111-417
					<u>280.65</u>	
MIDLAND PAPER						
		COPY PAPER		5	2,468.00	10-2520-412
					<u>2,468.00</u>	
MIDWEST TRANSIT EQUIPMENT						
		W/O: 375 B3 BRK INSPEC, SFTY LN		5	117.13	40-2550-329
		W/O: 376 B6 BRK INSPEC, SFTY LN		5	160.20	40-2550-329
		W/O: 380 REFILL BODY FLUID CLN UP KITS		5	30.00	40-2550-490
		W/O: 326 B3 ESPAR HTR NOT WORKING		5	63.88	40-2550-319
		B6 NOZZLE/WIPER		5	4.29	40-2550-490
		W/O: 385 B9 OIL CHNG/BRK INSPEC/SFTY LN		5	490.40	40-2550-329
		PASS SEAT BELT		5	78.46	40-2550-319
		B1 RPLC TRANS FLTR		5	59.53	40-2550-329
		WO: 369 B 6 CREDIT (2)		5	(13.79)	40-2550-329
					<u>990.10</u>	
MULLANGI, SASIDHAR						
		REFUND FDK DEPOSIT		5	500.00	10-1311
					<u>500.00</u>	
Muller, Christina						
		REIMB CLASSRM PROJ SUPL		5	70.98	10-1111-414
					<u>70.98</u>	
MUSIC IN MOTION						
		MUSIC SUPPLIES		5	54.75	10-1190-410
					<u>54.75</u>	
MUSIC THEATRE INTERNATIONAL						
		MUSICAL - LICENSE & RIGHTS		5	981.95	10-2520-412
					<u>981.95</u>	
Namkung, Christine						

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		REIMB SBG CONF TRAVEL		5	42.37	10-2211-390
					<u>\$42.37</u>	
NCS PEARSON						
		AIMSWEB SUBSCRIPTION		5	6,500.00	10-2230-392
		TESTING SUPPLIES		5	172.21	10-2150-410
		TESTING SUPPLIES		5	681.45	10-2150-410
					<u>\$7,353.66</u>	
NETWORK SERVICES						
		CUSTODIAL SUPPLIES - DW		5	90.78	20-2540-410
		CUSTODIAL SUPPLIES - SP		5	1,136.90	20-2540-410
		CUSTODIAL SUPPLIES - DW		5	2,207.15	20-2540-410
		CUSTODIAL SUPPLIES - SP		5	70.62	20-2540-410
		CUSTODIAL SUPPLIES - SP		5	421.00	20-2540-410
					<u>\$3,926.45</u>	
NORTH AMERICAN SAFETY						
		SAFETY WEAR CLOTHING		5	60.75	20-2540-410
					<u>\$60.75</u>	
NORTHERN SUBURBAN SPECIAL EI						
		SPED TUITION		5	11,216.52	10-4220-670
		SPED TUITION		5	20,027.09	10-4220-670
					<u>\$31,243.61</u>	
PADDOCK PUBLICATIONS						
		DISPOSAL SERVICE BID NOTICE		5	36.80	10-2520-360
					<u>\$36.80</u>	
PEAK PLUMBING						
		PLUMBING REPAIR - DW		5	872.00	20-2540-329
		WATER HTR REPLACEMENT-DW		5	3,930.00	20-2540-329
		PLUMBING REPAIR RP2 INSTL-DW		5	658.62	20-2540-329
					<u>\$5,460.62</u>	
POWERSCHOOL GROUP						
		POWERSCHOOL TRAINING 3/30		5	800.00	10-2660-312
					<u>\$800.00</u>	
PROMED SOFTWARE						
		SNAP CLOUD SETUP, LICENSE SUBCR		5	425.00	10-2660-392
					<u>\$425.00</u>	
QUEST FOOD MANAGEMENT SERVI						
		CPR CLASS FOOD		5	63.60	10-2310-410
		FIELD TRIP ICE CREAM - FDK		5	111.00	10-1111-410
					<u>\$174.60</u>	
QUILL						
		TRANSPORTATION SUPPLIES		5	49.15	40-2550-410
		TRANSPORTATION SUPPLIES		5	80.51	40-2550-410
		CLASSROOM SUPPLIES		5	136.40	10-1111-410
		OFFICE SUPPLIES		5	3.59	10-2410-410
		OFFICE SUPPLIES		5	89.08	10-2410-410
		CLASSROOM SUPPLIES		5	58.49	10-1111-410

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		CLASSROOM SUPPLIES		5	124.74	10-1111-410
		OFFICE SUPPLIES		5	134.97	10-2410-410
		CLASSROOM SUPPLIES		5	30.48	10-1111-410
		OFFICE SUPPLIES		5	72.96	10-2520-410
		OFFICE SUPPLIES		5	48.07	10-2410-410
					<u>\$828.44</u>	
R&G CONSULTANTS		MEDICAID STUDENT LISTING		5	372.60	10-1200-392
					<u>\$372.60</u>	
RA ADAMS ENTERPRISES		SALT SPREADER REPAIR		5	315.00	20-2540-319
					<u>\$315.00</u>	
RA EASTMAN		CHICAGO TRIP TSHIRTS		5	844.40	10-1112-416
					<u>\$844.40</u>	
RATHI, RAJKUMAR		REIMB NAT HIST BEE REG FEE		5	140.00	10-1550-640
					<u>\$140.00</u>	
REALLY GOOD STUFF		CLASS BOOKS		5	182.59	10-1111-417
					<u>\$182.59</u>	
ROOD, WENDY		REIMB CLASSROOM SUPPLIES		5	59.73	10-1111-410
					<u>\$59.73</u>	
SAMS CLUB/SYNCB		103 CLUB PROJ SUPPLIES		5	21.66	10-3500-410
					<u>\$21.66</u>	
SCARIANO HIMES & PETRARCA		LEGAL SERVICES		5	1,793.93	10-2310-318
					<u>\$1,793.93</u>	
SCHLAN, HOLLY		REIMB CLASS BOOKS		5	175.00	10-1111-417
		REIMB CLASSRM PROJ SUPL		5	165.40	10-1111-414
		REIMB CLASSROOM SUPPLIES		5	167.82	10-1111-410
					<u>\$508.22</u>	
SCHOLASTIC READING CLUB		CLASSROOM SUPPLIES		5	4.00	10-1111-410
		CLASSROOM SUPPLIES		5	12.00	10-1111-410
		CLASSROOM SUPPLIES		5	12.00	10-1111-410
		CLASSROOM BOOKS		5	20.00	10-1111-417
		CLASSROOM SUPPLIES		5	20.00	10-1111-410
		CLASSROOM SUPPLIES		5	20.00	10-1111-410
		CLASSROOM SUPPLIES		5	22.00	10-1111-410
		CLASS BOOKS		5	60.00	10-1111-417
		CLASS BOOKS		5	95.00	10-1111-417
					<u>\$265.00</u>	

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SCHOOL DISTRICT 103 ACTIVITY AC						
		TRANSF LGHTD SCL HOUSE FUNDS		5	735.00	10-403
		TRANSF DW YB REVTRAK - APRIL		5	2,360.00	10-403
		TRANSF HD YB REVTRAK - APRIL		5	100.00	10-403
		TRANSF SP YB CHECKS - APRIL		5	203.00	10-403
		TRANSF NJHS BOOK TSTNG FUNDS		5	319.00	10-403
					<u>\$3,717.00</u>	
SCHOOL DISTRICT 103 MUSIC BOO:						
		TRANSF BOXTOP MONEY		5	263.10	10-403
					<u>\$263.10</u>	
SCHOOL SPECIALTY						
		CLASSROOM SUPPLIES		5	37.45	10-1111-410
		CLASSROOM PROJ SUPPLIES		5	25.38	10-1111-414
		CLASSROOM SUPPLIES		5	125.62	10-1120-410
		CLASSROOM SUPPLIES		5	20.36	10-1120-410
		CLASSROOM SUPPLIES		5	31.07	10-1120-410
		CARDSTOCK		5	34.14	10-1120-410
		CLASSROOM SUPPLIES		5	180.36	10-1120-410
		CLASSROOM SUPPLIES		5	231.66	10-1120-410
		CLASSROOM SUPPLIES		5	84.52	10-1120-410
		CLASSROOM SUPPLIES		5	87.43	10-1120-410
		CLASSROOM SUPPLIES		5	243.19	10-1120-410
		CLASSROOM SUPPLIES		5	237.96	10-1111-410
		TEACHING AIDS		5	244.05	10-1120-410
		CLASSROOM SUPPLIES		5	57.23	10-1120-410
		CLASSROOM SUPPLIES		5	126.92	10-1120-410
		CLASSROOM SUPPLIES		5	151.96	10-1120-410
		CLASSROOM SUPPLIES		5	170.75	10-1120-410
					<u>\$2,090.05</u>	
SHAR PRODUCTS						
		MUSIC SUPPLIES - STRINGS/BKS		5	304.49	10-1190-410
					<u>\$304.49</u>	
SHARE CORPORATION						
		SHOP SUPPLIES - DW		5	617.51	20-2540-410
		MAINTENANCE SUPPLIES - DW		5	528.04	20-2540-410
					<u>\$1,145.55</u>	
SHELL						
		FUEL - O&M		5	425.70	20-2540-464
		FUEL - TRANS		5	9,694.86	40-2550-464
					<u>\$10,120.56</u>	
SHERIDAN AUTO PARTS						
		RETURNED DIESEL FUEL COND		5	(359.40)	40-2550-490
		ANTIFREEZE, RED SHOP TOWELS		5	145.86	40-2550-490
		CAR WASH FOR SCHOOL BUSES		5	18.99	40-2550-329
		PART 193 LAMP (QTY: 10)		5	19.90	40-2550-329
					<u>(\$174.65)</u>	
SINHA, AMIT						

Bills Payable List

Printed: 5/10/2017 4:18 PM
 Lincolnshire-Prairie View SD #103
 Expense on Date: 5/1/17 to 5/31/2017

Vendor Name	P.O. Number	Description	Override	Batch #	Amount	State Account Number
		REFUND FDK DEPOSIT		5	500.00	10-1311
					<u>\$500.00</u>	
SOIFER, ELIZABETH						
		REIMB NAT HIST BEE REG FEE		5	75.00	10-1550-640
					<u>\$75.00</u>	
SOONTHORNSIMA, ANA						
		REIMB MUSICAL SUPPLIES		5	125.96	10-1190-490
					<u>\$125.96</u>	
Sotos, Athena						
		REIMB SBG CONF TRAVEL		5	42.37	10-2211-390
					<u>\$42.37</u>	
SPEECH PATH SPECIALISTS						
		SPEECH/LANG SERVICES		5	7,875.00	10-2150-314
					<u>\$7,875.00</u>	
Spurrier, Jessica						
		REIMB CLASSROOM SUPPLIES		5	193.42	10-1111-410
					<u>\$193.42</u>	
STATE INDUSTRIAL PRODUCTS						
		DRAIN MAINTENANCE		5	150.00	20-2540-410
		CUSTODIAL SUPPLIES		5	150.00	20-2540-410
		DRAIN MAINTENANCE		5	150.00	20-2540-410
					<u>\$450.00</u>	
Tabiendo, Olivia M						
		REIMB CLASSROOM SUPPLIES		5	86.13	10-1120-410
					<u>\$86.13</u>	
TANDET, SUSAN						
		REIMB RETIREE INSURANCE		5	1,716.46	10-1120-225
					<u>\$1,716.46</u>	
TEACHER DIRECT						
		CLASSROOM SUPPLIES		5	55.76	10-1111-410
		CLASSROOM SUPPLIES		5	243.62	10-1111-410
					<u>\$299.38</u>	
THE ANXIETY TREATMENT CENTER						
		IEP MEETING CONSULTING		5	6,880.80	10-2140-314
					<u>\$6,880.80</u>	
TIERNEY						
		TV - DW		5	1,799.00	10-2660-700
					<u>\$1,799.00</u>	
TOLEDO PE SUPPLY CO.						
		PE SUPPLIES		5	94.95	10-1150-410
		PE SUPPLIES		5	119.92	10-1150-410
					<u>\$214.87</u>	
TYAGI, PANKAJ						
		REFUND FDK DEPOSIT		5	500.00	10-1311
					<u>\$500.00</u>	

Bills Payable List

Printed: 5/10/2017 4:18 PM
 Lincolnshire-Prairie View SD #103
 Expense on Date: 5/1/17 to 5/31/2017

Vendor Name	P.O. Number	Description	Override	Batch #	Amount	State Account Number
UKE REPUBLIC						
		UKULELE STRINGS (30)		5	319.50	10-1190-410
					<u>\$319.50</u>	
ULINE						
		MOVING SUPPLIES		5	330.00	60-2530-500
					<u>\$330.00</u>	
UNITED CONSULTING ENGINEERS						
		PROJ MATERIAL & TESTING - MAR		5	25,807.00	60-2530-500
		PROJ MATERIAL & TESTING - APR		5	30,690.00	60-2530-500
					<u>\$56,497.00</u>	
VANI, SUE						
		REIMB CONF TRVL - VANI		5	23.66	10-2211-390
					<u>\$23.66</u>	
VANOVERBERGHE, ANN						
		REIMB WORLD FAIR SUPPLIES		5	3.99	10-1112-416
					<u>\$3.99</u>	
VERNIER SOFTWARE						
		SCIENCE SUPPLIES - STEM		5	68.00	10-1120-415
					<u>\$68.00</u>	
WARD, ALLYSON						
		REIMB CLASS BOOKS		5	101.39	10-1111-417
		REIMB CLASSRM PROJ SUPL		5	262.10	10-1111-414
					<u>\$363.49</u>	
WAREHOUSE DIRECT						
		CLASSROOM SUPPLIES		5	64.42	10-1120-410
		CLASSROOM SUPPLIES		5	192.39	10-1120-410
					<u>\$256.81</u>	
Wolin, Robin						
		REIMB PROJ SUPPLIES		5	17.98	10-3500-410
		REIMB PROJ SUPPLIES		5	92.61	10-3500-410
					<u>\$110.59</u>	
WOODWIND & BRASSWIND						
		MUSIC SUPPLIES - CYMBAL STAND		5	88.00	10-1190-410
					<u>\$88.00</u>	
WUPPALAPATI, CHAITANYA						
		REIMB NAT HIST BEE REG FEE		5	140.00	10-1550-640
					<u>\$140.00</u>	
Yeo, Seung J						
		REIMB CLASSRM PROJ SUPL		5	38.00	10-1111-414
		REIMB CLASS BOOKS		5	33.99	10-1111-417
					<u>\$71.99</u>	
Report Total					<u><u>\$1,611,021.24</u></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: May 16, 2017
Re: April 2017 Donations

During April 2017, the District received the following donations:

<u>Donors</u>	<u>Amount</u>	<u>Purpose of Donation</u>
PTO	\$265.64	DW Library Books
PTO	\$7,988.30	HD Hokki Stools
PTO	\$547.21	HD Library Books
Abbie	\$1,500	Employee Giving Campaign

Recommendation:

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



Lincolnshire-Prairie View School District 103

Memo

To: Board of Education
From: Scott Warren
Date: May 11, 2017
Re: Approval of Employment for Assistant Superintendent for Business/CSBO

It is my true pleasure to recommend Patrick Palbicke to be the new Assistant Superintendent for Business/CSBO for the 2017-2018 school year. Mr. Palbicke has served as the Director of Business/CSBO for Beach Park School District #3 for four years. Prior to his service in Beach Park, he served as the Chief Financial Officer for the Center on Deafness for 15 years and the Accounting Manager for an additional 3 years. Mr. Palbicke's knowledge and experience will be a great asset to District 103.

It is my recommendation that the Board approve Patrick Palbicke as the Assistant Superintendent for Business/CSBO as presented.

ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO'S AGREEMENT

THIS AGREEMENT made this 16th day of May, 2017, by and between the BOARD OF EDUCATION OF LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103 ("BOARD"), and **PATRICK PALBICKE** ("ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO"), has been approved at the meeting of the BOARD held on May 16, 2017.

IT IS AGREED:

1. **EMPLOYMENT** - The ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO is hereby hired and retained from July 1, 2017 through and including June 30, 2020, as ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO of Lincolnshire-Prairie View School District No. 103.

2. **DUTIES** - The duties and responsibilities of the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO will be those incidental to the office of the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO, those set forth in the job description for the position of ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO (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 SUPERINTENDENT FOR BUSINESS/CSBO, and the performance of other professional duties customarily performed by an ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO as from time to time may be assigned to the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO by the BOARD or the Superintendent. The BOARD reserves the right to reassign the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO to different duties requiring licensure from time to time during the term of this Agreement, without loss of pay or notice of a hearing.

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT** - This Agreement is a performance-based contract. The ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO will address and fulfill student performance and academic improvement goals which are attached hereto, as Exhibit A. 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 Fifty Four Thousand Dollars (\$154,000.00)**, the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO 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 ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO for Business. 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 SUPERINTENDENT FOR BUSINESS/CSBO during the term of this Agreement, and thereafter, provided that the combined total of any salary and/or fringe benefit(s) adjustments will not be lower than the combined total of salary and fringe benefits paid by the BOARD for the preceding contract year. Any adjustment in salary and/or fringe benefits 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 SUPERINTENDENT FOR BUSINESS/CSBO or that the termination date of this Agreement has been in any way extended. The BOARD and the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO 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 SUPERINTENDENT FOR BUSINESS/CSBO will receive as additional compensation the amount of Five Hundred Dollars (\$500) per month.

5. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTION** – In addition to the salary paid to the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO by the BOARD as expressed in Section 4, the BOARD will pick up and pay on the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO'S behalf, a maximum contribution of 9.0% 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 ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO his required contribution of 1.12% 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 ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO'S taxable income.

The BOARD and the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO make no commitment or guarantee that the BOARD'S payment of the contribution limit will continue to be excludable from the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO'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 SUPERINTENDENT FOR BUSINESS/CSBO should have paid taxes on any portion of the contribution for which he did not pay taxes, the interest and penalties are the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO'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 SUPERINTENDENT FOR BUSINESS/CSBO 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 SUPERINTENDENT FOR BUSINESS/CSBO owes more taxes, he has *no* right to seek additional sums from the BOARD.

7. **DEFERRED COMPENSATION** - The ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO 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 ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO'S annual salary and shall not require an expenditure of funds by the BOARD above the amount paid to the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO in the form of salary.

8. **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 SUPERINTENDENT FOR BUSINESS/CSBO will be responsible for the remaining 20% 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 ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO for a ten (10) year term in the amount of Two Hundred Thousand Dollars (\$200,000.00). If permitted, the BOARD will assign the ownership of the term life insurance policy to a person or trust designated by the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO, 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 discretion of the BOARD, the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO will obtain a comprehensive medical examination. A copy of the examination or certificate of the physician certifying the physical ability of the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO 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 ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO.

11. **SICK AND PERSONAL LEAVE** – The ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO will be entitled to fourteen (14) work days of sick leave annually. If the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO 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 SUPERINTENDENT FOR BUSINESS/CSBO will receive three (3) personal leave days annually. Unused personal leave shall accumulate as sick leave.

12. **VACATION LEAVE** - The ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO 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 SUPERINTENDENT FOR BUSINESS/CSBO.

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

14. **MEMBERSHIP DUES** - With prior BOARD approval and upon proper substantiation, the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO 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 ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO subscribes.

15. **PROFESSIONAL ACTIVITIES** - The ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO 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. **LICENSE** - The ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO will furnish to the BOARD, during the term of this Agreement, a valid, appropriate, and properly registered license to act as ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO, in accordance with the laws of the State of Illinois and as directed by the BOARD.

17. **WAIVER OF TENURE** - By accepting the terms of this Agreement, the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO waives all rights of tenure granted under the *Illinois School Code* during the term of this Agreement.

18. **TUITION REIMBURSEMENT** - The BOARD will reimburse the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO 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 SUPERINTENDENT FOR BUSINESS/CSBO 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 ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO voluntarily resigns his employment for reasons other than disability, retires, or is terminated pursuant to Section 19 (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 ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO 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 ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO'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 ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO'S contract or if this Contract is terminated by mutual agreement.

19. **TERMINATION OF AGREEMENT** - This Agreement may be terminated by:
- A. Mutual agreement of the parties.
 - B. Retirement.
 - C. Resignation, provided, however, the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO 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 SUPERINTENDENT FOR BUSINESS/CSBO'S sick leave has been exhausted, the compensation will be reinstated after the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO has returned to employment and undertaken the full discharge of his duties. The BOARD may terminate this Agreement by written notice to the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO at any time after the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO 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 ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO to return to his duties the BOARD may require the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO to submit to a medical examination, to be performed by a doctor licensed to practice medicine. The BOARD and ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO 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 report to the issue of whether the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO 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 ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO 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 SUPERINTENDENT FOR BUSINESS/CSBO, who will be entitled to notice and a hearing before the BOARD to discuss the discharge. If the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO 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 ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO.
- F. Failure to comply with the terms and conditions of this Agreement.

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

20. EVALUATION - The BOARD and ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO agree that there will be an annual evaluation of the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO'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 BOARD, or its designee, and given to the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO during the month of May or at such other time as mutually agreed upon, so long as the evaluation occurs before July 1 of each year.

In the event that the BOARD determines that the performance of the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO is unsatisfactory in any respect, it 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 BOARD deems performance to be unsatisfactory. The ASSISTANT SUPERINTENDENT FOR

BUSINESS/CSBO 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 SUPERINTENDENT FOR BUSINESS/CSBO'S personnel file.

21. **PROFESSIONAL LIABILITY** - The BOARD agrees that it will defend, hold harmless, and indemnify the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO from any and all demands, claims, suits, actions and legal proceedings brought against the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO in his individual capacity, or in his official capacity as agent and employee of the BOARD provided the incident arose while the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO 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 ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO against such demands, claims, suits, actions and legal proceedings.

22. **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 SUPERINTENDENT FOR BUSINESS/CSBO, to:

Patrick Palbicke
849 Sterling Heights Drive
Antioch, IL 60002

(or at the last address of the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO contained in official Business Office records of the BOARD).

23. **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 SUPERINTENDENT FOR BUSINESS/CSBO, 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.

ASSISTANT SUPERINTENDENT FOR
BUSINESS/CSBO

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

By: _____
Patrick Palbicke

By: _____
President

ATTEST:

Secretary



Lincolnshire-Prairie View School District 103

Memo

To: Board of Education
From: Scott Warren
Date: May 11, 2017
Re: Approval of Employment

Recommendations for employment for the 2017-2018 school year are included for Board approval. All candidates are selected through a rigorous process, including a review of all application materials, an initial interview with an administrator, a second round interview with an administration and staff team, reference checks and a final interview with the superintendent. The resumes for each candidate are included. I am proud to present the following candidates for the Board's approval.

It is recommended that the Board accept and approve the employment of the following employees for the 2017-2018 school year:

Sprague School

Jennifer Vander Pas, 1st or 2nd grade teacher
Jennifer Larsen, 1st grade teacher

Half Day School

Amanda Nach, classroom teacher
Katie Yan, classroom teacher
Sarah Herman, HD Social Worker
Elisabeth Owens, Half Day Orchestra teacher

Daniel Wright

Nina Nusbaum, 7th grade math teacher
Caitlyn Raquet, 5/6 Social Worker
Sarah Kantor, 7th grade science teacher.
Lindsey Heller, DW LBS 1
Angie Cha, 7th grade math leave of absence from 10/10/17-6/8/18 for S. Jonker
Salvatore Ingratta, Daniel Wright LBS teacher
Anna Healy, Daniel Wright LBS teacher for Intensive Instructional Program (IIP)

Approval of Employment

Staff Members Placement on Master Contract

Amanda Nach, HD classroom teacher. BS+0 Step 2 for an annual salary of \$45,969

Katie Yan, HD classroom teacher. BS+0 Step 2 for an annual salary of \$45,969

Nina Nusbaum, Gr. 7 Math teacher. MS+24 Step 12 for an annual salary of \$71,443

Caitlyn Raquet, 5/6 Social Worker. MS+24 Step 3 for an annual salary of \$55,514

Sarah Herman, HD Social Worker. MS+24 Step 10 for an annual salary of \$67,524

Sarah Kantor, 7th grade science teacher. BS+0 Step 3 for an annual salary of \$47,447

Jennifer Vander Pas, 1st or 2nd grade teacher. MS+0 Step 7 for an annual salary of \$59,308

Lindsey Heller, DW LBS 1. BS+0 Step 4 for an annual salary of \$48,153

Angie Cha, 7th grade math leave of absence for BS+0 Step 1 salary of \$44,536 (will be prorated pending actual start date in the fall)

Jennifer Larsen, 1st grade teacher. MS+0 Step 9 for an annual salary of \$63,667

Elisabeth Owens, HD Orchestra BS+24 Step 6 for an annual salary of \$54,099

Salvatore Ingratta, DW LBS teacher. BS+0 Step 4 for an annual salary of \$48,153

Anna Healy, DW LBS for IIP BS+12 Step 3 for an annual salary of \$50,294

Jennifer Vander Pas

1221 Geneva Ln - Lake Zurich, IL 60047

jcvanderpas@gmail.com

Education

Concordia University of Chicago

2012-2014

Reading Education

Reading Specialist License

Illinois State University

2005-2009

Elementary Education K-9

Elementary Education License

Reading Teacher Endorsement

Teaching Experience

Antioch School District 34

Hillcrest Elementary School

2009-present

1st Grade Classroom Teacher

2010-present

- Designed differentiated instruction in all subject areas to meet Common Core State Standards.
- Developed a math curriculum which was aligned to the Common Core State Standards. The curriculum produced high success rates on district standardized assessments each year of implementation.
- Contributed to the development, training and launch of a character education curriculum that was used throughout the building.
- Presented a monthly community meeting to all first and second grade students which had a focus on the character education term of the month. Monthly challenges were designed to extend students' character development outside of the school day.
- Developed a number sense committee which presented at staff meetings to address the building need
- Fostered and assessed student learning using a variety of educational tools and methods.
- Creatively developed lesson plans focused on story elements, phonics, and comprehension, aiming to improve literacy.
- Designated by administration as a 21st Century Classroom in the first year of the program.
- Selected to participate on the district wide technology committee. The committee's work focused on moving the district to a full one-to-one implementation.
- Applied a variety of teaching strategies and incorporated technology into learning on a daily basis
- Designed and led professional development opportunities for staff members to learn how to incorporate new technology into their classrooms
- Ensured a safe, positive learning environment for all students using the schools PBIS model
- Effectively managed classroom behavior and implemented alternative behavior plans
- Administered benchmark assessments to evaluate students' reading behaviors and instruction levels using the Fountas and Pinnell Assessment Kit
- Collaborated with grade level and special education teams to meet curriculum objectives
- Successfully communicated with parents and provided multiple parent volunteer opportunities
- Piloted curriculum initiatives including Everyday Math, Eureka Math, Being a Writer, Being a Reader and Making Meaning
- Actively participated on the School Improvement Team and Building Leadership Team using data to drive instructional decision making, grade level department meetings to improve articulation and instruction, and Professional Learning Communities team to achieve the highest levels of learning for every child

Developed and reviewed literacy curriculum and comprehension anchor lessons.
 Assisted with daily small group reading lessons with a focus on phonemic awareness, phonics, fluency and comprehension
 Collaborated with teachers to design instruction for both small and whole group activities
 Measured students academic progress through teacher-created assessments
 Participated in weekly staff development trainings to understand curriculum that was being taught in both kindergarten and first grade
 Planned and implemented Wilson Foundations and Jolly Phonics curriculum in a one-on-one setting
 Administered district benchmark progress monitoring assessments using AIMSWeb

Springfield School District 186

Vachel Lindsay Elementary School

2008-2009

Kindergarten Classroom (Student Teacher)

Teamed with teachers to develop thematic, standards-based curriculum
 Implemented the schools PBIS behavior program into the classroom
 Designed and facilitated an alternative behavior management system

Professional Profile: As an educator, I am

A highly qualified teacher who is committed to maintaining a positive, nurturing learning environment for students in order to secure high levels of learning for each child.

A self-directed, motivated, and resourceful educator with a genuine interest in students' cognitive and social growth.

Actively involved in all areas of education including curriculum development, data driven decision making, and instructional differentiation.

A skilled instructor in the design of challenging, enriching and innovative activities that address the diverse interests and needs of students.

A professional educator who possess clear communication skills, seeking every opportunity to reach out to parents, staff, and students to promote critical partnerships in the educational process.

An active team member who effectively collaborates with all levels of staff members and establishes quality, respectful relationships.

Highly committed to continuous learning and furthering my education.

A teacher who enhances the learning of students by incorporating 21st century skills into the curriculum.

Professional References

Mrs. Kathy Niemi	Principal	847.838.8001	knieni@antioch34.com
Mrs. Janet Lemieux	Asst. Principal	847.838.8001	jlemieux@antioch34.com
Mrs. Barb Scheuerman	Spec. Ed. Resource Teacher	847-529-6617	bscheuerman@antioch34.com
Mrs. Karen Nuxoll	Dist. Math Coach	847-838-8632	knuxoll@antioch34.com
Ms. Deon Obrochta	Co-Worker	847-858-1085	dobrochta@antioch34.com

Jenny Larsen

8 Robin Hood Court Lincolnshire, Illinois 60069
Phone: (773) 318-3116 Email: jennylarsen1@gmail.com

Education

Master of Science in Education, Dominican University, River Forest, IL 2004
Bachelor of Interdisciplinary Studies, Arizona State University, Tempe, AZ 2001

Certification

National Board Certification- Early Childhood Generalist 2009
Type 04 Master Certification- Early Childhood Education 2009

Teaching Experience

-Long-Term Substitute, Walden School- Deerfield, IL November 2016- February 2017
-First Grade Teacher, Norwood Park Elementary- Chicago, IL 2012-2016
-First and Fourth Grade Teacher, Von Humboldt - Chicago, IL 2005-2012
-First and Fourth Grade Teacher, Northside Catholic Academy- Chicago, IL 2001-2005

Accomplishments

- Created and conducted Daily 5 presentations to staff on how to facilitate this best practice reading workshop model in their classrooms
- Served as a member on the Instructional Leadership Team where I planned and presented professional development sessions for math and literacy teachers
- Developed standards based progress reports and report card for first grade
- Wrote and received grants for flexible learning space furniture
- Collaborated with staff on improving school culture as a founding member of the Culture Committee
- Conceptualized and taught an after school mosaic club for primary students
- Critiqued and scored student teacher portfolios for NU Teach Program at Northwestern University

Professional Development

-Daily 5 Conference, Chicago, IL 2014
-Responsive Classroom Training, Chicago, IL 2012
- Math in Focus Training, Chicago, IL 2012
-Fountas and Pinnell Assessment Training, Chicago, IL 2011
-Lucy Calkins' Writers Workshop Professional Development, Chicago, IL 2010
-Second Step Social Emotional Training Seminar, Chicago, IL 2010

katielyan@gmail.com

(847)902-3189

Katie Yan

1609 Eric Lane

Libertyville, IL 60048

Teaching Experience

8th Grade Teacher, Park Campus School

Grayslake, IL

August 22, 2016-Present

- **Science Teacher**
 - Collaborating with grade level and job-alike Professional Learning Communities
 - Integrating student interests and talents into lessons with real world connections
 - Promoting student inquiry and discovery with hands-on labs
 - Constructing plans with parents, students, and staff to increase student success
 - Creating all Next Generation Science Standards aligned curriculum
- **Language Arts Teacher**
 - Engaging students in a variety of texts including multiple styles and genres
 - Meeting with teachers to create novel based curriculum without a textbook
 - Facilitating the development of writing skills through differentiated learning and Writers' Workshops
 - Developing student response abilities through quote integration and the analysis of evidence
 - Utilizing technology such as Google Classroom to appeal to the 21st Century learner

4th Grade Student Teacher, Adler Park School

Libertyville, IL

January 4, 2016-May 14, 2016

- Instructed for the entirety of six weeks
- Constructed lessons that align with Common Core standards
- Interacted and collaborated with parents and staff
- Accommodated students with a variety of learners, including students with disabilities
- Attended school board, grade level, IEP, curriculum, and committee meetings

5th Grade Student Teacher, Booker T. Washington Elementary School

Champaign, IL

August 25, 2014-December 9, 2015

- Integrated culturally relevant learning into a diverse classroom
- Assisted struggling students by adapting teaching methods to accommodate different student needs
- Implemented instruction with multiple senses to appeal to different learning styles
- Conferenced with parents about student behavior and academics

3rd Grade Clinical Experience, Martin Luther King Jr. Elementary School

Urbana, IL

September 23, 2014-December 15, 2014

- Accommodated the different learning needs of twenty-four students
- Worked separately with students with Individualized Education Programs
- Designed and taught two complete lessons that incorporate Common Core Standards

Education

University of Illinois at Urbana-Champaign

Bachelor of Science in Elementary Education

Attended: August, 2013-May, 2016

Cumulative GPA: 3.92/4.00

- Professional Educator License: Self-contained General Education grades K-9
- Area of Concentration in Mathematics
- Middle Grade Endorsement in Mathematics, Language Arts, General Science, Social Science
- James Scholar Honors Program
- Graduated with Highest Honors

Education Related Experience

**Activity Coordinator and Teacher, Chinese Culture and Language Camp
at the University of Illinois College of Education**

Champaign, IL

July, 2015-July, 2015

- Formulated academic and social expectations for camp students
- Planned and coordinated age-appropriate, hands-on lesson plans for each day of camp
- Communicated with parents and staff for student progress and to meet student needs

Afterschool Care Enrichment Counselor, Next Generation School

Champaign, IL

January, 2015- May, 2015

- Designed and implemented age-appropriate lesson plans and activities
- Facilitated twenty kindergarten and first grade students in afterschool programs
- Collaborated with teachers and counselors to create curriculum

China Study Tour, Study Abroad

Shanghai, Anhui, and Beijing, China

December, 2014- January, 2015

- Engaged with Chinese students in both English and Chinese
- Taught English to elementary, middle school, and high school students
- Experienced the Chinese Education system in both rural and urban settings

Summer Reading Employee, Cook Memorial Public Library

Libertyville, IL

May, 2014-August, 2014

- Designed and prepared numerous crafts for children
- Corresponded with over 3000 patrons, ages one to eighteen, while promoting reading programs
- Guided children in choosing books that were of interest and at the appropriate reading level

Classroom Tutor and personal tutor, Edison Middle School

Champaign, IL

September, 2013-December, 2013

- Aided seventh grade students in improving their writing skills
- Explained seventh grade math concepts using various methods other than the standard algorithms
- Conferenced one-on-one with students about their writing to facilitate reflection and advancement

Instructor, Kumon of Mundelein

Mundelein, IL

April, 2012-July 30, 2013

- Instructed Reading and Mathematics to children ages four to sixteen
- Communicated with parents of students and gave feedback on their child's academics
- Adapted instruction for students with a variety of disabilities including autism and Down syndrome

Work Organizational Involvement

- Science Fun Intramural Teacher
- Mock Trial Intramural Creator and Teacher
- Destination Imagination Appraiser
- Homework Club Teacher
- Teacher Supervisor for Middle School Friday Night Out Events

Skills and Accolades

- Eight years of art classes (sketch, oil painting, acrylic, water color, charcoal)
- Eight years of professional music training (six years of saxophone, two years of piano, five years of vocal)
- Language: fluent in Mandarin Chinese, AP Level Spanish abilities
- Technology abilities (SmartBoard, Google Classroom, Microsoft Office, iMovie, Classroom Dojo, Infinite Campus)
- Illinois Council of Teachers of Mathematics Scholarship recipient
- Echoes and Reflections: Leaders in Holocaust Education Professional Development Certificate

AMANDA NACH

309 N. 8th Ave Des Plaines, IL 60016 | aenach428@gmail.com | (224) 240-5923

OBJECTIVE | Obtain a position as an elementary or middle school teacher that will embrace my devotion to education while allowing for consistent learning and career growth.

SKILLS & ABILITIES | Lesson Planning • Classroom Management • Defusing Student Conflict • Punctual • Leadership • Focused Time Management • Excellent Organization • Collaboration •

EXPERIENCE | 3rd GRADE LOA TEACHER • HALF DAY ELEMENTARY SCHOOL
FEBRUARY 2017 – MAY 2017

- Facilitates student growth using several forms of formative instruction
- Incorporates technology into most lesson plans to implement differentiation
- Implements social emotional learning daily using specific social skills
- Demonstrates flexibility when creating lesson plans based on student needs
- Reflects upon past lessons to improve for future lessons

5TH GRADE LOA TEACHER • DANIEL WRIGHT JUNIOR HIGH
AUGUST 2016 – DECEMBER 2016

- Analyzed student data in order to improve instruction
- Collaborated with team members to provide optimal lesson plans
- Used a positive behavior management system to maximize student learning
- Implemented technology based lessons using iPad applications, classroom technology, and online resources
- Differentiated for individual students through self-paced reading and math units
- Encouraged parent involvement utilizing a Twitter page and a weekly newsletter

STUDENT INTERN • EUGENE FIELD ELEMENTARY SCHOOL • 4TH GRADE
AUGUST 2015 – MAY 2016

- Participated in weekly team meetings to promote collaboration on differentiated lesson plans tailored to diverse learners
- Contributed to continuous development and implementation of the 4th grade curriculum through vigorous planning
- Implemented unit plans for reading and writing that are specifically selected based on student formative and summative assessment
- Minimized negative student behavior by administering weekly social emotional lessons and establishing a respectful environment with clear expectations
- Utilized a variety of authentic assessment techniques to monitor student progress
- Assumed the roles of co-teacher/lead teacher in absence of cooperating teacher
- Administered differentiated activities with culturally diverse reading materials in order to promote cultural learning

STUDENT INTERN • JACK LONDON MIDDLE SCHOOL • 8TH GRADE
OCTOBER 2015 – DECEMBER 2015

- Initiated enjoyable and essential advisory activities to promote class community and develop connections between students
- Adapted lesson plans for a daily language arts class in order to correspond with students' needs

CAMP DIRECTOR • GLENCOE PARK DISTRICT
JUNE 2011 – AUGUST 2015

- Design age appropriate activities allowing for consistent child engagement
- Communicate with parents daily by means of updated schedules and reliable availability for verbal exchange

EDUCATION | ILLINOIS STATE UNIVERSITY, BLOOMINGTON-NORMAL, ILLINOIS
B.S. IN ELEMENTARY EDUCATION
GRADUATION MAY 2016

- Endorsements in Language Arts and Social Sciences
- Completed Adolescent Psychology course in preparation for exceptional classroom management implementation
- Dean's List – Fall semester 2015 & Spring semester 2016

LEADERSHIP | MENTOR • COLLEGE MENTORS FOR KIDS • ILLINOIS STATE UNIVERSITY

- Worked with a group of 3rd grade students weekly to establish an interest in their future and discussed ways in which to accomplish their goals
- Provided social emotional support through team building activities

ASSISTANT DIRECTOR • CHILDREN'S THEATRE • SARAH HALL THEATRE
COMPANY • 3RD – 8TH GRADE

- Leads theatre warm-ups and activities to allow for further enrichment in public speaking and collaboration
- Choreographs group numbers and gives constructive criticism to motivate rethinking of ideas

+REFERENCES | BECKY RENDL • 5TH GRADE TEACHER
LINCOLNSHIRE DISTRICT 103
Brendl@d103.org • (224) 717-0347

KATE LAPETINO • 4TH GRADE TEACHER
EUGENE FIELD ELEMENTARY SCHOOL
Kate.lapetino@ccsd21.org • (847) 525-3079

LISA PANIZO • EARLY CHILDHOOD DIRECTOR
GLENCOE PARK DISTRICT
Lisa@starlandkids.com • (847) 687-0

Sarah Elaine Herman

1162 Oxford Road ♦ Deerfield, IL 60015 ♦ 248.910.3314 ♦ sarahschwartz51@gmail.com

Education/Certifications/Licenses

EDUCATION

The University of Chicago School of Social Service Administration, Chicago, IL

- Masters of Social Work Degree
- Graduated, June 2005

The University of Michigan, Ann Arbor, MI

- B.A. in Psychology, College of Literature, Science and the Arts
- Graduated with Distinction, May 2003

LICENSES AND CERTIFICATIONS

Licensed Clinical Social Worker, Illinois

Type 73 School Social Work Certification, Illinois

Professional Experience

Chicago Bulls College Prep, Noble Network Charter Schools, Chicago IL

August 2013-February 2014

Special Education Department Chair & Case Manager

- Facilitated eligibility and IEP meetings for students receiving special education services.
- Served as primary contact to parents and staff in regards to special education concerns.
- Managed the performance of the special education team and evaluated staff members.
- Maintained 100% legal compliance to state and federal special education laws for all student plans.
- Participated in weekly school leadership meetings to discuss school-wide issues and advocated for the needs of student with IEPs.
- Created structures for students to advocate for themselves during their annual IEP meetings.
- Analyzed data to identified students who needed extra support and determined the necessity for special education evaluations for students.

Chicago Bulls College Prep, Noble Network Charter Schools, Chicago IL

August 2011-February 2014

School Social Worker

- Provided individual and group therapy for both general and special education high school students.
- Provided crisis intervention counseling and peer mediation.
- Supported students in a rigorous academic program that achieved a 100% college acceptance rate to a 4 year university.
- Assisted with the development and implementation of Response to Intervention (RTI).
- Developed and facilitated social-emotional interventions and curriculum in the classroom, including lessons on bullying, organization skills, college readiness, study skills and social skills.
- Organized the Big Brothers Big Sisters Mentoring Program and selected students that would benefit from participation.
- Planned and presented monthly parent workshops on topics that guided parents on ways to support their children through high school, including ways to promote study skills and monitor internet usage and social media.
- Assisted families in obtaining additional support systems and resources in the community.
- Participated in the development and implementation of Individual Education Plans, including writing IEP goals, social histories and behavior intervention plans.
- School liaison for the Students in Transitional Living Program.

East Maine School District 63, Gemini Junior High School, Niles IL

August 2008-June 2011

School Social Worker

- Provided individual and group therapy for junior high school students both general and special education as well as crisis intervention counseling.
- Assisted with the development and implementation of Response to Intervention (RTI) and Positive Behavioral Interventions Supports (PBIS).
- Participated on the multi-disciplinary team that identified students who presented with social, emotional or academic needs and contributed to problem-solving and implementation of interventions to support the needs of the students.
- Collaborated with teachers, administration, families and community agencies to ensure a continuum of services were provided to the students and their families.
- Participated in the development and implementation of Individual Education Plans, including social histories and behavior intervention plans.
- Provided and supported staff in implementing social-emotional interventions and curriculum into the classroom.

- Member of the district emergency response team and member of the committee to analyze and determine work load responsibilities for special education providers.
- Selected to be trained as a district mentor and served as a mentor for the school psychologist.

Lawrence Hall Youth Services, Chicago, IL

August 2005-July 2008

School Social Worker

- Provided individual and group therapy as well as crisis intervention counseling for at-risk students, ages 8-21, who experienced behavioral and emotional disorders.
- Coordinated and conducted student intakes.
- Served as liaison to probation officers and attended court hearings.
- Initiated and facilitated the student council.
- Supervisor of University of Chicago social work intern.
- Collaborated with families and outside agencies to implement goals that enhanced social-emotional and educational development, assisted in securing additional support systems and resources, planned for future placements and employment opportunities.
- Served as consultant to teachers and facilitated classroom groups to implement social-emotional interventions and curriculum in the classroom.

Niles North High School, District 219, Skokie, IL

August 2004-June 2005

School Social Work Intern

- Provided individual and group counseling for high school students.
- Provided crisis intervention counseling.
- Participated in the multi-disciplinary team in order to provide screening, problem-solving, implementation and evaluation of services for general and special education students who presented with social, emotional and academic needs.
- Participated in the development and implementation of Individual Education Plans, including developing IEP goals, conducting social histories and writing behavior intervention plans.

Volunteer Experience

Neonatal Intensive Care Unit, Prentice Women's Hospital

September 2015-May 2016

- Counseled families with babies in the NICU

Professional Memberships and Awards Received

- National Association of Social Workers (NASW)
- Employee of the Month, Lawrence Hall Youth Services, May 2007
- Graduation with Distinction, University of Michigan, May 2003
- Class Honors, University of Michigan, Fall 1999-Winter 2003
- Delta Epsilon Iota National Honor Society, rewarding academic excellence and strong leadership qualities, December 2000
- National Society of Collegiate Scholars, University of Michigan, April 2000

Elisabeth Owens

+49 172-737-4681 - Currently located in Bavaria, Germany
enowens6@gmail.com

Education

University of Illinois, Champaign-Urbana, IL Anticipated Graduation, Aug 2017
Masters in Music Education, GPA: 4.0
University of Illinois, Champaign-Urbana, IL Dec 2011
Bachelor of Music Education: K-12 Orchestra, Band, Choral, and General Music
Dean's List Highest Honors, Bronze Tablet Recipient

Certifications

Illinois State Teacher Certification, Music K-12, Type 10 2011
Illinois State Teacher Certification, Spanish Language, Type 09-Initial 2012

Teaching Experience

Hohenfels Middle/High School (grades 7-12), Music Director, Germany 2015 - Present
Department of Defense Education Activity (DoDEA) - Europe

- Director of Bands, Orchestra, and Choir
- Created a String curriculum and course offering
- Grew the music program by over 100% during the first year
- Started a pep band for assembly and sports performances
- Collaborated and performed with the local German High School in a joint concert celebrating American and Bavarian music traditions
- Taught Spanish at the High School level

Glenn Westlake Middle School, Orchestra Director, Lombard, IL 2012 – 2015

- Directed and created vertical curriculum and sequencing of instruction for Beginning (grade 4) to Advanced String Ensemble (grades 7-8) aligned with National Core Arts Standards
- Taught orchestra lessons and directed orchestra rehearsals (grade 4-8), including beginning orchestra rehearsals of over 100 string students
- Integrated technology into lessons and assessments to increase student engagement and accountability
- Chairperson and director of District 44 Solo and Ensemble Festival for 300 students (grades 4-8)
- Developed enrichment performance opportunities: cello choir, performances for local organizations, and overnight trips
- Orchestra Program received awards and recognition at competitive regional levels: first place at Music in the Parks competitions and Division 1 ratings at the Illinois Grade School Music Association Contests

Professional Experience

Private Studio Teacher: Individual and group lessons to violin, viola, and cello students ages 3-18
Kammerorchester Parsberg - Violin Section, Parsberg, Germany 2017 - Present
Kankakee Valley Professional Symphony Orchestra - Violin Section, Kankakee, IL 2009 – 2015

Nina A. Nusbaum
23706 N. Elm Road
Lincolnshire, Illinois 60069
(773) 934-2110
nina.angelova10@gmail.com
www.portfoliogen.com/ninat Passcode: Monty

Career Objective

To obtain a position in the education community where my extensive experience as a head teacher and a team leader will assist with setting educational standards and goals and establish policies and procedures required to achieve them.

Areas of Expertise

- Development, implementation, and stewardship of a school vision of learning
- Provider of effective instructional programs and knowledgeable of various change theories and processes for school improvement
- Possess deep understanding of school program and curricular evaluation in a diverse culture
- Proficient in areas of training, IB program, mathematical concepts and performance evaluation

Certification

- Professional Educator License (PEL, Elementary Education)
- General Administrative Certification (Type 75)
- Illinois Algebra I Certification
- Endorsement in middle school mathematics and middle school business, marketing and management
- Endorsement in computer applications (expected completion November, 2017)
- Considered "Highly Qualified" under the No Child Left Behind Act

Education

Concordia University, Chicago, Illinois
Master of Educational Leadership (with Type 75), May 2013

National-Louis University, Chicago, Illinois
Master of Education in Curriculum and Instruction, concentration in Mathematics, August 2008

Varna University of Economics, Varna, Bulgaria
Bachelor's Degree in Business Administration, September 2000
Major: Finance Minor: Advanced Mathematics

Professional Experience

Chicago Public Schools

Bernhard Moos Elementary School

Middle School Mathematics Teacher Leader August 2006 to Present

- Develop and deliver long-term unit plans based on backwards design, IB, and the Common Core Standards.
- Develop and implement an effective classroom management system.
- Actively participate in ongoing professional development workshops and discussions.
- Created and currently lead a morning math tutoring program open to all students from sixth through eighth grades.
- Completed training in Common Core Standards in Mathematics and IB.
- Featured in DePaul University documentary about integrating the reading strategies for comprehension, predicting, self-questioning, summarizing, and evaluation in Algebra.
- Develop and lead quarterly Math Symposiums and Math Debates.
- Implement various advanced curricula, such as IB Mathematics, Singapore Math and Eureka.
- Integrate computer science and coding in Algebra.
- Maintain continuous student performance and progress data for all students in seventh and eighth grade.
- Implement new research-based best practices and approaches that improve mathematics teaching and learning.
- Assist teachers in obtaining and implementing community and technological resources in daily math instruction.
- Communicate effectively within the educational community and with parents on a regular basis regarding the progress and success of all students.
- Support teachers in aligning math instruction with the Common Core Standards and the NWEA learning continuum.

Algebra I Teacher

August 2011 to Present

- Teach Algebra I to an advanced level class.
- Apply innovative approaches to develop students' mathematical habits of mind.

Participate regularly in CME Project Algebra I workshops and meetings.

Analyze underlying instructive ideas and address practical implementation issues such as pacing, differentiation, and assessment.

IB Leadership Team Member

August 2014 to Present

Manage the process of mathematics curriculum review and development to ensure continuing MYP quality standards.

Review the implementation of MYP subject guides by colleagues.

Review current educational resources, from national and international sources to ensure the development of quality and relevant math units.

Develop lessons that integrate the study of real-world issues and alternative forms of assessment.

Collaborate with math and science teachers and the IB coordinator to develop and monitor a scope and sequence that meets all of the required aims and objectives of the MYP.

Prepare and provide documentation of student progress to the parents as assessed with the IB Criteria.

Attend ongoing IB trainings and workshops in order to continue the development of the program and increase its effectiveness.

Conduct independent research and gather additional resources to fully develop units meeting the requirements of IB MYP.

Work closely with the IB coordinator to ensure all requirements of the program are being met.

ILT Member and Grade Level Team Leader

August 2010 to Present

Use data to improve instruction and student achievement.

Work with an instructional leadership team to assess school needs through analysis of implementation data and student outcomes to develop goals.

Assist in developing and implementing school improvement plans.

Experience and proficiency in "Backwards Design" and research-based educational practices.

Demonstrate commitment to outcome-based accountability, data-driven decision-making, differentiated instruction, and continuous adult learning.

Provide hands-on, school-based, and project-based training of adults.

LSC Teacher Representative and Principal Selection Committee Chair

August 2010 to August 2014

Helped develop, approve, and monitor the school's budget and approved allocation of funds and resources.

Helped develop, approve, and monitor the school improvement plan (SIP).

Evaluated the principal.

Created and published a principal position advertisement in the Chicago Public Schools Bulletin.

Developed interview questions and interviewed candidates for a principal position.

After School All-Stars (ASAS) Coordinator

September 2009 to June 2014

Served as the liaison to the Office of Student Support & Engagement.

Managed program recruitment and registration and organized and maintained ASAS schedule.

Facilitated the use of supply stipends and accounted for instructor funds throughout the program.

Collected and recorded student attendance using Cityspan.

Summer Bridge Differentiation Facilitator Administrator

June 2010 to August 2010

Programmed students into the classrooms with content and teachers that are most appropriate to student's academic needs.

Assessed incoming student data, including SAT10 results, grades by subject, and attendance.

Identified opportunities to provide pull out services to students and created computer lab schedule to accommodate on-line options.

Managed all pre and post-assessments at all grade levels.

Supported the local analysis of program effectiveness through P12 management.

Created a student portfolio of assessment results to demonstrate student progress.

Oversaw implementation of curriculum logistics for the assigned Summer Bridge site.

Chicago Public Schools

Mathematics Facilitator, Network 5

Common Core Mathematics Teacher Facilitator for Network 5

June 2011 to June 2014

Designed and facilitated professional development for middle school and high school math teachers.

Served as an additional resource to Network 5 math teachers in planning and developing math units.

Participated in school reviews and provided training support for various diagnostic and summative district assessments.

Developed and organized a project-based, student-centered math curriculum that met state and district standards.

Analyzed student data to drive instruction and develop formative, summative, and authentic assessments, including the use of rubrics, to evaluate student progress and adapt individual programs to meet the needs of all students.

Worked cooperatively with other personnel to improve instructional programs and the overall operation of the school.

Computer Skills

Proficient in Microsoft Office XP, Microsoft Word, Excel, PowerPoint, Access, and Outlook

Proficient in Desktop Publishing, Database, Telecommunications, and Quicken; Trained in CODE

Other Skills, Abilities and Awards

Fluent in English, Bulgarian and Russian, Proficient in German

2017 Golden Apple Award finalist

Professional Online Portfolio

www.portfoliogen.com/ninat Passcode: Monty

Educator Website

<http://nnusbaum.weebly.com>

Caitlyn Raquet
caitlyn.raquet@gmail.com
532 West Roscoe #465, Chicago IL, 60657 Phone: 224-639-3577

Education

Loyola University Chicago – Chicago, IL Graduated in May of 2015

- Master of Social Work with dual specializations in Children & Families and Schools
- Cumulative GPA of 3.7 on a 4.0 scale

Iowa State University – Ames, IA Graduated in May of 2013

- Bachelor of Arts in Psychology
- Minor in French

Certifications

Illinois School Board of Education

- Professional Educator License (Type 73) as of July 2015

Department of Children and Family Services

- Completion of the five-week training course as a Child Welfare Worker

Crisis Prevention Intervention (CPI Trained)

- As of April 2015

MENTA Trained

- As of October 2016

Licensed Social Worker

- LSW examination to be taken in February of 2017
- Currently receiving supervision hours for LCSW

Related Experience

ECHO School and Satellite – South Holland, IL July 2016 – Present
School Social Worker

- Manage a case load of 78 students ages 7 through 18
- Facilitate classroom lessons regarding the ZONES of Regulation curriculum
- Oversee and case manage 6 classrooms of self-contained special education students
- Management and updates of Behavior Intervention Plans with support staff
- SDA and case study completion
- Close collaboration with school psychologist, speech and language pathologists, occupational therapists and special education teachers in planning groups as well as RTI
- PBIS implementation
- Experience with using Easy IEP, administration of the Vineland II and the DASH-3

Betsy Ross Elementary School – Forest Park, IL October 2015 – March 2016
School Social Worker

- Managed a caseload of 15 students individually, Kindergarten through 8th grade
- Facilitated a variety of group work both with general education and special education
- Experience in FBA, BIP and SDA writing, updates regarding goals
- Active in IEP initial, annual and re-evaluations
- Second Step curriculum and PBIS implementation within the classroom to entire student body of 160 students
- Continuous collaboration with Speech and Language Pathologist, School Psychologist, ABA, outside therapists, teachers and parents

Children's Home and Aid – Des Plaines, IL May 2015-September 2015
Foster Care Case Manager

- Attended to a case load of 8 families
- Create service plans for each family annually
- Participate in home visits at the residence of the foster parents as well as the biological parents
- Attend court hearings regarding the goal to return home

Family Rescue Auxiliary Board – Chicago, IL

July 2014-October 2016

Junior Board Member

- Implement and organize fundraising events to raise awareness for those who are victims of domestic violence

John Hersey High School – Arlington Heights, IL

August 2014-June 2015

Intern

- Participated in group work with Social Thinking curriculum
- Managed a case load of 10 individual students
- Researched and implemented a re-entry group for those students who had been hospitalized
- Experience in FBA, BIP and SDA writing
- Active participation in IEP meetings and working with Special Education team members
- Administration of the BASC-2
- Familiarity with Infinite Campus

SGA Youth and Family Services – Chicago, IL

August 2013-May 2014

Intern

- Worked with the Chicago Public School system at Ward and Tilton Elementary
- Conducted group anger coping and trauma sessions with the 3rd through 8th grade population

Department of Psychology – Ames, IA August 2012 – May 2013

Research Assistant

- Collected and entered data
- Assisted in running experiments with participants over the fall semester of 2012
- Worked in the lab 6 hours a week under Susan Cross, Ph.D.

Children’s Cancer Connection – Des Moines, IA May 2012 – August 2012

Intern

- Organized summer camps and events for children who have battled or are currently battling cancer
- Implemented a week-long summer camp for the siblings of those who are battling cancer as well as other various activities
- Interacted with the children while they wait for treatments at the hospital as well as their families

Volunteer Experience

Ann and Robert H. Lurie Children’s Hospital – Chicago, IL

July 2015 – Present

Weekend Volunteer

- Volunteer in the oncology/hematology department
- Interact and play with children of all ages in inpatient and outpatient playrooms
- Facilitate age appropriate playgroups
- See patients on an individual basis at the bedside

Healing Haiti – Port Au Prince, Haiti

June 2015, July 2016, June 2017

Volunteer

- Delivered food and water to villages
- Spent time at various orphanages and hospitals with children of all ages
- Assisted in caring for the elderly

Equestrian Connection - Lake Forest, IL

July 2012 – May 2015

Sidewalker

- Assisted instructor and rider with half-hour equine therapy sessions with children and adults who have both physical and mental disabilities consisting of but not limited to: Autism, Down Syndrome, Quadriplegic, ADHD

Special Skills

French Language (Fluent)

- 8 years of French courses from high school through undergraduate studies

References

Ernestine Robinson – School Social Worker at ECHO School

Sharis Sienkowski – Special Education Teacher at ECHO School

Maria Costenero - Special Education Teacher at Betsy Ross

Pauline Norton - Operations Management at Advocate Health Care

Liz Daley – Speech and Language Pathologist at Betsy Ross

Phone: 708-539-1018

Phone: 630-479-7768

Phone: 630-347-3427

Phone: 847-567-1473

Phone: 773-704-3011

Lindsey Heller

1501 Hemlock Knoll, Northbrook, IL 60062, 847-370-5215, Lindsey.R.Heller@gmail.com

Objective

Seeking a full time placement as a K-6 general education or K-12 special education teacher.

Education

Indiana University, Bloomington, Indiana

Graduated May 2014

Elementary and Special Education Major: Experience with Inclusion, Response to Intervention (RTI), and Positive Behavior Intervention Supports (PBIS)

Cumulative G.P.A. of 3.7/4.0

Certification

- Illinois Professional Educators License in Self Contained General Education Elementary Education, Learning Behavior Specialist I
Licensed August 2014
- Indiana Initial Practitioner in Mild Interventions Primary, Mild Interventions Intermediate, Elementary Primary, Elementary Intermediate
Licensed August 2014

Teaching Experience

Eugene Field School- CCSD 21, Wheeling, Illinois

August 2015-Present

- Kindergarten-5th Grade Special Education Teacher (.5 FTE)
- Responsible for carrying out lesson plans in Spanish
- Push in and out reading, math, writing, and social emotional support
- Delivered tier two and tier three services.
- Responsible for writing individualized education plans, behavior intervention plans and carrying out all special education paperwork duties.

Lincoln School-North Shore School District 112, Highland Park, Illinois

August 2014-June 2015

- K-5 special education teacher (.5 FTE)
- Push in and pull out reading, math, and writing support
- Delivered tier two and tier three services
- Responsible for writing individualized education plans, behavior intervention plans and carrying out all special education paperwork duties.

Lincoln School-North Shore School District 112, Highland Park, Illinois

August 2014-June 2015

- K-2 Special Education Paraprofessional in the Social Academic Integrated Learning Program (.5 FTE)
- Self-contained special education behavior classroom
- Responsible for carrying out and writing lesson and behavior intervention plans.
- Implemented student behavior intervention plans in the general education setting.

Student Teaching

Binford Elementary School, Bloomington, Indiana

January 2014-May 2014

- Student taught first eight weeks in a general education third grade classroom and second eight weeks in a third and fourth grade special education classroom.
- Student taught a class of 26 third graders in the general education setting and work with 10 students that need special education services
- Planned and taught lessons in the subject areas of reading, writing, math, social studies and science

Relevant Work Experience

Middle School Head Basketball and Assistant Volleyball Coach

October 2016-Present

Maple School, Northbrook, Illinois

- Head 6th grade boy's basketball coach and assistant 6th grade boy's volleyball coach

- Responsible for making practice plans, taking players to and from games, teaching sportsmanship and how to be a part of a team, as well as how to better themselves as players.

High School Assistant Tennis Coach

August 2014-Present

Glenbrook South High School, Glenview, Illinois

- Head freshman tennis coach for girls team.
- Assistant coach for the girls varsity tennis team
- Responsible for making practice plans, taking the players to and from matches, teaching sportsmanship and how to be a part of team.

Tutor

2014-Present

- I tutor students K-12 in their curriculums and provide instruction in IEP goals.

Tennis Instructor

2006-Present

Northbrook Racquet Club, Northbrook, Illinois

- Responsible for organizing and implementing the junior tennis programs
- Taught private and group lessons to all ages (Tots-Adult Leagues)

Volunteer Work

Special Kids Network Charity Event, Chicago, Illinois

Summer 2010-2013

- Assisted in a golf and tennis tournament event to raise money for children and young adults with special needs

Sneaker Week at Baker Demonstration School, Wilmette, Illinois

May 2013

- Developed lesson plans for tennis instruction and taught 30 children how to balance athletics and academics
- Coached tennis drills to the students

Martin Luther King Junior Day, Boys' and Girls' Club, Bloomington, Indiana

January 2013

- Organized activities and lessons to teach children about Martin Luther King Junior and the Civil Rights Movement
- Participated in a service learning project with the children at Boys' and Girls' Club

Saturday Science at Indiana Education School, Bloomington, Indiana

October 2012

- Taught 20 students, grades first through sixth, science lessons
- Created and implemented my own science lesson plans and activities

Leadership and Honors

Captain, Glenbrook North High School Varsity Tennis Team

Fall 2009

Member, Indiana University Honor Society

Spring 2013-Present

Member, Kappa Delta Pi International Education Honor Society

Fall 2011- Present

Member, Pi Lambda Theta Education Honor Society

Fall 2011- Present

Member, Phi Eta Sigma National Honor's Society

Fall 2011-Present

Member, Student Council for Exceptional Children

Spring 2011-Present

Member, The National Society of Collegiate Scholars

Fall 2010-Present

Relevant Skills

Computer Skills: Windows XP, Excel, Microsoft Word, Powerpoint, Outlook Express, Prezi, special education programs, and internet applications (Google pages, Google Docs, Google Groups, etc.)

References

Mrs. LaVonne Knapstein
Principal- Eugene Field School
51 St. Armand Lane
Wheeling, Illinois 60090
(847)-520-2780
lavonne.knapstein@ccsd21.org

Vicki Moran
Special Education Teacher-Eugene Field
51 St. Armand Lane
Wheeling, Illinois 60090
(847)-361-0545
vicki.Moran@ccsd21.org

Cara Macchia
Psychologist-Eugene Field School
51 St. Armand Lane
Wheeling, Illinois 60090
(630)-802-1471
cara.Macchia@ccsd21.org

Paola Pichardo
4th Grade Bilingual Teacher-Eugene Field
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Social Worker-Eugene Field School
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Special Education Teacher-Eugene Field
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Instructional Assistant-Eugene Field School
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Katherine Jardine
Self-Contained Special Education Teacher-
Lincoln School
711 Lincoln Avenue
Highland Park, Illinois
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Steve Rockrohr
Glenbrook South High School Athletic
Director
4000 West Lake Avenue
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847-486-4425
srockrohr@glenbrook225.org

Karen Reyes
2nd Grade Teacher-Winkelman School
1919 Landwehr Road
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(312)-203-1884
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District 225 Superintendent
3801 West Lake Avenue
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Marco Ciotti
Tennis Professional at Northbrook Racquet
Club
2995 Dundee Road
Northbrook, Illinois 60062
(847)-877-1181

Jim Doessel
Head Instructor at Northbrook Racquet Club
2995 Dundee Road
Northbrook, Illinois 60062
(847) 498-2520

Tina Bishop
Special Education Resource
Teacher-Field Middle School
3131 Techny Road Northbrook,
Illinois 60062 (847)-722-3851
Tbishop@district31.net

ANNA HEALY

1120 WAYNE AVENUE, DEERFIELD, IL, 60015
(224)639-0839 - AEHEALY2@GMAIL.COM

OBJECTIVE

To serve students and families in the area of Special Education, where I can apply my knowledge and dedication to motivate students to achieve their full potential.

EDUCATION

Concordia University, Chicago, IL March 2016-Present
Anticipated Masters of Arts in Curriculum and Instruction
Anticipated Endorsement in English as a Second Language

University of Illinois, Urbana-Champaign May 2015
Bachelors of Science in Special Education
Professional Education License, Learning Behavior Specialist I

TEACHING EXPERIENCE

Community Consolidated School District 62, Des Plaines, IL August 2015 - Present

7th Grade Special Education Resource Teacher, Chippewa Middle School

- Created and implemented Individualized Educational Plans and Behavioral Intervention Plans and facilitated meetings with parents and support staff
- Collected data and provided assessments to monitor progress towards individual goals
- Regularly collaborated with student service providers to support students in all areas
- Implemented instruction and monitored progress using STARs and CARs curriculum
- Collaborated and co-taught with general education teachers in ELA, Social Studies, and Science to modify curriculum, provide accommodations, and meet the needs of diverse learners
- Taught 7th grade instructional Social Studies and created and modified district unit plans to meet the needs of students
- Planned and implemented lessons according to Common Core Standards and Best Practices
- Used MAP data to differentiate instruction and flexibly group within my class
- Implemented questioning strategies according to the four subcategories of MAP data and Bloom's Taxonomy
- Utilized authentic formative and summative assessments: criteria for success, self-assessment, and projects
- Created and facilitated 7th grade behavioral intervention group focusing on mindful learning to address the social and emotional needs of students

EARLY FIELD EXPERIENCE

Centennial High School, Champaign, IL, *Student Teacher* January-May 2016

- Fully took over in a functional life skills setting consisting of 16 students ranging in age from 14-18 years old
- Managed feeding and toileting needs of medically fragile students
- Instructed paraprofessionals on proper techniques to life and transfer students
- Implemented desecrate trials using the Links Autism Support program and designed effective teaching strategies and data collection methods to continuously monitor student progress
- Created a daily schedule and organized community instruction for students and staff based on individual student goals and objectives
- Collaborate with related service providers and parents to write, monitor and facilitate students IEPs in compliance with ISBE

- Attend weekly district professional development meetings
- South Side Elementary School, Champaign, IL, *Practicum Student* August 2014-December 2014
- Lincoln Elementary School, Monticello, IL, *Practicum Student* January 2014-May 2014
- Urbana Middle School, Urbana, IL, *Practicum Student* August 2014- December 2013

RELEVANT EMPLOYMENT HISTORY

- Deerfield Park District Pool Supervisor Summer 2016
- Deerfield Park District Pool Manager Summer 2014- Summer 2015
- New Horizon Church Day Care Center January 2013- June 2013
- Deerfield Park District Head Lifeguard Summer 2009- 2013
- Deerfield Park District After School Care Counselor September 2008- June 2011

OGRANIZATIONS

- Philanthropy Officer, Kappa Alpha Theta, University of Illinois December 2012- December 2013
- Autism Speaks U, University of Illinois, *Outreach Committee* January 2012- June 2014
- Philanthropy Committee, Kappa Alpha Theta, University of Illinois January 2012- May 2012

COMMUNITY INVOLVEMENT AND LEADERSHIP

- Autism Speaks to Young Professionals, Chicago, IL February 2017- Present
- Centennial High School Special Olympics Track, Champaign, IL, *Volunteer* February- June 2015
- Special Olympics Track and Field, Champaign, IL, *Volunteer* January-June 2014
- Champaign Urbana Special Recreation, *Volunteer* January- June 2014
- Booker T. Washington Stem Academy, Champaign, IL, *Volunteer* October 2011- April 2012
- Mechanics Grove Elementary School, Mundelein, IL, *Volunteer* December 2011
- Deerfield High School, Deerfield, IL, *Senior Teacher* August 2010- June 2011
- Special Olympics Event, Deerfield High School, *Score Keeper/ Coach* January 2009, 2010, 2011

PROFESSIONAL DEVELOPMENT

- Masters in Curriculum and Instruction and Endorsement in English as a Second Language, Concordia University March 2016- Present
- Predictive Assessment of Reading (PAR) Report Training October 2016
- Restorative Justice and Behavior Management Strategies, Dr. Char Myklebust September 2016
- CPI Initial Training February 2016
- Assignments Matter: Making Connections so that Students meet Standards September 2015
- Co-teaching training seminar, Dr. Patrick Schwarz August 2015

TECHNOLOGY SKILLS

- Proficient in using the following during instruction: Document Camera, LCD Projector, Laptops, iPad, Flip Camera
- Delivered instruction and interventions using MobyMax and the Unique Learning System
- Proficient in Microsoft Office applications: Word, PowerPoint, Excel, Publisher, and Access
- Proficient in MAC and Windows
- Proficient in Google Docs

REFERENCES

Rachel Wheeler - University Supervisor - (217) 714-1858 - rewheele@illinois.edu
 Courtney Davies - Cooperating Teacher - (630) 291-5264 - daviesco@champaignschools.org
 Mary Rhodes - Cooperating Teacher - (217) 762-8511 - rhoma@sages.us

Sarah M. Kantor

Skantor92@gmail.com

(847)814-4778

485 Satinwood Terrace
Buffalo Grove, IL 60089

Education:

Bradley University
College of Education and Health Sciences
Bachelor of Science

December 2014

Work Experience:

Rolling Acres Middle School, Peoria IL
7th and 8th Grade Science Teacher

January 2015-Present

- Facilitated learning through digital lessons within the Science Fusion curriculum
- Encouraged student led learning in reading and mathematics intervention classes
- Organized inquiry based projects to assist students with knowledge and understanding of circuits and energy
- Produced a classroom website to encourage parental involvement and tutored students after school
- Reorganized science lab to incorporate group work amongst students
- Established a positive learning environment and differentiated labs for students with Autism

Proctor Center, Peoria IL

Summers 2011-2014

Reading and Science Teacher

- Created and implemented reading and science curricula
 - Engaged students in hands-on learning
 - Taught swimming, cheer, gymnastics, basketball, and baseball lessons
-

Leadership:

PBIS- Positive Behavior Incentive System

- Collaborated with staff throughout the school
- Created and implemented positive incentives for students grades 5-8

Kagan Workshop

- Implemented collaborative learning techniques into classroom setting
- Created brain breaks for students during block schedules

S.T.E.A.M Project Leader– Science, Technology, Engineering, Art, and Mathematics

- Facilitated discussions on physics and created graphs of the launch
- Incorporated new vocabulary throughout the project
- Students created blue prints and built catapults

Gardening Club

- Cultivated a learning opportunity for students in an inner city
- Provided varieties of plants for students to grow and nurture
- Lead discussions on plant growth

Dance Coach

- Lead dance team to 2nd place at competition
- Provided a positive after school environment

Cheerleading Coach

- Fostered an environment for self-discipline
 - Modeled healthy life style choices
 - Created cheers and floor routines for both male and female basketball seasons
-

Certifications and Awards:

- Community Foundation and PPS Foundation Grant Recipient
- K-9 Self Contained
- Middle School 5-8 Certified in General Science
- Middle School 5-8 Certified in Language Arts

October 2015

Salvatore Ingratta

4958 W. Argyle Street, Chicago, Illinois 60630

(708)-897-6484 · Ingrsalv@gmail.com

Objective Obtain and effectively carry out a teaching position in secondary level education while implementing a unique, meaningful, and intriguing approach to history and special education.

Education **National Louis University, Chicago, Illinois** **June 2013**
Endorsement: Learning and Behavioral Specialist (LBS1)

Dominican University, River Forest, Illinois **May 2011**
Bachelor of Arts in Teaching
License: Type09
Endorsements: Social Science Middle School and High School History

Relevant Experience

John V. Leigh School District 80, Norridge IL **August 2016-June 2017**
Special Education Teacher

- Collaborate with general education teachers to adapt curriculum for students with IEP accommodations and modifications
- Organize and lead junior high special education problem solving meetings
- Coordinated with the high school special education department to support successful high school transitions
- Collaboratively teach 8th grade language arts
- Teach self-contained language arts, math and executive functioning skills classes for a caseload of 9 students
- Implement behavior plans and support staff with evidenced based behavioral strategies
- Train and supervise classroom assistants to provide support for students in general education classes

Theodore Roosevelt High School, Chicago IL **January 2015-June 2016**
Special Education Teacher

- Created SMART goals and lead IEP meetings for a caseload of 13 students
- Collaboratively taught with general education teachers in Chemistry, English, Math and Social Studies
- Taught World History (summer school) and self-contained Algebra 1 courses
- Created lessons and organize materials as a member of the Advisory Committee
- Highly qualified in Math and Language Arts

Camelot Therapeutic Day School of Naperville, Naperville IL **November 2013-January 2015**
Special Education Teacher

- Collaborated with a multi-disciplinary team (vocational staff, social worker, speech and occupational therapist).
- Created SMART goals for academic and functional progress for a caseload of ten students
- Taught U.S History, Algebra, Business and General Math, English, Music Appreciation and Life Skills
- Certified and trained in Therapeutic Crisis Intervention
- Trained staff on implementing technology in the classroom
- Collaborated with Vocational team to offer volunteer or work related opportunities for students

John V. Leigh School District 80, Norridge IL **October 2011-October 2013**
Junior High Cross Categorical Assistant and Substitute Teacher

- Guided students in intervention program to increase reading level and comprehension
- Provided support in organization skills and study techniques

Summer School Teacher **June 2013**

- Collaboratively teach Literacy and Math to thirty second and third grade students

Cross Country Coach **August-October 2013**

- Supervised 20 junior high students
- Organized and plan events with the Coach Committee

Leaning Tower YMCA, Niles IL **2006-2012**

YMCA Childcare Counselor and Unit Leader

- Developed strong management skills and flexibility to work with staff
- Created lesson plans, newsletters and organized volunteer experiences

Student Teaching Experience

Maine South High School, Park Ridge Illinois **February 2011-May 2011**
Grades 9th & 11th, World and American History

- Developed, planned and organized lessons for multiple classrooms that included a total of 110 students

Angie Cha

392 Cobbler Lane ~ Buffalo Grove, IL, 60089 ~ (847) 946 - 6074 ~ angiehcha2@gmail.com

CAREER OBJECTIVE

To obtain a teaching position that allows me to inspire students to succeed while demonstrating my passion for teaching.

EDUCATIONAL PREPARATION

Bachelor of Science, Elementary Education, University of Illinois Urbana-Champaign IL

Expected: May 2017

Concentration in Mathematics; Middle school endorsements in Mathematics, Language Arts, General Science, and Social Science.

Licensure: Professional Educator License in Elementary Education K-8

GPA: 3.67/4.00

PROFESSIONAL EXPERIENCE

Student Teacher, Maple School, District 30, Northbrook, IL (6th grade math)

Spring 2017

- Constructed lesson plans that met the needs of every student through differentiation.
- Monitored student progress and growth using Common Core aligned formative and summative assessments, to inform instruction.
- Built a rapport with students and parents, by providing a safe learning environment and communicating with parents.
- Attended IEP meetings/conferences and collaborated with members of the team to create and discuss annual goals for students.
- Used differentiated instruction that insured all students were maximizing potential learning.
- Participated in Second Step discussions with students, a curriculum focused on social emotional learning.
- Maintained and recorded 70 report cards, while participating in Parent Teacher Conferences.
- Planned with teammates to create weekly lesson plans with content objectives, formative/summative assessments, and activities that align with the Common Core.
- Built positive relationships with students through interactions and conversations inside and outside of the classroom, attending sporting events, scholastic bowls, and PTO events to show genuine interest in their personal endeavors.
- Integrated technology cross-curricular as a supplemental resource.
- Motivated students into answering critical thinking questions such as the “why” and “how do you know?”.

Student Teacher, Southwest Elementary School, District 118, Danville, IL (1st grade)

Fall 2016

- Designed lesson plans implemented during my takeover.
- Individualized guided reading lessons for tier-3 students during literacy centers.
- Administered AR reading tests as well as STAR tests.

Teacher Aide, Lincoln Trail Elementary School, District 3, Mahomet, IL (3rd grade)

January - May 2016

- Planned individualized lesson plans including hands-on activities in science, math, and reading.
- Supported tier-2 students during meeting groups focused on reading comprehension and fluency.
- Created student assessments related to state standards and used assessments for planning.

Teacher Aide, Martin Luther King Elementary School, District 116, Urbana, IL (4th grade)

August 2015 - December 2015

- Assisted the teacher in a 4th grade classroom by reinforcing instruction, especially with students who were below level.
- Taught four individualized lessons while incorporating differentiated activities based on reading levels.
- Maintained classroom management and provided extra support around the classroom.

Teacher Aide, Daniel Wright Junior High School, Lincolnshire, IL (6th-8th grade)

November 2013 - January 2014

- Supported students with special needs in mathematics and language arts, grades 6-8.
- Conducted small group activities on mathematics and reading fluency.

RELATED EXPERIENCES

Camp Counselor/Supervisor, Lifetime Fitness, Vernon Hills, IL

Summer 2011 - Present

- Responsible for overall direction, organization, supervision and financial successes of summer camp program, including 120 children ages 4-14.
- Interview, hire, train and manage 60 camp counselors.
- Communicate with parents in a professional manner.
- Create and distribute weekly lesson plans to staff and families.

Tutor, Vernon Hills, IL

Spring 2017

- Worked individually with children ages 5 and 8 on reading, phonics, and mathematics.

- Simulated sequence/place value concepts through differentiated activities.

UMS After School Leader, SPLASH Program, Urbana Middle School, District 116, Urbana, IL

August 2013 - December 2015

- Supported students from 6th-8th grade with homework in all subjects.

HONORS & ORGANIZATIONAL INVOLVEMENT

- Dean's List at University of Illinois Urbana-Champaign
- James Scholar at University of Illinois Urbana-Champaign (Top 20% of the College of Education)
- Peggy Elaine Grein Scholarship Recipient (Awarded for high moral character and commitment to education)
- Kappa Kappa Gamma, sorority, Academic Committee
- Epsilon Delta, a professional teaching organization
- Best Buddies, an organization working with members who have special needs
- Vis a Vis, a tutoring organization, Volunteer, Coordinator, and Publicity Chairman



LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103
TEACHER CONTRACT

7th Grade Science
FTE: 1.0

<u>TEACHER</u>	<u>DEGREE</u>	<u>LANE</u>	<u>STEP</u>	<u>TRS SALARY</u>
Kantor, Sarah	BS	1	3	\$47,447.00

AGREEMENT MADE THIS **16th DAY OF May, 2017** between the Board of Education of Lincolnshire-Prairie View School District 103, Lake County, Illinois, hereinafter called the BOARD, and

Sarah Kantor
hereinafter called the TEACHER*
W I T N E S S E T H

A. EMPLOYMENT:

1. The BOARD hereby employs **Sarah Kantor** as a legally qualified teacher, who holds a valid teaching certificate issued by the Illinois State Teacher Certification Board, with such powers and duties in that connection as may be fixed by the BOARD in this contract and in its policies, rules, and regulations. The employee shall work the days specified in the attached calendar.
2. The BOARD shall pay to the TEACHER a salary of **\$47,447.00** for the term commencing **August 24, 2017**, in equal installments twice a month for a period of **twelve months (24 pay periods)**.
3. The BOARD shall indemnify and protect the TEACHER against civil rights damage claims and suits, constitutional rights damage claims and suits, and death, bodily injury, and property damage claims and suits, including the defense thereof, when damages are sought for negligent or wrongful acts alleged to have been committed in the scope of employment or under the direction of the BOARD.
4. During each school year the principal shall file for non-tenured teachers the District 103 Teacher Evaluation Form on or about December 15 and March 15 with the superintendent and provide the TEACHER with a copy of the completed evaluation.
5. Each newly hired TEACHER shall submit evidence of physical examination to the BOARD prior to the beginning of the school year.
6. The TEACHER shall notify the BOARD of any changes in the TEACHER'S certification status, any credit hours that he/she may have earned, and any academic course work that he/she has undertaken and completed.

B. TEACHER DUTIES:

1. The TEACHER agrees to devote effort to the development and implementation of the educational program of the BOARD.
2. The TEACHER shall be required to fulfill all requirements as specified in the Board Policy Handbook and the rules and regulations of The School Code of Illinois as from time to time in effect.
3. The TEACHER shall keep an accurate register of the daily attendance for each assigned pupil enrolled in the school, and shall make such other reports and keep records as required by the laws of the State of Illinois, the BOARD, or the administration.
4. The TEACHER shall be responsible for and deemed to have knowledge of all the rules, regulations, and policies established by the BOARD, and shall carry out duties prescribed therein. Copies of the Board Policy Handbook shall be available in each school office and school library.

C. MASTER CONTRACT:

The TEACHER agrees to be bound by the Master Contract and acknowledges receipt of a copy thereof.

D. TERMINATION:

1. In the event the TEACHER violates any of the provisions of this contract, or fails to perform the services and duties required of him/her, or violates the rules and regulations of the BOARD, or otherwise gives cause for his/her discharge, this contract shall be terminated, subject to the provisions of the School Code of Illinois. Rights of due process shall be granted where applicable.
2. In the event the TEACHER shall be dismissed by the BOARD or shall have his/her certificate suspended, revoked, or canceled by the Regional Superintendent of Schools or the State Teachers' Certification Board, the TEACHER shall not be entitled to receive any compensation from and after the date of such dismissal, suspension, revocation, or cancellation.

E. PART-TIME TEACHER ATTENDANCE EXPECTATIONS:

Part-time teachers are required to attend each full-day District institute day; they are responsible to conduct parent-teacher conferences in an amount of time proportionate with their FTE equivalent, although it does not necessarily have to be on the designated days (by mutual agreement with the building principal and/or supervisor). Part-time employees are not required, but are invited, to come to a staff meeting if it falls on a day or time when they are not required to be in attendance. They are, however, responsible for the content of the meetings. Part-time teachers who are not scheduled to work on early-release days are invited to attend these events. This information will be included in the staff assignment letters which are prepared by the Business Office.

F. NOTICE:

All notices under this contract shall be deemed properly served if given in writing and served upon the TEACHER and the President of the BOARD personally or by certified mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the TEACHER in writing.

Pursuant to an AYE and NAY vote taken and recorded at a lawful meeting of the said BOARD, this contract is executed in duplicate this **16th day of May, 2017.**

President, Board of Education

I accept the contract tendered me in the foregoing and agree to all terms, conditions, and requirements therein set forth.

Teacher

Street

City State Zip

Date



LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103
TEACHER CONTRACT

3-5 Social Worker
FTE: 1.0

<u>TEACHER</u>	<u>DEGREE</u>	<u>LANE</u>	<u>STEP</u>	<u>TRS SALARY</u>
Herman, Sarah	MS	6	10	\$67,524.00

AGREEMENT MADE THIS **16th DAY OF May, 2017** between the Board of Education of Lincolnshire-Prairie View School District 103, Lake County, Illinois, hereinafter called the BOARD, and

Sarah Herman
hereinafter called the TEACHER*

W I T N E S S E T H

A. EMPLOYMENT:

1. The BOARD hereby employs **Sarah Herman** as a legally qualified teacher, who holds a valid teaching certificate issued by the Illinois State Teacher Certification Board, with such powers and duties in that connection as may be fixed by the BOARD in this contract and in its policies, rules, and regulations. The employee shall work the days specified in the attached calendar.
2. The BOARD shall pay to the TEACHER a salary of **\$67,524.00** for the term commencing **August 24, 2017**, in equal installments twice a month for a period of **twelve months (24 pay periods)**.
3. The BOARD shall indemnify and protect the TEACHER against civil rights damage claims and suits, constitutional rights damage claims and suits, and death, bodily injury, and property damage claims and suits, including the defense thereof, when damages are sought for negligent or wrongful acts alleged to have been committed in the scope of employment or under the direction of the BOARD.
4. During each school year the principal shall file for non-tenured teachers the District 103 Teacher Evaluation Form on or about December 15 and March 15 with the superintendent and provide the TEACHER with a copy of the completed evaluation.
5. Each newly hired TEACHER shall submit evidence of physical examination to the BOARD prior to the beginning of the school year.
6. The TEACHER shall notify the BOARD of any changes in the TEACHER'S certification status, any credit hours that he/she may have earned, and any academic course work that he/she has undertaken and completed.

B. TEACHER DUTIES:

1. The TEACHER agrees to devote effort to the development and implementation of the educational program of the BOARD.
2. The TEACHER shall be required to fulfill all requirements as specified in the Board Policy Handbook and the rules and regulations of The School Code of Illinois as from time to time in effect.
3. The TEACHER shall keep an accurate register of the daily attendance for each assigned pupil enrolled in the school, and shall make such other reports and keep records as required by the laws of the State of Illinois, the BOARD, or the administration.
4. The TEACHER shall be responsible for and deemed to have knowledge of all the rules, regulations, and policies established by the BOARD, and shall carry out duties prescribed therein. Copies of the Board Policy Handbook shall be available in each school office and school library.

C. MASTER CONTRACT:

The TEACHER agrees to be bound by the Master Contract and acknowledges receipt of a copy thereof.

D. TERMINATION:

1. In the event the TEACHER violates any of the provisions of this contract, or fails to perform the services and duties required of him/her, or violates the rules and regulations of the BOARD, or otherwise gives cause for his/her discharge, this contract shall be terminated, subject to the provisions of the School Code of Illinois. Rights of due process shall be granted where applicable.
2. In the event the TEACHER shall be dismissed by the BOARD or shall have his/her certificate suspended, revoked, or canceled by the Regional Superintendent of Schools or the State Teachers' Certification Board, the TEACHER shall not be entitled to receive any compensation from and after the date of such dismissal, suspension, revocation, or cancellation.

E. PART-TIME TEACHER ATTENDANCE EXPECTATIONS:

Part-time teachers are required to attend each full-day District institute day; they are responsible to conduct parent-teacher conferences in an amount of time proportionate with their FTE equivalent, although it does not necessarily have to be on the designated days (by mutual agreement with the building principal and/or supervisor). Part-time employees are not required, but are invited, to come to a staff meeting if it falls on a day or time when they are not required to be in attendance. They are, however, responsible for the content of the meetings. Part-time teachers who are not scheduled to work on early-release days are invited to attend these events. This information will be included in the staff assignment letters which are prepared by the Business Office.

F. NOTICE:

All notices under this contract shall be deemed properly served if given in writing and served upon the TEACHER and the President of the BOARD personally or by certified mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the TEACHER in writing.

Pursuant to an AYE and NAY vote taken and recorded at a lawful meeting of the said BOARD, this contract is executed in duplicate this **16th day of May, 2017.**

President, Board of Education

I accept the contract tendered me in the foregoing and agree to all terms, conditions, and requirements therein set forth.

Teacher

Street

City State Zip

Date



LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103
TEACHER CONTRACT

7th Grade Math
FTE: 1.0

<u>TEACHER</u>	<u>DEGREE</u>	<u>LANE</u>	<u>STEP</u>	<u>TRS SALARY</u>
Nusbaum, Nina	MS	6	12	\$71,443.00

AGREEMENT MADE THIS **16th DAY OF May, 2017** between the Board of Education of Lincolnshire-Prairie View School District 103, Lake County, Illinois, hereinafter called the BOARD, and

Nina Nusbaum
hereinafter called the TEACHER*
W I T N E S S E T H

A. EMPLOYMENT:

1. The BOARD hereby employs **Nina Nusbaum** as a legally qualified teacher, who holds a valid teaching certificate issued by the Illinois State Teacher Certification Board, with such powers and duties in that connection as may be fixed by the BOARD in this contract and in its policies, rules, and regulations. The employee shall work the days specified in the attached calendar.
2. The BOARD shall pay to the TEACHER a salary of **\$71,443.00** for the term commencing **August 24, 2017**, in equal installments twice a month for a period of **twelve months (24 pay periods)**.
3. The BOARD shall indemnify and protect the TEACHER against civil rights damage claims and suits, constitutional rights damage claims and suits, and death, bodily injury, and property damage claims and suits, including the defense thereof, when damages are sought for negligent or wrongful acts alleged to have been committed in the scope of employment or under the direction of the BOARD.
4. During each school year the principal shall file for non-tenured teachers the District 103 Teacher Evaluation Form on or about December 15 and March 15 with the superintendent and provide the TEACHER with a copy of the completed evaluation.
5. Each newly hired TEACHER shall submit evidence of physical examination to the BOARD prior to the beginning of the school year.
6. The TEACHER shall notify the BOARD of any changes in the TEACHER'S certification status, any credit hours that he/she may have earned, and any academic course work that he/she has undertaken and completed.

B. TEACHER DUTIES:

1. The TEACHER agrees to devote effort to the development and implementation of the educational program of the BOARD.
2. The TEACHER shall be required to fulfill all requirements as specified in the Board Policy Handbook and the rules and regulations of The School Code of Illinois as from time to time in effect.
3. The TEACHER shall keep an accurate register of the daily attendance for each assigned pupil enrolled in the school, and shall make such other reports and keep records as required by the laws of the State of Illinois, the BOARD, or the administration.
4. The TEACHER shall be responsible for and deemed to have knowledge of all the rules, regulations, and policies established by the BOARD, and shall carry out duties prescribed therein. Copies of the Board Policy Handbook shall be available in each school office and school library.

C. MASTER CONTRACT:

The TEACHER agrees to be bound by the Master Contract and acknowledges receipt of a copy thereof.

D. TERMINATION:

1. In the event the TEACHER violates any of the provisions of this contract, or fails to perform the services and duties required of him/her, or violates the rules and regulations of the BOARD, or otherwise gives cause for his/her discharge, this contract shall be terminated, subject to the provisions of the School Code of Illinois. Rights of due process shall be granted where applicable.
2. In the event the TEACHER shall be dismissed by the BOARD or shall have his/her certificate suspended, revoked, or canceled by the Regional Superintendent of Schools or the State Teachers' Certification Board, the TEACHER shall not be entitled to receive any compensation from and after the date of such dismissal, suspension, revocation, or cancellation.

E. PART-TIME TEACHER ATTENDANCE EXPECTATIONS:

Part-time teachers are required to attend each full-day District institute day; they are responsible to conduct parent-teacher conferences in an amount of time proportionate with their FTE equivalent, although it does not necessarily have to be on the designated days (by mutual agreement with the building principal and/or supervisor). Part-time employees are not required, but are invited, to come to a staff meeting if it falls on a day or time when they are not required to be in attendance. They are, however, responsible for the content of the meetings. Part-time teachers who are not scheduled to work on early-release days are invited to attend these events. This information will be included in the staff assignment letters which are prepared by the Business Office.

F. NOTICE:

All notices under this contract shall be deemed properly served if given in writing and served upon the TEACHER and the President of the BOARD personally or by certified mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the TEACHER in writing.

Pursuant to an AYE and NAY vote taken and recorded at a lawful meeting of the said BOARD, this contract is executed in duplicate this **16th day of May, 2017**.

President, Board of Education

I accept the contract tendered me in the foregoing and agree to all terms, conditions, and requirements therein set forth.

Teacher

Street

City State Zip

Date



LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103
TEACHER CONTRACT

5/6 Social Worker
FTE: 1.0

<u>TEACHER</u>	<u>DEGREE</u>	<u>LANE</u>	<u>STEP</u>	<u>TRS SALARY</u>
Raquet, Caitlyn	MS	6	3	\$55,514.00

AGREEMENT MADE THIS **16th DAY OF May, 2017** between the Board of Education of Lincolnshire-Prairie View School District 103, Lake County, Illinois, hereinafter called the BOARD, and

Caitlyn Raquet
hereinafter called the TEACHER*
W I T N E S S E T H

A. EMPLOYMENT:

1. The BOARD hereby employs **Caitlyn Raquet** as a legally qualified teacher, who holds a valid teaching certificate issued by the Illinois State Teacher Certification Board, with such powers and duties in that connection as may be fixed by the BOARD in this contract and in its policies, rules, and regulations. The employee shall work the days specified in the attached calendar.
2. The BOARD shall pay to the TEACHER a salary of **\$55,514.00** for the term commencing **August 24, 2017**, in equal installments twice a month for a period of **twelve months (24 pay periods)**.
3. The BOARD shall indemnify and protect the TEACHER against civil rights damage claims and suits, constitutional rights damage claims and suits, and death, bodily injury, and property damage claims and suits, including the defense thereof, when damages are sought for negligent or wrongful acts alleged to have been committed in the scope of employment or under the direction of the BOARD.
4. During each school year the principal shall file for non-tenured teachers the District 103 Teacher Evaluation Form on or about December 15 and March 15 with the superintendent and provide the TEACHER with a copy of the completed evaluation.
5. Each newly hired TEACHER shall submit evidence of physical examination to the BOARD prior to the beginning of the school year.
6. The TEACHER shall notify the BOARD of any changes in the TEACHER'S certification status, any credit hours that he/she may have earned, and any academic course work that he/she has undertaken and completed.

B. TEACHER DUTIES:

1. The TEACHER agrees to devote effort to the development and implementation of the educational program of the BOARD.
2. The TEACHER shall be required to fulfill all requirements as specified in the Board Policy Handbook and the rules and regulations of The School Code of Illinois as from time to time in effect.
3. The TEACHER shall keep an accurate register of the daily attendance for each assigned pupil enrolled in the school, and shall make such other reports and keep records as required by the laws of the State of Illinois, the BOARD, or the administration.
4. The TEACHER shall be responsible for and deemed to have knowledge of all the rules, regulations, and policies established by the BOARD, and shall carry out duties prescribed therein. Copies of the Board Policy Handbook shall be available in each school office and school library.

C. MASTER CONTRACT:

The TEACHER agrees to be bound by the Master Contract and acknowledges receipt of a copy thereof.

D. TERMINATION:

1. In the event the TEACHER violates any of the provisions of this contract, or fails to perform the services and duties required of him/her, or violates the rules and regulations of the BOARD, or otherwise gives cause for his/her discharge, this contract shall be terminated, subject to the provisions of the School Code of Illinois. Rights of due process shall be granted where applicable.
2. In the event the TEACHER shall be dismissed by the BOARD or shall have his/her certificate suspended, revoked, or canceled by the Regional Superintendent of Schools or the State Teachers' Certification Board, the TEACHER shall not be entitled to receive any compensation from and after the date of such dismissal, suspension, revocation, or cancellation.

E. PART-TIME TEACHER ATTENDANCE EXPECTATIONS:

Part-time teachers are required to attend each full-day District institute day; they are responsible to conduct parent-teacher conferences in an amount of time proportionate with their FTE equivalent, although it does not necessarily have to be on the designated days (by mutual agreement with the building principal and/or supervisor). Part-time employees are not required, but are invited, to come to a staff meeting if it falls on a day or time when they are not required to be in attendance. They are, however, responsible for the content of the meetings. Part-time teachers who are not scheduled to work on early-release days are invited to attend these events. This information will be included in the staff assignment letters which are prepared by the Business Office.

F. NOTICE:

All notices under this contract shall be deemed properly served if given in writing and served upon the TEACHER and the President of the BOARD personally or by certified mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the TEACHER in writing.

Pursuant to an AYE and NAY vote taken and recorded at a lawful meeting of the said BOARD, this contract is executed in duplicate this **16th day of May, 2017.**

President, Board of Education

I accept the contract tendered me in the foregoing and agree to all terms, conditions, and requirements therein set forth.

Teacher

Street

City State Zip

Date



LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103
TEACHER CONTRACT

1st/2nd Grade Teacher
FTE: 1.0

<u>TEACHER</u>	<u>DEGREE</u>	<u>LANE</u>	<u>STEP</u>	<u>TRS SALARY</u>
Vander Pas, Jennifer	MA	4	7	\$59,308.00

AGREEMENT MADE THIS **16th DAY OF May, 2017** between the Board of Education of Lincolnshire-Prairie View School District 103, Lake County, Illinois, hereinafter called the BOARD, and

Jennifer Vander Pas
hereinafter called the TEACHER*
W I T N E S S E T H

A. EMPLOYMENT:

1. The BOARD hereby employs **Jennifer Vander Pas** as a legally qualified teacher, who holds a valid teaching certificate issued by the Illinois State Teacher Certification Board, with such powers and duties in that connection as may be fixed by the BOARD in this contract and in its policies, rules, and regulations. The employee shall work the days specified in the attached calendar.
2. The BOARD shall pay to the TEACHER a salary of **\$59,308.00** for the term commencing **August 24, 2017**, in equal installments twice a month for a period of **twelve months (24 pay periods)**.
3. The BOARD shall indemnify and protect the TEACHER against civil rights damage claims and suits, constitutional rights damage claims and suits, and death, bodily injury, and property damage claims and suits, including the defense thereof, when damages are sought for negligent or wrongful acts alleged to have been committed in the scope of employment or under the direction of the BOARD.
4. During each school year the principal shall file for non-tenured teachers the District 103 Teacher Evaluation Form on or about December 15 and March 15 with the superintendent and provide the TEACHER with a copy of the completed evaluation.
5. Each newly hired TEACHER shall submit evidence of physical examination to the BOARD prior to the beginning of the school year.
6. The TEACHER shall notify the BOARD of any changes in the TEACHER’S certification status, any credit hours that he/she may have earned, and any academic course work that he/she has undertaken and completed.

B. TEACHER DUTIES:

1. The TEACHER agrees to devote effort to the development and implementation of the educational program of the BOARD.
2. The TEACHER shall be required to fulfill all requirements as specified in the Board Policy Handbook and the rules and regulations of The School Code of Illinois as from time to time in effect.
3. The TEACHER shall keep an accurate register of the daily attendance for each assigned pupil enrolled in the school, and shall make such other reports and keep records as required by the laws of the State of Illinois, the BOARD, or the administration.
4. The TEACHER shall be responsible for and deemed to have knowledge of all the rules, regulations, and policies established by the BOARD, and shall carry out duties prescribed therein. Copies of the Board Policy Handbook shall be available in each school office and school library.

C. MASTER CONTRACT:

The TEACHER agrees to be bound by the Master Contract and acknowledges receipt of a copy thereof.

D. TERMINATION:

1. In the event the TEACHER violates any of the provisions of this contract, or fails to perform the services and duties required of him/her, or violates the rules and regulations of the BOARD, or otherwise gives cause for his/her discharge, this contract shall be terminated, subject to the provisions of the School Code of Illinois. Rights of due process shall be granted where applicable.
2. In the event the TEACHER shall be dismissed by the BOARD or shall have his/her certificate suspended, revoked, or canceled by the Regional Superintendent of Schools or the State Teachers' Certification Board, the TEACHER shall not be entitled to receive any compensation from and after the date of such dismissal, suspension, revocation, or cancellation.

E. PART-TIME TEACHER ATTENDANCE EXPECTATIONS:

Part-time teachers are required to attend each full-day District institute day; they are responsible to conduct parent-teacher conferences in an amount of time proportionate with their FTE equivalent, although it does not necessarily have to be on the designated days (by mutual agreement with the building principal and/or supervisor). Part-time employees are not required, but are invited, to come to a staff meeting if it falls on a day or time when they are not required to be in attendance. They are, however, responsible for the content of the meetings. Part-time teachers who are not scheduled to work on early-release days are invited to attend these events. This information will be included in the staff assignment letters which are prepared by the Business Office.

F. NOTICE:

All notices under this contract shall be deemed properly served if given in writing and served upon the TEACHER and the President of the BOARD personally or by certified mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the TEACHER in writing.

Pursuant to an AYE and NAY vote taken and recorded at a lawful meeting of the said BOARD, this contract is executed in duplicate this **16th day of May, 2017**.

President, Board of Education

I accept the contract tendered me in the foregoing and agree to all terms, conditions, and requirements therein set forth.

Teacher

Street

City State Zip

Date



LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103
TEACHER CONTRACT

6-8 LBS Teacher
FTE: 1.0

<u>TEACHER</u>	<u>DEGREE</u>	<u>LANE</u>	<u>STEP</u>	<u>TRS SALARY</u>
Heller, Lindsey	BS	1	4	\$48,153.00

AGREEMENT MADE THIS **16th DAY OF May, 2017** between the Board of Education of Lincolnshire-Prairie View School District 103, Lake County, Illinois, hereinafter called the BOARD, and

Lindsey Heller
hereinafter called the TEACHER*

W I T N E S S E T H

A. EMPLOYMENT:

1. The BOARD hereby employs **Lindsey Heller** as a legally qualified teacher, who holds a valid teaching certificate issued by the Illinois State Teacher Certification Board, with such powers and duties in that connection as may be fixed by the BOARD in this contract and in its policies, rules, and regulations. The employee shall work the days specified in the attached calendar.
2. The BOARD shall pay to the TEACHER a salary of **\$48,153.00** for the term commencing **August 24, 2017**, in equal installments twice a month for a period of **twelve months (24 pay periods)**.
3. The BOARD shall indemnify and protect the TEACHER against civil rights damage claims and suits, constitutional rights damage claims and suits, and death, bodily injury, and property damage claims and suits, including the defense thereof, when damages are sought for negligent or wrongful acts alleged to have been committed in the scope of employment or under the direction of the BOARD.
4. During each school year the principal shall file for non-tenured teachers the District 103 Teacher Evaluation Form on or about December 15 and March 15 with the superintendent and provide the TEACHER with a copy of the completed evaluation.
5. Each newly hired TEACHER shall submit evidence of physical examination to the BOARD prior to the beginning of the school year.
6. The TEACHER shall notify the BOARD of any changes in the TEACHER'S certification status, any credit hours that he/she may have earned, and any academic course work that he/she has undertaken and completed.

B. TEACHER DUTIES:

1. The TEACHER agrees to devote effort to the development and implementation of the educational program of the BOARD.
2. The TEACHER shall be required to fulfill all requirements as specified in the Board Policy Handbook and the rules and regulations of The School Code of Illinois as from time to time in effect.
3. The TEACHER shall keep an accurate register of the daily attendance for each assigned pupil enrolled in the school, and shall make such other reports and keep records as required by the laws of the State of Illinois, the BOARD, or the administration.
4. The TEACHER shall be responsible for and deemed to have knowledge of all the rules, regulations, and policies established by the BOARD, and shall carry out duties prescribed therein. Copies of the Board Policy Handbook shall be available in each school office and school library.

C. MASTER CONTRACT:

The TEACHER agrees to be bound by the Master Contract and acknowledges receipt of a copy thereof.

D. TERMINATION:

1. In the event the TEACHER violates any of the provisions of this contract, or fails to perform the services and duties required of him/her, or violates the rules and regulations of the BOARD, or otherwise gives cause for his/her discharge, this contract shall be terminated, subject to the provisions of the School Code of Illinois. Rights of due process shall be granted where applicable.
2. In the event the TEACHER shall be dismissed by the BOARD or shall have his/her certificate suspended, revoked, or canceled by the Regional Superintendent of Schools or the State Teachers' Certification Board, the TEACHER shall not be entitled to receive any compensation from and after the date of such dismissal, suspension, revocation, or cancellation.

E. PART-TIME TEACHER ATTENDANCE EXPECTATIONS:

Part-time teachers are required to attend each full-day District institute day; they are responsible to conduct parent-teacher conferences in an amount of time proportionate with their FTE equivalent, although it does not necessarily have to be on the designated days (by mutual agreement with the building principal and/or supervisor). Part-time employees are not required, but are invited, to come to a staff meeting if it falls on a day or time when they are not required to be in attendance. They are, however, responsible for the content of the meetings. Part-time teachers who are not scheduled to work on early-release days are invited to attend these events. This information will be included in the staff assignment letters which are prepared by the Business Office.

F. NOTICE:

All notices under this contract shall be deemed properly served if given in writing and served upon the TEACHER and the President of the BOARD personally or by certified mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the TEACHER in writing.

Pursuant to an AYE and NAY vote taken and recorded at a lawful meeting of the said BOARD, this contract is executed in duplicate this **16th day of May, 2017**.

President, Board of Education

I accept the contract tendered me in the foregoing and agree to all terms, conditions, and requirements therein set forth.

Teacher

Street

City State Zip

Date



LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103
TEACHER CONTRACT

7th Grade Math Teacher LOA
FTE: 1.0

<u>TEACHER</u> Cha, Angie	<u>DEGREE</u> BS	<u>LANE</u> 1	<u>STEP</u> 1	<u>TRS SALARY</u> \$38,597.87 *prorated
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AGREEMENT MADE THIS **16th DAY OF May, 2017** between the Board of Education of Lincolnshire-Prairie View School District 103, Lake County, Illinois, hereinafter called the BOARD, and

Angie Cha
hereinafter called the TEACHER*
W I T N E S S E T H

A. EMPLOYMENT:

1. The BOARD hereby employs **Angie Cha** as a legally qualified teacher, who holds a valid teaching certificate issued by the Illinois State Teacher Certification Board, with such powers and duties in that connection as may be fixed by the BOARD in this contract and in its policies, rules, and regulations. The employee shall work the days specified in the attached calendar.
2. The BOARD shall pay to the TEACHER a salary of **\$38,597.87** for the term commencing **August 24, 2017**, in equal installments twice a month for a period of **twelve months (24 pay periods)**.
3. The BOARD shall indemnify and protect the TEACHER against civil rights damage claims and suits, constitutional rights damage claims and suits, and death, bodily injury, and property damage claims and suits, including the defense thereof, when damages are sought for negligent or wrongful acts alleged to have been committed in the scope of employment or under the direction of the BOARD.
4. During each school year the principal shall file for non-tenured teachers the District 103 Teacher Evaluation Form on or about December 15 and March 15 with the superintendent and provide the TEACHER with a copy of the completed evaluation.
5. Each newly hired TEACHER shall submit evidence of physical examination to the BOARD prior to the beginning of the school year.
6. The TEACHER shall notify the BOARD of any changes in the TEACHER’S certification status, any credit hours that he/she may have earned, and any academic course work that he/she has undertaken and completed.

B. TEACHER DUTIES:

1. The TEACHER agrees to devote effort to the development and implementation of the educational program of the BOARD.
2. The TEACHER shall be required to fulfill all requirements as specified in the Board Policy Handbook and the rules and regulations of The School Code of Illinois as from time to time in effect.
3. The TEACHER shall keep an accurate register of the daily attendance for each assigned pupil enrolled in the school, and shall make such other reports and keep records as required by the laws of the State of Illinois, the BOARD, or the administration.
4. The TEACHER shall be responsible for and deemed to have knowledge of all the rules, regulations, and policies established by the BOARD, and shall carry out duties prescribed therein. Copies of the Board Policy Handbook shall be available in each school office and school library.

C. MASTER CONTRACT:

The TEACHER agrees to be bound by the Master Contract and acknowledges receipt of a copy thereof.

D. TERMINATION:

1. In the event the TEACHER violates any of the provisions of this contract, or fails to perform the services and duties required of him/her, or violates the rules and regulations of the BOARD, or otherwise gives cause for his/her discharge, this contract shall be terminated, subject to the provisions of the School Code of Illinois. Rights of due process shall be granted where applicable.
2. In the event the TEACHER shall be dismissed by the BOARD or shall have his/her certificate suspended, revoked, or canceled by the Regional Superintendent of Schools or the State Teachers' Certification Board, the TEACHER shall not be entitled to receive any compensation from and after the date of such dismissal, suspension, revocation, or cancellation.

E. PART-TIME TEACHER ATTENDANCE EXPECTATIONS:

Part-time teachers are required to attend each full-day District institute day; they are responsible to conduct parent-teacher conferences in an amount of time proportionate with their FTE equivalent, although it does not necessarily have to be on the designated days (by mutual agreement with the building principal and/or supervisor). Part-time employees are not required, but are invited, to come to a staff meeting if it falls on a day or time when they are not required to be in attendance. They are, however, responsible for the content of the meetings. Part-time teachers who are not scheduled to work on early-release days are invited to attend these events. This information will be included in the staff assignment letters which are prepared by the Business Office.

F. NOTICE:

All notices under this contract shall be deemed properly served if given in writing and served upon the TEACHER and the President of the BOARD personally or by certified mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the TEACHER in writing.

Pursuant to an AYE and NAY vote taken and recorded at a lawful meeting of the said BOARD, this contract is executed in duplicate this **16th day of May, 2017**.

President, Board of Education

I accept the contract tendered me in the foregoing and agree to all terms, conditions, and requirements therein set forth.

Teacher

Street

City State Zip

Date



LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103
TEACHER CONTRACT

1st Grade Teacher
FTE: 1.0

<u>TEACHER</u>	<u>DEGREE</u>	<u>LANE</u>	<u>STEP</u>	<u>TRS SALARY</u>
Larsen, Jennifer	MA	1	9	\$63,667.00

AGREEMENT MADE THIS **16th DAY OF May, 2017** between the Board of Education of Lincolnshire-Prairie View School District 103, Lake County, Illinois, hereinafter called the BOARD, and

Jennifer Larsen
hereinafter called the TEACHER*
W I T N E S S E T H

A. EMPLOYMENT:

1. The BOARD hereby employs **Jennifer Larsen** as a legally qualified teacher, who holds a valid teaching certificate issued by the Illinois State Teacher Certification Board, with such powers and duties in that connection as may be fixed by the BOARD in this contract and in its policies, rules, and regulations. The employee shall work the days specified in the attached calendar.
2. The BOARD shall pay to the TEACHER a salary of **\$63,667.00** for the term commencing **August 24, 2017**, in equal installments twice a month for a period of **twelve months (24 pay periods)**.
3. The BOARD shall indemnify and protect the TEACHER against civil rights damage claims and suits, constitutional rights damage claims and suits, and death, bodily injury, and property damage claims and suits, including the defense thereof, when damages are sought for negligent or wrongful acts alleged to have been committed in the scope of employment or under the direction of the BOARD.
4. During each school year the principal shall file for non-tenured teachers the District 103 Teacher Evaluation Form on or about December 15 and March 15 with the superintendent and provide the TEACHER with a copy of the completed evaluation.
5. Each newly hired TEACHER shall submit evidence of physical examination to the BOARD prior to the beginning of the school year.
6. The TEACHER shall notify the BOARD of any changes in the TEACHER'S certification status, any credit hours that he/she may have earned, and any academic course work that he/she has undertaken and completed.

B. TEACHER DUTIES:

1. The TEACHER agrees to devote effort to the development and implementation of the educational program of the BOARD.
2. The TEACHER shall be required to fulfill all requirements as specified in the Board Policy Handbook and the rules and regulations of The School Code of Illinois as from time to time in effect.
3. The TEACHER shall keep an accurate register of the daily attendance for each assigned pupil enrolled in the school, and shall make such other reports and keep records as required by the laws of the State of Illinois, the BOARD, or the administration.
4. The TEACHER shall be responsible for and deemed to have knowledge of all the rules, regulations, and policies established by the BOARD, and shall carry out duties prescribed therein. Copies of the Board Policy Handbook shall be available in each school office and school library.

C. MASTER CONTRACT:

The TEACHER agrees to be bound by the Master Contract and acknowledges receipt of a copy thereof.

D. TERMINATION:

1. In the event the TEACHER violates any of the provisions of this contract, or fails to perform the services and duties required of him/her, or violates the rules and regulations of the BOARD, or otherwise gives cause for his/her discharge, this contract shall be terminated, subject to the provisions of the School Code of Illinois. Rights of due process shall be granted where applicable.
2. In the event the TEACHER shall be dismissed by the BOARD or shall have his/her certificate suspended, revoked, or canceled by the Regional Superintendent of Schools or the State Teachers' Certification Board, the TEACHER shall not be entitled to receive any compensation from and after the date of such dismissal, suspension, revocation, or cancellation.

E. PART-TIME TEACHER ATTENDANCE EXPECTATIONS:

Part-time teachers are required to attend each full-day District institute day; they are responsible to conduct parent-teacher conferences in an amount of time proportionate with their FTE equivalent, although it does not necessarily have to be on the designated days (by mutual agreement with the building principal and/or supervisor). Part-time employees are not required, but are invited, to come to a staff meeting if it falls on a day or time when they are not required to be in attendance. They are, however, responsible for the content of the meetings. Part-time teachers who are not scheduled to work on early-release days are invited to attend these events. This information will be included in the staff assignment letters which are prepared by the Business Office.

F. NOTICE:

All notices under this contract shall be deemed properly served if given in writing and served upon the TEACHER and the President of the BOARD personally or by certified mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the TEACHER in writing.

Pursuant to an AYE and NAY vote taken and recorded at a lawful meeting of the said BOARD, this contract is executed in duplicate this **16th day of May, 2017.**

President, Board of Education

I accept the contract tendered me in the foregoing and agree to all terms, conditions, and requirements therein set forth.

Teacher

Street

City State Zip

Date



LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103
TEACHER CONTRACT

6-8 LBS Teacher
FTE: 1.0

<u>TEACHER</u>	<u>DEGREE</u>	<u>LANE</u>	<u>STEP</u>	<u>TRS SALARY</u>
Ingratta, Salvatore	BA	1	4	\$48,153.00

AGREEMENT MADE THIS **16th DAY OF May, 2017** between the Board of Education of Lincolnshire-Prairie View School District 103, Lake County, Illinois, hereinafter called the BOARD, and

Salvatore Ingratta
hereinafter called the TEACHER*

W I T N E S S E T H

A. EMPLOYMENT:

1. The BOARD hereby employs **Salvatore Ingratta** as a legally qualified teacher, who holds a valid teaching certificate issued by the Illinois State Teacher Certification Board, with such powers and duties in that connection as may be fixed by the BOARD in this contract and in its policies, rules, and regulations. The employee shall work the days specified in the attached calendar.
2. The BOARD shall pay to the TEACHER a salary of **\$48,153.00** for the term commencing **August 24, 2017**, in equal installments twice a month for a period of **twelve months (24 pay periods)**.
3. The BOARD shall indemnify and protect the TEACHER against civil rights damage claims and suits, constitutional rights damage claims and suits, and death, bodily injury, and property damage claims and suits, including the defense thereof, when damages are sought for negligent or wrongful acts alleged to have been committed in the scope of employment or under the direction of the BOARD.
4. During each school year the principal shall file for non-tenured teachers the District 103 Teacher Evaluation Form on or about December 15 and March 15 with the superintendent and provide the TEACHER with a copy of the completed evaluation.
5. Each newly hired TEACHER shall submit evidence of physical examination to the BOARD prior to the beginning of the school year.
6. The TEACHER shall notify the BOARD of any changes in the TEACHER'S certification status, any credit hours that he/she may have earned, and any academic course work that he/she has undertaken and completed.

B. TEACHER DUTIES:

1. The TEACHER agrees to devote effort to the development and implementation of the educational program of the BOARD.
2. The TEACHER shall be required to fulfill all requirements as specified in the Board Policy Handbook and the rules and regulations of The School Code of Illinois as from time to time in effect.
3. The TEACHER shall keep an accurate register of the daily attendance for each assigned pupil enrolled in the school, and shall make such other reports and keep records as required by the laws of the State of Illinois, the BOARD, or the administration.
4. The TEACHER shall be responsible for and deemed to have knowledge of all the rules, regulations, and policies established by the BOARD, and shall carry out duties prescribed therein. Copies of the Board Policy Handbook shall be available in each school office and school library.

C. MASTER CONTRACT:

The TEACHER agrees to be bound by the Master Contract and acknowledges receipt of a copy thereof.

D. TERMINATION:

1. In the event the TEACHER violates any of the provisions of this contract, or fails to perform the services and duties required of him/her, or violates the rules and regulations of the BOARD, or otherwise gives cause for his/her discharge, this contract shall be terminated, subject to the provisions of the School Code of Illinois. Rights of due process shall be granted where applicable.
2. In the event the TEACHER shall be dismissed by the BOARD or shall have his/her certificate suspended, revoked, or canceled by the Regional Superintendent of Schools or the State Teachers' Certification Board, the TEACHER shall not be entitled to receive any compensation from and after the date of such dismissal, suspension, revocation, or cancellation.

E. PART-TIME TEACHER ATTENDANCE EXPECTATIONS:

Part-time teachers are required to attend each full-day District institute day; they are responsible to conduct parent-teacher conferences in an amount of time proportionate with their FTE equivalent, although it does not necessarily have to be on the designated days (by mutual agreement with the building principal and/or supervisor). Part-time employees are not required, but are invited, to come to a staff meeting if it falls on a day or time when they are not required to be in attendance. They are, however, responsible for the content of the meetings. Part-time teachers who are not scheduled to work on early-release days are invited to attend these events. This information will be included in the staff assignment letters which are prepared by the Business Office.

F. NOTICE:

All notices under this contract shall be deemed properly served if given in writing and served upon the TEACHER and the President of the BOARD personally or by certified mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the TEACHER in writing.

Pursuant to an AYE and NAY vote taken and recorded at a lawful meeting of the said BOARD, this contract is executed in duplicate this **16th day of May, 2017**.

President, Board of Education

I accept the contract tendered me in the foregoing and agree to all terms, conditions, and requirements therein set forth.

Teacher

Street

City State Zip

Date



LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103
TEACHER CONTRACT

3-5 Teacher
FTE: 1.0

<u>TEACHER</u>	<u>DEGREE</u>	<u>LANE</u>	<u>STEP</u>	<u>TRS SALARY</u>
Nach, Amanda	BA	1	2	\$45,969.00

AGREEMENT MADE THIS **18th DAY OF April, 2017** between the Board of Education of Lincolnshire-Prairie View School District 103, Lake County, Illinois, hereinafter called the BOARD, and

Amanda Nach
hereinafter called the TEACHER*

W I T N E S S E T H

A. EMPLOYMENT:

1. The BOARD hereby employs **Amanda Nach** as a legally qualified teacher, who holds a valid teaching certificate issued by the Illinois State Teacher Certification Board, with such powers and duties in that connection as may be fixed by the BOARD in this contract and in its policies, rules, and regulations. The employee shall work the days specified in the attached calendar.
2. The BOARD shall pay to the TEACHER a salary of **\$45,969.00** for the term commencing **August 24, 2017**, in equal installments twice a month for a period of **twelve months (24 pay periods)**.
3. The BOARD shall indemnify and protect the TEACHER against civil rights damage claims and suits, constitutional rights damage claims and suits, and death, bodily injury, and property damage claims and suits, including the defense thereof, when damages are sought for negligent or wrongful acts alleged to have been committed in the scope of employment or under the direction of the BOARD.
4. During each school year the principal shall file for non-tenured teachers the District 103 Teacher Evaluation Form on or about December 15 and March 15 with the superintendent and provide the TEACHER with a copy of the completed evaluation.
5. Each newly hired TEACHER shall submit evidence of physical examination to the BOARD prior to the beginning of the school year.
6. The TEACHER shall notify the BOARD of any changes in the TEACHER’S certification status, any credit hours that he/she may have earned, and any academic course work that he/she has undertaken and completed.

B. TEACHER DUTIES:

1. The TEACHER agrees to devote effort to the development and implementation of the educational program of the BOARD.
2. The TEACHER shall be required to fulfill all requirements as specified in the Board Policy Handbook and the rules and regulations of The School Code of Illinois as from time to time in effect.
3. The TEACHER shall keep an accurate register of the daily attendance for each assigned pupil enrolled in the school, and shall make such other reports and keep records as required by the laws of the State of Illinois, the BOARD, or the administration.
4. The TEACHER shall be responsible for and deemed to have knowledge of all the rules, regulations, and policies established by the BOARD, and shall carry out duties prescribed therein. Copies of the Board Policy Handbook shall be available in each school office and school library.

C. MASTER CONTRACT:

The TEACHER agrees to be bound by the Master Contract and acknowledges receipt of a copy thereof.

D. TERMINATION:

1. In the event the TEACHER violates any of the provisions of this contract, or fails to perform the services and duties required of him/her, or violates the rules and regulations of the BOARD, or otherwise gives cause for his/her discharge, this contract shall be terminated, subject to the provisions of the School Code of Illinois. Rights of due process shall be granted where applicable.
2. In the event the TEACHER shall be dismissed by the BOARD or shall have his/her certificate suspended, revoked, or canceled by the Regional Superintendent of Schools or the State Teachers' Certification Board, the TEACHER shall not be entitled to receive any compensation from and after the date of such dismissal, suspension, revocation, or cancellation.

E. PART-TIME TEACHER ATTENDANCE EXPECTATIONS:

Part-time teachers are required to attend each full-day District institute day; they are responsible to conduct parent-teacher conferences in an amount of time proportionate with their FTE equivalent, although it does not necessarily have to be on the designated days (by mutual agreement with the building principal and/or supervisor). Part-time employees are not required, but are invited, to come to a staff meeting if it falls on a day or time when they are not required to be in attendance. They are, however, responsible for the content of the meetings. Part-time teachers who are not scheduled to work on early-release days are invited to attend these events. This information will be included in the staff assignment letters which are prepared by the Business Office.

F. NOTICE:

All notices under this contract shall be deemed properly served if given in writing and served upon the TEACHER and the President of the BOARD personally or by certified mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the TEACHER in writing.

Pursuant to an AYE and NAY vote taken and recorded at a lawful meeting of the said BOARD, this contract is executed in duplicate this **18th day of April, 2017**.

President, Board of Education

I accept the contract tendered me in the foregoing and agree to all terms, conditions, and requirements therein set forth.

Teacher

Street

City State Zip

Date



LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103
TEACHER CONTRACT

3-5 Teacher
FTE: 1.0

<u>TEACHER</u>	<u>DEGREE</u>	<u>LANE</u>	<u>STEP</u>	<u>TRS SALARY</u>
Yan, Katie	BS	1	2	\$45,969.00

AGREEMENT MADE THIS **18th DAY OF April, 2017** between the Board of Education of Lincolnshire-Prairie View School District 103, Lake County, Illinois, hereinafter called the BOARD, and

Katie Yan
hereinafter called the TEACHER*
W I T N E S S E T H

A. EMPLOYMENT:

1. The BOARD hereby employs **Katie Yan** as a legally qualified teacher, who holds a valid teaching certificate issued by the Illinois State Teacher Certification Board, with such powers and duties in that connection as may be fixed by the BOARD in this contract and in its policies, rules, and regulations. The employee shall work the days specified in the attached calendar.
2. The BOARD shall pay to the TEACHER a salary of **\$45,969.00** for the term commencing **August 24, 2017**, in equal installments twice a month for a period of **twelve months (24 pay periods)**.
3. The BOARD shall indemnify and protect the TEACHER against civil rights damage claims and suits, constitutional rights damage claims and suits, and death, bodily injury, and property damage claims and suits, including the defense thereof, when damages are sought for negligent or wrongful acts alleged to have been committed in the scope of employment or under the direction of the BOARD.
4. During each school year the principal shall file for non-tenured teachers the District 103 Teacher Evaluation Form on or about December 15 and March 15 with the superintendent and provide the TEACHER with a copy of the completed evaluation.
5. Each newly hired TEACHER shall submit evidence of physical examination to the BOARD prior to the beginning of the school year.
6. The TEACHER shall notify the BOARD of any changes in the TEACHER’S certification status, any credit hours that he/she may have earned, and any academic course work that he/she has undertaken and completed.

B. TEACHER DUTIES:

1. The TEACHER agrees to devote effort to the development and implementation of the educational program of the BOARD.
2. The TEACHER shall be required to fulfill all requirements as specified in the Board Policy Handbook and the rules and regulations of The School Code of Illinois as from time to time in effect.
3. The TEACHER shall keep an accurate register of the daily attendance for each assigned pupil enrolled in the school, and shall make such other reports and keep records as required by the laws of the State of Illinois, the BOARD, or the administration.
4. The TEACHER shall be responsible for and deemed to have knowledge of all the rules, regulations, and policies established by the BOARD, and shall carry out duties prescribed therein. Copies of the Board Policy Handbook shall be available in each school office and school library.

C. MASTER CONTRACT:

The TEACHER agrees to be bound by the Master Contract and acknowledges receipt of a copy thereof.

D. TERMINATION:

1. In the event the TEACHER violates any of the provisions of this contract, or fails to perform the services and duties required of him/her, or violates the rules and regulations of the BOARD, or otherwise gives cause for his/her discharge, this contract shall be terminated, subject to the provisions of the School Code of Illinois. Rights of due process shall be granted where applicable.
2. In the event the TEACHER shall be dismissed by the BOARD or shall have his/her certificate suspended, revoked, or canceled by the Regional Superintendent of Schools or the State Teachers' Certification Board, the TEACHER shall not be entitled to receive any compensation from and after the date of such dismissal, suspension, revocation, or cancellation.

E. PART-TIME TEACHER ATTENDANCE EXPECTATIONS:

Part-time teachers are required to attend each full-day District institute day; they are responsible to conduct parent-teacher conferences in an amount of time proportionate with their FTE equivalent, although it does not necessarily have to be on the designated days (by mutual agreement with the building principal and/or supervisor). Part-time employees are not required, but are invited, to come to a staff meeting if it falls on a day or time when they are not required to be in attendance. They are, however, responsible for the content of the meetings. Part-time teachers who are not scheduled to work on early-release days are invited to attend these events. This information will be included in the staff assignment letters which are prepared by the Business Office.

F. NOTICE:

All notices under this contract shall be deemed properly served if given in writing and served upon the TEACHER and the President of the BOARD personally or by certified mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the TEACHER in writing.

Pursuant to an AYE and NAY vote taken and recorded at a lawful meeting of the said BOARD, this contract is executed in duplicate this **18th day of April, 2017**.

President, Board of Education

I accept the contract tendered me in the foregoing and agree to all terms, conditions, and requirements therein set forth.

Teacher

Street

City State Zip

Date



LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103
TEACHER CONTRACT

3-5 Orchestra
FTE: 1.0

<u>TEACHER</u>	<u>DEGREE</u>	<u>LANE</u>	<u>STEP</u>	<u>TRS SALARY</u>
Owens, Elisabeth	BS	3	6	\$54,099.00

AGREEMENT MADE THIS **16th DAY OF May, 2017** between the Board of Education of Lincolnshire-Prairie View School District 103, Lake County, Illinois, hereinafter called the BOARD, and

Elisabeth Owens
hereinafter called the TEACHER*
W I T N E S S E T H

A. EMPLOYMENT:

1. The BOARD hereby employs **Elisabeth Owens** as a legally qualified teacher, who holds a valid teaching certificate issued by the Illinois State Teacher Certification Board, with such powers and duties in that connection as may be fixed by the BOARD in this contract and in its policies, rules, and regulations. The employee shall work the days specified in the attached calendar.
2. The BOARD shall pay to the TEACHER a salary of **\$54,099.00** for the term commencing **August 24, 2017**, in equal installments twice a month for a period of **twelve months (24 pay periods)**.
3. The BOARD shall indemnify and protect the TEACHER against civil rights damage claims and suits, constitutional rights damage claims and suits, and death, bodily injury, and property damage claims and suits, including the defense thereof, when damages are sought for negligent or wrongful acts alleged to have been committed in the scope of employment or under the direction of the BOARD.
4. During each school year the principal shall file for non-tenured teachers the District 103 Teacher Evaluation Form on or about December 15 and March 15 with the superintendent and provide the TEACHER with a copy of the completed evaluation.
5. Each newly hired TEACHER shall submit evidence of physical examination to the BOARD prior to the beginning of the school year.
6. The TEACHER shall notify the BOARD of any changes in the TEACHER'S certification status, any credit hours that he/she may have earned, and any academic course work that he/she has undertaken and completed.

B. TEACHER DUTIES:

1. The TEACHER agrees to devote effort to the development and implementation of the educational program of the BOARD.
2. The TEACHER shall be required to fulfill all requirements as specified in the Board Policy Handbook and the rules and regulations of The School Code of Illinois as from time to time in effect.
3. The TEACHER shall keep an accurate register of the daily attendance for each assigned pupil enrolled in the school, and shall make such other reports and keep records as required by the laws of the State of Illinois, the BOARD, or the administration.
4. The TEACHER shall be responsible for and deemed to have knowledge of all the rules, regulations, and policies established by the BOARD, and shall carry out duties prescribed therein. Copies of the Board Policy Handbook shall be available in each school office and school library.

C. MASTER CONTRACT:

The TEACHER agrees to be bound by the Master Contract and acknowledges receipt of a copy thereof.

D. TERMINATION:

1. In the event the TEACHER violates any of the provisions of this contract, or fails to perform the services and duties required of him/her, or violates the rules and regulations of the BOARD, or otherwise gives cause for his/her discharge, this contract shall be terminated, subject to the provisions of the School Code of Illinois. Rights of due process shall be granted where applicable.
2. In the event the TEACHER shall be dismissed by the BOARD or shall have his/her certificate suspended, revoked, or canceled by the Regional Superintendent of Schools or the State Teachers' Certification Board, the TEACHER shall not be entitled to receive any compensation from and after the date of such dismissal, suspension, revocation, or cancellation.

E. PART-TIME TEACHER ATTENDANCE EXPECTATIONS:

Part-time teachers are required to attend each full-day District institute day; they are responsible to conduct parent-teacher conferences in an amount of time proportionate with their FTE equivalent, although it does not necessarily have to be on the designated days (by mutual agreement with the building principal and/or supervisor). Part-time employees are not required, but are invited, to come to a staff meeting if it falls on a day or time when they are not required to be in attendance. They are, however, responsible for the content of the meetings. Part-time teachers who are not scheduled to work on early-release days are invited to attend these events. This information will be included in the staff assignment letters which are prepared by the Business Office.

F. NOTICE:

All notices under this contract shall be deemed properly served if given in writing and served upon the TEACHER and the President of the BOARD personally or by certified mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the TEACHER in writing.

Pursuant to an AYE and NAY vote taken and recorded at a lawful meeting of the said BOARD, this contract is executed in duplicate this **16th day of May, 2017**.

President, Board of Education

I accept the contract tendered me in the foregoing and agree to all terms, conditions, and requirements therein set forth.

Teacher

Street

City State Zip

Date



LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103
TEACHER CONTRACT

6-8 LBS IIP
FTE: 1.0

<u>TEACHER</u>	<u>DEGREE</u>	<u>LANE</u>	<u>STEP</u>	<u>TRS SALARY</u>
Healy, Anna	BS	2	3	\$50,294.00

AGREEMENT MADE THIS **16th DAY OF May, 2017** between the Board of Education of Lincolnshire-Prairie View School District 103, Lake County, Illinois, hereinafter called the BOARD, and

Anna Healy
hereinafter called the TEACHER*

W I T N E S S E T H

A. EMPLOYMENT:

1. The BOARD hereby employs **Anna Healy** as a legally qualified teacher, who holds a valid teaching certificate issued by the Illinois State Teacher Certification Board, with such powers and duties in that connection as may be fixed by the BOARD in this contract and in its policies, rules, and regulations. The employee shall work the days specified in the attached calendar.
2. The BOARD shall pay to the TEACHER a salary of **\$50,294.00** for the term commencing **August 24, 2017**, in equal installments twice a month for a period of **twelve months (24 pay periods)**.
3. The BOARD shall indemnify and protect the TEACHER against civil rights damage claims and suits, constitutional rights damage claims and suits, and death, bodily injury, and property damage claims and suits, including the defense thereof, when damages are sought for negligent or wrongful acts alleged to have been committed in the scope of employment or under the direction of the BOARD.
4. During each school year the principal shall file for non-tenured teachers the District 103 Teacher Evaluation Form on or about December 15 and March 15 with the superintendent and provide the TEACHER with a copy of the completed evaluation.
5. Each newly hired TEACHER shall submit evidence of physical examination to the BOARD prior to the beginning of the school year.
6. The TEACHER shall notify the BOARD of any changes in the TEACHER'S certification status, any credit hours that he/she may have earned, and any academic course work that he/she has undertaken and completed.

B. TEACHER DUTIES:

1. The TEACHER agrees to devote effort to the development and implementation of the educational program of the BOARD.
2. The TEACHER shall be required to fulfill all requirements as specified in the Board Policy Handbook and the rules and regulations of The School Code of Illinois as from time to time in effect.
3. The TEACHER shall keep an accurate register of the daily attendance for each assigned pupil enrolled in the school, and shall make such other reports and keep records as required by the laws of the State of Illinois, the BOARD, or the administration.
4. The TEACHER shall be responsible for and deemed to have knowledge of all the rules, regulations, and policies established by the BOARD, and shall carry out duties prescribed therein. Copies of the Board Policy Handbook shall be available in each school office and school library.

C. MASTER CONTRACT:

The TEACHER agrees to be bound by the Master Contract and acknowledges receipt of a copy thereof.

D. TERMINATION:

1. In the event the TEACHER violates any of the provisions of this contract, or fails to perform the services and duties required of him/her, or violates the rules and regulations of the BOARD, or otherwise gives cause for his/her discharge, this contract shall be terminated, subject to the provisions of the School Code of Illinois. Rights of due process shall be granted where applicable.
2. In the event the TEACHER shall be dismissed by the BOARD or shall have his/her certificate suspended, revoked, or canceled by the Regional Superintendent of Schools or the State Teachers' Certification Board, the TEACHER shall not be entitled to receive any compensation from and after the date of such dismissal, suspension, revocation, or cancellation.

E. PART-TIME TEACHER ATTENDANCE EXPECTATIONS:

Part-time teachers are required to attend each full-day District institute day; they are responsible to conduct parent-teacher conferences in an amount of time proportionate with their FTE equivalent, although it does not necessarily have to be on the designated days (by mutual agreement with the building principal and/or supervisor). Part-time employees are not required, but are invited, to come to a staff meeting if it falls on a day or time when they are not required to be in attendance. They are, however, responsible for the content of the meetings. Part-time teachers who are not scheduled to work on early-release days are invited to attend these events. This information will be included in the staff assignment letters which are prepared by the Business Office.

F. NOTICE:

All notices under this contract shall be deemed properly served if given in writing and served upon the TEACHER and the President of the BOARD personally or by certified mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the TEACHER in writing.

Pursuant to an AYE and NAY vote taken and recorded at a lawful meeting of the said BOARD, this contract is executed in duplicate this **16th day of May, 2017**.

President, Board of Education

I accept the contract tendered me in the foregoing and agree to all terms, conditions, and requirements therein set forth.

Teacher

Street

City State Zip

Date



Lincolnshire-Prairie View School District 103

Memo

To: Board of Education
From: Scott Warren
Date: May 11, 2017
Re: Resignations

The District has received resignation letters from Dan Stanley, Heather Santella, and Ellen Brady. The letters are included your review.

Mr. Stanley, Mrs. Santella and Mrs. Brady have served our students, parent community and the District with distinction. We appreciate their dedication and wish them well in their future endeavors.

I recommend the Board approve the resignations as presented.



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

Dan Stanley
Assistant Superintendent for
Business/CSBO

April 25, 2017

Board of Education
Dr. Scott Warren
Lincolnshire-Prairie View School District 103
1370 N. Riverwoods Rd.
Lincolnshire, IL 60069

Dear Dr. Warren and Board of Education:

It is with regret that I submit my letter of resignation as Assistant Superintendent for Business/CSBO. My requested last day of employment would be June 30, 2017.

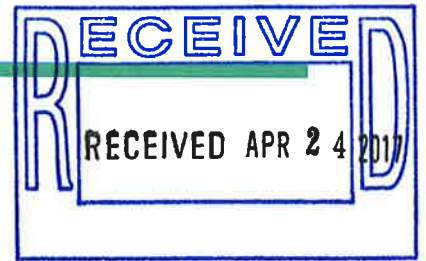
As you know, I was recently offered to serve as Assistant Superintendent for Finance/CSBO at Community High School District 128.

I am happy to help with the transition of my duties so that District 103 continues to function smoothly after my departure, particularly with the fiscal year close, annual reports, and audit.

I cannot thank you enough for all of the experiences and joys this position has given me, and for the confidence entrusted to me. District 103 changed my life and I am forever grateful.

With deep affection,

Dan Stanley
Assistant Superintendent for Business/CSBO



Heather Santella
7227 N. Odell Ave.
Chicago, IL 60631

Dr. Scott Warren
Lincolnshire Prairie View School District 103
1370 N. Riverwoods Road
Lincolnshire, Illinois 60069

Dear Dr. Warren,

It is with mixed emotions that I submit my letter of resignation from my teaching assignment as Learning Behavior Specialist at Daniel Wright for the 2017-2018 school year. I accepted a position as Assistant Principal in another school district. It has been a wonderful learning journey growing as a person and professional over these last 15 years.

Respectfully submitted,

Heather Santella

Special Education Master Teacher

Daniel Wright Junior High School



Norma Taylor <ntaylor@d103.org>

Fwd: retire

1 message

Scott Warren <swarren@d103.org>
To: Norma Taylor <ntaylor@d103.org>

Wed, May 10, 2017 at 9:22 AM

From: Ellen Brady <ebrady@d103.org>
Date: Wed, May 10, 2017 at 8:34 AM
Subject: retire
To: Katie Reynolds <kreynolds@d103.org>

Hi Scott, Katie, and Michelle,

This is to inform you that I must retire from D103 due to my husband's job transfer to Boston. I would have loved to have pursued this journey with you and especially enjoyed participating in the implementation of your philosophy of education. It was genuinely refreshing to see big changes being made with such thoughtful and respectful collaboration.

It's sad in many ways to have to say goodbye. Thank you for all you did to make my experience such a rich and fruitful one.

Warm regards,

Ellen

Ellen Brady, M.Ed.Bil/ESL
ELL Teacher

Daniel Wright Jr. High
1370 Riverwoods Rd.
Lincolnshire, IL 60069
847-295-1560
ebrady@d103.org
Haiku:

The mission of District 103 is to provide innovative learning experiences which empower each student to excel and make a difference in a diverse and interconnected world.



Lincolnshire-Prairie View School District 103

Memo

To: Board of Education
From: Scott Warren
Date: May 11, 2017
Re: Final District 103 Calendar 2016-2017

The final 2016-2017 school calendar is presented for board approval. At the end of each school year, the district must submit a final calendar to the ROE, which reflects the actual attendance days for students. Emergency days that were not used have been eliminated.

I recommend the Board approve the final school calendar for 2016-2017.

2016-2017 Final Public School Calendar for Lincolnshire-Prairieview SD 103, RCDT Admin Submitted to the ROE Admin, as of 5/9/2017

Codes: X = attendance day; XHI, XHPT, XID, XDS, XHS, XHSW, XHIH, XHPH, XHSH = half attendance day; XH = holiday attendance waiver; FPT, FPTH, WFPT = full day parent teacher conference; FI, WFI, FIH = teacher inservice; PI, TI, TIH = parent/teacher institute; ED = emergency day; XED = proposed emergency day; HOL = holiday; NIA = not in attendance

Total Days of Attendance: 174 Regular Day: 7:50AM - 2:55PM Instruct. Day Lgth: 5 Hrs. 57 Mins.

July 2016							August 2016							September 2016						
Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun
				1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
18	19	20	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4	5	6	7
25	26	27	28	29	30	31	29	30	31					8	9	10	11	12	13	14
														15	16	17	18	19	20	21
														22	23	24	25	26	27	28
														29	30	31				

July Atnd: 0 Accum: 0 Aug Atnd: 3 Accum: 3 Sept Atnd: 21 Accum: 24

October 2016							November 2016							December 2016						
Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	
17	18	19	20	21	22	23	24	25	26	27	28	29	30	31						
24	25	26	27	28	29	30	31													
31																				

Oct Atnd: 19 Accum: 43 Nov Atnd: 17 Accum: 60 Dec Atnd: 12 Accum: 72

January 2017							February 2017							March 2017						
Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun
						1	2	3	4	5	6	7	8	9	10	11	12	13	14	
2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	
9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	
16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31					
23	24	25	26	27	28	29	30	31												
30	31																			

Jan Atnd: 20 Accum: 92 Feb Atnd: 19 Accum: 111 Mar Atnd: 15 Accum: 126

April 2017							May 2017							June 2017						
Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun
				1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	
10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	
17	18	19	20	21	22	23	24	25	26	27	28	29	30	31						
24	25	26	27	28	29	30	31													

Apr Atnd: 19 Accum: 145 May Atnd: 22 Accum: 167 June Atnd: 7 Accum: 174

2016-2017 Lincolnshire-Prairieview SD 103 as of 5/9/2017

Calendar Legend - Totals for the Year

Calendar Code	Code Description	No. of Days	Totals
X	Pupil Attendance Day	170	
XHI	Half-Day In-service	1	
XHS	Half-Day School Improvement Program	3	
			Total Attendance Days: 174
FPT	Full-Day Parent/Teacher Conference	2	
TI	Teacher Institute/Workshop	4	
			Total Calendar Days: 180
HOL	Holiday	9	
NIA	Not in Attendance	22	

PT /In-Service/School Improv./Act of God/Interrupted Days/Delayed Start-Explanations

School Begin Date: 08/25/2016 School End Date: 06/09/2017

Regular Day: 7:50AM - 2:55PM Instruct. Day Lgth: 5 Hrs. 57 Mins.

Cal. Date	Cal. Code	Code Descr.	Student Attend.	Activity Time	Brief Explanation for Activity or School Closing
11/21/2016	XHS	Half-Day School Improvement Program	7:50AM 10:50AM	1:00PM 8:00PM	Parent Teacher conferences in the afternoon.
11/22/2016	FPT	Full-Day Parent/Teacher Conference		5:00PM 8:00PM	Parent Teacher conferences. Conferences on 11/17 in the evening were from 5-8 p.m.
03/01/2017	XHS	Half-Day School Improvement Program	7:50AM 10:50AM	1:00PM 8:00PM	Parent Teacher conferences in the afternoon.
03/02/2017	FPT	Full-Day Parent/Teacher Conference		9:00AM 12:00PM	Parent Teacher conferences. Conferences the day before in the evening were from 1-8.
06/02/2017	XHS	Half-Day School Improvement Program	7:50AM 10:50AM	11:30AM 2:55AM	Professional Development for staff members.
06/09/2017	XHI	Half-Day In-service	7:50AM 10:50AM	11:30AM 2:55PM	Professional Development for staff members.



Lincolnshire-Prairie View School District 103

Memo

To: Board of Education
From: Scott Warren
Date: May 11, 2017
Re: Approval of Field Trip

I recommend the Board approve the History Bee Field Trip to Atlanta, Georgia to participate in the National History Competitions to be held June 1-4, 2017. Board approval is necessary for trips beyond a 250-mile radius. Information about the trip and list of students participating is attached.

Field Trip Request Form

This form is to be submitted to the Board of Education for prior approval for all Field Trips beyond a 250-mile radius from school.

School: Daniel Wright Jr. High

Student(s)/Grade(s)/Group(s) Participating: History Bee / History Bowl

Dates of Trip (inclusive): June 1 - June 4

No. of School Days Missed: 2

Destination(s): Atlanta Georgia

Reason for Trip: National History Fair Competitions

Name(s) of Supervisor(s): Justine Braskich

Mode of Transportation: Plane


Transportation Provided by: Students' families / district provides transportation for supervisor

Participant Costs: travel, lodging & food

Costs Paid by: Participants

District Cost: \$140 per Bee registration + \$595^(x2) per team^{Sponsor travel}

Other Pertinent Information: Participants cover all costs except competition registrations. The district covers registration fees and travel expenses for the sponsor.

Signature of Principal:  Date: 4-21-17

Board of Education Approval:

Date: _____

National History Bee Participants 2017

Vedant Rathi

Anmol Dash

Anish Arora

Brandon Lu

Ethan Soifer

Aayush Dixit

Rishabh Wuppalapati

Christian Epure



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: May 16, 2017
Re: Disposal of Equipment

Board Policy 4:80 on Disposition of District Property states: "The Superintendent or designee shall notify the Board, as necessary, of any: (1) District personal property no longer needed for school purposes...so that the Board may consider its disposition."

Per this policy, we would like to notify the Board of the following district property no longer needed for school purposes.

- Lego Mindstorm kits w/ 3 extension kits for NXT kits



Lincolnshire-Prairie View School District 103

Memo

To: Board of Education
From: Scott Warren
Date: May 11, 2017
Re: Administrator Contract/Salary Increases

I am recommending that the Board approve the Administrator contracts/salary increases for the 2017-2018 school year. The increases are within the 3% increase for the pool. The contracts are included for approval.

PRINCIPAL OF LAURA B. SPRAGUE SCHOOL AGREEMENT

THIS AGREEMENT made this 16th day of May, 2017, 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 May 16, 2017.

IT IS AGREED:

1. **EMPLOYMENT** - The PRINCIPAL is hereby hired and retained from July 1, 2017 through and including June 30, 2018, 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 licensure 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 Fifty Five Thousand Four Hundred Twenty One Dollars (\$155,421.00), 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 licensed 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 as additional compensation the amount of Five Hundred Dollars (\$500) per month.

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 9.0% 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 licensed 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 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. **LICENSE** - The PRINCIPAL will furnish to the BOARD, during the term of this Agreement, a valid, appropriate, and properly registered license 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 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 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

DIRECTOR OF TECHNOLOGY AND ASSESSMENT'S AGREEMENT

THIS AGREEMENT made this 16th day of May, 2017, by and between the BOARD OF EDUCATION OF LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103 ("BOARD"), and ROBERT J. BIALK ("DIRECTOR OF TECHNOLOGY AND ASSESSMENT"), has been approved at the meeting of the BOARD held on May 16, 2017.

IT IS AGREED:

1. **EMPLOYMENT** - The DIRECTOR OF TECHNOLOGY AND ASSESSMENT is hereby hired and retained from July 1, 2017 through and including June 30, 2018, as DIRECTOR OF TECHNOLOGY AND ASSESSMENT in Lincolnshire-Prairie View School District No. 103.

2. **DUTIES** - The duties and responsibilities of the DIRECTOR OF TECHNOLOGY AND ASSESSMENT will be those incidental to the office of the DIRECTOR OF TECHNOLOGY AND ASSESSMENT, those set forth in the job description for the position of DIRECTOR OF TECHNOLOGY AND ASSESSMENT (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 ASSESSMENT, and the performance of other professional duties customarily performed by a DIRECTOR OF TECHNOLOGY AND ASSESSMENT as from time to time may be assigned to the DIRECTOR OF TECHNOLOGY AND ASSESSMENT by the BOARD or the Superintendent. The BOARD reserves the right to reassign the DIRECTOR OF TECHNOLOGY AND ASSESSMENT to different duties requiring licensure 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 AND ASSESSMENT 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 AND ASSESSMENT cooperatively, during the time between the effective date of this contract and the DIRECTOR OF TECHNOLOGY AND ASSESSMENT'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 Seven Thousand Sixty Dollars (\$107,060.00), the DIRECTOR OF TECHNOLOGY AND ASSESSMENT 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 AND ASSESSMENT. Salary will be paid in twenty-four (24) equal installments in accordance with the BOARD policy governing payment of salary to the other licensed 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 AND ASSESSMENT 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 AND ASSESSMENT or that the termination date of this Agreement has been in any way extended. The BOARD and the DIRECTOR OF TECHNOLOGY AND ASSESSMENT 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 AND ASSESSMENT will receive as additional compensation the amount of Five Hundred Dollars (\$500) per month.

5. TEACHERS' RETIREMENT SYSTEM CONTRIBUTION – In addition to the salary paid to the DIRECTOR OF TECHNOLOGY AND ASSESSMENT by the BOARD as expressed in Section 4, the BOARD will pick up and pay on the DIRECTOR OF TECHNOLOGY AND ASSESSMENT'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 DIRECTOR OF TECHNOLOGY AND ASSESSMENT make no commitment or guarantee that the BOARD'S payment of the contribution limit will continue to be excludable from the DIRECTOR OF TECHNOLOGY AND ASSESSMENT'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 AND ASSESSMENT 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 AND ASSESSMENT'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 AND ASSESSMENT 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 AND ASSESSMENT owes more taxes, she has *no* right to seek additional sums from the BOARD.

6. DEFERRED COMPENSATION - The DIRECTOR OF TECHNOLOGY AND ASSESSMENT 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 AND ASSESSMENT'S annual salary and shall not require an expenditure of funds by the BOARD above the amount paid to the DIRECTOR OF TECHNOLOGY AND ASSESSMENT 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 licensed members of the professional staff. The DIRECTOR OF TECHNOLOGY AND ASSESSMENT 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 DIRECTOR OF TECHNOLOGY AND ASSESSMENT 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 ASSESSMENT, and upon termination of this Agreement will allow that owner to continue the life insurance policy at its (or his) own expense.

9. **MEDICAL EXAMINATION** – At the request of the BOARD, the DIRECTOR OF TECHNOLOGY AND ASSESSMENT 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 AND ASSESSMENT 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 AND ASSESSMENT.

10. **SICK AND PERSONAL LEAVE** – The DIRECTOR OF TECHNOLOGY AND ASSESSMENT will be entitled to fourteen (14) work days of sick leave annually. If the DIRECTOR OF TECHNOLOGY AND ASSESSMENT 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 AND ASSESSMENT will receive three (3) personal leave days annually. Unused personal leave shall accumulate as sick leave.

11. **VACATION LEAVE** - The DIRECTOR OF TECHNOLOGY AND ASSESSMENT 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 AND ASSESSMENT.

12. **BUSINESS AND TRAVEL EXPENSES** - It is anticipated and agreed that the

DIRECTOR OF TECHNOLOGY AND ASSESSMENT 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 AND ASSESSMENT 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 AND ASSESSMENT'S substantiation and the BOARD'S approval of such expenses. The DIRECTOR OF TECHNOLOGY AND ASSESSMENT will submit appropriate substantiation of all business expenses incurred.

13. **MEMBERSHIP DUES** – With prior BOARD approval and upon proper substantiation, the DIRECTOR OF TECHNOLOGY AND ASSESSMENT 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 AND ASSESSMENT subscribes.

14. **PROFESSIONAL ACTIVITIES** – The DIRECTOR OF TECHNOLOGY AND ASSESSMENT 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. **LICENSE** – The DIRECTOR OF TECHNOLOGY AND ASSESSMENT will furnish to the BOARD, during the term of this Agreement, a valid, appropriate, and properly registered license to act as DIRECTOR OF TECHNOLOGY AND ASSESSMENT 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 TECHNOLOGY AND ASSESSMENT 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 AND ASSESSMENT 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 AND ASSESSMENT 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 TECHNOLOGY AND ASSESSMENT 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 AND ASSESSMENT'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 AND ASSESSMENT'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 TECHNOLOGY AND ASSESSMENT 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 AND ASSESSMENT'S sick leave has been exhausted, the compensation will be reinstated after the DIRECTOR OF TECHNOLOGY AND ASSESSMENT 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 AND ASSESSMENT at any time after the DIRECTOR OF TECHNOLOGY AND ASSESSMENT 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 AND ASSESSMENT to return to his duties the BOARD may require the DIRECTOR OF TECHNOLOGY AND ASSESSMENT to submit to a medical examination, to be performed by a doctor licensed to practice medicine. The BOARD and DIRECTOR OF TECHNOLOGY AND ASSESSMENT 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 report to the issue of whether the DIRECTOR OF TECHNOLOGY AND ASSESSMENT 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 AND ASSESSMENT 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 AND ASSESSMENT, who will be entitled to notice and a hearing before the BOARD to discuss the discharge. If the DIRECTOR OF TECHNOLOGY AND ASSESSMENT 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 AND ASSESSMENT.
- F. Failure to comply with the terms and conditions of this Agreement.

Nothing will prohibit the BOARD from suspending the DIRECTOR OF TECHNOLOGY AND ASSESSMENT without pay pending completion of the requirements of this section. After the effective date of dismissal the DIRECTOR OF TECHNOLOGY AND ASSESSMENT will not

be entitled to further payments of compensation of any kind under this Agreement, except that the DIRECTOR OF TECHNOLOGY AND ASSESSMENT 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 TECHNOLOGY AND ASSESSMENT agree that there will be an annual evaluation of the DIRECTOR OF TECHNOLOGY AND ASSESSMENT'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 AND ASSESSMENT by March 1.

In the event that the SUPERINTENDENT determines that the performance of the DIRECTOR OF TECHNOLOGY AND ASSESSMENT 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 AND ASSESSMENT 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 AND ASSESSMENT'S personnel file.

19. **PROFESSIONAL LIABILITY** - The BOARD agrees that it will defend, hold harmless, and indemnify the DIRECTOR OF TECHNOLOGY AND ASSESSMENT from any and all demands, claims, suits, actions and legal proceedings brought against the DIRECTOR OF TECHNOLOGY AND ASSESSMENT 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 AND ASSESSMENT 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 AND ASSESSMENT 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 TECHNOLOGY AND ASSESSMENT, to:

Robert J. Bialk
1319 Heatherfield Lane
Glenview, IL 60025

(or at the last address of the DIRECTOR OF TECHNOLOGY AND ASSESSMENT 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 TECHNOLOGY AND ASSESSMENT, 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
AND ASSESSMENT

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

By: _____
Robert J. Bialk

By: _____
President

ATTEST:

Secretary

PRINCIPAL OF DANIEL WRIGHT JUNIOR HIGH'S AGREEMENT

THIS AGREEMENT made this 16th day of May, 2017, by and between the BOARD OF EDUCATION OF LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103 ("BOARD"), and MICHELLE BLACKLEY ("PRINCIPAL"), has been approved at the meeting of the BOARD held on May 16, 2017.

IT IS AGREED:

1. **EMPLOYMENT** - The PRINCIPAL is hereby hired and retained from July 1, 2017 through and including June 30, 2018, 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 licensure 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 Thirty Four Thousand Six Hundred Nine Dollars (\$134,609.00), 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 licensed 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 as additional compensation the amount of Five Hundred Dollars (\$500) per month.

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 9.0% 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 licensed 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. **LICENSE** - The PRINCIPAL will furnish to the BOARD, during the term of this Agreement, a valid, appropriate, and properly registered license 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 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 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:

Michelle Blackley
2710 Edgewood Lane
Riverwoods, IL 60015

(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: _____
Michelle Blackley

By: _____
President

ATTEST:

Secretary

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

THIS AGREEMENT made this 16th day of May, 2017, 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 May 16, 2017.

IT IS AGREED:

1. **EMPLOYMENT** - The DIRECTOR OF FACILITIES is hereby hired and retained from July 1, 2017 through and including June 30, 2018, 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 performance and 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. **PERFORMANCE AND IMPROVEMENT** - This Agreement is a performance-based contract. The DIRECTOR OF FACILITIES will address and fulfill performance and 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’S start of employment. Any modifications to the performance and improvement goals will be attached to this Agreement and made a part hereof. Once the performance and 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 performance and 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 Nine Thousand Three Hundred Fifty One Dollars (\$109,351.00), 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 licensure 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 as additional compensation the amount of Five Hundred Dollars (\$500) per month.

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.

6. **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.

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 licensed members of the professional staff. The DIRECTOR OF FACILITIES 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 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.

9. **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.

10. **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.

11. **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.

12. **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.

13. **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.

14. **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.

15. **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 16 (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.

16. **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 his 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.

17. **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.

18. **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.

19. **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).

20. **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

**ASSISTANT PRINCIPAL OF
DANIEL WRIGHT JUNIOR HIGH'S AGREEMENT**

THIS AGREEMENT made this 16th day of May, 2017 by and between the BOARD OF EDUCATION OF LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103 ("BOARD"), and THOMAS HERION ("ASSISTANT PRINCIPAL"), has been approved at the meeting of the BOARD held on May 16, 2017.

IT IS AGREED:

1. **EMPLOYMENT** - The ASSISTANT PRINCIPAL is hereby hired and retained from July 1, 2017 through and including June 30, 2018, 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 a 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 licensure 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 Four Thousand Five Hundred Fifty Four Dollars (\$94,554.00), the ASSISTANT PRINCIPAL 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 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 licensed 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 as additional compensation the amount of \$500 per month.

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 9.0% 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, he has *no* right to seek additional sums from the BOARD.

6. **DEFERRED COMPENSATION** - The ASSISTANT PRINCIPAL 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 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

licensed 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 his) 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 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 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 him 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 he 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. **LICENSE** - The ASSISTANT PRINCIPAL will furnish to the BOARD, during the term of this Agreement, a valid, appropriate, and properly registered license 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 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 ASSISTANT PRINCIPAL 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 ASSISTANT PRINCIPAL 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 ASSISTANT PRINCIPAL'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 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 his 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 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 ASSISTANT PRINCIPAL to return to his 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 him from performing his 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, 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 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 his individual capacity, or in his official capacity as agent and employee of the BOARD provided the incident arose while the ASSISTANT PRINCIPAL 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 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: Thomas Herion
1656 Blackburn Dr.
Mundelein, IL 60060

(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, 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.

ASSISTANT PRINCIPAL

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

By: _____
 Thomas Herion

By: _____
 President

ATTEST:

 Secretary

**ASSISTANT PRINCIPAL FOR STUDENT SERVICES OF
DANIEL WRIGHT JUNIOR HIGH'S AGREEMENT**

THIS AGREEMENT made this 16th day of May, 2017, by and between the BOARD OF EDUCATION OF LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103 (“BOARD”), and MELODY LITTLEFAIR (“ASSISTANT PRINCIPAL”), has been approved at the meeting of the BOARD held on May 16, 2017.

IT IS AGREED:

1. **EMPLOYMENT** - The ASSISTANT PRINCIPAL is hereby hired and retained from July 1, 2017 through and including June 30, 2018, 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 licensure 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 Six Thousand Nine Hundred Eighteen Dollars (\$96,918.00), 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 licensed 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 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 as additional compensation the amount of Five Hundred Dollars (\$500) per month.

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 9.0% 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 licensed 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 ASSISTANTPRINCIPAL.

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 is 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. **LICENSE** - The ASSISTANT PRINCIPAL will furnish to the BOARD, during the term of this Agreement, a valid, appropriate, and properly registered license 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 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 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:

Melody Littlefair
4627 N. Magnolia Ave.
Chicago, IL 60640

(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: _____
 MELODY LITTLEFAIR

By: _____
 President

ATTEST:

 Secretary

PRINCIPAL OF HALF DAY SCHOOL AGREEMENT

THIS AGREEMENT made this 16th day of May, 2017, 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 May 16, 2017.

IT IS AGREED:

1. **EMPLOYMENT** - The PRINCIPAL is hereby hired and retained from July 1, 2017 through and including June 30, 2018, 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 licensure 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 Two Thousand Nine Hundred Sixty Seven Dollars (\$122,967.00), 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 licensed 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 as additional compensation the amount of Five Hundred Dollars (\$500) per month.

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 9.0% 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 licensed 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. **LICENSE** - The PRINCIPAL will furnish to the BOARD, during the term of this Agreement, a valid, appropriate, and properly registered license 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 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 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:

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 TRANSPORTATION AGREEMENT
LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103**

THIS AGREEMENT made this 16th day of May, 2017, by and between the BOARD OF EDUCATION OF LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103 (“BOARD”), and ANTHONY MENDOZA (“DIRECTOR OF TRANSPORTATION”), has been approved at the meeting of the BOARD held on May 16, 2017.

IT IS AGREED:

1. **EMPLOYMENT** - The DIRECTOR OF TRANSPORTATION is hereby hired and retained from July 1, 2017 through and including June 30, 2018, 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. **PERFORMANCE AND IMPROVEMENT** - This Agreement is a performance-based contract. The DIRECTOR OF TRANSPORTATION will address and fulfill performance and 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 performance and improvement goals will be attached to this Agreement and made a part hereof. Once the performance and 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 performance and 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 One Thousand Five Hundred Thirty Four Dollars (\$91,354.00), the DIRECTOR OF TRANSPORTATION 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 TRANSPORTATION. Salary will be paid in twenty-four (24) equal installments in accordance with the BOARD policy governing payment of salary to the other licensed 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 performance and 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 TRANSPORTATION will receive as additional compensation the amount of Five Hundred Dollars (\$500) per month.

5. **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, he has *no* right to seek additional sums from the BOARD.

6. **DEFERRED COMPENSATION** - The DIRECTOR OF TRANSPORTATION 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 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.

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 licensed members of the professional staff. The DIRECTOR OF TRANSPORTATION 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 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 his) own expense.

9. **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 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 TRANSPORTATION.

10. **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.

11. **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.

12. **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 his 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.

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

14. **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.

15. **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 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 TRANSPORTATION 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 TRANSPORTATION 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 TRANSPORTATION'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 TRANSPORTATION'S contract or if this Contract is terminated by mutual agreement.

16. **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 his 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 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 TRANSPORTATION to return to his 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 report to the issue of whether the DIRECTOR OF TRANSPORTATION 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 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, 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 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.

17. **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 performance and 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.

18. **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 his individual capacity, or in his official capacity as agent and employee of the BOARD provided the incident arose while the DIRECTOR OF TRANSPORTATION 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 TRANSPORTATION against such demands, claims, suits, actions and legal proceedings.

19. **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:

Anthony Mendoza
5650 N. Sheridan Road, Apt 11E
Chicago, IL 60660

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

20. **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, 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 TRANSPORTATION

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

By: _____
Anthony Mendoza

By: _____
President

ATTEST:

Secretary

**CURRICULUM COORDINATOR AGREEMENT
PART TIME 0.5 FTE
11-Month Employee**

THIS AGREEMENT made this 16th day of May, 2017, by and between the BOARD OF EDUCATION OF LINCOLNSHIRE-PRAIRIEVIEW SCHOOL DISTRICT 103 (“BOARD”), and KENDRA PERRI (“CURRICULUM COORDINATOR”), has been approved at the meeting of the BOARD held on May 16, 2017.

IT IS AGREED:

1. **EMPLOYMENT** - The CURRICULUM COORDINATOR is hereby hired and retained from August 1, 2017 through and including June 30, 2018, as CURRICULUM COORDINATOR in Lincolnshire-Prairie View School District No. 103 at 0.5 FTE.

2. **DUTIES** - The duties and responsibilities of the CURRICULUM COORDINATOR will be those incidental to the office of the CURRICULUM COORDINATOR, those set forth in the job description for the position of CURRICULUM COORDINATOR (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 CURRICULUM COORDINATOR, and the performance of other professional duties customarily performed by an CURRICULUM COORDINATOR as from time to time may be assigned to the CURRICULUM COORDINATOR by the BOARD or the Superintendent. The BOARD reserves the right to reassign the CURRICULUM COORDINATOR to different duties requiring licensure from time to time during the term of this Agreement, without loss of contract term, pay, benefits, notice or a hearing.

3. **SALARY** - In consideration of the 11-month salary of Forty Seven Thousand Two Hundred Seventy Seven Dollars (\$47,277.00), the CURRICULUM COORDINATOR 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 CURRICULUM COORDINATOR Salary will be paid in twenty-four (24) equal installments in accordance with the BOARD policy governing payment of salary to the other licensed 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 CURRICULUM COORDINATOR 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 CURRICULUM COORDINATOR or that the termination date of this Agreement has been in any way extended. The BOARD and the CURRICULUM COORDINATOR 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 CURRICULUM COORDINATOR will receive as additional compensation the amount of \$250 per month.

4. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTION** – In addition to the salary paid to the CURRICULUM COORDINATOR by the BOARD as expressed in Section 4, the BOARD will pick up and pay on the CURRICULUM COORDINATOR'S behalf, a maximum contribution of 9.0% 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 CURRICULUM COORDINATOR make no commitment or guarantee that the BOARD'S payment of the contribution limit will continue to be excludable from the CURRICULUM COORDINATOR'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 CURRICULUM COORDINATOR should have paid taxes on any portion of the contribution for which he did not pay taxes, the interest and penalties are the CURRICULUM COORDINATOR'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 CURRICULUM COORDINATOR 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 CURRICULUM COORDINATOR owes more taxes, she has *no* right to seek additional sums from the BOARD.

5. **DEFERRED COMPENSATION** - The CURRICULUM COORDINATOR 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 CURRICULUM COORDINATOR'S annual salary and shall not require an expenditure of funds by the BOARD above the amount paid to the CURRICULUM COORDINATOR in the form of salary.

6. **HOSPITALIZATION/MAJOR MEDICAL INSURANCE**–The BOARD will provide and pay 40% 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 licensed members of the professional staff. The CURRICULUM COORDINATOR will be responsible for the remaining 60% of the cost of the premiums.

7. **TERM LIFE INSURANCE** - The BOARD will provide and pay the premiums for a term life insurance policy for the CURRICULUM COORDINATOR 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 CURRICULUM COORDINATOR, and upon termination of this Agreement will allow that owner to continue the life insurance policy at its (or her) own expense.

8. **MEDICAL EXAMINATION** – At the request of the BOARD, the CURRICULUM COORDINATOR 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 CURRICULUM COORDINATOR 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 CURRICULUM COORDINATOR.

9. **SICK AND PERSONAL LEAVE** – The CURRICULUM COORDINATOR will be entitled to twelve (12) work days of sick leave annually prorated at 0.5 FTE. If the CURRICULUM COORDINATOR 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 CURRICULUM COORDINATOR will receive three (3) personal leave days annually prorated at 0.5 FTE. Unused personal leave shall accumulate as sick leave.

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

11. **MEMBERSHIP DUES** – With prior BOARD approval and upon proper substantiation, the CURRICULUM COORDINATOR 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 CURRICULUM COORDINATOR subscribes.

12. **PROFESSIONAL ACTIVITIES** - The CURRICULUM COORDINATOR 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.

13. **LICENSE** - The CURRICULUM COORDINATOR will furnish to the BOARD, during the term of this Agreement, a valid, appropriate, and properly registered license to act as CURRICULUM COORDINATOR in accordance with the laws of the State of Illinois and as directed by the BOARD.

14. **TUITION REIMBURSEMENT** - The BOARD will reimburse the CURRICULUM COORDINATOR 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 Three Thousand Eight Hundred Dollars (\$3,800.) For reimbursement to be made, such approval must be in writing from the Superintendent and obtained in advance of taking the course. The CURRICULUM COORDINATOR 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 CURRICULUM COORDINATOR 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 CURRICULUM COORDINATOR 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 CURRICULUM COORDINATOR'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 CURRICULUM COORDINATOR'S contract or if this Contract is terminated by mutual agreement.

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

- A. Mutual agreement of the parties.
- B. Retirement.
- C. Resignation, provided, however, the CURRICULUM COORDINATOR 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 CURRICULUM COORDINATOR'S sick leave has been exhausted, the compensation will be reinstated after the CURRICULUM COORDINATOR has returned to employment and undertaken the full discharge of her duties. The BOARD may terminate this Agreement by written notice to the CURRICULUM COORDINATOR at any time after the CURRICULUM COORDINATOR 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 CURRICULUM COORDINATOR to return to her duties the BOARD may require the CURRICULUM COORDINATOR to submit to a medical examination, to be performed by a doctor licensed to practice medicine. The BOARD and CURRICULUM COORDINATOR 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 CURRICULUM COORDINATOR 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 CURRICULUM COORDINATOR 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 CURRICULUM COORDINATOR, who will be entitled to notice and a hearing before the BOARD to discuss the discharge. If the CURRICULUM COORDINATOR 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 CURRICULUM COORDINATOR.

F. Failure to comply with the terms and conditions of this Agreement.

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

16. **EVALUATION** - The BOARD and CURRICULUM COORDINATOR agree that there will be an annual evaluation of the CURRICULUM COORDINATOR'S performance under this Agreement. The evaluation will consider, but not be limited to, an examination of the establishment and maintenance of educational goals, 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 ASSISTANT SUPERINTENDENT for CURRICULUM AND INSTRUCTION ("ASSISTANT SUPERINTENDENT") given to the CURRICULUM COORDINATOR by March 1.

In the event that the ASSISTANT SUPERINTENDENT determines that the performance of the CURRICULUM COORDINATOR is unsatisfactory in any respect, the ASSISTANT 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 ASSISTANT SUPERINTENDENT deems performance to be unsatisfactory. The CURRICULUM COORDINATOR 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 CURRICULUM COORDINATOR'S personnel file.

17. **PROFESSIONAL LIABILITY** - The BOARD agrees that it will defend, hold harmless, and indemnify the CURRICULUM COORDINATOR from any and all demands, claims, suits, actions and legal proceedings brought against the CURRICULUM COORDINATOR in her individual capacity, or in her official capacity as agent and employee of the BOARD provided the incident arose while the CURRICULUM COORDINATOR 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 CURRICULUM COORDINATOR against such demands, claims, suits, actions and legal proceedings.

18. **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 CURRICULUM COORDINATOR, to:

Kendra Perri
3960 Beaver Run Drive
Long Grove, IL 60047

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

19. 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 CURRICULUM COORDINATOR, 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.

CURRICULUM COORDINATOR

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

By: _____
Kendra Perri

By: _____
President

ATTEST:

Secretary

**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 Katie Reynolds ("Ms. Reynolds") are parties to an Assistant Superintendent's Contract covering the term of July 1, 2016, through June 30, 2019, (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 Assistant Superintendent's annual salary for July 1, 2017 through June 30, 2018, pursuant to Section 4 of the Contract, as One Hundred Sixty Nine Thousand One Hundred Forty Two Dollars (\$169,142.00). 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 16th day of May, 2017

AGREED:

Katie Reynolds

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

ATTEST:

Secretary

President



Lincolnshire-Prairie View School District 103

Memo

To: Board of Education
From: Scott Warren
Date: May 11, 2017
Re: Classified Salary Increases/Insurance changes

I am recommending that the Board approve a 3% increase to the classified staff salaries for the 2017-2018 school year. Transportation employees will receive 0.7% cost of living increase.

MEMORANDUM

To: Jorge L. Ortiz, Chief Judge
Aaron Lawlor, Lake County Board Chairman
Roycealee Wood, Regional Superintendent of Schools
District 125 Representative
District 103 Representative

From: Mary Stevens, Nineteenth Judicial Circuit

Date: April 21, 2017

Re: INTERGOVERNMENTAL AGREEMENT FOR
EDUCATIONAL SERVICES

It is time to exercise the renewal of the Joint Agreement for Provision of Educational Services at the Robert W. Depke Juvenile Justice Center between the Lake County Regional Superintendent of Schools, the County of Lake, the Chief Judge of the Nineteenth Judicial Circuit, Adlai E. Stevenson High School District #125 and Lincolnshire-Prairie View District #103. This Agreement can be renewed for three additional one-year periods.

Please return this form to me ASAP to exercise the renewal for the July 1, 2017 through June 30, 2018 period. Thank you for your attention to this matter.

_____ I would like to renew the Joint Agreement for the Provision of Educational Services at the same terms and conditions for an additional year. **OR**

_____ I would like to amend this Agreement to address the following issues (please specify).

Contact Name

Phone Number

Contact Signature

Bills Payable List

Printed: 5/10/2017 4:33 PM
Lincolnshire-Prairie View SD #103
Expense on Date: 5/1/17 to 5/31/2017

Vendor Name						
P.O. Number	Description	Override	Batch #	Amount	State	Account Number
LAKE COUNTY REGIONAL OFFICE C						
	ORPHANAGE TUITION		0	7,074.00	10-2310-392	
				<u>\$7,074.00</u>		
			Report Total	<u><u>\$7,074.00</u></u>		

MINUTES of a regular public meeting of the Board of Education of School District Number 103, Lake County, Illinois, held in the Learning Center of the Daniel Wright Junior High School, 1370 North Riverwoods Road, Lincolnshire, Illinois in said School District at 7:00 o'clock P.M., on the 16th day of May, 2017.

* * *

The meeting was called to order by the President, and upon the roll being called, Gary Gordon, the President, and the following members were physically present at said location:

The following members were allowed by a majority of the members of the Board of Education in accordance with and to the extent allowed by rules adopted by the Board of Education to attend the meeting by video or audio conference: _____

No member was not permitted to attend the meeting by video or audio conference.

The following members were absent and did not participate in the meeting in any manner or to any extent whatsoever: _____

The President announced that the next item for consideration was the issuance of not to exceed \$4,900,000 General Obligation Debt Certificates (Limited Tax), Series 2017, to be issued by the District pursuant to Section 17(b) of the Local Government Debt Reform Act, and that the Board of Education would consider the adoption of a resolution providing for an Installment Purchase Agreement in order to finance certain capital improvements in and for the District, authorizing the issuance of said Certificates evidencing the rights to payment under said Agreement and providing for the sale of said Certificates. The President then explained that the resolution sets forth the parameters for the issuance of said Certificates and sale thereof by

designated officials of the District and summarized the pertinent terms of said parameters, including the specific parameters governing the manner of sale, length of maturity, rates of interest and purchase price for said Certificates.

Whereupon Member _____ presented and the Secretary read by title a resolution as follows, a copy of which was provided to each member of the Board of Education prior to said meeting and to everyone in attendance at said meeting who requested a copy:

RESOLUTION authorizing and providing for an Installment Purchase Agreement for the purpose of paying the cost of purchasing real or personal property, or both, in and for School District Number 103, Lake County, Illinois, and for the issue of not to exceed \$4,900,000 General Obligation Debt Certificates (Limited Tax), Series 2017, of said School District evidencing the rights to payment under said Agreement, providing for the security for and means of payment under said Agreement of said Certificates and authorizing the sale of said Certificates to the purchaser thereof.

* * *

WHEREAS, School District Number 103, Lake County, Illinois (the “*District*”), is a school district of the State of Illinois operating under and pursuant to the School Code of the State of Illinois, as amended (the “*School Code*”), the Local Government Debt Reform Act of the State of Illinois, as amended (the “*Debt Reform Act*”), and in particular, the provisions of Section 17(b) of the Debt Reform Act (the “*Installment Purchase Provisions*”); and

WHEREAS, the Board of Education of the District (the “*Board*”) has considered the needs of the District and, in so doing, the Board has deemed and does now deem it advisable, necessary, and for the best interests of the District to finance certain capital improvements in and for the District, including, in connection with said work, acquisition of all land or rights in land, mechanical, electrical, and other services necessary, useful, or advisable thereto, including but not limited to building an addition to the Half Day School building and the Laura B. Sprague Elementary School building, moving grade five from Daniel Wright Junior High School to Half Day School and renovating the Daniel Wright Junior High School building (the “*Project*”), all as shown on preliminary plans and cost estimates on file with and approved by the Board; and

WHEREAS, the Board has determined the total cost of the Project and expenses incidental thereto, including financial, legal, architectural, and engineering services related to such work and to the Agreement hereinafter provided for in this Resolution to be not less than \$4,900,000, plus estimated investment earnings which may be received on said sum prior to disbursement; and

WHEREAS, sufficient funds of the District are not available to pay the costs of the Project, and it will, therefore, be necessary to borrow money in the amount of not to exceed \$4,900,000 for the purpose of paying such costs; and

WHEREAS, pursuant to the Installment Purchase Provisions, the District has the power to purchase real or personal property through agreements that provide that the consideration for the purchase may be paid through installments made at stated intervals for a period of no more than 20 years, to sell, convey and reacquire either real or personal property upon any terms and conditions and in any manner as the Board shall determine, if the District will lease, acquire by purchase agreement, or otherwise reacquire the property as authorized by applicable law and to issue certificates evidencing indebtedness incurred under such agreements; and

WHEREAS, the Board finds that it is desirable and in the best interests of the District to avail of the provisions of the Installment Purchase Provisions to authorize an Installment Purchase Agreement (the “*Agreement*”); name as counter-party to the Agreement the School Treasurer who receives the taxes of the District (the “*Treasurer*”), as nominee-seller; authorize the President and Secretary of the Board to execute and attest, respectively, the Agreement on behalf of the District and to file same with said Secretary in his or her capacity as keeper of the records and files of the District; and issue certificates evidencing the indebtedness incurred under the Agreement in the amount of not to exceed \$4,900,000:

NOW, THEREFORE, Be It and It Is Hereby Resolved by the Board of Education of School District Number 103, Lake County, Illinois, as follows:

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

Section 2. Authorization. It is necessary and advisable for the residents of the District to pay the costs of the Project and to borrow money and, in evidence thereof and for the purpose of financing same, enter into the Agreement and, further, to provide for the issuance and delivery of certificates evidencing the indebtedness incurred under the Agreement.

Section 3. Agreement is a General Obligation; Annual Budget. The District hereby represents, warrants, and agrees that the obligation to make the payments due under the Agreement shall be a general obligation of the District payable from any funds of the District lawfully available for such purpose. The District represents and warrants that the total amount due under the Agreement, together with all other indebtedness of the District, is within all statutory and constitutional debt limitations. The District agrees to budget funds of the District annually and in a timely manner so as to provide for the making of all payments when due under the terms of the Agreement.

Section 4. Execution and Filing of the Agreement. From and after the effective date of this Resolution, the President and Secretary of the Board be and they are hereby authorized and directed to execute and attest, respectively, the Agreement, in substantially the form set forth in Section 5 of this Resolution, and to do all things necessary and essential to effectuate the provisions of the Agreement, including the execution of any documents and certificates incidental thereto or necessary to carry out the provisions thereof. Further, as nominee-seller, the Treasurer is hereby authorized and directed to execute the Agreement. Upon full execution, the original of the Agreement shall be filed with the Secretary of the Board and retained in the District records and shall constitute authority for the issuance of the Certificates hereinafter authorized.

Section 5. Form of the Agreement. The Agreement shall be in substantially the form as follows:

INSTALLMENT PURCHASE AGREEMENT for purchase of real or personal property, or both, in and for School District Number 103, Lake County, Illinois.

* * *

THIS INSTALLMENT PURCHASE AGREEMENT (this “*Agreement*”) dated as of _____, 2017, by and between the School Treasurer who receives the taxes of the District (as hereinafter defined), as Nominee-Seller (the “*Seller*”), and School District Number 103, Lake County, Illinois, a school district of the State of Illinois (the “*District*”):

WITNESSETH

A. The Board of Education of the District (the “*Board*”) has determined to finance certain capital improvements in and for the District (the “*Project*”), all as previously approved by the Board and on file with the Secretary of the Board (the “*Secretary*”).

B. Pursuant to the provisions of the School Code of the State of Illinois (the “*School Code*”), the Local Government Debt Reform Act of the State of Illinois (the “*Debt Reform Act*”), and, in particular, the provisions of Section 17(b) of the Debt Reform Act (the “*Installment Purchase Provisions*”), in each case, as supplemented and amended (collectively “*Applicable Law*”), the District has the power to purchase real or personal property through agreements that provide that the consideration for the purchase may be paid through installments made at stated intervals for a period of no more than 20 years, to sell, convey and reacquire either real or personal property upon any terms and conditions and in any manner as the Board shall determine, if the District will lease, acquire by purchase agreement, or otherwise reacquire the property as authorized by applicable law and to issue certificates evidencing indebtedness incurred under such agreements.

C. On the 16th day of May, 2017, the Board, pursuant to Applicable Law and the need to provide for the Project, adopted a resolution (the “*Resolution*”) authorizing the borrowing of

money for the Project, the execution and delivery of this Agreement to finance same, and the issuance of certificates evidencing the indebtedness so incurred.

D. The Resolution is

- (a) incorporated herein by reference; and
- (b) made a part hereof as if set out at this place in full;

and each of the terms as defined in the Resolution is also incorporated by reference for use in this Agreement.

E. The Seller, as nominee as expressly permitted by the Installment Purchase Provisions, has agreed to make, construct, and acquire the Project on the terms as hereinafter provided.

NOW, THEREFORE, in consideration of the mutual covenants and agreements hereinafter contained and other valuable consideration, it is mutually agreed between the Seller and the District as follows:

1. MAKE AND ACQUIRE PROJECT

The Seller agrees to make, construct, and acquire the Project upon real estate owned or to be owned by or upon which valid easements have been obtained in favor of the District.

2. CONVEYANCE

The District conveys to the Seller any portion of the Project heretofore acquired by the District and to be paid from proceeds of the Certificates (as defined in the Resolution). The Seller agrees to convey each part of the Project to the District and to perform all necessary work and convey all necessary equipment; and the District agrees to purchase the Project from the Seller and pay for the Project the purchase price of not to exceed \$_____, plus the amount of investment earnings which are earned on the amount deposited with the School Treasurer from the sale of the Certificates and in no event shall the total aggregate principal purchase price to be paid pursuant

to this Agreement exceed the sum of \$_____, plus the amount of investment earnings which are earned on the amount deposited with the School Treasurer from the sale of the Certificates.

3. PAYMENTS

The payment of the entire sum of \$_____ of said purchase price shall:

- (a) be payable in installments due on the dates and in the amounts;
- (b) bear interest at the rates percent per annum which interest shall also be payable on the dates and in the amounts;
- (c) be payable at the place or places of payment, in the medium of payment, and upon such other terms, including prepayment (redemption);

all as provided for payment of the Certificates in the Resolution.

4. ASSIGNMENT

Rights to payment of the Seller as provided in this Agreement are assigned as a matter of law under the Installment Purchase Provisions to the owners of the Certificates. This Agreement and any right, title, or interest herein, shall not be further assignable. The Certificates, evidencing the indebtedness incurred hereby, are assignable (registrable) as provided in the Resolution.

5. TAX COVENANTS

The covenants relating to the tax-exempt status of the Certificates, as set forth in the Resolution, insofar as may be applicable, apply to the work to be performed and the payments made under this Agreement.

6. TITLE

(a) *Vesting of Title.* Title in and to any part of the Project, upon delivery or as made, during all stages of the making or acquisition thereof, shall and does vest immediately in the District.

(b) *Damage, Destruction, and Condemnation.* If, during the term of this Agreement, (i) all or any part of the Project shall be destroyed, in whole or in part, or damaged by fire or other casualty or event; or (ii) title to, or the temporary or permanent use of, all or any part of the Project shall be taken under the exercise of the power of eminent domain by any governmental body or by any person, firm, or corporation acting under governmental authority; or (iii) a material defect in construction of all or any part of the Project shall become apparent; or (iv) title to or the use of all or any part of the Project shall be lost by reason of a defect in title; then the District shall continue to make payments as promised herein and in the Certificates and to take such action as it shall deem necessary or appropriate to repair and replace the Project.

7. LAWFUL CORPORATE OBLIGATION

The District hereby represents, warrants, and agrees that the obligation to make the payments due hereunder shall be a lawful direct general obligation of the District payable from the general funds of the District and such other sources of payment as are otherwise lawfully available. The District represents and warrants that the total amount due the Seller hereunder, together with all other indebtedness of the District, is within all statutory and constitutional debt limitations. The District agrees to budget funds of the District annually and in a timely manner so as to provide for the making of all payments when due under the terms of this Agreement.

8. GENERAL COVENANT AND RECITAL

It is hereby certified and recited by the Seller and the District, respectively, that as to each, respectively, for itself, all conditions, acts, and things required by law to exist or to be done precedent to and in the execution of this Agreement did exist, have happened, been done and performed in regular and due form and time as required by law.

9. NO SEPARATE TAX

THE SELLER AND THE DISTRICT RECOGNIZE THAT THERE IS NO STATUTORY AUTHORITY FOR THE LEVY OF A SEPARATE TAX IN ADDITION TO OTHER TAXES OF THE DISTRICT OR THE

**LEVY OF A SPECIAL TAX UNLIMITED AS TO RATE OR AMOUNT TO PAY ANY OF THE AMOUNTS DUE
HEREUNDER.**

10. DEFAULT

In the event of a default in payment hereunder by the District, the Seller or any Certificateholder may pursue any available remedy by suit at law or equity to enforce the payment of all amounts due or to become due under this Agreement, including, without limitation, an action for specific performance.

IN WITNESS WHEREOF, the Seller has caused this Installment Purchase Agreement to be executed, and his or her signature to be attested by the Secretary of the Board, and the District has caused this Installment Purchase Agreement to be executed by the President of its Board, and also attested by the Secretary of its Board, all as of the day and year first above written.

SELLER: Signature: _____

[Here type name]: _____
as Nominee-Seller and the School Treasurer

ATTEST:

Secretary, Board of Education

SCHOOL DISTRICT NUMBER 103,
LAKE COUNTY, ILLINOIS

President, Board of Education

ATTEST:

Secretary, Board of Education

STATE OF ILLINOIS)
) SS
COUNTY OF LAKE)

CERTIFICATE OF INSTALLMENT PURCHASE AGREEMENT FILING

I, the undersigned, do hereby certify that I am the duly qualified and acting Secretary of the Board of Education (the “*Board*”) of School District Number 103, Lake County, Illinois (the “*District*”), and as such officer I do hereby certify that on the ____ day of _____, 2017, there was filed in my office a properly certified copy of that certain document, executed by the President of the Board, attested by me in my capacity as Secretary of the Board, and further executed, as Nominee-Seller, by the School Treasurer who receives the taxes of the District, also attested by me, dated as of _____, 2017, and entitled “INSTALLMENT PURCHASE AGREEMENT for purchase of real or personal property, or both, in and for School District Number 103, Lake County, Illinois”; and supporting the issuance of certain General Obligation Debt Certificates (Limited Tax), Series 2017, of the District; that attached hereto is a true and complete copy of said Agreement as so filed; and that the same has been deposited in the official files and records of my office.

IN WITNESS WHEREOF, I hereunto affix my official signature, this ____ day of _____, 2017.

Secretary, Board of Education

Section 6. Certificate Details. For the purpose of providing for the Project, there shall be issued and sold certificates of the District in a principal amount not to exceed \$4,900,000, and said certificates shall be issued in one or more series and shall be designated “General Obligation Debt Certificates (Limited Tax), Series 2017” or such other series designation as set forth in the Certificate Notification (as hereinafter defined) (the “*Certificates*”). The Certificates, if issued, shall be dated such date as (not prior to May 16, 2017, and not later than November 16, 2017) as set forth in the Certificate Notification, shall also bear the date of authentication, shall be in fully registered form, shall be in denominations of \$5,000 each or authorized integral multiples thereof (but no single Certificate shall represent installments of principal maturing on more than one date), and shall be numbered 1 and upward. The Certificates shall become due and payable serially or be subject to mandatory redemption (subject to optional redemption as hereinafter described) on June 1 of each of the years (not later than June 1, 2037), in the amounts (not exceeding \$400,000 per year) and bearing interest at the rates per annum (not exceeding 5.00% per annum), each as set forth in the Certificate Notification.

The Certificates shall bear interest from their date or from the most recent interest payment date to which interest has been paid or duly provided for, until the principal amount of the Certificates is paid, such interest (computed upon the basis of a 360-day year of twelve 30-day months) being payable on June 1 and December 1 of each year, commencing on the date set forth in the Certificate Notification. Interest on each Certificate shall be paid by check or draft of Amalgamated Bank of Chicago, Chicago, Illinois (the “*Certificate Registrar*”), payable upon presentation in lawful money of the United States of America, to the person in whose name such Certificate is registered at the close of business on the 15th day of the month next preceding the interest payment date. The principal of the Certificates shall be payable in lawful money of the United States of America at the principal corporate trust office of the Certificate Registrar.

The Certificates shall be signed by the manual or facsimile signatures of the President and Secretary of the Board, and shall be registered, numbered and countersigned by the manual or facsimile signature of the Treasurer, and in case any officer whose signature shall appear on any Certificate shall cease to be such officer before the delivery of such Certificate, such signature shall nevertheless be valid and sufficient for all purposes, the same as if such officer had remained in office until delivery.

All Certificates shall have thereon a certificate of authentication substantially in the form hereinafter set forth duly executed by the Certificate Registrar as authenticating agent of the District and showing the date of authentication. No Certificate shall be valid or obligatory for any purpose or be entitled to any security or benefit under this Resolution unless and until such certificate of authentication shall have been duly executed by the Certificate Registrar by manual signature, and such certificate of authentication upon any such Certificate shall be conclusive evidence that such Certificate has been authenticated and delivered under this Resolution. The certificate of authentication on any Certificate shall be deemed to have been executed by the Certificate Registrar if signed by an authorized officer of the Certificate Registrar, but it shall not be necessary that the same officer sign the certificate of authentication on all of the Certificates issued hereunder.

Section 7. Registration of Certificates; Persons Treated as Owners. (a) *General.* The District shall cause books (the "*Certificate Register*") for the registration and for the transfer of the Certificates as provided in this Resolution to be kept at the principal corporate trust office of the Certificate Registrar, which is hereby constituted and appointed the registrar of the District. The District is authorized to prepare, and the Certificate Registrar shall keep custody of, multiple Certificate blanks executed by the District for use in the transfer and exchange of Certificates.

Upon surrender for transfer of any Certificate at the principal corporate trust office of the Certificate Registrar, duly endorsed by, or accompanied by a written instrument or instruments of transfer in form satisfactory to the Certificate Registrar and duly executed by, the registered owner or his or her attorney duly authorized in writing, the District shall execute and the Certificate Registrar shall authenticate, date and deliver in the name of the transferee or transferees a new fully registered Certificate or Certificates of the same maturity of authorized denominations, for a like aggregate principal amount. Any fully registered Certificate or Certificates may be exchanged at said office of the Certificate Registrar for a like aggregate principal amount of Certificate or Certificates of the same maturity of other authorized denominations. The execution by the District of any fully registered Certificate shall constitute full and due authorization of such Certificate and the Certificate Registrar shall thereby be authorized to authenticate, date and deliver such Certificate, *provided, however*, the principal amount of outstanding Certificates of each maturity authenticated by the Certificate Registrar shall not exceed the authorized principal amount of Certificates for such maturity less previous retirements.

The Certificate Registrar shall not be required to transfer or exchange any Certificate during the period beginning at the close of business on the 15th day of the month next preceding any interest payment date on such Certificate and ending at the opening of business on such interest payment date, nor to transfer or exchange any Certificate after notice calling such Certificate for redemption has been mailed, nor during a period of fifteen (15) days next preceding mailing of a notice of redemption of any Certificates.

The person in whose name any Certificate shall be registered shall be deemed and regarded as the absolute owner thereof for all purposes, and payment of the principal of or interest on any Certificate shall be made only to or upon the order of the registered owner thereof or his or her

legal representative. All such payments shall be valid and effectual to satisfy and discharge the liability upon such Certificate to the extent of the sum or sums so paid.

No service charge shall be made for any transfer or exchange of Certificates, but the District or the Certificate Registrar may require payment of a sum sufficient to cover any tax or other governmental charge that may be imposed in connection with any transfer or exchange of Certificates except in the case of the issuance of a Certificate or Certificates for the unredeemed portion of a Certificate surrendered for redemption.

(b) *Global Book-Entry System.* The Certificates shall be initially issued in the form of a separate single fully registered Certificate for each of the maturities of the Certificates determined as described in Section 6 hereof. Upon initial issuance, the ownership of each such Certificate shall be registered in the Certificate Register in the name of Cede & Co., or any successor thereto (“*Cede*”), as nominee of The Depository Trust Company, New York, New York, and its successors and assigns (“*DTC*”). All of the outstanding Certificates shall be registered in the Certificate Register in the name of Cede, as nominee of DTC, except as hereinafter provided. The President and Secretary of the Board, the Superintendent and chief business official of the District and the Certificate Registrar are each authorized to execute and deliver, on behalf of the District, such letters to or agreements with DTC as shall be necessary to effectuate such book-entry system (any such letter or agreement being referred to herein as the “*Representation Letter*”), which Representation Letter may provide for the payment of principal of or interest on the Certificates by wire transfer.

With respect to Certificates registered in the Certificate Register in the name of Cede, as nominee of DTC, the District and the Certificate Registrar shall have no responsibility or obligation to any broker-dealer, bank or other financial institution for which DTC holds Certificates from time to time as securities depository (each such broker-dealer, bank or other

financial institution being referred to herein as a “*DTC Participant*”) or to any person on behalf of whom such a DTC Participant holds an interest in the Certificates. Without limiting the immediately preceding sentence, the District and the Certificate Registrar shall have no responsibility or obligation with respect to (i) the accuracy of the records of DTC, Cede or any DTC Participant with respect to any ownership interest in the Certificates, (ii) the delivery to any DTC Participant or any other person, other than a registered owner of a Certificate as shown in the Certificate Register, of any notice with respect to the Certificates, including any notice of redemption, or (iii) the payment to any DTC Participant or any other person, other than a registered owner of a Certificate as shown in the Certificate Register, of any amount with respect to the principal of or interest on the Certificates. The District and the Certificate Registrar may treat and consider the person in whose name each Certificate is registered in the Certificate Register as the holder and absolute owner of such Certificate for the purpose of payment of principal and interest with respect to such Certificate, for the purpose of giving notices of redemption and other matters with respect to such Certificate, for the purpose of registering transfers with respect to such Certificate, and for all other purposes whatsoever. The Certificate Registrar shall pay all principal of and interest on the Certificates only to or upon the order of the respective registered owners of the Certificates, as shown in the Certificate Register, or their respective attorneys duly authorized in writing, and all such payments shall be valid and effective to fully satisfy and discharge the District’s obligations with respect to payment of the principal of and interest on the Certificates to the extent of the sum or sums so paid. No person other than a registered owner of a Certificate as shown in the Certificate Register, shall receive a Certificate evidencing the obligation of the District to make payments of principal and interest with respect to any Certificate. Upon delivery by DTC to the Certificate Registrar of written notice to the effect that DTC has determined to substitute a new nominee in place of Cede, and subject to the provisions in Section 6 hereof with

respect to the payment of interest to the registered owners of Certificates at the close of business on the 15th day of the month next preceding the applicable interest payment date, the name “Cede” in this Resolution shall refer to such new nominee of DTC.

In the event that (i) the District determines that DTC is incapable of discharging its responsibilities described herein and in the Representation Letter, (ii) the agreement among the District, the Certificate Registrar and DTC evidenced by the Representation Letter shall be terminated for any reason or (iii) the District determines that it is in the best interests of the beneficial owners of the Certificates that they be able to obtain certificated Certificates, the District shall notify DTC and DTC Participants of the availability through DTC of certificated Certificates and the Certificates shall no longer be restricted to being registered in the Certificate Register in the name of Cede, as nominee of DTC. At that time, the District may determine that the Certificates shall be registered in the name of and deposited with such other depository operating a universal book-entry system, as may be acceptable to the District, or such depository’s agent or designee, and if the District does not select such alternate universal book-entry system, then the Certificates may be registered in whatever name or names registered owners of Certificates transferring or exchanging Certificates shall designate, in accordance with the provisions of Section 7(a) hereof.

Notwithstanding any other provisions of this Resolution to the contrary, so long as any Certificate is registered in the name of Cede, as nominee of DTC, all payments with respect to principal of and interest on such Certificate and all notices with respect to such Certificate shall be made and given, respectively, in the name provided in the Representation Letter.

Section 8. Redemption. (a) Optional Redemption. All or a portion of the Certificates specified in the Certificate Notification shall be subject to redemption prior to maturity at the option of the District from any available funds, as a whole or in part, and if in part in integral

multiples of \$5,000 in any order of their maturity as determined by the District (less than all of the Certificates of a single maturity to be selected by the Certificate Registrar), on the date specified in the Certificate Notification, and on any date thereafter, at the redemption price of par plus accrued interest to the date fixed for redemption.

(b) *Mandatory Redemption.* The Certificates maturing on the date or dates, if any, set forth in the Certificate Notification shall be subject to mandatory redemption, in integral multiples of \$5,000 selected by lot by the Certificate Registrar, at a redemption price of par plus accrued interest to the redemption date, on June 1 of the years, if any, and in the principal amounts, if any, as indicated in the Certificate Notification.

The principal amounts of Certificates to be mandatorily redeemed in each year may be reduced through the earlier optional redemption thereof, with any partial optional redemptions of such Certificates credited against future mandatory redemption requirements in such order of the mandatory redemption dates as the District may determine. On or prior to the 60th day preceding any mandatory redemption date, the Certificate Registrar may, and if directed by the Board shall, purchase Certificates required to be retired on such mandatory redemption date. Any such Certificates so purchased shall be cancelled and the principal amount thereof shall be credited against the mandatory redemption required on such next mandatory redemption date.

(c) *General.* The Certificates shall be redeemed only in the principal amount of \$5,000 and integral multiples thereof. The District shall, at least forty-five (45) days prior to any optional redemption date (unless a shorter time period shall be satisfactory to the Certificate Registrar) notify the Certificate Registrar of such redemption date and of the principal amount and maturity or maturities of Certificates to be redeemed. For purposes of any redemption of less than all of the outstanding Certificates of a single maturity, the particular Certificates or portions of Certificates to be redeemed shall be selected by lot by the Certificate Registrar from the

Certificates of such maturity by such method of lottery as the Certificate Registrar shall deem fair and appropriate; *provided* that such lottery shall provide for the selection for redemption of Certificates or portions thereof so that any \$5,000 Certificate or \$5,000 portion of a Certificate shall be as likely to be called for redemption as any other such \$5,000 Certificate or \$5,000 portion. The Certificate Registrar shall make such selection upon the earlier of the irrevocable deposit of funds with an escrow agent sufficient to pay the redemption price of the Certificates to be redeemed or the time of the giving of official notice of redemption.

The Certificate Registrar shall promptly notify the District in writing of the Certificates or portions of Certificates selected for redemption and, in the case of any Certificate selected for partial redemption, the principal amount thereof to be redeemed.

Section 9. Redemption Procedure. Unless waived by any holder of Certificates to be redeemed, notice of the call for any such redemption shall be given by the Certificate Registrar on behalf of the District by mailing the redemption notice by first class mail at least thirty (30) days and not more than sixty (60) days prior to the date fixed for redemption to the registered owner of the Certificate or Certificates to be redeemed at the address shown on the Certificate Register or at such other address as is furnished in writing by such registered owner to the Certificate Registrar.

All notices of redemption shall state:

- (1) the redemption date,
- (2) the redemption price,
- (3) if less than all outstanding Certificates are to be redeemed, the identification (and, in the case of partial redemption, the respective principal amounts) of the Certificates to be redeemed,
- (4) that on the redemption date the redemption price will become due and payable upon each such Certificate or portion thereof called for redemption, and that interest thereon shall cease to accrue from and after said date,

(5) the place where such Certificates are to be surrendered for payment of the redemption price, which place of payment shall be the principal corporate trust office of the Certificate Registrar, and

(6) such other information then required by custom, practice or industry standard.

Unless moneys sufficient to pay the redemption price of the Certificates to be redeemed at the option of the District shall have been received by the Certificate Registrar prior to the giving of such notice of redemption, such notice may, at the option of the District, state that said redemption shall be conditional upon the receipt of such moneys by the Certificate Registrar on or prior to the date fixed for redemption. If such moneys are not received, such notice shall be of no force and effect, the District shall not redeem such Certificates, and the Certificate Registrar shall give notice, in the same manner in which the notice of redemption shall have been given, that such moneys were not so received and that such Certificates will not be redeemed. Otherwise, prior to any redemption date, the District shall deposit with the Certificate Registrar an amount of money sufficient to pay the redemption price of all the Certificates or portions of Certificates which are to be redeemed on that date.

Subject to the provisions for a conditional redemption described above, notice of redemption having been given as aforesaid, the Certificates or portions of Certificates so to be redeemed shall, on the redemption date, become due and payable at the redemption price therein specified, and from and after such date (unless the District shall default in the payment of the redemption price) such Certificates or portions of Certificates shall cease to bear interest. Upon surrender of such Certificates for redemption in accordance with said notice, such Certificates shall be paid by the Certificate Registrar at the redemption price. Installments of interest due on or prior to the redemption date shall be payable as herein provided for payment of interest. Upon surrender for any partial redemption of any Certificate, there shall be prepared for the registered holder a new Certificate or Certificates of the same maturity in the amount of the unpaid principal.

If any Certificate or portion of Certificate called for redemption shall not be so paid upon surrender thereof for redemption, the principal shall, until paid, bear interest from the redemption date at the rate borne by the Certificate or portion of Certificate so called for redemption. All Certificates which have been redeemed shall be cancelled and destroyed by the Certificate Registrar and shall not be reissued.

Section 10. Form of Certificate. The Certificates shall be in substantially the following form; *provided, however,* that if the text of the Certificate is to be printed in its entirety on the front side of the Certificate, then paragraph [2] and the legend, “See Reverse Side for Additional Provisions”, shall be omitted and paragraphs [6] through [11] shall be inserted immediately after paragraph [1]:

[Form of Certificate - Front Side]

REGISTERED
NO. _____

REGISTERED
\$ _____

UNITED STATES OF AMERICA

STATE OF ILLINOIS

COUNTY OF LAKE

SCHOOL DISTRICT NUMBER 103

GENERAL OBLIGATION DEBT CERTIFICATES (LIMITED TAX), SERIES 2017

See Reverse Side for
Additional Provisions

Interest Maturity Dated
Rate: _____% Date: June 1, 20__ Date: _____, 2017 CUSIP 508858 ____

Registered Owner: CEDE & CO.

Principal Amount:

[1] KNOW ALL PERSONS BY THESE PRESENTS, that School District Number 103, Lake County, Illinois (the “*District*”), hereby acknowledges itself to owe and for value received promises to pay from the source and as hereinafter provided to the Registered Owner identified above, or registered assigns as hereinafter provided, on the Maturity Date identified above, the Principal Amount identified above and to pay interest (computed on the basis of a 360-day year of twelve 30-day months) on such Principal Amount from the date of this Certificate or from the most recent interest payment date to which interest has been paid at the Interest Rate per annum set forth above on June 1 and December 1 of each year, commencing December 1, 2017, until said Principal Amount is paid. Principal of this Certificate is payable in lawful money of the United States of America upon presentation and surrender hereof at the principal corporate trust office of Amalgamated Bank of Chicago, Chicago, Illinois, as certificate registrar and paying agent (the “*Certificate Registrar*”). Payment of the installments of interest shall be made to the Registered Owner hereof as shown on the registration books of the District maintained by the Certificate

Registrar at the close of business on the 15th day of the month next preceding each interest payment date and shall be paid by check or draft of the Certificate Registrar, payable upon presentation in lawful money of the United States of America, mailed to the address of such Registered Owner as it appears on such registration books or at such other address furnished in writing by such Registered Owner to the Certificate Registrar.

[2] Reference is hereby made to the further provisions of this Certificate set forth on the reverse hereof and such further provisions shall for all purposes have the same effect as if set forth at this place.

[3] It is hereby certified and recited that all conditions, acts and things required by law to exist or to be done precedent to and in the issuance of this Certificate did exist, have happened, been done and performed in regular and due form and time as required by law; that the indebtedness of the District, including the issue of certificates of which this is one, does not exceed any limitation imposed by law; that the obligation to make payments due hereon is a general obligation of the District payable from any funds of the District legally available for such purpose, and that the District shall budget funds annually and in a timely manner so as to provide for the making of all payments hereon when due. THE OWNER OF THIS CERTIFICATE ACKNOWLEDGES THAT THERE IS NO STATUTORY AUTHORITY FOR THE LEVY OF A SEPARATE TAX IN ADDITION TO OTHER TAXES OF THE DISTRICT OR THE LEVY OF A SPECIAL TAX UNLIMITED AS TO RATE OR AMOUNT TO PAY ANY OF THE AMOUNTS DUE HEREUNDER.

[4] This Certificate shall not be valid or become obligatory for any purpose until the certificate of authentication hereon shall have been signed by the Certificate Registrar.

[5] IN WITNESS WHEREOF, said School District Number 103, Lake County, Illinois, by its Board of Education, has caused this Certificate to be signed by the manual or duly authorized facsimile signatures of the President and Secretary of said Board of Education, and to be registered, numbered and countersigned by the manual or duly authorized facsimile signature of the School Treasurer who receives the taxes of the District, all as of the Dated Date identified above.

SPECIMEN
President, Board of Education

Registered, Numbered and Countersigned:

SPECIMEN
Secretary, Board of Education

SPECIMEN
School Treasurer

Date of Authentication: _____, 20__

CERTIFICATE
OF
AUTHENTICATION

Certificate Registrar and Paying Agent:
Amalgamated Bank of Chicago,
Chicago, Illinois

This Certificate is one of the Certificates described in the within mentioned resolution and is one of the General Obligation Debt Certificates (Limited Tax), Series 2017, of School District Number 103, Lake County, Illinois.

AMALGAMATED BANK OF CHICAGO,
as Certificate Registrar

By _____
SPECIMEN
Authorized Officer

[Form of Certificate - Reverse Side]

SCHOOL DISTRICT NUMBER 103

LAKE COUNTY, ILLINOIS

GENERAL OBLIGATION DEBT CERTIFICATES (LIMITED TAX), SERIES 2017

[6] This Certificate is one of a series of certificates issued by the District to finance certain capital improvements in and for the District, in full compliance with the provisions of the School Code of the State of Illinois, and the Local Government Debt Reform Act of the State of Illinois, and all laws amendatory thereof and supplementary thereto, and is authorized by the Board of Education of the District by a resolution duly and properly adopted for that purpose, in all respects as provided by law. The Certificates issued by the District in connection with the Project have been issued in evidence of the indebtedness incurred pursuant to a certain Installment Purchase Agreement (the “*Agreement*”), dated as of _____, 2017, entered into by and between the District and the School Treasurer who receives the taxes of the District, as Seller-Nominee, to which reference is hereby expressly made for further definitions and terms and to all the provisions of which the holder by the acceptance of this certificate assents.

[7] Certificates of the issue of which this Certificate is one due on or after June 1, 20__, are subject to redemption prior to maturity at the option of the District as a whole or in part in integral multiples of \$5,000 in any order of their maturity as determined by the District (less than all the Certificates of a single maturity to be selected by lot by the Certificate Registrar), on June 1, 20__, and on any date thereafter, at the redemption price of par plus accrued interest to the redemption date.

[8] Notice of any such redemption shall be sent by first class mail not less than thirty (30) days nor more than sixty (60) days prior to the date fixed for redemption to the registered owner of each Certificate to be redeemed at the address shown on the registration books of the District

maintained by the Certificate Registrar or at such other address as is furnished in writing by such registered owner to the Certificate Registrar. When so called for redemption, this Certificate will cease to bear interest on the specified redemption date, provided funds for redemption are on deposit at the place of payment at that time, and shall not be deemed to be outstanding.

[9] This Certificate is transferable by the Registered Owner hereof in person or by his or her attorney duly authorized in writing at the principal corporate trust office of the Certificate Registrar in Chicago, Illinois, but only in the manner, subject to the limitations and upon payment of the charges provided in the authorizing resolution, and upon surrender and cancellation of this Certificate. Upon such transfer a new Certificate or Certificates of authorized denominations of the same maturity and for the same aggregate principal amount will be issued to the transferee in exchange therefor.

[10] The Certificates are issued in fully registered form in the denomination of \$5,000 each or authorized integral multiples thereof. This Certificate may be exchanged at the principal corporate trust office of the Certificate Registrar for a like aggregate principal amount of Certificates of the same maturity of other authorized denominations, upon the terms set forth in the authorizing resolution. The Certificate Registrar shall not be required to transfer or exchange any Certificate during the period beginning at the close of business on the 15th day of the month next preceding any interest payment date on such Certificate and ending at the opening of business on such interest payment date, nor to transfer or exchange any Certificate after notice calling such Certificate for redemption has been mailed, nor during a period of fifteen (15) days next preceding mailing of a notice of redemption of any Certificates.

[11] The District and the Certificate Registrar may deem and treat the Registered Owner hereof as the absolute owner hereof for the purpose of receiving payment of or on account of

principal hereof and interest due hereon and for all other purposes and neither the District nor the Certificate Registrar shall be affected by any notice to the contrary.

(ASSIGNMENT)

FOR VALUE RECEIVED, the undersigned sells, assigns and transfers unto _____

(Name and Address of Assignee)

the within Certificate and does hereby irrevocably constitute and appoint _____

attorney to transfer the said Certificate on the books kept for registration thereof with full power of substitution in the premises.

Dated: _____

Signature guaranteed: _____

NOTICE: The signature to this assignment must correspond with the name of the registered owner as it appears upon the face of the within Certificate in every particular, without alteration or enlargement or any change whatever.

Section 11. Sale of Certificates. The President of the Board and one of the Superintendent or Assistant Superintendent for Business of the District (the “*Designated Representatives*”) are hereby authorized to proceed not later than the 16th day of November, 2017, without any further authorization or direction from the Board, to sell the Certificates upon the terms as prescribed in this Resolution. The Certificates hereby authorized shall be executed as in this Resolution provided as soon after the delivery of the Certificate Notification as may be, and thereupon be deposited with the School Treasurer who receives the taxes of the District, and be by said Treasurer delivered to the purchaser thereof (the “*Purchaser*”), upon receipt of the purchase price therefor, the same being not less than 99.0% of the principal amount of the Certificates (exclusive of original issue discount or original issue premium, if any), plus accrued interest, if any, to date of delivery. The Purchaser for the Certificates shall be: (a) pursuant to a competitive

sale conducted by PMA Securities, Inc., Naperville, Illinois (“PMA”), the best bidder for the Certificates; (b) in a negotiated underwriting, a bank or financial institution listed in the Dealers & Underwriters or Municipal Derivatives sections of the most recent edition of The Bond Buyer’s Municipal Marketplace; or (c) in a private placement, (i) a bank or financial institution authorized to do business in the State of Illinois, (ii) a governmental unit as defined in the Local Government Debt Reform Act of the State of Illinois, as amended, or (iii) an “accredited investor” as defined in Rule 501 of Regulation D as promulgated under the Securities Act of 1933, as amended; provided, however that the Purchaser as set forth in either (b) or (c) shall be selected only upon receipt by the District of the written recommendation of PMA that the sale of the Certificates on a negotiated or private placement basis to the Purchaser is in the best interest of the District because of (i) the pricing of the Certificates by the Purchaser, (ii) then current market conditions or (iii) the timing of the sale of the Certificates; and further provided, that the Purchaser as set forth in (c) may be selected through the utilization of a placement agent selected by the Designated Representatives after consultation with PMA if the use of such placement agent is determined by the Designated Representatives to be in the best interest of the District. The surety bond executed by the School Treasurer in connection with the issuance of the Certificates as required by Section 19-6 of the School Code of the State of Illinois, as amended (the “Act”), is hereby approved and shall be filed with the Regional Superintendent of Schools having jurisdiction over the District.

Prior to the sale of the Certificates, the President of the Board or the Superintendent or business official of the District is hereby authorized to approve and execute a commitment for the purchase of a Municipal Bond Insurance Policy (as hereinafter defined), to further secure the Certificates, as long as the present value of the fee to be paid for the Municipal Bond Insurance Policy (using as a discount rate the expected yield on the Certificates treating the fee paid as

interest on the Certificates) is less than the present value of the interest reasonably expected to be saved on the Certificates over the term of the Certificates as a result of the Municipal Bond Insurance Policy.

Upon the sale of the Certificates, the Designated Representatives shall prepare a Notification of Sale of the Certificates, which shall include the pertinent details of sale as provided herein (the "*Certificate Notification*"). In the Certificate Notification, the Designated Representatives shall find and determine that the Certificates have been sold at such price and bear interest at such rates that either the true interest cost (yield) or the net interest rate received upon the sale of the Certificates does not exceed the maximum rate otherwise authorized by applicable law. The Certificate Notification shall be entered into the records of the District and made available to the Board at the next regular meeting thereof; but such action shall be for information purposes only, and the Board shall have no right or authority at such time to approve or reject such sale as evidenced in the Certificate Notification.

Upon the sale of the Certificates, as evidenced by the execution and delivery of the Certificate Notification by the Designated Representatives, the President and Secretary of the Board and the School Treasurer who receives the taxes of the District and any other officers of the District, as shall be appropriate, shall be and are hereby authorized and directed to approve or execute, or both, such documents of sale of the Certificates as may be necessary, including, without limitation, the contract for the sale of the Certificates between the District and the Purchaser (the "*Purchase Contract*"). Prior to the execution and delivery of the Purchase Contract, the Designated Representatives shall find and determine that no person holding any office of the District, either by election or appointment, is in any manner interested, directly or indirectly, in his or her own name or in the name of any other person, association, trust or corporation, in the Purchase Contract.

The Certificates before being issued shall be registered, numbered and countersigned by the School Treasurer who receives the taxes of the District, such registration being made in a book provided for that purpose, in which shall be entered the record of the resolution authorizing the Board to borrow said money and a description of the Certificates issued, including the number, date, to whom issued, amount, rate of interest and when due.

The use by the Purchaser of any Preliminary Official Statement or Preliminary Term Sheet and any final Official Statement or final Term Sheet relating to the Certificates is hereby ratified, approved and authorized; the execution and delivery of the Official Statement or Term Sheet is hereby authorized; and the officers of the Board are hereby authorized to take any action as may be required on the part of the District to consummate the transactions contemplated by the Purchase Contract, this Resolution, said Preliminary Official Statement or Preliminary Term Sheet, the Official Statement or Term Sheet and the Certificates.

Section 12. Use of Certificate Proceeds. Accrued interest, if any, received on the delivery of the Certificates is hereby appropriated for the purpose of paying first interest due on the Certificates and is hereby ordered deposited into the “Debt Certificate Fund of 2017” (the “*Certificate Fund*”), which shall be the fund for the payment of the principal of and interest on the Certificates. Funds lawfully available for the purpose of paying the principal of and interest on the Certificates shall be deposited into the Certificate Fund and used solely and only for such purpose.

The principal proceeds of the Certificates and any premium received on the delivery of the Certificates are hereby appropriated to pay the costs of issuance of the Certificates and for the purpose of paying the cost of the Project, and that portion thereof not needed to pay such costs of issuance is hereby ordered deposited into the “School Building Improvement Fund of 2017” (the “*Project Fund*”), hereby created. It is hereby found and determined and hereby declared and set

forth that the Board (i) has not entered into an agreement of any kind with any entity, party or person (including, but not limited to, the Purchaser) to not expend the proceeds of the Certificates deposited into the Project Fund for any period of time and (ii) is not required by any contract, decree, instrument, order, regulation or ruling, to not expend the proceeds of the Certificates deposited into the Project Fund for any period of time. Moneys in the Project Fund shall be used to pay costs of the Project in accordance with the following procedures:

1. Contracts (“*Work Contracts*”) have been or shall be awarded, from time to time, by the Board for the work on the Project; and the Board represent and covenant that each Work Contract has been or will be let in strict accordance with the applicable laws of the State of Illinois, and the rules and procedures of the District for same.

2. Pursuant to this Resolution or subsequent resolution or resolutions to be duly adopted, the Board shall identify all or a designated portion of each Work Contract to the Agreement. The Work Contracts attached hereto as *Exhibit 1* are hereby identified to the Agreement. This Resolution, any such further resolution and said Work Contracts shall be filed of record with the Secretary of the Board and the Treasurer. The adoption and filing of any such resolution or resolutions and the Work Contracts with such officers shall constitute authority for the Treasurer to make disbursements from the Project Fund to pay amounts due under such Work Contracts from time to time, upon such further resolutions, orders, vouchers, warrants, or other proceedings as are required under the applicable laws of the State of Illinois, and the rules and procedures of the District for same. No action need be taken by or with respect to the contractors under the Work Contracts as, pursuant to the Installment Purchase Provisions, the Treasurer acts as Nominee-Seller of the Project for all purposes, enabling the issuance of the Certificates.

Alternatively to the creation of the funds described above, the appropriate officers may allocate the funds to be deposited into the Certificate Fund or proceeds of the Certificates to one or more related funds of the District already in existence and in accordance with good accounting practice; *provided, however*, that this shall not relieve such officers of the duty to account and invest such funds and the proceeds of the Certificates, as herein provided, as if the funds described above had in fact been created. At the time of the issuance of the Certificates, the costs of issuance of the Certificates may be paid by the Purchaser on behalf of the District from the proceeds of the Certificates.

Section 13. Non-Arbitrage and Tax-Exemption. One purpose of this Section is to set forth various facts regarding the Certificates and to establish the expectations of the Board and the District as to future events regarding the Certificates and the use of Certificate proceeds. The certifications, covenants and representations contained herein (except for paragraph 7.10) and at the time of the Closing are made on behalf of the District for the benefit of the owners from time to time of the Certificates. In addition to providing the certifications, covenants and representations contained herein, the District hereby covenants that it will not take any action, omit to take any action or permit the taking or omission of any action within its control (including, without limitation, making or permitting any use of the proceeds of the Certificates) if taking, permitting or omitting to take such action would cause any of the Certificates to be an arbitrage bond or a private activity bond within the meaning of the hereinafter defined Code or would otherwise cause the interest on the Certificates to be included in the gross income of the recipients thereof for federal income tax purposes. The District acknowledges that, in the event of an examination by the Internal Revenue Service (the “IRS”) of the Certificates, under present rules, the District may be treated as a “taxpayer” in such examination and agrees that it will respond in

a commercially reasonable manner to any inquiries from the IRS in connection with such an examination. The Board and the District certify, covenant and represent as follows:

1.1. Definitions. In addition to such other words and terms used and defined in this Resolution, the following words and terms used in this Section shall have the following meanings unless, in either case, the context or use clearly indicates another or different meaning is intended:

“Affiliated Person” means a Person that is affiliated with another Person (including the District) because either (a) at any time during the six months prior to the execution and delivery of the Certificates, more than five percent of the voting power of the governing body of either Person is in the aggregate vested in the other Person and its directors, officers, owners, and employees, or (b) during the one-year period beginning six months prior to the execution and delivery of the Certificates, the composition of the governing body of the Person (or any Person that controls the Person) is modified or established to reflect (directly or indirectly) representation of the interests of the other Person (or there is an agreement, understanding, or arrangement relating to such a modification or establishment during that one-year period).

“Bond Counsel” means Chapman and Cutler LLP or any other nationally recognized firm of attorneys experienced in the field of municipal bonds whose opinions are generally accepted by purchasers of municipal bonds.

“Capital Expenditures” means costs of a type that would be properly chargeable to a capital account under the Code (or would be so chargeable with a proper election) under federal income tax principles if the District were treated as a corporation subject to federal income taxation, taking into account the definition of Placed-in-Service set forth herein.

“Closing” means the first date on which the District is receiving the purchase price for the Certificates.

“Code” means the Internal Revenue Code of 1986, as amended.

“Commingled Fund” means any fund or account containing both Gross Proceeds and an amount in excess of \$25,000 that are not Gross Proceeds if the amounts in the fund or account are invested and accounted for, collectively, without regard to the source of funds deposited in the fund or account. An open-ended regulated investment company under Section 851 of the Code is not a Commingled Fund.

“*Control*” means the possession, directly or indirectly through others, of either of the following discretionary and non-ministerial rights or powers over another entity:

(a) to approve and to remove without cause a controlling portion of the governing body of a Controlled Entity; or

(b) to require the use of funds or assets of a Controlled Entity for any purpose.

“*Controlled Entity*” means any entity or one of a group of entities that is subject to Control by a Controlling Entity or group of Controlling Entities.

“*Controlled Group*” means a group of entities directly or indirectly subject to Control by the same entity or group of entities. A Controlled Group includes the entity that has Control of the other entities.

“*Controlling Entity*” means any entity or one of a group of entities directly or indirectly having Control of any entities or group of entities.

“*Costs of Issuance*” means the costs of issuing the Certificates, including underwriters’ discount and legal fees, but not including the fees for the Credit Facility described in paragraph 5.5 hereof.

“*Credit Facility*” means the municipal bond insurance policy issued by the Credit Facility Provider.

“*Credit Facility Provider*” means the insurance company, if any, insuring the payment of all or a portion of the principal of and interest on the Certificates.

“*De Minimis Amount of Original Issue Discount or Premium*” means with respect to an obligation (a) any original issue discount or premium that does not exceed two percent of the stated redemption price at maturity of the Certificates plus (b) any original issue premium that is attributable exclusively to reasonable underwriter’s compensation.

“*External Commingled Fund*” means a Commingled Fund in which the District and all members of the same Controlled Group as the District own, in the aggregate, not more than ten percent of the beneficial interests.

“*GIC*” means (a) any investment that has specifically negotiated withdrawal or reinvestment provisions and a specifically negotiated interest rate and (b) any agreement to supply investments on two or more future dates (*e.g.*, a forward supply contract).

“*Gross Proceeds*” means amounts in the Certificate Fund and the Project Fund.

“*Issue Price*” of any group of substantially identical Certificates or of any other obligations issued for money or marketable securities is the price at which the obligations

of that group are first offered for sale to the public (not including any bond houses, brokers, or persons acting in the capacity of underwriters, or wholesalers) so long as on the date that the District (or other entity issuing such obligations) sold such obligations, it was reasonably expected that at least 10% of each group of substantially identical bonds would be sold for such offering price. The “*Issue Price*” of any group of substantially identical obligations sold by the issuer of such obligations to an investor that expects to hold the obligations as an investor to maturity is the market price paid by such investor. The “*Issue Price*” of any obligations issued for property other than cash or marketable securities is determined under appropriate regulations.

“*Person*” means and includes any individual, body politic, governmental unit, agency or authority, trust, estate, partnership, association, company, corporation, joint-stock company, syndicate, group, pool, joint venture, other unincorporated organization or group, or group of any of the above.

“*Placed-in-Service*” means the date on which, based on all facts and circumstances (a) a facility has reached a degree of completion that would permit its operation at substantially its design level and (b) the facility is, in fact, in operation at such level.

“*Private Business Use*” means any use of the Project by any Person (including the federal government) other than a state or local governmental unit, including as a result of (i) ownership, (ii) actual or beneficial use pursuant to a lease or a management, service, incentive payment, research or output contract or (iii) any other similar arrangement, agreement or understanding, whether written or oral, except for use of the Project on the same basis as the general public. Private Business Use includes any formal or informal arrangement with any Person other than a state or local governmental unit (i) that conveys special legal entitlements to any portion of the Project, or (ii) under which any Person other than a state or local governmental unit has any special economic benefit with respect to any portion of the Project that is not available for use by the general public.

“*Qualified Administrative Costs of Investments*” means (a) reasonable, direct administrative costs (other than carrying costs) such as separately stated brokerage or selling commissions but not legal and accounting fees, recordkeeping, custody and similar costs; or (b) all reasonable administrative costs, direct or indirect, incurred by a publicly offered regulated investment company or an External Commingled Fund.

“*Qualified Tax Exempt Obligations*” means (a) any obligation described in Section 103(a) of the Code, the interest on which is excludable from gross income of the owner thereof for federal income tax purposes and is not an item of tax preference for purposes of the alternative minimum tax imposed by Section 55 of the Code; (b) an interest in a regulated investment company to the extent that at least ninety-five percent of the income to the holder of the interest is interest which is excludable from gross income under Section 103 of the Code of any owner thereof for federal income tax purposes and is not an item of tax preference for purposes of the alternative minimum tax imposed by Section 55 of the Code; and (c) certificates of indebtedness issued by the United States Treasury pursuant to the Demand Deposit State and Local Government Series program

described in 31 C.F.R. pt. 344 (this clause (c) applies only to demand deposit SLGS, not to other types of SLGS).

“*Rebate Fund*” means the fund, if any, identified and defined in paragraph 4.1 herein.

“*Rebate Provisions*” means the rebate requirements contained in Section 148(f) of the Code and in the Regulations.

“*Regulations*” means United States Treasury Regulations dealing with the tax-exempt bond provisions of the Code.

“*Reimbursed Expenditures*” means any expenditures of the District paid prior to Closing to which Sale Proceeds or investment earnings thereon are or will be allocated.

“*Sale Proceeds*” means amounts actually or constructively received from the sale of the Certificates, including (a) amounts used to pay underwriter’s discount or compensation, (b) accrued interest, other than accrued interest for a period not greater than one year before Closing but only if it is to be paid within one year after Closing and (c) amounts derived from the sale of any right that is part of the terms of a Certificate or is otherwise associated with a Certificate (*e.g.*, a redemption right).

“*Yield*” means that discount rate which when used in computing the present value of all payments of principal and interest paid and to be paid on an obligation produces an amount equal to the obligation’s purchase price (or in the case of the Certificates, the Issue Price as established in Section 5.1), including accrued interest. For purposes of computing the Yield on the Certificates and on investments, the same compounding interval (which must be an interval of not more than one year) and standard financial conventions (such as a 360-day year) must be used.

“*Yield Reduction Payment*” means a rebate payment or any other amount paid to the United States in the same manner as rebate amounts are required to be paid or at such other time or in such manner as the IRS may prescribe that will be treated as a reduction in Yield of an investment under the Regulations.

2.1. *Purpose of the Certificates.* The Certificates are being issued to finance the Project in a prudent manner consistent with the revenue needs of the District. A breakdown of the sources and uses of funds is set forth in the preceding Section of this Resolution. At least 75% of (i) Sale Proceeds plus (ii) all investment earnings thereon during the period ending on the date of completion of the Project, less (iii) Costs of Issuance paid from Sale Proceeds or investment earnings thereon, less (iv) Sale Proceeds or investment earnings thereon deposited in a reasonably required reserve or replacement fund, are expected to be used for construction purposes with respect to property owned by a governmental unit. Except for any accrued interest on the Certificates used to pay first interest due on the Certificates, no proceeds of the Certificates will be used more than 30 days after the date of issue of the Certificates for the purpose of paying any principal or interest on any issue

of bonds, notes, certificates or warrants or on any installment contract or other obligation of the District or for the purpose of replacing any funds of the District used for such purpose.

2.2. *The Project—Binding Commitment and Timing.* The District has incurred or will, within six months of the Closing, incur a substantial binding obligation (not subject to contingencies within the control of the District or any member of the same Controlled Group as the District) to a third party to expend at least five percent of the Sale Proceeds on the Project. It is expected that the work of acquiring and constructing the Project and the expenditure of amounts deposited into the Project Fund will continue to proceed with due diligence through the last date shown on the draw schedule to be attached to the Treasurer's Receipt as an Exhibit (the "*Exhibit*") at the time of Closing, which is no later than three years after Closing, at which time it is anticipated that all Sale Proceeds and investment earnings thereon will have been spent.

2.3. *Reimbursement.* With respect to expenditures for the Project paid within the 60 day period ending on this date and with respect to which no declaration of intent was previously made, the District hereby declares its intent to reimburse such expenditures and hereby allocates Sale Proceeds in the amount indicated in the Treasurer's Receipt to be delivered in connection with the issuance of the Certificates to reimburse said expenditures. Otherwise, none of the Sale Proceeds or investment earnings thereon will be used for Reimbursed Expenditures.

2.4. *Working Capital.* All Sale Proceeds and investment earnings thereon will be used, directly or indirectly, to finance Capital Expenditures other than the following:

- (a) working capital expenditures directly related to Capital Expenditures financed by the Certificates, in an amount not to exceed five percent of the Sale Proceeds;
- (b) payments of interest on the Certificates for a period commencing at Closing and ending on the later of the date three years after Closing or one year after the date on which the Project is Placed-in-Service;
- (c) Costs of Issuance and Qualified Administrative Costs of Investments;
- (d) payments of rebate or Yield Reduction Payments made to the United States;
- (e) principal of or interest on the Certificates paid from unexpected excess Sale Proceeds and investment earnings thereon;
- (f) investment earnings that are commingled with substantial other revenues and are expected to be allocated to expenditures within six months of the date commingled; and

(g) fees for the Credit Facility.

2.5. *Consequences of Contrary Expenditure.* The District acknowledges that if Sale Proceeds and investment earnings thereon are spent for non-Capital Expenditures other than as permitted by paragraph 2.4 hereof, a like amount of then available funds of the District will be treated as unspent Sale Proceeds.

2.6. *Payments to District or Related Persons.* The District acknowledges that if Sale Proceeds or investment earnings thereon are transferred to or paid to the District or any member of the same Controlled Group as the District, those amounts will not be treated as having been spent for federal income tax purposes. However, Sale Proceeds or investment earnings thereon will be allocated to expenditures for federal income tax purposes if the District uses such amounts to reimburse itself for amounts paid to Persons other than the District or any member of the same Controlled Group as the District, *provided* that the original expenditures were paid on or after Closing or are permitted under paragraph 2.3 of this Section, and *provided* that the original expenditures were not otherwise paid out of Sale Proceeds or investment earnings thereon or the proceeds of any other borrowing. Any Sale Proceeds or investment earnings thereon that are transferred to or paid to the District or any member of the same Controlled Group as the District (other than as reimbursement permitted by paragraph 2.3 or as a result of investment earnings commingling under paragraph 2.4(f)) will remain Sale Proceeds or investment earnings thereon, and thus Gross Proceeds, until such amounts are allocated to expenditures for federal income tax purposes. If the District does not otherwise allocate any such amounts to expenditures for the Project or other expenditures permitted under this Resolution, any such amounts will be allocated for federal income tax purposes to the next expenditures, not otherwise paid out of Sale Proceeds or investment earnings thereon or the proceeds of any other borrowing, for interest on the Certificates prior to the later of the date three years after Closing or one year after the date on which the Project is Placed-in-Service. The District will consistently follow this accounting method for federal income tax purposes.

2.7. *Investment of Certificate Proceeds.* Not more than 50% of the Sale Proceeds and investment earnings thereon are or will be invested in investments (other than Qualified Tax Exempt Obligations) having a Yield that is substantially guaranteed for four years or more. No portion of the Certificates is being issued solely for the purpose of investing a portion of Sale Proceeds or investment earnings thereon at a Yield higher than the Yield on the Certificates.

It is expected that the Sale Proceeds deposited into the Project Fund, plus investment earnings on the Project Fund, will be spent to pay costs of the Project, including any capitalized interest on the Certificates, in accordance with the estimated drawdown schedule contained in the Exhibit, the investment earnings on the Certificate Fund will be spent to pay interest on the Certificates, or to the extent permitted by law, investment earnings on amounts in the Project Fund and the Certificate Fund may be commingled with substantial revenues from the governmental operations of the District, and the earnings are reasonably expected to be spent for governmental purposes within six months of the date

commingled. Interest earnings on the Project Fund and the Certificate Fund have not been earmarked or restricted by the Board for a designated purpose.

2.8. *No Grants.* None of the Sale Proceeds or investment earnings thereon will be used to make grants to any person.

2.9. *Hedges.* Neither the District nor any member of the same Controlled Group as the District has entered into or expects to enter into any hedge (*e.g.*, an interest rate swap, interest rate cap, futures contract, forward contract or an option) with respect to the Certificates. The District acknowledges that any such hedge could affect, among other things, the calculation of Certificate Yield under the Regulations. The IRS could recalculate Certificate Yield if the failure to account for the hedge fails to clearly reflect the economic substance of the transaction. The District acknowledges that if it wishes to take any such hedge into account in determining Certificate Yield, various requirements under the Regulations, including prompt identification of the hedge with the Certificates on the District's books and records, need to be met.

The District also acknowledges that if it acquires a hedging contract with an investment element (including *e.g.*, an off-market swap agreement, or any cap agreement for which all or a portion of the premium is paid at, or before the effective date of the cap agreement), then a portion of such hedging contract may be treated as an investment of Gross Proceeds of the Certificates, and be subject to the fair market purchase price rules, rebate and Yield restriction. The District agrees not to use proceeds of the Certificates to pay for any such hedging contract in whole or in part. The District also agrees that it will not give any assurances to any Bondholder, the Credit Facility Provider, or any other credit or liquidity enhancer with respect to the Certificates that any such hedging contract will be entered into or maintained. The District recognizes that if a portion of a hedging contract is determined to be an investment of Gross Proceeds, such portion may not be fairly priced even if the hedging contract as a whole is fairly priced.

2.10. *IRS Audits.* The IRS has not contacted the District regarding any obligations issued by or on behalf of the District. To the best of the knowledge of the District, no such obligations of the District are currently under examination by the IRS.

3.1. *Use of Proceeds.* (a) The use of the Sale Proceeds and investment earnings thereon and the funds held under this Resolution at the time of Closing are described in the preceding Section of this Resolution. No Sale Proceeds and no investment earnings thereon will be used to pre-pay for goods or services to be received more than ninety days prior to the date such goods or services are to be received, except for any payment to the Credit Facility Provider. No Sale Proceeds and no investment earnings thereon will be used to pay for or otherwise acquire goods or services from the District, any member of the same Controlled Group as the District, or an Affiliated Person.

(b) Only the funds and accounts described in said Section will be funded at Closing. There are no other funds or accounts created under this Resolution, other than the Rebate Fund if it is created as provided in paragraph 4.1.

(c) Principal of and interest on the Certificates will be paid from the Certificate Fund.

(d) Costs of Issuance incurred in connection with the issuance of the Certificates to be paid by the District will be paid at the time of Closing.

(e) The costs of the Project will be paid from the Project Fund and no other moneys (except for investment earnings on amounts in the Project Fund) are expected to be deposited therein.

3.2. *Purpose of Certificate Fund.* The Certificate Fund will be used primarily to achieve a proper matching of revenues and earnings with principal and interest payments on the Certificates in each bond year. It is expected that the Certificate Fund will be depleted at least once a year, except for a reasonable carry over amount not to exceed the greater of (a) the earnings on the investment of moneys in the Certificate Fund for the immediately preceding bond year or (b) 1/12th of the principal and interest payments on the Certificates for the immediately preceding bond year.

3.3. *No Other Gross Proceeds.* (a) Except for the Certificate Fund and the Project Fund, and except for investment earnings that have been commingled as described in paragraph 2.7 and any credit enhancement or liquidity device related to the Certificates, after the issuance of the Certificates, neither the District, any member of the same Controlled Group as the District nor any other Person (other than the Credit Facility Provider) has or will have any property, including cash, securities or will have any property, including cash, securities or any other property held as a passive vehicle for the production of income or for investment purposes, that constitutes:

(i) Sale Proceeds;

(ii) amounts in any fund or account with respect to the Certificates (other than the Rebate Fund);

(iii) amounts that have a sufficiently direct nexus to the Certificates or to the governmental purpose of the Certificates to conclude that the amounts would have been used for that governmental purpose if the Certificates were not used or to be used for that governmental purpose (the mere availability or preliminary earmarking of such amounts for a governmental purpose, however, does not itself establish such a sufficient nexus);

(iv) amounts in a debt service fund, redemption fund, reserve fund, replacement fund or any similar fund to the extent reasonably expected to be used directly or indirectly to pay principal of or interest on the Certificates or any amounts for which there is provided, directly or indirectly, a reasonable assurance that the amount will be available to pay principal of or interest on the Certificates or any obligations under any credit enhancement or liquidity device with respect to the Certificates, even if financial difficulties are encountered;

(v) any amounts held pursuant to any agreement (such as an agreement to maintain certain levels of types of assets) made for the benefit of the Bondholders or any credit enhancement provider, including any liquidity device or negative pledge (e.g., any amount pledged to secure the Certificates held under an agreement to maintain the amount at a particular level for the direct or indirect benefit of holders of the Certificates or a guarantor of the Certificates); or

(vi) amounts actually or constructively received from the investment and reinvestment of the amounts described in (i) or (ii) above.

(b) No compensating balance, liquidity account, negative pledge of property held for investment purposes required to be maintained at least at a particular level or similar arrangement exists with respect to, in any way, the Certificates or any credit enhancement or liquidity device related to the Certificates.

(c) One hundred twenty percent of the average reasonably expected economic life of the Project is at least 20 years. The weighted average maturity of the Certificates does not exceed 20 years and does not exceed 120 percent of the average reasonably expected economic life of the Project. The maturity schedule of the Certificates (the “*Principal Payment Schedule*”) is based on an analysis of revenues expected to be available to pay debt service on the Certificates. The Principal Payment Schedule is not more rapid (i.e., having a lower average maturity) because a more rapid schedule would place an undue burden on tax rates and cause such rates to be increased beyond prudent levels, and would be inconsistent with the governmental purpose of the Certificates as set forth in paragraph 2.1 hereof.

3.4. *Final Allocation of Proceeds.* Subject to the requirements of this Section, including those concerning working capital expenditures in paragraph 2.4, the District may generally use any reasonable, consistently applied accounting method to account for Gross Proceeds, investments thereon, and expenditures. The District must account for the final allocation of proceeds of the Certificates to expenditures not later than 18 months after the later of the date the expenditure is paid or the date the property with respect to which the expenditure is made is Placed-in-Service. This allocation must be made in any event by the date 60 days after the fifth anniversary of the issue date of the Certificates or the date 60 days after the retirement of the Certificates, if earlier.

Reasonable accounting methods for allocating funds include any of the following methods if consistently applied: a specific tracing method; a Gross Proceeds spent first method; a first-in, first-out method; or a ratable allocation method. The District may also reallocate proceeds of the Certificates from one expenditure to another until the end of the period for final allocation, discussed above. Unless the District has taken an action to use a different allocation method by the end of the period for a final allocation, proceeds of the Certificates will be treated as allocated to expenditures using the specific tracing method.

4.1. *Compliance with Rebate Provisions.* The District covenants to take such actions and make, or cause to be made, all calculations, transfers and payments that may

be necessary to comply with the Rebate Provisions applicable to the Certificates. The District will make, or cause to be made, rebate payments with respect to the Certificates in accordance with law.

The District is hereby authorized to create and establish a special fund to be known as the Rebate Fund (the "*Rebate Fund*"), which, if created, shall be continuously held, invested, expended and accounted for in accordance with this Resolution. Moneys in the Rebate Fund shall not be considered moneys held for the benefit of the owners of the Certificates. Moneys in the Rebate Fund (including earnings and deposits therein) shall be held and used for any required payment to the United States as required by the Rebate Provisions and by the Regulations and as contemplated under the provisions of this Resolution.

4.2. *Records.* The District agrees to keep and retain or cause to be kept and retained for the period described in paragraph 7.9 adequate records with respect to the investment of all Gross Proceeds and any amounts in the Rebate Fund. Such records shall include: (a) purchase price; (b) purchase date; (c) type of investment; (d) accrued interest paid; (e) interest rate; (f) principal amount; (g) maturity date; (h) interest payment date; (i) date of liquidation; and (j) receipt upon liquidation.

If any investment becomes Gross Proceeds on a date other than the date such investment is purchased, the records required to be kept shall include the fair market value of such investment on the date it becomes Gross Proceeds. If any investment ceases to be Gross Proceeds on a date other than the date such investment is sold or is retained after the date the last Certificate is retired, the records required to be kept shall include the fair market value of such investment on the date the last Certificate is retired. Amounts or investments will be segregated whenever necessary to maintain these records.

4.3. *Fair Market Value; Certificates of Deposit and Investment Agreements.* In making investments of Gross Proceeds and any amounts in the Rebate Fund the District shall take into account prudent investment standards and the date on which such moneys may be needed. Except as provided in the next sentence, all amounts that constitute Gross Proceeds and all amounts in the Rebate Fund shall be invested at all times to the greatest extent practicable, and no amounts may be held as cash or be invested in zero yield investments other than obligations of the United States purchased directly from the United States. In the event moneys cannot be invested, other than as provided in this sentence due to the denomination, price or availability of investments, the amounts shall be invested in an interest bearing deposit of a bank with a yield not less than that paid to the general public or held uninvested to the minimum extent necessary.

Gross Proceeds and any amounts in the Rebate Fund that are invested in certificates of deposit or in GICs shall be invested only in accordance with the following provisions:

(a) Investments in certificates of deposit of banks or savings and loan associations that have a fixed interest rate, fixed payment schedules and substantial penalties for early withdrawal shall be made only if either (i) the Yield on the

certificate of deposit (A) is not less than the Yield on reasonably comparable direct obligations of the United States and (B) is not less than the highest Yield that is published or posted by the provider to be currently available from the provider on reasonably comparable certificates of deposit offered to the public or (ii) the investment is an investment in a GIC and qualifies under paragraph (b) below. Investments in federally insured deposits or accounts, including certificates of deposit, may not be made except as allowed under paragraph 5.4.

(b) Investments in GICs shall be made only if

(i) the bid specifications are in writing, include all material terms of the bid and are timely forwarded to potential providers (a term is material if it may directly or indirectly affect the yield on the GIC);

(ii) the terms of the bid specifications are commercially reasonable (a term is commercially reasonable if there is a legitimate business purpose for the term other than to reduce the yield on the GIC);

(iii) all bidders for the GIC have equal opportunity to bid so that, for example, no bidder is given the opportunity to review other bids (a last look) before bidding;

(iv) any agent used to conduct the bidding for the GIC does not bid to provide the GIC;

(v) at least three of the providers solicited for bids for the GIC are reasonably competitive providers of investments of the type purchased (*i.e.*, providers that have established industry reputations as competitive providers of the type of investments being purchased);

(vi) at least three of the entities that submit a bid do not have a financial interest in the Certificates;

(vii) at least one of the entities that provided a bid is a reasonably competitive provider that does not have a financial interest in the Certificates;

(viii) the bid specifications include a statement notifying potential providers that submission of a bid is a representation that the potential provider did not consult with any other provider about its bid, that the bid was determined without regard to any other formal or informal agreement that the potential provider has with the District or any other Person (whether or not in connection with the Certificates) and that the bid is not being submitted solely as a courtesy to the District or any other Person for purposes of satisfying the federal income tax requirements relating to the bidding for the GIC;

(ix) the determination of the terms of the GIC takes into account the reasonably expected deposit and drawdown schedule for the amounts to be invested;

(x) the highest-yielding GIC for which a qualifying bid is made (determined net of broker's fees) is in fact purchased; and

(xi) the obligor on the GIC certifies the administrative costs that it is paying or expects to pay to third parties in connection with the GIC.

A single investment, or multiple investments awarded to a provider based on a single bid, may not be used for funds subject to different rules relating to rebate or yield restriction.

(c) If a GIC is purchased, the District will retain the following records with its bond documents until three years after the Certificates are redeemed in their entirety:

(i) a copy of the GIC;

(ii) the receipt or other record of the amount actually paid for the GIC, including a record of any administrative costs paid, and the certification under subparagraph (b)(xi) of this paragraph;

(iii) for each bid that is submitted, the name of the person and entity submitting the bid, the time and date of the bid, and the bid results; and

(iv) the bid solicitation form and, if the terms of the GIC deviated from the bid solicitation form or a submitted bid is modified, a brief statement explaining the deviation and stating the purpose for the deviation.

All investments made with Gross Proceeds or amounts in the Rebate Fund shall be bought and sold at fair market value. The fair market value of an investment is the price at which a willing buyer would purchase the investment from a willing seller in a bona fide, arm's length transaction. Except for investments specifically described in (a) or (b) of this paragraph and United States Treasury obligations that are purchased directly from the United States Treasury, only investments that are traded on an established securities market, within the meaning of regulations promulgated under Section 1273 of the Code, will be purchased with Gross Proceeds. In general, an investment is traded on an established securities market only if at any time during the 31-day period ending 15 days after the purchase date: (i) within a reasonable period of time after the sale, the price for an executed purchase or sale of the investment (or information sufficient to calculate the sales price) appears in a medium that is made available to issuers of debt instruments, persons that regularly purchase or sell debt instruments (including a price provided only to certain customers or to subscribers), or persons that broker purchases or sales of debt

instruments; (ii) there are one or more firm quotes for the investment (a firm quote is considered to exist when a price quote is available from at least one broker, dealer, or pricing service (including a price provided only to certain customers or to subscribers) for property and the quoted price is substantially the same as the price for which the person receiving the quoted price could purchase or sell the property; a price quote is considered to be available whether the quote is initiated by a person providing the quote or provided at the request of the person receiving the quote; the identity of the person providing the quote must be reasonably ascertainable for a quote to be considered a firm quote for this purpose; a quote will be considered a firm quote if the quote is designated as a firm quote by the person providing the quote or if market participants typically purchase or sell, as the case may be, at the quoted price, even if the party providing the quote is not legally obligated to purchase or sell at that price); or (iii) there are one or more indicative quotes for the investment (an indicative quote is considered to exist when a price quote is available from at least one broker, dealer, or pricing service (including a price provided only to certain customers or to subscribers) for property and the price quote is not a firm quote described in the prior clause). However, a maturity of a debt instrument is not treated as traded on an established market if at the time the determination is made the outstanding stated principal amount of the maturity that includes the debt instrument does not exceed \$100,000,000 (or, for a debt instrument denominated in a currency other than the U.S. dollar, the equivalent amount in the currency in which the debt instrument is denominated).

An investment of Gross Proceeds in an External Commingled Fund shall be made only to the extent that such investment is made without an intent to reduce the amount to be rebated to the United States Government or to create a smaller profit or a larger loss than would have resulted if the transaction had been at arm's length and had the rebate or Yield restriction requirements not been relevant to the District. An investment of Gross Proceeds shall be made in a Commingled Fund other than an External Commingled Fund only if the investments made by such Commingled Fund satisfy the provisions of this paragraph 4.3.

The foregoing provisions of this paragraph satisfy various safe harbors set forth in the Regulations relating to the valuation of certain types of investments. The safe harbor provisions of this paragraph are contained herein for the protection of the District, who has covenanted not to take any action to adversely affect the tax-exempt status of the interest on the Certificates. The District may contact Bond Counsel if it does not wish to comply with the provisions of this paragraph 4.3.

4.4. Arbitrage Elections. The President and Secretary of the Board and the School Treasurer who receives the taxes of the District are hereby authorized to execute one or more elections regarding certain matters with respect to arbitrage.

4.5. Small Issuer Exception. (a) The District is a governmental unit that has the power to impose a tax or to cause another entity to impose a tax of general applicability (not limited to a small number of Persons) that, when collected, may be used for the

governmental purposes of the District. The power to impose such tax is not contingent on approval by another governmental unit.

(b) 95% or more of the Sale Proceeds and investment earnings thereon will be used for local governmental activities of the District.

(c) The District is not subject to the Control of any entity, and there are no entities subject to Control of the District that during calendar year 2017 issued or are expected to issue tax-exempt obligations, or any qualified zone academy bonds, qualified school construction bonds, or any other obligations subject to the arbitrage restrictions of Section 148 of the Code of any kind (“*Tax Advantaged Bonds*”). During calendar year 2017, the District has not issued and does not expect to issue tax-exempt obligations or Tax Advantaged Bonds on behalf of any other entity. The District has not borrowed and does not expect to borrow the proceeds or otherwise use the proceeds of any tax-exempt obligations or Tax Advantaged Bonds issued by another entity during calendar year 2017.

(d) The par amount of the Certificates does not exceed \$15,000,000 and the Issue Price of the Certificates does not exceed \$15,000,000. No more than \$5,000,000 of Sale Proceeds of the Certificates and investment earnings thereon will be used for purposes other than construction of public school facilities.

(e) In calendar year 2017, no entity has issued and the District does not expect any entity to issue obligations that do not provide a material benefit to that entity and which, but for the size limitations of the small issuer exception of the Rebate Provisions, would have been or would be issued (A) by or on behalf of the District or (B) by any entity subject to Control by the District (including any entity that might hereafter come into existence). The District will receive a substantial benefit from the project financed by the Certificates.

(f) In calendar year 2017, no tax-exempt obligations or tax-advantaged bonds of any kind have been issued or are reasonably expected to be issued (A) by or on behalf of the District or (B) by any entity subject to Control by the District (including any entity that may hereafter come into existence) other than:

(i) The Certificates.

(g) The District acknowledges that the future issuance of tax-exempt obligations, or tax-advantaged bonds by the District or any entity subject to the Control of the entity or other actions contrary to the expectations of this paragraph 4.5 could cause the proceeds of the Certificates to be subject to the rebate requirement of Section 148(f) of the Code. The District covenants to make all payments of rebate under Section 148(f) of the Code with respect to the Certificates as required.

5.1. *Issue Price.* For purposes of determining the Yield on the Certificates, the purchase price of the Certificates is equal to the first offering price (including accrued interest) at which the Purchaser reasonably expected that at least ten percent of each maturity of the Certificates would be sold to the public (excluding bond houses, brokers or

similar persons or organizations acting in the capacity of underwriters, placement agents or wholesalers). The Purchaser has certified that all of the Certificates have been the subject of a bona fide initial offering to the public (excluding bond houses, brokers, or similar persons or organizations acting in the capacity of underwriters, placement agents or wholesalers) at prices equal to those set forth in the Official Statement, and that based upon prevailing market conditions, such prices are not less than the fair market value of each Certificate as of the sale date for the Certificates.

5.2. *Yield Limits.* (a) Except as provided in paragraph (b), all Gross Proceeds shall be invested at market prices and at a Yield (after taking into account any Yield Reduction Payments) not in excess of the Yield on the Certificates plus, if only amounts in the Project Fund are subject to this Yield limitation, 1/8th of one percent.

(b) The following may be invested without Yield restriction:

(i) amounts qualifying for a temporary period consisting of:

(A) amounts on deposit in the Certificate Fund (except for capitalized interest) that have not been on deposit under this Resolution for more than 13 months, so long as the Certificate Fund continues to qualify as a bona fide debt service fund as described in paragraph 3.2 hereof;

(B) amounts on deposit in the Project Fund prior to the earlier of three years after Closing or the date the District no longer expects to spend all such amounts;

(C) Sale Proceeds and investment earnings thereon in the Certificate Fund to be used to pay capitalized interest on the Certificates prior to the earlier of three years after Closing or the payment of all capitalized interest;

(ii) amounts qualifying for other exceptions consisting of:

(A) an amount not to exceed the lesser of \$100,000 or five percent of the Sale Proceeds;

(B) amounts invested in Qualified Tax Exempt Obligations;

(C) amounts in the Rebate Fund;

(D) all amounts other than Sale Proceeds for the first 30 days after they become Gross Proceeds; and

(E) all amounts derived from the investment of Sale Proceeds or investment earnings thereon for a period of one year from the date received.

5.3. *Federal Guarantees.* Except as otherwise permitted by the Regulations, no portion of the payment of principal of or interest on the Certificates, the Credit Facility or any other credit enhancement or liquidity device relating to the foregoing is or will be guaranteed, directly or indirectly (in whole or in part), by the United States (or any agency or instrumentality thereof), including a lease, incentive payment, research or output contract or any similar arrangement, agreement or understanding with the United States or any agency or instrumentality thereof. No portion of the Gross Proceeds has been or will be used to make loans the payment of principal or interest with respect to which is or will be guaranteed (in whole or in part) by the United States (or any agency or instrumentality thereof). This paragraph does not apply to any guarantee by the Federal Housing Administration, the Federal National Mortgage Association, the Federal Home Loan Mortgage Corporation, the Government National Mortgage Association, the Student Loan Marketing Association or the Bonneville Power Administration pursuant to the Northwest Power Act (16 U.S.C. 839d) as in effect on the date of enactment of the Tax Reform Act of 1984.

5.4. *Federally Guaranteed Investments.* (a) Certain Gross Proceeds may not be invested in a manner that is considered to create a federal guarantee. The restrictions in this paragraph 5.4 apply to all Gross Proceeds except:

(i) amounts on deposit in the Project Fund prior to the earlier of three years after Closing or the date the District no longer expects to spend all such amount;

(ii) amounts on deposit in the Certificate Fund to the extent the Certificate Fund qualifies as a bona fide debt service fund described in paragraph 3.2; and

(iii) amounts in the Certificate Fund to be used to pay capitalized interest on the Certificates prior to the earlier of three years after Closing or the payment of all capitalized interest.

(b) If the District holds any Gross Proceeds other than those listed in the preceding paragraph (a), then any such Gross Proceeds in an amount in excess of five percent of the Sale Proceeds shall not be invested in:

(i) federally insured deposits or accounts, such as bank accounts and C.D.s;

(ii) obligations of or directly or indirectly guaranteed, in whole or in part, by the United States (or any agency or instrumentality of the United States), other than the following:

(a) United States Treasury Obligations;

(b) obligations issued by the Resolution Funding Corporation pursuant to Section 21B(d)(3) of the Federal Home Loan Bank Act, as amended by Section 511 of the Financial Institutions Reform, Recovery and Enforcement Act of 1989, or any successor provision (*e.g.*, Refcorp Strips); and

(c) obligations guaranteed by the Federal Housing Administration, the Federal National Mortgage Association, the Federal Home Loan Mortgage Corporation, the Government National Mortgage Association, the Student Loan Marketing Association or the Bonneville Power Administration pursuant to the Northwest Power Act (16 U.S.C. 839d) as in effect on the date of enactment of the Tax Reform Act of 1984.

Because of these investment limitations, after the date three years after Closing, any amounts remaining in the Project Fund must be invested in U.S. Treasury obligations (including obligations of the State and Local Government Series, known as SLGS) or otherwise invested to avoid violating the restrictions set forth in this section.

5.5. *Treatment of Certain Credit Facility Fees.* The fee paid to the Credit Facility Provider with respect to the Credit Facility may be treated as interest in computing Certificate Yield.

Neither the District nor any member of the same Controlled Group as the District is a Related Person as defined in Section 144(a)(3) of the Code to the Credit Facility Provider. The fee paid to the Credit Facility Provider does not exceed ten percent of the Sale Proceeds. Other than the fee paid to the Credit Facility Provider, neither the Credit Facility Provider nor any person who is a related person to the Credit Facility Provider within the meaning of Section 144(a)(3) of the Code will use any Sale Proceeds or investment earnings thereon. The fee paid for the Credit Facility does not exceed a reasonable, arm's length charge for the transfer of credit risk. The fee does not include any payment for any direct or indirect services other than the transfer of credit risk.

6.1. *Payment and Use Tests.* (a) No more than five percent of the Sale Proceeds plus investment earnings thereon (not including amounts used to pay Costs of Issuance and other common costs (such as capitalized interest and fees paid for a qualified guarantee or qualified hedge) and amounts invested in a reserve or replacement fund), will be used, directly or indirectly, in whole or in part, in any Private Business Use.

(b) The payment of more than five percent of the principal of or the interest on the Certificates will not be, directly or indirectly (i) secured by any interest in (A) property used or to be used in any Private Business Use or (B) payments in respect of such property or (ii) on a present value basis, derived from payments (whether or not to the District or a member of the same Controlled Group as the District) in respect of property, or borrowed money, used or to be used in any Private Business Use.

(c) No more than the lesser of five percent of the sum of the Sale Proceeds and investment earnings thereon (not including amounts used to pay Costs of Issuance and other common costs (such as capitalized interest and fees paid for a qualified guarantee or qualified hedge) and amounts invested in a reserve or replacement fund) or \$5,000,000 will be used, directly or indirectly, to make or finance loans to any persons.

(d) No user of the Project other than a state or local governmental unit will use more than five percent of the Project, in the aggregate, on any basis other than the same basis as the general public.

6.2. *IRS Form 8038-G.* The information contained in the Information Return for Tax-Exempt Governmental Obligations, Form 8038-G, is true and complete. The District will file Form 8038-G (and all other required information reporting forms) in a timely manner.

6.3. *Bank Qualification.* (a) The District hereby designates each of the Certificates as a “qualified tax-exempt obligation” for the purposes and within the meaning of Section 265(b)(3) of the Code.

(b) The District has not entered into and will not enter into any agreements under which obligations issued by any other entity in calendar year 2017 were or will be allocated to the District for purposes of Section 265(b)(3) of the Code.

(c) The District is not subject to the Control of any entity, and there are no entities subject to Control of the District that issued or may issue tax-exempt obligations during calendar year 2017. During calendar year 2017, the District has not and will not issue tax-exempt bonds on behalf of any other entity. The District has not and will not borrow the proceeds or otherwise use the proceeds of any tax-exempt bonds issued by another entity during calendar year 2017.

(d) The par amount of the Certificates does not exceed \$10,000,000 and the Issue Price of the Certificates does not exceed \$10,000,000. The Certificates have not been sold in conjunction with any other obligations.

(e) In calendar year 2017, other than the Certificates, no tax-exempt obligations of any kind have been issued, are reasonably expected to be issued, or will be issued (A) by or on behalf of the District or (B) by any entity subject to Control by the District (including any entity which may hereafter come into existence).

(f) In calendar year 2017, no entity has issued or will issue tax-exempt obligations which, but for the \$10,000,000 limitations of Section 265(b)(3) of the Code would have been or would be issued (A) by or on behalf of the District or (B) by any entity subject to Control by the District (including any entity which may hereafter come into existence). The District will receive substantial benefits from the project financed by the Certificates.

(g) The District may take an action or permit an action to be taken that is contrary to the requirements of this paragraph 6.3 only if, in addition to the requirements of paragraph 7.8, the action will not adversely affect the treatment of the Certificates as “qualified tax-exempt obligations” for the purpose and within the meaning of Section 265(b)(3) of the Code and the District obtains an opinion of Bond Counsel to that effect.

7.1. *Termination.* The terms and provisions set forth in this Section shall terminate at the later of (a) 75 days after the Certificates have been fully paid and retired or (b) the date on which all payments, if any, required to satisfy the Rebate Provisions of the Code have been made to the United States. Notwithstanding the foregoing, the provisions of paragraphs 4.2, 4.3(c) and 7.9 hereof shall not terminate until the third anniversary of the date the Certificates are fully paid and retired.

7.2. *Separate Issue.* Since a date that is 15 days prior to the date of sale of the Certificates by the District to the Purchaser, neither the District nor any member of the same Controlled Group as the District has sold or delivered any tax-exempt obligations other than the Certificates that are reasonably expected to be paid out of substantially the same source of funds as the Certificates. Neither the District nor any member of the same Controlled Group as the District will sell or deliver within 15 days after the date of sale of the Certificates any tax-exempt obligations other than the Certificates that are reasonably expected to be paid out of substantially the same source of funds as the Certificates.

7.3. *No Sale of the Project.* (a) Other than as provided in the next sentence, neither the Project nor any portion thereof has been, is expected to be, or will be sold or otherwise disposed of, in whole or in part, prior to the earlier of (i) the last date of the reasonably expected economic life to the District of the property (determined on the date of issuance of the Certificates) or (ii) the last maturity date of the Certificates. The District may dispose of personal property in the ordinary course of an established government program prior to the earlier of (i) the last date of the reasonably expected economic life to the District of the property (determined on the date of issuance of the Certificates) or (ii) the last maturity of the Certificates, provided: (A) the weighted average maturity of the Certificates financing the personal property is not greater than 120 percent of the reasonably expected actual use of that property for governmental purposes; (B) the District reasonably expects on the issue date that the fair market value of that property on the date of disposition will be not greater than 25 percent of its cost; (C) the property is no longer suitable for its governmental purposes on the date of disposition; and (D) the District deposits amounts received from the disposition in a Commingled Fund with substantial tax or other governmental revenues and the District reasonably expects to spend the amounts on governmental programs within six months from the date of the commingling.

(b) The District acknowledges that if Certificate-financed property is sold or otherwise disposed of in a manner contrary to (a) above, such sale or disposition may constitute a “deliberate action” within the meaning of the Regulations that may require prompt remedial actions to prevent interest on the Certificates from being included in gross income for federal income tax purposes. The District shall promptly contact Bond Counsel

if a sale or other disposition of Certificate-financed property in a manner contrary to (a) above is considered by the District.

7.4. *Purchase of Certificates by District.* The District will not purchase any of the Certificates except to cancel such Certificates.

7.5. *First Call Date Limitation.* The period between the date of Closing and the first call date of the Certificates is not more than 10-1/2 years.

7.6. *Registered Form.* The District recognizes that Section 149(a) of the Code requires the Certificates to be issued and to remain in fully registered form in order that interest thereon be exempt from federal income taxation under laws in force at the time the Certificates are delivered. In this connection, the District agrees that it will maintain the Certificates in registered form and will not take any action to permit the Certificates to be issued in, or converted into, bearer or coupon form.

7.7. *Future Events.* The District acknowledges that any changes in facts or expectations from those set forth herein may result in different Yield restrictions or rebate requirements from those set forth herein. The District shall promptly contact Bond Counsel if such changes do occur.

7.8. *Permitted Changes; Opinion of Bond Counsel.* Any restriction or covenant contained in this Section need not be observed, and any provision of this Section may be changed or amended, only if (in addition to any requirements for a particular change contained elsewhere in this Section) such nonobservance, change or amendment will not result in the loss of the exclusion from gross income for federal income tax purposes of interest on the Certificates or the inclusion of interest on the Certificates as an item of tax preference in computing the alternative minimum tax for individuals or corporations under the Code and the District receives an opinion of Bond Counsel to such effect.

7.9. *Records Retention.* The District agrees to keep and retain or cause to be kept and retained sufficient records to support the continued exclusion of the interest paid on the Certificates from federal income taxation, to demonstrate compliance with the covenants in this Resolution and to show that all tax returns related to the Certificates submitted or required to be submitted to the IRS are correct and timely filed. Such records shall include, but are not limited to, basic records relating to the Certificate transaction (including this Resolution and the Bond Counsel opinion); documentation evidencing the expenditure of Certificate proceeds; documentation evidencing the use of Certificate-financed property by public and private entities (*i.e.*, copies of leases, management contracts and research agreements); documentation evidencing all sources of payment or security for the Certificates; and documentation pertaining to any investment of Certificate proceeds (including the information required under paragraphs 4.2 and 4.3 hereof and in particular information related to the purchase and sale of securities, SLGs subscriptions, yield calculations for each class of investments, actual investment income received from the investment of proceeds, guaranteed investment contracts and documentation of any bidding procedure related thereto and any fees paid for the acquisition or management of

investments and any rebate calculations). Such records shall be kept for as long as the Certificates are outstanding, plus three (3) years after the later of the final payment date of the Certificates or the final payment date of any obligations or series of obligations issued to refund directly or indirectly all or any portion of the Certificates.

7.10. Post-Issuance Compliance Policy. The District acknowledges that the IRS encourages issuers of tax-exempt bonds to adopt written post-issuance compliance policies in addition to its bond documents, and provides certain potential benefits to issuers that do so. For example, issuers may receive more favorable terms on any voluntary settlement pursuant to the IRS' voluntary closing agreement program if an issuer has adopted written procedures that, at a minimum, specify the official(s) with responsibility for monitoring compliance, a description of the training provided to such responsible official(s) with regard to monitoring compliance, the frequency of compliance checks (must be at least annual), the nature of the compliance activities required to be undertaken, the procedures used to timely identify and elevate the resolution of a violation when it occurs or is expected to occur, procedures for the retention of all records material to substantiate compliance with the applicable federal tax requirements, and an awareness of the availability of the IRS' voluntary closing agreement program and other remedial actions to resolve violations. Generally, a reference to reliance on the bond documents, without more, will not qualify as sufficient written procedures for these purposes.

The District has adopted written post-issuance compliance policies that meet the foregoing, which are maintained by the District separately. The post-issuance compliance policies do not constitute part of this Section, and the District may modify or eliminate any post-issuance compliance policies without the consent of the holders of the Certificates and without regard to paragraph 7.8.

7.11. Successors and Assigns. The terms, provisions, covenants and conditions of this Section shall bind and inure to the benefit of the respective successors and assigns of the Board and the District.

7.12. Expectations. The Board has reviewed the facts, estimates and circumstances in existence on the date of issuance of the Certificates. On the basis of the facts and estimates contained herein, the District has adopted the expectations contained herein. Such expectations are reasonable and there are no other facts, estimates and circumstances that would materially change such expectations.

The District also agrees and covenants with the purchasers and holders of the Certificates from time to time outstanding that, to the extent possible under Illinois law, it will comply with whatever federal tax law is adopted in the future which applies to the Certificates and affects the tax-exempt status of the Certificates.

The Board hereby authorizes the officials of the District responsible for issuing the Certificates, the same being the President and Secretary of the Board and the School Treasurer who receives the taxes of the District, to make such further covenants and certifications as may be necessary to assure that the use thereof will not cause the Certificates to be arbitrage bonds and to assure that the interest on the Certificates will be exempt from federal income taxation. In connection therewith, the District and the Board further agree: (a) through their officers, to make such further specific covenants, representations as shall be truthful, and assurances as may be necessary or advisable; (b) to consult with counsel approving the Certificates and to comply with such advice as may be given; (c) to pay to the United States, as necessary, such sums of money representing required rebates of excess arbitrage profits relating to the Certificates; (d) to file such forms, statements, and supporting documents as may be required and in a timely manner; and (e) if deemed necessary or advisable by their officers, to employ and pay fiscal agents, financial advisors, attorneys, and other persons to assist the District in such compliance.

Section 14. List of Certificateholders. The Certificate Registrar shall maintain a list of the names and addresses of the holders of all Certificates and upon any transfer shall add the name and address of the new Certificateholder and eliminate the name and address of the transferor Certificateholder.

Section 15. Duties of Certificate Registrar. If requested by the Certificate Registrar, the President and Secretary of the Board are authorized to execute the Certificate Registrar's standard form of agreement between the District and the Certificate Registrar with respect to the obligations and duties of the Certificate Registrar hereunder which may include the following:

- (a) to act as certificate registrar, authenticating agent, paying agent and transfer agent as provided herein;
- (b) to maintain a list of Certificateholders as set forth herein and to furnish such list to the District upon request, but otherwise to keep such list confidential;

- (c) to give notice of redemption of Certificates as provided herein;
- (d) to cancel and/or destroy Certificates which have been paid at maturity or upon earlier redemption or submitted for exchange or transfer;
- (e) to furnish the District at least annually a certificate with respect to Certificates cancelled and/or destroyed; and
- (f) to furnish the District at least annually an audit confirmation of Certificates paid, Certificates outstanding and payments made with respect to interest on the Certificates.

Section 16. Continuing Disclosure Undertaking. The President of the Board is hereby authorized, empowered and directed to execute and deliver a Continuing Disclosure Undertaking under Section (b)(5) of Rule 15c2-12 adopted by the Securities and Exchange Commission pursuant to the Securities Exchange Act of 1934, as amended (the “*Continuing Disclosure Undertaking*”). When the Continuing Disclosure Undertaking is executed and delivered on behalf of the District as herein provided, the Continuing Disclosure Undertaking will be binding on the District and the officers, employees and agents of the District, and the officers, employees and agents of the District are hereby authorized, empowered and directed to do all such acts and things and to execute all such documents as may be necessary to carry out and comply with the provisions of the Continuing Disclosure Undertaking as executed. Notwithstanding any other provision of this Resolution, the sole remedy for failure to comply with the Continuing Disclosure Undertaking shall be the ability of the beneficial owner of any Certificate to seek mandamus or specific performance by court order to cause the District to comply with its obligations under the Continuing Disclosure Undertaking.

Section 17. Municipal Bond Insurance. In the event the payment of principal and interest on the Certificates is insured pursuant to a municipal bond insurance policy (the “*Municipal Bond Insurance Policy*”) issued by a bond insurer (the “*Bond Insurer*”), and as long as such Municipal Bond Insurance Policy shall be in full force and effect, the District and the Certificate Registrar

agree to comply with such usual and reasonable provisions regarding presentment and payment of the Certificates, subrogation of the rights of the Certificateholders to the Bond Insurer upon payment of the Certificates by the Bond Insurer, amendment hereof, or other terms, as approved by the President of the Board on advice of counsel, his or her approval to constitute full and complete acceptance by the District of such terms and provisions under authority of this Section.

Section 18. Record-Keeping Policy and Post-Issuance Compliance Matters. On March 17, 2015, the Board adopted a record-keeping policy (the “*Policy*”) in order to maintain sufficient records to demonstrate compliance with its covenants and expectations to ensure the appropriate federal tax status for the debt obligations of the District, the interest on which is excludable from “gross income” for federal income tax purposes or which enable the District or the holder to receive federal tax benefits, including, but not limited to, qualified tax credit bonds and other specified tax credit bonds. The Board and the District hereby reaffirm the Policy.

Section 19. Severability. If any section, paragraph, clause or provision of this Resolution shall be held to be invalid or unenforceable for any reason, the invalidity or unenforceability of such section, paragraph, clause or provision shall not affect any of the remaining provisions of this Resolution.

Section 20. Repeal. All resolutions or parts thereof in conflict herewith be and the same are hereby repealed, and this Resolution shall be in full force and effect forthwith upon its adoption.

Adopted May 16, 2017.

President, Board of Education

Secretary, Board of Education

EXHIBIT 1
WORK CONTRACTS

Member _____ moved and Member _____
seconded the motion that said resolution as presented and read by title be adopted.

After a full discussion thereof, the President directed that the roll be called for a vote upon
the motion to adopt said resolution.

Upon the roll being called, the following members voted AYE: _____

The following members voted NAY: _____

Whereupon the President declared the motion carried and said resolution adopted,
approved and signed the same in open meeting and directed the Secretary to record the same in
the records of the Board of Education of School District Number 103, Lake County, Illinois, which
was done.

Other business not pertinent to the adoption of said resolution was duly transacted at the
meeting.

Upon motion duly made, seconded and carried, the meeting was adjourned.

Secretary, Board of Education

STATE OF ILLINOIS)
) SS
COUNTY OF LAKE)

CERTIFICATION OF MINUTES AND RESOLUTION

I, the undersigned, do hereby certify that I am the duly qualified and acting Secretary of the Board of Education of School District Number 103, Lake County, Illinois (the “Board”), and 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 transcript of the minutes of the meeting of the Board held on the 16th day of May, 2017, insofar as same relates to the adoption of a resolution entitled:

RESOLUTION authorizing and providing for an Installment Purchase Agreement for the purpose of paying the cost of purchasing real or personal property, or both, in and for School District Number 103, Lake County, Illinois, and for the issue of not to exceed \$4,900,000 General Obligation Debt Certificates (Limited Tax), Series 2017, of said School District evidencing the rights to payment under said Agreement, providing for the security for and means of payment under said Agreement of said Certificates and authorizing the sale of said Certificates to the purchaser thereof.

a true, correct and complete copy of which said resolution as adopted at said meeting appears in the foregoing transcript of the minutes of said meeting.

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 called and 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 an agenda for said meeting was posted at the location where said meeting was held and at the principal office of the Board at least 96 hours in advance of the holding of said meeting, that at least one copy of said agenda was continuously available for public review during the entire 96-hour period preceding said meeting, that a true, correct and complete copy of said agenda as so posted is attached hereto as *Exhibit A*, 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 WITNESS WHEREOF, I hereunto affix my official signature, this 16th day of May, 2017.

Secretary, Board of Education

STATE OF ILLINOIS)
) SS
COUNTY OF LAKE)

FILING CERTIFICATE

We, the undersigned, do hereby certify that we are, respectively, the duly qualified and acting Secretary of the Board of Education (the “*Board*”) of School District Number 103, Lake County, Illinois (the “*District*”), and School Treasurer who receives the taxes of the District, respectively, and as such officers we do hereby certify that on the 16th day of May, 2017, there was filed with each of us, respectively, and placed on deposit in our respective records, a properly certified copy of a resolution adopted by the Board on the 16th day of May, 2017, and entitled:

RESOLUTION authorizing and providing for an Installment Purchase Agreement for the purpose of paying the cost of purchasing real or personal property, or both, in and for School District Number 103, Lake County, Illinois, and for the issue of not to exceed \$4,900,000 General Obligation Debt Certificates (Limited Tax), Series 2017, of said School District evidencing the rights to payment under said Agreement, providing for the security for and means of payment under said Agreement of said Certificates and authorizing the sale of said Certificates to the purchaser thereof.

together with any Work Contracts identified by the adoption of said resolution and attached thereto as *Exhibit 1*, and that the same have all been deposited in, and all as appears from, the official files and records of our respective offices.

IN WITNESS WHEREOF, we hereunto affix our official signatures, this 16th day of May,
2017.

Secretary, Board of Education

School Treasurer



TO: Dan Stanley

FROM: Tammie Beckwith Schallmo

DATE: May 10, 2017

RE: Underwriter Selection for the District’s Series 2017 Debt Certificates

On April 17th PMA sent a request for proposal (“RFP”) for the sale of the District’s Series 2017 Debt Certificates to six underwriting firms. Six proposals were submitted by the May 1st deadline, which were thoroughly reviewed by our team. The following criteria were evaluated in each proposal:

1. Ability to market and sell bank qualified (BQ) debt certificates
2. Experience and performance underwriting recent Illinois K-12 debt certificate issues, including comparable pricing analyses
3. Fees (underwriting spread)
4. Proposed interest rate scale as of April 25, 2017

Provided below is a summary of the fees for each underwriter:

<u>Underwriter</u>	2017 Debt Certificates Fee (per \$1,000)	Series 2017 Fee (\$4.9 Million of Par)
Stifel	3.95	\$19,355
William Blair	4.11	20,139
RBC	4.73	23,177
Fifth Third	5.00	24,500
Hilltop	5.18	25,367
Bernardi	5.90	28,910



While it is important to understand each firm's fee proposal, the more significant variable is an underwriter's ability to secure the lowest possible interest rates in the market. PMA recommends that the District select William Blair & Company ("William Blair") of Chicago as underwriter for its upcoming Debt Certificates. William Blair is a global investment banking firm that is based in Chicago and has consistently ranked as one of the leading underwriters of public school district issues in Illinois. Based upon market conditions as of April 25th, William Blair's proposed interest rates and yields ("scale") fare very favorably against the other proposals and when combined with its fees, position the District to receive the second lowest possible debt service cost. Please note, however that William Blair has more recent experience underwriting Illinois school district debt certificate transactions than any of the firms who submitted proposals. As a result, PMA is most comfortable with William Blair's proposed scale.

Please note that William Blair's scale will not be final until the Debt Certificates price. As provided in the chart above, their fees will be \$4.11 per \$1,000 of bonds sold. Based on a par amount of \$4,900,000 that equals \$20,139.

Thank you.



Lincolnshire-Prairie View School District 103

1370 N. Riverwoods Road • Lincolnshire, IL 60069

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<http://www.d103.org>

MEMO

To: Board of Education
From: Dan Stanley
CC: Dr. Scott Warren
Date: May 16, 2017
Re: Tentative Fiscal Year 2018 Budget

Included is the tentative budget summary for fiscal year 2018. I will send the rest of the reports soon as well as a written narrative. There will be a presentation at the meeting to walk through the tentative budget.

As a reminder, this is only informational and not anything the board is voting on at this time.

LINCOLNSHIRE-PRAIRIE VIEW ELEMENTARY SCHOOL DISTRICT NO. 103
 PRELIMINARY BUDGET SUMMARY
 FISCAL YEAR 2018

	2017 YTD (APR)	2017 Est. Act.	2017 Budget	2017 Act/Bud	Tentative 2018 Budget	Amt 2018/2017 Budget	% 2018/2017 Budget
REVENUES							
Property Tax Receipts	13,784,579	27,917,779	27,954,000	100%	28,585,000	631,000	2.3%
Other Local Sources	2,027,909	2,645,299	2,370,200	112%	2,638,200	268,000	11.3%
State Sources	982,818	1,058,354	1,166,000	91%	1,432,400	266,400	22.8%
Federal Sources	294,130	331,530	317,000	105%	333,000	16,000	5.0%
Total Revenues	17,089,436	31,952,961	31,807,200	100%	32,988,600	1,181,400	3.7%
EXPENDITURES							
Salaries	15,821,599	19,036,436	19,474,700	98%	19,786,100	311,400	1.6%
Benefits	4,027,335	4,828,691	5,025,670	96%	4,952,070	(73,600)	-1.5%
Purchased Services	2,270,816	2,423,676	2,652,546	91%	2,599,300	(53,246)	-2.0%
Supplies & Equipment	3,992,391	8,663,023	11,004,770	79%	12,180,620	1,175,850	10.7%
Other Objects	1,500,369	1,751,369	1,734,400	101%	2,091,600	357,200	20.6%
Total Expenditures	27,612,510	36,703,196	39,892,086	92%	41,609,690	1,717,604	4.3%
Total Excess (deficiency of revenues over expenditures	(10,523,074)	(4,750,234)	(8,084,886)		(8,621,090)		
Total Operating Expenditures	24,244,579	29,490,483	30,517,186	97%	30,478,990	(38,196)	-0.1%
Operating Excess (deficiency of revenues over expenditures	(7,351,539)	2,079,283	915,414		2,131,510		
Operating Excess Net of Transfers	(7,351,539)	1,577,883	414,014		(3,625,590)		
CASH & FUND BALANCES							
Cash Balance - Beginning		28,981,146	28,981,146		29,130,912		
Est. Cash Balance - Ending		29,130,912	25,796,260		20,509,822		
Est. Operating Fund Balance Less Early Taxes - Ending		12,280,506	10,026,202		8,488,116		
Est. Operating Fund Balance % of Expenditures		41.6%	32.9%		27.8%		

LINCOLNSHIRE-PRAIRIE VIEW ELEMENTARY SCHOOL DISTRICT NO. 103

TENTATIVE BUDGET

ALL FUNDS

FOR THE YEAR ENDING JUNE 30, 2018

	10	20	30	40	50	60	70	10+20+40+50+70	
	Education	Oper. & Maint.	Debt Services	Transportation	IMRF/SS	Capital Projects	Working Cash	Total Operating	Total All Funds
REVENUES									
Local Sources	26,625,400.00	1,526,100.00	372,100.00	1,438,100.00	1,249,500.00	6,000.00	6,000.00	30,845,100.00	31,223,200.00
State Sources	937,400.00	-	-	495,000.00	-	-	-	1,432,400.00	1,432,400.00
Federal Sources	333,000.00	-	-	-	-	-	-	333,000.00	333,000.00
Total Revenues	27,895,800.00	1,526,100.00	372,100.00	1,933,100.00	1,249,500.00	6,000.00	6,000.00	32,610,500.00	32,988,600.00
EXPENDITURES									
Salaries	17,896,100.00	909,400.00	-	980,600.00	-	-	-	19,786,100.00	19,786,100.00
Benefits	3,340,580.00	158,130.00	-	275,560.00	1,177,800.00	-	-	4,952,070.00	4,952,070.00
Purchased Services	1,900,600.00	275,700.00	1,500.00	421,500.00	-	-	-	2,597,800.00	2,599,300.00
Supplies	1,189,620.00	145,000.00	-	108,000.00	-	-	-	1,442,620.00	1,442,620.00
Capital Outlay	6,000.00	600,000.00	-	-	-	10,000,000.00	-	606,000.00	10,606,000.00
Other	960,400.00	1,300.00	1,129,200.00	700.00	-	-	-	962,400.00	2,091,600.00
Non-Capitalized Equip.	125,000.00	5,000.00	-	2,000.00	-	-	-	132,000.00	132,000.00
Total Expenditures	25,418,300.00	2,094,530.00	1,130,700.00	1,788,360.00	1,177,800.00	10,000,000.00	-	30,478,990.00	41,609,690.00
Excess (deficiency) of revenues over expenditures	2,477,500.00	(568,430.00)	(758,600.00)	144,740.00	71,700.00	(9,994,000.00)	6,000.00	2,131,510.00	(8,621,090.00)
OTHER FINANCING SOURCES (USES)									
Transfers	(5,138,500.00)	(218,600.00)	757,100.00	(400,000.00)	-	5,000,000.00	-	(5,757,100.00)	-
Net changes in fund balances	(2,661,000.00)	(787,030.00)	(1,500.00)	(255,260.00)	71,700.00	(4,994,000.00)	6,000.00	(3,625,590.00)	(8,621,090.00)
Cash Balance: 06/30/2017	21,522,865.21	2,325,497.13	247,363.31	1,477,139.27	556,631.35	2,469,842.36	531,573.17	26,413,706.13	29,130,911.80
Cash Balance: 06/30/2018	\$ 18,861,865.21	\$ 1,538,467.13	\$ 245,863.31	\$ 1,221,879.27	\$ 628,331.35	\$ (2,524,157.64)	\$ 537,573.17	\$ 22,788,116.13	\$ 20,509,821.80
Cash Balance %	74%	73%	22%	68%	53%			75%	49%
Fund Balance: 06/30/2018	6,561,865.21	838,467.13	59,863.31	521,879.27	28,331.35	(2,524,157.64)	537,573.17	8,488,116.13	6,023,821.80
Fund Balance %	26%	40%	5%	29%	2%			28%	14%

LINCOLNSHIRE-PRAIRIE VIEW ELEMENTARY SCHOOL DISTRICT NO. 103
STATEMENT OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE
ALL FUNDS
FOR THE YEAR ENDING JUNE 30, 2017

	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	25,686,159.32	1,886,325.95	371,418.18	1,482,664.52	1,113,493.33	11,777.11	11,239.17	30,179,882.29	30,563,077.58
State Sources	377,054.76	383,039.31	-	298,260.06	-	-	-	1,058,354.13	1,058,354.13
Federal Sources	331,529.67	-	-	-	-	-	-	331,529.67	331,529.67
Total Revenues	26,394,743.75	2,269,365.26	371,418.18	1,780,924.58	1,113,493.33	11,777.11	11,239.17	31,569,766.09	31,952,961.38
EXPENDITURES									
Salaries	17,199,869.31	840,900.78	-	995,666.03	-	-	-	19,036,436.12	19,036,436.12
Benefits	3,224,163.94	169,855.85	-	325,715.98	1,108,954.98	-	-	4,828,690.75	4,828,690.75
Purchased Services	1,740,328.04	273,614.19	1,950.00	407,784.02	-	-	-	2,421,726.25	2,423,676.25
Supplies	914,127.35	130,528.32	-	85,523.41	-	-	-	1,130,179.08	1,130,179.08
Capital Outlay	48,904.00	974,887.16	-	-	-	6,340,133.75	-	1,023,791.16	7,363,924.91
Other	878,905.55	1,345.00	844,628.87	490.00	-	-	-	880,740.55	1,725,369.42
Non-Capitalized Equip.	141,916.35	23,778.83	-	3,223.87	-	-	-	168,919.05	168,919.05
Termination Benefits	-	-	-	-	-	-	-	-	-
Total Expenditures	24,148,214.54	2,414,910.13	846,578.87	1,818,403.31	1,108,954.98	6,340,133.75	-	29,490,482.96	36,677,195.58
Excess (deficiency) of revenues over expenditures	2,246,529.21	(145,544.87)	(475,160.69)	(37,478.73)	4,538.35	(6,328,356.64)	11,239.17	2,079,283.13	(4,724,234.20)
OTHER FINANCING SOURCES (USES)									
Transfers	(287,900.00)	(213,500.00)	501,400.00	-	-	4,900,000.00	-	(501,400.00)	4,900,000.00
State "On Behalf" Payments	-	-	-	-	-	-	-	-	-
Total other financing sources (uses)	(287,900.00)	(213,500.00)	501,400.00	-	-	4,900,000.00	-	(501,400.00)	4,900,000.00
Net changes in fund balances	1,958,629.21	(359,044.87)	26,239.31	(37,478.73)	4,538.35	(1,428,356.64)	11,239.17	1,577,883.13	175,765.80
Fund Balance: 06/30/2016	19,564,236.00	2,684,542.00	247,124.00	1,514,618.00	552,093.00	3,898,199.00	520,334.00	24,835,823.00	28,981,146.00
Fund Balance: 06/30/2017	\$ 21,522,865.21	\$ 2,325,497.13	\$ 273,363.31	\$ 1,477,139.27	\$ 556,631.35	\$ 2,469,842.36	\$ 531,573.17	\$ 26,413,706.13	\$ 29,156,911.80



Lincolnshire-Prairie View School District 103

1370 N. Riverwoods Road • Lincolnshire, IL 60069

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<http://www.d103.org>

MEMO

To: Board of Education
From: Dan Stanley
CC: Dr. Scott Warren
Date: May 16, 2017
Re: Business Office Update

April 2017 Financial Reports

April 2017 revenues totaled \$529,759.28, bringing fiscal year-to-date revenues to \$17,089,435.73 or 53.7% of budget. Notable revenues include \$27,810.43 in CPPRT, \$15,615.22 in interest income (\$135,213.73 received so far this fiscal year), nearly \$9,000 in field trip fees, \$55,000 in 103 Club fees, \$15,000 in facility rentals, and a State quarterly payment of \$341,000 which includes Special Ed and Transportation. This time last year we were at 52.5% received, so this is normal in our cash flow. The revenues will greatly increase in May and June as property taxes start to come in.

April expenditures totaled \$2,947,925.07 bringing year-to-date expenditures to \$27,612,509.83 or 69.2% of budget. Salaries are 81% spent at 83% of the way through the fiscal year. The main reason for the overall under trending (69.2% spent at 85% of the way through the fiscal year) is due to the construction spending at 30%.

March fund balances decreased \$2.4 million to \$18.5 million. Operating funds are at \$17.5 million. This time last year, operating funds were at \$15.3 million.

Investment Reports

The investment reports for April 2017 is included. No investments were purchased. The weighted yield increased to 1.639%. This time last year the yield was 1.579% and two years ago the yield was 1.261%. We are continuing to see an increase in our weighted yield resulting from improving rates and strategic decisions. The only reason the weighted yield increased was some shorter-term investments matured.

Revenue Report

4/30/2017

% of Fiscal Year Completed **83.3%**

	MTD April	YTD Actual	Fiscal Year 2017 Final Budget	Budget Balance	% Budget Received
Education Fund					
Local Revenue	121,360.00	13,178,919.32	25,537,700	12,358,780.68	51.6%
State Revenue	180,338.95	371,162.76	546,000	174,837.24	68.0%
Federal Revenue	-	294,129.67	317,000	22,870.33	92.8%
Subtotal Education Fund	301,698.95	13,844,211.75	26,400,700	12,556,488.25	52.4%
Total Education Fund	301,698.95	13,844,211.75	26,400,700	12,556,488.25	52.4%
Operations & Maintenance Fund					
Local Revenue	17,551.71	1,181,325.95	1,927,500	746,174.05	61.3%
State Revenue	34,821.74	313,395.66	320,000	6,604.34	97.9%
Subtotal O & M Fund	52,373.45	1,494,721.61	2,247,500	752,778.39	66.5%
Transfers	-	-	-	-	No Bud
Total O&M Fund	52,373.45	1,494,721.61	2,247,500	752,778.39	66.5%
Debt Service Fund					
Local Revenue	-	184,718.18	372,100	187,381.82	49.6%
Subtotal Debt Service Fund	-	184,718.18	372,100	187,381.82	49.6%
Transfers	-	-	-	-	0.0%
Total Debt Service Fund	-	184,718.18	372,100	187,381.82	49.6%
Transportation Fund					
Local Revenue	6,448.71	771,564.52	1,401,000	629,435.48	55.1%
State Revenue	167,573.32	298,260.06	300,000	1,739.94	99.4%
Subtotal Transportation Fund	174,022.03	1,069,824.58	1,701,000	631,175.42	62.9%
Total Transportation Fund	174,022.03	1,069,824.58	1,701,000	631,175.42	62.9%
Retirement Fund					
Local Revenue	106.18	474,043.33	1,082,200	608,156.67	43.8%
Subtotal Retirement Fund	106.18	474,043.33	1,082,200	608,156.67	43.8%
Total Retirement Fund	106.18	474,043.33	1,082,200	608,156.67	43.8%
Capital Projects Fund					
Local Revenue	1,019.90	11,677.11	-	(11,677.11)	0.0%
Subtotal Cap. Projects Fund	1,019.90	11,677.11	-	(11,677.11)	0.0%
Transfers	-	-	-	-	No Bud
Total Cap. Projects Fund	1,019.90	11,677.11	-	(11,677.11)	0.0%
Working Cash Fund					
Local Revenue	538.77	10,239.17	1,200	(9,039.17)	No Bud
Subtotal Working Cash Fund	538.77	10,239.17	1,200	(9,039.17)	No Bud
Other Sources	-	-	-	-	No Bud
Total Working Cash Fund	538.77	10,239.17	1,200.00	(9,039.17)	No Bud
All Funds					
Local Revenue	147,025.27	15,812,487.58	30,321,700	14,509,212.42	52.1%
State Revenue	382,734.01	982,818.48	1,166,000	183,181.52	84.3%
Federal Revenue	-	294,129.67	317,000	22,870.33	92.8%
Subtotal All Funds	529,759.28	17,089,435.73	31,804,700	14,715,264.27	53.7%
"On Behalf"/Transfers	-	-	-	-	#DIV/0!
Total All Funds	529,759.28	17,089,435.73	31,804,700	14,715,264.27	53.7%

Expenditure Report

4/30/2017

% of Fiscal Year Complete: **83.3%**

	MTD April	YTD Actual	Fiscal Year 2017 Final Budget	Budget Balance	% Budget Expensed
Education Fund					
Salaries	1,496,374.86	14,301,537.31	17,636,400.00	3,334,862.69	81.1%
Benefits	261,041.43	2,698,563.94	3,416,080.00	717,516.06	79.0%
Purchased Services	105,261.18	1,594,928.04	2,001,990.00	407,061.96	79.7%
Supplies	47,328.49	762,777.35	1,078,770.00	315,992.65	70.7%
Capital Outlay	-	48,904.00	6,000.00	(42,904.00)	815.1%
Other	6,155.20	653,905.55	859,300.00	205,394.45	76.1%
Non-Capitalized Equipment	6,514.39	128,416.35	126,000.00	(2,416.35)	101.9%
Termination Benefits	-	-	-	-	No Bud
Subtotal Education Fund	1,922,675.55	20,189,032.54	25,124,540.00	4,935,507.46	80.4%
Transfers	-	-	-	-	No Bud
Total Education Fund	1,922,675.55	20,189,032.54	25,124,540.00	4,935,507.46	80.4%
Operations and Maintenance Fund					
Salaries	60,717.41	696,206.48	847,500.00	151,293.52	82.1%
Benefits	13,845.00	142,105.85	154,530.00	12,424.15	92.0%
Purchased Services	34,368.62	267,154.19	260,700.00	(6,454.19)	102.5%
Supplies	10,931.51	119,528.32	144,000.00	24,471.68	83.0%
Capital Outlay	2,387.00	311,887.16	1,000,000.00	688,112.84	31.2%
Other	-	1,345.00	1,000.00	(345.00)	134.5%
Non-Capitalized Equipment	2,061.49	23,778.83	5,000.00	(18,778.83)	475.6%
Subtotal O&M Fund	124,311.03	1,562,005.83	2,411,730.00	849,724.17	64.8%
Transfers	-	-	-	-	No Bud
Total O&M Fund	124,311.03	1,562,005.83	2,411,730.00	849,724.17	64.8%
Debt Service Fund					
Purchased Services	-	950.00	1,500.00	550.00	63.3%
Other	-	844,628.87	873,400.00	28,771.13	96.7%
Subtotal Debt Service Fund	-	845,578.87	874,900.00	29,321.13	96.6%
Transfers	-	-	-	-	No Bud
Total Debt Service Fund	-	845,578.87	874,900.00	29,321.13	96.6%
Transportation Fund					
Salaries	103,573.55	823,854.73	990,800.00	166,945.27	83.2%
Benefits	26,460.87	272,709.98	290,460.00	17,750.02	93.9%
Purchased Services	14,669.13	407,784.02	388,356.00	(19,428.02)	105.0%
Supplies	7,804.57	71,523.41	140,000.00	68,476.59	51.1%
Other	-	490.00	700.00	210.00	70.0%
Non-Capitalized Equipment	1,458.97	3,223.87	5,000.00	1,776.13	64.5%
Subtotal Trans. Fund	153,967.09	1,579,586.01	1,815,316.00	235,729.99	87.0%
Transfers	-	-	-	-	No Bud
Total Trans. Fund	153,967.09	1,579,586.01	1,815,316.00	235,729.99	87.0%
Retirement Fund					
Benefits	98,168.84	913,954.98	1,164,600.00	250,645.02	78.5%
Subtotal Retirement Fund	98,168.84	913,954.98	1,164,600.00	250,645.02	78.5%
Total Retirement Fund	98,168.84	913,954.98	1,164,600.00	250,645.02	78.5%
Capital Projects Fund					
Capital Outlay	648,802.56	2,522,351.60	8,500,000.00	5,977,648.40	No Bud
Subtotal Cap. Projects Fund	648,802.56	2,522,351.60	8,500,000.00	5,977,648.40	No Bud
Total Cap. Projects Fund	648,802.56	2,522,351.60	8,500,000.00	5,977,648.40	No Bud
All Funds					
Salaries	1,660,665.82	15,821,598.52	19,474,700.00	3,653,101.48	81.2%
Benefits	399,516.14	4,027,334.75	5,025,670.00	998,335.25	80.1%
Purchased Services	154,298.93	2,270,816.25	2,652,546.00	381,729.75	85.6%
Supplies	66,064.57	953,829.08	1,362,770.00	408,940.92	70.0%
Capital Outlay	651,189.56	2,883,142.76	9,506,000.00	6,622,857.24	30.3%
Other	6,155.20	1,500,369.42	1,734,400.00	234,030.58	86.5%
Non-Capitalized Equipment	10,034.85	155,419.05	136,000.00	(19,419.05)	114.3%
Termination Benefits	-	-	-	-	No Bud
Subtotal All Funds	2,947,925.07	27,612,509.83	39,892,086.00	12,279,576.17	69.2%
Transfers	-	-	-	-	#DIV/0!
Total All Funds	2,947,925.07	27,612,509.83	39,892,086.00	12,279,576.17	69.2%

LINCOLNSHIRE-PRAIRIE VIEW ELEMENTARY SCHOOL DISTRICT NO. 103
SUMMARY STATEMENT OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE
ALL FUNDS
MONTH ENDED MARCH 31, 2017

	10 Education	20 Oper. & Maint.	30 Debt Services	40 Transportation	50 IMRF/SS	60 Capital Projects	70 Working Cash	10+20+40+50+70 Total Operating	Total All Funds
REVENUES									
Local Sources	121,360.00	17,551.71	-	6,448.71	106.18	1,019.90	538.77	146,005.37	147,025.27
State Sources	180,338.95	34,821.74	-	167,573.32	-	-	-	382,734.01	382,734.01
Federal Sources	-	-	-	-	-	-	-	-	-
Total Revenues	301,698.95	52,373.45	-	174,022.03	106.18	1,019.90	538.77	528,739.38	529,759.28
EXPENDITURES									
Salaries	1,496,374.86	60,717.41	-	103,573.55	-	-	-	1,660,665.82	1,660,665.82
Benefits	261,041.43	13,845.00	-	26,460.87	98,168.84	-	-	399,516.14	399,516.14
Purchased Services	105,261.18	34,368.62	-	14,669.13	-	-	-	154,298.93	154,298.93
Supplies	47,328.49	10,931.51	-	7,804.57	-	-	-	66,064.57	66,064.57
Capital Outlay	-	2,387.00	-	-	-	648,802.56	-	2,387.00	651,189.56
Other	6,155.20	-	-	-	-	-	-	6,155.20	6,155.20
Non-Capitalized Equip.	6,514.39	2,061.49	-	1,458.97	-	-	-	10,034.85	10,034.85
Termination Benefits	-	-	-	-	-	-	-	-	-
Total Expenditures	1,922,675.55	124,311.03	-	153,967.09	98,168.84	648,802.56	-	2,299,122.51	2,947,925.07
Excess (deficiency) of revenues over expenditures	(1,620,976.60)	(71,937.58)	-	20,054.94	(98,062.66)	(647,782.66)	538.77	(1,770,383.13)	(2,418,165.79)
OTHER FINANCING SOURCES (USES)									
Transfers	-	-	-	-	-	-	-	-	-
Other Sources	-	-	-	-	-	-	-	-	-
Total other financing sources (uses)	-	-	-	-	-	-	-	-	-
Net changes in fund balances	(1,620,976.60)	(71,937.58)	-	20,054.94	(98,062.66)	(647,782.66)	538.77	(1,770,383.13)	(2,418,165.79)
Fund Balance: 03/31/2017	14,840,392.87	2,689,195.76	(413,736.71)	984,801.79	210,244.01	2,035,306.79	530,034.67	19,254,669.10	20,876,239.18
Fund Balance: 04/30/2017	\$ 13,219,416.27	\$ 2,617,258.18	\$ (413,736.71)	\$ 1,004,856.73	\$ 112,181.35	\$ 1,387,524.13	\$ 530,573.44	\$ 17,484,285.97	\$ 18,458,073.39

LINCOLNSHIRE-PRAIRIE VIEW ELEMENTARY SCHOOL DISTRICT NO. 103
DETAILED STATEMENT OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE
ALL FUNDS
MONTH ENDED MARCH 31, 2017

	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	
Bilingual	-	-	-	-	-	-	-	-	-
Transportation - Regular	-	-	-	105,085.89	-	-	-	105,085.89	105,085.89
Transportation - Spec. Ed.	-	-	-	62,487.43	-	-	-	62,487.43	62,487.43
Orphanage Tuition	7,074.00	-	-	-	-	-	-	7,074.00	7,074.00
Library Per Capital Grant	-	-	-	-	-	-	-	-	-
Other State Revenue	-	-	-	-	-	-	-	-	-
Total State Sources	180,338.95	34,821.74	-	167,573.32	-	-	-	382,734.01	382,734.01
Federal Sources									
Special Milk Program	-	-	-	-	-	-	-	-	-
Title I - Low Income	-	-	-	-	-	-	-	-	-
IDEA Preschool	-	-	-	-	-	-	-	-	-
IDEA Flow Through	-	-	-	-	-	-	-	-	-
IDEA Room & Board	-	-	-	-	-	-	-	-	-
Title III - LIP LEP	-	-	-	-	-	-	-	-	-
Title II - Teacher Quality	-	-	-	-	-	-	-	-	-
Medicaid Reimbursement	-	-	-	-	-	-	-	-	-
Total Federal Sources	-	-	-	-	-	-	-	-	-
Total Revenues	301,698.95	52,373.45	-	174,022.03	106.18	1,019.90	538.77	528,739.38	529,759.28
EXPENDITURES									
Salaries									
Admin Salaries	131,665.39	9,347.15	-	7,905.65	-	-	-	148,918.19	148,918.19
Teacher Salaries	1,011,667.99	-	-	-	-	-	-	1,011,667.99	1,011,667.99
Extra Duty Stipends	78,196.62	-	-	-	-	-	-	78,196.62	78,196.62
Classified Salaries	235,934.84	51,370.26	-	95,667.90	-	-	-	382,973.00	382,973.00
Substitutes	38,910.02	-	-	-	-	-	-	38,910.02	38,910.02
Total Salaries	1,496,374.86	60,717.41	-	103,573.55	-	-	-	1,660,665.82	1,660,665.82
Benefits									
Transp. IMRF/SS/Medicare	-	-	-	2,063.10	-	-	-	2,063.10	2,063.10
TRS	31,283.26	-	-	-	-	-	-	31,283.26	31,283.26
IMRF	-	-	-	-	51,233.98	-	-	51,233.98	51,233.98
Social Security	-	-	-	-	29,464.39	-	-	29,464.39	29,464.39
Medicare	-	-	-	-	17,470.47	-	-	17,470.47	17,470.47
TRS ERO Payments	-	-	-	-	-	-	-	-	-
Medical Insurance	197,468.57	12,027.55	-	24,295.16	-	-	-	233,791.28	233,791.28
Life Insurance	3,324.08	74.45	-	102.61	-	-	-	3,501.14	3,501.14
Retiree Insurance	15,623.52	1,743.00	-	-	-	-	-	17,366.52	17,366.52
Tuition Reimbursement	13,342.00	-	-	-	-	-	-	13,342.00	13,342.00
Post-Retirement Benefits	-	-	-	-	-	-	-	-	-
Total Benefits	261,041.43	13,845.00	-	26,460.87	98,168.84	-	-	399,516.14	399,516.14
Purchased Services									

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LINCOLNSHIRE-PRAIRIE VIEW ELEMENTARY SCHOOL DISTRICT NO. 103
DETAILED STATEMENT OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE
ALL FUNDS
MONTH ENDED MARCH 31, 2017

	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	
Professional Development	20,557.57	136.76	-	-	-	-	-	20,694.33	20,694.33
Consultation/Workshops	8,940.52	-	-	-	-	-	-	8,940.52	8,940.52
Data Processing	1,040.27	-	-	-	-	-	-	1,040.27	1,040.27
Auditing Services	-	-	-	-	-	-	-	-	-
Legal Services	-	-	-	-	-	-	-	-	-
Other Professional Services	1,093.24	3,767.13	-	3,319.75	-	-	-	8,180.12	8,180.12
Sanitation Services	1,276.33	-	-	-	-	-	-	1,276.33	1,276.33
Snow Removal	-	2,270.00	-	-	-	-	-	2,270.00	2,270.00
Rentals	5,604.03	4,010.00	-	-	-	-	-	9,614.03	9,614.03
Property Upkeep Services	-	24,150.53	-	5,035.60	-	-	-	29,186.13	29,186.13
Pupil Transportation Services	-	-	-	5,485.40	-	-	-	5,485.40	5,485.40
Travel	557.94	-	-	-	-	-	-	557.94	557.94
Student-Paid Trips	-	-	-	-	-	-	-	-	-
Telephone	21,366.14	34.20	-	226.38	-	-	-	21,626.72	21,626.72
Postage	52.58	-	-	-	-	-	-	52.58	52.58
Printing Services	1,148.77	-	-	-	-	-	-	1,148.77	1,148.77
Water/Sewer Services	2,098.46	-	-	-	-	-	-	2,098.46	2,098.46
Other Insurance	457.60	-	-	-	-	-	-	457.60	457.60
Other Purchased Services	8,949.48	-	-	602.00	-	-	-	9,551.48	9,551.48
Service Agreements	32,118.25	-	-	-	-	-	-	32,118.25	32,118.25
Total Purchased Services	105,261.18	34,368.62	-	14,669.13	-	-	-	154,298.93	154,298.93
Supplies									
General Supplies	12,727.10	10,584.05	-	97.48	-	-	-	23,408.63	23,408.63
Art Supplies	364.49	-	-	-	-	-	-	364.49	364.49
Paper Supplies	4,098.00	-	-	-	-	-	-	4,098.00	4,098.00
Spanish Supplies	-	-	-	-	-	-	-	-	-
Student-Paid Supplies	1,599.59	-	-	-	-	-	-	1,599.59	1,599.59
Science Supplies	604.47	-	-	-	-	-	-	604.47	604.47
Social Studies Supplies	154.90	-	-	-	-	-	-	154.90	154.90
English Language Arts Supplies	1,150.58	-	-	-	-	-	-	1,150.58	1,150.58
Math Supplies	19.95	-	-	-	-	-	-	19.95	19.95
Supplies - Other	2,395.96	-	-	-	-	-	-	2,395.96	2,395.96
Textbooks	1,687.50	-	-	-	-	-	-	1,687.50	1,687.50
Library Books	518.60	-	-	-	-	-	-	518.60	518.60
Periodicals	33.00	-	-	-	-	-	-	33.00	33.00
Fuel	-	347.46	-	7,685.10	-	-	-	8,032.56	8,032.56
Natural Gas	7,433.86	-	-	-	-	-	-	7,433.86	7,433.86
Electricity	13,314.06	-	-	-	-	-	-	13,314.06	13,314.06
Other Supplies	1,226.43	-	-	21.99	-	-	-	1,248.42	1,248.42
Total Supplies	47,328.49	10,931.51	-	7,804.57	-	-	-	66,064.57	66,064.57
Capital Outlay									
Capital Outlay	-	2,387.00	-	-	-	-	-	2,387.00	2,387.00

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LINCOLNSHIRE-PRAIRIE VIEW ELEMENTARY SCHOOL DISTRICT NO. 103
DETAILED STATEMENT OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE
ALL FUNDS
MONTH ENDED MARCH 31, 2017

	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	
Building Improvements	-	-	-	-	-	648,802.56	-	-	648,802.56
Site Improvements	-	-	-	-	-	-	-	-	-
Total Capital Outlay	-	2,387.00	-	-	-	648,802.56	-	2,387.00	651,189.56
Other									
Principal	-	-	-	-	-	-	-	-	-
Interest	-	-	-	-	-	-	-	-	-
Dues and Fees	199.00	-	-	-	-	-	-	199.00	199.00
Tuition	5,956.20	-	-	-	-	-	-	5,956.20	5,956.20
Miscellaneous Objects	-	-	-	-	-	-	-	-	-
Total Other	6,155.20	-	-	-	-	-	-	6,155.20	6,155.20
Total Non-Capitalized Equipment	6,514.39	2,061.49	-	1,458.97	-	-	-	10,034.85	10,034.85
Total Termination Benefits	-	-	-	-	-	-	-	-	-
Total Expenditures	1,922,675.55	124,311.03	-	153,967.09	98,168.84	648,802.56	-	2,299,122.51	2,947,925.07
Excess (deficiency) of revenues over expenditures	(1,620,976.60)	(71,937.58)	-	20,054.94	(98,062.66)	(647,782.66)	538.77	(1,770,383.13)	(2,418,165.79)
OTHER FINANCING SOURCES (USES)									
Transfers	-	-	-	-	-	-	-	-	-
Other Sources	-	-	-	-	-	-	-	-	-
Total other financing sources (uses)	-	-	-	-	-	-	-	-	-
Net changes in fund balances	(1,620,976.60)	(71,937.58)	-	20,054.94	(98,062.66)	(647,782.66)	538.77	(1,770,383.13)	(2,418,165.79)
Fund Balance: 03/31/2017	14,840,392.87	2,689,195.76	(413,736.71)	984,801.79	210,244.01	2,035,306.79	530,034.67	19,254,669.10	20,876,239.18
Fund Balance: 04/30/2017	\$ 13,219,416.27	\$ 2,617,258.18	\$ (413,736.71)	\$ 1,004,856.73	\$ 112,181.35	\$ 1,387,524.13	\$ 530,573.44	\$ 17,484,285.97	\$ 18,458,073.39

LINCOLNSHIRE-PRAIRIE VIEW ELEMENTARY SCHOOL DISTRICT NO. 103
 STATEMENT OF FINANCIAL POSITION
 ALL FUNDS
 APRIL 30, 2017

	10	20	30	40	50	60	70		
	Education	Oper. & Maint.	Debt Services	Transportation	IMRF/SS	Capital Projects	Working Cash	Total Operating	Total All Funds
ASSETS									
US Bank - AP	1,598,358.72	913.90	(413,736.71)	14,693.96	645.92	-	-	1,614,612.50	1,200,875.79
US Bank - Payroll	16,996.82	336.17	-	207.48	-	-	-	17,540.47	17,540.47
US Bank - RevTrak	139,526.14	-	-	12,700.00	-	-	-	152,226.14	152,226.14
PMA - LIQ	746,268.12	2,325.95	-	955.90	21.52	-	-	749,571.49	749,571.49
PMA - MAX	1,600,791.74	325,385.27	-	36,628.67	90,342.87	-	-	2,053,148.55	2,053,148.55
PMA - Fixed Rate Investments	7,235,247.07	2,288,248.29	-	940,407.03	21,171.04	1,387,524.13	530,573.44	11,015,646.87	12,403,171.00
IIIT	19,493.01	-	-	-	-	-	-	19,493.01	19,493.01
Bank Financial	89,442.46	-	-	-	-	-	-	89,442.46	89,442.46
Fifth Third Securities	1,735,758.39	-	-	-	-	-	-	1,735,758.39	1,735,758.39
PMA Bonds	-	-	-	-	-	-	-	-	-
Imprest Fund	33,421.63	-	-	-	-	-	-	33,421.63	33,421.63
Petty Cash	500.00	-	-	-	-	-	-	500.00	500.00
TOTAL ASSETS	13,215,804.10	2,617,209.58	(413,736.71)	1,005,593.04	112,181.35	1,387,524.13	530,573.44	17,481,361.51	18,455,148.93
LIABILITIES & FUND BALANCE									
LIABILITIES									
Accounts Payable	2,794.19	-	-	-	-	-	-	2,794.19	2,794.19
Dental Insurance Payable	(1,304.19)	(48.60)	-	736.31	-	-	-	(616.48)	(616.48)
Flex Spending Account Payable	(3,902.17)	-	-	-	-	-	-	(3,902.17)	(3,902.17)
Tech Program Receivable	(1,200.00)	-	-	-	-	-	-	(1,200.00)	(1,200.00)
Total Liabilities	(3,612.17)	(48.60)	-	736.31	-	-	-	(2,924.46)	(2,924.46)
FUND BALANCE									
Fund Balance	13,219,416.27	2,617,258.18	(413,736.71)	1,004,856.73	112,181.35	1,387,524.13	530,573.44	17,484,285.97	18,458,073.39
Total Fund Balance	13,219,416.27	2,617,258.18	(413,736.71)	1,004,856.73	112,181.35	1,387,524.13	530,573.44	17,484,285.97	18,458,073.39
TOTAL LIABILITIES & FUND BALANCE	13,215,804.10	2,617,209.58	(413,736.71)	1,005,593.04	112,181.35	1,387,524.13	530,573.44	17,481,361.51	18,455,148.93

LINCOLNSHIRE-PRAIRIE VIEW ELEMENTARY SCHOOL DISTRICT NO. 103
TREASURER'S REPORT
ALL FUNDS
April 30, 2017

CASH BALANCE PER BOOKS

Educational Fund	13,215,804.10
Operations and Maintenance	2,617,209.58
Debt Service Fund	(413,736.71)
Transportation Fund	1,005,593.04
Retirement Fund	112,181.35
Capital Projects Fund	1,387,524.13
Working Cash Fund	<u>530,573.44</u>
TOTALS:	<u>\$ 18,455,148.93</u>

BANK BALANCES & INVESTMENTS

US Bank - AP	
Statement Balance	1,228,832.85
Less: Outstanding Checks	<u>27,957.06</u>
	\$ 1,200,875.79
US Bank - Payroll	
Statement Balance	23,412.76
Less: Outstanding Checks	<u>5,872.29</u>
	\$ 17,540.47
US Bank - Other	
RevTrak Account Balance	\$ 152,226.14
Imprest	40,517.38
Petty Cash	500.00
Less: Outstanding Imprest Checks	<u>7,095.75</u>
	186,147.77
PMA Financial Network	
ISDLAF - LIQ	750,110.26
ISDLAF - MAX	2,053,148.55
Fixed Rate Investments	11,015,108.10
Bonds	<u>1,387,524.13</u>
	\$ 15,205,891.04
Other	
Illinois Inst Investors Trust - CMF	19,493.01
Bank Financial - Money Market	89,442.46
Fifth Third Securities	<u>\$ 1,735,758.39</u>

TOTALS: \$ 18,455,148.93

Certified by:



Dan Stanley, Treasurer

Student Activity Report

Printed: 05/02/2017 8:04:42AM

Lincolnshire-Prairie View - Activity Accounting

Academic Clubs 1							
Account Number	Description	Balance Forward	Cash In (Receipts)	Cash Out (Payments)	Adjustments	Balance	
Academic Clubs							
25	DW - Minecraft Lab	0.00	0.00	0.00	0.00	0.00	
30	DW - NJHS	960.30	778.08	0.00	0.00	1,738.38	
35	DW - Scholarship	0.02	0.00	0.00	0.00	0.02	
40	DW - Student Council	5,278.79	1,760.43	(1,697.00)	0.00	5,342.22	
45	DW - Toys for Tots	0.00	0.00	0.00	0.00	0.00	
50	DW - Wright Track Club	22.97	0.00	0.00	0.00	22.97	
55	DW - Yearbook	24,779.82	2.02	0.00	0.00	24,781.84	
65	HD - Student Council	2,051.64	0.17	0.00	0.00	2,051.81	
70	HD - Yearbook	20,894.62	221.70	0.00	0.00	21,116.32	
85	SP - Yearbook	3,270.86	3,897.27	(25.00)	0.00	7,143.13	
90	Spanish REACH	348.04	428.04	(428.00)	0.00	348.08	
1	Academic Clubs	57,607.06	7,087.71	(2,150.00)	0.00	62,544.77	Activity Group
Miscellaneous							
10	Bank Interest	161.88	0.01	0.00	0.00	161.89	
15	District Convenience	125.00	0.01	0.00	0.00	125.01	
20	DW - Convenience	1,566.56	0.13	(50.00)	0.00	1,516.69	
60	HD - Convenience	50.01	0.00	0.00	0.00	50.01	
25	NEIASBO	25,628.04	22.08	(996.00)	0.00	24,654.12	
90	SP - Convenience	1,136.56	0.09	0.00	0.00	1,136.65	
9	Miscellaneous	28,668.05	22.32	(1,046.00)	0.00	27,644.37	Activity Group
Report Total:		86,275.11	7,110.03	(3,196.00)	0.00	90,189.14	

LINCOLNSHIRE-PRAIRIE VIEW ELEMENTARY SCHOOL DISTRICT NO. 103
INVESTMENT PORTFOLIO
APRIL 30, 2017

Investment Type	Settle Date	Maturity Date	# of Days	Institution	Cost	Rate
Money Market	4/30/2017	4/30/2017		ISDLAF+ LIQ Account	\$750,110.26	0.640%
Money Market	4/30/2017	4/30/2017		Illinois Portfolio, IIIT Class	\$19,493.01	0.900%
Money Market	4/30/2017	4/30/2017		ISDLAF+ MAX Account	\$2,053,148.55	0.700%
Money Market	4/30/2017	4/30/2017		Bank Financial Public Funds	\$89,442.46	0.250%
Certificate of Deposit	6/2/2016	5/12/2017	344	MODERN BANK	\$248,200.00	0.751%
Certificate of Deposit	6/2/2016	5/12/2017	344	MAINSTREET BANK	\$248,500.00	0.633%
Certificate of Deposit	6/2/2016	5/12/2017	344	CFG COMMUNITY BANK	\$248,500.00	0.633%
Certificate of Deposit	6/2/2016	5/12/2017	344	FIRST CAPITAL BANK	\$248,500.00	0.630%
Certificate of Deposit	6/9/2016	5/12/2017	337	WESTERN ALLIANCE BANK	\$248,600.00	0.550%
Certificate of Deposit	5/18/2016	5/18/2017	365	CIT BANK / ONEWEST BANK, NA	\$247,700.00	0.922%
Certificate of Deposit	6/9/2016	6/9/2017	365	AFFILIATED BANK	\$248,200.00	0.701%
DTC CD	6/11/2014	6/12/2017	1097	Discover Bank Certificate of Deposit	\$248,710.21	1.003%
DTC CD	6/11/2014	6/12/2017	1097	Goldman Sachs Bank USA Certificate of Deposit	\$248,710.21	1.003%
Certificate of Deposit	6/28/2016	6/28/2017	365	T BANK, NA	\$248,200.00	0.711%
Certificate of Deposit	6/28/2016	6/28/2017	365	EAST BOSTON SAVINGS BANK	\$248,300.00	0.651%
Certificate of Deposit	9/23/2016	7/13/2017	293	INDUSTRIAL & COMMERCIAL BANK OF CHINA	\$248,700.00	0.601%
Certificate of Deposit	9/23/2016	7/13/2017	293	FLAGLER BANK	\$248,700.00	0.603%
Certificate of Deposit	10/21/2016	7/13/2017	265	FINANCIAL FEDERAL BANK	\$248,900.00	0.600%
Certificate of Deposit	11/30/2016	7/13/2017	225	LANDMARK COMMUNITY BANK	\$248,900.00	0.652%
Certificate of Deposit	11/30/2016	7/13/2017	225	PATRIOT BANK - OK	\$249,000.00	0.651%
DTC CD	10/26/2016	7/26/2017	273	Sandtander Bank, N.A. /Sovereign Bank	\$248,073.86	0.610%
DTC CD	11/17/2016	8/17/2017	273	Volunteer State Bank	\$249,074.32	0.560%
DTC CD	9/16/2016	9/15/2017	364	Safra National Bank	\$248,122.74	0.750%
Certificate of Deposit	9/22/2016	9/22/2017	365	TBK BANK, SSB/THE NATIONAL BANK	\$248,100.00	0.750%
Certificate of Deposit	9/26/2014	9/26/2017	1096	BANK OF THE WEST	\$241,800.00	1.119%
Certificate of Deposit	10/21/2016	10/23/2017	367	EAGLEBANK/VIRGINIA HERITAGE BANK	\$248,100.00	0.741%
DTC CD	8/31/2016	2/28/2018	546	BANKUNITED, NA	\$248,147.13	0.860%
Certificate of Deposit	9/23/2016	3/23/2018	546	US METRO BANK	\$246,600.00	0.909%
DTC CD	9/28/2016	3/28/2018	546	Capital One Bank USA National Assoc.	\$248,146.98	0.960%
DTC CD	9/30/2016	3/29/2018	545	First Bank	\$249,184.51	0.950%
Certificate of Deposit	10/21/2016	4/19/2018	545	COMMUNITY STATE BANK - OK	\$246,300.00	1.001%
Certificate of Deposit	5/18/2016	5/18/2018	730	SONABANK	\$150,000.00	1.001%
DTC CD	5/28/2015	5/29/2018	1097	American Express Centurion Bank Cert of Dep.	\$248,700.69	1.304%
Certificate of Deposit	6/2/2016	6/4/2018	732	KANSAS STATE BANK	\$245,000.00	1.002%
Certificate of Deposit	6/2/2016	6/4/2018	732	SONABANK	\$93,800.00	1.000%
Certificate of Deposit	6/2/2016	6/4/2018	732	FIRST NATIONAL BANK	\$245,200.00	0.953%
DTC CD	6/10/2016	6/8/2018	728	BMO Harris Bank	\$166,163.50	1.000%
Security	9/26/2014	6/13/2018	1356	Federal Home Loan Mortgage Corporation Note	\$243,109.87	1.260%
DTC CD	6/18/2015	6/18/2018	1096	Ally Bank Certificate of Deposit	\$248,694.35	1.454%
DTC CD	6/22/2015	6/22/2018	1096	Comenity Capital Bank / World Financial Capita	\$249,330.96	1.355%
Certificate of Deposit	6/30/2016	7/2/2018	732	FARMERS & MERCHANTS UNION BANK	\$245,000.00	1.002%
DTC CD	9/7/2016	9/7/2018	730	TCF National Bank	\$248,000.00	0.900%
DTC CD	9/14/2016	9/14/2018	730	Wells Fargo Bank, NA	\$249,000.00	1.150%
DTC CD	9/30/2016	9/28/2018	728	BMW Bank of North America	\$247,512.67	1.200%
DTC CD	10/1/2014	10/1/2018	1461	Sallie Mae Bank Certificate of Deposit	\$247,883.90	1.807%
DTC CD	2/8/2017	2/8/2019	730	Keybank, NA / First Niagara Bank	\$200,393.10	1.400%
Certificate of Deposit	5/19/2016	5/20/2019	1096	SOUTSIDE BANK	\$241,900.00	1.080%
Security	6/5/2014	5/30/2019	1820	Federal Home Loan Mortgage Corporation Note	\$499,392.93	1.564%
DTC CD	10/2/2014	10/2/2019	1826	American Express Bank Certificate of Deposit	\$248,056.17	2.060%
Certificate of Deposit	7/17/2015	7/17/2020	1827	Synchrony Bank Retail CD	\$248,000.00	2.250%
Certificate of Deposit	8/19/2015	8/19/2020	1827	CAPITAL ONE NATL ASSN VA	\$248,000.00	2.400%
Certificate of Deposit	9/16/2015	9/16/2020	1827	BARCLAYS BK DEL	\$248,000.00	2.200%
Certificate of Deposit	3/2/2016	3/2/2021	1826	Marlin Business Bank Salt Lake	\$248,000.00	1.600%
Certificate of Deposit	12/12/2016	12/13/2021	1827	State Bank India New York	\$248,000.00	2.050%
Certificate of Deposit	3/1/2017	3/1/2022	1826	CIMB Bank, Champaign IL	\$245,000.00	2.100%
Certificate of Deposit	3/21/2017	3/21/2022	1826	HSBC Bank USA NA McLean VA	\$248,000.00	2.450%

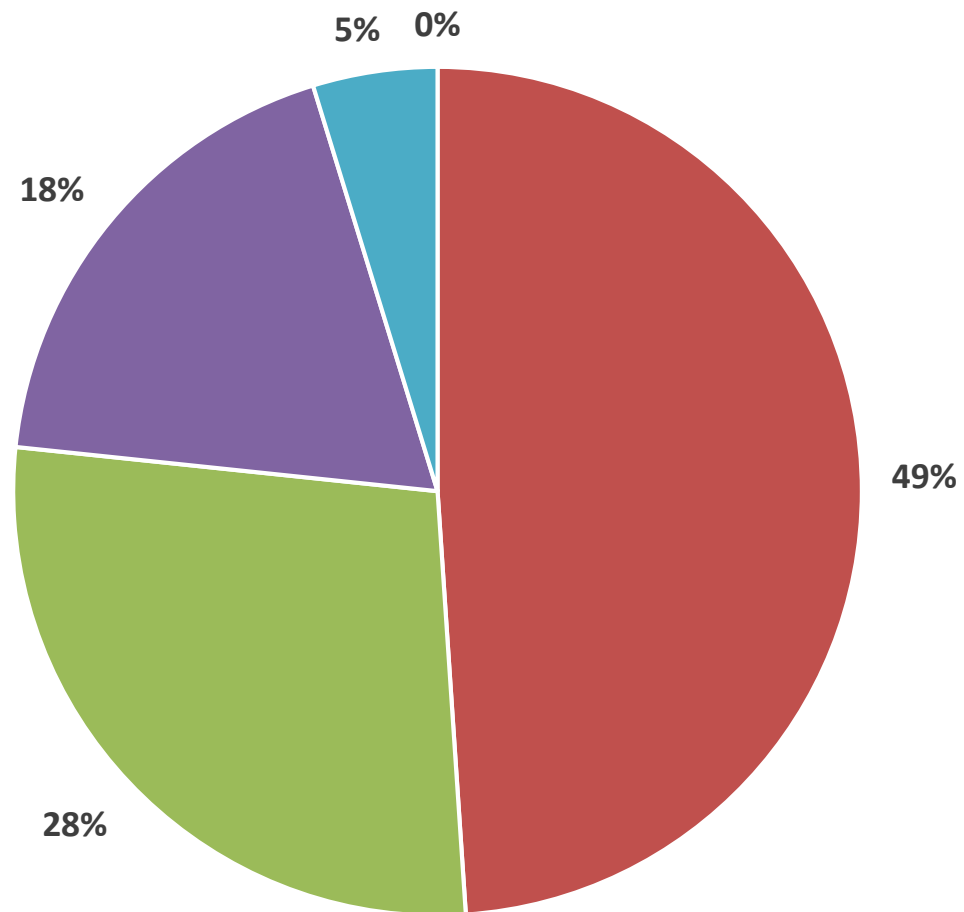
\$15,660,302.38

Weighted Yield **1.639%**
Weighted Maturity **439.31**

LINCOLNSHIRE-PRAIRIE VIEW ELEMENTARY SCHOOL DISTRICT NO. 103

INVESTMENT TYPE

APRIL 30, 2017

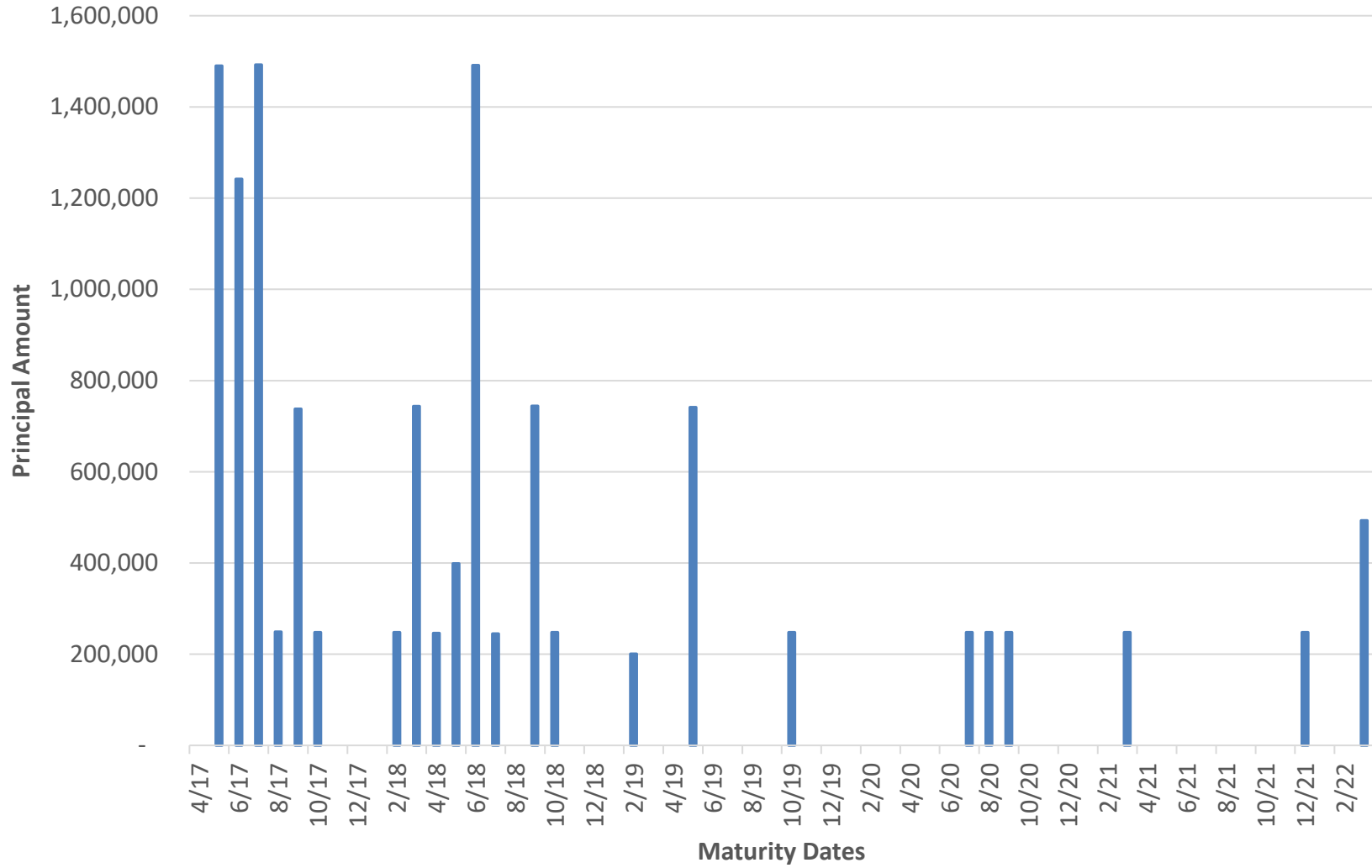


■ TS ■ CD ■ DTC ■ MMK ■ SEC

LINCOLNSHIRE-PRAIRIE VIEW ELEMENTARY SCHOOL DISTRICT NO. 103

MATURITY DATES

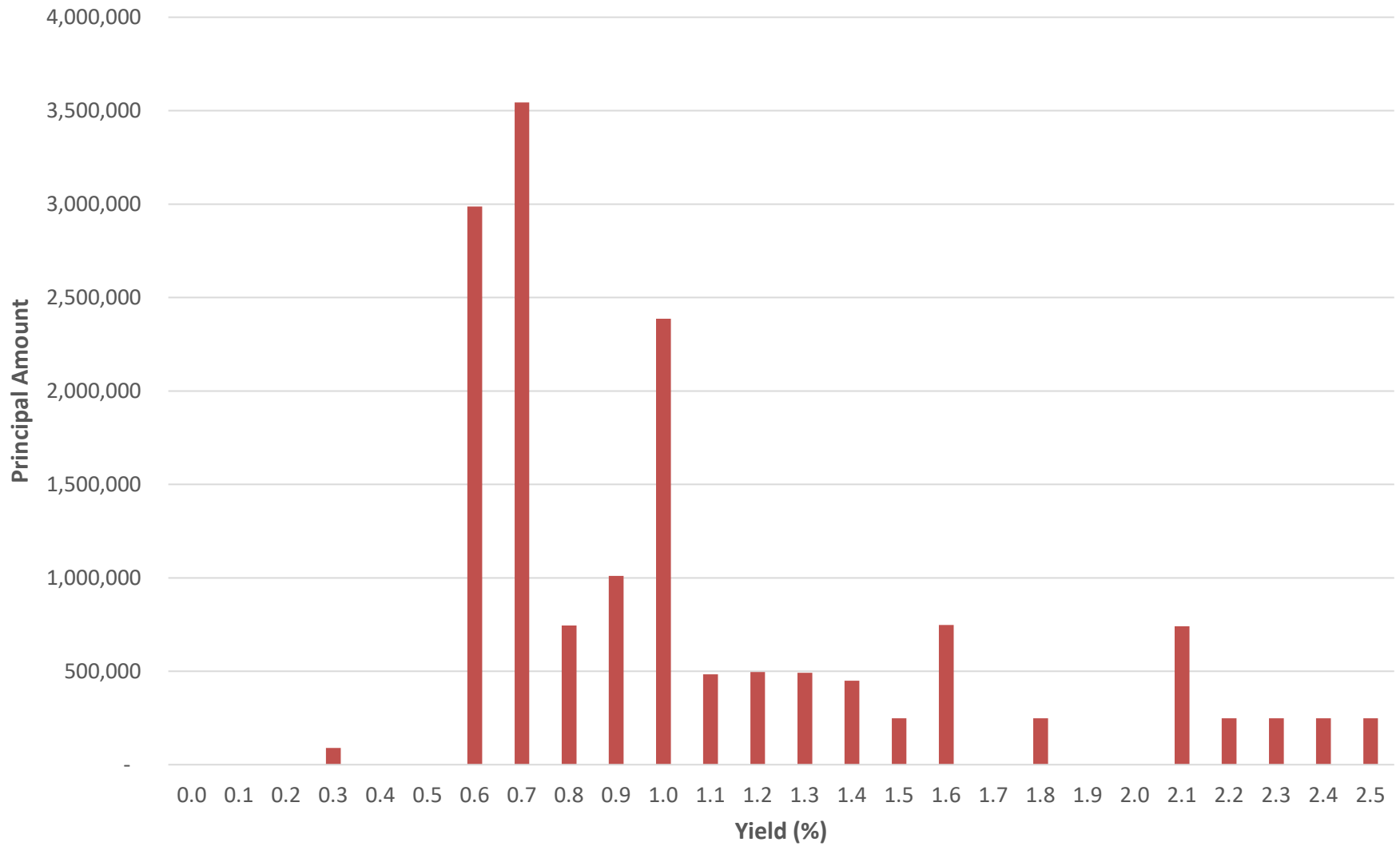
APRIL 30, 2017



LINCOLNSHIRE-PRAIRIE VIEW ELEMENTARY SCHOOL DISTRICT NO. 103

INTEREST RATES

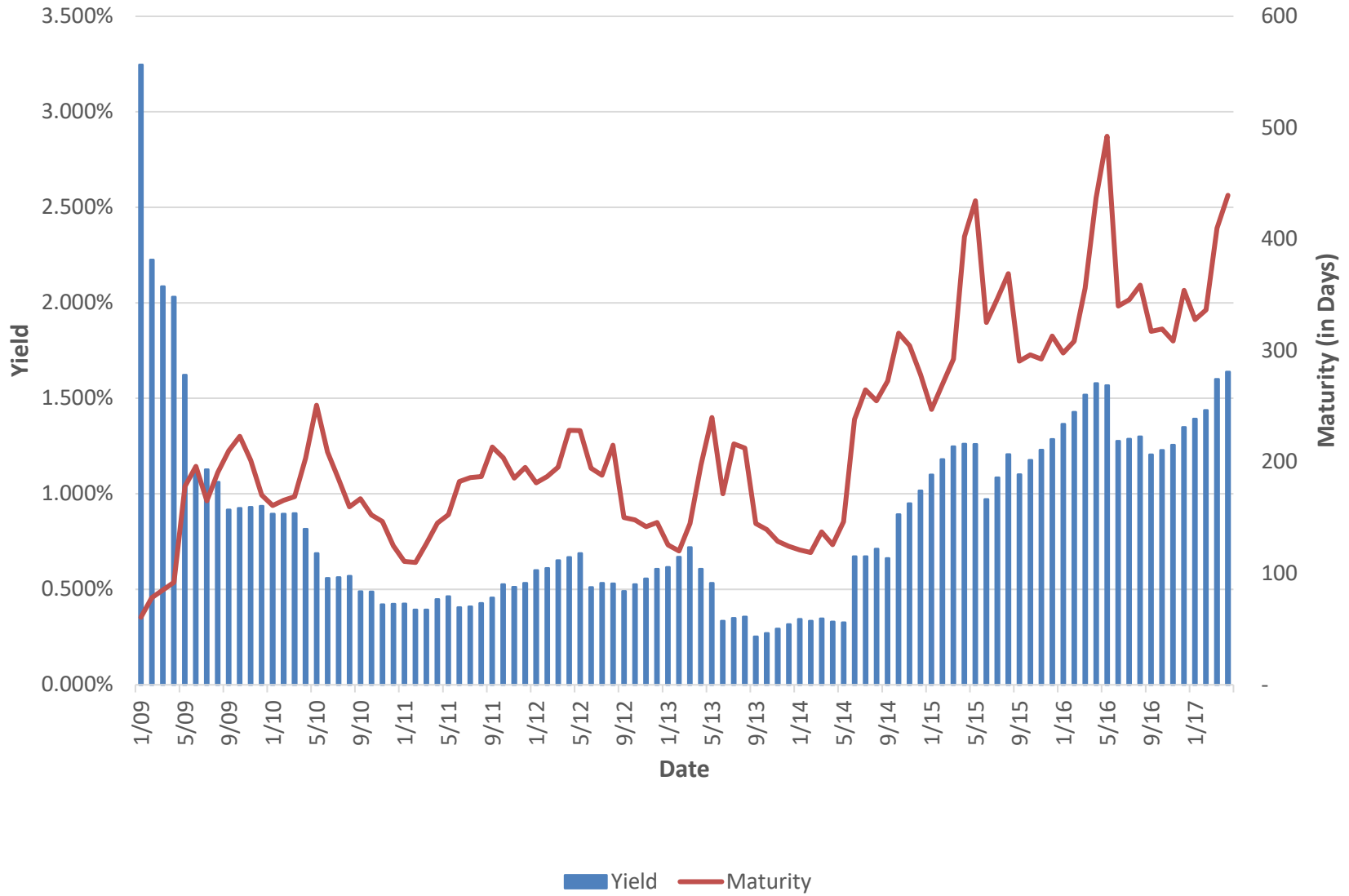
APRIL 30, 2017



LINCOLNSHIRE-PRAIRIE VIEW ELEMENTARY SCHOOL DISTRICT NO. 103

WEIGHTED YIELD VS. MATURITY HISTORY

259



Lincolnshire-Prairie View School District 103

Enrollment Report

As of April 30, 2017

Grade	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	Class Size (Core)			
									Sections	Average	Low	High
K (AM)	16	16	16	16	16	16	16	16				
K (PM)	12	13	12	12	12	13	12	12				
K (Full Day)	119	118	118	118	118	118	118	118				
K Total	147	147	146	146	146	147	146	146	8	18.3	13	20
1	155	156	155	155	156	155	155	155	8	19.4	19	21
2	195	195	194	195	197	197	196	196	8	24.5	23	25
3	180	179	177	176	179	180	180	181	8	22.6	22	23
4	207	207	208	208	209	209	209	209	8	26.1	26	27
5	194	193	193	190	192	190	190	190	8	23.8	23	25
6	194	195	196	198	201	201	201	201	n/a	24.5	21	28
7	239	239	240	240	241	241	241	242	n/a	24.1	15	31
8	221	221	222	222	223	223	224	224	n/a	22.4	13	31
Total K-8	1,732	1,732	1,731	1,730	1,744	1,743	1,742	1,744				

Sprague (No EC)	497	498	495	496	499	499	497	497
Half Day	387	386	385	384	388	389	389	390
Daniel Wright	848	848	851	850	857	855	856	857
Total EC-8	1,732	1,732	1,731	1,730	1,744	1,743	1,742	1,744

Early Childhood	12	11	11	11	15	17	17	17				
Community Peer	14	14	14	14	16	16	16	16				
Total Blended	26	25	25	25	31	33	33	33	4	8.3	5	8
AM Only	1	1	1	1	1	1	1	1				
Extended Day	3	3	3	3	3	3	3	4				
Total Self-Contained	4	4	4	4	4	4	4	5	1	5.0	4	4
Total EC	30	29	29	29	35	37	37	38				

Sprague w/EC	527	527	524	525	534	536	534	535
Half Day	387	386	385	384	388	389	389	390
Daniel Wright	848	848	851	850	857	855	856	857
Total EC-8	1,762	1,761	1,760	1,759	1,779	1,780	1,779	1,782

Public	3	3	3	2	2	2	2	2
Consortium	0	0	1	1	1	1	1	1
Private	7	7	8	8	8	8	7	7
IAES	0	0	0	0	0	0	0	0
Total Out-of-Dist.	10	10	12	11	11	11	10	10

TOTAL	1,772	1,771	1,772	1,770	1,790	1,791	1,789	1,792
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Guided - D103	4	4	4	5	5	5	5	5
Guided - Other	7	7	8	7	7	7	7	7
Total Guided	11	11	12	12	12	12	12	12



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: Scott Gaunky, CPMM
CC: Dr. Scott Warren
Date: May 11, 2017
Re: Facilities Update

CONSTRUCTION UPDATE

Half Day:

- Second floor walls have been completed
- Steel support and decking for roof has been completed
- First floor Mechanical, Electrical, & Plumbing (MEP) is 80% complete

Sprague:

- All exterior building envelope walls have been completed
- Steel has been set for the main level floor and the roof
- Plumbing stubbed into walls has been completed
- Decking for main level and roof is 30% completed

DANIEL WRIGHT

- Bid documents for the crosswalk will be completed after the District reviews and approves the scope.

HALF DAY

Other than the construction project, no significant work was completed during this time period.

LAURA SPRAGUE

Other than the construction project, no significant work was completed during this time period.



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, Assistant Superintendent of Curriculum and Instruction
Julie Postma, Director of Student Services
Robert Bialk, Director of Assessment and Technology
CC: Dr. Scott Warren
Date: May 11, 2017
Re: Executive Summary

Curriculum & Instruction

- The preliminary ACCESS (Assessing Comprehension and Communication in English State-to-State) test results were sent to the district this week. The ACCESS is an English language proficiency assessment given to Kindergarten through 12th graders who have been identified as English language learners (ELLs). It is required to be given annually to monitor students' progress in acquiring academic English. Official ACCESS score sheets will be mailed home in late summer, when the Illinois State Board of Education makes the final scores available to School District #103. New this year, WIDA has released enhanced proficiency levels corresponding to the elevated content standards and assessments. Expectations for student proficiency have been increased. Parents may see less growth in their child's scores in comparison to past years. This is a reflection of increased proficiency levels – not student performance.
- The district received our allocation amounts for the TBE/TPI grant. The grant allocation is \$54,952, which is \$600 more than last year. We will also receive \$13,511 from the LIPLEP grant. The purpose of the Federal Title III LIPLEPS grant is to provide supplemental financial assistance to help local school districts improve the education of English language learners (ELLs) above and beyond state and local requirements by assisting students to learn English. Title III funds may be used to provide language instruction and school adjustment services to meet the needs of English language learners (ELLs), professional development and training for staff serving ELLs, and to involve parents in their children's education.
- A lot of interviewing happened in the months of April and early May. With the amount of movement we have across the district, every department and building has been screening candidates on ongoing basis and bringing final candidates to teacher teams.

While the process is very time consuming, it is also very thorough and produces an extremely talented set of new hires.

- At the final district science committee meeting we discussed the implementation of Next Generation Science Standards. As you know this is our first year of full implementation K-5 and our second year of 6-8 implementation. Science notebooks have been implemented seamlessly into the curriculum as have many of the engineering practices. I am very pleased with our current level of implementation of NGSS and will only continue to review and modify smaller pieces of the curriculum over the coming years.
- The Civil Rights Data Collection was submitted and certified in early May. The CRDC is a mandatory data collection authorized under Title VI of the Civil Rights Act of 1964, Title IX of 1972, Section 504 of Rehabilitation Act of 1973, and under the Department of Education Organization. The purpose of the U.S. Department of Education (ED) Civil Rights Data Collection (CRDC) is to obtain data related to the nation's public school districts and elementary and secondary schools' obligation to provide equal educational opportunity.

Student Services

- We are collaborating with our technology department and the hearing department at ELC to ensure that the sound systems used in some current classrooms and being placed in our newly constructed classroom integrate easily with the personal sounds systems students with hearing impairments.
- We currently use eSped as our database system for IEPs and 504s. eSped has been upgraded their product over the last few years. At the same time, our contract with eSped has ended. We have opted to continue a contract with eStar, the upgraded version of eSped. Our contract with eStar is part of a contract secured by the ELC for multiple districts. We are now working through the ELC and eStar to migrate our current database to the upgraded version and train on the new system. We will use a train the trainer model. Training dates for the trainers have been tentatively set for May and August.
- The final EC parent involvement will took place on Thursday, May 11. The topic was planning for summer activities. This provided an opportunity for our parents to network and become familiar with resources for summer programming and activities.
- There have been some exciting recent changes related to students who are in therapeutic day school (TDS) placements out of the district. The goal of a TDS placement is to provide an intense therapeutic environment to build skills to allow a student to return to their home school. This month, two students either completed or will complete their transition back to their home school. The amount of time a student is at a therapeutic day school and the length of the transition back is very individualized and determined by their IEP team. One student was at North Shore Academy Elementary (NSAE) beginning with extended school year programming in June of 2015. The student attended NSAE full time through summer of 2016, slightly more than a year. In the fall of 2016 the transition back to home school began and that transition will be completed this month. A second

student began attending Arlyn Day School full time in September 2016. The student attended Arlyn full time until mid-March when the transition to the home school began. The transition was completed this month. In addition, the IEP team of another student at Arlyn Day School is meeting again this summer to determine if that student will be able to begin a transition back to DW in the fall. Every student is different and students with special needs do require individualized programming intended to build skills that enable a student to participate as fully as possible in general education. It is a great success when the partnership between all the members of the IEP team enables a student to return to their home school.

- We continue to collaborate at many levels across the district regarding placement and scheduling of students and assignments and caseloads for special education staff for next year. IEP teams are still finalizing services and placement for a number of students with special needs. As this data is finalized, staffing needs, staffing assignments and caseloads will move forward and be finalized.
- Extended School Year (ESY) services are in place to begin on June 13th and will end on July 9th. Staffing ESY has been a struggle, and we are still in the process of securing a couple of staff members. ESY services will take place at DW for most of our students. We have a few students attending ESY outside of District 103. Those services have been finalized and transportation is being secured.
- We continue to move forward with the hiring of special education positions for next fall. There were a total of 11 positions that special education is involved in hiring, at least seven of the positions are hired or in the final stages of hiring.

Technology & Assessment

General Tech –

- **1:1 Updates** - The tech department is working with grade level teachers to schedule iPad collection for the end of year. We try to push collection until that last possible minute, with still allowing time to collect, review and inventory all “Rent” and “Rent-to-Own” devices.
- **Printing** - The tech department is working with faculty/staff to get everyone up and running with our new *PaperCut* print management software. We hope to have this complete prior to summer break.
- **SY ‘17-’18 Technology** - The tech department is working with the business office to review the tech needs for next school year. This includes network maintenance, classroom technology and faculty/staff tech refresh.
- **SY ‘17-’18 Registration** - Our ‘returning student’ registration opened on Monday, May 8th. As of Thursday, May 11th, we’ve had over 10% of parents complete the registration

process. We are hoping to close the registration window no later than Friday, June 2nd.

Assessments –

- **MAP Assessments** - All students in grades 2-8 have taken or are taking their Spring MAP Assessment. All MAP tests are administered through the students' iPads. There are no major tech issues to report.



Lincolnshire-Prairie View School District 103

Memo

To: Board of Education
From: Scott Warren
Date: May 11, 2017
Re: Superintendent Informational Report

Staff Hiring

The District has been very busy interviewing and hiring staff members for the 2017-2018 school year. I commend our administrative team and staff interview committees for the hard work and excellent screening capabilities in finding high quality candidates. I have been very impressed with the caliber of new employees next year and look forward to you meeting them in the fall!

District Initiative Committees

The District *Start Times Committee* met on May 1, 2017 to provide feedback and suggestions regarding the change in start times for next year. The feedback was constructive and will aid the District in helping parents with the changes. The minutes from the meeting are included for your review. The 5th Grade to Half Day committee will meet on May 18th at 6:30 pm at Half Day School. The *Vision 2020 Strategic Planning Committee* is scheduled to meet on May 30th at Half Day School. A date for the *Transportation Committee* is being determined.

FOIA requests

The District received two FOIA requests: one from Karen Berkowitz from Pioneer Press/Chicago Tribune Media Group for the average number of minutes students were given recess/rest breaks and the average number of minutes per week students spent in physical education class; and one from James Bachman from the Illinois Retired Teachers Association for the names and email addresses of the retiring teachers this year. The requests and responses are included for your review.

Leave of Absence

The District received **two** leave requests this month. The requests are approved according to the Master Contract. The requests are included for your information.

Start Times Committee Meeting Minutes
May 1, 2017
6:30 p.m. – 8:00 p.m.
DW Library

Present:

Scott Warren, Tracy Bragg, Carie Cohen, Anthony Hafner, Anne van Gerven, Hazel Weaver, Roxanne Wolter, Norma Taylor.

Agenda

1. Introductions:
Brief backgrounds were shared among the committee members.
2. "Why" the Change
 - a. Vision 2020 Goal
 - b. Research on sleep for adolescents

Scott reviewed the inception of the goal during Vision 2020 to determine the feasibility of adjusting the starting and ending times for each school that considers the health and well-being of students. He outlined work the administration has completed toward the goal analyzing and reviewing student schedules, transportation, and budgetary concerns. He noted the sleep research he conducted involving national research on student sleep and discussions with doctors specializing in sleep and children.

3. Changes for Daniel Wright for 2017-2018
 - a. No before school activities

Discussion was held of bus routes and bus stops and a communication to the community regarding any changes.

Concerns were expressed regarding parent work schedules conflicting with the new start time at Daniel Wright and discussion was held of ways the district could help support parents with childcare or other support for 6th - 8th grade students. Discussion was held of early morning programs at Daniel Wright, but Dr. Warren noted the scientific research is clear of the importance of the recommended amount of sleep for the health and well-being of our students. Therefore he cannot recommend programming for early morning for grades 6-8.

It was suggested Dr. Warren contact Libertyville school district for information on how they handled their transition to later start times. It was also suggested he contact local law enforcement to alert them to the new start times at Sprague and Daniel Wright schools.

Discussion was held regarding band and study hall. Scott explained study hall moved to after school and band will be held during the school day. All after-school items remain the same.

A communication to the community regarding changes was discussed, along with communication of changes to the Daniel Wright student schedules, 103 Club, after school sports and clubs, band and orchestra, etc.

4. Feedback Session
 - a. Suggestions - What should the district monitor for the 2017-2018 school year?
 - b. General Feedback

Mr. Hafner suggested we monitor the impact of enrollment in sports and clubs due to the time shift, and the impact of family time due to students ending their day later.

Meeting adjourned at 8:00 p.m.

On Mon, Apr 17, 2017 at 10:20 AM, Berkowitz, Karen <kberkowitz@pioneerlocal.com> wrote:

ATTN: Norma Taylor, FOIA Officer
Lincolnshire Prairie View School District 103

RE: K-8 Recess/PE FOIA request, Pioneer Press

Dear Ms. Taylor,

Please consider this a request under the Illinois Freedom of Information Act (5 ILCS 140).

This request includes the following:

- 1) The average number of minutes per week students were given recess/rest breaks for the 2011-2012, 2012-2013, 2013-2014, 2014-2015 and 2015-2016 school years.
- 2) The average number of minutes per week students spent in physical education classes for the 2011-2012, 2012-2013, 2013-2014, 2014-2015 and 2015-2016 school years.

Please note that we believe all the records are public. These records are being sought as part of research by the news media intended to enlighten readers on the operation of a public school district and the resources provided to its students.

If the district believes any parts of any records are exempt from disclosure, please provide me an explanation to justify the redaction or withholding and then provide the rest of the records.

I am a member of the news media doing research in the public interest and request fees be waived. I request any records be e-mailed to me at kberkowitz@pioneerlocal.com

Please contact me with any questions. My contact info is below.

Thank you,

Karen Berkowitz
Pioneer Press/Chicago Tribune Media Group
[630-780-7365](tel:630-780-7365)
kberkowitz@pioneerlocal.com



**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

April 21, 2017

Karen Berkowitz
Pioneer Press/Chicago Tribune Media Group
630-780-7365
kberkowitz@pioneerlocal.com

SENT VIA EMAIL – kberkowitz@pioneerlocal.com

RE: Freedom of Information Act Request

Dear Karen Berkowitz:

This letter is in response to the request that you submitted. Please see information below. Please confirm receipt of our response.

Request 1

The average number of minutes per week students were given recess/rest breaks for the 2011-2012, 2012-2013, 2013-2014, 2014-2015, and 2015-2016 school years.

See attached.

Request 2

The average number of minutes per week students spent in physical education classes for the 2011-2012, 2013-2013, 2013-2014, 2014-2015, and 2015-2016 school years.

See attached.

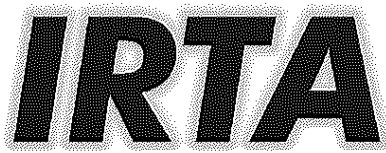
If you should have any further questions regarding this, please contact our office at (847) 295-4030.

Sincerely,

Scott Warren, Ed. D.
Superintendent

Attachments:

Parent Student Handbook 2011-2012
Parent Student Handbook 2012-2013
Parent Student Handbook 2013-2014
Parent Student Handbook 2014-2015
Parent Student Handbook 2015-2016



Illinois Retired Teachers Association

Investing in the future of retired educators.

DATE: May 8, 2017

TO: School System Personnel Office/FOIA Officer

FROM: James Bachman, IRTA Executive Director

RE: FREEDOM OF INFORMATION REQUEST FOR RECORDS

Please honor the following FOIA request for records:

- names and district email addresses of your retiring Illinois educators for the current school year.
- your complete list of email addresses for all district/organizational employees

Please send the records electronically to ILretirees@gmail.com.

Illinois Retired Teachers Association is a not-for-profit, non-partisan organization of retired educators. The Association serves the needs and interests of its members through advocacy, education, cooperation and socialization in a flexible organizational structure.

Thank you so very much for your assistance with this matter. If you need more than the seven days required by law to fulfil this request, please contact me via email.

Sincerely,

A handwritten signature in black ink that reads "James Bachman". The signature is written in a cursive style with a large, stylized initial "J".

James Bachman, Executive Director



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

May 9, 2017

Illinois Retired Teachers Association
James Bachman
Executive Director
ILretirees@gmail.com

SENT VIA EMAIL – ILretirees@gmail.com

RE: Freedom of Information Act Request

Dear James Bachman:

This letter is in response to the request that you submitted. Please see information below.

Request 1

Names and district email addresses of your retiring Illinois educators for the current school year

See attached.

Request 2

Your complete list of email addresses for all district/organizational employees

The information is posted on our webpage at <http://lincolnprairie.finalsite.com/page.cfm?p=2498>

If you should have any further questions regarding this, please contact our office at (847) 295-4030.

Sincerely,

Scott Warren, Ed. D.
Superintendent

Attachment:
List of email addresses

From: **Jan Lamberti** <jlamberti@d103.org>
Date: Sun, Apr 23, 2017 at 4:23 PM
Subject: FMLA Request
To: Scott Warren <swarren@d103.org>

Dr. Warren

I would like to request FMLA beginning Wednesday, April 26, 2017 to treat a medical condition. The treatment will last for approximately six months, so I anticipate treatment to end in early October. I may only be out intermittently for the remainder of the 2017 school year, but may be out at the beginning of the 2017-2018 school year. I will keep you posted and, of course, Jill Mau.

Thank you.
Jan Lamberti

--

Jan Lamberti
Associate
Half Day School
239 Olde Half Day Road
Lincolnshire, IL 60069
(847) 634-6463 phone
www.d103.org

4/18/17

Dear Dr. Warren,

I would like to request parental leave starting on October 10, 2017 through the end of the 2017-2018 school year, and I would like to have 60 sick days applied toward the leave, and the balance of the leave recorded as leave without pay.

I am aware that I have to notify the Superintendent by January 15, 2018 of my intent of returning to work for the 2018-19 school year.

Thank you,
Samie Jonker



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

Memo

To: Dr. Warren and the District 103 Board of Education
From: Christine Adler
Date: May 11, 2017
Cc: Lincolnshire-Prairie View Teacher Association (LPVTA)
Re: Staffing Changes for 2017-2018

This memo serves as notification of change to teaching assignments for the 2017-2018 school year.

- Heather Lapin, First Grade teacher, has accepted the Full-Day Kindergarten position.
- Allyson Ward, First Grade teacher, will be moving to Second Grade as a classroom teacher.

I am thrilled that these two staff members are pursuing changes in grade level. They are both master teachers who will bring new insights and ideas to their respective grade levels. Their excitement and enthusiasm for a new challenge is energizing and I know they will be successful in their new endeavors!

- Kara Shanley, Social Worker, will reduce from full-time status to half-time (.5 FTE).

Kara is an outstanding support to our students, staff, and parent community. I look forward to her contributions next year.

Christie Wylie — Laura B. Sprague Elementary School

Christie Wylie - Laura B. Sprague Elementary School



Enrichment specialist Christie Wylie works with a group of kindergartners at Sprague Elementary School in Lincolnshire. (Steve Lundy/slundy@dailyherald.com)

Image 1 of 2

NEXT IMAGE >

What quickly is clear about Christie Wylie is she is passionate about Lincolnshire-Prairieview Elementary District 103's student enrichment program.

Wylie, the enrichment specialist at Laura B. Sprague Elementary School, stresses REACH (Raising Expectations and Aspirations of all Children) is not a traditional “gifted” model. Instead, District 103’s program is provided by every teacher for all students based on student needs.

Wylie, who attended Valparaiso University and recently completed a Master’s in Educational Technology from Concordia University, has been teaching for 27 years, including 10 at Sprague.

In addition to working with teachers in the classroom, she has been involved in district strategic planning and the community. For example, she has worked with Sprague students in collaboration with the village of Lincolnshire on its Village Oak Project to address the concern of local arborists regarding the decline in oak tree population.

Q. What do you enjoy most about teaching students in the gifted program?

A. What I enjoy most about working with students in the REACH enrichment program:

- Learning alongside curious students.
- Facilitating student learning vs. teaching in the traditional sense. I love when students are so engaged in what they are learning, and in their own conversations with each other, that they don’t realize the depth of their learning, and I become an observer.
- Watching students run to our classroom with energy and enthusiasm for learning that just can’t be stifled.
- Providing opportunities for students to create, invent, wonder, imagine.
- Listening to deep discussions and hearing 5- to 8-year- olds defend their conclusions and find evidence within texts for support.

- At times, students may ask, “Mrs. Wylie, do we have to ‘do’ something with this book today? Can we just read quietly sitting in the corner or between the bookshelves?” I think you know my answer!

Q. How has the program changed since you started teaching it?

A. The enrichment learning model in District 103 is a 3-tiered program that differentiates learning experiences for all students with all teachers. As an enrichment specialist at Sprague School, I work with classroom teachers to deepen and extend the grade level curriculum objectives through differentiated instruction — meaning we provide students with varied opportunities to acquire and

process content, and then to demonstrate their learning while making sense of concepts and ideas — tailored around each student’s needs.

Here are a few examples of curricular enrichment:

Tier I (all students): field trips, simulations, in-school programs with visiting experts, fine arts, PE, Rivershire Nature Center, STEAM opportunities, Community and Global Connections, Invention Convention, Diversity Share, Visits to Little Red Schoolhouse, Feed My Starving Children.

Tier II (students whose academic needs exceed Tier 1): extension experiences within the classroom or in small, flexible groups — personal learning opportunities for students.

Tier III (students whose needs exceed Tier I and Tier II, typically 3 percent to 5 percent): curriculum modifications, individual interest projects, Genius Hour.

Q. What is your philosophy about teaching the gifted program?

A. As opposed to traditional gifted programs that offer “accelerated learning opportunities” in which students might work on next year’s curricular goals, our services focus on differentiated enrichment opportunities.

What is my philosophy about enrichment:

- It is beneficial for ALL students.

- Providing student choice, novelty, and authentic learning experiences are imperative.
- Collaboration among staff and students is essential.
- This year, I teamed with our school librarian and technology coach to create an incredible program we call “Sprague University.” It promotes STEAM and 21st Century learning through a variety of menus and courses. The students are fully engaged and having a blast.
- Giving time for inquiry and exploration is so important. Last year, I teamed with other colleagues to design and implement a MakerSpace, which is accessible to all staff and students to provide time for tinkering and wonder.

Q. With the high expectations for academic success often placed upon children identified as gifted, how do you help your students deal with the pressure that comes with their status?

A. Our classroom environment generates safety, respect, honesty, support and compassion from all members, so risk taking occurs with no pressure.

- A “Grow Mindset” is modeled — I point out when I make mistakes and how important it is to learn from those mistakes.
- We convey that perseverance is more important than being the first person to get the “right answer.” It is shocking that young students, at the beginning stages of learning, are so concerned about being the first one done and having all the correct answers.
- Much time is given to the process of problem-solving. Students share a variety of strategies and discover that, at times, there can be more than one correct answer.
- Open communication with parents is critical in order for them to understand that our program is not a “traditional gifted program.”
- When parents ask me what homework their kindergartner should be doing after school, they may not expect my response. I encourage families to play outside, cook together in the kitchen, play board games, and read books together every night.

Neighbor & Classifieds



Second-grade teacher Rachel Chiesa leads a group of students from Sprague School. Students, teachers, volunteers and parents at the Lincolnshire school recently took part in a School Walk for Diabetes to benefit the American Diabetes Association.

Walking the walk for charity

Sprague students raise funds for American Diabetes Association

Lincolnshire Public North School District 103 submission

All Sprague School students participated in the Lincolnshire school's annual School Walk for Diabetes, a fundraiser benefiting the American Diabetes Association, on April 21. Students, accompanied by teachers, volunteers and parents, walked from Sprague School to Ryerson Woods and back. The walk is designed to educate students about the growing diabetes epidemic and prevention. Before the walk, each student brought home a money collection envelope and incentive flyer, and children were encouraged to ask friends, neighbors and relatives to contribute toward the worthy cause. The School Walk for Diabetes is a program of the American Diabetes Association in which schools around the country take part. In 2015, Sprague School collected more than \$27,000, ranking top in the nation. This year the school raised more than \$23,000. For information on the School Walk for Diabetes, visit schoolwalk.diabetes.org.



Sprague School PE teachers John Solls and John L'Heureux, Principal Dr. Christy Adler and PE Associate Carolyn Okmit present a check for \$23,129.36 to Marlie Pyke, manager for Development and Youth Initiatives for the American Diabetes Association.



Sprague School students and Spanish teacher Michelle Heath take part in the School Walk for Diabetes.

PHOTOS COURTESY OF LINCOLNSHIRE NORTH PUBLIC SCHOOL DISTRICT 103



College of Lake County culinary, baking and pastry students will serve desserts at a scholarship reception from 5:30-7:30 p.m. Friday, May 5.

CLC culinary students' work in spotlight at scholarship fundraiser

College of Lake County submission

Enjoy student prepared hors d'oeuvres and desserts while helping raise funds for scholarships at a Garde Manger reception from 5:30-7:30 p.m. Friday, May 5, in Cafe Willow at the College of Lake County Grayslake Campus, 19351 W. Washington St. Students in CLC's hospitality and culinary management program will serve their final projects from a Garde Manger (pronounced "gard mah-n-ZHAY") class. The French term refers to foods prepared in the cold kitchen, such as smoked

meats, sausages, pâtes and terrines (ground blends of meats, vegetables or seafoods and seasonings packed in a loaf-shaped mold). Additionally, students in CLC's advanced baking and pastry classes will serve breads and desserts. The delicacies are a showcase of techniques and products students have learned throughout the semester. Beer and wine will be available for purchase. Admission is \$15 for adults and \$5 for children 12 and younger. All proceeds benefit CLC's hospitality and culinary management student scholarships. Tickets are available at the Grayslake campus, in the Business and Social Sciences division office, Room 1302, or in Prairie, the student-managed restaurant in the Lower Level A Wing. For ticket information, call the Business and Social Sciences office at (847) 543-2527 or prairie@ccilinois.edu. For more information on the hospitality and culinary management program, visit www.ccilinois.edu/programs/hcm.

Gurnee Exchange Club to host its 29th annual Salad in the Park

Exchange Club of Gurnee submission

The Exchange Club of Gurnee will host its 29th Annual Salad in the Park fundraiser from 11 a.m. to 2 p.m. Tuesday, May 9, at the Gurnee Park District Viking Hall, 4374 Old Grand Ave., Gurnee. Proceeds will fund grants to support local organizations working to

prevent child abuse. Tickets are \$7, which will include a salad, broccoli cheese or chicken noodle soup, rolls and soft drinks. Tickets will also be entered in a drawing for two tickets to a Cubs game or four tickets to a White Sox game. The event will also feature a bake sale.

Tickets may be purchased at the door or in advance from any Exchange Club member. Carryout orders will be accepted via fax, (847) 223-9105, or email, exchangeclub@gurnee.com. The deadline for carryout orders is Friday, May 5. For more

information, contact Any Sarver at (847) 875-6144 or highways@warrentonship.net. The Exchange is a service organization working together to make communities better places through programs of service in Americanism, community service, youth activities, and its national project, the prevention of child abuse.

Out & about

Force Followers Trivia May 4

• 7 p.m. Thursday, May 4, Wauconda Area Library, 801 N. Main St., Wauconda. Adult Jedi are invited to join in for some Star Wars trivia. Cosplay encouraged; registration required. Part of the library's Star Wars celebration, which includes Star Wars gaming and a Jedi Master craft for all ages from 5-8 p.m. Visit www.waclub.org.

Welcome the Birds Back to Long Grove

• 7 a.m. Saturday, May 6, Reed-Turner Woodland, 3849 Old McHenry Road, Long Grove. Reed-Turner Woodland is a favorite stopover point for many species of birds migrating north to their nesting grounds, and the summer home of dozens of species. Join Kathy Michas on a guided family bird walk. Dress for the weather and bring binoculars. Free, but registration is required. Call (847) 438-4743 or email syoung@lparks.org.

SLCR CERT Pancake Breakfast May 7

• 8 a.m. to 1 p.m. Sunday, May 7, Lake Zurich Fire Station No. 1, 321 S. Bussing Road, Lake Zurich. The South Lake County Regional Community Emergency Response Team will hold its 10th annual pancake breakfast fundraiser. In addition to all-you-can-eat food, there will be live music, raffles and a silent auction. For children, there will be antique fire truck rides, a mini firefighter challenge, K-9 demonstration and fire trucks, ambulances, ATVs and police cars to explore. \$7 per person; free for children younger than 5. For more information, email sicrteam@gmail.com or call (847) 208-1621.

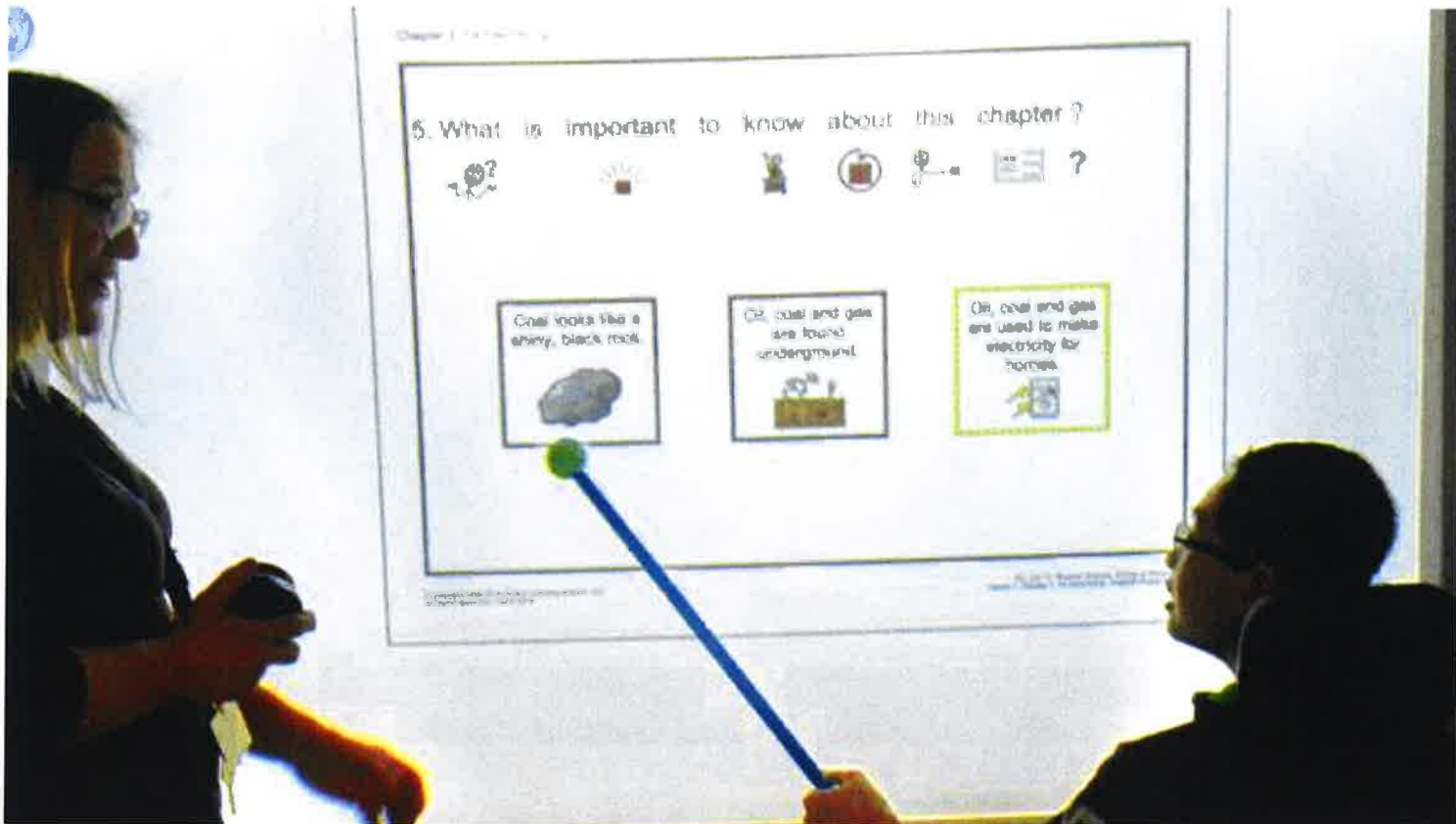
Condell Courts for Life on May 8

• 6 p.m. Monday, May 8, Advocate Condell Medical Center, 801 S. Milwaukee Ave., Libertyville. Advocate Condell Medical Center will partner with The Food Revolution of Lake County to celebrate good, fresh, real food with an evening of cooking demonstrations and tips shared by a group of three local chefs. Vendors will be present with resources and fun. Register online at www.advocatehealth.com, click on "Register for Class," and use code 5G14. Free.

Coyotes and Other Canines in the City

• 7 p.m. Monday, May 8, CrossLife Church, 431 W. Austin Ave., Libertyville. Melissa Alderson, with Ryerson Conservation Area, will present a program at the next meeting of the Gardeners of Central Lake County. Become aware of coyote ecology to understand the difference between true threats and coexistence. Learn about the natural history and special adaptations of coyotes and other canines in Lake County through experiences with natural artifacts. Free. Visit www.gardenersofcentrallakecounty.org, call (847) 772-2186, or email Cindy Julian at juliancindy@hotmail.com.

Lake County school officials, special education advocates say impact of Supreme Court decision unclear



Tammy Hoeksema a teacher at Laremont School (left) watches watches Dylan Bugayong, 17, a 12th grader of Antioch learn about energy, March 11, 2016. (Michael Schmidt/For The Lake County News-Sun) (Michael Schmidt / Lake County News-Sun)

By **Emily K. Coleman**
News-Sun

MAY 7, 2017, 10:09 AM

The impact of a recent Supreme Court decision that raised the legal bar on what school districts must provide special education students in Lake County is hard to know, local school district and advocates said.

The unanimous decision, released in March, ruled that school districts can't just provide the minimum but instead should set goals that are "appropriately ambitious" for each individual child.

Nationally, many special education advocates and observers said they expect the decision to lead to more parents challenging their school districts about their child's individualized education plan, or IEP.

But locally, some school district officials and advocates say the future is hard to predict.

Pam Labellarte, a Mundelein-based special education advocate who has worked professionally in the field since 2003, said she was "thrilled" when she heard about the Supreme Court decision in *Endrew F. v. Douglas County School District*, which raised the bar set by some lower courts.

She said the Supreme Court decision means parents and advocates should push for more ambitious goals for their children but also make sure those goals come with the supports necessary to achieve them.

But she added it's hard to know what the impact will be because average parents might not know about the decision, and it isn't known how school districts will respond.

Megan Clarke, the executive director of a special education collaborative set up by three Lake County school districts, said she doesn't see the decision "making a big difference," but that change could come as circuit courts begin using the new precedent in making decisions.

The districts that belong to Clarke's cooperative — Stevenson High School District 125 and two of its feeder elementary school districts, Kildeer Countryside School District 96 and Lincolnshire-Prairie View School District 103 — try to be "very collaborative" with its parents, she said.

Most disagreements between families and school districts are resolved within their individual school districts, but parents can choose to take it to the next level by filing complaints or requests for mediation with the state.

Across the country, there were 18,011 due process complaints filed in the 2013-14 school year, along with 9,688 requests for mediation and an additional 4,997 written complaints, according to the latest data from the U.S. Department of Education obtained by The Associated Press.

With two-thirds of complaints coming from New York, California or New Jersey, Illinois makes up a relatively small piece of that picture, the data showed.

Of the 293 due process complaints filed during that period with the Illinois State Board of Education, 27 involved Lake County school districts, according to data from the state agency obtained by the News-Sun.

Among the nearly 130 additional written complaints filed, four involved Lake County school districts.

For Clarke's school districts, disagreements are usually the result of a lack of communication or a misunderstanding, she said. They always try to make sure the parents understand the goals set for their child and the services they'll receive.

Sometimes parents want something that's not the school's responsibility or they'll disagree over whether a proposed service would work for the child, Clarke said. She said showing the parents data that back up the district's position can help alleviate disagreements.

Some of the most difficult-to-resolve issues Labellarte has encountered often have to do with where the child is placed, she said.

The disagreements can center on whether a child should be placed outside the district in facilities such as the Special Education District of Lake County or private specialty schools or whether a child should be in a special education class or a regular education class with supports, both within the district, she said.

When a disagreement escalates and is headed toward a more formal process, the school districts try to go through state-sponsored mediation, Clarke said. That can often be successful because it involves a smaller group.

The next step is a time-consuming process that involves witnesses, data collection and documentation, Clarke said. While costs are hard to estimate because each case is different, she put the cost in the ballpark of \$25,000.

It's not cheap for parents either, said Labellarte, who in the 2 1/2 years she spent at a law firm that specialized in special education issues, referred only two cases.

She had 41 active cases when she left the law office, she said.

Labellarte said some families who have issues with their school districts can't afford to go this route because it requires hiring an attorney. As an advocate, Labellarte, who works with some families pro bono, can't take families through due process cases.

She said it's important to have an attorney to help families through due process because of the level of knowledge needed.

The process can be difficult with all the emotion involved, she said. A lot of families think they can resolve their issues with the school district, but when they can't, it's disheartening, she said.

The entire process is "overwhelming, emotional," especially because it can be difficult for parents to make decisions along the way, she said. They often are learning as they go, she said, and don't know the lingo.

For parents who are considering residential placements, it's a whole new level of fear, fear for their safety and fear that they failed their child, Labellarte said.

The challenge for school districts is to try and maintain good relationships through the process because they have to continue to work with the family and the child, Clarke said.

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