



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 22, 2018

The Regular Meeting of the Board of Education of Lincolnshire-Prairie View School District 103 will be held on Tuesday, May 22, 2018 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: 2 Hours 30 Minutes
- B. Pledge of Allegiance
- C. Recognition of Daniel Wright Student Achievements 3
Time: 20 Minutes
- D. Community Participation
- E. Approval of Minutes 5
Time: 5 Minutes
- F. Consent Agenda
Time: 5 Minutes
 - 1. Approval of Bills 15
 - 2. Approval of School Donations 54
 - 3. Approval of Employment Actions 55
 - 4. Approval of Resignations 75
 - 5. Approval of Amendments to Administrator Contracts 78
 - 6. Approval of Classified Salary Increases 159
 - 7. Approval of Master Contract 160
 - 8. Approval of Final School Calendar 2017-2018 231
- G. Discussion Items
Time: 1 Hour
 - 1. Tentative Budget FY19 234
- H. Information
Time: 30 Minutes
 - 1. Board Representatives Committee Update
 - 2. Written Department Updates
 - a. Business Office 235

| | |
|--|-----|
| b. Enrollment | 253 |
| c. Facilities | 254 |
| d. Curriculum and Instruction, Student Services, Technology and Assessment | 255 |
| e. Superintendent's Informational Report | 258 |
| I. Old Business/New Business | |
| J. In The Press | 261 |
| K. Correspondence | 267 |
| L. Community Participation | |
| M. Executive Session | |
| Time: 30 minutes | |
| N. Adjournment | |

Recognition Ceremony

Daniel Wright Junior High School Student Achievements

May 22, 2018

Excellence in Character Award

- ❖ Mrs. Erinn Vincent - teacher recipient
- ❖ Ellie Kasche - student recipient

These ladies have received the 2017-2018 Excellence in Character Award which is sponsored by Character Matters in the Lake County Regional Office of Education and the Youth Empowerment for Success Coalition. They were nominated by our school to receive this award in recognition of the outstanding character traits they demonstrate in all they do. This award signifies that they are positive role models to others and they contribute in meaningful ways to our school community. You go above and beyond to make a difference every day!

Chess Club - Mr. Doug Steffens

- ❖ 1st Place in State for 8th Grade

The Chess Team travelled to Peoria, Illinois to compete in the I.E.S.A State chess championship for 8th grade. Two students were undefeated thru all 7 matches. Other team members earned individual silver and bronze medals.

History Bee & History Bowl - Mrs. Justine Braskich

- ❖ Advanced to Nationals

Daniel Wright has 9 students who are advancing to the National Championship in Atlanta, Georgia being held on June 1st and 2nd. Congratulations to these students and the 18 other students who qualified.

7th and 8th Math Team - Mrs. Nina Nusbaum

- ❖ 2nd Place in the State competition

The Math team is an enrichment program for mathematically talented students who enjoy exploring challenging math topics and tasks. These students displayed remarkable dedication, determination, and focus throughout the year and their accomplishments are outstanding. We are very proud to congratulate these students for their achievements and excellence.

Scholastic Bowl Team - Ms. Emma Bosley and Ms. Christine Muller

- ❖ 1st Place in State
- ❖ Five 1st Place State titles and two 2nd Place State titles since 2006

The outstanding teamwork and dedication of the Daniel Wright Scholastic Bowl team helped them to win the State Championship this season in Peoria on May 4th. Our students answered hundreds of questions correctly in all subject areas. Their extensive and diverse knowledge mixed with their friendly team camaraderie made them unstoppable! The most admirable quality of these team members is their unwavering sportsmanship towards their competitors. We are so proud of these champions!

Science Bowl Team – Mr. Tony Hafner, Ms. Sarah Kantor

- ❖ Science Bowl advanced to Nationals
- ❖ First Place in their division at Nationals
- ❖ Science Bowl has competed in Nationals 7 out of the last 8 years.

The Science Bowl team did an amazing job this year . After taking first place at the Argonne Regional Tournament by sweeping the competition. The team advanced to Nationals in Washington D.C. and earned first place in their division, securing a position in the second round which positioned the team to finish in the top twelve in the nation.

Science Fair – Mr. Steve Beno, Mrs. Cheryl Cheifetz, Mrs. Sarah Kantor, Mrs. Christine Namkung

- ❖ Advanced to the State Science Fair

The Region 6 Science Fair for the Illinois Junior Academy of Science was held March 10th. Daniel Wright students earned the following awards: participation, 4 bronze awards, 4 silver awards, and 7 gold awards. One project was eligible to be presented at the State Science Fair on April 28th in Peoria, Illinois.

Science Olympiad Team – Mr. Zack Duffy, Mr. Eric Rexer, Ms. Lisa Solesky

- ❖ Science Olympiad has earned 1st place in the National Tournament for 2016 and 2017.
- ❖ Science Olympiad has competed in the National Tournament 8 consecutive years.
- ❖ Science Olympiad has earned 1st place in State for 8 consecutive years.

The Science Olympiad team has had a strong season earning 1st place in all the Invitationals except for one that placed them in 2nd place. They earned 1st place at Regionals and State, with excellent scores at both. They will compete on May 18th and 19th at the National Science Olympiad Tournament on May 18th and May 19th in Fort Collins, Colorado. During their journey to Nationals, the team members have grown in self-dependence and self-direction.

Spelling Bee – Mrs. Athena Sotos

- ❖ Daniel Wright student advances to Scripps National Spelling Bee

The District 103 Spelling Bee winner advanced to the Sectional and Regional competitions, earning a first place in both. Our super speller will compete at the Scripps National Spelling Bee hosted in Washington D.C. on May 31st.

Track and Field – Mr. John Solis

- ❖ Daniel Wright student advances to State meet

Daniel Wright has a student who will participate in the State Track and Field meet on May 18th and May 19th. At Sectionals she surpassed scores of her prior jumps, which earned her 1st place. Her score qualified her to compete in the State meet. We congratulate her on her accomplishments as an athlete and student and wish her continued success in the future as a track and field athlete.



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BOARD OF EDUCATION REGULAR MEETING MINUTES

Tuesday, April 24, 2018

The Board of Education of Lincolnshire-Prairie View School District 103 held its Regular Meeting on Tuesday, April 24, 2018 in the Learning Center of Daniel Wright Junior High School located at 1370 N. Riverwoods Road, Lincolnshire, Illinois.

The following Board Members were in attendance:

Anne van Gerven, President
Kate Harper, Vice President
Chris Curtis
Marissa Grossenbach
Michael Odongo
Liang Yang

Absent: Malathy Dwaraknath

Also present:

Dr. Scott Warren, Superintendent
Patrick Palbicke, Assistant Superintendent for Business/CSBO
Katie Reynolds, Assistant Superintendent for Curriculum & Instruction
RJ Bialk, Director of Technology & Assessment
Scott Gaunky, Director of Facilities
Ann Hofmeier, Principal Laura B. Sprague School
Norma Taylor, Board Secretary

Public: 11

Press: 0

Staff: 2

Call to Order and Roll Call

Mrs. van Gerven called the meeting to order at 7:01 p.m.

Pledge of Allegiance

Community Participation

There was no community participation at this time.

Celebrating Success

Laura B. Sprague School Celebrates Diversity!

Mrs. Hofmeier and Mr. Vasey presented a movie highlighting some of the ways Sprague celebrates its diversity and the impact on the students. Sprague created a Cultural Diversity Committee with its goals to increase student and staff's cultural competencies, to recognize and employ each student's strengths and diversity, and to celebrate student culture as an asset for teaching and learning. Highlights of the movie showed various students displaying their cultural heritage and customs.

Recognition Reception

PTO/D103 Music Boosters/Learning Fund Foundation

Dr. Warren acknowledged the outstanding efforts of three parent volunteer organizations of the District: PTO, Learning Fund Foundation, and D103 Music Boosters. He noted we are honoring the many volunteers who give countless hours of time and talent that support the district's initiatives and provide important structural support to education. Dr. Warren thanked them for their hard work and devotion to education. A short reception was held in their honor.

Approval of Minutes

Motion by Mrs. Harper, seconded by Mrs. Grossenbach, to approve the minutes of the March 20, 2018 meeting and Executive Session, and April 10, 2018 meetings and Executive Sessions.

Roll Call: Ayes: Curtis, Grossenbach, Harper, Odongo, Yang, van Gerven. Nays: None. Abstain: Curtis and Yang April 10, 2018. Motion carried.

Consent Agenda

Motion by Mr. Curtis, seconded by Mrs. Harper, the Board approve the following items on the Consent Agenda:

- Approval of Bills
- Approval of School Donations
- Approval of Employment Actions
- Approval of Resignations
- Approval of Field Trip
- Approval of 1:1 Program Changes and Fees
- Approval of Board of Education Meeting Schedule 2018-2019
- Approval of the Joint Agreement for the Provision of Educational Services at Robert W. Depke Juvenile Justice Center

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

Discussion Items

1. Preliminary Budget FY 2019

Mr. Palbicke provided the preliminary budget for discussion. A short discussion was held. He noted the tentative budget would be provided for review in May.

Board Committee Update

Mrs. Harper reported she attended the PTO Board Meeting.
Dr. Warren reported he attended the Learning Fund Foundation meeting.

Departmental Updates

No questions or concerns were brought forward.

Superintendent Report

Dr. Warren provided his Superintendent report.

Old Business/New Business

No questions or concerns were brought forward.

Community Participation

There was no community participation at this time.

Executive Session

Motion by Mrs. Yang, seconded by Mr. Curtis, the Board go into Executive Session to discuss collective negotiating matters, student disciplinary cases, and pending litigation.

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

The Board moved into Executive Session at 7:53 p.m.

Open Session

The Board reconvened to Open Session at 8:17 p.m.

Adjournment

Motion by Mrs. Harper, seconded by Mrs. Grossenbach, to adjourn.

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

The meeting adjourned at 8:19 p.m.

President Board of Education

Secretary Board of Education

Lincolnshire-Prairie View School District 103

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BOARD OF EDUCATION EXECUTIVE SESSION MINUTES

Tuesday, April 24, 2018

An Executive Session of the Board of Education of Lincolnshire-Prairie View School District 103 was held on Tuesday, April 24, 2018, in the Learning Center of Daniel Wright Junior High School located at 1370 N. Riverwoods Road, Lincolnshire, Illinois.

The following Board Members were in attendance:

Anne van Gerven, President
Kate Harper, Vice President
Chris Curtis
Marissa Grossenbach
Michael Odongo
Liang Yang

Absent: Malathy Dwaraknath

Also present:

Dr. Scott Warren, Superintendent
Patrick Palbicke, Assistant Superintendent for Business/CSBO
Norma Taylor, Board Secretary

Executive Session convened at 7:58 p.m. to discuss collective negotiating matters, student disciplinary cases, and pending litigation.

Collective Negotiating Matters

Discussion was held of contract negotiations as they relate to the district.

Student Disciplinary Cases

Dr. Warren informed the Board of Luke Steiner, 4th grader, who received a suspension for inappropriate behavior toward another student.

Dr. Warren informed the Board of David King, 4th grader, who received a suspension for inappropriate behavior toward another student.

Pending Litigation

Dr. Warren discussed information he received from Djuro Jovic who paid the Village of Lincolnshire developer donations in 2008, and eventually decided not to develop the area, and is

seeking a refund of those donations. Dr. Warren reported the District's attorney's Mr. Fester and Mr. Himes are reviewing the case.

Open Session

Motion by Mrs. Harper, seconded by Mrs. Grossenbach, to return to Open Session.

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

The meeting reconvened to Open Session at 8:17 p.m.

President Board of Education

Secretary Board of Education

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BOARD OF EDUCATION COMMITTEE OF THE WHOLE MEETING MINUTES

Tuesday, May 8, 2018

The Board of Education of Lincolnshire-Prairie View School District 103 held its Committee of the Whole Meeting on Tuesday, May 8, 2018 in the Learning Center of Daniel Wright Junior High School located at 1370 N. Riverwoods Road, Lincolnshire, Illinois.

The following Board Members were in attendance:

Anne van Gerven, President
Kate Harper, Vice President
Chris Curtis
Malathy Dwaraknath arrived 7:30 p.m.
Marissa Grossenbach arrived 8:20 p.m.
Michael Odongo
Liang Yang

Absent: None

Also present:

Dr. Scott Warren, Superintendent
Patrick Palbicke, Assistant Superintendent for Business/CSBO
Katie Reynolds, Assistant Superintendent for Curriculum and Instruction
Dr. Gina Finaldi, Director of Student Services
Scott Gaunky, Director of Facilities
Anthony Mendoza, Director of Transportation
Jill Mau, Principal Half Day School
Norma Taylor, Board Secretary

Public: 15

Press: 0

Staff: 38

Call to Order and Roll Call

Mrs. van Gerven called the meeting to order at 7:00 p.m.

Pledge of Allegiance

Staff Recognition Awards

Dr. Warren recognized Mrs. Kimberly Sylvan, the District's Communication Coordinator, for her many years of dedication and outstanding service. He thanked her for her longstanding commitment to education and congratulated her on her retirement from District 103.

Dr. Warren presented awards to 43 staff members for consecutive years of service at 10, 15, 20, 25, and 30 years.

Recognition Reception

A brief reception was held to honor retiring staff and years of service award recipients.

The meeting reconvened at 7:23 p.m.

Community Participation

Several community members addressed the Board regarding the school calendar.

Discussion Items

1. Master Facility Plan Discussion

Architects from Wold/Ruck Pate presented a six-year facility improvement planning tool reflecting current and future facility needs. Data used to generate the plan included participating in two Administrative Council meetings, building tour observations, progress meetings with Administration, and two meetings with the Daniel Wright principal for discussion regarding space shortcomings and the complexity of the daily schedule.

Discussion was held of the improvement plan and the process to prioritize the items. It was decided Board members will send to Anne their priorities, and further discussion will be held after the budget projections are complete.

2. GPS Transportation Pilot Program Results

Mr. Mendoza provided a report of the GPS Pilot Program for GPS on the school buses. The program began March 15, 2018 with GPS system installed on two buses. His report included quotes provided in 2016 from comparison companies to provide GPS system on all buses. The District will not move forward with a GPS system for the transportation department.

3. Administrator and Classified Staff Salary Increases

Dr. Warren discussed his recommendation for administrator and classified staff sales, and transportation department, for the 2018-2019 school year.

4. Staffing Plan Update

Dr. Finaldi provided the Special Education Staffing Update that recommended an increase of 1.0 FTE Learning Behavior Specialist at Sprague School due to the increase in the number of students and the level of interventions required for students.

Community Participation

Two staff members addressed the Board regarding school safety and security.

Executive Session

Motion by Mrs. Harper, seconded by Mrs. Grossenbach, the Board go into Executive Session to discuss the appointment, employment, compensation, discipline, performance, or dismissal of specific employees.

Open Session

The Board reconvened to Open Session at 10:18 p.m.

Discussion was held of the Communications Survey.
Discussion was held regarding the school calendar creation process.

Adjournment

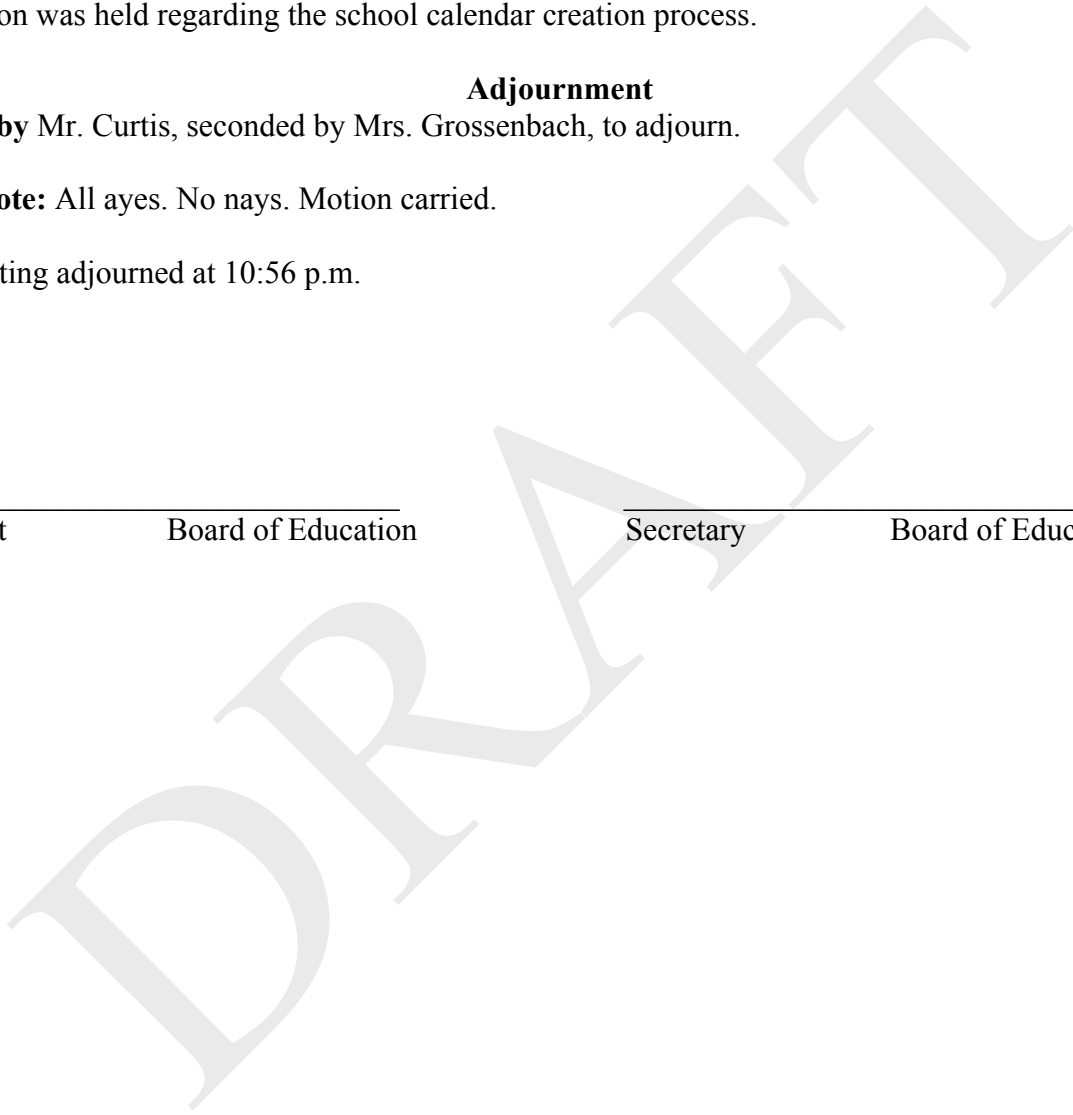
Motion by Mr. Curtis, seconded by Mrs. Grossenbach, to adjourn.

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

The meeting adjourned at 10:56 p.m.

President Board of Education

Secretary Board of Education



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BOARD OF EDUCATION EXECUTIVE SESSION MINUTES

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The following Board Members were in attendance:

Anne van Gerven, President
Kate Harper, Vice President
Chris Curtis
Malathy Dwaraknath
Marissa Grossenbach
Michael Odongo
Liang Yang

Absent: None.

Also present:

Dr. Scott Warren, Superintendent
Patrick Palbicke, Assistant Superintendent for Business/CSBO
Norma Taylor, Board Secretary

Executive Session convened at 9:55 p.m. to discuss the appointment, employment, compensation, discipline, performance or dismissal of specific employees.

Personnel

Dr. Warren informed the Board of Early Childhood Teacher, Melissa Crowley, and her behavior toward the students in her class.

Dr. Warren informed the Board of Bus Driver, Art Bruss, and his behavior while driving the bus.

Dr. Warren provided an update of Becky Rendl and her behavior since receiving the Notice to Remedy, and her assignment for next school year.

Open Session

Motion by Mr. Curtis, seconded by Mrs. Harper, to return to Open Session.

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

The meeting reconvened to Open Session at 10:18 p.m.

President Board of Education

Secretary Board of Education

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Bills Payable (Fund Summary)

Printed: 5/16/2018 1:36 PM
Lincolnshire-Prairie View SD #103

| Fund Code | Description | Amount |
|---------------------|-------------------------------------|----------------------------|
| 10 | Education Fund | 182,297.59 |
| 20 | Oper, Build, & Maint Fund | 26,396.92 |
| 40 | Transportation Fund | 15,796.61 |
| 60 | Capital Projects Fund or Fund Group | 12,124.36 |
| Report Total | | <u><u>\$236,615.48</u></u> |

Bills Payable by Account

Printed: 5/16/2018 1:22 PM
Lincolnshire-Prairie View SD #103

| Account Number | Vendor # | Vendor Name | Description | Batch # | Amount | Check Date | Check # |
|--------------------|----------|--------------------------------|--------------------------------|---------|-------------------|------------|---------|
| 10-1100-420 | | | | | | | |
| Education Fund | | | | | | | |
| | 03212 | FOLLETT SCHOOL SOLUTIONS | BOOKS FOR SP | 5 | 393.16 | | 0 |
| | | | BOOKS FOR SP | 5 | 192.05 | | 0 |
| | | | BOOKS FOR SP | 5 | 417.15 | | 0 |
| | | | SP BOOKS LIBRARY | 5 | 254.60 | | 0 |
| | | | SP LIBRARY BOOKS | 5 | 392.78 | | 0 |
| | | | Total: | | <u>\$1,649.74</u> | | |
| | | | Fund: 10 | | <u>\$1,649.74</u> | | |
| | | | Account: 10-1100-420 | | <u>\$1,649.74</u> | | |
| 10-1111-225 | | | | | | | |
| Education Fund | | | | | | | |
| | 01053 | HARPER, JILL | RETIREE INSURANCE FY 17/18 | 5 | 242.28 | | 0 |
| | | | Total: | | <u>\$242.28</u> | | |
| | 00283 | HJELM, BETH | REIMB RETIREE INSURANCE 17/18 | 5 | 2,421.00 | | 0 |
| | | | Total: | | <u>\$2,421.00</u> | | |
| | | | Fund: 10 | | <u>\$2,663.28</u> | | |
| | | | Account: 10-1111-225 | | <u>\$2,663.28</u> | | |
| 10-1111-390 | | | | | | | |
| Education Fund | | | | | | | |
| | 02952 | BROOKFIELD ZOO | SP FIELD TRIP 5/24 | 5 | 80.00 | | 0 |
| | | | SP FIELD TRIP 5/24 | 5 | 20.00 | | 0 |
| | | | Total: | | <u>\$100.00</u> | | |
| | 02716 | QUEST FOOD MANAGEMENT SERVICES | 75 ICE CREAM CUPS KINDERGARTEN | 5 | 121.50 | | 0 |
| | | | Total: | | <u>\$121.50</u> | | |
| | | | Fund: 10 | | <u>\$221.50</u> | | |
| | | | Account: 10-1111-390 | | <u>\$221.50</u> | | |
| 10-1111-410 | | | | | | | |
| Education Fund | | | | | | | |

Bills Payable by Account

Printed: 5/16/2018 1:22 PM
Lincolnshire-Prairie View SD #103

| Account Number | | | | | | |
|----------------|------------------------------|---|---------|---------------|------------------------|---------|
| Vendor # | Vendor Name | Description | Batch # | Amount | Check Date | Check # |
| 03510 | CHIESA, RACHEL | REIMBURSE CLASS SUPPLIES | 5 | 96.52 | | 0 |
| | | | | Total: | <u><u>\$96.52</u></u> | |
| 00215 | LAKESHORE LEARNING MATERIALS | SP SUPPLIES D. CICERO | 5 | 45.99 | | 0 |
| | | | | Total: | <u><u>\$45.99</u></u> | |
| 03413 | Miller, Lauren | REIMBURSE CLASSROOM SUPPLIES SP L. MILLER | 5 | 20.00 | | 0 |
| | | | | Total: | <u><u>\$20.00</u></u> | |
| 00088 | QUILL | SP REACH SUPPLIES | 5 | 53.21 | | 0 |
| | | SP REACH SUPPLIES | 5 | 11.06 | | 0 |
| | | SP REACH SUPPLIES | 5 | 12.95 | | 0 |
| | | SP REACH SUPPLIES | 5 | 18.52 | | 0 |
| | | CLASSROOM SUPPLIES-SEE ATTACHED | 5 | 55.16 | | 0 |
| | | | | Total: | <u><u>\$150.90</u></u> | |
| 00217 | REALLY GOOD STUFF | CM ON PO 11546 | 5 | (51.18) | | 0 |
| | | SP SUPPLIES S. BINDER | 5 | 170.72 | | 0 |
| | | SP SUPPLIES M. SCHENCKER | 5 | 64.92 | | 0 |
| | | SP SUPPLIES C. MULLER | 5 | 62.41 | | 0 |
| | | SP SUPPLIES L. DELLI | 5 | 56.92 | | 0 |
| | | | | Total: | <u><u>\$303.79</u></u> | |
| 00097 | SCHOOL SPECIALTY | SUPPLIES - GENERAL K-2 | 5 | 140.24 | | 0 |
| | | SUPPLIES SP D. CICERO | 5 | 154.21 | | 0 |
| | | CLASSROOM SUPPLIES SP M. CROWLEY | 5 | 174.47 | | 0 |
| | | | | Total: | <u><u>\$468.92</u></u> | |
| 03468 | Schreurs, Peter J. | REIMBURSE CLASSROOM SUPPIES | 5 | 75.16 | | 0 |
| | | | | Total: | <u><u>\$75.16</u></u> | |
| 01876 | Smith, Carol | REIMBURSE LEARNING MATERIAL SP | 5 | 15.94 | | 0 |
| | | | | Total: | <u><u>\$15.94</u></u> | |
| 04365 | Vander Pas, Jennifer C | REIMBURSE CLASSROOM SUPPLIES SP | 5 | 65.48 | | 0 |
| | | | | Total: | <u><u>\$65.48</u></u> | |
| 01333 | WARD, ALLYSON | REIMBURSE CLASSROOM SUPPLIES | 5 | 16.57 | | 0 |

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Bills Payable by Account

Printed: 5/16/2018 1:22 PM
Lincolnshire-Prairie View SD #103

| Account Number | Vendor # | Vendor Name | Description | Batch # | Amount | Check Date | Check # |
|-----------------------|-------------------|---|-------------|---------|-----------------------------|-------------------|---------|
| | | | | | Total: | <u>\$16.57</u> | |
| | | | | | Fund: 10 | <u>\$1,259.27</u> | |
| | | | | | Account: 10-1111-410 | <u>\$1,259.27</u> | |
| 10-1111-411 | | | | | | | |
| Education Fund | | | | | | | |
| 00097 | SCHOOL SPECIALTY | SP SUPPLIES - ART CURRICULUM | 5 | 225.68 | | 0 | |
| | | | | | Total: | <u>\$225.68</u> | |
| | | | | | Fund: 10 | <u>\$225.68</u> | |
| | | | | | Account: 10-1111-411 | <u>\$225.68</u> | |
| 10-1111-413 | | | | | | | |
| Education Fund | | | | | | | |
| 02110 | AMAZON | SP SPANISH CURRICULUM | 5 | 200.38 | | 0 | |
| | | | | | Total: | <u>\$200.38</u> | |
| | | | | | Fund: 10 | <u>\$200.38</u> | |
| | | | | | Account: 10-1111-413 | <u>\$200.38</u> | |
| 10-1111-414 | | | | | | | |
| Education Fund | | | | | | | |
| 00999 | BINDER, STACY | REIMBURSE CLASSROOM PHOTO BOOKS | 5 | 220.00 | | 0 | |
| | | | | | Total: | <u>\$220.00</u> | |
| 03510 | CHIESA, RACHEL | CLASSROOM PROJECT SUPPLIES | 5 | 326.10 | | 0 | |
| | | | | | Total: | <u>\$326.10</u> | |
| 01122 | Ferron, Diane | CLASSROOM PROJECT SUPPLIES SP REIMBURSEMENT | 5 | 352.00 | | 0 | |
| | | | | | Total: | <u>\$352.00</u> | |
| 03219 | Friedli, Helen R. | REIMBURSE CLASSROOM PROJECT SUPPLIES | 5 | 108.95 | | 0 | |
| | | | | | Total: | <u>\$108.95</u> | |
| 04570 | KARRAS, KRISTINA | REIMBURSE CLASSROOM PROJECT SUPPLIES | 5 | 63.98 | | 0 | |
| | | | | | Total: | <u>\$63.98</u> | |
| 04607 | KORAH, HEATHER | REIMBURSE STUDENT AWARDS SP | 5 | 34.94 | | 0 | |

Bills Payable by Account

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Lincolnshire-Prairie View SD #103

| Account Number | Vendor # | Vendor Name | Description | Batch # | Amount | Check Date | Check # |
|----------------|----------|---------------------|--------------------------------------|---------|-----------------------------|------------|---------|
| | | | | | Total: | | |
| | | | | | <u>\$34.94</u> | | |
| | 00744 | Lapin, Heather L. | REIMBURSE TAKE HOME SUPPLIES SP | 5 | 42.42 | | 0 |
| | | | CLASSROOM PROJECT SUPPLIES | 5 | 30.39 | | 0 |
| | | | | | Total: | | |
| | | | | | <u>\$72.81</u> | | |
| | 00869 | Lindell, Lisa | SP REIMBURSE FOR MOTHERS DAY GIFTS | 5 | 83.20 | | 0 |
| | | | | | Total: | | |
| | | | | | <u>\$83.20</u> | | |
| | 04550 | MAKOWSKYJ, MARISA | CLASSROOM PROJECT SUPPLIES | 5 | 7.32 | | 0 |
| | | | | | Total: | | |
| | | | | | <u>\$7.32</u> | | |
| | 01976 | Muller, Christina | REIMBURSE CLASSROOM PROJECT SUPPLIES | 5 | 103.00 | | 0 |
| | | | | | Total: | | |
| | | | | | <u>\$103.00</u> | | |
| | 02690 | Schencker, Michelle | REIMBURSE FOR IBOOKS SP/SHUTTERFLY | 5 | 220.00 | | 0 |
| | | | | | Total: | | |
| | | | | | <u>\$220.00</u> | | |
| | 02704 | SCHLAN, HOLLY | REIMBURSE CLASSROOM PROJECT SUPPLIES | 5 | 160.59 | | 0 |
| | | | | | Total: | | |
| | | | | | <u>\$160.59</u> | | |
| | 04363 | Schultz, Megan E | REIMBURSE CLASSROOM SUPPLIES SP | 5 | 207.89 | | 0 |
| | | | | | Total: | | |
| | | | | | <u>\$207.89</u> | | |
| | 03366 | Spurrier, Jessica | CLASSROOM PROJECT SUPPLIES SP | 5 | 197.11 | | 0 |
| | | | | | Total: | | |
| | | | | | <u>\$197.11</u> | | |
| | 01333 | WARD, ALLYSON | CLASSROOM PROJECT SUPPLIES | 5 | 102.08 | | 0 |
| | | | | | Total: | | |
| | | | | | <u>\$102.08</u> | | |
| | 04018 | Yeo, Seung J | REIMBURSE MOTHERS DAY CLASS PROJECT | 5 | 50.38 | | 0 |
| | | | | | Total: | | |
| | | | | | <u>\$50.38</u> | | |
| | 03311 | Zibell, Kristina | REIMBURSE STICKERS SP PROJECT MONEY | 5 | 29.98 | | 0 |
| | | | | | Total: | | |
| | | | | | <u>\$29.98</u> | | |
| | | | | | Fund: 10 | | |
| | | | | | <u>\$2,340.33</u> | | |
| | | | | | Account: 10-1111-414 | | |
| | | | | | <u>\$2,340.33</u> | | |

10-1111-417

Bills Payable by Account

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| Account Number | Vendor # | Vendor Name | Description | Batch # | Amount | Check Date | Check # |
|-----------------------|--------------------|-------------------------------|-------------|---------|-----------------------------|-------------------|---------|
| Education Fund | | | | | | | |
| 02110 | AMAZON | SP FIRST GRADE BOOKS | | 5 | 167.51 | | 0 |
| | | | | | Total: | <u>\$167.51</u> | |
| 00004 | ASCD | SP UNSTUCK C. WYLIE | | 5 | 27.88 | | 0 |
| | | | | | Total: | <u>\$27.88</u> | |
| 03510 | CHIESA, RACHEL | REIMBURSE BOOK SUPPLIES | | 5 | 19.03 | | 0 |
| | | | | | Total: | <u>\$19.03</u> | |
| 00744 | Lapin, Heather L. | REIMBURSE CLASS BOOK SP | | 5 | 6.95 | | 0 |
| | | ENG. LANG. ARTS SUPPLIES | | 5 | 54.94 | | 0 |
| | | | | | Total: | <u>\$61.89</u> | |
| 00317 | PIECES OF LEARNING | SUPPLIES SP WYLIE | | 5 | 96.70 | | 0 |
| | | | | | Total: | <u>\$96.70</u> | |
| 00322 | PRIMARY CONCEPTS | SP BOOKS READING INTERVENTION | | 5 | 134.00 | | 0 |
| | | | | | Total: | <u>\$134.00</u> | |
| 00217 | REALLY GOOD STUFF | CREDIT MEMO ON PO 11360 | | 5 | (678.64) | | 0 |
| | | POSTAGE & PROCESSING PO 11360 | | 5 | 119.81 | | 0 |
| | | | | | Total: | <u>(\$558.83)</u> | |
| 03612 | SPEECH CORNER | SUPPLIES FOR SP | | 5 | 59.94 | | 0 |
| | | | | | Total: | <u>\$59.94</u> | |
| 01333 | WARD, ALLYSON | ENG. LANG. ARTS SUPPLIES | | 5 | 124.58 | | 0 |
| | | | | | Total: | <u>\$124.58</u> | |
| 00114 | WEST MUSIC | ORANGE BEAR APPLE PEAR | | 5 | 12.99 | | 0 |
| | | | | | Total: | <u>\$12.99</u> | |
| | | | | | Fund: 10 | <u>\$145.69</u> | |
| | | | | | Account: 10-1111-417 | <u>\$145.69</u> | |
| 10-1111-419 | | | | | | | |
| Education Fund | | | | | | | |
| 00217 | REALLY GOOD STUFF | SUPPLIES - OTHER | | 5 | 119.97 | | 0 |

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| Account Number | Vendor # | Vendor Name | Description | Batch # | Amount | Check Date | Check # |
|-----------------------|--------------------------------|-----------------------------------|-------------|----------|-----------------------------|-------------------|---------|
| | | | | | Total: | <u>\$119.97</u> | |
| | | | | | Fund: 10 | <u>\$119.97</u> | |
| | | | | | Account: 10-1111-419 | <u>\$119.97</u> | |
| 10-1112-225 | | | | | | | |
| Education Fund | | | | | | | |
| 01695 | BRICKMAN, MARY | RETIREE INSURANCE FY 17/18 | 5 | 972.80 | | 0 | |
| | | | | | Total: | <u>\$972.80</u> | |
| 00699 | HOOVER, CHRISTINE | RETIREE INSURANCE FY 17/18 | 5 | 2,190.65 | | 0 | |
| | | | | | Total: | <u>\$2,190.65</u> | |
| 01647 | OWENS, PAM | REIMB RETIREE INSURANCE -FY 17/18 | 5 | 2,190.65 | | 0 | |
| | | | | | Total: | <u>\$2,190.65</u> | |
| | | | | | Fund: 10 | <u>\$5,354.10</u> | |
| | | | | | Account: 10-1112-225 | <u>\$5,354.10</u> | |
| 10-1112-314 | | | | | | | |
| Education Fund | | | | | | | |
| 02537 | HEARTLAND HEALTH OUTREACH CCIS | 3/18 HD LANGUAGE INTERP | 5 | 506.57 | | 0 | |
| | | | | | Total: | <u>\$506.57</u> | |
| | | | | | Fund: 10 | <u>\$506.57</u> | |
| | | | | | Account: 10-1112-314 | <u>\$506.57</u> | |
| 10-1112-410 | | | | | | | |
| Education Fund | | | | | | | |
| 01246 | Gordon, Tracy E. | REIMBURSEMENT CLASSROOM SUPPLIES | 5 | 250.00 | | 0 | |
| | | | | | Total: | <u>\$250.00</u> | |
| | | | | | Fund: 10 | <u>\$250.00</u> | |
| | | | | | Account: 10-1112-410 | <u>\$250.00</u> | |
| 10-1112-414 | | | | | | | |
| Education Fund | | | | | | | |
| 04338 | Drazner, Tara L | REIMBURSE CLASSROOM T. DRAZNER | 5 | 31.50 | | 0 | |

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| Account Number | Vendor # | Vendor Name | Description | Batch # | Amount | Check Date | Check # |
|-----------------------|----------|------------------|--|---------|-----------------------------|-------------------|---------|
| | | | | | Total: | <u>\$31.50</u> | |
| | 01246 | Gordon, Tracy E. | REIMBURSEMENT CLASSROOM PROJECT SUPPLIES | 5 | 244.58 | | 0 |
| | | | | | Total: | <u>\$244.58</u> | |
| | 04340 | Graham, Nicole | CLASSROOM PROJECT SUPPLIES | 5 | 75.00 | | 0 |
| | | | | | Total: | <u>\$75.00</u> | |
| | | | | | Fund: 10 | <u>\$351.08</u> | |
| | | | | | Account: 10-1112-414 | <u>\$351.08</u> | |
| 10-1112-415 | | | | | | | |
| Education Fund | | | | | | | |
| | 02984 | RA EASTMAN | HD OUTDOOR EDUCATION 256 T SHIRTS | 5 | 1,444.34 | | 0 |
| | | | | | Total: | <u>\$1,444.34</u> | |
| | | | | | Fund: 10 | <u>\$1,444.34</u> | |
| | | | | | Account: 10-1112-415 | <u>\$1,444.34</u> | |
| 10-1112-416 | | | | | | | |
| Education Fund | | | | | | | |
| | 02984 | RA EASTMAN | 3rd GRADE CHICAGO SHIRTS | 5 | 996.33 | | 0 |
| | | | | | Total: | <u>\$996.33</u> | |
| | | | | | Fund: 10 | <u>\$996.33</u> | |
| | | | | | Account: 10-1112-416 | <u>\$996.33</u> | |
| 10-1112-418 | | | | | | | |
| Education Fund | | | | | | | |
| | 01246 | Gordon, Tracy E. | REIMBURSEMENT MATH SUPPLIES | 5 | 124.23 | | 0 |
| | | | | | Total: | <u>\$124.23</u> | |
| | | | | | Fund: 10 | <u>\$124.23</u> | |
| | | | | | Account: 10-1112-418 | <u>\$124.23</u> | |
| 10-1120-225 | | | | | | | |
| Education Fund | | | | | | | |
| | 01463 | BAHCALL, AMY | RETIREE INSURANCE FY 17/18 | 5 | 2,772.52 | | 0 |

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| Account Number | | Vendor Name | Description | Batch # | Amount | Check Date | Check # |
|-----------------------|--------------------------|--------------------------------|-------------|-----------------------------|--------------------|--------------------|---------|
| Vendor # | | | | | | | |
| | | | | | Total: | | |
| | | | | | <u>\$2,772.52</u> | | |
| 00761 | BRANKIS, NANCY | RETIREE INSURANCE FY 17/18 | | 5 | 5,100.00 | | 0 |
| | | | | | Total: | | |
| | | | | | <u>\$5,100.00</u> | | |
| 00341 | STADLER, THOMAS | RETIREE INSURANCE FY 17/18 | | 5 | 4,518.13 | | 0 |
| | | | | | Total: | | |
| | | | | | <u>\$4,518.13</u> | | |
| | | | | | Fund: 10 | <u>\$12,390.65</u> | |
| | | | | Account: 10-1120-225 | <u>\$12,390.65</u> | | |
| 10-1120-410 | | | | | | | |
| Education Fund | | | | | | | |
| 04426 | PRO-ED | DW SUPPLIES L. COLE | | 5 | 52.80 | | 0 |
| | | | | | Total: | | |
| | | | | | <u>\$52.80</u> | | |
| 00097 | SCHOOL SPECIALTY | DW SUPPLIES L. COLE | | 5 | 13.37 | | 0 |
| | | CLASSROOM SUPPLY R. WALZ | | 5 | 49.03 | | 0 |
| | | DW SUPPLIES J. SOLWAY | | 5 | 249.89 | | 0 |
| | | PO 11983 TEACHER SUPPLY DW | | 5 | 3.79 | | 0 |
| | | SUPPLIES DW D. STEFFENS | | 5 | 83.55 | | 0 |
| | | CLASSROOM SUPPLY DW - NUSBAUM | | 5 | 146.53 | | 0 |
| | | CLASSROOM SUPPLY DW. R. NELSON | | 5 | 147.03 | | 0 |
| | | SP ED SPEECH/LANGUAGE SUPPLY | | 5 | 14.69 | | 0 |
| | | DW SUPPLIES S. BENO | | 5 | 225.52 | | 0 |
| | | DW SUPPLIES C. CHEIFETZ | | 5 | 246.48 | | 0 |
| | | DW SUPPLIES A. FUNK | | 5 | 54.91 | | 0 |
| | | SUPPLIES - S. CUMMINGS | | 5 | 145.68 | | 0 |
| | | | | | Total: | | |
| | | | | | <u>\$1,380.47</u> | | |
| 03612 | SPEECH CORNER | SUPPLIES - GENERAL 5-8 L. COLE | | 5 | 46.93 | | 0 |
| | | | | | Total: | | |
| | | | | | <u>\$46.93</u> | | |
| 00345 | SUPER DUPER PUBLICATIONS | CLASSROOM SUPPLIES DW L. COLE | | 5 | 118.85 | | 0 |
| | | | | | Total: | | |
| | | | | | <u>\$118.85</u> | | |
| 02355 | WAREHOUSE DIRECT | DW SUPPLIES D. STEFFENS | | 5 | 13.85 | | 0 |
| | | DW SUPPLIES D. STEFFENS | | 5 | 152.03 | | 0 |

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Bills Payable by Account

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| Account Number | Vendor # | Vendor Name | Description | Batch # | Amount | Check Date | Check # |
|-----------------------|----------|------------------------------------|----------------------------------|-----------------------------|-------------------|------------|---------|
| | 02355 | WAREHOUSE DIRECT | DW SCIENCE SUPPLIES | 5 | 212.24 | | 0 |
| | | | | Total: | <u>\$378.12</u> | | |
| | | | | Fund: 10 | <u>\$1,977.17</u> | | |
| | | | | Account: 10-1120-410 | <u>\$1,977.17</u> | | |
| 10-1120-411 | | | | | | | |
| Education Fund | | | | | | | |
| | 01946 | BLICK ART MATERIALS | SUPPLIES DW L. GETTLEMANN | 5 | 797.47 | | 0 |
| | | | | Total: | <u>\$797.47</u> | | |
| | 01826 | NASCO | SUPPLIES DW | 5 | 70.82 | | 0 |
| | | | FCS SUPPLIES | 5 | 133.26 | | 0 |
| | | | | Total: | <u>\$204.08</u> | | |
| | 04559 | NORTHWESTERN CUTLERY & SUPPLY, INC | FCS supplies - Kodros | 5 | 275.45 | | 0 |
| | | | | Total: | <u>\$275.45</u> | | |
| | | | | Fund: 10 | <u>\$1,277.00</u> | | |
| | | | | Account: 10-1120-411 | <u>\$1,277.00</u> | | |
| 10-1120-414 | | | | | | | |
| Education Fund | | | | | | | |
| | 04227 | LEWIS, CAROLYN | MUSICAL CAST PARTY REIMBURSEMENT | 5 | 521.26 | | 0 |
| | | | | Total: | <u>\$521.26</u> | | |
| | | | | Fund: 10 | <u>\$521.26</u> | | |
| | | | | Account: 10-1120-414 | <u>\$521.26</u> | | |
| 10-1120-415 | | | | | | | |
| Education Fund | | | | | | | |
| | 00529 | WARDS NATURAL SCIENCE | DW SOWBUGS | 5 | 72.53 | | 0 |
| | | | | Total: | <u>\$72.53</u> | | |
| | | | | Fund: 10 | <u>\$72.53</u> | | |
| | | | | Account: 10-1120-415 | <u>\$72.53</u> | | |
| 10-1120-416 | | | | | | | |

Bills Payable by Account

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| Account Number | Vendor # | Vendor Name | Description | Batch # | Amount | Check Date | Check # |
|-----------------------|----------|-------------------------------|---|---------|-----------------------------|-----------------|---------|
| Education Fund | | | | | | | |
| | 04093 | BREAKOUT EDU | SOCIAL STUDIES A. LYMAN | 5 | 60.00 | | 0 |
| | | | | | Total: | <u>\$60.00</u> | |
| | 00335 | SOCIAL STUDIES SCHOOL SERVICE | SUPPLIES FOR SOCIAL STUDIES DW C. WALSH | 5 | 806.40 | | 0 |
| | | | | | Total: | <u>\$806.40</u> | |
| | | | | | Fund: 10 | <u>\$866.40</u> | |
| | | | | | Account: 10-1120-416 | <u>\$866.40</u> | |
| 10-1120-417 | | | | | | | |
| Education Fund | | | | | | | |
| | 03212 | FOLLETT SCHOOL SOLUTIONS | DW ELA SUPPLIES C. LOUCHIOS | 5 | 87.46 | | 0 |
| | | | DW ELA SUPPLIES | 5 | 167.82 | | 0 |
| | | | | | Total: | <u>\$255.28</u> | |
| | | | | | Fund: 10 | <u>\$255.28</u> | |
| | | | | | Account: 10-1120-417 | <u>\$255.28</u> | |
| 10-1120-419 | | | | | | | |
| Education Fund | | | | | | | |
| | 00347 | TEACHERS DISCOVERY | DW SPANISH PO 11424 SHIPPING BAL | 5 | 333.60 | | 0 |
| | | | | | Total: | <u>\$333.60</u> | |
| | | | | | Fund: 10 | <u>\$333.60</u> | |
| | | | | | Account: 10-1120-419 | <u>\$333.60</u> | |
| 10-1120-490 | | | | | | | |
| Education Fund | | | | | | | |
| | 00057 | JOSTENS | 257 DIPLOMAS DW | 5 | 978.18 | | 0 |
| | | | | | Total: | <u>\$978.18</u> | |
| | | | | | Fund: 10 | <u>\$978.18</u> | |
| | | | | | Account: 10-1120-490 | <u>\$978.18</u> | |
| 10-1150-410 | | | | | | | |
| Education Fund | | | | | | | |
| | 04602 | LI, WEI | REIMBURSE SCIENCE OLYMPIAD | 5 | 8.34 | | 0 |

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| Account Number | Vendor # | Vendor Name | Description | Batch # | Amount | Check Date | Check # |
|-----------------------|----------|-------------------------------|---|---------|-------------------------------|-------------------|---------|
| | | | | | Total: | <u>\$8.34</u> | |
| | | | | | Fund: 10 | <u>\$8.34</u> | |
| | | | | | Account: 10-1150-410 | <u>\$8.34</u> | |
| 10-1150-410-1 | | | | | | | |
| Education Fund | | | | | | | |
| | 02110 | AMAZON | SP PE EQUIPMENT SPACE SCOOTER | 5 | 187.49 | | 0 |
| | | | | | Total: | <u>\$187.49</u> | |
| | 01619 | SCHOOL SPECIALTY | PE SUPPLIES FOR SP | 5 | 1,260.18 | | 0 |
| | | | | | Total: | <u>\$1,260.18</u> | |
| | | | | | Fund: 10 | <u>\$1,447.67</u> | |
| | | | | | Account: 10-1150-410-1 | <u>\$1,447.67</u> | |
| 10-1190-225 | | | | | | | |
| Education Fund | | | | | | | |
| | 00511 | Lighthall, Mary | RETIREE INSURANCE FY 17/18 | 5 | 5,100.00 | | 0 |
| | | | | | Total: | <u>\$5,100.00</u> | |
| | | | | | Fund: 10 | <u>\$5,100.00</u> | |
| | | | | | Account: 10-1190-225 | <u>\$5,100.00</u> | |
| 10-1190-390 | | | | | | | |
| Education Fund | | | | | | | |
| | 00104 | ADLAI E STEVENSON HIGH SCHOOL | 4/17 HD SPRING CHORUS/ORCHESTRA CONCERT | 5 | 497.50 | | 0 |
| | | | | | Total: | <u>\$497.50</u> | |
| | | | | | Fund: 10 | <u>\$497.50</u> | |
| | | | | | Account: 10-1190-390 | <u>\$497.50</u> | |
| 10-1190-410-3 | | | | | | | |
| Education Fund | | | | | | | |
| | 02097 | CHAMBERLAIN, SHARON | SUPPLIES - DW REIMBURSE UPS FOR JW PEPPER | 5 | 31.99 | | 0 |
| | | | | | Total: | <u>\$31.99</u> | |
| | 00173 | JW PEPPER & SON | SUPPLIES - DW | 5 | 70.00 | | 0 |

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| Account Number | | | | | | | |
|-----------------------|--------------------------------|--|---------|-------------------------------|-------------------|-----------------|-------------------|
| Vendor # | Vendor Name | Description | Batch # | Amount | Check Date | Check # | |
| 00173 | JW PEPPER & SON | SUPPLIES - DW | 5 | 50.00 | | 0 | |
| | | SUPPLIES - DW | 5 | 828.98 | | 0 | |
| | | SUPPLIES - DW MUSIC | 5 | 159.99 | | 0 | |
| | | SUPPLIES - DW | 5 | 24.99 | | 0 | |
| | | PO 11979 MUSIC RETURN | 5 | (504.99) | | 0 | |
| | | | | Total: | <u>\$628.97</u> | | |
| 00523 | SHAR PRODUCTS | DW ORCHESTRA MUSIC | 5 | 379.55 | | 0 | |
| | | | | | | Total: | <u>\$379.55</u> |
| | | | | Fund: 10 | <u>\$1,040.51</u> | | |
| | | | | Account: 10-1190-410-3 | <u>\$1,040.51</u> | | |
| 10-1190-490 | | | | | | | |
| Education Fund | | | | | | | |
| 00925 | MUSIC THEATRE INTERNATIONAL | MUSICAL T SHIRTS STUDENT PAID | 5 | 756.05 | | 0 | |
| | | | | | | Total: | <u>\$756.05</u> |
| | | | | | | Fund: 10 | <u>\$756.05</u> |
| | | | | Account: 10-1190-490 | <u>\$756.05</u> | | |
| 10-1200-225 | | | | | | | |
| Education Fund | | | | | | | |
| 01064 | Weinstein, Loretta | REIMB RETIREE INSURANCE - FY 17/18 | 5 | 2,190.65 | | 0 | |
| | | | | | | Total: | <u>\$2,190.65</u> |
| | | | | Fund: 10 | <u>\$2,190.65</u> | | |
| | | | | Account: 10-1200-225 | <u>\$2,190.65</u> | | |
| 10-1200-314 | | | | | | | |
| Education Fund | | | | | | | |
| 02537 | HEARTLAND HEALTH OUTREACH CCIS | SPANISH INTERP 3/2 A. HEALY | 5 | 45.50 | | 0 | |
| | | KOREAN INTERP 4/20 AND 4/23 | 5 | 31.50 | | 0 | |
| | | RUSSIAN AND SPANISH INTERP 4/18 AND 4/20 | 5 | 353.03 | | 0 | |
| | | 03/18 DW LANGUAGE INTERP | 5 | 358.03 | | 0 | |
| | | | | Total: | <u>\$788.06</u> | | |

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| Account Number | Vendor # | Vendor Name | Description | Batch # | Amount | Check Date | Check # |
|--------------------|----------|-------------------|---------------------------------------|---------|-----------------------------|-----------------|---------|
| | | | | | Fund: 10 | <u>\$788.06</u> | |
| | | | | | Account: 10-1200-314 | <u>\$788.06</u> | |
| 10-1200-410 | | | | | | | |
| Education Fund | | | | | | | |
| | 02110 | AMAZON | SUPPLIES FOR GUIDED | 5 | 41.93 | | 0 |
| | | | | | Total: | <u>\$41.93</u> | |
| | 04444 | Biggs, Charles E. | SUPPLIES - TAAP PROGRAM | 5 | 505.00 | | 0 |
| | | | | | Total: | <u>\$505.00</u> | |
| | 00097 | SCHOOL SPECIALTY | SUPPLIES - GENERAL | 5 | 167.96 | | 0 |
| | | | | | Total: | <u>\$167.96</u> | |
| | | | | | Fund: 10 | <u>\$714.89</u> | |
| | | | | | Account: 10-1200-410 | <u>\$714.89</u> | |
| 10-1500-392 | | | | | | | |
| Education Fund | | | | | | | |
| | 02711 | LECHNER & SONS | 4/30 SERVICE AGREEMENTS - TOWELS | 5 | 132.30 | | 0 |
| | | | 4/16 SERVICE AGREEMENTS - TOWELS | 5 | 132.30 | | 0 |
| | | | 3/5 - 3/9 SERVICE AGREEMENTS - TOWELS | 5 | 132.30 | | 0 |
| | | | SERVICE AGREEMENTS - TOWELS 4/2 | 5 | 132.30 | | 0 |
| | | | SERVICE AGREEMENTS - TOWELS 5/14 | 5 | 132.30 | | 0 |
| | | | | | Total: | <u>\$661.50</u> | |
| | 00097 | SCHOOL SPECIALTY | DW SUPPLIES J. WECHSELBERGER | 5 | 149.64 | | 0 |
| | | | | | Total: | <u>\$149.64</u> | |
| | | | | | Fund: 10 | <u>\$811.14</u> | |
| | | | | | Account: 10-1500-392 | <u>\$811.14</u> | |
| 10-1500-410 | | | | | | | |
| Education Fund | | | | | | | |
| | 00081 | PALOS SPORTS | DW SUPPLIES K. RICKERT | 5 | 162.38 | | 0 |
| | | | | | Total: | <u>\$162.38</u> | |
| | | | | | Fund: 10 | <u>\$162.38</u> | |

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| Account Number | Vendor # | Vendor Name | Description | Batch # | Amount | Check Date | Check # |
|-----------------------------|----------|---------------------|---|---------|-----------------|-----------------|---------|
| Account: 10-1500-410 | | | | | <u>\$162.38</u> | | |
| 10-1550-332 | | | | | | | |
| Education Fund | | | | | | | |
| | 00415 | Cheifetz, Cheryl B. | TRAVEL REIMBURSEMENT 4/27 SCIENCE FAIR | 5 | 347.62 | | 0 |
| | | | | | Total: | <u>\$347.62</u> | |
| | 04339 | Duffy, Zachary J | TRAVEL REIMBURSEMENT 4/20 4/21 SCIENCE OLYMPIAD | 5 | 191.85 | | 0 |
| | | | REIMBURSE SCIENCE OLYMPIAD MEALS | 5 | 33.36 | | 0 |
| | | | | | Total: | <u>\$225.21</u> | |
| | 04321 | Rexer, Eric F | TRAVEL REIMBURSEMENT 4/20 4/22 SCIENCE OLYMPIAD | 5 | 191.85 | | 0 |
| | | | MEAL REIMBURSEMENT SCIENCE OLYMPIAD | 5 | 19.23 | | 0 |
| | | | | | Total: | <u>\$211.08</u> | |
| Fund: 10 | | | | | <u>\$783.91</u> | | |
| Account: 10-1550-332 | | | | | <u>\$783.91</u> | | |
| 10-1550-410 | | | | | | | |
| Education Fund | | | | | | | |
| | 04600 | GLICKSON, SCOTT | REIMBURSE ROTOR EGG DROP/MYSTERY ARCHITECTURE | 5 | 241.66 | | 0 |
| | | | | | Total: | <u>\$241.66</u> | |
| | 04598 | GOWRI, DEVARAJAN | REIMBURSE SCIENCE OLYMPIAD | 5 | 195.02 | | 0 |
| | | | | | Total: | <u>\$195.02</u> | |
| | 01704 | Hafner, Anthony | REIMBURSE FOOD AT NATIONAL SCIENCE BOWL | 5 | 14.76 | | 0 |
| | | | | | Total: | <u>\$14.76</u> | |
| | 04348 | Kantor, Sarah M | REIMBURSE FOOD AT NATIONAL SCIENCE BOWL | 5 | 18.96 | | 0 |
| | | | | | Total: | <u>\$18.96</u> | |
| | 04601 | XUE, KEVIN | REIMBURSE SCIENCE OLYMPIAD NATIONALS | 5 | 121.79 | | 0 |
| | | | | | Total: | <u>\$121.79</u> | |
| Fund: 10 | | | | | <u>\$592.19</u> | | |
| Account: 10-1550-410 | | | | | <u>\$592.19</u> | | |
| 10-1550-640 | | | | | | | |

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| Account Number | Vendor # | Vendor Name | Description | Batch # | Amount | Check Date | Check # |
|-----------------------|----------|---------------------------|-----------------------------------|---------|-----------------------------|--------------------|---------|
| Education Fund | | | | | | | |
| | 04602 | LI, WEI | REIMBURSE SCIENCE OLYMPIAD CLINIC | 5 | 85.00 | | 0 |
| | | | | | Total: | <u>\$85.00</u> | |
| | | | | | Fund: 10 | <u>\$85.00</u> | |
| | | | | | Account: 10-1550-640 | <u>\$85.00</u> | |
| 10-1650-225 | | | | | | | |
| Education Fund | | | | | | | |
| | 00115 | WILCOX, RUTH | RETIREE INSURANCE - FY 17/18 | 5 | 2,119.85 | | 0 |
| | | | | | Total: | <u>\$2,119.85</u> | |
| | | | | | Fund: 10 | <u>\$2,119.85</u> | |
| | | | | | Account: 10-1650-225 | <u>\$2,119.85</u> | |
| 10-1912-670 | | | | | | | |
| Education Fund | | | | | | | |
| | 00393 | ARLYN SCHOOL | 5/18 TUITION R. KING | 5 | 5,626.28 | | 0 |
| | | | | | Total: | <u>\$5,626.28</u> | |
| | 03906 | CONNECTIONS ACADEMY EAST | 4/18 TUITION K. NANTHAKISHORE | 5 | 6,618.00 | | 0 |
| | | | | | Total: | <u>\$6,618.00</u> | |
| | 04609 | CONNECTIONS DAY SCHOOL | 4/18 TUITION WM. HAVERTY | 5 | 5,540.80 | | 0 |
| | | | | | Total: | <u>\$5,540.80</u> | |
| | 00030 | COVE SCHOOL, THE | TUITION E. MANDEL | 5 | 4,025.92 | | 0 |
| | | | | | Total: | <u>\$4,025.92</u> | |
| | | | | | Fund: 10 | <u>\$21,811.00</u> | |
| | | | | | Account: 10-1912-670 | <u>\$21,811.00</u> | |
| 10-2130-410-3 | | | | | | | |
| Education Fund | | | | | | | |
| | 00183 | SCHOOL HEALTH CORPORATION | SUPPLIES HEALTH OFFICE DW | 5 | 280.08 | | 0 |
| | | | SUPPLIES FOR DW NURSE | 5 | 368.71 | | 0 |
| | | | | | Total: | <u>\$648.79</u> | |

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| Account Number | Vendor # | Vendor Name | Description | Batch # | Amount | Check Date | Check # |
|-----------------------|-------------------------------|------------------------------|-------------|-----------|-------------------------------|--------------------|---------|
| | | | | | Fund: 10 | <u>\$648.79</u> | |
| | | | | | Account: 10-2130-410-3 | <u>\$648.79</u> | |
| 10-2140-314 | | | | | | | |
| Education Fund | | | | | | | |
| 02676 | BERCOS EDUCATIONAL CONSULTING | 4/18 IEP DM TOUROF TR | 5 | 877.09 | 0 | | |
| | | | | | Total: | <u>\$877.09</u> | |
| | | | | | Fund: 10 | <u>\$877.09</u> | |
| | | | | | Account: 10-2140-314 | <u>\$877.09</u> | |
| 10-2150-314 | | | | | | | |
| Education Fund | | | | | | | |
| 03358 | CUSTOM SOLUTIONS | 4/18 CONSULT SEO IN - REVIEW | 5 | 716.25 | 0 | | |
| | | | | | Total: | <u>\$716.25</u> | |
| 04462 | SOLIANT HEALTH, INC | LBS SUB J STEFFENS 4/15 | 5 | 2,475.00 | 0 | | |
| | | LBS SUB J. RUSTMAN 4/29 | 5 | 2,664.75 | 0 | | |
| | | LBS SUB J. RUSTMAN 4/29 | 5 | 2,640.00 | 0 | | |
| | | LBS SUB J. STEFFENS 5/6 | 5 | 528.00 | 0 | | |
| | | | | | Total: | <u>\$8,307.75</u> | |
| 01857 | SPEECH PATH SPECIALISTS | 4/18 SPEECH/LANGUAGE L. COLE | 5 | 11,700.00 | 0 | | |
| | | | | | Total: | <u>\$11,700.00</u> | |
| | | | | | Fund: 10 | <u>\$20,724.00</u> | |
| | | | | | Account: 10-2150-314 | <u>\$20,724.00</u> | |
| 10-2150-410 | | | | | | | |
| Education Fund | | | | | | | |
| 02110 | AMAZON | SP PST SUPPLIES | 5 | 47.96 | 0 | | |
| | | | | | Total: | <u>\$47.96</u> | |
| 04462 | SOLIANT HEALTH, INC | LBS SUB J. STEFFENS 5/6 | 5 | 2,409.00 | 0 | | |
| | | LBS SUB J. RUSTMAN 4/15 | 5 | 2,607.00 | 0 | | |
| | | LBS SUB J. RUSTMAN 4/22 | 5 | 2,557.50 | 0 | | |
| | | | | | Total: | <u>\$7,573.50</u> | |

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| Account Number | Vendor # | Vendor Name | Description | Batch # | Amount | Check Date | Check # |
|----------------------|----------|--------------------------------------|--|---------|-----------------------------|-------------------|---------|
| | | | | | Fund: 10 | <u>\$7,621.46</u> | |
| | | | | | Account: 10-2150-410 | <u>\$7,621.46</u> | |
| 10-2190-410 | | | | | | | |
| Education Fund | | | | | | | |
| | 02110 | AMAZON | SUPPLIES SP PERLER BEADS | 5 | 99.90 | | 0 |
| | | | | | Total: | <u>\$99.90</u> | |
| | 00095 | SCHOOL DISTRICT 103 ACTIVITY ACCOUNT | REIMBURSE WRIGHT WAY CLUB ORPHANS HOT CHOC | 5 | 80.67 | | 0 |
| | | | | | Total: | <u>\$80.67</u> | |
| | | | | | Fund: 10 | <u>\$180.57</u> | |
| | | | | | Account: 10-2190-410 | <u>\$180.57</u> | |
| 10-2210-332 | | | | | | | |
| Education Fund | | | | | | | |
| | 02916 | BRASKICH, JUSTINE | 4/6 TRAVEL INVENTORY EXCHANGE | 5 | 18.19 | | 0 |
| | | | | | Total: | <u>\$18.19</u> | |
| | | | | | Fund: 10 | <u>\$18.19</u> | |
| | | | | | Account: 10-2210-332 | <u>\$18.19</u> | |
| 10-2210-410 | | | | | | | |
| Education Fund | | | | | | | |
| | 01959 | SHADY OAK BUTTERFLY FARM | SP BUTTERFLY METAMORPHOSIS KIT | 5 | 1,221.00 | | 0 |
| | | | | | Total: | <u>\$1,221.00</u> | |
| | | | | | Fund: 10 | <u>\$1,221.00</u> | |
| | | | | | Account: 10-2210-410 | <u>\$1,221.00</u> | |
| 10-2211-390-2 | | | | | | | |
| Education Fund | | | | | | | |
| | 03716 | Perri, Kendra L | TRAVEL REIMBURSEMENT 4/24 WORMELI WORKSHOP | 5 | 44.71 | | 0 |
| | | | | | Total: | <u>\$44.71</u> | |
| | 04604 | SWAGER, DONALD | TRAVEL REIMBURSEMENT 4/20 YOUTH WORKSHOP | 5 | 23.76 | | 0 |
| | | | | | Total: | <u>\$23.76</u> | |

Bills Payable by Account

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| Account Number | Vendor # | Vendor Name | Description | Batch # | Amount | Check Date | Check # |
|-----------------------|----------|--------------------------|-----------------------------------|-------------------------------|-------------------|------------|---------|
| | 00649 | Vasey, Simon | 5/10 TECH 2018 SPRINGFIELD TRAVEL | 5 | 251.53 | | 0 |
| | | | | Total: | <u>\$251.53</u> | | |
| | | | | Fund: 10 | <u>\$320.00</u> | | |
| | | | | Account: 10-2211-390-2 | <u>\$320.00</u> | | |
| 10-2211-490 | | | | | | | |
| Education Fund | | | | | | | |
| | 03212 | FOLLETT SCHOOL SOLUTIONS | PTO TO REIMBURSE PTO LIBRARY | 5 | 85.70 | | 0 |
| | | | | Total: | <u>\$85.70</u> | | |
| | | | | Fund: 10 | <u>\$85.70</u> | | |
| | | | | Account: 10-2211-490 | <u>\$85.70</u> | | |
| 10-2215-410 | | | | | | | |
| Education Fund | | | | | | | |
| | 04546 | LIFE SPAN FITNESS | LINKS TO LEARNING WECHSELBERGER | 5 | 1,526.00 | | 0 |
| | | | | Total: | <u>\$1,526.00</u> | | |
| | | | | Fund: 10 | <u>\$1,526.00</u> | | |
| | | | | Account: 10-2215-410 | <u>\$1,526.00</u> | | |
| 10-2220-225 | | | | | | | |
| Education Fund | | | | | | | |
| | 00616 | ZORC, RENEE | RETIREE INSURANCE FY 17/18 | 5 | 824.75 | | 0 |
| | | | | Total: | <u>\$824.75</u> | | |
| | | | | Fund: 10 | <u>\$824.75</u> | | |
| | | | | Account: 10-2220-225 | <u>\$824.75</u> | | |
| 10-2220-410-1 | | | | | | | |
| Education Fund | | | | | | | |
| | 03901 | DEMCO | SUPPLIES - LIBRARY SP | 5 | 169.79 | | 0 |
| | | | | Total: | <u>\$169.79</u> | | |
| | 00217 | REALLY GOOD STUFF | SP SUPPLIES L. LENZINI | 5 | 313.35 | | 0 |
| | | | | Total: | <u>\$313.35</u> | | |

Bills Payable by Account

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| Account Number | Vendor # | Vendor Name | Description | Batch # | Amount | Check Date | Check # |
|----------------------|---------------------------|--------------------------|-------------|---------|-------------------------------|-----------------|---------|
| | | | | | Fund: 10 | <u>\$483.14</u> | |
| | | | | | Account: 10-2220-410-1 | <u>\$483.14</u> | |
| 10-2220-410-3 | | | | | | | |
| Education Fund | | | | | | | |
| 04560 | TEACHER CREATED RESOURCES | DW SUPPLY T. OTTO | | 5 | 59.94 | | 0 |
| | | | | | Total: | <u>\$59.94</u> | |
| | | | | | Fund: 10 | <u>\$59.94</u> | |
| | | | | | Account: 10-2220-410-3 | <u>\$59.94</u> | |
| 10-2220-430-1 | | | | | | | |
| Education Fund | | | | | | | |
| 03212 | FOLLETT SCHOOL SOLUTIONS | LIBRARY BOOKS - SP | | 5 | 85.84 | | 0 |
| | | BOOKS FOR SP | | 5 | 619.26 | | 0 |
| | | | | | Total: | <u>\$705.10</u> | |
| | | | | | Fund: 10 | <u>\$705.10</u> | |
| | | | | | Account: 10-2220-430-1 | <u>\$705.10</u> | |
| 10-2220-430-2 | | | | | | | |
| Education Fund | | | | | | | |
| 03212 | FOLLETT SCHOOL SOLUTIONS | LIBRARY BOOKS - DW | | 5 | 166.64 | | 0 |
| | | | | | Total: | <u>\$166.64</u> | |
| | | | | | Fund: 10 | <u>\$166.64</u> | |
| | | | | | Account: 10-2220-430-2 | <u>\$166.64</u> | |
| 10-2220-430-3 | | | | | | | |
| Education Fund | | | | | | | |
| 03212 | FOLLETT SCHOOL SOLUTIONS | DW BOOKS | | 5 | 564.74 | | 0 |
| | | BOOKS HD LIBRARY | | 5 | 1,444.41 | | 0 |
| | | BOOKS HD LIBRARY | | 5 | 199.20 | | 0 |
| | | BOOKS HD LIBRARY | | 5 | 620.55 | | 0 |
| | | CATALOG & PROCESSING FEE | | 5 | 72.52 | | 0 |
| | | 126 TITLES DW BOOKS | | 5 | 1,413.87 | | 0 |

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| Account Number | Vendor # | Vendor Name | Description | Batch # | Amount | Check Date | Check # |
|-----------------------|---------------------------------------|-------------------------------|-------------|----------|-------------------------------|-------------------|---------|
| | | | | | Total: | <u>\$4,315.29</u> | |
| | | | | | Fund: 10 | <u>\$4,315.29</u> | |
| | | | | | Account: 10-2220-430-3 | <u>\$4,315.29</u> | |
| 10-2220-490-3 | | | | | | | |
| Education Fund | | | | | | | |
| 03212 | FOLLETT SCHOOL SOLUTIONS | HD BOOKS FOR LIBRARY | 5 | 244.69 | | 0 | |
| | | | | | Total: | <u>\$244.69</u> | |
| | | | | | Fund: 10 | <u>\$244.69</u> | |
| | | | | | Account: 10-2220-490-3 | <u>\$244.69</u> | |
| 10-2310-318 | | | | | | | |
| Education Fund | | | | | | | |
| 03415 | ENGLER CALLAWAY BAASTEN & SRAGA | 4/18 LEGAL SERVICES | 5 | 660.00 | | 0 | |
| | | | | | Total: | <u>\$660.00</u> | |
| 00783 | SCARIANO HIMES & PETRARCA | 4/18 LEGAL SERVICES | 5 | 7,363.13 | | 0 | |
| | | | | | Total: | <u>\$7,363.13</u> | |
| | | | | | Fund: 10 | <u>\$8,023.13</u> | |
| | | | | | Account: 10-2310-318 | <u>\$8,023.13</u> | |
| 10-2310-392 | | | | | | | |
| Education Fund | | | | | | | |
| 03551 | ALICE TRAINING INSTITUTE | DISTRICT STAFF TRAINING | 5 | 350.00 | | 0 | |
| | | | | | Total: | <u>\$350.00</u> | |
| 04596 | ASIAN AMERICAN COMMUNITY EXCHANGE L3C | STRATEGIC COMMUNICATIONS D103 | 5 | 2,000.00 | | 0 | |
| | | | | | Total: | <u>\$2,000.00</u> | |
| 04583 | WOLD RUCK PATE | FACILITY ACCESSMENT | 5 | 4,494.02 | | 0 | |
| | | | | | Total: | <u>\$4,494.02</u> | |
| | | | | | Fund: 10 | <u>\$6,844.02</u> | |
| | | | | | Account: 10-2310-392 | <u>\$6,844.02</u> | |
| 10-2310-410 | | | | | | | |

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|-----------------------|----------|-----------------------------|---|---------|-----------------------------|------------|---------|
| Education Fund | | | | | | | |
| | 00149 | CHICAGO TRIBUNE | 3/25 - 5/14 DIGITAL SUBSCRIP S. WARREN | 5 | 27.93 | | 0 |
| | | | | | Total: | | |
| | | | | | <u>\$27.93</u> | | |
| | 02076 | GARVEYS OFFICE PRODUCTS | SUPPLIES ADMIN OFFICE | 5 | 208.79 | | 0 |
| | | | | | Total: | | |
| | | | | | <u>\$208.79</u> | | |
| | | | | | Fund: 10 | | |
| | | | | | <u>\$236.72</u> | | |
| | | | | | Account: 10-2310-410 | | |
| | | | | | <u>\$236.72</u> | | |
| 10-2310-640 | | | | | | | |
| Education Fund | | | | | | | |
| | 04608 | TOWN SQUARE PUBLICATIONS | IL BUF CW 18 ADVERTISE | 5 | 325.00 | | 0 |
| | | | | | Total: | | |
| | | | | | <u>\$325.00</u> | | |
| | | | | | Fund: 10 | | |
| | | | | | <u>\$325.00</u> | | |
| | | | | | Account: 10-2310-640 | | |
| | | | | | <u>\$325.00</u> | | |
| 10-2310-690 | | | | | | | |
| Education Fund | | | | | | | |
| | 04000 | AMALGAMATED BANK OF CHICAGO | SERIES 2015A SCHOOL BONDS | 5 | 475.00 | | 0 |
| | | | SERIES 2015B DEBT CERTIFICATE LIMITED TAX | 5 | 475.00 | | 0 |
| | | | | | Total: | | |
| | | | | | <u>\$950.00</u> | | |
| | | | | | Fund: 10 | | |
| | | | | | <u>\$950.00</u> | | |
| | | | | | Account: 10-2310-690 | | |
| | | | | | <u>\$950.00</u> | | |
| 10-2410-225 | | | | | | | |
| Education Fund | | | | | | | |
| | 04186 | TANDET, SUSAN | RETIREE INSURANCE - FY 17/18 | 5 | 1,066.44 | | 0 |
| | | | | | Total: | | |
| | | | | | <u>\$1,066.44</u> | | |
| | | | | | Fund: 10 | | |
| | | | | | <u>\$1,066.44</u> | | |
| | | | | | Account: 10-2410-225 | | |
| | | | | | <u>\$1,066.44</u> | | |
| 10-2410-410-1 | | | | | | | |
| Education Fund | | | | | | | |
| | 01271 | GRAPHIC 14 | LABELS SP | 5 | 122.42 | | 0 |

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|-----------------------|----------|------------------------|--|-------------------------------|-------------------|-------------------|---------|
| | | | | | Total: | | |
| | | | | | <u>\$122.42</u> | | |
| | 04345 | Hofmeier, Ann L | REIMBURSE INTERVIEW SNACKS 4/30 | 5 | 78.60 | | 0 |
| | | | | | Total: | | |
| | | | | | <u>\$78.60</u> | | |
| | 00088 | QUILL | OFFICE SUPPLIES SP | 5 | 316.63 | | 0 |
| | | | | | Total: | | |
| | | | | | <u>\$316.63</u> | | |
| | | | | | Fund: 10 | <u>\$517.65</u> | |
| | | | | Account: 10-2410-410-1 | <u>\$517.65</u> | | |
| 10-2410-410-3 | | | | | | | |
| Education Fund | | | | | | | |
| | 02097 | CHAMBERLAIN, SHARON | DW CONSORTIUM MEETING SNACKS REIMBURSEMENT | 5 | 44.07 | | 0 |
| | | | | | Total: | | |
| | | | | | <u>\$44.07</u> | | |
| | 00320 | POSITIVE PROMOTIONS | DW TEACHER APPRECIATION GIFTS | 5 | 607.81 | | 0 |
| | | | | | Total: | | |
| | | | | | <u>\$607.81</u> | | |
| | 00088 | QUILL | DW OFFICE SUPPLIES | 5 | 124.71 | | 0 |
| | | | SUPPLIES - DW | 5 | 31.48 | | 0 |
| | | | | | Total: | | |
| | | | | | <u>\$156.19</u> | | |
| | 00097 | SCHOOL SPECIALTY | SUPPLIES - DW LAMINATING FILM | 5 | 135.28 | | 0 |
| | | | | | Total: | | |
| | | | | | <u>\$135.28</u> | | |
| | 02355 | WAREHOUSE DIRECT | DW SUPPLIES DW OFFICE | 5 | 80.27 | | 0 |
| | | | | | Total: | | |
| | | | | | <u>\$80.27</u> | | |
| | | | | | Fund: 10 | <u>\$1,023.62</u> | |
| | | | | Account: 10-2410-410-3 | <u>\$1,023.62</u> | | |
| 10-2520-392 | | | | | | | |
| Education Fund | | | | | | | |
| | 02328 | FRONTLINE TECHNOLOGIES | 3/14/18 - 3/13/19 APPLICANT TRACKING | 5 | 1,606.50 | | 0 |
| | | | | | Total: | | |
| | | | | | <u>\$1,606.50</u> | | |
| | | | | | Fund: 10 | <u>\$1,606.50</u> | |

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|-----------------------------|----------|--------------------------|--------------------------------------|---------|--------------------|--------------------|---------|
| Account: 10-2520-392 | | | | | <u>\$1,606.50</u> | | |
| 10-2540-325 | | | | | | | |
| Education Fund | | | | | | | |
| | 02095 | GENESIS TECHNOLOGIES | 5/5 - 6/4 RENTAL OF COPY EQUIPMENT | 5 | 3,113.76 | | 0 |
| | | | 4/30 - 5/29 RENTAL OF COPY EQUIPMENT | 5 | 4,572.52 | | 0 |
| | 03398 | | COPIER LEASE | 5 | 4,231.31 | | 0 |
| | | | | | Total: | <u>\$11,917.59</u> | |
| | 01604 | RICOH AMERICAS | COPIER LEASE DW | 5 | 119.13 | | 0 |
| | | | COPIER LEASE - HD | 5 | 119.13 | | 0 |
| | | | COPIER LEASE - ADMIN | 5 | 191.74 | | 0 |
| | | | | | Total: | <u>\$430.00</u> | |
| | 02810 | RICOH USA | RENTAL OF COPY EQUIPMENT DW | 5 | 39.51 | | 0 |
| | | | RENTAL OF COPY EQUIPMENT HD | 5 | 27.72 | | 0 |
| | | | RENTAL OF COPY EQUIPMENT ADMIN | 5 | 221.98 | | 0 |
| | | | | | Total: | <u>\$289.21</u> | |
| | | | | | Fund: 10 | <u>\$12,636.80</u> | |
| Account: 10-2540-325 | | | | | <u>\$12,636.80</u> | | |
| 10-2540-341 | | | | | | | |
| Education Fund | | | | | | | |
| | 01945 | AT&T ONENET | 5/18 TELEPHONE | 5 | 45.35 | | 0 |
| | | | 5/18 TELEPHONE 103 CLUB | 5 | 0.70 | | 0 |
| | | | | | Total: | <u>\$46.05</u> | |
| | | | | | Fund: 10 | <u>\$46.05</u> | |
| Account: 10-2540-341 | | | | | <u>\$46.05</u> | | |
| 10-2540-370 | | | | | | | |
| Education Fund | | | | | | | |
| | 00111 | LINCOLNSHIRE, VILLAGE OF | 3/5 - 4/4 WATER/SEWER SP | 5 | 609.78 | | 0 |
| | | | 3/5 - 4/4 WATER/SEWER HD | 5 | 646.20 | | 0 |
| | | | 3/5 - 4/4 WATER/SEWER DW | 5 | 81.97 | | 0 |
| | | | 3/5 - 4/4 WATER/SEWER DW | 5 | 351.30 | | 0 |

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| Account Number | Vendor # | Vendor Name | Description | Batch # | Amount | Check Date | Check # |
|-----------------------|-------------------------------|------------------------------------|-------------|---------|-----------------------------|--------------------|---------|
| | | | | | Total: | <u>\$1,689.25</u> | |
| | | | | | Fund: 10 | <u>\$1,689.25</u> | |
| | | | | | Account: 10-2540-370 | <u>\$1,689.25</u> | |
| 10-2540-465 | | | | | | | |
| Education Fund | | | | | | | |
| 03511 | CONSTELLATION ENERGY SERVICES | NATURAL GAS | | 5 | 7,164.35 | | 0 |
| | | | | | Total: | <u>\$7,164.35</u> | |
| | | | | | Fund: 10 | <u>\$7,164.35</u> | |
| | | | | | Account: 10-2540-465 | <u>\$7,164.35</u> | |
| 10-2540-466 | | | | | | | |
| Education Fund | | | | | | | |
| 03464 | CONSTELLATION ENERGY SERVICES | 3/30 - 4/30 SP ELECTRICITY | | 5 | 3,272.97 | | 0 |
| | | 3/30 - 4/30 HD ELECTRICITY | | 5 | 3,438.42 | | 0 |
| | | 4/3 - 5/2 ELECTRICITY | | 5 | 9,466.82 | | 0 |
| | | | | | Total: | <u>\$16,178.21</u> | |
| | | | | | Fund: 10 | <u>\$16,178.21</u> | |
| | | | | | Account: 10-2540-466 | <u>\$16,178.21</u> | |
| 10-2660-319 | | | | | | | |
| Education Fund | | | | | | | |
| 01308 | BLOMBERG, ANNA MARIE | REIMBURSEMENT TRAVEL LAPTOP REPAIR | | 5 | 29.10 | | 0 |
| | | | | | Total: | <u>\$29.10</u> | |
| 02130 | FEDEX | QQD UNIT SP ED SPRINGFILED | | 5 | 91.31 | | 0 |
| | | | | | Total: | <u>\$91.31</u> | |
| | | | | | Fund: 10 | <u>\$120.41</u> | |
| | | | | | Account: 10-2660-319 | <u>\$120.41</u> | |
| 10-2660-392 | | | | | | | |
| Education Fund | | | | | | | |
| 04607 | KORAH, HEATHER | REIMBURSE CLASSROOM SUPPLIES SP | | 5 | 164.40 | | 0 |

Bills Payable by Account

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| Account Number | Vendor # | Vendor Name | Description | Batch # | Amount | Check Date | Check # |
|-----------------------|----------|--------------------------------|----------------------------------|---------|-----------------------------|------------|---------|
| | | | | | Total: | | |
| | | | | | <u>\$164.40</u> | | |
| | 03987 | WEST INTERACTIVE SERVICES | SchoolMessenger - Renewal 17/18 | 5 | 2,689.50 | | 0 |
| | | | | | Total: | | |
| | | | | | <u>\$2,689.50</u> | | |
| | | | | | Fund: 10 | | |
| | | | | | <u>\$2,853.90</u> | | |
| | | | | | Account: 10-2660-392 | | |
| | | | | | <u>\$2,853.90</u> | | |
| 10-2660-410 | | | | | | | |
| Education Fund | | | | | | | |
| | 02110 | AMAZON | Mpow Ground Loop Noise Isolator | 5 | 19.10 | | 0 |
| | | | SUPPLIES - TECH | 5 | 24.47 | | 0 |
| | | | 12 BLUETOOTH TRANSMITT SP | 5 | 599.88 | | 0 |
| | | | SUPPLIES TECH DVD CASIO LABELING | 5 | 112.22 | | 0 |
| | | | | | Total: | | |
| | | | | | <u>\$755.67</u> | | |
| | 00147 | CDW GOVERNMENT | EPSON PROJECTOR LAMP | 5 | 316.00 | | 0 |
| | | | | | Total: | | |
| | | | | | <u>\$316.00</u> | | |
| | | | | | Fund: 10 | | |
| | | | | | <u>\$1,071.67</u> | | |
| | | | | | Account: 10-2660-410 | | |
| | | | | | <u>\$1,071.67</u> | | |
| 10-3500-410 | | | | | | | |
| Education Fund | | | | | | | |
| | 00330 | PERFORMANCE FOOD SERVICE | SUPPLIES - SNACKS | 5 | 1,086.29 | | 0 |
| | | | SNACKS 3/27 103 CLUB | 5 | 972.56 | | 0 |
| | | | TOOK CREDIT TWICE | 5 | 34.10 | | 0 |
| | | | CORRECTION ON INVOICE | 5 | (61.69) | | 0 |
| | | | | | Total: | | |
| | | | | | <u>\$2,031.26</u> | | |
| | 02716 | QUEST FOOD MANAGEMENT SERVICES | D103 MILK DEC - MARCH | 5 | 1,457.40 | | 0 |
| | | | | | Total: | | |
| | | | | | <u>\$1,457.40</u> | | |
| | 03452 | SAMS CLUB | SUPPLIES D103 CLUB | 5 | 123.36 | | 0 |
| | | | | | Total: | | |
| | | | | | <u>\$123.36</u> | | |
| | 01335 | Wolin, Robin | REIMBURSEMENT PROJECT SUPPLIES | 5 | 66.64 | | 0 |
| | | | REIMBURSEMENT SUPPLIES | 5 | 178.36 | | 0 |

Bills Payable by Account

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| Account Number | Vendor # | Vendor Name | Description | Batch # | Amount | Check Date | Check # |
|--------------------------------------|----------|--------------------------------------|--|---------|-----------------------------|-------------------|---------|
| | | | | | Total: | <u>\$245.00</u> | |
| | | | | | Fund: 10 | <u>\$3,857.02</u> | |
| | | | | | Account: 10-3500-410 | <u>\$3,857.02</u> | |
| 10-403 | | | | | | | |
| Education Fund | | | | | | | |
| | 00095 | SCHOOL DISTRICT 103 ACTIVITY ACCOUNT | MARCH AND APRIL REVTRAK TRANSFER LIGHTED HOUSE/R | 5 | 372.00 | | 0 |
| | | | APRIL TRANSFER FROM REVTRAK NJHS BOOK TASTING | 5 | 120.00 | | 0 |
| | | | | | Total: | <u>\$492.00</u> | |
| | 02193 | SCHOOL DISTRICT 103 MUSIC BOOSTERS | TRANSFER BOX TOP MONEY | 5 | 138.80 | | 0 |
| | | | | | Total: | <u>\$138.80</u> | |
| | | | | | Fund: 10 | <u>\$630.80</u> | |
| | | | | | Account: 10-403 | <u>\$630.80</u> | |
| 20-2540-325 | | | | | | | |
| Oper, Build, & Maint Fund | | | | | | | |
| | 03399 | PATTEN INDUSTRIES | 4/11 RENTAL OF EQUIPMENT | 5 | 225.00 | | 0 |
| | | | | | Total: | <u>\$225.00</u> | |
| | | | | | Fund: 20 | <u>\$225.00</u> | |
| | | | | | Account: 20-2540-325 | <u>\$225.00</u> | |
| 20-2540-329 | | | | | | | |
| Oper, Build, & Maint Fund | | | | | | | |
| | 02752 | CAREY ELECTRIC CONTRACTING INC. | CABLE INSTALLATION TO DOORS - SP | 5 | 460.00 | | 0 |
| | | | | | Total: | <u>\$460.00</u> | |
| | 02720 | ESSCOE | SP DOOR REPAIR | 5 | 1,766.00 | | 0 |
| | | | | | Total: | <u>\$1,766.00</u> | |
| | 03065 | GENERAL MECHANICAL SERVICES | RTU REPAIR DW | 5 | 1,500.00 | | 0 |
| | | | | | Total: | <u>\$1,500.00</u> | |
| | 02722 | KRAUSE ELECTRICAL | FAX LINE REPAIR HD | 5 | 609.44 | | 0 |
| | | | | | Total: | <u>\$609.44</u> | |

Bills Payable by Account

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| Account Number | | | | | | |
|--------------------------------------|--------------------------------|-------------------------------|---------|-------------------------------|--------------------------|---------|
| Vendor # | Vendor Name | Description | Batch # | Amount | Check Date | Check # |
| 02565 | LAKELAND LARSEN ELEVATOR | HD ELEVATOR MAINT | 5 | 742.04 | | 0 |
| | | ELEVATOR MAINTENANCE HD | 5 | 189.28 | | 0 |
| | | | | Total: | <u><u>\$931.32</u></u> | |
| 04451 | LAKESIDE GLASS & MIRROR | BROKEN GLASS HD | 5 | 600.00 | | 0 |
| | | | | Total: | <u><u>\$600.00</u></u> | |
| 04610 | SCHINDLER ELEVATOR CORPORATION | 1/29/18 SERVICE CALL SP | 5 | 1,162.90 | | 0 |
| | | | | Total: | <u><u>\$1,162.90</u></u> | |
| 03074 | SIEMENS INDUSTRY, INC. | HVAC POWER OUTAGE ISSUE DW | 5 | 987.00 | | 0 |
| | | | | Total: | <u><u>\$987.00</u></u> | |
| | | | | Fund: 20 | <u><u>\$8,016.66</u></u> | |
| | | | | Account: 20-2540-329 | <u><u>\$8,016.66</u></u> | |
| 20-2540-410-1 | | | | | | |
| Oper, Build, & Maint Fund | | | | | | |
| 42 | 03107 | CINTAS | | | | |
| | | CUSTODIAL SUPPLIES SP | 5 | 127.97 | | 0 |
| | | CUSTODIAL SUPPLIES SP | 5 | 127.97 | | 0 |
| | | CUSTODIAL SUPPLIES DW | 5 | 45.59 | | 0 |
| | | CUSTODIAL SUPPLIES DW | 5 | 127.97 | | 0 |
| | | | | Total: | <u><u>\$429.50</u></u> | |
| 02648 | NETWORK SERVICES | CUSTODIAL SUPPLIES DW | 5 | 1,689.64 | | 0 |
| | | HD BUILDING SUPPLIES | 5 | 2,681.90 | | 0 |
| | | CUSTODIAL SUPPLIES CM 10/9/17 | 5 | (260.20) | | 0 |
| | | CUSTODIAL SUPPLIES | 5 | 16.58 | | 0 |
| | | CUSTODIAL SUPPLIES DW | 5 | 308.91 | | 0 |
| | | | | Total: | <u><u>\$4,436.83</u></u> | |
| 01282 | NORTH AMERICAN | CUSTODIAL SUPPLIES | 5 | 137.50 | | 0 |
| | | | | Total: | <u><u>\$137.50</u></u> | |
| | | | | Fund: 20 | <u><u>\$5,003.83</u></u> | |
| | | | | Account: 20-2540-410-1 | <u><u>\$5,003.83</u></u> | |

20-2540-410-2

Bills Payable by Account

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| Account Number | Vendor # | Vendor Name | Description | Batch # | Amount | Check Date | Check # |
|--------------------------------------|----------|---------------------------|----------------------------------|---------|-------------------------------|-------------------|---------|
| Oper, Build, & Maint Fund | | | | | | | |
| 00190 | | BATTERIES PLUS | BUILDING SUPPLIES DW | 5 | 36.00 | | 0 |
| | | | | | Total: | <u>\$36.00</u> | |
| | | | | | Fund: 20 | <u>\$36.00</u> | |
| | | | | | Account: 20-2540-410-2 | <u>\$36.00</u> | |
| 20-2540-410-3 | | | | | | | |
| Oper, Build, & Maint Fund | | | | | | | |
| 04392 | | ADVANCED TURF SOLUTIONS | ATHLETIC FIELD MAINTENANCE | 5 | 2,416.71 | | 0 |
| | | | | | Total: | <u>\$2,416.71</u> | |
| 04393 | | REDLINE CONSTRUCTION, INC | ATHLETIC FIELDS SUPPLIES | 5 | 2,290.00 | | 0 |
| | | | | | Total: | <u>\$2,290.00</u> | |
| 02817 | | VANS ENTERPRISES | GROUNDS SUPPLIES ATHLETIC FIELDS | 5 | 243.00 | | 0 |
| | | | | | Total: | <u>\$243.00</u> | |
| | | | | | Fund: 20 | <u>\$4,949.71</u> | |
| | | | | | Account: 20-2540-410-3 | <u>\$4,949.71</u> | |
| 20-2540-464 | | | | | | | |
| Oper, Build, & Maint Fund | | | | | | | |
| 02118 | | SHELL | FUEL - O & M | 5 | 871.18 | | 0 |
| | | | FUEL O & M | 5 | 389.04 | | 0 |
| | | | | | Total: | <u>\$1,260.22</u> | |
| | | | | | Fund: 20 | <u>\$1,260.22</u> | |
| | | | | | Account: 20-2540-464 | <u>\$1,260.22</u> | |
| 20-2540-500 | | | | | | | |
| Oper, Build, & Maint Fund | | | | | | | |
| 04547 | | DRAPERY CONNECTION | BALANCE OF STAGE DRAPE | 5 | 6,905.50 | | 0 |
| | | | | | Total: | <u>\$6,905.50</u> | |
| | | | | | Fund: 20 | <u>\$6,905.50</u> | |
| | | | | | Account: 20-2540-500 | <u>\$6,905.50</u> | |

Bills Payable by Account

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| Account Number | Vendor # | Vendor Name | Description | Batch # | Amount | Check Date | Check # |
|----------------------------|----------|------------------------------|---|---------|-------------------|------------|---------|
| 40-2550-329 | | | | | | | |
| Transportation Fund | | | | | | | |
| | 00139 | MIDWEST TRANSIT EQUIPMENT | WO: 598 B2 LOF, BRK INSPC | 5 | 640.90 | | 0 |
| | | | WO: 543 B16 DRVERS SEAT LEAKING AIR | 5 | 58.30 | | 0 |
| | | | WO: 590 B15 LOF, COOLANT LEAK | 5 | 340.92 | | 0 |
| | | | WO: 602 B27 LOG, BRK INSPC, SFTY LN, CHLD CHK | 5 | 307.81 | | 0 |
| | | | WO: 607 B3 SEAL | 5 | 17.36 | | 0 |
| | | | Total: | | <u>\$1,365.29</u> | | |
| | | | Fund: 40 | | <u>\$1,365.29</u> | | |
| | | | Account: 40-2550-329 | | <u>\$1,365.29</u> | | |
| 40-2550-339 | | | | | | | |
| Transportation Fund | | | | | | | |
| | 03328 | FIRST STUDENT | TRIP: 1893 DW BOYS VB TO WOODLAWN | 5 | 132.78 | | 0 |
| | | | TRIP: 1887 BOYS VB TO TWIN GROVES | 5 | 132.78 | | 0 |
| | | | WWC FIELD TRIP TO ALLSTATE ARENA | 5 | 304.72 | | 0 |
| | | | Total: | | <u>\$570.28</u> | | |
| | | | Fund: 40 | | <u>\$570.28</u> | | |
| | | | Account: 40-2550-339 | | <u>\$570.28</u> | | |
| 40-2550-390 | | | | | | | |
| Transportation Fund | | | | | | | |
| | 01719 | ADVOCATE OCCUPATIONAL HEALTH | 3/10 BUS DRIVER SCREEN | 5 | 137.00 | | 0 |
| | | | DRVR ANNUAL PHYSCL & DRG TST | 5 | 268.00 | | 0 |
| | | | Total: | | <u>\$405.00</u> | | |
| | | | Fund: 40 | | <u>\$405.00</u> | | |
| | | | Account: 40-2550-390 | | <u>\$405.00</u> | | |
| 40-2550-410 | | | | | | | |
| Transportation Fund | | | | | | | |
| | 00088 | QUILL | TRANS OFFICE SUPPLIES | 5 | 28.30 | | 0 |
| | | | TRANS OFFICE SUPPLIES | 5 | 215.38 | | 0 |
| | | | Total: | | <u>\$243.68</u> | | |

Bills Payable by Account

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| Account Number | Vendor # | Vendor Name | Description | Batch # | Amount | Check Date | Check # |
|--|----------|--------------------|--|---------|-----------------------------|---------------------|---------|
| | | | | | Fund: 40 | <u>\$243.68</u> | |
| | | | | | Account: 40-2550-410 | <u>\$243.68</u> | |
| 40-2550-464 | | | | | | | |
| Transportation Fund | | | | | | | |
| | 02118 | SHELL | FUEL - TRANS | 5 | 10,885.70 | | 0 |
| | | | | | Total: | <u>\$10,885.70</u> | |
| | | | | | Fund: 40 | <u>\$10,885.70</u> | |
| | | | | | Account: 40-2550-464 | <u>\$10,885.70</u> | |
| 40-2550-640 | | | | | | | |
| Transportation Fund | | | | | | | |
| | 01484 | TYLER TECHNOLOGIES | VERSA TRANS ANNUAL SUPPORT | 5 | 1,561.56 | | 0 |
| | | | | | Total: | <u>\$1,561.56</u> | |
| | | | | | Fund: 40 | <u>\$1,561.56</u> | |
| | | | | | Account: 40-2550-640 | <u>\$1,561.56</u> | |
| 45 | | | | | | | |
| 40-2550-700 | | | | | | | |
| Transportation Fund | | | | | | | |
| | 00147 | CDW GOVERNMENT | XEROX B4005/YDN COPIER | 5 | 765.10 | | 0 |
| | | | | | Total: | <u>\$765.10</u> | |
| | | | | | Fund: 40 | <u>\$765.10</u> | |
| | | | | | Account: 40-2550-700 | <u>\$765.10</u> | |
| 60-2530-500 | | | | | | | |
| Capital Projects Fund or Fund Group | | | | | | | |
| | 03229 | WIGHT | 04/18 PROFESSIONAL SERVICES 2016 ADDITIONS | 5 | 12,124.36 | | 0 |
| | | | | | Total: | <u>\$12,124.36</u> | |
| | | | | | Fund: 60 | <u>\$12,124.36</u> | |
| | | | | | Account: 60-2530-500 | <u>\$12,124.36</u> | |
| | | | | | Grand Total | <u>\$236,615.48</u> | |

Paid Accounts Payable by Check Number

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 Lincolnshire-Prairie View SD #103
 Expense on Date: 4/1/2018 to 4/30/2018

| Invoice # | A.S.N. | Vendor Name | Description | Batch # | P.O. # | Check Date | Expense on Date | Check # | Amount | State Account # |
|--------------|---------------|----------------------------|-------------------------------------|---------|--------|------------|-----------------|---------|--------------|-----------------|
| (I) | 10-2215-410 | BARNES & NOBLE | LINKS TO LEARNING SP 30 ITEMS | 180402 | 11930 | 4/3/18 | 4/1/18 | 10255 | (181.20) | 10-2215-410 |
| (I) | 10-2215-410 | | LINKS TO LEARNING SP 30 ITEMS | 180402 | 11930 | 4/3/18 | 4/1/18 | 10255 | 900.00 | 10-2215-410 |
| | | | | | | | | | Total | 718.80 |
| (I) | 10-2130-390 | IDPH VISION & HEARING | SP VISION/HEARING C. HORVATH | 180402 | | 4/3/18 | 4/1/18 | 10256 | 60.00 | 10-2130-390 |
| | | | | | | | | | Total | 60.00 |
| (I) | 10-2130-410-1 | NORTHWEST COMMUNITY HEA | 2018 CPR CLASSES ANNUAL FEE SP | 180402 | | 4/3/18 | 4/1/18 | 10257 | 65.00 | 10-2130-410 |
| | | | | | | | | | Total | 65.00 |
| (I) | 10-1500-319 | MCDANIEL, JIMMY | Void VOLLEYBALL 4/10/18 | 180406 | | 4/6/18 | 4/1/18 | 10258 | 50.00 | 10-1500-319 |
| (I) | 10-1500-319 | | Void VOLLEYBALL 4/10/18 | 9120 | | 4/30/18 | 4/30/18 | 10258 | (50.00) | 10-1500-319 |
| | | | | | | | | | Total | 0.00 |
| (I) | 10-1500-319 | PANAGIOTAROS, CYNTHIA | VOLLEYBALL 4/10/18 | 180406 | | 4/6/18 | 4/1/18 | 10259 | 50.00 | 10-1500-319 |
| | | | | | | | | | Total | 50.00 |
| (I) | 10-1120-390 | INCENTIVE SOLUTIONS | SNOWFLAKE T SHIRTS (285) | 180409 | | 4/9/18 | 4/1/18 | 10260 | 1,724.83 | 10-1120-390 |
| | | | | | | | | | Total | 1,724.83 |
| 040170037000 | 10-2540-370 | LINCOLNSHIRE, VILLAGE OF | WATER/SEWER 1/3 - 2/5 | 180409 | | 4/9/18 | 4/1/18 | 10261 | 363.01 | 10-2540-370 |
| 040170037100 | 10-2540-370 | | WATER/SEWER 1/3 - 2/5 | 180409 | | 4/9/18 | 4/1/18 | 10261 | 81.97 | 10-2540-370 |
| 040170042500 | 10-2540-370 | | WATER/SEWER 1/3 - 2/5 HD | 180409 | | 4/9/18 | 4/1/18 | 10261 | 562.08 | 10-2540-370 |
| 040160023900 | 10-2540-370 | | WATER/SEWER 1/3 - 2/5 | 180409 | | 4/9/18 | 4/1/18 | 10261 | 597.64 | 10-2540-370 |
| | | | | | | | | | Total | 1,604.70 |
| 18-0001634 | 20-2540-329 | LINCOLNSHIRE, VILLAGE OF | FALSE ALARM | 180409 | | 4/9/18 | 4/1/18 | 10262 | 25.00 | 20-2540-329 |
| | | | | | | | | | Total | 25.00 |
| (I) | 10-1500-319 | LOGUE, NANCY | REFEREE VOLLEYBALL 4/12 | 180409 | | 4/9/18 | 4/1/18 | 10263 | 50.00 | 10-1500-319 |
| | | | | | | | | | Total | 50.00 |
| (I) | 10-1500-319 | PANAGIOTAROS, CYNTHIA | REFEREE VOLLEYBALL 4/12 | 180409 | | 4/9/18 | 4/1/18 | 10264 | 50.00 | 10-1500-319 |
| | | | | | | | | | Total | 50.00 |
| (I) | 10-2215-410 | ROYBAL, BRODY | SEL SKILLS SPEAKER 4/20 SP | 180409 | | 4/9/18 | 4/1/18 | 10265 | 500.00 | 10-2215-410 |
| | | | | | | | | | Total | 500.00 |
| (I) | 10-2310-392 | SCOPE, LLC | STAFF/FACULTY SURVEY COMMUNIT | 180410 | | 4/10/18 | 4/1/18 | 10266 | 1,330.00 | 10-2310-392 |
| | | | | | | | | | Total | 1,330.00 |
| N/A | 10-1200-410 | CHRISTINE ERICKSON PETTY C | GUIDED PETTY CASH 3/9 - 3/23 CBI TI | 180416 | | 4/17/18 | 4/1/18 | 10267 | 291.36 | 10-1200-410 |

Paid Accounts Payable by Check Number

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 Lincolnshire-Prairie View SD #103
 Expense on Date: 4/1/2018 to 4/30/2018

| Invoice # | A.S.N. | Vendor Name | Description | Batch # | P.O. # | Check Date | Expense on Date | Check # | Amount | State Account # |
|---------------|-------------|-----------------------|----------------------------------|---------|--------|------------|-----------------|--------------|----------|-----------------|
| | | | | | | | | Total | 291.36 | |
| N/A | 10-1500-319 | PANAGIOTAROS, CYNTHIA | REFEREE VOLLEY BALL 4/19 | 180416 | | 4/17/18 | 4/1/18 | 10268 | 50.00 | 10-1500-319 |
| | | | | | | | | Total | 50.00 | |
| N/A | 10-1500-319 | PRESLEY, DARRYL | REFEREE VOLLEYBALL 4/17 2 GAMES | 180416 | | 4/17/18 | 4/1/18 | 10269 | 80.00 | 10-1500-319 |
| | | | | | | | | Total | 80.00 | |
| N/A | 10-1500-319 | SAUNDERS, MARK | REFEREE VOLLEYBALL 4/19 | 180416 | | 4/17/18 | 4/1/18 | 10270 | 50.00 | 10-1500-319 |
| | | | | | | | | Total | 50.00 | |
| N/A | 40-2550-221 | Varno, Elizabeth | LIFE INSURANCE OVER PAYMENT RE | 180416 | | 4/17/18 | 4/1/18 | 10271 | 6.40 | 40-2550-221 |
| | | | | | | | | Total | 6.40 | |
| (I) | 10-1500-319 | BOES, NANCY | REFEREE VOLLEYBALL 4/26 | 180420 | | 4/20/18 | 4/1/18 | 10272 | 50.00 | 10-1500-319 |
| | | | | | | | | Total | 50.00 | |
| (I) | 10-1500-319 | GRAY, SHELLEY | REFEREE VOLLEYBALL 4/30 | 180420 | | 4/20/18 | 4/1/18 | 10273 | 50.00 | 10-1500-319 |
| | | | | | | | | Total | 50.00 | |
| (I) | 10-1500-319 | KORDA, DONNA | REFEREE VOLLEYBALL 4/30 | 180420 | | 4/20/18 | 4/1/18 | 10274 | 50.00 | 10-1500-319 |
| | | | | | | | | Total | 50.00 | |
| 47 (I) | 10-1550-640 | NAQT | SCHOLASTIC BOWL NATIONALS REG | 180420 | | 4/20/18 | 4/1/18 | 10275 | 580.00 | 10-1550-640 |
| | | | | | | | | Total | 580.00 | |
| (I) | 10-1500-319 | PANAGIOTAROS, CYNTHIA | REFEREE VOLLEYBALL 4/26 | 180420 | | 4/20/18 | 4/1/18 | 10276 | 50.00 | 10-1500-319 |
| | | | | | | | | Total | 50.00 | |
| (I) 64-6.2018 | 10-2410-312 | IASA | 7/13 ASPIRING SUPT ACADEMY/ MICI | 180424 | | 4/24/18 | 4/1/18 | 10277 | 1,500.00 | 10-2410-312 |
| | | | | | | | | Total | 1,500.00 | |
| (I) | 10-1500-319 | NATHAN, FRANK | REFEREE VOLLEYBALL 5/2 | 180424 | | 4/24/18 | 4/1/18 | 10278 | 50.00 | 10-1500-319 |
| | | | | | | | | Total | 50.00 | |
| (I) | 10-1550-640 | NATIONAL HISTORY BEE | REGISTRATION FEE HISTORY BOWL I | 180424 | | 4/24/18 | 4/1/18 | 10279 | 1,180.00 | 10-1550-640 |
| | | | | | | | | Total | 1,180.00 | |
| (I) | 10-1500-319 | PANAGIOTAROS, CYNTHIA | REFEREE VOLLEYBALL 5/2 | 180424 | | 4/24/18 | 4/1/18 | 10280 | 50.00 | 10-1500-319 |
| | | | | | | | | Total | 50.00 | |
| (I) | 40-2550-221 | Varno, Elizabeth | REFUND INSURANCE OVER PAID | 180424 | | 4/24/18 | 4/1/18 | 10281 | 79.75 | 40-2550-221 |
| | | | | | | | | Total | 79.75 | |
| (I) | 10-1500-319 | BOES, NANCY | REFEREE VOLLEYBALL 5/7 | 180430 | | 4/30/18 | 4/1/18 | 10282 | 50.00 | 10-1500-319 |

Paid Accounts Payable by Check Number

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 Lincolnshire-Prairie View SD #103
 Expense on Date: 4/1/2018 to 4/30/2018

| Invoice # | A.S.N. | Vendor Name | Description | Batch # | P.O. # | Check Date | Expense on Date | Check # | Amount | State Account # |
|-----------|-------------|----------------------------|-------------------------------------|---------|--------|------------|-----------------|---------------------|--------------------|-----------------|
| | | | | | | | | Total | 50.00 | |
| (I) | 10-1200-410 | CHRISTINE ERICKSON PETTY C | GUIDED PETTY CASH 4/6 - 4/20 CBI TI | 180430 | | 4/30/18 | 4/1/18 | 10283 | 343.83 | 10-1200-410 |
| | | | | | | | | Total | 343.83 | |
| (I) | 10-1500-319 | KWIECINSKI, RICHARD | REFEREE VOLLEYBALL 5/9 | 180430 | | 4/30/18 | 4/1/18 | 10284 | 50.00 | 10-1500-319 |
| | | | | | | | | Total | 50.00 | |
| (I) | 10-1500-319 | LOGUE, NANCY | REFEREE VOLLEYBALL 5/7 | 180430 | | 4/30/18 | 4/1/18 | 10285 | 50.00 | 10-1500-319 |
| | | | | | | | | Total | 50.00 | |
| (I) | 10-1500-319 | MCDANIEL, JIMMY | Void REFEREE VOLLEYBALL 4/10 | 180430 | | 4/30/18 | 4/1/18 | 10286 | 50.00 | 10-1500-319 |
| (I) | 10-1500-319 | | Void REFEREE VOLLEYBALL 4/10 | 9120 | | 4/30/18 | 4/30/18 | 10286 | (50.00) | 10-1500-319 |
| | | | | | | | | Total | 0.00 | |
| (I) | 10-1500-319 | PANAGIOTAROS, CYNTHIA | REFEREE VOLLEYBALL 5/9 | 180430 | | 4/30/18 | 4/1/18 | 10287 | 50.00 | 10-1500-319 |
| | | | | | | | | Total | 50.00 | |
| (I) | 10-1500-319 | LOGUE, NANCY | REFEREE VOLLEYBALL 4/10 | 8120 | | 4/30/18 | 4/30/18 | 10288 | 50.00 | 10-1500-319 |
| | | | | | | | | Total | 50.00 | |
| | | | | | | | | Report Total | <u>\$10,889.67</u> | |

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Paid Accounts Payable by Check Number

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 Lincolnshire-Prairie View SD #103

| Invoice # | A.S.N. | Vendor Name | Description | Batch # | P.O. # | Check Date | Expense on Date | Check # | Amount | State Account # |
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| | 10-2690-220 | NIHIP | MEDICAL INSURANCE - ED | 418 | | 4/10/18 | 4/1/18 | 80410001 | 221,223.41 | 10-2690-220 |
| | 10-2690-221 | | LIFE INSURANCE - ED | 418 | | 4/10/18 | 4/1/18 | 80410001 | 3,317.98 | 10-2690-221 |
| | 10-435 | | DENTAL INSURANCE PPO - ED | 418 | | 4/10/18 | 4/1/18 | 80410001 | 7,432.82 | 10-430 |
| | 10-2690-221 | | VOLUNTARY LIFE - ED | 418 | | 4/10/18 | 4/1/18 | 80410001 | 802.40 | 10-2690-221 |
| | 20-2540-220 | | MEDICAL INSURANCE - O&M | 418 | | 4/10/18 | 4/1/18 | 80410001 | 13,610.11 | 20-2540-220 |
| | 20-2540-221 | | LIFE INSURANCE - O&M | 418 | | 4/10/18 | 4/1/18 | 80410001 | 76.00 | 20-2540-221 |
| | 20-435 | | DENTAL INSURANCE PPO - O&M | 418 | | 4/10/18 | 4/1/18 | 80410001 | 535.05 | 20-430 |
| | 20-2540-221 | | LIFE INSURANCE -O&M | 418 | | 4/10/18 | 4/1/18 | 80410001 | 87.00 | 20-2540-221 |
| | 40-2550-220 | | MEDICAL INSURANCE- TRANS | 418 | | 4/10/18 | 4/1/18 | 80410001 | 21,730.97 | 40-2550-220 |
| | 40-2550-221 | | LIFE INSURANCE - TRANS | 418 | | 4/10/18 | 4/1/18 | 80410001 | 140.60 | 40-2550-221 |
| | 40-435 | | DENTAL INSURANCE PPO - TRANS | 418 | | 4/10/18 | 4/1/18 | 80410001 | 1,244.05 | 40-430 |
| | 10-2330-225 | | RETIREE INSURANCE - MEDICAL | 418 | | 4/10/18 | 4/1/18 | 80410001 | 775.31 | 10-2330-225 |
| | 10-2320-225 | | RETIREE INSURANCE LIFE | 418 | | 4/10/18 | 4/1/18 | 80410001 | 1,712.24 | 10-2320-225 |
| | 10-2210-225 | | RETIREE INSURANCE | 418 | | 4/10/18 | 4/1/18 | 80410001 | 775.31 | 10-2210-225 |
| | 10-2520-225 | | RETIREE INSURANCE | 418 | | 4/10/18 | 4/1/18 | 80410001 | 775.31 | 10-2520-225 |
| | 20-2540-225 | | RETIREE INSURANCE | 418 | | 4/10/18 | 4/1/18 | 80410001 | 1,550.62 | 20-2540-225 |
| | 40-2550-221 | | LIFE INSURANCE - TRANS | 418 | | 4/10/18 | 4/1/18 | 80410001 | 390.30 | 40-2550-221 |
| | | | | | | | | | Total | <u>276,179.48</u> |
| | | | | | | | | | Report Total | <u><u>\$276,179.48</u></u> |

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| Invoice # | A.S.N. | Vendor Name | Description | Batch # | P.O. # | Check Date | Expense on Date | Check # | Amount | State Account # |
|-----------|---------------|--------------------------|----------------------------------|---------|--------|------------|-----------------|---------|---------|-----------------|
| 8349 | 20-2540-410-1 | MASTERCARD CORPORATE CLI | POP FOR POP MACHINE | 1804 | | 4/24/18 | 4/1/18 | 100637 | 157.60 | 20-2540-410 |
| 8349 | 20-2540-410-2 | | SP EXTENSION CORDS | 1804 | | 4/24/18 | 4/1/18 | 100637 | 67.91 | 20-2540-410 |
| 8349 | 20-2540-410-2 | | BUILDING SUPPLIES SP | 1804 | | 4/24/18 | 4/1/18 | 100637 | 30.06 | 20-2540-410 |
| 8349 | 20-2540-410-2 | | SP BUILDING SUPPLIES | 1804 | | 4/24/18 | 4/1/18 | 100637 | 5.34 | 20-2540-410 |
| 4782 | 20-2540-410-2 | | HD BUILDING SUPPLIES MIKES OFFIC | 1804 | | 4/24/18 | 4/1/18 | 100637 | 51.98 | 20-2540-410 |
| 4782 | 20-2540-410-2 | | BUILDING SUPPLIES | 1804 | | 4/24/18 | 4/1/18 | 100637 | 136.13 | 20-2540-410 |
| 4766 | 40-2550-410 | | NEW EMPLOYEE UNIFORM EMBROID | 1804 | | 4/24/18 | 4/1/18 | 100637 | 20.00 | 40-2550-410 |
| 1648 | 10-2660-392 | | SERVICE AGREEMENTS | 1804 | | 4/24/18 | 4/1/18 | 100637 | 40.00 | 10-2660-392 |
| 3654 | 10-2660-392 | | ESSA WORKSHOP S. WARREN | 1804 | | 4/24/18 | 4/1/18 | 100637 | 123.17 | 10-2660-392 |
| 3654 | 10-2320-410 | | ALICE TRAINING SUPPLIES RETURN | 1804 | | 4/24/18 | 4/1/18 | 100637 | (83.70) | 10-2320-410 |
| 3654 | 10-2320-410 | | ALICE TRAINING SUPPLIES/SAFETY C | 1804 | | 4/24/18 | 4/1/18 | 100637 | 83.70 | 10-2320-410 |
| 3654 | 10-2320-410 | | SUPPLIES - EAR PLUGS ALICE TRAIN | 1804 | | 4/24/18 | 4/1/18 | 100637 | 39.96 | 10-2320-410 |
| 6407 | 10-2211-390-2 | | CLC ECOMMERCE WORKSHOP K. PE | 1804 | | 4/24/18 | 4/1/18 | 100637 | 60.00 | 10-2211-390 |
| 6407 | 10-2211-390-2 | | LUNCH FOR ELL CO TEACHING K. PE | 1804 | | 4/24/18 | 4/1/18 | 100637 | 311.73 | 10-2211-390 |
| 7553 | 10-2310-410 | | SUPPLIES BOE SNACKS | 1804 | | 4/24/18 | 4/1/18 | 100637 | 40.00 | 10-2310-410 |
| 7553 | 10-2320-410 | | WATER FOR SUPT OFFICE | 1804 | | 4/24/18 | 4/1/18 | 100637 | 34.59 | 10-2320-410 |
| 7553 | 10-2630-640 | | NSPRA K. SYLVAN | 1804 | | 4/24/18 | 4/1/18 | 100637 | 147.50 | 10-2630-640 |
| 7553 | 10-2310-410 | | 2/27 BOE SNACKS | 1804 | | 4/24/18 | 4/1/18 | 100637 | 23.36 | 10-2310-410 |
| 7553 | 10-2310-410 | | SNACKS BOE 3/6 | 1804 | | 4/24/18 | 4/1/18 | 100637 | 30.63 | 10-2310-410 |
| 7553 | 10-2630-410 | | K. SYLVAN PUBLICATION | 1804 | | 4/24/18 | 4/1/18 | 100637 | 29.50 | 10-2630-410 |
| 7553 | 10-2310-410 | | 3/15 DINNER FOR NEGOTIATIONS | 1804 | | 4/24/18 | 4/1/18 | 100637 | 162.02 | 10-2310-410 |
| 9774 | 10-2410-410-3 | | SUPPLIES - DW SIGNAGE 8TH CLASS | 1804 | | 4/24/18 | 4/1/18 | 100637 | 35.00 | 10-2410-410 |
| 9774 | 10-1120-410 | | SUPPLIES - DW ROLLING LAPTOP CA | 1804 | | 4/24/18 | 4/1/18 | 100637 | 58.00 | 10-1120-410 |
| 9774 | 10-2130-410-3 | | HEALTH OFFICE DW | 1804 | | 4/24/18 | 4/1/18 | 100637 | 18.79 | 10-2130-410 |
| 9774 | 10-1120-410 | | TEACHERS DW ROLLING LAPTOP CA | 1804 | | 4/24/18 | 4/1/18 | 100637 | 67.00 | 10-1120-410 |
| 9774 | 10-2130-410-3 | | DW HEALTH OFFICE SUPPLY | 1804 | | 4/24/18 | 4/1/18 | 100637 | 18.78 | 10-2130-410 |
| 9774 | 10-1120-410 | | DW PHONE HEADSETS SPANISH CLA | 1804 | | 4/24/18 | 4/1/18 | 100637 | 337.74 | 10-1120-410 |
| 9774 | 10-1120-410 | | SPANISH DW PHONE HEADSET | 1804 | | 4/24/18 | 4/1/18 | 100637 | 9.99 | 10-1120-410 |
| 9774 | 10-1120-410 | | SW PHONE HEADSETS SPANISH CLA | 1804 | | 4/24/18 | 4/1/18 | 100637 | 142.89 | 10-1120-410 |
| 9774 | 10-1120-411 | | DW FCS CLASSROOM STOOLS | 1804 | | 4/24/18 | 4/1/18 | 100637 | 79.68 | 10-1120-411 |

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| Invoice # | A.S.N. | Vendor Name | Description | Batch # | P.O. # | Check Date | Expense on Date | Check # | Amount | State Account # |
|-----------|---------------|-------------|------------------------------------|---------|--------|------------|-----------------|---------|----------|-----------------|
| 9774 | 10-2130-410-3 | | DW HEALTH OFFICE ROLLING BAG C, | 1804 | | 4/24/18 | 4/1/18 | 100637 | 146.89 | 10-2130-410 |
| 9774 | 10-2410-410-3 | | DW LAMINATE MACHINE | 1804 | | 4/24/18 | 4/1/18 | 100637 | 135.28 | 10-2410-410 |
| 9774 | 10-2410-410-3 | | ALICE MAGNETIC STRIPS | 1804 | | 4/24/18 | 4/1/18 | 100637 | 80.90 | 10-2410-410 |
| 9774 | 10-1120-390 | | DW SNACKS SNOWFLAKE PROGRAM | 1804 | | 4/24/18 | 4/1/18 | 100637 | 232.88 | 10-1120-390 |
| 9774 | 10-1120-410 | | DW HAMPSTER BALL D. POWELL | 1804 | | 4/24/18 | 4/1/18 | 100637 | 19.98 | 10-1120-410 |
| 9774 | 10-2190-410 | | ROBOTICS LEGO DW | 1804 | | 4/24/18 | 4/1/18 | 100637 | 26.81 | 10-2190-410 |
| 9774 | 10-1120-410 | | DW PE LOUD SPEAKER | 1804 | | 4/24/18 | 4/1/18 | 100637 | 141.99 | 10-1120-410 |
| 9774 | 10-1550-410 | | DW SCIENCE OLYMPIAD BLANKET | 1804 | | 4/24/18 | 4/1/18 | 100637 | 136.16 | 10-1550-410 |
| 8503 | 10-2211-312 | | AIRLINE TICKET LITTLFAIR CONV 4/22 | 1804 | | 4/24/18 | 4/1/18 | 100637 | 303.61 | 10-2211-312 |
| 8503 | 10-2211-312 | | HOTEL 4/22 LITTLEFAIR CONVENTION | 1804 | | 4/24/18 | 4/1/18 | 100637 | 239.00 | 10-2211-312 |
| 8503 | 10-2211-312 | | EVIDENCE BASED PROGRAM - G. FIN | 1804 | | 4/24/18 | 4/1/18 | 100637 | 219.99 | 10-2211-312 |
| 8503 | 10-1200-410 | | TOOL REFILL PACK | 1804 | | 4/24/18 | 4/1/18 | 100637 | 41.45 | 10-1200-410 |
| 8503 | 10-1200-410 | | STORY CHAMP BOARDS SPED | 1804 | | 4/24/18 | 4/1/18 | 100637 | 269.70 | 10-1200-410 |
| 8503 | 10-2211-312 | | COGNITIVE MOTOR SEMINAR G. FIN | 1804 | | 4/24/18 | 4/1/18 | 100637 | 119.99 | 10-2211-312 |
| 6058 | 10-2410-211 | | STAFF TUESDAY MEETINGS - CANDY | 1804 | | 4/24/18 | 4/1/18 | 100637 | 31.45 | 10-2410-211 |
| 6058 | 10-2211-490 | | PTO SPONSORED/ LABELS EXPLORE | 1804 | | 4/24/18 | 4/1/18 | 100637 | 161.97 | 10-2211-490 |
| 6058 | 10-1112-414-1 | | 5TH GRADE FAMILY TICKETS CHICAG | 1804 | | 4/24/18 | 4/1/18 | 100637 | 1,250.00 | 10-1112-414 |
| 6058 | 10-2215-410 | | LOCKDOWN TRAINING - SHAKE TRE | 1804 | | 4/24/18 | 4/1/18 | 100637 | 100.00 | 10-2215-410 |
| 6058 | 10-1112-415 | | 4TH GRADE SCIENCE SUPPLIES | 1804 | | 4/24/18 | 4/1/18 | 100637 | 163.45 | 10-1112-415 |
| 6058 | 10-1190-410-2 | | MUSICAL BACKDROP HD | 1804 | | 4/24/18 | 4/1/18 | 100637 | 189.18 | 10-1190-410 |
| 6058 | 10-1112-415 | | 4TH GRADE SCIENCE SUPPLIES | 1804 | | 4/24/18 | 4/1/18 | 100637 | 67.42 | 10-1112-415 |
| 6058 | 10-1112-415 | | 4TH GRADE SCIENCE SUPPLIES | 1804 | | 4/24/18 | 4/1/18 | 100637 | 61.07 | 10-1112-415 |
| 8321 | 10-1120-411 | | GROCERIES FCS | 1804 | | 4/24/18 | 4/1/18 | 100637 | 14.25 | 10-1120-411 |
| 8321 | 10-1120-411 | | GROCERIES FCS | 1804 | | 4/24/18 | 4/1/18 | 100637 | 420.73 | 10-1120-411 |
| 8321 | 10-1120-411 | | GROCERIES FCS | 1804 | | 4/24/18 | 4/1/18 | 100637 | 98.08 | 10-1120-411 |
| 8321 | 10-1120-411 | | GROCERIES FCS | 1804 | | 4/24/18 | 4/1/18 | 100637 | 28.83 | 10-1120-411 |
| 8321 | 10-1120-411 | | GROCERIES FCS | 1804 | | 4/24/18 | 4/1/18 | 100637 | 8.53 | 10-1120-411 |
| 8321 | 10-1120-411 | | GROCERIES FCS PAPER GOODS SUF | 1804 | | 4/24/18 | 4/1/18 | 100637 | 315.53 | 10-1120-411 |
| 8321 | 10-1120-411 | | SEWING SUPPLIES | 1804 | | 4/24/18 | 4/1/18 | 100637 | 91.61 | 10-1120-411 |
| 8321 | 10-1120-411 | | FCS SUPPLIES AND CLEANING | 1804 | | 4/24/18 | 4/1/18 | 100637 | 151.64 | 10-1120-411 |

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Paid Accounts Payable by Check Number

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| Invoice # | A.S.N. | Vendor Name | Description | Batch # | P.O. # | Check Date | Expense on Date | Check # | Amount | State Account # |
|-----------|---------------|-------------|----------------------------------|---------|--------|------------|-----------------|---------|----------|-----------------|
| 1418 | 10-2660-410 | | TECH - ADDITIONAL LICENSE IPAD | 1804 | | 4/24/18 | 4/1/18 | 100637 | 32.99 | 10-2660-410 |
| 4774 | 20-2540-410-2 | | BUILDING SUPPLIES MISC WORK ORI | 1804 | | 4/24/18 | 4/1/18 | 100637 | 183.28 | 20-2540-410 |
| 4774 | 20-2540-410-2 | | BUILDING SUPPLIES MISC WORK ORI | 1804 | | 4/24/18 | 4/1/18 | 100637 | 186.61 | 20-2540-410 |
| 4774 | 20-2540-410-2 | | BUILDING SUPPLIES DW LOUNGE | 1804 | | 4/24/18 | 4/1/18 | 100637 | 65.98 | 20-2540-410 |
| 4774 | 20-2540-410-2 | | BUILDING SUPPLIES HOME EC TOWE | 1804 | | 4/24/18 | 4/1/18 | 100637 | 38.94 | 20-2540-410 |
| 4568 | 10-2211-390-2 | | LITERATURE WORKSHOP C. NASENB | 1804 | | 4/24/18 | 4/1/18 | 100637 | 59.00 | 10-2211-390 |
| 4568 | 10-2220-410-3 | | SUPPLIES - GENERAL DW | 1804 | | 4/24/18 | 4/1/18 | 100637 | 34.94 | 10-2220-410 |
| 4568 | 10-2211-390-2 | | IPHA WORKSHOP K. BRUNNING | 1804 | | 4/24/18 | 4/1/18 | 100637 | 85.00 | 10-2211-390 |
| 4568 | 10-2211-390-2 | | LINKS TO LEARNING T. HAFNER | 1804 | | 4/24/18 | 4/1/18 | 100637 | 32.16 | 10-2211-390 |
| 4568 | 10-2211-390-2 | | GREG TANG WORKSHOP S. WALSH | 1804 | | 4/24/18 | 4/1/18 | 100637 | 245.00 | 10-2211-390 |
| 4568 | 10-2211-390-2 | | ON SITE ALICE TRAINING | 1804 | | 4/24/18 | 4/1/18 | 100637 | 925.50 | 10-2211-390 |
| 4568 | 10-2220-430-2 | | BOOKS HD | 1804 | | 4/24/18 | 4/1/18 | 100637 | 265.00 | 10-2220-430 |
| 4568 | 10-2220-410-3 | | LIBRARY DISPLAY DW | 1804 | | 4/24/18 | 4/1/18 | 100637 | 28.95 | 10-2220-410 |
| 4568 | 10-2215-410 | | LINKS TO LEARNING T. HAFNER SPEC | 1804 | | 4/24/18 | 4/1/18 | 100637 | 186.91 | 10-2215-410 |
| 4568 | 10-2215-410 | | LINKS TO LEARNING WECHSELBERG | 1804 | | 4/24/18 | 4/1/18 | 100637 | 1,381.03 | 10-2215-410 |
| 4568 | 10-2220-410-3 | | LIBRARY DISPLAY DW | 1804 | | 4/24/18 | 4/1/18 | 100637 | 46.09 | 10-2220-410 |
| 4568 | 10-1100-490 | | TEACHING SUPPLIES - INCUBATION F | 1804 | | 4/24/18 | 4/1/18 | 100637 | 264.64 | 10-1100-490 |
| 4568 | 10-2211-390-2 | | ISTE REGISTRATION K. LABELLE | 1804 | | 4/24/18 | 4/1/18 | 100637 | 250.00 | 10-2211-390 |
| 4568 | 10-2211-390-2 | | ISTE REGISTRATION T. GORDON | 1804 | | 4/24/18 | 4/1/18 | 100637 | 595.00 | 10-2211-390 |
| 4568 | 10-2211-390-2 | | ACADEMIC TALK WORKSHOP NIZIOLE | 1804 | | 4/24/18 | 4/1/18 | 100637 | 120.00 | 10-2211-390 |
| 4568 | 10-2211-390-2 | | EVALUATOR RETRAINING J. MAU | 1804 | | 4/24/18 | 4/1/18 | 100637 | 206.00 | 10-2211-390 |
| 4568 | 10-2211-390-2 | | EVALUATOR RETRAINING J. PERRI | 1804 | | 4/24/18 | 4/1/18 | 100637 | 206.00 | 10-2211-390 |
| 4568 | 10-2211-390-2 | | LIBRARY WORKSHOP P. LATHROP | 1804 | | 4/24/18 | 4/1/18 | 100637 | 249.00 | 10-2211-390 |
| 4568 | 10-2211-390-2 | | LIBRARY WORKSHOP P. LATHROP | 1804 | | 4/24/18 | 4/1/18 | 100637 | 249.00 | 10-2211-390 |
| 4568 | 10-2211-390-2 | | ACADEMIC TALK WORKSHOP R. SEEI | 1804 | | 4/24/18 | 4/1/18 | 100637 | 60.00 | 10-2211-390 |
| 4568 | 10-2211-390-2 | | ACADEMIC TALK WORKSHOP E. BOSI | 1804 | | 4/24/18 | 4/1/18 | 100637 | 60.00 | 10-2211-390 |
| 4568 | 10-2220-410-2 | | LIBRARY TEACHING SUPPLIES HD | 1804 | | 4/24/18 | 4/1/18 | 100637 | 170.00 | 10-2220-410 |
| 4568 | 10-2211-314 | | PTO CULTURAL EVENT DW | 1804 | | 4/24/18 | 4/1/18 | 100637 | 450.00 | 10-2211-314 |
| 6620 | 10-2540-341 | | DISTRICT INTERNET | 1804 | | 4/24/18 | 4/1/18 | 100637 | 6,425.13 | 10-2540-341 |
| 6620 | 20-2540-329 | | ALARM MONITORING DW | 1804 | | 4/24/18 | 4/1/18 | 100637 | 170.78 | 20-2540-329 |

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| Invoice # | A.S.N. | Vendor Name | Description | Batch # | P.O. # | Check Date | Expense on Date | Check # | Amount | State Account # |
|-----------|-------------|-------------|-----------------------------------|---------|--------|------------|-----------------|---------|---------------------|---------------------------|
| 6620 | 10-2540-321 | | SANITATION SERVICES DW | 1804 | | 4/24/18 | 4/1/18 | 100637 | 334.41 | 10-2540-321 |
| 6620 | 10-2540-321 | | SANITATION SERVICES SP | 1804 | | 4/24/18 | 4/1/18 | 100637 | 258.12 | 10-2540-321 |
| 6620 | 10-2540-321 | | SANITATION SERVICES HD | 1804 | | 4/24/18 | 4/1/18 | 100637 | 434.86 | 10-2540-321 |
| 6620 | 10-2540-341 | | LONG DISTANCE | 1804 | | 4/24/18 | 4/1/18 | 100637 | 2,224.34 | 10-2540-341 |
| 6620 | 20-2540-341 | | CELL PHONE - O&M | 1804 | | 4/24/18 | 4/1/18 | 100637 | 240.45 | 20-2540-341 |
| 6620 | 40-2550-341 | | CELL PHONE - TRANS | 1804 | | 4/24/18 | 4/1/18 | 100637 | 81.23 | 40-2550-341 |
| 4725 | 10-2520-410 | | BUSINESS OFFICE CHAIR D. MICHEL | 1804 | | 4/24/18 | 4/1/18 | 100637 | 345.00 | 10-2520-410 |
| 4725 | 20-2540-319 | | FACILITIES MANAGEMENT- S. GAUNK | 1804 | | 4/24/18 | 4/1/18 | 100637 | 205.00 | 20-2540-319 |
| 4725 | 20-2540-325 | | RENTAL OF EQUIPMENT | 1804 | | 4/24/18 | 4/1/18 | 100637 | 260.00 | 20-2540-325 |
| 4725 | 20-2540-325 | | RENTAL OF EQUIPMENT | 1804 | | 4/24/18 | 4/1/18 | 100637 | 250.00 | 20-2540-325 |
| 4725 | 20-2540-325 | | RENTAL OF EQUIPMENT | 1804 | | 4/24/18 | 4/1/18 | 100637 | 154.00 | 20-2540-325 |
| 6620 | 10-2520-342 | | POSTAGE LEASE PAYMENT 5/18 - 8/18 | 1804 | | 4/24/18 | 4/1/18 | 100637 | 1,092.27 | 10-2520-342 |
| 6620 | 20-2540-329 | | DISTRICT IPM | 1804 | | 4/24/18 | 4/1/18 | 100637 | 152.82 | 20-2540-329 |
| 6620 | 10-2220-440 | | NEWSPAPER HD | 1804 | | 4/24/18 | 4/1/18 | 100637 | 49.80 | 10-2220-440 |
| | | | | | | | | | Total | <u>26,902.95</u> |
| | | | | | | | | | Report Total | <u><u>\$26,902.95</u></u> |

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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: Patrick Palbicke
CC: Dr. Scott Warren
Date: May 22, 2018
Re: April 2018 Donations

During April 2018, the District received the following donations:

| <u>Donors</u> | <u>Amount</u> | <u>Purpose of Donation</u> |
|----------------|---------------|----------------------------------|
| Abbvie | 500.00 | Employer Matching Donation |
| Abbvie | 210.00 | Employer Matching Donation |
| Music Boosters | 1500.00 | DW Cello Reimbursement |
| PTO | 1650.00 | DW 3-D Printer Links to Learning |
| PTO | 5279.00 | DW Heart Zone Packs |
| PTO | 1546.74 | DW STEM REACH License |
| PTO | 97.26 | PTO March Madness Books Grant |
| PTO | 521.46 | Reimbursement SP "Bench Buddy" |

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 17, 2018
Re: Approval of Employment

It is recommended that the Board accept and approve the employment of the following employees:

Amanda Ciss, Daniel Wright Grade 6 part-time math teacher for the 2018-2019 school year.

Rick Gelboim, Grade 7/8 Math for the 2018-2019 school year.

Jennifer Arroyo, Sprague School Assistant Principal.

Approval of Employment

Amanda Ciss, 6th Grade part-time 0.60 FTE Math, BS+0 Step 2 for a salary of \$27,954.00 prorated.

Rick Gelboim, 7/8 grade Math, MS+0 Step 3 for a salary of \$54,762.00.

Angie Cha, 8th grade Math, approved for employment at the March 2018 regular meeting with a salary to be determined when the contract is ratified. Therefore, the contract is presented for a salary of \$46,540.00.

Jennifer Arroyo, Sprague School Assistant Principal, 10-month position for a salary of \$78,000.00.

Amanda Ciss

1853 Western Ave • Northbrook, IL 60062 • (224) 241-7081 • amanda.ciss@yahoo.com

EDUCATION

Illinois State University
Bachelor of Science in Education Normal, IL
Dec. 2016
Major—Middle Level Education—GPA 4.0/4.0
License—K-9 Elementary Professional Educator License
Endorsements—Mathematics Grades 5-8, Social Sciences Grades 5-8

STUDENT TEACHING EXPERIENCE

Lincoln Junior High School, District 69 Skokie, IL
Student Teacher Aug. 2016—Dec. 2016

- ☑☑ Fostered a positive learning environment through promotion of a growth mindset, implementation of Kagan learning strategies, and utilization of low floor-high ceiling tasks
- ☑☑ Developed challenging, student-centered lessons differentiated for students of various learning styles while implemented Eureka math curriculum with fidelity
- ☑☑ Collaborated closely with cooperating teacher, team teachers, and students to build and maintain strong relationships with all those involved in the learning process

Kinglsey Junior High School, District 5 Normal, IL
Student Intern Mar. 2016—May 2016

- ☑☑ Integrated the following activities into a flipped classroom, learning stations activity on the Vietnam War: a simulated draft, reading and writing prompts, political cartoons, a virtual wall memorial visit, and the study of lyrics and song

RELATED EXPERIENCE

Chicago Botanic Gardens Glencoe, IL
Summer Camp Instructor Summers 2017 & 2018

- ☑☑ Prepared and instructed experiential, hands-on learning opportunities for campers, utilizing the garden's natural resources and annual theme to develop each lesson

Wood Oaks Junior High School, District 27 Northbrook, IL
Instructional Assistant, Homebound Tutor, Volleyball Coach Dec. 2016—June 2018

- ☑☑ Administered small group testing, accommodated classroom activities and resources, assisted students in regulating their behavior, and upheld high expectations of students
- ☑☑ Supported students with disabilities in the general education classroom by establishing a strong rapport with each individual and collaborating closely with the special education and core classroom teachers

Lincoln Middle School, District 57 Mount Prospect, IL
6th Grade Mathematics Maternity Substitute Oct. 2017—Feb. 2018

- ☑☑ Created enriched, scaffolded, and cooperative learning opportunities in accelerated, common core, and co-taught classes
- ☑☑ Launched authentic learning experiences to implement Big Ideas math curriculum, such as "Mathmageddon" in which students save the world from an impending asteroid by graphing linear equations and the Winter Olympic games where students practice square and cube roots, the Pythagorean Theorem, and writing repeating decimals as fractions

Wood Oaks Junior High School, District 27 Northbrook, IL
8th Grade Mathematics Maternity Substitute Mar. 2017—May 2017

- ☑☑ Designed, implemented, and reflected upon rigorous, integrative lessons for 8th grade math, algebra, and geometry
- ☑☑ Customized interventions for 6th, 7th, and 8th grade math courses, specifically through the integration of games in math lab
- ☑☑ Modeled diligence, facilitated organization and executive functioning skills, and monitored extended work time in a section of 8th grade learning pathways
- ☑☑ Collected formative data to instruct future teaching practices and encourage students to self-evaluate their understanding

PROFESSIONAL DEVELOPMENT

- District 27 Emergency Preparedness Plan III, Mindfulness Training III, and Zones of Regulation (2018)
- District 27 Technology Conference—Cyber Safety, Infographic Content, Google Hangouts & Forms, and Tech Treats (2017)
- Great Minds-Eureka Math Conference (2016)
- District 69 SLOs and Student Growth Assessments (2016)
- IEA/NEA Student Program Conferences *Jump, Jive, and Teach* (2016) & *Make an Impression* (2015)
- IEA Professional Development Pre-Conference- "Are Your Students Engaged Yet?" and "Christmas Not Coming Fast Enough!"
- Teaching in the 21st Century Conference (2015)
- ISU SEA *Teaching is a Balancing Act* Spring Conference (2015)
- Smart Board Training & iPad Application Training (2014)



LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103
TEACHER CONTRACT

6th Grade Math
FTE: 0.60

| <u>TEACHER</u> | <u>DEGREE</u> | <u>LANE</u> | <u>STEP</u> | <u>TRS SALARY</u> |
|----------------|---------------|-------------|-------------|---------------------|
| Ciss, Amanda | BA | 1 | 2 | \$ 27,954 *Prorated |

AGREEMENT MADE THIS **22nd DAY OF May, 2018** between the Board of Education of Lincolnshire-Prairie View School District 103, Lake County, Illinois, hereinafter called the BOARD, and

Amanda Ciss
hereinafter called the TEACHER*
W I T N E S S E T H

A. EMPLOYMENT:

1. The BOARD hereby employs **Amanda Ciss** 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 **\$\$ 27,954 *Prorated** for the term commencing **September 15, 2018** 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 **22nd day of May, 2018**.

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

Rick Y. Gelboim

rgelboim@gmail.com

2131 Harrison Street
Evanston, IL 60201

Mobile: 914-589-9407

EDUCATION

Northwestern University, Evanston, IL Anticipated June 2018

Master of Science in Education with a Secondary Mathematics Concentration

- Illinois State Professional Licensure with Middle School Mathematics Endorsement
- Master's Project Research - Exploring benefits of implementing high-cognitive demand math activities
- 4.0 GPA and Recipient of Waldron Fellowship

Washington University School of Law, St. Louis, MO June 2004

Juris Doctorate

- Dean's list and recipient of merit-based annual scholarship

Syracuse University, Syracuse, NY June 2001

Bachelor of Science in Business Management, Finance Concentration

- Graduated *magna cum laude* and Management Scholar (1 of 12 students recognized)
-

TEACHING EXPERIENCE

Student Teacher, Wilmette Junior High School, Wilmette, IL November 2017 - March 2018

- Taught three 8th grade Algebra 1 sections for ten weeks in data analysis and displays, transformations, and polynomials equations and factoring
- Taught three 7th grade Pre-Algebra sections for ten weeks in constructions and scale drawings, probability and statistics, and circles and area
- Designed and implemented engaging and challenging lesson plans in six student-centered classrooms

Student Teacher, Northside College Preparatory High School, Chicago, IL September 2017 - December 2017

- Observed and assisted in a 10th grade geometry (Interactive Mathematics Program 2) classroom
- Taught full-class lesson on proving the Pythagorean Theorem using scaled triangles

Volunteer Tutor, Kingsley Elementary School, Evanston, IL December 2017 - Present

- Tutor 1st through 5th grade students in math and other subjects through Books & Breakfast program

Volunteer Teacher, Patrick Henry Elementary School, St. Louis, MO September 2002 - November 2002

- During law school, taught legal concepts to 4th grade students in St. Louis public school
-

OTHER PROFESSIONAL EXPERIENCE

Estate Planning Attorney and Partner, Levin Schreder & Carey Ltd, Chicago, IL March 2008 - March 2016

- Provided a full range of estate planning and wealth management legal services
- Mentored and taught associates and paralegals

Estate Planning Attorney and Associate, Jenner & Block LLP, Chicago, IL September 2004 - March 2008

- Devised and implemented estate and tax reduction plans for diverse client base

Trustee, The Sylvia and Robert Scher Charitable Foundation, New York, NY December 2001 - Present

- Serve as Trustee of \$2.5 million New York private foundation
-

PROFESSIONAL MEMBERSHIPS AND PUBLICATIONS

- Member of National Council of Teachers of Mathematics, Illinois Council of Teachers of Mathematics, and Metropolitan Math Club of Chicago
 - Registered with Illinois Attorney Registration and Disciplinary Commission (enables the practice of law)
 - Co-authored tax law articles in 2006 and 2011 that were published in the IICLE Estate Planning Short Course
-

PERSONAL INTERESTS

- Father of twin 4-year old daughters, golf, hiking, and photography



LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103
TEACHER CONTRACT

7/8 Math Teacher
FTE: 1.0

| <u>TEACHER</u> | <u>DEGREE</u> | <u>LANE</u> | <u>STEP</u> | <u>TRS SALARY</u> |
|----------------|---------------|-------------|-------------|-------------------|
| Gelboim, Rick | BA | 4 | 3 | \$54,762.00 |

AGREEMENT MADE THIS **22nd DAY OF May, 2018** between the Board of Education of Lincolnshire-Prairie View School District 103, Lake County, Illinois, hereinafter called the BOARD, and

Rick Gelboim
hereinafter called the TEACHER*
W I T N E S S E T H

A. EMPLOYMENT:

1. The BOARD hereby employs **Rick Gelboim** 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 **\$54,762.00** for the term commencing **September 15, 2018** 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 **22nd day of May, 2018**.

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

8th Grade Math Teacher
FTE: 1.0

| <u>TEACHER</u> | <u>DEGREE</u> | <u>LANE</u> | <u>STEP</u> | <u>TRS SALARY</u> |
|----------------|---------------|-------------|-------------|-------------------|
| Cha, Angie | BA | 1 | 2 | \$46,540.00 |

AGREEMENT MADE THIS **20th DAY OF March, 2018** 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 **\$46,540.00** for the term commencing **September 15, 2018** 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 **20th day of March, 2018**.

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

Jennifer Arroyo

2530 Coneflower Court • Wauconda, IL 60084
Phone: 847-373-9647 • E-Mail: jen.arroyo@outlook.com



Objective

Dedicated, resourceful education professional with proven ability to: create and monitor school policies and practices that promote a safe learning environment; ensure a school culture that encourages continuous improvements for teachers and students; develop an environment that encourages open communication with colleagues, students, and the community; and mentor educators in the creation and implementation of class instruction, lesson plans and student assessment in conjunction with standards-based grading and Common Core State Standards.

Highlighted Professional Experience

ROUND LAKE SCHOOL DISTRICT #116, Round Lake, IL **July 2014 – PRESENT** *Assistant Principal – Murphy Elementary School*

Performed the administrative duties of an assistant principal in a 1-5 building of approximately 600 students and 70 staff members.

- Established and maintained rapport with staff, students, and parents
- Developed a solid Multi-Tiered System of Support (MTSS)
- Facilitated 504 meetings, MTSS/RtI meetings, and problem solving meetings
- Served as the Local Education Agency (LEA) representative in Individual Education Plan (IEP) Meetings
- Served as testing coordinator for ACCESS, MAP and PARCC testing
- Assisted in the interviewing, hiring, and coaching of the teaching and support staff
- Provided student discipline in all settings by working closely with staff, students, and parents to alleviate discipline issues in the building
- Actively involved in the PBIS Positive Behavioral Interventions and Support Systems to provide school-wide behavior expectations
- Conducted teacher and support staff teaching performance evaluations that included pre-observation conferences, instructional performance observations, and post-observation conferences utilizing the Danielson Framework for Teaching
- Developed, organized, and presented at staff workshops
- Co-facilitated all school-wide assemblies and evening events

HAWTHORN SCHOOL DISTRICT #73, Vernon Hills, IL **March 2014 – June 2014** *Assistant Principal – Hawthorn Elementary School South*

Performed the administrative duties of an assistant principal in a K-5 building of approximately 700 students and 80 staff members.

- Worked closely with staff, students, and parents to alleviate bus misconduct and discipline issues in the building
- Facilitated 504 meetings, RtI meetings, problem solving meetings, and school improvement meetings
- Served as the Local Education Agency (LEA) representative in Individual Education Plan (IEP) Meetings
- Assisted in the development of classroom and related arts daily schedules for the new school year
- Coached staff and provided guidance to teachers relating to academics, student behavior, and discipline

HAWTHORN SCHOOL DISTRICT #73, Vernon Hills, IL **August 2005 – March 2014** *Classroom Teacher – Hawthorn Elementary School South*

Instructed students in a self contained classroom in all subject areas. Teaching experience in 1st, 2nd, and 3rd grade.

- Tailored lesson plans aligned to Common Core Standards to teach diverse groups of students
- Utilized The Daily 5, Literacy Cafe, and Six Traits Writing
- Monitored student progress through the use of Fountas & Pinnell, NWEA, AIMS Web, ECRA Writing, and District Common Assessments
- Incorporated a variety of manipulatives, hands-on approach, technology integration and cooperative learning activities to foster student learning and engagement
- Worked collaboratively with other teachers and professionals to create effective lessons to meet the learning needs and abilities of all students
- Differentiated learning to accommodate different academic levels, learning styles, and social/emotional needs
- Maintained open lines of communication with families through phone calls, emails, weekly newsletters, and classroom webpage
- Mentored new teachers through the course of their first two years of teaching experience
- Developed and facilitated various staff development workshops and trainings for teachers

Jennifer Arroyo

2530 Coneflower Court • Wauconda, IL 60084
Phone: 847-373-9647 • E-Mail: jen.arroyo@outlook.com



Education

- ◆ **Masters in Education Leadership** **2010**
American College of Education, Indianapolis, IN
- ◆ **Masters in Curriculum and Instruction** **2007**
Concordia University, River Forest, IL
- ◆ **Bachelor of Arts Degree** **2005**
Major in Elementary Education and Communication
Lake Forest College, Lake Forest, IL

Certification

Illinois Licensure

Professional Educator License IEIN 665716

Illinois Approved Program / Endorsements:
General Administrative K-12
Elementary Education K-9

**ASSISTANT PRINCIPAL OF
LAURA B. SPRAGUE SCHOOL'S AGREEMENT
10-Month Employee**

THIS AGREEMENT made this 22 day of MAY, 2018 by and between the BOARD OF EDUCATION OF LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103 ("BOARD"), and JENNIFER ARROYO ("ASSISTANT PRINCIPAL"), has been approved at the meeting of the BOARD held on MAY 22, 2018.

IT IS AGREED:

1. **EMPLOYMENT** - The ASSISTANT PRINCIPAL is hereby hired and retained from July 1, 2018 through and including June 30, 2019, as ASSISTANT PRINCIPAL of LAURA B. SPRAGUE DAY SCHOOL 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. **SALARY** - In consideration of the 10-month annual salary **of Seventy-Eight Thousand Dollars (\$78,000.00)**, the ASSISTANT PRINCIPAL agrees to devote such time, skill, labor and attention to the ASSISTANT PRINCIPAL'S 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.

4. **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 the ASSISTANT PRINCIPAL 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, the ASSISTANT PRINCIPAL has *no* right to seek additional sums from the BOARD.

5. **DEFERRED COMPENSATION** - The ASSISTANT PRINCIPAL may elect that a portion of the ASSISTANT PRINCIPAL'S 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.

6. **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.

7. **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 the ASSISTANT PRINCIPAL'S) own expense.

8. **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 the ASSISTANT PRINCIPAL'S 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.

9. **SICK AND PERSONAL LEAVE** – The ASSISTANT PRINCIPAL will be entitled to twelve (12) 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.

10. **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 the ASSISTANT PRINCIPAL 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.

11. **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 the ASSISTANT PRINCIPAL belongs. The BOARD shall also pay the costs for professional educational journals to which the ASSISTANT PRINCIPAL subscribes.

12. **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.

13. **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.

14. **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 the ASSISTANT PRINCIPAL is agreeing not to seek other employment for a period of two (2) years following the receipt of the last tuition reimbursement the ASSISTANT PRINCIPAL

receives from the BOARD. If the ASSISTANT PRINCIPAL voluntarily resigns employment for reasons other than disability, retires, or is terminated pursuant to Section 18 (D) or (E) below, prior to fulfilling the ASSISTANT PRINCIPAL'S two-year commitment to remain employed by the BOARD, the ASSISTANT PRINCIPAL 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 the ASSISTANT PRINCIPAL under this Agreement or otherwise. The ASSISTANT PRINCIPAL'S repayment obligation will be reduced by fifty percent (50%) if the ASSISTANT PRINCIPAL fulfills one year of the ASSISTANT PRINCIPAL'S 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.

15. **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 the ASSISTANT PRINCIPAL'S 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 the ASSISTANT PRINCIPAL'S 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 the ASSISTANT PRINCIPAL'S 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 the ASSISTANT PRINCIPAL from performing the ASSISTANT PRINCIPAL'S 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, the ASSISTANT PRINCIPAL 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.

16. **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.

17. **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 the ASSISTANT PRINCIPAL'S individual capacity, or in the ASSISTANT PRINCIPAL'S official capacity as agent and employee of the BOARD provided the incident arose while the ASSISTANT PRINCIPAL was acting within the scope of the ASSISTANT PRINCIPAL'S 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.

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 ASSISTANT PRINCIPAL, to:

JENNIFER ARROYO
2530 Coneflower Ct.
Wauconda, IL 60084

(or at the last address of the ASSISTANT PRINCIPAL 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 ASSISTANT PRINCIPAL, the ASSISTANT PRINCIPAL'S 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: _____
JENNIFER ARROYO

By: _____
President

ATTEST:

Secretary



Lincolnshire-Prairie View School District 103

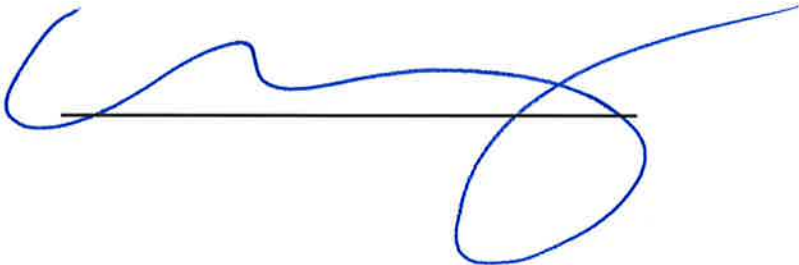
Memo

To: Board of Education
From: Scott Warren
Date: May 17, 2018
Re: Approval of Resignation

It is recommended that the Board approve the resignations of Melissa Crowley and Sharon Chamberlain.

I, Melissa Crowley, am resigning from my position effective immediately.

May 11, 2018

A handwritten signature in blue ink is written over a solid black horizontal line. The signature is stylized and cursive, starting with a large loop on the left and ending with a long, sweeping stroke that loops back under the line.

May 16, 2018

12:59 PM (9 minutes ago)

Sharon Chamberlain

to Scott, me, Carey, Michelle

Dear Dr. Warren,

Due to a family situation, please accept this notice of resignation as Administrative Assistant from Daniel Wright Junior High School with my last day to be June 8, 2018.

I have enjoyed my time at Daniel Wright and I thank you for all your support through this transitional time.



Lincolnshire-Prairie View School District 103

Memo

To: Board of Education
From: Scott Warren
Date: May 17, 2018
Re: Administrator Contract/Salary Increases

I am recommending that the Board approve the Administrator contracts/salary increases for the 2018-2019 school year. The increases are within the 3% increase for the pool. The contracts are included for approval.

**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 Patrick Palbicke ("Mr. Palbicke") are parties to an Assistant Superintendent's Contract covering the term of July 1, 2017, through June 30, 2020, (the "Contract"); and

WHEREAS, the Board and Mr. Palbicke 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, 2018 through June 30, 2019, pursuant to Section 4 of the Contract, as One Hundred Fifty-Eight Thousand Six Hundred Twenty Dollars (\$158,620.00). 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 22nd day of May, 2018

AGREED:

Patrick Palbicke

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

ATTEST:

Secretary

President

**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, 2018 through June 30, 2019, pursuant to Section 4 of the Contract, as One Hundred Seventy Four Thousand Two Hundred Sixteen Dollars (\$174,216.00). 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 22nd day of May, 2018

AGREED:

Katie Reynolds

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

ATTEST:

Secretary

President

DIRECTOR OF TECHNOLOGY AND ASSESSMENT'S AGREEMENT

THIS AGREEMENT made this 22nd day of May, 2018, 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 22, 2018.

IT IS AGREED:

1. **EMPLOYMENT** - The DIRECTOR OF TECHNOLOGY AND ASSESSMENT is hereby hired and retained from July 1, 2018 through and including June 30, 2019, 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 Ten Thousand Two Hundred Seventy-Two Dollars (\$110,272.00), 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 here from, 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

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

THIS AGREEMENT made this 22nd day of May, 2018, by and between the BOARD OF EDUCATION OF LINCOLNSHIRE-PRAIRIEVIEW SCHOOL DISTRICT 103 (“BOARD”), and GINA FINALDI (“DIRECTOR OF STUDENT SERVICES”), has been approved at the meeting of the BOARD held on May 22, 2018.

IT IS AGREED:

1. **EMPLOYMENT** - The DIRECTOR OF STUDENT SERVICES is hereby hired and retained from July 1, 2018 through and including June 30, 2019, as DIRECTOR OF STUDENT SERVICES in Lincolnshire-Prairie View School District No. 103.

2. **DUTIES** - The duties and responsibilities of the DIRECTOR OF STUDENT SERVICES will be those incidental to the office of the DIRECTOR OF STUDENT SERVICES, those set forth in the job description for the position of DIRECTOR OF STUDENT SERVICES (or, those duties contained in Board Policy, as adopted, and which may be amended from time to time), the attainment of the student performance and academic improvement goals determined pursuant to this Agreement, those obligations imposed by the laws of the State of Illinois upon the DIRECTOR OF STUDENT SERVICES, and the performance of other professional duties customarily performed by a DIRECTOR OF STUDENT SERVICES as from time to time may be assigned to the DIRECTOR OF STUDENT SERVICES by the BOARD or the Superintendent. The BOARD reserves the right to reassign the DIRECTOR OF STUDENT SERVICES to different duties requiring 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 STUDENT SERVICES will address and fulfill student performance and academic improvement goals which are attached hereto, as Exhibit A, and may be modified by the BOARD, the Superintendent and the DIRECTOR OF STUDENT SERVICES cooperatively, during the time between the effective date of this contract and the DIRECTOR OF STUDENT SERVICES’ start of employment. Any modifications to the student performance and academic improvement goals will be attached to this Agreement and made a part hereof. Once the student performance and academic improvement goals have been attained, this Agreement may be extended by the express, written consent of the parties. For each succeeding school year covered by this Agreement, new student performance and academic improvement goals will be developed prior to the next school year and made a part hereof.

4. **SALARY** - In consideration of the annual salary of One Hundred Thirty-Three Thousand Nine Hundred Dollars (\$133,900.00), the DIRECTOR OF STUDENT SERVICES agrees to devote such time, skill, labor and attention to her employment, during the term of this Agreement, in order to faithfully perform the duties of DIRECTOR OF STUDENT SERVICES. Salary will be paid in twenty-four (24) equal installments in accordance with the BOARD policy governing payment of salary to the other 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 STUDENT

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

In addition, the DIRECTOR OF STUDENT SERVICES will receive 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 STUDENT SERVICES by the BOARD as expressed in Section 4, the BOARD will pick up and pay on the DIRECTOR OF STUDENT SERVICES' behalf, a maximum contribution of 9.0% 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 DIRECTOR OF STUDENT SERVICES make no commitment or guarantee that the BOARD'S payment of the contribution will continue to be excludable from the DIRECTOR OF STUDENT SERVICES' gross income for federal or state income tax purposes or that any other federal or state tax treatment will apply.

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

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

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

provide and pay 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 STUDENT SERVICES will be responsible for the remaining 20% of the cost of the premiums.

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

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

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

11. **VACATION LEAVE** - The DIRECTOR OF STUDENT SERVICES will receive twenty (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 STUDENT SERVICES.

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

13. **MEMBERSHIP DUES** – With prior BOARD approval and upon proper substantiation, the DIRECTOR OF STUDENT SERVICES will be reimbursed for the dues and membership fees for one national and one state administrator, teacher and/or school board

organization memberships to which she belongs. The BOARD shall also pay the costs for professional educational journals to which the DIRECTOR OF STUDENT SERVICES subscribes.

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

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

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

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

- A. Mutual agreement of the parties.
- B. Retirement.
- C. Resignation, provided, however, the DIRECTOR OF STUDENT SERVICES gives the BOARD at least ninety (90) days prior written notice of the proposed resignation.
- D. Disability. In the event of disability by illness or incapacity, after the DIRECTOR OF STUDENT SERVICES' sick leave has been exhausted, the compensation will be reinstated after the DIRECTOR OF STUDENT SERVICES has returned to employment and undertaken the full discharge of her duties. The BOARD may terminate this Agreement by written

notice to the DIRECTOR OF STUDENT SERVICES at any time after the DIRECTOR OF STUDENT SERVICES has exhausted any accumulated sick leave and such other leave as may be available and has been absent from her employment for whatever cause for an additional continuous period of three (3) months. All obligations of the BOARD will cease upon such termination.

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

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

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

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

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

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

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

If to the BOARD, to:

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

If to the DIRECTOR OF STUDENT SERVICES, to:

Gina Finaldi
9704 67th ST.
Kenosha, WI 53142

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

21. **MISCELLANEOUS**

- A. This Agreement has been executed in Illinois, and will be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there is any conflict between such headings or numbers and the text of this Agreement, the text will control.
- C. This Agreement may be executed in one or more counterparts, each of which will be considered an original, and all of which taken together will be considered one and the same instrument.

- D. This Agreement contains all the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior contracts, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. This Agreement will be binding upon and inure to the benefit of the DIRECTOR OF STUDENT SERVICES, her successors, assigns, heirs, executors, and personal representatives, and will be binding upon, and inure to the benefit of the BOARD, its successors and assigns.
- F. Both parties have had the opportunity to seek the advice of counsel.
- G. No subsequent alteration, amendment, change, or addition to this Agreement, will be binding upon the parties unless reduced to writing and duly authorized and signed by each of them.
- H. The BOARD retains the right to repeal, change or modify any policies, procedures or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.
- I. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it will be deemed removed here from, and the remainder of this Agreement will continue to have its intended full force and effect.

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

DIRECTOR OF STUDENT SERVICES

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

By: _____
GINA FINALDI

By: _____
President

ATTEST:

Secretary

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

THIS AGREEMENT made this 22nd day of May, 2018, 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 22, 2018.

IT IS AGREED:

1. **EMPLOYMENT** - The DIRECTOR OF FACILITIES is hereby hired and retained from July 1, 2018 through and including June 30, 2019, 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 Twelve Thousand Six Hundred Thirty-Two Dollars (\$112,632.00), 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 here from, and the remainder of this Agreement will continue to have its intended full force and effect.

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

DIRECTOR OF FACILITIES

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

By: _____
Scott Gaunky

By: _____
President

ATTEST:

Secretary

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

THIS AGREEMENT made this 22nd day of May, 2018, 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 22, 2018.

IT IS AGREED:

1. **EMPLOYMENT** - The DIRECTOR OF TRANSPORTATION is hereby hired and retained from July 1, 2018 through and including June 30, 2019, 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-Four Thousand Ninety-Four Dollars (\$94,094.00), 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.

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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.

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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 here from, 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 22nd day of May, 2018, 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 22, 2018.

IT IS AGREED:

1. **EMPLOYMENT** - The CURRICULUM COORDINATOR is hereby hired and retained from August 1, 2018 through and including June 30, 2019, 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 Eight Thousand Six Hundred Ninety Five Dollars (\$48,695.00), 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

PRINCIPAL OF DANIEL WRIGHT JUNIOR HIGH'S AGREEMENT

THIS AGREEMENT made this 22nd day of May, 2018, 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 22, 2018.

IT IS AGREED:

1. **EMPLOYMENT** - The PRINCIPAL is hereby hired and retained from July 1, 2018 through and including June 30, 2019, 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 Eight Thousand Six Hundred Forty Seven Dollars (\$138,647.00), 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 here from, 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

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

THIS AGREEMENT made this 22nd day of May, 2018 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 22, 2018.

IT IS AGREED:

1. **EMPLOYMENT** - The ASSISTANT PRINCIPAL is hereby hired and retained from July 1, 2018 through and including June 30, 2019, 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-Seven Thousand Three Hundred Ninety-One Dollars (\$97,391.00), 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 here from, 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 22nd day of May, 2018, 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 22, 2018.

IT IS AGREED:

1. **EMPLOYMENT** - The ASSISTANT PRINCIPAL is hereby hired and retained from July 1, 2018 through and including June 30, 2019, 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 Nine Thousand Eight Hundred Twenty Six Dollars (\$99,826.00), 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 here from, 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 22nd day of May, 2018, 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 22, 2018.

IT IS AGREED:

1. **EMPLOYMENT** - The PRINCIPAL is hereby hired and retained from July 1, 2018 through and including June 30, 2019, 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-Six Thousand Six Hundred Fifty-Six Dollars (\$126,656.00), 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 here from, 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

**ASSISTANT PRINCIPAL OF
HALF DAY SCHOOL'S AGREEMENT
10-Month Employee**

THIS AGREEMENT made this 22nd day of May, 2018, by and between the BOARD OF EDUCATION OF LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103 (“BOARD”), and LAURA DELAGRANGE (“ASSISTANT PRINCIPAL”), has been approved at the meeting of the BOARD held on May 22, 2018.

IT IS AGREED:

1. **EMPLOYMENT** - The ASSISTANT PRINCIPAL is hereby hired and retained from July 1, 2018 through and including June 30, 2019, as ASSISTANT PRINCIPAL of HALF DAY SCHOOL 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. **SALARY** - In consideration of the 10-month annual salary of Eighty-Two Thousand Four Hundred Dollars (\$82,400.00), the ASSISTANT PRINCIPAL agrees to devote such time, skill, labor and attention to the ASSISTANT PRINCIPAL'S 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.

4. **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 the ASSISTANT PRINCIPAL 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, the ASSISTANT PRINCIPAL has *no* right to seek additional sums from the BOARD.

5. **DEFERRED COMPENSATION** - The ASSISTANT PRINCIPAL may elect that a portion of the ASSISTANT PRINCIPAL'S 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.

6. **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.

7. **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 the ASSISTANT PRINCIPAL'S) own expense.

8. **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 the ASSISTANT PRINCIPAL’S 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.

9. **SICK AND PERSONAL LEAVE** – The ASSISTANT PRINCIPAL will be entitled to twelve (12) 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.

10. **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 the ASSISTANT PRINCIPAL 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.

11. **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 the ASSISTANT PRINCIPAL belongs. The BOARD shall also pay the costs for professional educational journals to which the ASSISTANT PRINCIPAL subscribes.

12. **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.

13. **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.

14. **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 the ASSISTANT PRINCIPAL is agreeing not to seek other employment for a period of two (2) years following the receipt of the last tuition reimbursement the ASSISTANT PRINCIPAL receives from the BOARD. If the ASSISTANT PRINCIPAL voluntarily resigns employment for reasons other than disability, retires, or is terminated pursuant to Section 18 (D) or (E) below,

prior to fulfilling the ASSISTANT PRINCIPAL'S two-year commitment to remain employed by the BOARD, the ASSISTANT PRINCIPAL 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 the ASSISTANT PRINCIPAL under this Agreement or otherwise. The ASSISTANT PRINCIPAL'S repayment obligation will be reduced by fifty percent (50%) if the ASSISTANT PRINCIPAL fulfills one year of the ASSISTANT PRINCIPAL'S 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.

15. **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 the ASSISTANT PRINCIPAL'S 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 the ASSISTANT PRINCIPAL'S 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 the ASSISTANT PRINCIPAL'S 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 the ASSISTANT PRINCIPAL from performing the ASSISTANT PRINCIPAL'S 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, the ASSISTANT PRINCIPAL 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.

16. **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.

17. **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 the ASSISTANT PRINCIPAL'S individual capacity, or in the ASSISTANT PRINCIPAL'S official capacity as agent and employee of the BOARD provided the incident arose while the ASSISTANT PRINCIPAL was acting within the scope of the ASSISTANT PRINCIPAL'S 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.

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 ASSISTANT PRINCIPAL, to:

Laura Delagrang
10100 66th Street
Kenosha, WI 53142

(or at the last address of the ASSISTANT PRINCIPAL 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 ASSISTANT PRINCIPAL, the ASSISTANT PRINCIPAL'S 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 here from, 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: _____
Laura Delagrang

By: _____
President

ATTEST:

Secretary

PRINCIPAL OF LAURA B. SPRAGUE SCHOOL AGREEMENT
12 Month Contract

THIS AGREEMENT made this 22nd day of May, 2018, by and between the BOARD OF EDUCATION OF LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103 (“BOARD”), and ANN HOFMEIER (“PRINCIPAL”), has been approved at the meeting of the BOARD held on May 22, 2018.

IT IS AGREED:

1. **EMPLOYMENT** - The PRINCIPAL is hereby hired and retained from July 1, 2018 through and including June 30, 2019, 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 Eighteen Thousand Four Hundred Fifty Dollars (\$118,450.00), 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:

Ann Hofmeier
217 Chesapeake Court
Vernon Hills, IL 60061

(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 here from, 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: _____
Ann Hofmeier

By: _____
President

ATTEST:

Secretary



Lincolnshire-Prairie View School District 103

Memo

To: Board of Education
From: Scott Warren
Date: May 17, 2018
Re: Classified Salary Increases

I am recommending that the Board approve a 3% increase to the classified staff salaries and a 1% increase for the transportation department for the 2018-2019 school year.



Lincolnshire-Prairie View School District 103

Memo

To: Board of Education
From: Scott Warren
Date: May 17, 2018
Re: Approval of Master Contract between the Board of Education and Lincolnshire-Prairie View Teachers' Association

The Board of Education and the Lincolnshire-Prairie View Teachers' Association (LPVTA) have reached a Tentative Agreement for a successor Master Contract. The LPVTA ratified the Tentative Agreement on May 3, 2018. A summary of the changes and the updated language are presented to the Board for action.

MASTER CONTRACT - DRAFT

**BETWEEN THE
LINCOLNSHIRE-PRAIRIE VIEW TEACHERS' ASSOCIATION
AND THE
BOARD OF EDUCATION OF
LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103**

FOR THE YEARS

2018-2019

2019-2020

2020-2021

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Patrick Palbicke 5/2/2018 11:35 AM

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Patrick Palbicke 5/2/2018 11:36 AM

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Patrick Palbicke 5/2/2018 11:36 AM

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ARTICLE 1 - RECOGNITION

A - Recognition

The Board of Education of School District 103, Lake County, Illinois, hereinafter referred to as the "Board" recognizes the Lincolnshire-Prairie View Teachers' Association, affiliated with the Illinois Education Association and the National Education Association, hereinafter referred to as the "Association," as the exclusive negotiations agent for all regularly employed licensed personnel with the exception of the Superintendent, Assistant Superintendent, Business Manager, Principals, non-licensed staff, independent consultants, teacher aides, substitutes, and any other supervisory or administrative non-teaching personnel having the authority to hire, transfer, assign, promote, discharge, or discipline other employees or effectively to recommend such action. The Association recognizes the Board as the exclusive negotiations agent for the District.

Further, it is agreed that the Association and the Board shall negotiate in good faith only the following items:

1. Salaries
2. Related economic conditions of employment (fringe benefits)
3. Grievance procedure
4. Negotiations procedure
5. Recognition Agreement
6. Effect of Agreement
7. Duration of Agreement
8. Hours and terms and conditions of employment
9. Other items mutually agreed upon between the Board and Association

10. All items contained within the Educational Labor Relations Act, Chapter 48, Illinois Revised Statutes.

B - Definitions

Employee/Teacher: Any licensed individual employed by the employer herein under written job descriptions

Part-Time Employee: Fully licensed teachers included in the bargaining unit, working on other than a full-time basis, shall be provided on a prorated basis, where applicable, all benefits and conditions, specified in this Agreement, based on the amount of part-time employment.

Superintendent: The title Superintendent shall indicate the Superintendent of Schools or his/her designee.

Employer: The term Employer shall indicate the Board.

Association: The term Association shall indicate the sole and exclusive bargaining agent.

Days: Days are defined as calendar days, unless otherwise noted.

ARTICLE 2 – NEGOTIATIONS

A - Ongoing Administration of Contract

Representatives of the Employer and the Association will meet each month for the purpose of reviewing the administration of the contract and to resolve problems that may arise. These meetings are not intended to by-pass the grievance procedure. Each party will submit to the other, on or before the Friday prior to the meeting, an agenda covering matters they wish discussed. Should such a meeting result in a mutually acceptable amendment to the Agreement, the amendment shall be reduced to writing, ratified by the Employer and the Association, signed, and appended to this agreement.

B - Bargaining Notification

The parties shall commence bargaining for a successor agreement on or about January 15, 2021 and shall bargain as per the Illinois Educational Labor Relations Act and its Rules and Regulations.

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C - Negotiations Procedure

1. Neither party in any negotiations shall have any control over the selection of the negotiating representatives of the other party.
2. Negotiations shall begin no later than January 15, 2021, when and if applicable, unless both parties agree to an alternate date. Meetings shall be held as necessary at times and places agreed to by both parties.
3. The date, time, place, and agenda of the next meeting shall be established before any adjournment of any meeting.
4. Both parties understand and agree to negotiate in good faith.

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5. It is the mutual responsibility of the Board and the Association that their representative negotiation agents shall be authorized with the necessary power and authority to make and consider proposals, counter proposals, and tentative agreements.
6. All negotiating meetings shall be closed.
7. All tentative agreements shall be written and signed by the spokesmen of their respective teams at the meeting the tentative agreement is reached. Initialed copies shall be given to each negotiating team, and shall not be considered binding until ratified by the Board and Association.
8. The Board shall not discriminate against any employee with respect to hours, wages, and terms and conditions of employment for reasons of membership in the Association or participation in negotiations with the Board.

ARTICLE 3 - GRIEVANCE PROCEDURE

A - Primary Purpose

The primary purpose of this Grievance Procedure is to secure at the lowest level possible an acceptable solution to the problems of the parties covered by this Agreement.

B - Definitions

Grievance: A grievance shall be any claim that there has been a violation, misapplication, or misinterpretation of a provision(s) of this Agreement.

Days: Days as defined in Article 3 are days in which the business office is open.

C - Procedures

Step 1: A grievance must be filed within 30 days of the alleged aggrieved event. If winter break or spring break occurs within this 30 day period, the grievance timeline will be extended by the number of days of said break. If the grievance is not completed prior to the summer break, the timeline will resume once the next school year begins. The grievant may present the grievance in writing to the immediately involved supervisor, who will arrange for a meeting to take place within ten (10) days after receipt of the grievance. The Association's representative, the grievant, and the immediately involved supervisor shall be present for the meeting. Within ten (10) days of the meeting, the grievant and the Association shall be provided with the supervisor's written response, including the reasons for the decision.

Step 2: If the grievance is not resolved at Step 1, then the Association may refer the grievance to the Superintendent or the Superintendent's official

designee within ten (10) days after the receipt of the Step 1 answer. The Superintendent shall arrange with the Association representative for a meeting to take place within ten (10) days of the Superintendent's receipt of the appeal. Within ten (10) days of the meeting, the Association shall be provided with the Superintendent's written response, including the reasons for the decision.

Step 3: If the Association is not satisfied with the disposition of the grievance at Step 2, the Association may submit the grievance to final and binding arbitration. If a demand for arbitration is not filed with the Employer within thirty (30) days of the date of the Step 2 answer, then the grievance shall be deemed withdrawn. If within fifteen (15) days of the filing of the demand with the employer the parties cannot agree on an arbitrator, the demand shall be submitted to the American Arbitration Association which shall act as the administrator of the proceedings.

D - Bypass

By mutual agreement, any step of the grievance procedure may be bypassed.

E - Class Grievance

Grievances may be initiated and/or conducted by the Association. The Superintendent, at his discretion, shall conduct a conference with the teachers making the complaint. The Association President(s) may be present.

F - No Reprisals Clause

No reprisals shall be taken by the Employer against any Employee because of the Employee's initiation, participation or refusal to participate in any grievance, complaint, or proceeding under this Agreement.

G - Filing of Materials

All records related to a grievance shall be filed separately from the personnel files of the Employee(s).

H - Grievance Withdrawal

A grievance may be withdrawn at any level without establishing precedent.

I - No Written Response

Failure of the Administration to act within the time limits set forth shall allow the aggrieved to proceed to the next step of the procedure. Failure of the aggrieved to act within the time limits set forth shall preclude further appeal of the grievance.

J - Costs

The fees and expenses of the arbitrator shall be shared equally by the parties.

K - Postponement

If only one party requests a postponement of an arbitration hearing, that party shall bear the cost of such postponement.

L - Settlement

By mutual agreement, a grievance may be settled at any step without establishing precedent.

ARTICLE 4 - EFFECT OF AGREEMENT

A - Complete Understanding

The terms and conditions set forth in this Agreement represent the full and complete understanding between the parties.

B - Contractual Amendments

This Agreement shall constitute a binding obligation of both the Employer and the Association and for the duration hereof may be altered, changed, added to, deleted from, or modified only by a majority vote by the Board and the Association membership.

C - Contract vs. Board Policy

All Employer policies shall be in conformity with the provisions of this Agreement.

D - Savings Clause

Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by the law; and all other provisions or applications shall continue in full force and effect.

ARTICLE 5 - CONTINUITY OF OPERATIONS

A - No Strike Provision

Neither the Association nor any Employee shall engage in a strike during the duration of this Agreement.

ARTICLE 6 - TEACHERS' RIGHTS

A - School Code Rights

Except as is specifically provided in this Agreement, nothing contained herein shall be construed to deny any teacher rights he/she may have under The School Code or under other applicable laws and regulations.

B - Right to Organize and Participate

Teachers have the right to organize, join, and assist the Association; participate in negotiations with the Employer; and to engage in activities individually or in concert for the purpose of establishing, maintaining, protecting, or improving conditions of service or quality of the educational environment.

C - Employee Notification of Assignments

An employee shall be given written notice of his/her assignments for the forthcoming year as soon as practical and no later than two weeks before the end of the current school year. In the event changes in such assignments are proposed, the teacher affected shall be notified promptly and consulted. Unless an emergency situation arises, teacher assignments shall not change 40 days prior to the commencement of the next school term.

D - School Grounds Departure

Teachers shall be permitted to leave the school grounds during any preparation period or lunch break after notifying the building principal, or designee. The principal has the right to refuse or limit the period of absence if it is deemed necessary to safeguard the health and welfare of students.

E - Review of Personnel File

Each teacher shall have the right, upon request, to review the contents of his/her permanent personnel file which shall minimally contain evaluation, both formal and informal, and remediation documentation.

The teacher shall be given a copy of any material added to his/her personnel file within five (5) working days of the date of such additions. The teacher has the right to respond, in writing, to any material filed within the aforesaid file within ten (10) working days of same.

Such review of permanent personnel file shall occur during the regular business hours, in the presence of a designated employee of the Board, during a time when the teacher is not otherwise assigned, and by appointment.

This section shall not be applicable to any evaluative or reference information received by the Board prior to the teacher's first employment day in the District.

F - Complaints

An employee shall be advised promptly of any complaint against him/her that could result in disciplinary action. At that time, the employee shall also be notified of the name(s) of the person(s) making the complaint. If requested by an employee, an employee/administrator conference shall be held, and no disciplinary action shall be taken against an employee prior to this conference. The teacher (employee) may request a conference with the person(s) making the complaint at which time the administrator shall also be present. If such a conference is conducted, the administrator's role shall be to

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Deleted: A teacher shall be advised promptly of any complaint against him/her that could result in disciplinary action, at which time he/she shall also be notified as to the name(s) of the person(s) making the complaint. The administration shall establish that the incident the complaint is based on did actually occur before any disciplinary action is considered. If requested by a teacher, a teacher/principal conference shall be held and no disciplinary action shall be taken against a teacher prior to this conference. If deemed helpful, the teacher may request a conference with the person(s) making the complaint at which the administrator shall also be present. If such a conference is conducted, the administrator's role shall be to counsel with the parties and seek a solution of the problem which created the complaint.

counsel with the parties and seek a solution to the problem which created the complaint.

If the Administration determines the complaint warrants investigation and the subject of the complaint is to be interviewed as part of the Administration's investigation, the Administration shall notify the employee of the investigation through a notice that will state the purpose of the meeting and the time and place for the meeting. The teacher (employee) may have a representative of the Association present at the meeting.

If disciplinary action is taken that would adversely affect the employee's compensation:

- o the Superintendent or other administrator will issue a letter to the employee that specifies the disciplinary action to be taken; and
- o a copy of the letter of discipline will be placed in the employee's personnel file. The employee may attach a letter of rebuttal to the disciplinary letter in the file within 30 calendar days; and
- o a summary of the investigation notes shall be made available to the employee upon written request to the Superintendent.

G - Seniority

Seniority is defined as a teacher's length of continuous service, with exception of Board approved leave, which begins on the date the teacher was first obligated by contract to start work with the District on a full time basis.

Part-time teachers shall acquire seniority on a pro-rata basis. For example: Teaching two years at half time would equal one full year of seniority.

If two or more teachers' seniority is equal, the one whose date of hire is earliest as determined by Board approval, shall have greater seniority. If the date of hire is equal, the teacher receiving tenure first shall have greater seniority. If date of tenure is equal, total years of any full-time teaching experience (K-12) shall become the deciding factor in determining seniority in the district.

Part Time

Once tenure has been achieved, involuntary part-time service shall not constitute interruption of continuous service. Once tenure has been achieved, voluntary part-time service shall not constitute interruption of continuous service at the discretion of the Board.

Seniority of Tenured Part-Time

The seniority status of teachers reduced to part-time who retain tenure shall not be affected by such reduction, and they shall continue to accumulate seniority on a pro-rated basis beginning September 1, 1983.

Reinstatement of Seniority

That period of time during which a tenured teacher is eligible for recall under the provisions of this Agreement shall not constitute interruption of continuous service.

Leave Replacement

Continuous service in the form of full-time leave replacement shall count toward tenure and seniority, if such service results in regular employment within the district.

H - Vacancy of Position

Vacancies shall be posted online and licensed staff will be notified by email as soon as known or anticipated. This includes existing and newly created positions. Teachers shall have at least seven (7) calendar days from the date of posting to file an application for the vacancy. Qualified and licensed internal candidates shall be considered and interviewed for vacancies. During the summer months and time permitting, every reasonable effort shall be made to notify interested teachers of these vacancies. Teachers will be notified of internal vacancies in the summer through their district email account.

I - Voluntary Job Transfer

An eligible teacher may apply for a transfer to another position or building where a vacancy exists by filing an application within seven (7) calendar days of the internal posting. Before filling any vacancies, consideration and an interview will be given to said teacher(s). If the transfer request is not granted, the teacher will be informed of the reasons for the decision.

J - Involuntary Job Transfer

Involuntary transfers should be avoided except when primarily used to make more efficient and appropriate use of staff to conduct instructional programs and activities, and will take into account the professional interests and concerns of the teacher.

If a teaching assignment must be changed to a different building, grade level, and/or subject area because of fluctuations in grade level populations (this would not apply for shifting an entire grade level to another building), the principal from whose building a teacher must be transferred shall meet with his/her staff to explain the situation to solicit a voluntary transfer. Teachers considered for the transfer must be properly licensed for the new position. If more than one teacher with the necessary license volunteers, the receiving principal shall make a recommendation to the Superintendent, who will make the final decision on a transfer. If no teacher volunteers for said transfer, the Superintendent, or his or her designee, shall select the transferee by qualification, licensure, and seniority. Seniority will determine selection in cases when qualification and licensure for two candidates are equal. The supervisor or principal shall meet with the transferred teacher within 14 calendar days to foster a smooth transition. Teachers subjected to an involuntary transfer shall be allowed to return to their previous assignment if the position becomes available within two school years.

K - Part-Time to Full-Time

If part-time positions are eliminated to create full-time positions, the part-time teachers shall be given priority consideration for the full-time position, then all other currently employed teachers will be considered.

L - Job Sharing

The Board will consider job sharing proposals to share a full-time teaching position. Only a tenured teacher may submit a job sharing proposal, which may include a person who is non-tenured as a teaching partner. The proposal shall be submitted to the Superintendent, in writing, by January 15 of the school year

preceding the year for which job sharing is being proposed, signed by both of the teachers requesting to share the position and specifying the position sought to be shared. Such requests will be considered by the Superintendent and may be granted on such terms and conditions deemed appropriate by the Board. All job sharing proposals approved by the Board shall be on a yearly basis.

M - Relationship with Teachers' Assistants

If an instructional assistant is to be assigned to a teacher, classroom and/or resource, the building principal shall make a good faith effort to consult with the teacher regarding such assignment. If the teacher is available, such consultation shall include the interview process and periodic reviews of the instructional assistant. In addition, any teacher who is assigned an assistant may provide input to the appropriate building principal regarding the performance and continued employment of the assistant.

N - Reduction in Force and Recall

Reduction-in-Force will be conducted pursuant to the requirements of Article 24 of the Illinois School Code.

O - Notification

All contracted teachers that are subject to dismissal due to a reduction in force shall receive notice by certified mail, return receipt requested, no later than forty-five (45) calendar days before the end of the school term. This notice shall include a statement of honorable dismissal, referring to the necessary reduction in force.

All contracted teachers who are subject to dismissal due to a reduction in force shall receive written notification and information regarding continuity of

health insurance according to State and federal law. Administration shall discuss potential reductions with the employee(s) prior to formal notification.

ARTICLE 7 – ASSOCIATION RIGHTS

A - Association Meeting Place and Time

The Association shall be allowed to use the appropriate meeting space in school buildings during non-school hours where such is available and does not interfere with educational programs. The Superintendent shall be notified at least forty-eight (48) hours in advance of these meetings involving more than ten (10) Association members. The administration, except in the case of emergency, will make every effort to keep the times immediately preceding and during the Association Meeting free from other scheduled teacher and inservice meetings. This request will not affect any administrative meetings that have been scheduled prior to this notification.

1. Regular Meeting Time

The last Thursday of each month, outside the school day, shall be reserved for Association meetings with the exception of Parent-Teacher Conferences. Meeting times will be determined by the Association at the beginning of each school year.

2. Meeting Announcements

Announcements of time and location of Association meetings may be read over the intercom system in each building. Such announcements shall be made at the times regularly scheduled for announcements in each building and may also be placed in the daily teacher bulletin, daily teacher email, and on appropriate bulletin boards.

3. Institute Day Meetings

The Association President(s) shall be allowed to address the Association at a mutually agreed upon time on Institute Days when the Association is assembled in the same place at the same time.

B - Communication Vehicles

For the purpose of internal communication, teacher mailboxes, interschool mail, interschool email, and a bulletin board in the teachers' lounge of each school shall be made available to the Association.

C - Board Meetings

The President(s) of the Association or his/her designee shall be given notice of all regular and special meetings of the Board. The Board packet (inclusive of the agenda) shall be given to the Association President(s) and one Association representative at each building on the same day the Board receives the packet. Board minutes shall be posted to the district website for the Association to access.

D - Association Representatives Leave of Absence

The Association may send up to four (4) representatives to local, state, or national conferences or on other business pertinent to Association affairs. The Association may use a total of eight (8) employee days per school year for this purpose. The Association shall have the right to use an additional two (2) employee days at its option for the purpose of conducting Association business with teachers during non-duty time. Written notification for said leaves shall be submitted to the Superintendent by the President(s) of the Association. These

representatives may be excused without loss of salary providing the Association reimburses the Board for the cost of substitutes.

E - Association Meetings with the Superintendent

The Association representatives (Executive Board Members and/or Building Representatives) and the Superintendent shall meet upon request by either party. Either party may request the attendance of additional persons.

The designated Association representatives shall be released from teaching duties for the purpose of attending said meetings, if meetings occur more than once a month.

F - Association Views

The Board encourages the Association to submit its views with respect to changes in the Board's policies or procedures, including educational matters, prior to effecting such changes, and will consider such views in formulating its final decisions.

G - Right of Notification

The Superintendent shall provide the Association President(s) with the name, address, email, and phone number of each new employee upon Board approval of new employee contract.

H - Instructional and Professional Concerns Committee (IPC)

The parties agree to establish an Instructional and Professional Concerns Committee, composed of an equal number of teachers (appointed by the Association) and Board/Administrators (chosen by the Board/Administration). Topics and issues may be brought to the Committee by the Association or the Administration. The Committee will work to resolve concerns and may make

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recommendations to the Board and the Association that may modify the Agreement or past practice. The Committee will meet 3 times prior to March 15th.

Jl - Fair Share

Each Bargaining Unit Member, as a condition of his/her employment, on or before thirty (30) days from the date of commencement of duties or the effective date of this Agreement, whichever is later, shall join the Association or pay a fair share fee to the Association equivalent to the amount of dues uniformly required of members of the Association, including local, state and national dues.

In the event that the Bargaining Unit Member does not pay his/her fair share fee directly to the Association by a certain date as established by the Association, the Board shall deduct the fair share fee from the wages of the non-member.

Such fee shall be paid to the Association by the Board no later than ten (10) days following deduction.

In the event of any legal action against the Employer brought in a court or an administrative agency because of its compliance with this Article, the Association agrees to defend such action, at its own expense and through its own counsel, provided:

1. The Employer gives immediate notice of such action in writing to the Association, and permits the Association intervention as a party if it so desires; and
2. The Employer gives full and complete cooperation to the Association and its counsel in securing and giving evidence, obtaining witnesses and making relevant information available at both trial and all appellate levels.

The Association agrees that in any action so defended, it will indemnify and hold harmless the Employer from any liability for damages and costs imposed by a final judgment of a court or administrative agency as a direct consequence of the Employer's compliance with this Article.

It is expressly understood that this save harmless provision will not apply to any claim, demand, suit or other form of liability which may arise as a result of any type of willful misconduct by the Board or the Board's imperfect execution of the obligations imposed upon it by this Article.

The obligation to pay a fair share fee will not apply to any Employee who, on the basis of a bonafide religious tenet or teaching of a church or a religious body of which such Employee is a member, objects to the payment of a fair share fee to the Association. Upon proper substantiation and collection of the entire fee, the Association will make payment in behalf of the Employee to a mutually agreeable non-religious charitable organization as per Association policy and the Rules and Regulations of the Illinois Educational Labor Relations Board.

Grandfather Clause

Fair share will be in effect beginning with the 1995-96 school year. Faculty members who were employed by the district during the 1994-95 school year but were not members of the Association during said school year are not governed by this fair share clause.

ARTICLE 8 - SCHOOL CALENDAR AND WORKDAY

A - Calendar

The Board shall annually adopt a school calendar which conforms with the requirements specified by the State of Illinois and such additional days as may be needed in case of emergency (105 ILCS 5/10-19).

The President(s) of the Association shall appoint a committee to meet with the Superintendent in an advisory capacity concerning the calendar to be recommended to the Board. The minutes of the meeting with the committee and the Superintendent containing the recommendations of the committee shall be received by the Board prior to the Board's vote.

B - Length of Workday

The Board shall consult with the Association before serious consideration is given to making permanent changes in the workday. There shall be a total of 182 workdays per school year.

Excluding institute days, the administration, in scheduling of professional growth and building meetings, will make a reasonable effort to schedule meetings at those times which will be sensitive as to teacher preparation periods and days before the day progress reports or report cards are distributed and as to reasonable length to cover agenda items.

C - Planning and Preparation Time

No teacher shall be required to teach more than 180 minutes or four (4) consecutive periods without a relief period unless he/she has agreed to it. The administration shall make every reasonable effort to provide full-time teachers

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Deleted: Starting with the 2016-2017 school year, one (1) non-student workday will be added for a total of 181 workdays, specifically to be used for packing/moving at the end of the 2016-2017 school year.

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Deleted: Starting with the 2017-18 school year, one (1) non-student work day will be added for a total of 182 workdays. The dates will be recommended by the Calendar Committee.

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with a planning period in the morning and a planning period in the afternoon of each school day.

It is recognized that some meetings have to be scheduled during a teacher's planning, preparation and class time. A reasonable effort will be made to consult the teacher prior to the setting of dates and times, thus causing minimal disruption.

D - Traveling Teachers

Licensed staff members working in multiple buildings as part of their assignment shall be reimbursed for mileage between buildings at the allowable rate set by the Internal Revenue Service. Traveling time is exclusive of lunch and planning periods.

ARTICLE 9 – LEAVES

A - Sick Leave

Each teacher shall be entitled to sick leave per year without deduction in pay based on the following scale of years in the district:

| | | | |
|--------------------|-----|-------|-----|
| Years in District | 0-9 | 10-19 | 20+ |
| Sick Days Allotted | 14 | 18 | 22 |

Sick leave is defined as personal illness, quarantine, serious illness or death in the immediate family or household, or birth, adoption, or placement for adoption. (Immediate family is defined in The School Code as “employee’s spouse, domestic partner, son, daughter, mother, father, legal guardian, brother, sister, corresponding in-law or step relation, grandchild or grandparent, and any person for whom the employee is legal guardian by birth or marriage.”)

An employee who has been absent from work for three (3) days or longer because of illness or injury, or thirty (30) days for birth, may be required to submit a physician’s report to the Superintendent with a summary statement of the illness or injury.

The Employer shall furnish each employee with a written statement at the beginning of each employee work year setting forth the total sick leave and personal day credits.

When a tenured employee has utilized all their sick leave they may borrow up to six (6) days from their next year’s allotment. Notification for the sick leave extension shall be submitted to the Superintendent. An employee who utilizes any of these additional days may be required to submit a physician’s report to the Superintendent with a summary statement of the illness or injury.

B - Sick Leave Bank

The Board and the Association agree to the option of creating a sick leave bank which shall be administered by a committee appointed by the Association. The bank will be available to tenured teachers who are absent from their employment due to a catastrophic illness suffered by the teacher (not members of the immediate family or household). Participation shall be voluntary and will require an initial contribution of one (1) day of accumulated sick leave from the tenured teacher(s).

The maximum number of sick days which can be withdrawn by a participating tenured teacher may not exceed 25 days in any five-year period. In order to access days in the bank, the teacher must first have exhausted all of his or her available, unused sick leave. The aggregate maximum number of sick days allowed in the bank may not exceed 200 days. In the event the aggregate number of days in the bank drops below 100, participating teachers may be asked to donate an additional day in order to continue to be eligible to participate in the bank.

The Association Sick Bank Committee will create the rules governing the use of the bank and send a copy to the Superintendent. The Committee will also report to the Board contributions to and withdrawals from the bank.

C - Emergency/Personal Leave

Each teacher shall be granted four (4) days Emergency/Personal Leave per year without deduction in pay for the purpose of transacting personal matters that require absence during school hours. The teacher shall not be required to state his/her reason when applying for leave, except as prescribed below.

Personal leave requests shall be made not less than twenty-four (24) hours in advance to the building administrator unless extenuating circumstances prevail.

Upon specific approval of the Superintendent, Emergency/Personal Leave may be used on days immediately preceding or following school holidays or vacation periods. A reason for the leave may be required and such approved leave may be without pay.

If the request for Emergency/Personal Leave is denied, the Superintendent will give specific reasons for the denial in writing to the teacher and the building principal.

Unused Emergency/Personal Leave shall be cumulative to a maximum of six (6) days. Unused personal days in excess of six (6) may, at the annual election of the teacher, either be reimbursed at half (1/2) of the substitute pay or added to available sick leave as a whole day. The leveling to six (6) personal days shall occur at the beginning of each school year.

A teacher who has exhausted all of his/her accumulated Emergency/Personal Leave may convert one accumulated unused sick day to Emergency/Personal Leave. Provided, however, no teacher may use more than a total of six (6) Emergency/Personal Leave days during the school year and no teacher may use this converted day for travel, or to extend a weekend, or other break period.

D - Bereavement Leave

Each teacher may receive Bereavement Leave with pay for up to five (5) days when death occurs in the immediate family or household.

Each teacher may utilize one (1) of these Bereavement Leave days with pay when death occurs in their extended family. Extended family shall include aunt, uncle, cousin, niece and nephew by birth or marriage.

E - Release of Personnel for Military Training

Whenever possible, reserve officers and other reserve personnel among the licensed staff shall be expected to meet their requirements for annual training during the period for which they are not employed to perform duties for District 103. If a special situation arises which requires attendance during the regular school year, the employee shall receive his regular salary less the amount from the government for the period of training or required duty.

F - Jury Duty

All licensed personnel serving on jury duty, or who are subpoenaed to testify during work hours in any judicial matter, shall receive full salary for the time required to be in attendance upon submitting to the Business Office all payments received for serving as a juror, less mileage and lunch allowance, except if payment for jury service is more than the regular salary.

Teachers requested to attend an arbitration fact-finding proceeding or Illinois Educational Labor Relations Board hearing shall be paid full salary for a period of one day. Any stipends received for testimony at these arbitration fact-finding proceedings for the first day shall be transmitted to the Board for use in the general fund.

G - Sabbatical Leave

The purpose of sabbatical leave is to benefit the school system by improving the quality and level of experience of the teaching staff.

A sabbatical leave may be applied for upon completion of six consecutive years of satisfactory service as a full-time teacher in District 103.

Allowing a sabbatical leave will be strictly at the discretion of the Board. No more than one licensed staff member may be granted sabbatical leave in any one school year.

A sabbatical leave may be granted for one school year at one-half salary to be paid in twenty semi-monthly installments, or one-half of one school year (but not less than four school months) to be paid in ten semi-monthly installments. A leave of one-half of a school year shall start only at the beginning of the first school semester, or at the beginning of the second school semester in January. The Board shall give priority to full-term sabbaticals.

During the sabbatical the teacher shall file two reports (one report for a semester sabbatical) with the Board. The teacher shall submit a full report at the conclusion of the sabbatical to the administration.

“Salary” as used above shall be at the rate of the minimum salary as set by the School Code of Illinois, or one-half the employee’s salary, whichever is greater.

Acceptance of such leave carries with it the obligation on the part of the recipient to agree, in writing, to continue his/her service in District 103 for at least two (2) years following the termination of the leave. The applicant shall further agree that if he/she fails to comply with the above requirement, he/she shall return all sums of money received from the district during the sabbatical leave, unless the return to service is prevented by illness or for reasons acceptable to the Board.

All requests for sabbatical leave must be submitted before January 15 of the year prior to the year for which the sabbatical is requested. Requests for second semester leaves must be received by October 1. The letter of application shall outline the purpose of the sabbatical, together with a tentative plan for the achievement of the purpose. Clearly spelled out in the request must be the benefits to the school district. Notification of approval or rejection shall be given within sixty (60) days.

A teacher on sabbatical leave shall advance on the salary schedule as if regularly employed and shall receive the same fringe benefits as teachers employed full time. Persons returning to part-time status will receive pro-rated benefits.

A teacher on sabbatical leave shall retain all rights of tenure and pension rights as though teaching during the period. Upon return to service, the teacher shall be assigned to a position for which he/she is licensed.

The association shall be informed of any sabbatical leave upon approval.

H - General Leave of Absence

A tenured teacher shall be eligible for a leave of absence without pay subject to the following conditions:

1. [Employees shall submit requests for a General Leave to the Superintendent by January 15 of the year preceding the next school year.](#)
2. Leaves of absence shall not extend beyond the end of the school year for which they are granted, and shall be limited to a maximum of one year in duration.

3. Such leaves shall be without benefits. During such leave a teacher may maintain insurance benefits by a timely payment of the entire premium therefore.
4. The Employee may return to a teaching position for which the teacher is licensed.
5. No Employee shall be granted more than one such leave in any ten-year period.
6. All staff members granted leaves of absence hereunder must notify the Superintendent in writing by January 15 of their desire to be considered for employment for the following school year.
7. Employees shall return without credit on the salary schedule for the period of absence if such period is in excess of one-half of the work year.
The association shall be informed of any general leave of absence upon approval.

I - Parental Leave

A tenured teacher shall be eligible for parental leave without pay (except as noted below) subject to the following conditions:

Medical Statement

The teacher shall advise the Superintendent or his/her designee of the fact of pregnancy no later than the fourth month of pregnancy. At such time she shall provide a written statement from her obstetrician or physician indicating the expected date of delivery and that in his/her opinion the teacher may safely continue in her employment and perform all her regular teaching duties during her pregnancy. From time to time

the Superintendent or his/her designee may request the teacher to furnish subsequent statements from the doctor indicating her continued ability to perform her teaching duties. At the district's request and expense, the teacher may be required to have a physical examination by a physician of mutual choice.

Application for Leave

Application for such leave shall be made in writing to the Superintendent or his/her designee at least 120 calendar days prior to the anticipated birth of the child.

Dates of Leave

The teacher and the Superintendent or his/her designee shall agree upon a plan for the commencement and termination of such leave, taking into consideration the continuity of instruction and medical factors and the pertinent time factors. The leave shall not exceed the balance of the school year in which it commences and one additional school year. Should the employee request a leave for the balance of a school year only and then desire an extension of leave for the next full school year, a second request shall be submitted by January 15 of the first parental leave year for the Superintendent's review and approval.

Sick Leave

Teachers shall have the option to use up to sixty (60) days of accrued sick leave or any other paid leave available at the time of the parental leave request. The use of such paid leave entitles the teacher to full benefits during the parental leave and, at the option of the teacher or the Board, shall run concurrently with the twelve (12) work weeks of leave afforded by the Family Medical Leave Act (FMLA). If neither the teacher nor the Board has elected to access benefits afforded by the FMLA, teachers shall be entitled to maintain all insurance benefits as set forth in this Agreement, provided he/she pays the premium(s) directly to the Board, for transmittal to carrier(s).

Sick leave shall not be earned during the period of the parental leave, but any unused sick leave available at the time of the start of the leave shall be available upon termination of the leave and return to employment.

Any full-time teacher who has worked, or will work, 93 days of the school year shall be entitled to his/her full sick and personal days allotment for that year.

If a leave begins at the start of the school year, the teacher shall be entitled to his/her full sick and personal days allotment if the date of his/her return to work will ensure that 93 or more days of the year will be worked. Six (6) of those sick days can be applied to the leave in addition to any already accumulated. The remaining will be awarded upon return to work.

If a leave begins and ends mid-year, the employee will be entitled to all his/her sick and personal days allotment if they work at least 93 days of that school year. The employee may also borrow up to six (6) days from the following year. If an employee does not return to work, the employee shall be responsible for reimbursing the district for any borrowed days used.

If a leave begins at the end of the school year and the employee has utilized all of his/her sick leave, he/she may borrow up to six (6) days from the next year's allotment.

An employee who works less than 93 days of the school year will receive a prorated sick and personal days allotment, rounded to the nearest half day. This percentage is based on the number of days worked out of 180 days, or the total workdays that year. For example, if an employee works 77 days, his/her prorated allotment shall be six (6) sick days and one and a half (1.5) personal days based on a full allotment of 14 sick days. $[(\text{Days worked}/\text{Total Workdays that Year}) \times (\text{Full allotment of sick or personal days}) \text{ rounded up to the nearest half day (0.5)}]$

Part-Time

A part-time teacher who has worked for five (5) or more continuous years in the District and whose part-time work experience for such period of time is at least 0.7 full-time equivalent, may also use up to sixty (60) days of accrued sick leave or any other paid leave available at the time of the parental leave request.

Advancement

Any teacher who has been employed 93 or more days of the school year in which the parental leave occurs, shall be entitled to such advancement on the salary schedule as he/she would have had if the leave had not been granted. If the leave exceeds the year such leave commences, the second year shall not be considered for step advancement on the salary scale.

Return to Employment

In all instances where a teacher is granted a parental leave of six months or more, as a condition thereof the teacher shall advise the Superintendent in writing by January 15th prior to the termination of such leave that he/she intends to return to employment.

Return to the district shall be in accord with the previously agreed upon plan, subject however to changed educational conditions in the district in the event of a mid-year return, in which case the school district may delay reinstatement of said teacher until the beginning of the next school year. Failure to advise the Superintendent or his/her designee of intent to return as required by this policy shall be treated as an election not to return to employment and as a resignation from the district.

A teacher desiring to return from parental leave shall submit evidence from a qualified physician that he/she is medically able to perform all of her teaching duties with her notice of intent to return.

Under atypical or unanticipated medical circumstances, the teacher may elect to terminate the leave and return to work on a date mutually selected by the teacher and Superintendent and approved by the Board.

Upon the termination of parental leave, a teacher may be granted his/her same position as was held prior to the leave.

Non-Tenured Teacher

A parental leave may be granted to a non-tenured teacher under unusual circumstances by action of the Board, subject to all the conditions applicable to a tenured teacher and provided the term of such leave shall not be considered full-time employment under Section 24-11 of The School Code for purpose of continuous employment necessary to attain tenure status. Upon return from leave the teacher shall then continue to accrue service credit toward the acquisition of tenure and shall not lose credit for any service provided prior to the commencement of the leave. The granting of parental leave to any non-tenured teacher shall not constitute a precedent for the granting of leave to any other teacher. Each request shall be judged on its own merits.

J - Adoption Leave:

Any teacher desiring adoption leave as a result of becoming an adoptive parent shall notify the Superintendent or his/her designee in writing upon the initiation of such adoption proceedings.

Adoption leave shall be granted upon satisfactory written notification to the Superintendent or his/her designee of the date the child is expected to be received.

It shall be the responsibility of the applying teacher to keep the Superintendent or his/her designee fully informed of the status of the proceedings, and as soon as known, the expected date of the delivery of the child.

Paid leave (i.e. sick leave) for adoption or placement of adoption is limited to thirty (30) days.

K - Family and Medical Leave Act

Eligible teachers may take leave pursuant to the provisions of the federal Family and Medical Leave Act. Details can be found on the District website.

ARTICLE 10 – CONTINUING EDUCATION AND PROFESSIONAL DEVELOPMENT

A - Tuition Reimbursement

Approved graduate coursework from a nationally accredited college or university which directly improves the teacher’s professional competence shall be eligible for tuition reimbursement at the per-semester hour rates and caps below:

| <u>School Year</u> | <u>Per-Semester Hour Rate</u> | <u>Annual Cap*</u> |
|---------------------------|--------------------------------------|---------------------------|
| 2018-2019 | \$ 280 | \$ 3,360 |
| 2019-2020 | \$ 280 | \$ 3,360 |
| 2020-2021 | \$ 280 | \$ 3,360 |

Approved course work shall be primarily related to the position held by the teacher, but with further choices in courses in professional education being given consideration for approval by the Superintendent.

* [The annual tuition reimbursement cap will apply to all employees who hold a master’s or post master’s degree.](#)

Ineligible Courses

Graduate credit shall not be approved for courses required to secure initial classroom teacher licensure.

Final Grades

Reimbursement shall be made only upon pre-approval and successful completion of the course. Successful completion of the course shall be defined as one which was awarded a final grade of A or B. In the event a “pass-fail” system is utilized by the educational institution, successful completion of the course shall be defined as an award of the grade “pass.”

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Reimbursement

Requests for reimbursement for course work must be submitted to the business office within sixty (60) days after the final meeting of the course. Reimbursement shall be granted for summer session courses upon the staff member's return to the district in September.

Credit on Salary Schedule

Teachers can submit verification of pre-approved coursework completion indicating eligibility for a lane change by October 15th (retroactive to the September 15th payroll) or February 15th (effective on the February 28th payroll).

Procedures

Applicants are to secure and complete a pre-approval form. The form shall be submitted to the principal for his/her recommendation and forwarded to the Superintendent for final approval.

B - Workshops

The District shall offer teachers the choice of Board credit or a monetary stipend for workshops offered by the district during academic breaks, nights, or weekends. All workshops need to be pre-approved. Board credits may be used for lane advancement on the salary schedule with the exception that Board credits may not be used to move from a bachelor's lane to a master's lane. Lane advancements will follow the same procedure for graduate coursework (twice per year). 15 clock hours are equal to one (1) Board credit for participating in workshops. Six (6) clock hours are equal to one (1) Board credit for pre-approved

planning and leading district workshops, writing curriculum, or writing district assessments. 1 Board credit hour is equal to 1 semester credit.

Stipends for participating in district workshops shall be forty dollars (\$40) per hour. Stipends for pre-approved planning and leading district workshops, writing curriculum, or writing district assessments shall be forty five dollars (\$45) per hour.

C - Certification Licensure Fees

The Board will pay the licensure fees for speech and language pathologists, school social workers, and school psychologists, as required as a condition of employment. [Professional organizations that accredit PEL School Support Personnel \(Type 73\) which directly improve the employee's professional competence and are approved by the Superintendent shall be eligible for tuition reimbursement at the per-semester hour rates and caps stated above.](#)

ARTICLE 11 – EMPLOYEE BENEFITS PROGRAM

A – Employee Health Insurance

The district shall offer the following Health Insurance plans; 750 PPO, 2500 PPO, 1500 High Deductible Health Plan (HDHP), and an HMO 20. The board will pay the teacher's portion of single health insurance premium costs under each plan as outlined below.

For employees electing employee-only coverage under the 750 PPO, the district will offer a Health Reimbursement Account (HRA) that shall reimburse participants amounts applied to their deductible beyond the first \$350 up to the next \$300 of deductible. For employees electing family coverage, the district will reimburse participants amounts applied to their deductible beyond the first \$700 up to the next \$600 of deductible.

For the 2019-2020 school year, teachers electing the 750 PPO, shall have the Board pay 97.5% of the teachers single tier health insurance costs.

For the 2020-2021 school year, teachers electing the 750 PPO, shall have the Board pay 95% of the teachers single tier health insurance costs.

For school years 2019-2020 and 2020-2021, the district shall continue to pay the teacher's portion of single health insurance premium costs under the 2500 PPO, 1500 HDHP, and the HMO 20.

The 1500 HDHP shall have a Health Savings Account (HSA) option in which the Board shall contribute the following amounts to the HSA in the first two years for employees utilizing the plan beginning September 1, 2017;

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Single: \$1,000

Single + (Child/Spouse): \$1,500

Family: \$2,000

In the third year of utilizing the 1500 HDHP, the Board shall contribute to the HSA a sum that matches the employee's contribution up to the following amounts:

Single: \$500

Single + (Child/Spouse): \$750

Family: \$1,000

B - Dependent Health Insurance

District's Dependent Health Insurance Premium Payment: For staff participating in the dependent health insurance premium payment program during the 2006-07 school year, the Board shall contribute to a teacher's dependent health insurance coverage on the basis of the following criteria:

Year of Dependent Coverage: Percent of teacher premium paid by Board:

| | |
|-------------------|-----|
| Year 2 | 30% |
| Year 3 | 40% |
| Year 4 | 50% |
| Year 5 and beyond | 80% |

Year 1

Beginning with the 2007/08 school year, new participants will be subject to the following criteria:

Year of Dependent Coverage: Percent of teacher premium paid by Board:

| | |
|-------------------|-----|
| Year 1 | 0% |
| Year 2 | 25% |
| Year 3 | 35% |
| Year 4 | 50% |
| Year 5 and beyond | 60% |

For employees electing family coverage, the Board will pay an amount equal to the employee-only premium plus a percentage of the remaining premium pursuant to the schedule above.

C - Life Insurance

The Board shall provide term life insurance in the amount of \$50,000.

D - Dental Insurance

The Board will make available an optional dental insurance program provided that there are a minimum of ten (10) employees enrolled. The employee shall be required to pay the cost for dental insurance. The cost may be paid by payroll deduction.

E - Insurance Committee

The Board agrees to have a committee composed of six (6) members of the Association, the Superintendent, the Business Manager, and the Human Resources Coordinator to review and evaluate the existing insurance program and to advise the Board on any changes or modifications in the program. Changes in health insurance carrier, health insurance coverage, and/or health insurance costs shall be made in collaboration with the Insurance Committee and the Board. The Insurance Committee shall meet at least twice a year between

October and April to review the performance of the insurance carrier, and health insurance coverage, including benefit changes and renewal rates. The minutes of the Insurance Committee shall be kept by the administration and shared with the Board and Association for informational purposes.

F - Employee Designated Flex

A Section 125 Flexible Benefits Program will be maintained which will allow employees to designate a portion of their salary to be used for flexible benefits related to medical expenses not covered by the insurance program, payment of insurance premiums for dependent coverage, dental insurance premiums, other related medical expenses, child care costs or taken as taxed salary. The allocation or payment of these funds shall be based on the rules and regulations of the Internal Revenue Service.

G – Long Term Disability

The Board shall purchase an income protection plan, with a twenty-four (24) hour accident coverage, which in conjunction with any benefits from the disability section of the State of Illinois or Teacher’s Retirement System, will guarantee the employee sixty-six percent (66%) of his/her annual salary for any disability due to personal illness or accident. Benefits will begin on the 61st day of disability and will continue up to age sixty-five (65).

ARTICLE 12 – RETIREMENT PLAN

A - Eligibility

The Retirement Plan will be available for teachers who meet all of the following eligibility criteria:

1. Completed at least 15 years of full time teacher service in the District as of the date of retirement; part-time employment shall be prorated and converted to the full-time equivalency to determine years of service; and
2. Are considered by the Illinois Teacher’s Retirement System (“TRS”) to be age 55 or older on the date of the teacher’s retirement.

B - Post-Retirement Service Award

To be eligible for a post-retirement service award provided in this section, the teacher shall have completed at least fifteen (15) years of full-time teacher service in the District as of the date of retirement (part-time employment shall be prorated and converted to the full-time equivalency to determine years of service). Due and payable after receipt of the final regular paycheck and last day of work, the teacher shall receive the award as a one-time contribution to a 403(b)/457 account designated by the employee with arrangements made by the employer that follow current practice. The award shall be according to the following:

| Years of District Service Completed | Service Award |
|--|--------------------------------------|
| 15 – 19 | \$750 x years of service completed |
| 20+ | \$1,000 x years of service completed |

Examples:

1. If a teacher retires with 20 years of service in District 103, this person shall receive \$20,000. (20 years x \$1000 = \$20,000).

2. If a teacher retires with 18 years of service in District 103 and 2 years of sick leave, this person shall receive \$13,500 . (18 years of service x \$750 = \$13,500).

C - Death Benefits

If an employee dies after the submission of an intent to retire letter, and prior to retirement, the Board will pay the employee's named TRS beneficiary the following retirement incentives: (1) any post retirement award as earned at the time of death, and (2) reimbursement of eligible 2.2 upgrade costs.

D - Retirement Health Insurance Benefits

The Board shall annually reimburse each eligible participant, retiring under the terms of this contract under the Retirement Plan, towards the actual premium cost paid by the retiree as his/her primary health insurance premium through TRIP or other non-District 103 insurance plan up to ~~\$4,900~~ \$5,300 annually for the ~~2018-2019~~ school year, increasing \$200.00 each year thereafter. Payment shall be made upon submission of proof of payment of the insurance premium notice to the business office by the participant. The District's obligation will cease at whichever comes first, age sixty-five (65) or Medicare eligibility of the retiree.

Eligible retirees may access District insurance pursuant to the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA). See the district website for more details.

E - State Retirement Program

If the State of Illinois offers an additional retirement program allowable under TRS, this additional program will not exclude or reduce any other retirement provisions in this contract.

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Should the Illinois General Assembly amend the current pension laws governing TRS rules during the term of this Agreement, both parties agree to meet and discuss the possible revision of Article 12 of this agreement.

F - TRS 2.2 Upgrade Contribution

A one-hundred percent (100%) reimbursement for an employee's 2.2 upgrade contribution shall be paid by the Board to the teacher becoming due and payable after receipt of the final regular paycheck and last day of work. To qualify for the one-hundred percent (100%) reimbursement, the employee must have locked in a rate with TRS by December 31, 2000, or within three (3) years of being hired by the District, and the entire contribution must have been paid by the employee to TRS by August 31 of the employee's last school year with the District. The reimbursement would be included in the employee's gross taxable income for income tax purposes.

If an employee has not locked in a rate with the TRS according to the above terms, the Board shall pay seventy percent (70%) of the total employee contribution to the teacher following retirement.

To qualify for the Board's whole reimbursement, or partial reimbursement and/or partial payment, an employee must have at least fifteen (15) years of full time teaching service with the District.

The amount to be reimbursed by the Board shall be reduced by any refunds from TRS relating to 2.2 upgrade. Eligible participants must begin contributions to the 2.2 upgrade during the length of this Agreement.

G - Sick Leave Pay Out

Employees who have accumulated over 340 unused sick days in District 103 will be reimbursed at 100% of substitute pay in effect at the date of retirement, to a maximum of 45 days becoming due and payable after receipt of the final regular paycheck and last day of work.

H - Retirement Incentive

Any eligible teacher who wished to receive the retirement incentive below must have submitted to the Superintendent a letter of intent no later than January 15, 2016 to retire no later than June 2020.

The Board agrees to increase the teacher's TRS creditable earnings by 6% over the teacher's previous year's reported TRS creditable earnings for up to four (4) years. Creditable earnings will include a 6% increase over the previous year's creditable earnings.

This applies to up to the last four (4) full years of the teacher's employment in the District, in lieu of any other raise, step, or other salary increase to which the teacher may otherwise have been entitled. This increase will be granted no earlier than the 4th full year prior to retirement.

This increase will only be granted if a teacher receives a summative evaluation rating of "proficient" or better on his/her most recent evaluation.

A retiring teacher who gives four years' notice before his/her retirement date shall receive this salary incentive for each of the remaining years before his/her retirement date, including the year in which notice is given.

A retiring teacher may receive no more than four (4) years of 6% annual increases in TRS creditable earnings. In no event may a teacher receive more

than 6% annual increases in TRS creditable earnings in any year to calculate retirement benefits unless approved by the Board.

The table illustrates how the notification process initiates the increase of 6% to TRS creditable earnings, if the teacher has given notice to retire by January 15, 2016.

| Retirement Date | Notify by: | 6% for 2018-19 | 6% for 2019-20 |
|-----------------|------------|----------------|----------------|
| | | | |
| | | | |
| | | | |
| 2018-19 | 1/15/16 | X | |
| 2018-19 | 1/16/16 | n/a* | |
| 2019-20 | 1/15/16 | X | X |
| 2019-20 | 1/16/16 | n/a* | n/a* |

* See above notification deadline.

For example, a teacher who gave notice by January 15, 2016 of intent to retire at the end of the 2019-20 year, will receive creditable earnings for 2018-19 equal to 6% over the creditable earnings reported to TRS for that teacher for the 2017-18 school year. Additionally, the teacher will receive creditable earnings for 2019-20 equal to 6% over the creditable earnings reported to TRS for that teacher for the 2018-19 school year.

The extra duty pay will be adjusted each year for any duties dropped, which had been performed the previous year. For example:

| | Maintained Extra Duty | | Dropped Extra Duty | |
|---------|-----------------------|--|--------------------|--|
| 2015-16 | 72,000 (base) | | 72,000 (base) | |
| | +1,000 (duty) | | 1,000 (duty) | |
| | 73,000 (C.E.) | | 73,000 (C.E.) | |

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| 2016-17 | <u>x 1.06</u> 77,380 (C.E.) <u>x 1.06</u> | <u>x1.06</u> 77,380 (C.E.) <u>x1.06</u> |
| 2017-18 | 82,023 (C.E.) | 82,023 (C.E.) -1,000 (drop ex. duty) |
| 2018-19 | 82,023 <u>x1.06</u> 86,944 (C.E.) <u>x1.06</u> | 81,022 <u>x1.06</u> 85,884 (C.E.) <u>x1.06</u> |
| 2019-20 | 92,161 (C.E.) | 91,037 (C.E.) |

New extra duties may not be added in the final four years of service if said duties will cause TRS creditable earnings to exceed the 6% annual cap. Duties that are exempt and therefore not reportable as creditable earnings as defined by TRS rules may be added. The business office, along with the Association and the retiring teacher will work together to ensure that the TRS 6% annual cap is not exceeded.

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ARTICLE 13 - EVALUATION

The evaluation document, as developed by the Evaluation Committee is attached at the end of this document. The evaluation committee shall meet one time in the Fall, and as needed to review the evaluation process and document. The committee will be made up of Administrators, Association President(s), and licensed staff. The Association will appoint the representatives from buildings/departments.

ARTICLE 14 – EXTRA DUTY

A - Assignments

All assignments to extra-duty activities shall be made by the administration in consultation with the Board on a yearly basis. All extra-duty assignments shall be by mutual agreement, although bus and recess duty may be assigned if necessary. When extra duty is compensated, the Board shall withhold 9.0%, or the current rate, from those stipends covered under TRS on an individual basis for TRS purposes.

B - Vacancies

A list of available extra-duty activities for the following school year shall be distributed to each licensed staff member via district email on or about May 15 of the current school year. Employees requesting an extra-duty position in the following school year must notify the building principal or designee via email by June 1 or within five (5) business days after notification. Employees of District 103 shall receive priority consideration for extra-duty vacancies.

C - Retaining Extra Duty

Employees presently holding an extra-duty position will have that activity for the following year unless it has been made known to them in writing that their job requirements had not been fulfilled.

D - Resigning Extra Duty

An employee holding an extra-duty position who does not want that position the following year must notify the administration of his/her intention by April 15.

E - Seniority and Qualifications

If more than one staff member requests the same extra-duty activity, it shall be decided upon by seniority and necessary qualifications for that duty as ascertained by the administration.

F - Decisions:

Final decisions on staff selections for extra-duty positions shall be emailed on or about the last day of the previous school year.

To request a change in the number/type of stipend positions, the teachers will submit requests to the Principal for approval. If approved, the request will be submitted to the Superintendent. If approved, the request will go before the Board. In the event the Board decides to increase or reduce the number of stipend positions, the Association President(s) will be consulted with regards to the terms and conditions of employment.

ARTICLE 15 - CONSULTING FEES

A teacher who provides consulting services to another district during the school day shall be permitted to accept whatever consulting fees have been negotiated. Teachers who are sharing their expertise and promoting District 103's educational programs shall be allowed a maximum of two consulting days per school year. These days shall not be deducted from the teacher's available personal leave. Prior to accepting requests for consulting services which would occur during the school day, and at least three weeks prior to the date of the consulting, the teacher shall submit the date and description of said services to the superintendent for his/her approval.

ARTICLE 16 – DURATION

This agreement shall be effective on the first employee work day of the 2018-2019 school term, and shall continue in effect until 11:59 p.m., on the day preceding the first employee work day of the 2021-2022 school term.

If during the 2018-2019 year of the Agreement (July 1, 2018-June 30, 2019) the District should experience:

- a pension cost shift, meaning any legislatively mandated increase in the Board's required contributions to the Illinois Downstate Teachers' Retirement System ("TRS"), or
- a property tax freeze, meaning any freeze or reduction in property tax revenue as a result of legislation;

then the Agreement in its entirety shall terminate on June 30, 2019. Bargaining for a successor agreement shall commence no later than September 15, 2019.

If during the 2019-2020 year of the Agreement (July 1, 2019-June 30, 2020) the District should experience:

- a pension cost shift, meaning any legislatively mandated increase in the Board's required contributions to TRS, or
- a property tax freeze, meaning any freeze or reduction in property tax revenue as a result of legislation;

then the Agreement in its entirety shall terminate on June 30, 2020. Bargaining for a successor agreement shall commence no later than September 15, 2020.

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ARTICLE 17 - SALARY SCHEDULE

A - Salary Schedule Increases

2018-2019, 2019-20, & 2020-21 (each year)

Steps 2-10: 4.50%

Steps 11-21: 4.35%

Steps 22 and up: 3.0%

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“Unsatisfactory” Rating

Any teacher with 3 or more years of experience in the District who receives a summative rating of “unsatisfactory” on the most recent evaluation will experience a salary freeze (i.e. no raise) until such time as a “proficient” or “excellent” rating is earned. At such time, the teacher will receive the negotiated base raise retroactive to the start of the school year.

“Needs Improvement” Rating

Any teacher with 3 or more years of experience in the District who receives a summative rating of “needs improvement” on the most recent evaluation will experience a salary freeze (i.e. no raise) until such time as a “proficient” or “excellent” rating is earned. At such time, the teacher will receive the negotiated base raise retroactive to the start of the school year.

President, Board of Education

President, Lincolnshire-Prairie View
Teachers' Association

Member, Board of Education
Negotiations Team

President, Lincolnshire-Prairie View
Teachers' Association

ADDENDUM A

2016-17 Salary Schedule

| Step | BS+0 | BS+12 | BS+24 | MS+0 | MS+12 | MS+24 |
|------|--------|--------|--------|--------|--------|--------|
| 1 | 44,095 | 46,740 | 47,622 | 50,268 | 50,929 | 51,591 |
| 2 | 45,513 | 48,244 | 49,154 | 51,885 | 52,568 | 53,251 |
| 3 | 46,190 | 48,961 | 49,885 | 52,657 | 53,349 | 54,042 |
| 4 | 46,923 | 49,739 | 50,677 | 53,493 | 54,196 | 54,900 |
| 5 | 48,049 | 50,932 | 51,894 | 54,776 | 55,496 | 56,218 |
| 6 | 49,923 | 52,902 | 53,911 | 56,890 | 57,659 | 58,380 |
| 7 | 51,749 | 54,872 | 55,929 | 59,004 | 59,821 | 60,542 |
| 8 | 53,527 | 56,746 | 57,803 | 61,071 | 61,791 | 62,656 |
| 9 | 55,401 | 58,716 | 59,821 | 63,089 | 64,001 | 64,771 |
| 10 | | 60,542 | 61,695 | 65,106 | 65,924 | 66,837 |
| 11 | | 62,260 | 63,268 | 66,868 | 67,781 | 68,596 |
| 12 | | 65,141 | 65,812 | 69,124 | 70,037 | 70,852 |
| 13 | | | 68,068 | 71,428 | 72,293 | 73,301 |
| 14 | | | 70,228 | 73,829 | 74,837 | 75,893 |
| 15 | | | 72,773 | 76,661 | 77,525 | 78,773 |
| 16 | | | 75,317 | 79,446 | 80,453 | 81,654 |
| 17 | | | | 82,421 | 83,429 | 84,677 |
| 18 | | | | 85,494 | 86,502 | 87,749 |
| 19 | | | | 88,853 | 89,910 | 90,966 |
| 20 | | | | 92,118 | 93,510 | 94,855 |
| 21 | | | | 94,855 | 97,158 | 98,454 |

Steps beyond 21 will receive a 3% increase over the prior year.

2017-18 Salary Schedule

| Step | BS+0 | BS+12 | BS+24 | MS+0 | MS+12 | MS+24 |
|-------------|-------------|--------------|--------------|-------------|--------------|--------------|
| 1 | 44,536 | 47,207 | 48,098 | 50,771 | 51,438 | 52,107 |
| 2 | 45,969 | 48,726 | 49,646 | 52,404 | 53,093 | 53,784 |
| 3 | 47,447 | 50,294 | 51,243 | 54,090 | 54,802 | 55,514 |
| 4 | 48,153 | 51,042 | 52,005 | 54,895 | 55,616 | 56,339 |
| 5 | 48,917 | 51,853 | 52,831 | 55,766 | 56,499 | 57,233 |
| 6 | 50,091 | 53,097 | 54,099 | 57,104 | 57,855 | 58,607 |
| 7 | 52,045 | 55,150 | 56,202 | 59,308 | 60,110 | 60,861 |
| 8 | 53,948 | 57,204 | 58,306 | 61,512 | 62,363 | 63,115 |
| 9 | 55,802 | 59,158 | 60,260 | 63,667 | 64,417 | 65,319 |
| 10 | | 61,211 | 62,363 | 65,770 | 66,721 | 67,524 |
| 11 | | 63,054 | 64,255 | 67,808 | 68,660 | 69,611 |
| 12 | | 64,844 | 65,894 | 69,643 | 70,594 | 71,443 |
| 13 | | | 68,543 | 71,993 | 72,944 | 73,792 |
| 14 | | | 70,893 | 74,392 | 75,293 | 76,343 |
| 15 | | | 73,142 | 76,893 | 77,943 | 79,043 |
| 16 | | | 75,793 | 79,842 | 80,742 | 82,042 |
| 17 | | | | 82,743 | 83,792 | 85,043 |
| 18 | | | | 85,841 | 86,891 | 88,191 |
| 19 | | | | 89,042 | 90,092 | 91,391 |
| 20 | | | | 92,540 | 93,641 | 94,741 |
| 21 | | | | 95,941 | 97,391 | 98,791 |

Steps beyond 21 will receive a 3% increase over the prior year.

Extra Duties _____ # of Stipend

| | Positions | Per Position |
|------------------------------------|-----------|--------------|
| Curriculum Related | | |
| Curriculum Chair | 3 | 2,544 |
| Building Chair | 13 | 2,544 |
| PST Leader | 4 | 2,968 |
| DW AM study hall | 2 | 3,498 |
| Math Team | 2 | 1,590 |
| National Honor Society | 1 | 2,205 |
| School Newspaper DW | 1 | 1,993 |
| Science Fair | 4 | 1,516 |
| Science Bowl | 2 | 2,014 |
| Spelling Bee | 1 | 424 |
| Student Council DW | 2 | 2,237 |
| Student Council HD | 2 | 2,237 |
| Yearbook DW | 2 | 1,516 |
| Yearbook HD | 1 | 1,516 |
| Yearbook SP | 1 | 1,516 |
| Science Olympiad Primary | 1 | 3,710 |
| Science Olympiad Assistant | 1 | 2,544 |
| Science Olympiad Admin | 1 | 2,120 |
| Scholastic Bowl | 2 | 2,629 |
| Geography Bee | 1 | 318 |
| Snowflake | 3 | 678 |
| Robotics - DW | 2 | 1,060 |
| Battle of the Books - DW | 1 | 1,060 |
| Wright Track Club - DW | 2 | 827 |
| Chess | 1 | 1,060 |
| History Bee | 1 | 530 |
| Debate Club | 2 | 2,120 |
| Art/Band/Music | | |
| Art Show/Displays | 3 | 1,007 |
| Band Contests/Performances | 2 | 1,060 |
| After School Band | 1 | 1,272 |
| DW Orchestra Contests/Performances | 1 | 1,060 |
| HD Orchestra Contests/Performances | 1 | 795 |
| Show Choir | 1 | 1,908 |
| 3/4 HD Chorus | 1 | 530 |
| 5/6 DW Chorus | 1 | 530 |
| 7/8 DW Chorus | 1 | 530 |
| Musical HD | 1 | 3,074 |

| | | |
|---------------------------------|---|-------|
| Asst. Director HD | 2 | 1,378 |
| Sound Technician HD for Musical | 1 | 170 |
| Musical DW | 2 | 2,735 |
| Musical DW Asst. Director | 1 | 1,060 |

Athletics

| | | |
|----------------------|---|-------|
| Cheerleading | 1 | 3,180 |
| Cross Country | 3 | 2,120 |
| Basketball 7-8 Boys | 4 | 4,240 |
| Basketball 7-8 Girls | 4 | 4,240 |
| Pom Pon | 1 | 3,180 |
| Soccer 7-8 | 2 | 3,180 |
| Track Boys and Girls | 3 | 2,120 |
| Volleyball 7-8 Boys | 4 | 3,180 |
| Volleyball 7-8 Girls | 4 | 3,180 |
| Wrestling | 2 | 3,180 |

Bus/Lunch/Recess

| | | |
|-----------------|-----|-------|
| Bus Duty SP | 3 | 1,696 |
| Bus Duty HD | 2.5 | 1,696 |
| Bus Duty DW | 6 | 1,696 |
| Lunchroom SP* | 4 | 2,650 |
| Lunchroom HD* | 4 | 2,650 |
| Lunchroom DW* | 12 | 2,650 |
| Recess/Lunch SP | 9 | 2,650 |
| Recess/Lunch HD | 8 | 2,650 |
| Recess DW | 6 | 2,650 |

* or more positions pending Special Ed requirements

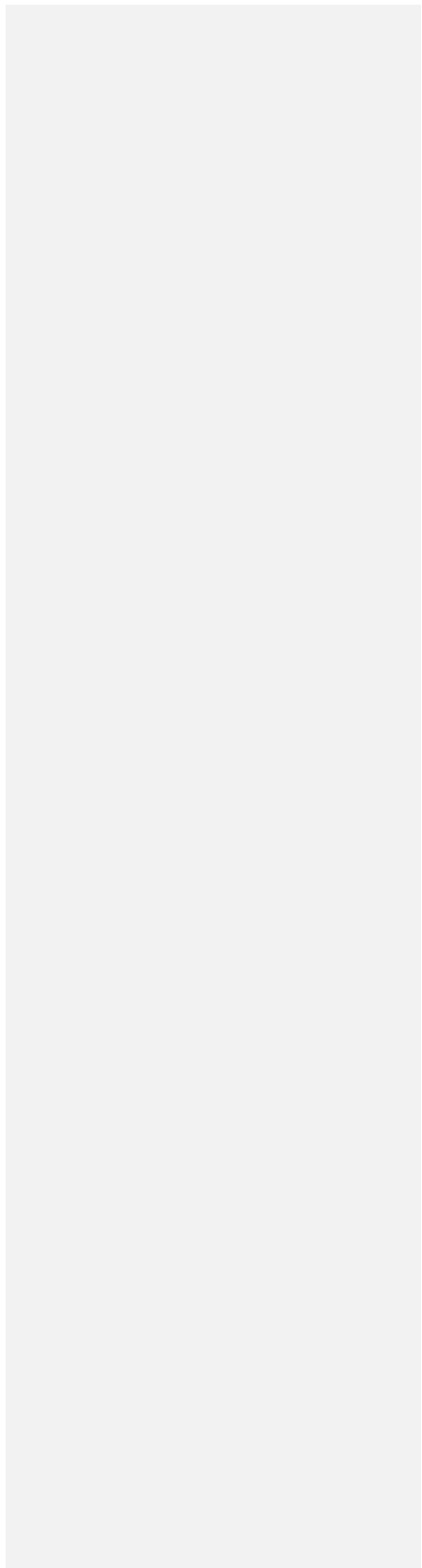
[Stipends shall increase 1% each year for the length of the contract \(amounts shown reflect 2016-2018 contract\). Changes to some positions are under discussion and will be presented to the Board at a later date.](#)

A \$200 per night stipend will be paid for overnight competitions/activities/ supervision of students

\$700 additional stipend for extended season (to State) includes Wrestling, Track, Cross Country, and Scholastic Bowl.

ADDENDUM B

67



2018-19 Salary Schedule

| Step | BS+0 | BS+12 | BS+24 | MS+0 | MS+12 | MS+24 |
|------|--------|--------|--------|--------|--------|--------|
| 1 | 44,981 | 47,679 | 48,579 | 51,279 | 51,952 | 52,628 |
| 2 | 46,540 | 49,331 | 50,262 | 53,056 | 53,753 | 54,452 |
| 3 | 48,038 | 50,919 | 51,880 | 54,762 | 55,482 | 56,204 |
| 4 | 49,582 | 52,557 | 53,549 | 56,524 | 57,268 | 58,012 |
| 5 | 50,320 | 53,339 | 54,345 | 57,365 | 58,119 | 58,874 |
| 6 | 51,118 | 54,186 | 55,208 | 58,275 | 59,041 | 59,808 |
| 7 | 52,345 | 55,486 | 56,533 | 59,674 | 60,458 | 61,244 |
| 8 | 54,387 | 57,632 | 58,731 | 61,977 | 62,815 | 63,600 |
| 9 | 56,376 | 59,778 | 60,930 | 64,280 | 65,169 | 65,955 |
| 10 | - | 61,820 | 62,972 | 66,532 | 67,316 | 68,258 |
| 11 | - | 63,874 | 65,076 | 68,631 | 69,623 | 70,461 |
| 12 | - | 65,797 | 67,050 | 70,758 | 71,647 | 72,639 |
| 13 | - | - | 68,760 | 72,672 | 73,665 | 74,551 |
| 14 | - | - | 71,525 | 75,125 | 76,117 | 77,002 |
| 15 | - | - | 73,977 | 77,628 | 78,568 | 79,664 |
| 16 | - | - | 76,324 | 80,238 | 81,334 | 82,481 |
| 17 | - | - | - | 83,315 | 84,254 | 85,611 |
| 18 | - | - | - | 86,342 | 87,437 | 88,742 |
| 19 | - | - | - | 89,575 | 90,671 | 92,027 |
| 20 | - | - | - | 92,915 | 94,011 | 95,367 |
| 21 | - | - | - | 96,565 | 97,714 | 98,862 |

2019-20 Salary Schedule

| Step | BS+0 | BS+12 | BS+24 | MS+0 | MS+12 | MS+24 |
|------|--------|--------|--------|--------|--------|--------|
| 1 | 45,431 | 48,156 | 49,065 | 51,792 | 52,472 | 53,154 |
| 2 | 47,005 | 49,825 | 50,765 | 53,587 | 54,290 | 54,996 |
| 3 | 48,634 | 51,551 | 52,524 | 55,444 | 56,172 | 56,902 |
| 4 | 50,200 | 53,210 | 54,215 | 57,226 | 57,979 | 58,733 |
| 5 | 51,813 | 54,922 | 55,959 | 59,068 | 59,845 | 60,623 |
| 6 | 52,584 | 55,739 | 56,791 | 59,946 | 60,734 | 61,523 |
| 7 | 53,418 | 56,624 | 57,692 | 60,897 | 61,698 | 62,499 |
| 8 | 54,701 | 57,983 | 59,077 | 62,359 | 63,179 | 64,000 |
| 9 | 56,834 | 60,225 | 61,374 | 64,766 | 65,642 | 66,462 |
| 10 | - | 62,468 | 63,672 | 67,173 | 68,102 | 68,923 |
| 11 | - | 64,509 | 65,711 | 69,426 | 70,244 | 71,227 |
| 12 | - | 66,653 | 67,907 | 71,616 | 72,652 | 73,526 |
| 13 | - | - | 69,967 | 73,836 | 74,764 | 75,799 |
| 14 | - | - | 71,751 | 75,833 | 76,869 | 77,794 |
| 15 | - | - | 74,636 | 78,393 | 79,428 | 80,352 |
| 16 | - | - | 77,195 | 81,005 | 81,986 | 83,129 |
| 17 | - | - | - | 83,728 | 84,872 | 86,069 |
| 18 | - | - | - | 86,939 | 87,919 | 89,335 |
| 19 | - | - | - | 90,098 | 91,241 | 92,602 |
| 20 | - | - | - | 93,472 | 94,615 | 96,030 |
| 21 | - | - | - | 96,957 | 98,100 | 99,515 |

2020-21 Salary Schedule

| Step | BS+0 | BS+12 | BS+24 | MS+0 | MS+12 | MS+24 |
|------|--------|--------|--------|--------|--------|---------|
| 1 | 45,885 | 48,638 | 49,556 | 52,310 | 52,997 | 53,686 |
| 2 | 47,475 | 50,323 | 51,273 | 54,123 | 54,833 | 55,546 |
| 3 | 49,120 | 52,067 | 53,049 | 55,998 | 56,733 | 57,471 |
| 4 | 50,823 | 53,871 | 54,888 | 57,939 | 58,700 | 59,463 |
| 5 | 52,459 | 55,604 | 56,655 | 59,801 | 60,588 | 61,376 |
| 6 | 54,145 | 57,393 | 58,477 | 61,726 | 62,538 | 63,351 |
| 7 | 54,950 | 58,247 | 59,347 | 62,644 | 63,467 | 64,292 |
| 8 | 55,822 | 59,172 | 60,288 | 63,637 | 64,474 | 65,311 |
| 9 | 57,163 | 60,592 | 61,735 | 65,165 | 66,022 | 66,880 |
| 10 | - | 62,935 | 64,136 | 67,680 | 68,596 | 69,453 |
| 11 | - | 65,185 | 66,442 | 70,095 | 71,064 | 71,921 |
| 12 | - | 67,315 | 68,569 | 72,446 | 73,300 | 74,325 |
| 13 | - | - | 70,861 | 74,731 | 75,812 | 76,724 |
| 14 | - | - | 73,011 | 77,048 | 78,016 | 79,096 |
| 15 | - | - | 74,872 | 79,132 | 80,213 | 81,178 |
| 16 | - | - | 77,883 | 81,803 | 82,883 | 83,847 |
| 17 | - | - | - | 84,529 | 85,552 | 86,745 |
| 18 | - | - | - | 87,370 | 88,564 | 89,813 |
| 19 | - | - | - | 90,721 | 91,743 | 93,221 |
| 20 | - | - | - | 94,017 | 95,210 | 96,630 |
| 21 | - | - | - | 97,538 | 98,731 | 100,207 |



Lincolnshire-Prairie View School District 103

Memo

To: Board of Education
From: Scott Warren
Date: May 17, 2018
Re: Final District 103 Calendar 2017-2018

The final 2017-2018 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 2017-2018.

2017-2018 Final Public School Calendar for Lincolnshire-Prairieview SD 103, Draft, as of 5/15/2018

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: 8:30AM - 3:35PM Instruct. Day Lgth:

6 Hrs. 37 Mins.

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

July Atnd: 0 Accum: 0 Aug Atnd: 4 Accum: 4 Sept Atnd: 20 Accum: 24

| Mon | Tue | Wed | Thu | Fri | Sat | Sun | Mon | Tue | Wed | Thu | Fri | Sat | Sun | Mon | Tue | Wed | Thu | Fri | Sat | Sun |
|----------|---------|---------|---------|---------|-----|-----|-----------|-----------|-----------|-----------|-----------|-----------|-----|-----------|-----------|-----------|-----------|-----------|-----|-----|
| | | | | | | 1 | | | 1 X | 2 X | 3 X | 4 | 5 | | | | | 1 X | 2 | 3 |
| 2 X | 3 X | 4 X | 5 X | 6 X | 7 | 8 | 6 X | 7 X | 8 X | 9 X | 10 X | 11 HOL | 12 | 4 X | 5 X | 6 X | 7 X | 8 X | 9 | 10 |
| 9 HOL | 10 X | 11 X | 12 X | 13 X | 14 | 15 | 13 X | 14 X | 15 X | 16 X | 17 X | 18 | 19 | 11 X | 12 X | 13 X | 14 X | 15 X | 16 | 17 |
| 16 X | 17 X | 18 X | 19 X | 20 X | 21 | 22 | 20 XHS | 21 FPT | 22 NIA | 23 HOL | 24 NIA | 25 | 26 | 18 X | 19 X | 20 X | 21 X | 22 X | 23 | 24 |
| 23 X | 24 X | 25 X | 26 X | 27 X | 28 | 29 | 27 NIA | 28 NIA | 29 X | 30 X | | | | 25 HOL | 26 NIA | 27 NIA | 28 NIA | 29 NIA | 30 | 31 |
| 30 X | 31 X | | | | | | | | | | | | | | | | | | | |

Oct Atnd: 21 Accum: 45 Nov Atnd: 16 Accum: 61 Dec Atnd: 16 Accum: 77

| Mon | Tue | Wed | Thu | Fri | Sat | Sun | Mon | Tue | Wed | Thu | Fri | Sat | Sun | Mon | Tue | Wed | Thu | Fri | Sat | Sun |
|-----------|----------|----------|----------|----------|-----|-----|-----------|---------|---------|---------|---------|-----|-----|-----------|-----------|-----------|-----------|-----------|-----|-----|
| | | | | | | | | | | 1 X | 2 X | 3 | 4 | | | | 1 XHS | 2 FPT | 3 | 4 |
| 1 HOL | 2 NIA | 3 NIA | 4 NIA | 5 NIA | 6 | 7 | 5 X | 6 X | 7 X | 8 X | 9 ED | 10 | 11 | 5 HOL | 6 TI | 7 X | 8 X | 9 X | 10 | 11 |
| 8 TI | 9 X | 10 X | 11 X | 12 X | 13 | 14 | 12 X | 13 X | 14 X | 15 X | 16 X | 17 | 18 | 12 X | 13 X | 14 X | 15 X | 16 X | 17 | 18 |
| 15 HOL | 16 X | 17 X | 18 X | 19 X | 20 | 21 | 19 NIA | 20 X | 21 X | 22 X | 23 X | 24 | 25 | 19 X | 20 X | 21 X | 22 X | 23 X | 24 | 25 |
| 22 X | 23 X | 24 X | 25 X | 26 X | 27 | 28 | 26 X | 27 X | 28 X | | | | | 26 NIA | 27 NIA | 28 NIA | 29 NIA | 30 NIA | 31 | |
| 29 X | 30 X | 31 X | | | | | | | | | | | | | | | | | | |

Jan Atnd: 16 Accum: 93 Feb Atnd: 18 Accum: 111 Mar Atnd: 14 Accum: 125

| Mon | Tue | Wed | Thu | Fri | Sat | Sun | Mon | Tue | Wed | Thu | Fri | Sat | Sun | Mon | Tue | Wed | Thu | Fri | Sat | Sun |
|---------|---------|---------|---------|---------|-----|-----|-----------|---------|---------|---------|---------|-----|-----|--------|--------|--------|--------|----------|-----|-----|
| | | | | | | 1 | | 1 X | 2 X | 3 X | 4 X | 5 | 6 | | | | | 1 XHS | 2 | 3 |
| 2 X | 3 X | 4 X | 5 X | 6 X | 7 | 8 | 7 X | 8 X | 9 X | 10 X | 11 X | 12 | 13 | 4 X | 5 X | 6 X | 7 X | 8 XHI | 9 | 10 |
| 9 X | 10 X | 11 X | 12 X | 13 X | 14 | 15 | 14 X | 15 X | 16 X | 17 X | 18 X | 19 | 20 | 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 16 X | 17 X | 18 X | 19 X | 20 X | 21 | 22 | 21 X | 22 X | 23 X | 24 X | 25 X | 26 | 27 | 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 23 X | 24 X | 25 X | 26 X | 27 X | 28 | 29 | 28 HOL | 29 X | 30 X | 31 X | | | | 25 | 26 | 27 | 28 | 29 | 30 | |
| 30 X | | | | | | | | | | | | | | | | | | | | |

Apr Atnd: 21 Accum: 146 May Atnd: 22 Accum: 168 June Atnd: 6 Accum: 174

2017-2018 Lincolnshire-Prairieview SD 103 as of 5/15/2018

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 |
| ED | Emergency Day | 1 | |
| HOL | Holiday | 10 | |
| NIA | Not in Attendance | 18 | |

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

School Begin Date: 08/24/2017

School End Date: 06/08/2018

Regular Day: 8:30AM - 3:35PM

Instruct. Day Lgth: 6 Hrs. 37 Mins.

| Cal. Date | Cal. Code | Code Descr. | Student Attend. | Activity Time | Brief Explanation for Activity or School Closing |
|------------|-----------|-------------------------------------|-------------------|-------------------|--|
| 11/20/2017 | XHS | Half-Day School Improvement Program | 8:30AM 11:30AM | 12:10PM 3:35PM | Parent Teacher conferences in the afternoon. |
| 11/21/2017 | FPT | Full-Day Parent/Teacher Conference | | 5:00PM 8:00PM | Parent Teacher conferences. Conferences the day before were in the evening from 5-8 p.m. |
| 03/01/2018 | XHS | Half-Day School Improvement Program | 8:30AM 11:30AM | 1:00PM 8:00PM | Parent Teacher Conferences in the afternoon. |
| 03/02/2018 | FPT | Full-Day Parent/Teacher Conference | | 9:00AM 12:00PM | Parent Teacher conferences. Conferences the day before in the evening were from 1-8. |
| 06/01/2018 | XHS | Half-Day School Improvement Program | 8:30AM 11:30AM | 12:10PM 3:35PM | Student attendance in the am, teacher inservice in the pm |
| 06/08/2018 | XHI | Half-Day In-service | 8:35AM 12:00PM | 8:35AM 12:00PM | makeup day for snow day of 2/9/2018 |



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: Patrick Palbicke
CC: Dr. Scott Warren
Date: May 22, 2018
Re: Tentative Fiscal Year 2019 Budget

I will send the Tentative budget reports via email before the weekend, as well as a written narrative. We will attach the tentative budget information to the board doc before the weekend.

As a reminder, this is only informational and not anything the board is voting on at this time.



Lincolnshire-Prairie View School District 103

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MEMO

To: Board of Education
From: Patrick Palbicke
CC: Dr. Scott Warren
Date: May 22, 2018
Re: Business Office Update - April

April 2018 Financial Reports

We are now 83.3% completed for the Fiscal Year and as it relates to revenue, the next few months will jump as taxes are distributed. We saw one more categorical payment from the State in April and will receive payments from other districts in the final two months. Registration also opens up in mid-May, boosting local receipts. As it stands through April, we are at 54.7% of our expected revenue with a target of 83.3%. There is a larger gap in percentage comparisons each year when we come upon the January to April time period, though April this year was a bit better with the aforementioned categorical payment. Highlights in revenue remain to be State revenue collected, interest received, and other local sources such as fees.

The Budget is now 84.9% expended while the target at this point is 83.3%. Last month we were behind by 3.9%, however we are now at just 1.6%. We will continue to close this gap in the final two months as spending is diminished for most items, and we prepare for next year. As done in the past, if we remove the capital budget (which stands at 103.2%) along with the debt fund, and look at only operating funds, we are at 80.6% expended. This puts us under budget so far in our operating funds as we prepare to close out the year and schedule the internal transfers.

Revenue Report
4/30/2018

% of Fiscal Year Complete: 83.3%

| | MTD July | MTD August | MTD September | MTD October | MTD November | MTD December | MTD January | MTD February | MTD March | MTD April | YTD Actual | Fiscal Year 2018 Final Budget | Budget Balance | % Budget Received |
|--|-------------------|-------------------|----------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|----------------------|-------------------------------|----------------------|-------------------|
| Education Fund | | | | | | | | | | | | | | |
| Local Sources | | | | | | | | | | | | | | |
| Property Tax Receipts | 216,193.16 | 661,108.30 | 10,367,684.93 | 187,413.03 | 189,942.90 | - | 5,022.92 | - | - | - | 11,627,365.24 | 24,200,000 | 12,572,634.76 | 48.0% |
| CPPRT | 18,314.26 | 844.42 | - | 12,502.69 | - | 3,296.40 | 11,223.94 | - | 9,956.80 | 20,467.71 | 76,606.22 | 59,000 | (17,606.22) | 129.8% |
| Tuition - Full Day Kindergarten | 133,285.00 | 40,401.14 | 2,167.26 | 15,697.04 | 1,920.78 | 59,831.28 | 152,430.35 | 9,966.36 | 3,344.50 | 3,855.63 | 422,899.34 | 445,200 | 22,300.66 | 95.0% |
| Tuition - Summer School | - | - | - | - | - | - | - | - | 73,966.00 | 25,985.00 | 99,951.00 | 120,000 | 20,049.00 | 83.3% |
| Interest | 16,486.80 | 14,369.80 | 31,220.25 | 20,598.10 | 19,902.33 | 20,460.46 | 13,512.48 | 13,303.51 | 20,596.05 | 11,568.10 | 182,017.88 | 88,000 | (94,017.88) | 206.8% |
| Athletic Admissions | - | - | - | - | - | 886.06 | - | - | - | - | 886.06 | 1,000 | 113.94 | 88.6% |
| Other Admissions | - | - | - | - | - | - | - | - | - | - | - | - | - | No Bud |
| After School Activities | - | - | 6,114.00 | 6,435.00 | 1,000.00 | 7,803.00 | 1,892.50 | 1,430.00 | 6,495.00 | 4,397.00 | 35,566.50 | 17,000 | (18,566.50) | 209.2% |
| Technology Fee | 20,949.25 | 16,725.00 | 4,889.53 | 5,736.18 | 2,761.10 | 1,782.48 | 1,218.66 | (216.55) | 130.40 | 26.40 | 54,002.45 | 122,000 | 67,997.55 | 44.3% |
| PE Uniform/Lock Fee | 1,549.00 | 1,420.00 | 680.00 | 84.00 | 237.00 | 83.00 | 119.00 | 59.00 | - | 4.00 | 4,235.00 | 6,000 | 1,765.00 | 70.6% |
| Fine Arts Fee | - | - | - | - | - | - | - | - | - | - | - | - | - | No Bud |
| Graduation Fee | 370.50 | 507.00 | 97.50 | 57.40 | 97.50 | 98.60 | - | 19.50 | - | - | 1,248.00 | 4,000 | 2,752.00 | 31.2% |
| Sprague Class Project Fee | - | - | - | - | - | - | - | - | - | - | - | - | - | No Bud |
| Half Day Class Project Fee | - | - | - | - | - | - | - | - | - | - | - | - | - | No Bud |
| Field Trip Fees | - | - | 5,956.00 | 2,795.50 | 749.30 | 1,113.30 | 3,558.70 | 2,881.65 | 897.65 | 3,715.15 | 21,667.25 | 25,000 | 3,332.75 | 86.7% |
| Sale of Athletic Wear | - | - | - | - | - | - | - | - | - | - | - | 3,000 | 3,000.00 | 0.0% |
| 103 Club Fees | 1,500.00 | 4,500.00 | 86,821.55 | 91,274.79 | 52,312.80 | 81,306.81 | 60,390.62 | 89,264.40 | 61,445.80 | 80,333.26 | 609,150.03 | 500,000 | (109,150.03) | 121.8% |
| Student ID Fees/Fines | - | - | 30.00 | 85.00 | 70.00 | 100.00 | 60.00 | 25.00 | - | 50.00 | 420.00 | 500 | 80.00 | 84.0% |
| Library Fees/Fines | - | - | - | (50.11) | - | 33.59 | 24.64 | - | 75.65 | 57.26 | 141.03 | 500 | 358.97 | 28.2% |
| Athletic Fees | - | - | - | 2,625.00 | 1,900.00 | 250.00 | 675.00 | 725.00 | 2,625.00 | 550.00 | 9,350.00 | - | (9,350.00) | No Bud |
| Band/Orchestra/Choir | - | - | - | 34,375.00 | 200.00 | 100.00 | 400.00 | 875.00 | 1,200.00 | 1,650.00 | 38,800.00 | - | (38,800.00) | No Bud |
| Textbook Fees | 32,933.20 | 27,300.75 | 4,220.07 | 7,461.04 | 4,113.57 | 2,126.68 | 1,718.68 | 202.87 | 1,418.23 | 1,025.82 | 82,520.91 | 257,100 | 174,579.09 | 32.1% |
| PTO/Foundation Donations | - | - | - | 6,823.84 | - | - | 7,323.20 | 35,443.61 | - | 10,594.46 | 60,185.11 | 40,000 | (20,185.11) | 150.5% |
| Other Donations | 1,017.16 | 259.21 | 1,618.18 | - | 400.00 | - | - | (67.65) | 3,009.16 | 710.00 | 6,946.06 | 10,000 | 3,053.94 | 69.5% |
| Misc. Donations | - | - | - | - | - | 1,000.00 | - | - | - | - | 1,000.00 | 100 | (900.00) | 1000.0% |
| Refunds from Prior Yr. Expenses | - | - | - | - | - | 5,243.10 | - | - | 8,802.00 | - | 14,045.10 | 8,000 | (6,045.10) | 175.6% |
| Payment from other LEA's | - | - | - | - | - | - | - | - | - | - | - | 650,000 | 650,000.00 | 0.0% |
| Camp Revenue | - | - | - | - | - | - | - | - | - | - | - | 16,000 | 16,000.00 | 0.0% |
| Loredo Taft Revenue | - | - | - | - | - | 35,685.00 | 975.00 | - | - | - | 36,660.00 | 33,000 | (3,660.00) | 111.1% |
| Other Local Revenue | 6,519.00 | 109.02 | 12.58 | 1,542.99 | 532.92 | - | 118.21 | 13.90 | 3,015.00 | 1,181.55 | 13,045.17 | 20,000 | 6,954.83 | 65.2% |
| Local Revenue | 449,117.33 | 767,544.64 | 10,511,511.85 | 395,456.49 | 276,140.20 | 221,199.76 | 260,663.90 | 153,925.60 | 196,977.24 | 166,171.34 | 13,398,708.35 | 26,625,400 | 13,226,691.65 | 50.3% |
| State Sources | | | | | | | | | | | | | | |
| General State Aid | - | - | 186,945.96 | 93,472.98 | 93,472.98 | 93,472.98 | 93,472.98 | 93,472.98 | 93,472.98 | 94,258.96 | 842,042.80 | 350,000 | (492,042.80) | 240.6% |
| Spec. Ed. Private Facility | - | 20,564.42 | - | 20,564.42 | - | - | - | 36,234.82 | - | 33,657.90 | 111,021.56 | 61,000 | (50,021.56) | 182.0% |
| Spec. Ed. Extraordinary | - | 50,394.73 | - | 50,394.73 | - | - | - | - | - | - | 100,789.46 | 151,000 | 50,210.54 | 66.7% |
| Spec. Ed. Personnel | - | 102,123.12 | - | 102,123.14 | - | - | - | - | - | - | 204,246.26 | 306,000 | 101,753.74 | 66.7% |
| Spec. Ed. Orphanage | - | - | - | - | - | 4,763.80 | - | - | - | 1,667.33 | 6,431.13 | - | (6,431.13) | No Bud |
| Spec. Ed. Summer School | - | - | 573.91 | - | - | - | - | - | - | - | 573.91 | 400 | (173.91) | 143.5% |
| Bilingual | 4,892.00 | - | - | - | - | 29,556.00 | - | - | - | - | 34,448.00 | 18,000 | (16,448.00) | 191.4% |
| Orphanage Tuition | - | 7,074.00 | 18,540.00 | - | - | 29,384.56 | - | 9,489.00 | - | 25,181.00 | 89,668.56 | 50,000 | (39,668.56) | 179.3% |
| Library Per Capital Grant | - | - | - | - | - | - | - | 1,080.90 | - | - | 1,080.90 | 1,000 | (80.90) | 108.1% |
| Other State Revenue | - | - | - | - | - | - | - | - | - | - | - | - | - | No Bud |
| State Revenue | 4,892.00 | 180,156.27 | 206,059.87 | 266,555.27 | 93,472.98 | 157,177.34 | 93,472.98 | 140,277.70 | 93,472.98 | 154,765.19 | 1,390,302.58 | 937,400 | (452,902.58) | 148.3% |
| Federal Sources | | | | | | | | | | | | | | |
| Special Milk Program | 1,018.63 | - | - | 145.07 | - | - | 6,809.82 | 2,553.86 | 2,107.11 | - | 12,634.49 | 8,000 | (4,634.49) | 157.9% |
| Title I - Low Income | 11,488.00 | - | - | - | - | - | 24,105.00 | 4,596.00 | - | - | 40,189.00 | 43,000 | 2,811.00 | 93.5% |
| IDEA Preschool | - | - | - | - | - | 5,729.00 | 98.00 | - | - | - | 5,827.00 | 7,000 | 1,173.00 | 83.2% |
| IDEA Flow Through | - | 9,350.00 | - | - | - | 47,498.00 | 138,890.00 | - | - | - | 195,738.00 | 220,000 | 24,262.00 | 89.0% |
| IDEA Room & Board | - | - | - | - | - | - | - | - | - | - | - | - | - | No Bud |
| Title III - LIPLEP | - | - | 2,000.00 | - | - | 5,878.00 | - | - | - | - | 7,878.00 | 20,000 | 12,122.00 | 39.4% |
| Title II - Teacher Quality | 56.00 | - | 9,193.00 | - | - | - | 4,908.00 | 739.00 | - | - | 14,896.00 | 15,000 | 104.00 | 99.3% |
| Medicaid Reimbursement | - | - | - | - | 9,620.36 | - | - | - | - | - | 9,620.36 | 20,000 | 10,379.64 | 48.1% |
| Federal Revenue | 12,562.63 | 9,350.00 | 11,193.00 | 145.07 | 9,620.36 | 59,105.00 | 174,810.82 | 7,888.86 | 2,107.11 | - | 286,782.85 | 333,000 | 46,217.15 | 86.1% |
| Subtotal Education Fund | 466,571.96 | 957,050.91 | 10,728,764.72 | 662,156.83 | 379,233.54 | 437,482.10 | 528,947.70 | 302,092.16 | 292,557.33 | 320,936.53 | 15,075,793.78 | 27,895,800 | 12,820,066.22 | 54.0% |
| "On-Behalf"/Transfers | - | - | - | - | - | - | - | - | - | - | - | - | - | No Bud |
| Total Education Fund | 466,571.96 | 957,050.91 | 10,728,764.72 | 662,156.83 | 379,233.54 | 437,482.10 | 528,947.70 | 302,092.16 | 292,557.33 | 320,936.53 | 15,075,793.78 | 27,895,800 | 12,820,066.22 | 54.0% |
| Operations & Maintenance Fund | | | | | | | | | | | | | | |
| Local Sources | | | | | | | | | | | | | | |
| Property Tax Receipts | 12,675.07 | 38,759.76 | 607,841.29 | 10,987.74 | 11,136.06 | - | 294.49 | - | - | - | 681,694.41 | 1,400,000.00 | 718,305.59 | 48.7% |

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| | | | | | | | | | | | | | | |
|-------------------------------------|------------------|-------------------|-------------------|-------------------|------------------|-----------------|-----------------|-------------------|------------------|-------------------|---------------------|---------------------|-------------------|--------------|
| Interest | 1,700.18 | 1,255.67 | 2,897.95 | 2,546.55 | 2,698.10 | 2,237.07 | 561.40 | 822.37 | 1,463.98 | 1,120.19 | 17,303.46 | 11,000.00 | (6,303.46) | 157.3% |
| Facility Rental | 1,050.00 | 1,320.00 | - | 330.00 | - | - | - | - | 8,576.25 | 17,943.00 | 29,219.25 | 30,000.00 | 780.75 | 97.4% |
| Impact Fees | - | - | - | 10,017.10 | - | - | - | - | - | 7,507.10 | 17,524.20 | 85,000.00 | 67,475.80 | 20.6% |
| Refunds from Prior Yr. Expenses | - | - | - | - | - | - | - | - | - | - | - | - | - | No Bud |
| Other Local Revenue | - | - | - | - | - | - | 1,121.77 | - | 10.00 | 371.20 | 1,502.97 | 100.00 | (1,402.97) | 1503.0% |
| Local Revenue | 15,425.25 | 41,335.43 | 610,739.24 | 23,881.39 | 13,834.16 | 2,237.07 | 1,977.66 | 822.37 | 10,050.23 | 26,941.49 | 747,244.29 | 1,526,100.00 | 778,855.71 | 49.0% |
| State Sources | | | | | | | | | | | | | | |
| General State Aid | - | - | - | - | - | - | - | - | - | - | - | - | - | No Bud |
| Other State Revenue | - | - | - | - | - | - | - | - | - | - | - | - | - | No Bud |
| State Revenue | - | - | - | - | - | - | - | - | - | - | - | - | - | No Bud |
| Subtotal O & M Fund | 15,425.25 | 41,335.43 | 610,739.24 | 23,881.39 | 13,834.16 | 2,237.07 | 1,977.66 | 822.37 | 10,050.23 | 26,941.49 | 747,244.29 | 1,526,100.00 | 778,855.71 | 49.0% |
| Transfers | - | - | - | - | - | - | - | - | - | - | - | - | - | No Bud |
| Total O&M Fund | 15,425.25 | 41,335.43 | 610,739.24 | 23,881.39 | 13,834.16 | 2,237.07 | 1,977.66 | 822.37 | 10,050.23 | 26,941.49 | 747,244.29 | 1,526,100.00 | 778,855.71 | 49.0% |
| Debt Service Fund | | | | | | | | | | | | | | |
| Local Sources | | | | | | | | | | | | | | |
| Property Tax Receipts | 3,405.62 | 10,414.24 | 163,318.97 | 2,952.26 | 2,992.11 | - | 79.12 | - | - | - | 183,162.32 | 372,000.00 | 188,837.68 | 49.2% |
| Interest | 137.62 | 149.13 | 223.08 | 207.26 | - | 0.27 | 0.33 | 0.26 | 0.21 | 0.73 | 718.89 | 100.00 | (618.89) | 718.9% |
| Payment from other LEA's | - | - | - | - | - | - | - | - | - | - | - | - | - | No Bud |
| Local Revenue | 3,543.24 | 10,563.37 | 163,542.05 | 3,159.52 | 2,992.11 | 0.27 | 79.45 | 0.26 | 0.21 | 0.73 | 183,881.21 | 372,100.00 | 188,218.79 | 49.4% |
| Subtotal Debt Service Fund | 3,543.24 | 10,563.37 | 163,542.05 | 3,159.52 | 2,992.11 | 0.27 | 79.45 | 0.26 | 0.21 | 0.73 | 183,881.21 | 372,100.00 | 188,218.79 | 49.4% |
| Transfers/Other Sources | - | - | - | - | - | - | - | - | - | - | - | - | - | No Bud |
| Total Debt Service Fund | 3,543.24 | 10,563.37 | 163,542.05 | 3,159.52 | 2,992.11 | 0.27 | 79.45 | 0.26 | 0.21 | 0.73 | 183,881.21 | 372,100.00 | 188,218.79 | 49.4% |
| Transportation Fund | | | | | | | | | | | | | | |
| Local Sources | | | | | | | | | | | | | | |
| Property Tax Receipts | 12,675.07 | 38,759.76 | 607,841.29 | 10,987.74 | 11,136.06 | - | 294.49 | - | - | - | 681,694.41 | 1,400,000.00 | 718,305.59 | 48.7% |
| Paid Student Trips | - | - | - | - | - | 419.00 | - | - | - | - | 419.00 | 14,000.00 | 13,581.00 | 3.0% |
| Summer School Trans Fees | - | - | - | - | - | - | - | - | 14,850.00 | 7,050.00 | 21,900.00 | 13,000.00 | (8,900.00) | 168.5% |
| SPED Trans Fees Other LEAs | - | - | - | - | - | - | - | - | - | - | - | - | - | No Bud |
| Interest | 1,139.02 | 927.08 | 2,192.09 | 1,913.60 | 2,077.57 | 1,826.76 | 822.11 | 908.30 | 1,269.54 | 1,717.68 | 14,793.75 | 10,000.00 | (4,793.75) | 147.9% |
| Payment from Other Districts | 3,221.36 | - | - | - | - | - | - | - | - | - | 3,221.36 | 100.00 | (3,121.36) | 3221.4% |
| Other Local Revenue | - | 92.36 | - | - | - | - | - | - | - | - | 92.36 | 1,000.00 | 907.64 | 9.2% |
| Local Revenue | 17,035.45 | 39,779.20 | 610,033.38 | 12,901.34 | 13,213.63 | 2,245.76 | 1,116.60 | 908.30 | 16,119.54 | 8,767.68 | 722,120.88 | 1,438,100.00 | 715,979.12 | 50.2% |
| State Sources | | | | | | | | | | | | | | |
| Transportation - Regular | - | 103,720.77 | - | 103,720.77 | - | - | - | 94,590.59 | - | 94,219.51 | 396,251.64 | 310,000.00 | (86,251.64) | 127.8% |
| Transportation - Spec. Ed. | - | 62,304.86 | - | 62,304.85 | - | - | - | 94,895.99 | - | 95,138.05 | 314,643.75 | 185,000.00 | (129,643.75) | 170.1% |
| Other State Revenue | - | - | - | - | - | - | - | - | - | - | - | - | - | No Bud |
| State Revenue | - | 166,025.63 | - | 166,025.62 | - | - | - | 189,486.58 | - | 189,357.56 | 710,895.39 | 495,000.00 | (215,895.39) | 143.6% |
| Subtotal Transportation Fund | 17,035.45 | 205,804.83 | 610,033.38 | 178,926.96 | 13,213.63 | 2,245.76 | 1,116.60 | 190,394.88 | 16,119.54 | 198,125.24 | 1,433,016.27 | 1,933,100.00 | 500,083.73 | 74.1% |
| Total Transportation Fund | 17,035.45 | 205,804.83 | 610,033.38 | 178,926.96 | 13,213.63 | 2,245.76 | 1,116.60 | 190,394.88 | 16,119.54 | 198,125.24 | 1,433,016.27 | 1,933,100.00 | 500,083.73 | 74.1% |
| Retirement Fund | | | | | | | | | | | | | | |
| Local Sources | | | | | | | | | | | | | | |
| Property Tax Receipts | 11,113.09 | 33,983.31 | 532,935.59 | 9,633.69 | 9,763.73 | - | 258.20 | - | - | - | 597,687.61 | 1,213,000.00 | 615,312.39 | 49.3% |
| CPPRT | - | - | - | - | - | - | - | - | - | - | - | 34,000.00 | 34,000.00 | 0.0% |
| Interest | 413.17 | 400.70 | 541.39 | 709.15 | 714.18 | 574.29 | 564.56 | 455.76 | 375.39 | 421.43 | 5,170.02 | 2,500.00 | (2,670.02) | 206.8% |
| Local Revenue | 11,526.26 | 34,384.01 | 533,476.98 | 10,342.84 | 10,477.91 | 574.29 | 822.76 | 455.76 | 375.39 | 421.43 | 602,857.63 | 1,249,500.00 | 646,642.37 | 48.2% |
| Subtotal Retirement Fund | 11,526.26 | 34,384.01 | 533,476.98 | 10,342.84 | 10,477.91 | 574.29 | 822.76 | 455.76 | 375.39 | 421.43 | 602,857.63 | 1,249,500.00 | 646,642.37 | 48.2% |
| Total Retirement Fund | 11,526.26 | 34,384.01 | 533,476.98 | 10,342.84 | 10,477.91 | 574.29 | 822.76 | 455.76 | 375.39 | 421.43 | 602,857.63 | 1,249,500.00 | 646,642.37 | 48.2% |
| Capital Projects Fund | | | | | | | | | | | | | | |
| Local Sources | | | | | | | | | | | | | | |
| Interest | 963.95 | 161.77 | 159.85 | - | 3.88 | 3.97 | 4.78 | 3.80 | 3.02 | 8.01 | 1,313.03 | 6,000.00 | 4,686.97 | 21.9% |
| PTO Donations | - | - | - | - | - | - | - | - | - | - | - | - | - | No Bud |
| Local Revenue | 963.95 | 161.77 | 159.85 | - | 3.88 | 3.97 | 4.78 | 3.80 | 3.02 | 8.01 | 1,313.03 | 6,000.00 | 4,686.97 | 21.9% |
| Subtotal Cap. Projects Fund | 963.95 | 161.77 | 159.85 | - | 3.88 | 3.97 | 4.78 | 3.80 | 3.02 | 8.01 | 1,313.03 | 6,000.00 | 4,686.97 | 21.9% |
| Transfers | - | - | - | - | - | - | - | - | - | - | - | - | - | No Bud |
| Total Cap. Projects Fund | 963.95 | 161.77 | 159.85 | - | 3.88 | 3.97 | 4.78 | 3.80 | 3.02 | 8.01 | 1,313.03 | 6,000.00 | 4,686.97 | 21.9% |
| Working Cash Fund | | | | | | | | | | | | | | |
| Local Sources | | | | | | | | | | | | | | |
| Interest | 389.12 | 240.72 | 856.50 | 687.82 | 811.41 | 681.00 | 62.14 | 198.65 | 479.99 | 588.86 | 4,996.21 | 6,000.00 | 1,003.79 | 83.3% |
| Local Revenue | 389.12 | 240.72 | 856.50 | 687.82 | 811.41 | 681.00 | 62.14 | 198.65 | 479.99 | 588.86 | 4,996.21 | 6,000.00 | 1,003.79 | 83.3% |
| Subtotal Working Cash Fund | 389.12 | 240.72 | 856.50 | 687.82 | 811.41 | 681.00 | 62.14 | 198.65 | 479.99 | 588.86 | 4,996.21 | 6,000.00 | 1,003.79 | 83.3% |
| Other Sources | - | - | - | - | - | - | - | - | - | - | - | - | - | No Bud |
| Total Working Cash Fund | 389.12 | 240.72 | 856.50 | 687.82 | 811.41 | 681.00 | 62.14 | 198.65 | 479.99 | 588.86 | 4,996.21 | 6,000.00 | 1,003.79 | 83.3% |

All Funds

| Local Sources | | | | | | | | | | | | | | | |
|---------------------------------|-------------------|---------------------|----------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|----------------------|----------------------|----------------------|--------------|--------|
| Property Tax Receipts | 256,062.01 | 783,025.37 | 12,279,622.07 | 221,974.46 | 224,970.86 | - | 5,949.22 | - | - | - | 13,771,603.99 | 28,585,000.00 | 14,813,396.01 | 48.2% | |
| CPPRT | 18,314.26 | 844.42 | - | 12,502.69 | - | 3,296.40 | 11,223.94 | - | 9,956.80 | 20,467.71 | 76,606.22 | 93,000.00 | 16,393.78 | 82.4% | |
| Tuition - Full Day Kindergarten | 133,285.00 | 40,401.14 | 2,167.26 | 15,697.04 | 1,920.78 | 59,831.28 | 152,430.35 | 9,966.36 | 3,344.50 | 3,855.63 | 422,899.34 | 445,200.00 | 22,300.66 | 95.0% | |
| Tuition - Summer School | - | - | - | - | - | - | - | - | - | 73,966.00 | 25,985.00 | 99,951.00 | 120,000.00 | 20,049.00 | 83.3% |
| Paid Student Trips | - | - | - | - | - | 419.00 | - | - | - | - | 419.00 | 14,000.00 | 13,581.00 | - | 3.0% |
| Summer School Trans Fees | - | - | - | - | - | - | - | - | - | 14,850.00 | 7,050.00 | 21,900.00 | 13,000.00 | (8,900.00) | 168.5% |
| SPED Trans Fees Other LEAs | - | - | - | - | - | - | - | - | - | - | - | - | - | - | No Bud |
| Interest | 21,229.86 | 17,504.87 | 38,091.11 | 26,662.48 | 26,207.47 | 25,783.82 | 15,527.80 | 15,692.65 | 24,188.18 | 15,425.00 | 226,313.24 | 123,600.00 | (102,713.24) | 183.1% | |
| Admissions - Athletic | - | - | - | - | - | 886.06 | - | - | - | - | 886.06 | 1,000.00 | 113.94 | - | 88.6% |
| Admissions - Other | - | - | - | - | - | - | - | - | - | - | - | - | - | - | No Bud |
| After School Activities | - | - | 6,114.00 | 6,435.00 | 1,000.00 | 7,803.00 | 1,892.50 | 1,430.00 | 6,495.00 | 4,397.00 | 35,566.50 | 17,000.00 | (18,566.50) | 209.2% | |
| Technology Fee | 20,949.25 | 16,725.00 | 4,889.53 | 5,736.18 | 2,761.10 | 1,782.48 | 1,218.66 | (216.55) | 130.40 | 26.40 | 54,002.45 | 122,000.00 | 67,997.55 | 44.3% | |
| PE Uniform/Lock Fee | 1,549.00 | 1,420.00 | 680.00 | 84.00 | 237.00 | 83.00 | 119.00 | 59.00 | - | 4.00 | 4,235.00 | 6,000.00 | 1,765.00 | 70.6% | |
| Fine Arts Fee | - | - | - | - | - | - | - | - | - | - | - | - | - | - | No Bud |
| Graduation Fee | 370.50 | 507.00 | 97.50 | 57.40 | 97.50 | 98.60 | - | 19.50 | - | - | 1,248.00 | 4,000.00 | 2,752.00 | 31.2% | |
| Sprague Class Project Fee | - | - | - | - | - | - | - | - | - | - | - | - | - | - | No Bud |
| Half Day Class Project Fee | - | - | - | - | - | - | - | - | - | - | - | - | - | - | No Bud |
| Field Trip Fees | - | - | 5,956.00 | 2,795.50 | 749.30 | 1,113.30 | 3,558.70 | 2,881.65 | 897.65 | 3,715.15 | 21,667.25 | 25,000.00 | 3,332.75 | 86.7% | |
| Sale of Athletic Wear | - | - | - | - | - | - | - | - | - | - | - | 3,000.00 | 3,000.00 | 0.00 | 0.0% |
| 103 Club Fees | 1,500.00 | 4,500.00 | 86,821.55 | 91,274.79 | 52,312.80 | 81,306.81 | 60,390.62 | 89,264.40 | 61,445.80 | 80,333.26 | 609,150.03 | 500,000.00 | (109,150.03) | 121.8% | |
| Student ID Fees/Fines | - | - | 30.00 | 85.00 | 70.00 | 100.00 | 60.00 | 25.00 | - | 50.00 | 420.00 | 500.00 | 80.00 | 84.0% | |
| Library Fees/Fines | - | - | - | (50.11) | - | 33.59 | 24.64 | - | 75.65 | 57.26 | 141.03 | 500.00 | 358.97 | 28.2% | |
| Athletic Fees | - | - | - | 2,625.00 | 1,900.00 | 250.00 | 675.00 | 725.00 | 2,625.00 | 550.00 | 9,350.00 | - | (9,350.00) | No Bud | |
| Band/Orchestra/Choir | - | - | - | 34,375.00 | 200.00 | 100.00 | 400.00 | 875.00 | 1,200.00 | 1,650.00 | 38,800.00 | - | (38,800.00) | No Bud | |
| Textbook Fees | 32,933.20 | 27,300.75 | 4,220.07 | 7,461.04 | 4,113.57 | 2,126.68 | 1,718.68 | 202.87 | 1,418.23 | 1,025.82 | 82,520.91 | 257,100.00 | 174,579.09 | 32.1% | |
| PTO/Foundation Donations | - | - | - | 6,823.84 | - | - | 7,323.20 | 35,443.61 | - | 10,594.46 | 60,185.11 | 40,000.00 | (20,185.11) | 150.5% | |
| Other Donations | 1,017.16 | 259.21 | 1,618.18 | - | 400.00 | - | - | (67.65) | 3,009.16 | 710.00 | 6,946.06 | 10,000.00 | 3,053.94 | 69.5% | |
| Misc. Donations | - | - | - | - | - | 1,000.00 | - | - | - | - | 1,000.00 | 100.00 | (900.00) | 1000.0% | |
| Facility Rental | 1,050.00 | 1,320.00 | - | 330.00 | - | - | - | - | 8,576.25 | 17,943.00 | 29,219.25 | 30,000.00 | 780.75 | 97.4% | |
| Impact Fees | - | - | - | 10,017.10 | - | - | - | - | - | 7,507.10 | 17,524.20 | 85,000.00 | 67,475.80 | 20.6% | |
| Refunds from Prior Yr. Expenses | 3,221.36 | - | - | - | - | 5,243.10 | - | - | 8,802.00 | - | 17,266.46 | 8,100.00 | (9,166.46) | 213.2% | |
| Payment from other LEA's | - | - | - | - | - | - | - | - | - | - | - | 650,000.00 | 650,000.00 | 0.0% | |
| Camp Revenue | - | - | - | - | - | - | - | - | - | - | - | 16,000.00 | 16,000.00 | 0.0% | |
| Loredo Taft Revenue | - | - | - | - | - | 35,685.00 | 975.00 | - | - | - | 36,660.00 | 33,000.00 | (3,660.00) | 111.1% | |
| Other Local Revenue | 6,519.00 | 201.38 | 12.58 | 1,542.99 | 532.92 | - | 1,239.98 | 13.90 | 3,025.00 | 1,552.75 | 14,640.50 | 21,100.00 | 6,459.50 | 69.4% | |
| Local Revenue | 498,000.60 | 894,009.14 | 12,430,319.85 | 446,429.40 | 317,473.30 | 226,942.12 | 264,727.29 | 156,314.74 | 224,005.62 | 202,899.54 | 15,661,121.60 | 31,223,200.00 | 15,562,078.40 | 50.2% | |
| State Sources | | | | | | | | | | | | | | | |
| General State Aid | - | - | 186,945.96 | 93,472.98 | 93,472.98 | 93,472.98 | 93,472.98 | 93,472.98 | 93,472.98 | 94,258.96 | 842,042.80 | 350,000.00 | (492,042.80) | 240.6% | |
| Spec. Ed. Private Facility | - | 20,564.42 | - | 20,564.42 | - | - | - | 36,234.82 | - | 33,657.90 | 111,021.56 | 61,000.00 | (50,021.56) | 182.0% | |
| Spec. Ed. Extraordinary | - | 50,394.73 | - | 50,394.73 | - | - | - | - | - | - | 100,789.46 | 151,000.00 | 50,210.54 | 66.7% | |
| Spec. Ed. Personnel | - | 102,123.12 | - | 102,123.14 | - | - | - | - | - | - | 204,246.26 | 306,000.00 | 101,753.74 | 66.7% | |
| Spec. Ed. Orphanage | - | - | - | - | - | 4,763.80 | - | - | - | 1,667.33 | 6,431.13 | - | (6,431.13) | No Bud | |
| Spec. Ed. Summer School | - | - | 573.91 | - | - | - | - | - | - | - | 573.91 | 400.00 | (173.91) | 143.5% | |
| Bilingual | 4,892.00 | - | - | - | - | 29,556.00 | - | - | - | - | 34,448.00 | 18,000.00 | (16,448.00) | 191.4% | |
| Transportation - Regular | - | 103,720.77 | - | 103,720.77 | - | - | - | 94,590.59 | - | 94,219.51 | 396,251.64 | 310,000.00 | (86,251.64) | 127.8% | |
| Transportation - Spec. Ed. | - | 62,304.86 | - | 62,304.85 | - | - | - | 94,895.99 | - | 95,138.05 | 314,643.75 | 185,000.00 | (129,643.75) | 170.1% | |
| Orphanage Tuition | - | 7,074.00 | 18,540.00 | - | - | 29,384.56 | - | 9,489.00 | - | 25,181.00 | 89,668.56 | 50,000.00 | (39,668.56) | 179.3% | |
| Library Per Capital Grant | - | - | - | - | - | - | - | 1,080.90 | - | - | 1,080.90 | 1,000.00 | (80.90) | 108.1% | |
| Other State Revenue | - | - | - | - | - | - | - | - | - | - | - | - | - | No Bud | |
| State Revenue | 4,892.00 | 346,181.90 | 206,059.87 | 432,580.89 | 93,472.98 | 157,177.34 | 93,472.98 | 329,764.28 | 93,472.98 | 344,122.75 | 2,101,197.97 | 1,432,400.00 | (668,797.97) | 146.7% | |
| Federal Sources | | | | | | | | | | | | | | | |
| Special Milk Program | 1,018.63 | - | - | 145.07 | - | - | 6,809.82 | 2,553.86 | 2,107.11 | - | 12,634.49 | 8,000.00 | (4,634.49) | 157.9% | |
| Title I - Low Income | 11,488.00 | - | - | - | - | - | 24,105.00 | 4,596.00 | - | - | 40,189.00 | 43,000.00 | 2,811.00 | 93.5% | |
| IDEA Preschool | - | - | - | - | - | 5,729.00 | 98.00 | - | - | - | 5,827.00 | 7,000.00 | 1,173.00 | 83.2% | |
| IDEA Flow Through | - | 9,350.00 | - | - | - | 47,498.00 | 138,890.00 | - | - | - | 195,738.00 | 220,000.00 | 24,262.00 | 89.0% | |
| IDEA Room & Board | - | - | - | - | - | - | - | - | - | - | - | - | - | No Bud | |
| Title III - LIPLEP | - | - | 2,000.00 | - | - | 5,878.00 | - | - | - | - | 7,878.00 | 20,000.00 | 12,122.00 | 39.4% | |
| Title II - Teacher Quality | 56.00 | - | 9,193.00 | - | - | - | 4,908.00 | 739.00 | - | - | 14,896.00 | 15,000.00 | 104.00 | 99.3% | |
| Medicaid Reimbursement | - | - | - | - | 9,620.36 | - | - | - | - | - | 9,620.36 | 20,000.00 | 10,379.64 | 48.1% | |
| Federal Revenue | 12,562.63 | 9,350.00 | 11,193.00 | 145.07 | 9,620.36 | 59,105.00 | 174,810.82 | 7,888.86 | 2,107.11 | - | 286,782.85 | 333,000.00 | 46,217.15 | 86.1% | |
| Subtotal All Funds | 515,455.23 | 1,249,541.04 | 12,647,572.72 | 879,155.36 | 420,566.64 | 443,224.46 | 533,011.09 | 493,967.88 | 319,585.71 | 547,022.29 | 18,049,102.42 | 32,988,600.00 | 14,939,497.58 | 54.7% | |
| "On Behalf"/Transfers | - | - | - | - | - | - | - | - | - | - | - | - | - | No Bud | |
| Total All Funds | 515,455.23 | 1,249,541.04 | 12,647,572.72 | 879,155.36 | 420,566.64 | 443,224.46 | 533,011.09 | 493,967.88 | 319,585.71 | 547,022.29 | 18,049,102.42 | 32,988,600.00 | 14,939,497.58 | 54.7% | |

Expenditure Report
4/30/2018

% of Fiscal Year Complete: 83.3%

Education Fund

Salaries

| | MTD July | MTD August | MTD September | MTD October | MTD November | MTD December | MTD January | MTD February | MTD March | MTD April | YTD Actual | Fiscal Year 2018 Final Budget | Budget Balance | % Budget Expended |
|-----------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|----------------------|-------------------------------|---------------------|-------------------|
| Admin Salaries | 110,273.48 | 131,177.68 | 135,473.84 | 134,100.95 | 133,034.58 | 134,127.99 | 134,127.99 | 136,436.90 | 136,735.71 | 137,420.73 | 1,322,909.85 | 1,644,100 | 321,190.15 | 80.5% |
| Teacher Salaries | 1,017,834.20 | 1,006,234.34 | 1,003,740.71 | 1,015,536.67 | 1,010,728.96 | 1,013,530.64 | 1,023,936.98 | 1,015,309.87 | 1,014,264.17 | 968,228.19 | 10,089,344.73 | 12,491,500 | 2,402,155.27 | 80.8% |
| Extra Duty Stipends | 22,113.05 | 95,345.98 | 9,067.10 | 28,047.02 | 91,907.58 | 32,940.29 | 48,937.80 | 26,413.86 | 16,526.73 | 80,246.50 | 451,545.91 | 545,000 | 93,454.09 | 82.9% |
| Classified Salaries | 160,341.54 | 155,956.71 | 239,174.39 | 243,150.25 | 242,814.94 | 240,631.29 | 245,015.39 | 244,478.93 | 243,670.05 | 248,157.79 | 2,263,391.28 | 2,866,300 | 602,908.72 | 79.0% |
| Substitutes | 3,792.75 | 5,100.25 | 36,321.20 | 41,114.32 | 43,716.82 | 37,813.05 | 29,908.54 | 36,296.30 | 33,024.03 | 92,599.27 | 359,686.53 | 401,200 | 41,513.47 | 89.7% |
| Salaries Total | 1,314,355.02 | 1,393,814.96 | 1,423,777.24 | 1,461,949.21 | 1,522,202.88 | 1,459,043.26 | 1,481,926.70 | 1,458,935.86 | 1,444,220.69 | 1,526,652.48 | 14,486,878.30 | 17,948,100 | 3,461,221.70 | 80.7% |

Benefits

| | | | | | | | | | | | | | | |
|--------------------------|-------------------|-------------------|-------------------|-------------------|------------------|-------------------|-------------------|-------------------|-------------------|-------------------|---------------------|------------------|-------------------|--------------|
| TRS | 27,376.32 | 34,529.12 | 32,550.90 | 29,522.28 | 31,412.13 | 31,347.53 | 31,593.32 | 31,578.48 | 30,068.27 | 28,121.29 | 308,099.64 | 391,300 | 83,200.36 | 78.7% |
| TRS ERO Payments | - | - | - | - | - | 6,585.41 | - | - | - | - | 6,585.41 | - | (6,585.41) | No Bud |
| Medical Insurance | 193,829.91 | 235,901.16 | 179,982.24 | 384,505.51 | 8,285.06 | 186,071.32 | 191,933.96 | 190,549.48 | 195,310.25 | 194,011.81 | 1,960,380.70 | 2,453,200 | 492,819.30 | 79.9% |
| Life Insurance | 3,297.34 | 4,192.97 | 3,290.20 | 28,683.78 | (22,850.65) | 3,872.22 | 3,335.29 | 3,296.30 | 5,657.42 | 3,308.10 | 36,082.97 | 46,000 | 9,917.03 | 78.4% |
| Retiree Insurance | 20,193.59 | 14,049.60 | 7,590.82 | 4,910.45 | 3,262.86 | 26,783.84 | 20,826.09 | 16,354.88 | 15,093.71 | 7,089.89 | 136,155.73 | 192,880 | 56,724.27 | 70.6% |
| Tuition Reimbursement | 22,188.00 | 4,565.00 | 3,915.00 | 12,025.00 | 810.00 | 3,055.00 | 2,520.00 | 5,250.00 | 1,680.00 | 4,375.00 | 60,383.00 | 62,500 | 2,117.00 | 96.6% |
| Post-Retirement Benefits | 19,064.84 | 1,380.03 | 12,791.66 | 214,434.04 | - | - | - | - | - | - | 247,670.57 | 225,000 | (22,670.57) | 110.1% |
| Benefits Total | 285,950.00 | 294,617.88 | 240,120.82 | 674,081.06 | 20,919.40 | 257,715.32 | 250,208.66 | 247,029.14 | 247,809.65 | 236,906.09 | 2,755,358.02 | 3,370,880 | 615,521.98 | 81.7% |

Purchased Services

| | | | | | | | | | | | | | | |
|---------------------------------|-------------------|-------------------|------------------|------------------|------------------|-------------------|------------------|-------------------|-------------------|-------------------|---------------------|------------------|-------------------|--------------|
| Professional Development | 2,380.15 | 16,120.53 | 2,352.00 | 15,626.61 | 6,029.00 | 12,633.74 | 11,603.07 | 1,941.47 | 2,496.94 | 3,291.59 | 74,475.10 | 122,000 | 47,524.90 | 61.0% |
| Consultation/Workshops | 3,065.51 | 6,146.68 | 38,007.66 | 6,748.40 | 24,467.50 | 155,076.65 | 13,477.31 | 59,007.64 | 30,574.43 | 27,830.86 | 364,402.64 | 383,500 | 19,097.36 | 95.0% |
| Data Processing | 1,092.30 | - | 478.22 | 663.53 | 785.87 | 651.99 | 561.25 | 630.56 | 534.37 | 625.58 | 6,023.67 | 12,000 | 5,976.33 | 50.2% |
| Auditing Services | - | - | 11,000.00 | 55.00 | 6,900.00 | - | - | - | 75.00 | - | 18,030.00 | 18,000 | (30.00) | 100.2% |
| Legal Services | - | 2,145.68 | 2,777.28 | 1,056.00 | 1,733.05 | 19,069.71 | 3,287.20 | 3,445.63 | 7,052.08 | 7,166.68 | 47,733.31 | 75,000 | 27,266.69 | 63.6% |
| Other Professional Services | 399.75 | (151.00) | 2,736.65 | 3,650.98 | 1,723.07 | 2,272.17 | 1,407.60 | 4,644.56 | 4,580.14 | 1,663.08 | 22,927.00 | 35,000 | 12,073.00 | 65.5% |
| Sanitation Services | 1,424.70 | 2,079.00 | 814.00 | 1,564.00 | 1,834.00 | 1,201.42 | 987.00 | 897.00 | 897.00 | 1,027.39 | 12,725.51 | 16,000 | 3,274.49 | 79.5% |
| Rentals | 6,961.42 | 10,722.01 | 10,838.68 | - | - | 32,331.05 | 9,859.64 | 14,668.76 | 11,893.22 | 10,853.64 | 108,128.42 | 108,000 | (128.42) | 100.1% |
| Travel | 1,281.01 | 1,142.84 | 788.80 | 250.00 | (3,097.00) | (1,368.71) | 4,697.88 | 716.36 | 1,142.92 | (11.09) | 5,543.01 | 20,700 | 15,156.99 | 26.8% |
| Telephone | 10,115.49 | 19,114.84 | 16,341.32 | 16,178.43 | 16,172.83 | 16,347.88 | 9,419.96 | 9,725.03 | 15,942.77 | 8,695.74 | 138,054.29 | 141,000 | 2,945.71 | 97.9% |
| Postage | 2,067.10 | 1,092.27 | 329.99 | 1,116.22 | - | 5,092.27 | - | - | 6.50 | 1,092.27 | 10,796.62 | 13,000 | 2,203.38 | 83.1% |
| Printing Services | 1,574.53 | 370.30 | 285.00 | 896.10 | - | 365.39 | 1,299.62 | 24.30 | 613.28 | 776.87 | 6,205.39 | 7,500 | 1,294.61 | 82.7% |
| Water/Sewer Services | 2,956.68 | 1,779.84 | 1,700.56 | 3,366.34 | 3,642.04 | 3,717.10 | - | 2,932.69 | 2,014.02 | 1,604.70 | 23,713.97 | 25,000 | 1,286.03 | 94.9% |
| Other Insurance | 270,450.70 | 452.70 | 1,217.25 | 1,230.75 | 1,530.75 | 1,230.75 | 1,213.00 | 1,222.25 | 1,235.00 | 2,008.76 | 281,791.91 | 337,300 | 55,508.09 | 83.5% |
| Other Purchased Services | 15,161.12 | 10,594.00 | (6,600.00) | 5,391.66 | 3,191.69 | 5,537.13 | 5,486.97 | 8,982.81 | 32,205.67 | 16,057.75 | 96,008.80 | 146,000 | 49,991.20 | 65.8% |
| Service Agreements | 121,994.04 | 89,237.67 | 12,509.60 | 17,391.78 | 12,450.96 | 14,042.15 | 32,964.10 | 45,491.48 | 15,214.86 | 26,174.76 | 387,471.40 | 475,600 | 88,128.60 | 81.5% |
| Purchased Services Total | 440,924.50 | 160,847.36 | 95,577.01 | 75,185.80 | 77,363.76 | 268,200.69 | 96,264.60 | 154,330.54 | 126,478.20 | 108,858.58 | 1,604,031.04 | 1,935,600 | 331,568.96 | 82.9% |

Supplies

| | | | | | | | | | | | | | | |
|--------------------------------|------------------|------------------|-------------------|-------------------|-----------------|------------------|-------------------|------------------|------------------|------------------|-------------------|------------------|-------------------|--------------|
| General Supplies | 19,993.08 | 12,922.55 | 51,206.57 | 61,066.42 | (30,900.54) | 32,683.45 | 29,302.11 | 17,750.46 | 35,333.93 | 19,134.87 | 248,492.90 | 322,550 | 74,057.10 | 77.0% |
| Art Supplies | 641.89 | 31.46 | 4,418.95 | 12,003.44 | 1,462.42 | 1,548.39 | 961.27 | 7,899.85 | 553.95 | 2,253.15 | 31,774.77 | 37,300 | 5,525.23 | 85.2% |
| Paper Supplies | 2,468.00 | 98.95 | 4,824.42 | 5,762.68 | 17,890.68 | 245.87 | - | - | - | 2,452.72 | 33,743.32 | 36,500 | 2,756.68 | 92.4% |
| Spanish Supplies | - | 273.84 | 3,382.21 | (3,253.25) | 98.13 | - | 29.52 | 80.78 | 176.05 | 772.43 | 1,559.71 | 9,880 | 8,320.29 | 15.8% |
| Student-Paid Supplies | 123.20 | (374.33) | 13,680.95 | (804.32) | 5,132.98 | 3,786.42 | 382.64 | 590.95 | 7,982.38 | 2,140.34 | 32,641.21 | 27,800 | (4,841.21) | 117.4% |
| Science Supplies | - | - | 6,590.51 | 2,699.08 | 219.97 | 2,267.02 | 73.85 | 3,370.71 | 270.64 | 1,043.22 | 16,535.00 | 26,500 | 9,965.00 | 62.4% |
| Social Studies Supplies | - | 108.44 | 1,056.12 | 3,265.17 | 69.95 | 4,183.76 | 2,667.80 | 90.87 | 448.27 | 1,142.36 | 13,032.74 | 19,600 | 6,567.26 | 66.5% |
| English Language Arts Supplies | - | 7,809.93 | 4,680.50 | 11,639.09 | 584.47 | 3,972.12 | 670.05 | 1,089.39 | 404.74 | 2,230.77 | 33,081.06 | 40,500 | 7,418.94 | 81.7% |
| Math Supplies | 18.00 | 9,463.92 | 5,411.66 | 5,278.35 | 291.72 | 291.72 | 3,071.82 | 9.95 | 443.60 | 767.71 | 24,756.73 | 30,000 | 5,243.27 | 82.5% |
| Supplies - Other | 1,365.76 | 6,204.33 | 10,516.99 | 10,430.53 | 5,422.97 | 8,157.37 | 3,086.44 | 22,697.45 | 3,073.59 | 2,021.62 | 72,977.05 | 90,145 | 17,167.95 | 81.0% |
| Textbooks | - | 7,094.53 | 101,459.50 | 11,879.42 | 2,099.25 | 12,639.09 | 7,965.66 | 7,265.89 | 2,368.30 | 1,150.89 | 153,922.53 | 208,000 | 54,077.47 | 74.0% |
| Library Books | - | 2,917.55 | 185.68 | 7,820.18 | 2,629.40 | 99.95 | 1,544.92 | 4,825.29 | 1,581.88 | 3,386.17 | 24,991.02 | 34,000 | 9,008.98 | 73.5% |
| Periodicals | 1,456.08 | 1,181.79 | 99.00 | 179.80 | 322.46 | - | 211.73 | 90.80 | 311.23 | 49.80 | 3,902.69 | 8,000 | 4,097.31 | 48.8% |
| Natural Gas | 3,261.68 | 1,640.12 | 1,561.00 | 1,589.15 | - | - | 11,126.01 | 10,312.30 | 11,710.09 | 11,222.77 | 52,423.12 | 80,000 | 27,576.88 | 65.5% |
| Electricity | - | 14,432.05 | 13,233.77 | 15,976.27 | - | 26,705.16 | 38,574.52 | 17,146.84 | 16,899.26 | 15,286.70 | 158,254.57 | 190,000 | 31,745.43 | 83.3% |
| Other Supplies | 3,230.47 | 3,032.87 | 426.47 | 803.95 | (2,118.18) | - | 3,516.76 | 295.50 | 4,812.45 | 6,908.02 | 20,908.31 | 34,600 | 13,691.69 | 60.4% |
| Supplies Total | 32,558.16 | 66,838.00 | 222,734.30 | 146,335.96 | 2,913.96 | 96,580.32 | 103,185.10 | 93,517.03 | 86,370.36 | 71,963.54 | 922,996.73 | 1,195,375 | 272,378.27 | 77.2% |

Capital Outlay

| | | | | | | | | | | | | | | |
|--|---|---|---|----------|---|---|---|---|---|---|----------|-------|----------|-------|
| | - | - | - | 3,827.00 | - | - | - | - | - | - | 3,827.00 | 6,000 | 2,173.00 | 63.8% |
|--|---|---|---|----------|---|---|---|---|---|---|----------|-------|----------|-------|

Other

| | | | | | | | | | | | | | | |
|-----------------------|------------------|------------------|------------------|------------------|------------------|-------------------|-------------------|-----------------|------------------|------------------|-------------------|----------------|-------------------|--------------|
| Dues and Fees | 13,427.00 | 5,532.00 | 19,538.00 | 6,043.00 | 4,273.00 | 2,606.22 | (17,229.00) | 2,955.16 | 1,047.00 | 2,467.49 | 40,659.87 | 34,400 | (6,259.87) | 118.2% |
| Tuition | 7,685.52 | 10,893.38 | 3,677.40 | 19,966.68 | 21,814.53 | 27,612.60 | 13,718.53 | - | 28,840.98 | 28,079.02 | 162,288.64 | 700,000 | 537,711.36 | 23.2% |
| Miscellaneous Objects | - | 11,732.00 | - | - | - | 211,351.16 | - | - | - | - | 223,083.16 | 226,000 | 2,916.84 | 98.7% |
| Other Total | 21,112.52 | 28,157.38 | 23,215.40 | 26,009.68 | 26,087.53 | 241,569.98 | (3,510.47) | 2,955.16 | 29,887.98 | 30,546.51 | 426,031.67 | 960,400 | 534,368.33 | 44.4% |

Non-Capitalized Equipment

| | | | | | | | | | | | | | | |
|--|----------|------------|-----------|-------------|-----------|----------|-----------|---|----------|----------|------------|---------|------------|--------|
| | 9,310.18 | 121,453.79 | 28,161.80 | (83,437.24) | 28,890.19 | 2,608.52 | 18,668.59 | - | 2,831.00 | 2,414.63 | 130,901.46 | 125,000 | (5,901.46) | 104.7% |
|--|----------|------------|-----------|-------------|-----------|----------|-----------|---|----------|----------|------------|---------|------------|--------|

Termination Benefits

| | | | | | | | | | | | | | | |
|--|---|---|---|---|---|---|---|---|---|---|---|---|---|--------|
| | - | - | - | - | - | - | - | - | - | - | - | - | - | No Bud |
|--|---|---|---|---|---|---|---|---|---|---|---|---|---|--------|

Subtotal Education Fund

| | |
|--|---------------|
| | 2,104, |
|--|---------------|

| | | | | | | | | | | | | | | |
|--|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|----------------------|-------------------|---------------------|---------------|
| "On-Behalf"/Transfers | - | - | - | - | - | - | - | - | - | - | - | - | - | No Bud |
| Total Education Fund | 2,104,210.38 | 2,065,729.37 | 2,033,586.57 | 2,303,951.47 | 1,678,377.72 | 2,325,718.09 | 1,946,743.18 | 1,956,767.73 | 1,937,597.88 | 1,977,341.83 | 20,330,024.22 | 25,541,355 | 5,211,330.78 | 79.6% |
| Operations and Maintenance Fund | | | | | | | | | | | | | | |
| Salaries | | | | | | | | | | | | | | |
| Admin Salaries | 9,612.55 | 9,612.55 | 9,612.55 | 9,612.55 | 9,612.55 | 9,612.55 | 9,612.55 | 9,612.55 | 9,612.55 | 9,612.55 | 96,125.50 | 115,400 | 19,274.50 | 83.3% |
| Classified Salaries | 76,776.43 | 72,949.63 | 70,314.89 | 66,768.53 | 67,404.40 | 62,846.28 | 64,959.47 | 67,899.95 | 62,392.59 | 62,230.92 | 674,543.09 | 794,000 | 119,456.91 | 85.0% |
| Salaries Total | 86,388.98 | 82,562.18 | 79,927.44 | 76,381.08 | 77,016.95 | 72,458.83 | 74,572.02 | 77,512.50 | 72,005.14 | 71,843.47 | 770,668.59 | 909,400 | 138,731.41 | 84.7% |
| Benefits | | | | | | | | | | | | | | |
| Medical Insurance | 11,994.53 | 14,997.17 | 12,954.12 | 27,183.80 | (793.76) | 13,591.82 | 13,591.82 | 13,591.82 | 13,591.82 | 12,816.51 | 133,519.65 | 143,500 | 9,980.35 | 93.0% |
| Life Insurance | 74.45 | 177.65 | 79.80 | 227.82 | (155.22) | 79.80 | 159.36 | 79.80 | 159.36 | 76.00 | 958.82 | 1,500 | 541.18 | 63.9% |
| Retiree Insurance | 1,743.44 | 1,743.44 | 1,550.62 | 1,550.62 | 1,550.62 | 1,550.62 | 1,550.62 | 1,550.62 | 1,550.62 | 1,550.62 | 15,891.84 | 13,130 | (2,761.84) | 121.0% |
| Benefits Total | 13,812.42 | 16,918.26 | 14,584.54 | 28,962.24 | 601.64 | 15,222.24 | 15,301.80 | 15,222.24 | 15,301.80 | 14,443.13 | 150,370.31 | 158,130 | 7,759.69 | 95.1% |
| Purchased Services | | | | | | | | | | | | | | |
| Professional Development | - | - | - | 785.76 | - | 598.04 | 291.19 | - | (10.73) | 205.00 | 1,869.26 | 5,000 | 3,130.74 | 37.4% |
| Other Professional Services | - | 568.87 | - | - | - | - | 1,457.13 | 509.52 | - | - | 2,535.52 | 15,000 | 12,464.48 | 16.9% |
| Snow Removal | - | - | - | - | - | - | 1,848.00 | 728.00 | - | - | 2,576.00 | 8,000 | 5,424.00 | 32.2% |
| Rental of Equipment | - | - | - | 2,552.78 | 664.00 | 721.40 | 3,974.00 | 7,284.00 | 3,974.00 | 3,974.00 | 23,144.18 | 25,000 | 1,855.82 | 92.6% |
| Property Upkeep Services | 14,740.38 | 38,593.42 | 16,175.91 | 25,089.22 | 38,133.01 | 24,933.55 | 23,485.50 | 24,319.91 | 26,220.76 | 13,128.31 | 244,819.97 | 220,000 | (24,819.97) | 111.3% |
| Telephone | 2,463.85 | 314.77 | - | 342.96 | 226.86 | 227.36 | 607.01 | 236.83 | 240.45 | 240.45 | 4,900.54 | 2,700 | (2,200.54) | 181.5% |
| Purchased Services Total | 17,204.23 | 39,477.06 | 16,175.91 | 28,770.72 | 39,023.87 | 26,480.35 | 31,662.83 | 33,078.26 | 30,424.48 | 17,547.76 | 279,845.47 | 275,700 | (4,145.47) | 101.5% |
| Supplies | | | | | | | | | | | | | | |
| General Supplies | 4,904.91 | 9,268.62 | 18,804.49 | 21,261.74 | 8,677.35 | 16,897.69 | 19,781.08 | 6,404.78 | 19,870.77 | 3,181.14 | 129,052.57 | 138,000 | 8,947.43 | 93.5% |
| Fuel | 363.95 | 367.94 | 298.53 | 345.93 | 319.85 | 336.28 | 234.42 | 743.74 | 438.70 | 394.65 | 3,843.99 | 7,000 | 3,156.01 | 54.9% |
| Supplies Total | 5,268.86 | 9,636.56 | 19,103.02 | 21,607.67 | 8,997.20 | 17,233.97 | 20,015.50 | 7,148.52 | 20,309.47 | 3,575.79 | 132,896.56 | 145,000 | 12,103.44 | 91.7% |
| Capital Outlay | 33,682.00 | 43,515.38 | 84,091.06 | 107,757.35 | 28,644.08 | 97,101.27 | 34,237.50 | 80,216.82 | 46,837.45 | 6,100.00 | 562,182.91 | 600,000 | 37,817.09 | 93.7% |
| Other | | | | | | | | | | | | | | |
| Dues and Fees | 298.00 | - | - | - | 75.00 | 130.00 | 5.00 | 750.00 | - | - | 1,258.00 | 1,300 | - | - |
| Other Total | 298.00 | - | - | - | 75.00 | 130.00 | 5.00 | 750.00 | - | - | 1,258.00 | 1,300 | 42.00 | 96.8% |
| Non-Capitalized Equipment | - | - | - | 1,069.20 | - | 2,973.00 | - | - | - | - | 4,042.20 | 5,000 | 957.80 | 80.8% |
| Subtotal O&M Fund | 156,654.49 | 192,109.44 | 213,881.97 | 264,548.26 | 154,358.74 | 231,599.66 | 175,794.65 | 213,928.34 | 184,878.34 | 113,510.15 | 1,901,264.04 | 2,094,530 | 193,265.96 | 90.8% |
| Transfers | - | - | - | - | - | - | - | - | - | - | - | - | - | No Bud |
| Total O&M Fund | 156,654.49 | 192,109.44 | 213,881.97 | 264,548.26 | 154,358.74 | 231,599.66 | 175,794.65 | 213,928.34 | 184,878.34 | 113,510.15 | 1,901,264.04 | 2,094,530 | 193,265.96 | 90.8% |
| Debt Service Fund | | | | | | | | | | | | | | |
| Purchased Services | | | | | | | | | | | | | | |
| Other Professional Services | - | 475.00 | - | - | - | - | - | - | - | - | 475.00 | 1,500 | 1,025.00 | 31.7% |
| Purchased Services Total | - | 475.00 | - | - | - | - | - | - | - | - | 475.00 | 1,500 | 1,025.00 | 31.7% |
| Other | | | | | | | | | | | | | | |
| Principal | 56,068.28 | - | 23,653.27 | 260,000.00 | 170,000.00 | - | - | - | - | - | 509,721.55 | 883,000 | 373,278.45 | 57.7% |
| Interest | 2,587.75 | - | 75,038.75 | 25,206.25 | 97,488.97 | - | - | - | 75,038.75 | 22,218.75 | 297,579.22 | 246,200 | (51,379.22) | 120.9% |
| Other Total | 58,656.03 | - | 98,692.02 | 285,206.25 | 267,488.97 | - | - | - | 75,038.75 | 22,218.75 | 807,300.77 | 1,129,200 | 321,899.23 | 71.5% |
| Subtotal Debt Service Fund | 58,656.03 | 475.00 | 98,692.02 | 285,206.25 | 267,488.97 | - | - | - | 75,038.75 | 22,218.75 | 807,775.77 | 1,130,700 | 322,924.23 | 71.4% |
| Transfers | - | - | - | - | - | - | - | - | - | - | - | - | - | No Bud |
| Total Debt Service Fund | 58,656.03 | 475.00 | 98,692.02 | 285,206.25 | 267,488.97 | - | - | - | 75,038.75 | 22,218.75 | 807,775.77 | 1,130,700 | 322,924.23 | 71.4% |
| Transportation Fund | | | | | | | | | | | | | | |
| Salaries | | | | | | | | | | | | | | |
| Admin Salaries | 8,112.84 | 8,112.84 | 8,112.84 | 8,112.84 | 8,112.83 | 8,112.83 | 8,112.83 | 8,112.83 | 8,112.83 | 8,112.83 | 81,128.34 | 97,600 | 16,471.66 | 83.1% |
| Classified Salaries | 48,778.34 | 46,231.45 | 87,529.10 | 82,269.71 | 81,652.04 | 76,081.27 | 77,975.01 | 85,707.22 | 78,335.37 | 84,855.00 | 749,414.51 | 883,000 | 133,585.49 | 84.9% |
| Salaries Total | 56,891.18 | 54,344.29 | 95,641.94 | 90,382.55 | 89,764.87 | 84,194.10 | 86,087.84 | 93,820.05 | 86,448.20 | 92,967.83 | 830,542.85 | 980,600 | 150,057.15 | 84.7% |
| Benefits | | | | | | | | | | | | | | |
| Transp. IMRF/SS/Medicare | 2,117.62 | 2,117.62 | 2,114.50 | 2,114.50 | 2,114.50 | 2,114.50 | 2,072.03 | 2,072.03 | 2,072.03 | 2,072.03 | 20,981.36 | 23,000 | 2,018.64 | 91.2% |
| Medical Insurance | 25,336.48 | 27,560.92 | 20,397.25 | 45,260.57 | (5,314.82) | 20,116.89 | 19,367.36 | 19,367.36 | 19,987.61 | 19,987.61 | 212,067.23 | 246,100 | 34,032.77 | 86.2% |
| Life Insurance | 355.80 | 484.80 | 342.70 | 220.01 | (394.10) | (103.82) | 167.18 | 189.53 | (37.57) | 281.43 | 1,505.96 | 2,100 | 594.04 | 71.7% |
| Retiree Insurance | - | - | - | - | - | - | - | - | - | - | - | 4,360 | 4,360.00 | 0.0% |
| Benefits Total | 27,809.90 | 30,163.34 | 22,854.45 | 47,595.08 | (3,594.42) | 22,127.57 | 21,606.57 | 21,628.92 | 22,022.07 | 22,341.07 | 234,554.55 | 275,560 | 41,005.45 | 85.1% |
| Purchased Services | | | | | | | | | | | | | | |
| Professional Development | - | - | - | 2,409.81 | 331.60 | 786.26 | - | - | - | - | 3,527.67 | 3,000 | (527.67) | 117.6% |
| Other Professional Services | - | 258.20 | 11.08 | - | - | 2,033.70 | - | 5,337.19 | 39.45 | - | 7,679.62 | 35,000 | 27,320.38 | 21.9% |
| Rentals | - | - | 284,749.00 | - | - | - | - | - | - | - | 284,749.00 | 269,000 | (15,749.00) | 105.9% |
| Property Upkeep Services | 1,460.62 | 1,894.33 | 1,023.17 | 1,713.42 | 3,094.02 | 2,314.24 | 1,712.08 | 5,552.06 | 4,855.47 | 1,553.05 | 25,172.46 | 40,000 | 14,827.54 | 62.9% |
| Pupil Transportation Services | 1,215.80 | 528.00 | - | 2,215.76 | 1,500.40 | 3,370.60 | - | 1,338.00 | 1,550.40 | - | 11,718.96 | 45,000 | 33,281.04 | 26.0% |
| Student-Paid Trips | - | - | - | - | 132.78 | - | - | 265.56 | 796.68 | - | 1,195.02 | 2,000 | 804.98 | 59.8% |
| Telephone | - | - | - | - | 90.81 | 77.22 | 79.24 | 79.24 | 81.23 | 81.23 | 488.97 | 500 | 11.03 | 97.8% |
| Other Purchased Services | 242.00 | 484.00 | 1,114.00 | 493.00 | 1,958.50 | 872.25 | - | 370.09 | 847.91 | - | 6,381.75 | 7,000 | 618.25 | 91.2% |
| Service Agreements | - | 2,701.66 | - | - | 1,796.34 | - | 1,796.00 | - | - | - | 6,294.00 | 20,000 | 13,706.00 | 31.5% |
| Purchased Services Total | 2,918.42 | 5,866.19 | 286,897.25 | 6,831.99 | 8,904.45 | 9,454.27 | 3,587.32 | 7,604.95 | 13,468.88 | 1,673.73 | 347,207.45 | 421,500 | 74,292.55 | 82.4% |
| Supplies | | | | | | | | | | | | | | |
| General Supplies | 470.82 | 1,129.69 | 499.67 | 120.69 | 135.17 | 506.81 | 26.75 | 244.30 | 694.05 | 487.20 | 4,315.15 | 6,000 | 1,684.85 | 71.9% |

| | | | | | | | | | | | | | | |
|----------------------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|----------------------|-------------------|---------------------|---------------|
| Fuel | 4,850.66 | 630.16 | 5,077.86 | 11,290.47 | 9,518.88 | 8,433.35 | 8,951.91 | 9,296.11 | 11,386.36 | 9,170.31 | 78,606.07 | 100,000 | 21,393.93 | 78.6% |
| Other Supplies | - | 713.57 | - | - | - | - | 14.65 | - | 82.97 | - | 811.19 | 2,000 | 1,188.81 | 40.6% |
| Supplies Total | 5,321.48 | 2,473.42 | 5,577.53 | 11,411.16 | 9,654.05 | 8,940.16 | 8,993.31 | 9,540.41 | 12,163.38 | 9,657.51 | 83,732.41 | 108,000 | 24,267.59 | 77.5% |
| Other | - | - | 65.00 | - | 300.00 | - | - | - | - | - | 365.00 | 700 | 335.00 | 52.1% |
| Other Total | - | - | 65.00 | - | 300.00 | - | - | - | - | - | 365.00 | 700 | 335.00 | 52.1% |
| Non-Capitalized Equipment | - | - | - | 1,140.00 | - | - | - | - | - | - | 1,140.00 | 2,000 | 860.00 | 57.0% |
| Subtotal Trans. Fund | 92,940.98 | 92,847.24 | 411,036.17 | 157,360.78 | 105,028.95 | 124,716.10 | 120,275.04 | 132,594.33 | 134,102.53 | 126,640.14 | 1,497,542.26 | 1,788,360 | 290,817.74 | 83.7% |
| Transfers | - | - | - | - | - | - | - | - | - | - | - | - | - | No Bud |
| Total Trans. Fund | 92,940.98 | 92,847.24 | 411,036.17 | 157,360.78 | 105,028.95 | 124,716.10 | 120,275.04 | 132,594.33 | 134,102.53 | 126,640.14 | 1,497,542.26 | 1,788,360 | 290,817.74 | 83.7% |
| Retirement Fund | | | | | | | | | | | | | | |
| Benefits | | | | | | | | | | | | | | |
| IMRF | 37,448.15 | 36,405.98 | 53,718.94 | 52,376.51 | 52,453.16 | 50,913.98 | 50,757.26 | 50,907.90 | 49,641.25 | 50,612.66 | 485,235.79 | 603,800 | 118,564.21 | 80.4% |
| Social Security | 22,053.42 | 21,197.01 | 30,599.33 | 30,680.68 | 30,797.85 | 29,400.98 | 30,480.15 | 30,551.08 | 29,357.17 | 30,293.65 | 285,411.32 | 365,600 | 80,188.68 | 78.1% |
| Medicare | 16,177.76 | 17,260.20 | 16,771.79 | 17,371.05 | 17,922.28 | 17,080.56 | 17,321.94 | 17,075.31 | 16,868.47 | 17,936.70 | 171,786.06 | 219,000 | 47,213.94 | 78.4% |
| Benefits Total | 75,679.33 | 74,863.19 | 101,090.06 | 100,428.24 | 101,173.29 | 97,395.52 | 98,559.35 | 98,534.29 | 95,866.89 | 98,843.01 | 942,433.17 | 1,188,400 | 245,966.83 | 79.3% |
| Subtotal Retirement Fund | 75,679.33 | 74,863.19 | 101,090.06 | 100,428.24 | 101,173.29 | 97,395.52 | 98,559.35 | 98,534.29 | 95,866.89 | 98,843.01 | 942,433.17 | 1,188,400 | 245,966.83 | 79.3% |
| Total Retirement Fund | 75,679.33 | 74,863.19 | 101,090.06 | 100,428.24 | 101,173.29 | 97,395.52 | 98,559.35 | 98,534.29 | 95,866.89 | 98,843.01 | 942,433.17 | 1,188,400 | 245,966.83 | 79.3% |
| Capital Projects Fund | | | | | | | | | | | | | | |
| Capital Outlay | | | | | | | | | | | | | | |
| Building Improvements | 2,406,765.99 | 1,743,597.80 | 2,195,306.40 | 306,822.53 | 595,127.39 | 89,463.36 | 31,743.00 | 38,388.00 | 913,294.86 | 58,501.65 | 8,379,010.98 | 8,117,428 | (261,583.07) | 103.2% |
| Site Improvements | - | - | - | - | - | - | - | - | - | - | - | - | - | No Bud |
| Capital Outlay Total | 2,406,765.99 | 1,743,597.80 | 2,195,306.40 | 306,822.53 | 595,127.39 | 89,463.36 | 31,743.00 | 38,388.00 | 913,294.86 | 58,501.65 | 8,379,010.98 | 8,117,428 | (261,583.07) | 103.2% |
| Subtotal Cap. Projects Fund | 2,406,765.99 | 1,743,597.80 | 2,195,306.40 | 306,822.53 | 595,127.39 | 89,463.36 | 31,743.00 | 38,388.00 | 913,294.86 | 58,501.65 | 8,379,010.98 | 8,117,428 | (261,583.07) | 103.2% |
| Transfers/Other Uses | - | - | - | - | - | - | - | - | - | - | - | - | - | No Bud |
| Total Cap. Projects Fund | 2,406,765.99 | 1,743,597.80 | 2,195,306.40 | 306,822.53 | 595,127.39 | 89,463.36 | 31,743.00 | 38,388.00 | 913,294.86 | 58,501.65 | 8,379,010.98 | 8,117,428 | (261,583.07) | 103.2% |
| All Funds | | | | | | | | | | | | | | |
| Salaries | | | | | | | | | | | | | | |
| Admin Salaries | 127,998.87 | 148,903.07 | 153,199.23 | 151,826.34 | 150,759.96 | 151,853.37 | 151,853.37 | 154,162.28 | 154,461.09 | 155,146.11 | 1,500,163.69 | 1,857,100 | 356,936.31 | 80.8% |
| Teacher Salaries | 1,017,834.20 | 1,006,234.34 | 1,003,740.71 | 1,015,536.67 | 1,010,728.96 | 1,013,530.64 | 1,023,936.98 | 1,015,309.87 | 1,014,264.17 | 968,228.19 | 10,089,344.73 | 12,491,500 | 2,402,155.27 | 80.8% |
| Extra Duty Stipends | 22,113.05 | 95,345.98 | 9,067.10 | 28,047.02 | 91,907.58 | 32,940.29 | 48,937.80 | 26,413.86 | 16,526.73 | 80,246.50 | 451,545.91 | 545,000 | 93,454.09 | 82.9% |
| Classified Salaries | 285,896.31 | 275,137.79 | 397,018.38 | 392,188.49 | 391,871.38 | 379,558.84 | 387,949.87 | 398,086.10 | 384,398.01 | 395,243.71 | 3,687,348.88 | 4,543,300 | 855,951.12 | 81.2% |
| Substitutes | 3,792.75 | 5,100.25 | 36,321.20 | 41,114.32 | 43,716.82 | 37,813.05 | 29,908.54 | 36,296.30 | 33,024.03 | 92,599.27 | 359,686.53 | 401,200 | 41,513.47 | 89.7% |
| Salaries Total | 1,457,635.18 | 1,530,721.43 | 1,599,346.62 | 1,628,712.84 | 1,688,984.70 | 1,615,696.19 | 1,642,586.56 | 1,630,268.41 | 1,602,674.03 | 1,691,463.78 | 16,088,089.74 | 19,838,100 | 3,750,010.26 | 81.1% |
| Benefits | | | | | | | | | | | | | | |
| Transp. IMRF/SS/Medicare | 2,117.62 | 2,117.62 | 2,114.50 | 2,114.50 | 2,114.50 | 2,114.50 | 2,072.03 | 2,072.03 | 2,072.03 | 2,072.03 | 20,981.36 | 23,000 | 2,018.64 | 91.2% |
| TRS | 27,376.32 | 34,529.12 | 32,550.90 | 29,522.28 | 31,412.13 | 31,347.53 | 31,593.32 | 31,578.48 | 30,068.27 | 28,121.29 | 308,099.64 | 391,300 | 83,200.36 | 78.7% |
| IMRF | 37,448.15 | 36,405.98 | 53,718.94 | 52,376.51 | 52,453.16 | 50,913.98 | 50,757.26 | 50,907.90 | 49,641.25 | 50,612.66 | 485,235.79 | 603,800 | 118,564.21 | 80.4% |
| Social Security | 22,053.42 | 21,197.01 | 30,599.33 | 30,680.68 | 30,797.85 | 29,400.98 | 30,480.15 | 30,551.08 | 29,357.17 | 30,293.65 | 285,411.32 | 365,600 | 80,188.68 | 78.1% |
| Medicare | 16,177.76 | 17,260.20 | 16,771.79 | 17,371.05 | 17,922.28 | 17,080.56 | 17,321.94 | 17,075.31 | 16,868.47 | 17,936.70 | 171,786.06 | 219,000.00 | 47,213.94 | 78.4% |
| TRS ERO Payments | - | - | - | - | - | 6,585.41 | - | - | - | - | 6,585.41 | - | (6,585.41) | No Bud |
| Medical Insurance | 231,160.92 | 278,459.25 | 213,333.61 | 456,949.88 | 2,176.48 | 219,780.03 | 224,893.14 | 223,508.66 | 228,889.68 | 226,815.93 | 2,305,967.58 | 2,842,800 | 536,832.42 | 81.1% |
| Life Insurance | 3,727.59 | 4,855.42 | 3,712.70 | 29,131.61 | (23,399.97) | 3,848.20 | 3,661.83 | 3,565.63 | 5,779.21 | 3,665.53 | 38,547.75 | 49,600 | 11,052.25 | 77.7% |
| Retiree Insurance | 21,937.03 | 15,793.04 | 9,141.44 | 6,461.07 | 4,813.48 | 28,334.46 | 22,376.71 | 17,905.50 | 16,644.33 | 8,640.51 | 152,047.57 | 210,370.00 | 58,322.43 | 72.3% |
| Tuition Reimbursement | 22,188.00 | 4,565.00 | 3,915.00 | 12,025.00 | 810.00 | 3,055.00 | 2,520.00 | 5,250.00 | 1,680.00 | 4,375.00 | 60,383.00 | 62,500 | 2,117.00 | 96.6% |
| Post-Retirement Benefits | 19,064.84 | 1,380.03 | 12,791.66 | 214,434.04 | - | - | - | - | - | - | 247,670.57 | 225,000.00 | (22,670.57) | 110.1% |
| Benefits Total | 403,251.65 | 416,562.67 | 378,649.87 | 851,066.62 | 119,099.91 | 392,460.65 | 385,676.38 | 382,414.59 | 381,000.41 | 372,533.30 | 4,082,716.05 | 4,992,970 | 910,253.95 | 81.8% |
| Purchased Services | | | | | | | | | | | | | | |
| Professional Development | 2,380.15 | 16,120.53 | 2,352.00 | 18,822.18 | 6,360.60 | 14,018.04 | 11,894.26 | 1,941.47 | 2,486.21 | 3,496.59 | 79,872.03 | 130,000 | 50,127.97 | 61.4% |
| Consultation/Workshops | 3,065.51 | 6,146.68 | 38,007.66 | 6,748.40 | 24,467.50 | 155,076.65 | 13,477.31 | 59,007.64 | 30,574.43 | 27,830.86 | 364,402.64 | 383,500 | 19,097.36 | 95.0% |
| Data Processing | 1,092.30 | - | 478.22 | 663.53 | 785.87 | 651.99 | 561.25 | 630.56 | 534.37 | 625.58 | 6,023.67 | 12,000 | 5,976.33 | 50.2% |
| Auditing Services | - | - | 11,000.00 | 55.00 | 6,900.00 | - | - | - | 75.00 | - | 18,030.00 | 18,000 | (30.00) | 100.2% |
| Legal Services | - | 2,145.68 | 2,777.28 | 1,056.00 | 1,733.05 | 19,069.71 | 3,287.20 | 3,445.63 | 7,052.08 | 7,166.68 | 47,733.31 | 75,000 | 27,266.69 | 63.6% |
| Other Professional Services | 399.75 | 1,151.07 | 2,747.73 | 3,650.98 | 1,723.07 | 4,305.87 | 2,864.73 | 5,154.08 | 9,917.33 | 1,702.53 | 33,617.14 | 86,500 | 52,882.86 | 38.9% |
| Sanitation Services | 1,424.70 | 2,079.00 | 814.00 | 1,564.00 | 1,834.00 | 1,201.42 | 987.00 | 897.00 | 897.00 | 1,027.39 | 12,725.51 | 16,000 | 3,274.49 | 79.5% |
| Snow Removal | - | - | - | - | - | 1,848.00 | 728.00 | - | - | - | 2,576.00 | 8,000 | 5,424.00 | 32.2% |
| Rentals | 6,961.42 | 10,722.01 | 295,587.68 | 2,552.78 | 664.00 | 33,052.45 | 13,833.64 | 21,952.76 | 15,867.22 | 14,827.64 | 416,021.60 | 402,000 | (14,021.60) | 103.5% |
| Property Upkeep Services | 16,201.00 | 40,487.75 | 17,199.08 | 26,802.64 | 41,227.03 | 27,247.79 | 25,197.58 | 29,871.97 | 31,076.23 | 14,681.36 | 269,992.43 | 260,000 | (9,992.43) | 103.8% |
| Pupil Transportation Services | 1,215.80 | 528.00 | - | 2,215.76 | 1,500.40 | 3,370.60 | - | 1,338.00 | 1,550.40 | - | 11,718.96 | 45,000 | 33,281.04 | 26.0% |
| Travel | 1,281.01 | 1,142.84 | 788.80 | 250.00 | (3,097.00) | (1,368.71) | 4,697.88 | 716.36 | 1,142.92 | (11.09) | 5,543.01 | 20,700 | 15,156.99 | 26.8% |
| Student-Paid Trips | - | - | - | - | 132.78 | - | - | 265.56 | - | - | 1,195.02 | 2,000 | 804.98 | 59.8% |
| Telephone | 12,579.34 | 19,429.61 | 16,341.32 | 16,521.39 | 16,490.50 | 16,652.46 | 10,106.21 | 10,041.10 | 16,264.45 | 9,017.42 | 143,443.80 | 144,200 | 756.20 | 99.5% |
| Postage | 2,067.10 | 1,092.27 | 329.99 | 1,116.22 | - | 5,092.27 | - | - | 6.50 | 1,092.27 | 10,796.62 | 13,000 | 2,203.38 | 83.1% |
| Printing Services | 1,574.53 | 370.30 | 285.00 | 896.10 | - | 365.39 | 1,299.62 | 24.30 | 613.28 | 776.87 | 6,205.39 | 7,500 | 1,294.61 | 82.7%</ |

| | | | | | | | | | | | | | | |
|----------------------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|----------------------|-------------------|---------------------|---------------|
| Service Agreements | 121,994.04 | 91,939.33 | 12,509.60 | 17,391.78 | 14,247.30 | 14,042.15 | 34,760.10 | 45,491.48 | 15,214.86 | 26,174.76 | 393,765.40 | 495,600 | 101,834.60 | 79.5% |
| Purchased Services Total | 461,047.15 | 206,665.61 | 398,650.17 | 110,788.51 | 125,292.08 | 304,135.31 | 131,514.75 | 195,013.75 | 170,371.56 | 128,080.07 | 2,231,558.96 | 2,634,300 | 402,741.04 | 84.7% |
| Supplies | | | | | | | | | | | | | | |
| General Supplies | 25,368.81 | 23,320.86 | 70,510.73 | 82,448.85 | (22,088.02) | 50,087.95 | 49,109.94 | 24,399.54 | 55,898.75 | 22,803.21 | 381,860.62 | 466,550 | 84,689.38 | 81.8% |
| Art Supplies | 641.89 | 31.46 | 4,418.95 | 12,003.44 | 1,462.42 | 1,548.39 | 961.27 | 7,899.85 | 553.95 | 2,253.15 | 31,774.77 | 37,300 | 5,525.23 | 85.2% |
| Paper Supplies | 2,468.00 | 98.95 | 4,824.42 | 5,762.68 | 17,890.68 | 245.87 | - | - | - | 2,452.72 | 33,743.32 | 36,500 | 2,756.68 | 92.4% |
| Spanish Supplies | - | 273.84 | 3,382.21 | (3,253.25) | 98.13 | - | 29.52 | 80.78 | 176.05 | 772.43 | 1,559.71 | 9,880 | 8,320.29 | 15.8% |
| Student-Paid Supplies | 123.20 | (374.33) | 13,680.95 | (804.32) | 5,132.98 | 3,786.42 | 382.64 | 590.95 | 7,982.38 | 2,140.34 | 32,641.21 | 27,800 | (4,841.21) | 117.4% |
| Science Supplies | - | - | 6,590.51 | 2,699.08 | 219.97 | 2,267.02 | 73.85 | 3,370.71 | 270.64 | 1,043.22 | 16,535.00 | 26,500 | 9,965.00 | 62.4% |
| Social Studies Supplies | - | 108.44 | 1,056.12 | 3,265.17 | 69.95 | 4,183.76 | 2,667.80 | 90.87 | 448.27 | 1,142.36 | 13,032.74 | 19,600 | 6,567.26 | 66.5% |
| English Language Arts Supplies | - | 7,809.93 | 4,680.50 | 11,639.09 | 584.47 | 3,972.12 | 670.05 | 1,089.39 | 404.74 | 2,230.77 | 33,081.06 | 40,500 | 7,418.94 | 81.7% |
| Math Supplies | 18.00 | 9,463.92 | 5,411.66 | 5,278.35 | - | 291.72 | 3,071.82 | 9.95 | 443.60 | 767.71 | 24,756.73 | 30,000 | 5,243.27 | 82.5% |
| Supplies - Other | 1,365.76 | 6,204.33 | 10,516.99 | 10,430.53 | 5,422.97 | 8,157.37 | 3,086.44 | 22,697.45 | 3,073.59 | 2,021.62 | 72,977.05 | 90,145 | 17,167.95 | 81.0% |
| Textbooks | - | 7,094.53 | 101,459.50 | 11,879.42 | 2,099.25 | 12,639.09 | 7,965.66 | 7,265.89 | 2,368.30 | 1,150.89 | 153,922.53 | 208,000 | 54,077.47 | 74.0% |
| Library Books | - | 2,917.55 | 185.68 | 7,820.18 | 2,629.40 | 99.95 | 1,544.92 | 4,825.29 | 1,581.88 | 3,386.17 | 24,991.02 | 34,000 | 9,008.98 | 73.5% |
| Periodicals | 1,456.08 | 1,181.79 | 99.00 | 179.80 | 322.46 | - | 211.73 | 90.80 | 311.23 | 49.80 | 3,902.69 | 8,000 | 4,097.31 | 48.8% |
| Fuel | 5,214.61 | 998.10 | 5,376.39 | 11,636.40 | 9,838.73 | 8,769.63 | 9,186.33 | 10,039.85 | 11,825.06 | 9,564.96 | 82,450.06 | 107,000 | 24,549.94 | 77.1% |
| Natural Gas | 3,261.68 | 1,640.12 | 1,561.00 | 1,589.15 | - | - | 11,126.01 | 10,312.30 | 11,710.09 | 11,222.77 | 52,423.12 | 80,000 | 27,576.88 | 65.5% |
| Electricity | - | 14,432.05 | 13,233.77 | 15,976.27 | - | 26,705.16 | 38,574.52 | 17,146.84 | 16,899.26 | 15,286.70 | 158,254.57 | 190,000 | 31,745.43 | 83.3% |
| Other Supplies | 3,230.47 | 3,746.44 | 426.47 | 803.95 | (2,118.18) | - | 3,531.41 | 295.50 | 4,895.42 | 6,908.02 | 21,719.50 | 36,600 | 14,880.50 | 59.3% |
| Supplies Total | 43,148.50 | 78,947.98 | 247,414.85 | 179,354.79 | 21,565.21 | 122,754.45 | 132,193.91 | 110,205.96 | 118,843.21 | 85,196.84 | 1,139,625.70 | 1,448,375 | 308,749.30 | 78.7% |
| Capital Outlay | | | | | | | | | | | | | | |
| Capital Outlay | 33,682.00 | 43,515.38 | 84,091.06 | 111,584.35 | 28,644.08 | 97,101.27 | 34,237.50 | 80,216.82 | 46,837.45 | 6,100.00 | 566,009.91 | 606,000 | 39,990.09 | 93.4% |
| Building Improvements | 2,406,765.99 | 1,743,597.80 | 2,195,306.40 | 306,822.53 | 595,127.39 | 89,463.36 | 31,743.00 | 38,388.00 | 913,294.86 | 58,501.65 | 8,379,010.98 | 8,117,428 | (261,583.07) | 103.2% |
| Site Improvements | - | - | - | - | - | - | - | - | - | - | - | - | - | No Bud |
| Capital Outlay Total | 2,440,447.99 | 1,787,113.18 | 2,279,397.46 | 418,406.88 | 623,771.47 | 186,564.63 | 65,980.50 | 118,604.82 | 960,132.31 | 64,601.65 | 8,945,020.89 | 8,723,428 | (221,592.98) | 102.5% |
| Other | | | | | | | | | | | | | | |
| Principal | 56,068.28 | - | 23,653.27 | 260,000.00 | 170,000.00 | - | - | - | - | - | 509,721.55 | 883,000 | 373,278.45 | 57.7% |
| Interest | 2,587.75 | - | 75,038.75 | 25,206.25 | 97,488.97 | - | - | - | 75,038.75 | 22,218.75 | 297,579.22 | 246,200 | (51,379.22) | 120.9% |
| Dues and Fees | 13,725.00 | 5,532.00 | 19,603.00 | 6,043.00 | 4,648.00 | 2,736.22 | (17,224.00) | 3,705.16 | 1,047.00 | 2,467.49 | 42,282.87 | 36,400 | (5,882.87) | 116.2% |
| Tuition | 7,685.52 | 10,893.38 | 3,677.40 | 19,966.68 | 21,814.53 | 27,612.60 | 13,718.53 | - | 28,840.98 | 28,079.02 | 162,288.64 | 700,000 | 537,711.36 | 23.2% |
| Miscellaneous Objects | - | 11,732.00 | - | - | - | 211,351.16 | - | - | - | - | 223,083.16 | 226,000 | 2,916.84 | 98.7% |
| Other Total | 80,066.55 | 28,157.38 | 121,972.42 | 311,215.93 | 293,951.50 | 241,699.98 | (3,505.47) | 3,705.16 | 104,926.73 | 52,765.26 | 1,234,955.44 | 2,091,600 | 856,644.56 | 59.0% |
| Non-Capitalized Equipment | 9,310.18 | 121,453.79 | 28,161.80 | (81,228.04) | 28,890.19 | 5,581.52 | 18,668.59 | - | 2,831.00 | 2,414.63 | 136,083.66 | 132,000 | (4,083.66) | 103.1% |
| Termination Benefits | - | - | - | - | - | - | - | - | - | - | - | - | - | No Bud |
| Subtotal All Funds | 4,894,907.20 | 4,169,622.04 | 5,053,593.19 | 3,418,317.53 | 2,901,555.06 | 2,868,892.73 | 2,373,115.22 | 2,440,212.69 | 3,340,779.25 | 2,397,055.53 | 33,858,050.44 | 39,860,773 | 6,002,722.47 | 84.9% |
| "On-Behalf"/Transfers | - | - | - | - | - | - | - | - | - | - | - | - | - | No Bud |
| Total All Funds | 4,894,907.20 | 4,169,622.04 | 5,053,593.19 | 3,418,317.53 | 2,901,555.06 | 2,868,892.73 | 2,373,115.22 | 2,440,212.69 | 3,340,779.25 | 2,397,055.53 | 33,858,050.44 | 39,860,773 | 6,002,722.47 | 84.9% |

Revenue Report

4/30/2018

% of Fiscal Year Complete: 83.3%

| | MTD April | YTD Actual | Fiscal Year 2018 Final Budget | Budget Balance | % Budget Received |
|--|-------------------|----------------------|----------------------------------|----------------------|----------------------|
| Education Fund | | | | | |
| Local Revenue | 166,171.34 | 13,398,708.35 | 26,625,400 | 13,226,691.65 | 50.3% |
| State Revenue | 154,765.19 | 1,390,302.58 | 937,400 | (452,902.58) | 148.3% |
| Federal Revenue | - | 286,782.85 | 333,000 | 46,217.15 | 86.1% |
| Subtotal Education Fund | 320,936.53 | 15,075,793.78 | 27,895,800 | 12,820,006.22 | 54.0% |
| "On Behalf"/Transfers | - | - | - | - | No Bud |
| Total Education Fund | 320,936.53 | 15,075,793.78 | 27,895,800 | 12,820,006.22 | 54.0% |
| Operations & Maintenance Fund | | | | | |
| Local Revenue | 26,941.49 | 747,244.29 | 1,526,100 | 778,855.71 | 49.0% |
| State Revenue | - | - | - | - | No Bud |
| Subtotal O & M Fund | 26,941.49 | 747,244.29 | 1,526,100 | 778,855.71 | 49.0% |
| Transfers | - | - | - | - | No Bud |
| Total O&M Fund | 26,941.49 | 747,244.29 | 1,526,100 | 778,855.71 | 49.0% |
| Debt Service Fund | | | | | |
| Local Revenue | 0.73 | 183,881.21 | 372,100 | 188,218.79 | 49.4% |
| Subtotal Debt Service Fund | 0.73 | 183,881.21 | 372,100 | 188,218.79 | 49.4% |
| Transfers | - | - | - | - | 0.0% |
| Total Debt Service Fund | 0.73 | 183,881.21 | 372,100 | 188,218.79 | 49.4% |
| Transportation Fund | | | | | |
| Local Revenue | 8,767.68 | 722,120.88 | 1,438,100 | 715,979.12 | 50.2% |
| State Revenue | 189,357.56 | 710,895.39 | 495,000 | (215,895.39) | 143.6% |
| Subtotal Transportation Fund | 198,125.24 | 1,433,016.27 | 1,933,100 | 500,083.73 | 74.1% |
| Total Transportation Fund | 198,125.24 | 1,433,016.27 | 1,933,100 | 500,083.73 | 74.1% |
| Retirement Fund | | | | | |
| Local Revenue | 421.43 | 602,857.63 | 1,249,500 | 646,642.37 | 48.2% |
| Subtotal Retirement Fund | 421.43 | 602,857.63 | 1,249,500 | 646,642.37 | 48.2% |
| Total Retirement Fund | 421.43 | 602,857.63 | 1,249,500 | 646,642.37 | 48.2% |
| Capital Projects Fund | | | | | |
| Local Revenue | 8.01 | 1,313.03 | 6,000 | 4,686.97 | 0.0% |
| Subtotal Cap. Projects Fund | 8.01 | 1,313.03 | 6,000 | 4,686.97 | 0.0% |
| Transfers | - | - | - | - | No Bud |
| Total Cap. Projects Fund | 8.01 | 1,313.03 | 6,000 | 4,686.97 | 0.0% |
| Working Cash Fund | | | | | |
| Local Revenue | 588.86 | 4,996.21 | 6,000 | 1,003.79 | No Bud |
| Subtotal Working Cash Fund | 588.86 | 4,996.21 | 6,000 | 1,003.79 | No Bud |
| Other Sources | - | - | - | - | No Bud |
| Total Working Cash Fund | 588.86 | 4,996.21 | 6,000.00 | 1,003.79 | No Bud |
| All Funds | | | | | |
| Local Revenue | 202,899.54 | 15,661,121.60 | 31,223,200 | 15,562,078.40 | 50.2% |
| State Revenue | 344,122.75 | 2,101,197.97 | 1,432,400 | (668,797.97) | 146.7% |
| Federal Revenue | - | 286,782.85 | 333,000 | 46,217.15 | 86.1% |
| Subtotal All Funds | 547,022.29 | 18,049,102.42 | 32,988,600 | 14,939,497.58 | 54.7% |
| "On Behalf"/Transfers | - | - | - | - | No Bud |
| Total All Funds | 547,022.29 | 18,049,102.42 | 32,988,600 | 14,939,497.58 | 54.7% |

Expenditure Report

4/30/2018

% of Fiscal Year Complete: 83.3%

| | MTD April | YTD Actual | Fiscal Year 2018 Final Budget | Budget Balance | % Budget Expensed |
|--|---------------------|----------------------|----------------------------------|---------------------|----------------------|
| Education Fund | | | | | |
| Salaries | 1,526,652.48 | 14,486,878.30 | 17,948,100.00 | 3,461,221.70 | 80.7% |
| Benefits | 236,906.09 | 2,755,358.02 | 3,370,880.00 | 615,521.98 | 81.7% |
| Purchased Services | 108,858.58 | 1,604,031.04 | 1,935,600.00 | 331,568.96 | 82.9% |
| Supplies | 71,963.54 | 922,996.73 | 1,195,375.00 | 272,378.27 | 77.2% |
| Capital Outlay | - | 3,827.00 | 6,000.00 | 2,173.00 | 63.8% |
| Other | 30,546.51 | 426,031.67 | 960,400.00 | 534,368.33 | 44.4% |
| Non-Capitalized Equipment | 2,414.63 | 130,901.46 | 125,000.00 | (5,901.46) | 104.7% |
| Termination Benefits | - | - | - | - | No Bud |
| Subtotal Education Fund | 1,977,341.83 | 20,330,024.22 | 25,541,355.00 | 5,211,330.78 | 79.6% |
| "On Behalf"/Transfers | - | - | - | - | No Bud |
| Total Education Fund | 1,977,341.83 | 20,330,024.22 | 25,541,355.00 | 5,211,330.78 | 79.6% |
| Operations and Maintenance Fund | | | | | |
| Salaries | 71,843.47 | 770,668.59 | 909,400.00 | 138,731.41 | 84.7% |
| Benefits | 14,443.13 | 150,370.31 | 158,130.00 | 7,759.69 | 95.1% |
| Purchased Services | 17,547.76 | 279,845.47 | 275,700.00 | (4,145.47) | 101.5% |
| Supplies | 3,575.79 | 132,896.56 | 145,000.00 | 12,103.44 | 91.7% |
| Capital Outlay | 6,100.00 | 562,182.91 | 600,000.00 | 37,817.09 | 93.7% |
| Other | - | 1,258.00 | 1,300.00 | 42.00 | 96.8% |
| Non-Capitalized Equipment | - | 4,042.20 | 5,000.00 | 957.80 | 80.8% |
| Subtotal O&M Fund | 113,510.15 | 1,901,264.04 | 2,093,230.00 | 191,965.96 | 90.8% |
| Transfers | - | - | - | - | No Bud |
| Total O&M Fund | 113,510.15 | 1,901,264.04 | 2,093,230.00 | 191,965.96 | 90.8% |
| Debt Service Fund | | | | | |
| Purchased Services | - | 475.00 | 1,500.00 | 1,025.00 | 31.7% |
| Other | 22,218.75 | 807,300.77 | 1,129,200.00 | 321,899.23 | 71.5% |
| Subtotal Debt Service Fund | 22,218.75 | 807,775.77 | 1,130,700.00 | 322,924.23 | 71.4% |
| Transfers | - | - | - | - | No Bud |
| Total Debt Service Fund | 22,218.75 | 807,775.77 | 1,130,700.00 | 322,924.23 | 71.4% |
| Transportation Fund | | | | | |
| Salaries | 92,967.83 | 830,542.85 | 980,600.00 | 150,057.15 | 84.7% |
| Benefits | 22,341.07 | 234,554.55 | 275,560.00 | 41,005.45 | 85.1% |
| Purchased Services | 1,673.73 | 347,207.45 | 421,500.00 | 74,292.55 | 82.4% |
| Supplies | 9,657.51 | 83,732.41 | 108,000.00 | 24,267.59 | 77.5% |
| Other | - | 365.00 | 700.00 | 335.00 | 52.1% |
| Non-Capitalized Equipment | - | 1,140.00 | 2,000.00 | 860.00 | 57.0% |
| Subtotal Trans. Fund | 126,640.14 | 1,497,542.26 | 1,788,360.00 | 290,817.74 | 83.7% |
| Transfers | - | - | - | - | No Bud |
| Total Trans. Fund | 126,640.14 | 1,497,542.26 | 1,788,360.00 | 290,817.74 | 83.7% |
| Retirement Fund | | | | | |
| Benefits | 98,843.01 | 942,433.17 | 1,188,400.00 | 245,966.83 | 79.3% |
| Subtotal Retirement Fund | 98,843.01 | 942,433.17 | 1,188,400.00 | 245,966.83 | 79.3% |
| Total Retirement Fund | 98,843.01 | 942,433.17 | 1,188,400.00 | 245,966.83 | 79.3% |
| Capital Projects Fund | | | | | |
| Capital Outlay | 58,501.65 | 8,379,010.98 | 8,117,427.91 | (261,583.07) | 103.2% |
| Subtotal Cap. Projects Fund | 58,501.65 | 8,379,010.98 | 8,117,427.91 | (261,583.07) | 103.2% |
| Transfers | - | - | - | - | No Bud |
| Total Cap. Projects Fund | 58,501.65 | 8,379,010.98 | 8,117,427.91 | (261,583.07) | 103.2% |
| All Funds | | | | | |
| Salaries | 1,691,463.78 | 16,088,089.74 | 19,838,100.00 | 3,750,010.26 | 81.1% |
| Benefits | 372,533.30 | 4,082,716.05 | 4,992,970.00 | 910,253.95 | 81.8% |
| Purchased Services | 128,080.07 | 2,231,558.96 | 2,634,300.00 | 402,741.04 | 84.7% |
| Supplies | 85,196.84 | 1,139,625.70 | 1,448,375.00 | 308,749.30 | 78.7% |

| | | | | | |
|---------------------------|---------------------|----------------------|----------------------|---------------------|--------------|
| Capital Outlay | 64,601.65 | 8,945,020.89 | 8,723,427.91 | (221,592.98) | 102.5% |
| Other | 52,765.26 | 1,234,955.44 | 2,091,600.00 | 856,644.56 | 59.0% |
| Non-Capitalized Equipment | 2,414.63 | 136,083.66 | 132,000.00 | (4,083.66) | 103.1% |
| Termination Benefits | - | - | - | - | No Bud |
| Subtotal All Funds | 2,397,055.53 | 33,858,050.44 | 39,860,772.91 | 6,002,722.47 | 84.9% |
| "On Behalf"/Transfers | - | - | - | - | No Bud |
| Total All Funds | 2,397,055.53 | 33,858,050.44 | 39,860,772.91 | 6,002,722.47 | 84.9% |

LINCOLNSHIRE-PRAIRIE VIEW ELEMENTARY SCHOOL DISTRICT NO. 103
DETAILED STATEMENT OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE
ALL FUNDS
MONTH ENDED April 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 | | | | | | | | | |
| Property Tax Receipts | - | - | - | - | - | - | - | - | - |
| CPPRT | 20,467.71 | - | - | - | - | - | - | 20,467.71 | 20,467.71 |
| Tuition - Full Day Kindergarten | 3,855.63 | - | - | - | - | - | - | 3,855.63 | 3,855.63 |
| Tuition - Summer School | 25,985.00 | - | - | - | - | - | - | 25,985.00 | 25,985.00 |
| Paid Student Trips | - | - | - | - | - | - | - | - | - |
| Summer School Trans Fees | - | - | - | 7,050.00 | - | - | - | 7,050.00 | 7,050.00 |
| SPED Trans Fees Other LEAs | - | - | - | - | - | - | - | - | - |
| Interest | 11,568.10 | 1,120.19 | 0.73 | 1,717.68 | 421.43 | 8.01 | 588.86 | 15,416.26 | 15,425.00 |
| Admissions - Athletic | - | - | - | - | - | - | - | - | - |
| Admissions - Other | - | - | - | - | - | - | - | - | - |
| After School Activities | 4,397.00 | - | - | - | - | - | - | 4,397.00 | 4,397.00 |
| Technology Fee | 26.40 | - | - | - | - | - | - | 26.40 | 26.40 |
| PE Uniform/Lock Fee | 4.00 | - | - | - | - | - | - | 4.00 | 4.00 |
| Fine Arts Fee | - | - | - | - | - | - | - | - | - |
| Graduation Fee | - | - | - | - | - | - | - | - | - |
| Sprague Class Project Fee | - | - | - | - | - | - | - | - | - |
| Half Day Class Project Fee | - | - | - | - | - | - | - | - | - |
| Field Trips | 3,715.15 | - | - | - | - | - | - | 3,715.15 | 3,715.15 |
| Sale of Athletic Wear | - | - | - | - | - | - | - | - | - |
| 103 Club Fees | 80,333.26 | - | - | - | - | - | - | 80,333.26 | 80,333.26 |
| Student ID Fees/Fines | 50.00 | - | - | - | - | - | - | 50.00 | 50.00 |
| Library Fees/Fines | 57.26 | - | - | - | - | - | - | 57.26 | 57.26 |
| Athletic Fees | 550.00 | - | - | - | - | - | - | 550.00 | 550.00 |
| Band/Orchestra/Choir | 1,650.00 | - | - | - | - | - | - | 1,650.00 | 1,650.00 |
| Textbook Fees | 1,025.82 | - | - | - | - | - | - | 1,025.82 | 1,025.82 |
| PTO/Foundation Donations | 10,594.46 | - | - | - | - | - | - | 10,594.46 | 10,594.46 |
| Other Donations | 710.00 | - | - | - | - | - | - | 710.00 | 710.00 |
| Misc. Donations | - | - | - | - | - | - | - | - | - |
| Facility Rental | - | 17,943.00 | - | - | - | - | - | 17,943.00 | 17,943.00 |
| Impact Fees | - | 7,507.10 | - | - | - | - | - | 7,507.10 | 7,507.10 |
| Refunds from Prior Yr. Expenses | - | - | - | - | - | - | - | - | - |
| Payment from other LEA's | - | - | - | - | - | - | - | - | - |
| Camp Revenue | - | - | - | - | - | - | - | - | - |
| Loredo Taft Revenue | - | - | - | - | - | - | - | - | - |
| Other Local Revenue | 1,181.55 | 371.20 | - | - | - | - | - | 1,552.75 | 1,552.75 |
| Total Local Sources | 166,171.34 | 26,941.49 | 0.73 | 8,767.68 | 421.43 | 8.01 | 588.86 | 202,890.80 | 202,899.54 |
| State Sources | | | | | | | | | |
| General State Aid | 94,258.96 | - | - | - | - | - | - | 94,258.96 | 94,258.96 |
| Spec. Ed. Private Facility | 33,657.90 | - | - | - | - | - | - | 33,657.90 | 33,657.90 |
| Spec. Ed. Extraordinary | - | - | - | - | - | - | - | - | - |

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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 April 30, 2018

| | 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 | |
| Spec. Ed. Personnel | - | - | - | - | - | - | - | - | - |
| Spec. Ed. Orphanage | 1,667.33 | - | - | - | - | - | - | 1,667.33 | 1,667.33 |
| Spec. Ed. Summer School | - | - | - | - | - | - | - | - | - |
| Bilingual | - | - | - | - | - | - | - | - | - |
| Transportation - Regular | - | - | - | 94,219.51 | - | - | - | 94,219.51 | 94,219.51 |
| Transportation - Spec. Ed. | - | - | - | 95,138.05 | - | - | - | 95,138.05 | 95,138.05 |
| Orphanage Tuition | 25,181.00 | - | - | - | - | - | - | 25,181.00 | 25,181.00 |
| Library Per Capital Grant | - | - | - | - | - | - | - | - | - |
| Other State Revenue | - | - | - | - | - | - | - | - | - |
| Total State Sources | 154,765.19 | - | - | 189,357.56 | - | - | - | 344,122.75 | 344,122.75 |
| 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 | 320,936.53 | 26,941.49 | 0.73 | 198,125.24 | 421.43 | 8.01 | 588.86 | 547,013.55 | 547,022.29 |
| EXPENDITURES | | | | | | | | | |
| Salaries | | | | | | | | | |
| Admin Salaries | 137,420.73 | 9,612.55 | - | 8,112.83 | - | - | - | 155,146.11 | 155,146.11 |
| Teacher Salaries | 968,228.19 | - | - | - | - | - | - | 968,228.19 | 968,228.19 |
| Extra Duty Stipends | 80,246.50 | - | - | - | - | - | - | 80,246.50 | 80,246.50 |
| Classified Salaries | 248,157.79 | 62,230.92 | - | 84,855.00 | - | - | - | 395,243.71 | 395,243.71 |
| Substitutes | 92,599.27 | - | - | - | - | - | - | 92,599.27 | 92,599.27 |
| Total Salaries | 1,526,652.48 | 71,843.47 | - | 92,967.83 | - | - | - | 1,691,463.78 | 1,691,463.78 |
| Benefits | | | | | | | | | |
| Transp. IMRF/SS/Medicare | - | - | - | 2,072.03 | - | - | - | 2,072.03 | 2,072.03 |
| TRS | 28,121.29 | - | - | - | - | - | - | 28,121.29 | 28,121.29 |
| IMRF | - | - | - | - | 50,612.66 | - | - | 50,612.66 | 50,612.66 |
| Social Security | - | - | - | - | 30,293.65 | - | - | 30,293.65 | 30,293.65 |
| Medicare | - | - | - | - | 17,936.70 | - | - | 17,936.70 | 17,936.70 |
| TRS ERO Payments | - | - | - | - | - | - | - | - | - |
| Medical Insurance | 194,011.81 | 12,816.51 | - | 19,987.61 | - | - | - | 226,815.93 | 226,815.93 |
| Life Insurance | 3,308.10 | 76.00 | - | 281.43 | - | - | - | 3,665.53 | 3,665.53 |
| Retiree Insurance | 7,089.89 | 1,550.62 | - | - | - | - | - | 8,640.51 | 8,640.51 |
| Tuition Reimbursement | 4,375.00 | - | - | - | - | - | - | 4,375.00 | 4,375.00 |

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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 April 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 |
| Post-Retirement Benefits | - | - | - | - | - | - | - | - | - |
| Total Benefits | 236,906.09 | 14,443.13 | - | 22,341.07 | 98,843.01 | - | - | 372,533.30 | 372,533.30 |
| Purchased Services | | | | | | | | | |
| Professional Development | 3,291.59 | 205.00 | - | - | - | - | - | 3,496.59 | 3,496.59 |
| Consultation/Workshops | 27,830.86 | - | - | - | - | - | - | 27,830.86 | 27,830.86 |
| Data Processing | 625.58 | - | - | - | - | - | - | 625.58 | 625.58 |
| Auditing Services | - | - | - | - | - | - | - | - | - |
| Legal Services | 7,166.68 | - | - | - | - | - | - | 7,166.68 | 7,166.68 |
| Other Professional Services | 1,663.08 | - | - | 39.45 | - | - | - | 1,702.53 | 1,702.53 |
| Sanitation Services | 1,027.39 | - | - | - | - | - | - | 1,027.39 | 1,027.39 |
| Snow Removal | - | - | - | - | - | - | - | - | - |
| Rentals | 10,853.64 | 3,974.00 | - | - | - | - | - | 14,827.64 | 14,827.64 |
| Property Upkeep Services | - | 13,128.31 | - | 1,553.05 | - | - | - | 14,681.36 | 14,681.36 |
| Pupil Transportation Services | - | - | - | - | - | - | - | - | - |
| Travel | (11.09) | - | - | - | - | - | - | (11.09) | (11.09) |
| Student-Paid Trips | - | - | - | - | - | - | - | - | - |
| Telephone | 8,695.74 | 240.45 | - | 81.23 | - | - | - | 9,017.42 | 9,017.42 |
| Postage | 1,092.27 | - | - | - | - | - | - | 1,092.27 | 1,092.27 |
| Printing Services | 776.87 | - | - | - | - | - | - | 776.87 | 776.87 |
| Water/Sewer Services | 1,604.70 | - | - | - | - | - | - | 1,604.70 | 1,604.70 |
| Other Insurance | 2,008.76 | - | - | - | - | - | - | 2,008.76 | 2,008.76 |
| Other Purchased Services | 16,057.75 | - | - | - | - | - | - | 16,057.75 | 16,057.75 |
| Service Agreements | 26,174.76 | - | - | - | - | - | - | 26,174.76 | 26,174.76 |
| Total Purchased Services | 108,858.58 | 17,547.76 | - | 1,673.73 | - | - | - | 128,080.07 | 128,080.07 |
| Supplies | | | | | | | | | |
| General Supplies | 19,134.87 | 3,181.14 | - | 487.20 | - | - | - | 22,803.21 | 22,803.21 |
| Art Supplies | 2,253.15 | - | - | - | - | - | - | 2,253.15 | 2,253.15 |
| Paper Supplies | 2,452.72 | - | - | - | - | - | - | 2,452.72 | 2,452.72 |
| Spanish Supplies | 772.43 | - | - | - | - | - | - | 772.43 | 772.43 |
| Student-Paid Supplies | 2,140.34 | - | - | - | - | - | - | 2,140.34 | 2,140.34 |
| Science Supplies | 1,043.22 | - | - | - | - | - | - | 1,043.22 | 1,043.22 |
| Social Studies Supplies | 1,142.36 | - | - | - | - | - | - | 1,142.36 | 1,142.36 |
| English Language Arts Supplies | 2,230.77 | - | - | - | - | - | - | 2,230.77 | 2,230.77 |
| Math Supplies | 767.71 | - | - | - | - | - | - | 767.71 | 767.71 |
| Supplies - Other | 2,021.62 | - | - | - | - | - | - | 2,021.62 | 2,021.62 |
| Textbooks | 1,150.89 | - | - | - | - | - | - | 1,150.89 | 1,150.89 |
| Library Books | 3,386.17 | - | - | - | - | - | - | 3,386.17 | 3,386.17 |
| Periodicals | 49.80 | - | - | - | - | - | - | 49.80 | 49.80 |
| Fuel | - | 394.65 | - | 9,170.31 | - | - | - | 9,564.96 | 9,564.96 |
| Natural Gas | 11,222.77 | - | - | - | - | - | - | 11,222.77 | 11,222.77 |
| Electricity | 15,286.70 | - | - | - | - | - | - | 15,286.70 | 15,286.70 |
| Other Supplies | 6,908.02 | - | - | - | - | - | - | 6,908.02 | 6,908.02 |

LINCOLNSHIRE-PRAIRIE VIEW ELEMENTARY SCHOOL DISTRICT NO. 103
DETAILED STATEMENT OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE
ALL FUNDS
MONTH ENDED April 30, 2018

| | 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 | |
| Total Supplies | 71,963.54 | 3,575.79 | - | 9,657.51 | - | - | - | 85,196.84 | 85,196.84 |
| Capital Outlay | | | | | | | | | |
| Capital Outlay | - | 6,100.00 | - | - | - | - | - | 6,100.00 | 6,100.00 |
| Building Improvements | - | - | - | - | - | 58,501.65 | - | - | 58,501.65 |
| Site Improvements | - | - | - | - | - | - | - | - | - |
| Total Capital Outlay | - | 6,100.00 | - | - | - | 58,501.65 | - | 6,100.00 | 64,601.65 |
| Other | | | | | | | | | |
| Principal | - | - | - | - | - | - | - | - | - |
| Interest | - | - | 22,218.75 | - | - | - | - | - | 22,218.75 |
| Dues and Fees | 2,467.49 | - | - | - | - | - | - | 2,467.49 | 2,467.49 |
| Tuition | 28,079.02 | - | - | - | - | - | - | 28,079.02 | 28,079.02 |
| Miscellaneous Objects | - | - | - | - | - | - | - | - | - |
| Total Other | 30,546.51 | - | 22,218.75 | - | - | - | - | 30,546.51 | 52,765.26 |
| Total Non-Capitalized Equipment | 2,414.63 | - | - | - | - | - | - | 2,414.63 | 2,414.63 |
| Total Termination Benefits | - | - | - | - | - | - | - | - | - |
| Total Expenditures | 1,977,341.83 | 113,510.15 | 22,218.75 | 126,640.14 | 98,843.01 | 58,501.65 | - | 2,316,335.13 | 2,397,055.53 |
| Excess (deficiency) of revenues over expenditures | (1,656,405.30) | (86,568.66) | (22,218.02) | 71,485.10 | (98,421.58) | (58,493.64) | 588.86 | (1,769,321.58) | (1,850,033.24) |
| OTHER FINANCING SOURCES (USES) | | | | | | | | | |
| "On Behalf"/Transfers | - | - | - | - | - | - | - | - | - |
| Other Sources | - | - | - | - | - | - | - | - | - |
| Total other financing sources (uses) | - | - | - | - | - | - | - | - | - |
| Net changes in fund balances | (1,656,405.30) | (86,568.66) | (22,218.02) | 71,485.10 | (98,421.58) | (58,493.64) | 588.86 | (1,769,321.58) | (1,850,033.24) |
| Fund Balance: 2/28/2018 | 18,595,507.16 | 1,183,163.73 | (356,452.56) | 1,477,685.46 | 325,135.69 | (5,690,135.88) | 524,741.62 | 24,139,288.44 | 19,081,030.38 |
| Fund Balance: 3/31/2018 | \$ 16,939,101.86 | \$ 1,096,595.07 | \$ (378,670.58) | \$ 1,549,170.56 | \$ 226,714.11 | \$ (5,748,629.52) | \$ 525,330.48 | \$ 20,336,912.08 | \$ 14,209,611.98 |

LINCOLNSHIRE-PRAIRIE VIEW ELEMENTARY SCHOOL DISTRICT NO. 103
SUMMARY STATEMENT OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE
ALL FUNDS
MONTH ENDED April 30, 2018

| | 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 | 166,171.34 | 26,941.49 | 0.73 | 8,767.68 | 421.43 | 8.01 | 588.86 | 202,890.80 | 202,899.54 |
| State Sources | 154,765.19 | - | - | 189,357.56 | - | - | - | 344,122.75 | 344,122.75 |
| Federal Sources | - | - | - | - | - | - | - | - | - |
| Total Revenues | 320,936.53 | 26,941.49 | 0.73 | 198,125.24 | 421.43 | 8.01 | 588.86 | 547,013.55 | 547,022.29 |
| EXPENDITURES | | | | | | | | | |
| Salaries | 1,526,652.48 | 71,843.47 | - | 92,967.83 | - | - | - | 1,691,463.78 | 1,691,463.78 |
| Benefits | 236,906.09 | 14,443.13 | - | 22,341.07 | 98,843.01 | - | - | 372,533.30 | 372,533.30 |
| Purchased Services | 108,858.58 | 17,547.76 | - | 1,673.73 | - | - | - | 128,080.07 | 128,080.07 |
| Supplies | 71,963.54 | 3,575.79 | - | 9,657.51 | - | - | - | 85,196.84 | 85,196.84 |
| Capital Outlay | - | 6,100.00 | - | - | - | 58,501.65 | - | 6,100.00 | 64,601.65 |
| Other | 30,546.51 | - | 22,218.75 | - | - | - | - | 30,546.51 | 52,765.26 |
| Non-Capitalized Equip. | 2,414.63 | - | - | - | - | - | - | 2,414.63 | 2,414.63 |
| Termination Benefits | - | - | - | - | - | - | - | - | - |
| Total Expenditures | 1,977,341.83 | 113,510.15 | 22,218.75 | 126,640.14 | 98,843.01 | 58,501.65 | - | 2,316,335.13 | 2,397,055.53 |
| Excess (deficiency) of revenues over expenditures | (1,656,405.30) | (86,568.66) | (22,218.02) | 71,485.10 | (98,421.58) | (58,493.64) | 588.86 | (1,769,321.58) | (1,850,033.24) |
| OTHER FINANCING SOURCES (USES) | | | | | | | | | |
| Transfers | - | - | - | - | - | - | - | - | - |
| Other Sources | - | - | - | - | - | - | - | - | - |
| Total other financing sources (uses) | - | - | - | - | - | - | - | - | - |
| Net changes in fund balances | (1,656,405.30) | (86,568.66) | (22,218.02) | 71,485.10 | (98,421.58) | (58,493.64) | 588.86 | (1,769,321.58) | (1,850,033.24) |
| Fund Balance: 2/28/2018 | 18,595,507.16 | 1,183,163.73 | (356,452.56) | 1,477,685.46 | 325,135.69 | (5,690,135.88) | 524,741.62 | 22,106,233.66 | 16,059,645.22 |
| Fund Balance: 3/31/2018 | \$ 16,939,101.86 | \$ 1,096,595.07 | \$ (378,670.58) | \$ 1,549,170.56 | \$ 226,714.11 | \$ (5,748,629.52) | \$ 525,330.48 | \$ 20,336,912.08 | \$ 14,209,611.98 |

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LINCOLNSHIRE-PRAIRIE VIEW ELEMENTARY SCHOOL DISTRICT NO. 103

STATEMENT OF FINANCIAL POSITION

ALL FUNDS

MONTH ENDED April 30, 2018

| | 10 | 20 | 30 | 40 | 50 | 60 | 70 | Total Operating | Total All Funds |
|---|----------------------|---------------------|---------------------|---------------------|-------------------|-----------------------|-------------------|----------------------|----------------------|
| | Education | Oper. & Maint. | Debt Services | Transportation | IMRF/SS | Capital Projects | Working Cash | | |
| ASSETS | | | | | | | | | |
| US Bank - AP | 6,007,395.67 | 712.97 | (379,096.21) | 177,652.72 | 3,724.38 | (5,754,657.41) | 186.21 | 6,189,671.95 | 55,918.33 |
| US Bank - Payroll | 6,930.44 | 501.87 | - | 1,908.99 | - | - | - | 9,341.30 | 9,341.30 |
| US Bank - RevTrak | 186,333.64 | - | - | 35,801.49 | - | - | - | 222,135.13 | 222,135.13 |
| PMA - LIQ | 24.04 | 98.57 | - | 21.63 | 137.52 | 97.34 | 8.42 | 290.18 | 387.52 |
| PMA - MAX | 2,295,337.88 | 3,726.82 | 425.63 | 454,186.00 | 201,681.17 | 5,927.46 | 7,101.18 | 2,962,033.05 | 2,968,386.14 |
| PMA - Fixed Rate Investments | 5,769,477.11 | 1,091,248.29 | - | 880,407.03 | 21,171.04 | - | 518,034.67 | 8,280,338.14 | 8,280,338.14 |
| IIIT | 19,734.76 | - | - | - | - | - | - | 19,734.76 | 19,734.76 |
| Bank Financial | 89,675.07 | - | - | - | - | - | - | 89,675.07 | 89,675.07 |
| Fifth Third Securities | 2,519,538.23 | - | - | - | - | - | - | 2,519,538.23 | 2,519,538.23 |
| PMA Bonds | - | - | - | - | - | - | - | - | - |
| Imprest Fund | 33,162.47 | 220.01 | - | 99.97 | - | 3.09 | - | 33,482.45 | 33,485.54 |
| Petty Cash | 500.00 | - | - | - | - | - | - | 500.00 | 500.00 |
| TOTAL ASSETS | 16,928,109.31 | 1,096,508.53 | (378,670.58) | 1,550,077.83 | 226,714.11 | (5,748,629.52) | 525,330.48 | 20,326,740.26 | 14,199,440.16 |
| LIABILITIES & FUND BALANCE | | | | | | | | | |
| LIABILITIES | | | | | | | | | |
| Accounts Payable | 1,120.43 | (41.60) | - | (475.76) | - | - | - | 603.07 | 603.07 |
| Dental Insurance Payable | (2,145.05) | (44.94) | - | 129.03 | - | - | - | (2,060.96) | (2,060.96) |
| Flex Spending Account Payable | (8,162.17) | - | - | - | - | - | - | (8,162.17) | (8,162.17) |
| Tech Program Receivable | (1,805.76) | - | - | 1,254.00 | - | - | - | (551.76) | (551.76) |
| Total Liabilities | (10,992.55) | (86.54) | - | 907.27 | - | - | - | (10,171.82) | (10,171.82) |
| FUND BALANCE | | | | | | | | | |
| Fund Balance | 16,939,101.86 | 1,096,595.07 | (378,670.58) | 1,549,170.56 | 226,714.11 | (5,748,629.52) | 525,330.48 | 20,336,912.08 | 14,209,611.98 |
| Total Fund Balance | 16,939,101.86 | 1,096,595.07 | (378,670.58) | 1,549,170.56 | 226,714.11 | (5,748,629.52) | 525,330.48 | 20,336,912.08 | 14,209,611.98 |
| TOTAL LIABILITIES & FUND BALANCE | 16,928,109.31 | 1,096,508.53 | (378,670.58) | 1,550,077.83 | 226,714.11 | (5,748,629.52) | 525,330.48 | 20,326,740.26 | 14,199,440.16 |

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LINCOLNSHIRE-PRAIRIE VIEW ELEMENTARY SCHOOL DISTRICT NO. 103
TREASURER'S REPORT
4/30/2018

CASH BALANCE PER BOOKS

| | |
|----------------------------|--------------------------------|
| Educational Fund | 16,928,109.31 |
| Operations and Maintenance | 1,096,508.53 |
| Debt Service Fund | (378,670.58) |
| Transportation Fund | 1,550,077.83 |
| Retirement Fund | 226,714.11 |
| Capital Projects Fund | (5,748,629.52) |
| Working Cash Fund | 525,330.48 |
| TOTALS: | <u>\$ 14,199,440.16</u> |

BANK BALANCES & INVESTMENTS

| | |
|-------------------------------------|--------------------------------|
| US Bank - AP | |
| Statement Balance | 138,546.16 |
| Less: Outstanding Checks | 82,627.83 |
| | <u>\$ 55,918.33</u> |
| US Bank - Payroll | |
| Statement Balance | 12,125.56 |
| Less: Outstanding Checks | 2,784.26 |
| | <u>\$ 9,341.30</u> |
| US Bank - Other | |
| RevTrak Account Balance | \$ 222,135.13 |
| Imprest | 36,224.54 |
| Petty Cash | 500.00 |
| Less: Outstanding Imprest Checks | 2,739.00 |
| | <u>256,120.67</u> |
| PMA Financial Network | |
| ISDLAF - LIQ | 387.52 |
| ISDLAF - MAX | 2,968,386.14 |
| Fixed Rate Investments | 8,280,338.14 |
| | <u>\$ 11,249,111.80</u> |
| Other | |
| Illinois Inst Investors Trust - CMF | 19,734.76 |
| Bank Financial - Money Market | 89,675.07 |
| Fifth Third Securities | \$ 2,519,538.23 |
| TOTALS: | <u>\$ 14,199,440.16</u> |

Certified by:



Patrick Palbicke, Treasurer

Lincolnshire-Prairie View School District 103

Enrollment Report

As of April 30, 2018

| Grade | 6th Day | Sept | Oct | Nov | Dec | Jan | Feb | Mar | Apr | Class Size (Core) | | | | | |
|------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|-------------------|-------------|-----------|-----------|-----------|-------------------|
| | | | | | | | | | | Sections | Average | Low | High | Trigger | Recommended Range |
| K (AM) | 19 | 20 | 21 | 21 | 21 | 21 | 21 | 21 | 21 | | | | | | |
| K (PM) | 20 | 20 | 19 | 20 | 20 | 19 | 19 | 20 | 20 | | | | | | |
| K (Full Day) | 120 | 120 | 119 | 117 | 116 | 119 | 117 | 114 | 119 | | | | | | |
| K Total | 159 | 160 | 159 | 158 | 157 | 159 | 157 | 155 | 160 | 8 | 20.0 | 20 | 21 | 25 | Low 20's |
| 1 | 166 | 165 | 165 | 166 | 165 | 166 | 166 | 165 | 164 | 8 | 20.5 | 19 | 21 | 25 | Low 20's |
| 2 | 175 | 174 | 175 | 174 | 173 | 175 | 175 | 175 | 175 | 8 | 21.9 | 21 | 23 | 25 | Low 20's |
| 3 | 207 | 208 | 208 | 211 | 209 | 213 | 213 | 213 | 213 | 9 | 23.7 | 22 | 24 | 28 | Mid 20's |
| 4 | 186 | 187 | 189 | 190 | 189 | 191 | 191 | 190 | 191 | 8 | 23.9 | 23 | 25 | 28 | Mid 20's |
| 5 | 218 | 217 | 217 | 218 | 218 | 219 | 219 | 219 | 219 | 9 | 24.3 | 24 | 25 | 28 | Mid 20's |
| 6 | 199 | 202 | 202 | 202 | 203 | 205 | 205 | 203 | 203 | n/a | 26.4 | 17 | 28 | 30 | High 20's |
| 7 | 216 | 216 | 218 | 218 | 216 | 218 | 219 | 218 | 219 | n/a | 25.6 | 12 | 31 | 30 | High 20's |
| 8 | 255 | 257 | 258 | 259 | 257 | 258 | 258 | 257 | 257 | n/a | 23.9 | 13 | 31 | 30 | High 20's |
| Total K-8 | 1,781 | 1,786 | 1,791 | 1,796 | 1,787 | 1,804 | 1,803 | 1,795 | 1,801 | | | | | | |

| | | | | | | | | | |
|-------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Sprague (No EC) | 500 | 499 | 499 | 498 | 495 | 500 | 498 | 495 | 499 |
| Half Day | 611 | 612 | 614 | 619 | 616 | 623 | 623 | 622 | 623 |
| Daniel Wright | 670 | 675 | 678 | 679 | 676 | 681 | 682 | 678 | 679 |
| Total EC-8 | 1,781 | 1,786 | 1,791 | 1,796 | 1,787 | 1,804 | 1,803 | 1,795 | 1,801 |

| | | | | | | | | | |
|-----------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Early Childhood | 18 | 15 | 15 | 15 | 12 | 12 | 14 | 15 | 16 |
| Community Peer | 11 | 15 | 15 | 15 | 20 | 20 | 20 | 20 | 23 |
| Total Blended | 29 | 30 | 30 | 30 | 32 | 32 | 34 | 35 | 39 |
| AM Only | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| Extended Day | 5 | 5 | 5 | 5 | 5 | 5 | 6 | 6 | 8 |
| Total Self-Contained | 6 | 6 | 6 | 6 | 6 | 6 | 7 | 7 | 9 |
| Total EC | 35 | 36 | 36 | 36 | 38 | 38 | 41 | 42 | 48 |

| | | | | | | | | | |
|-------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Sprague w/EC | 535 | 535 | 535 | 534 | 533 | 538 | 539 | 537 | 547 |
| Half Day | 611 | 612 | 614 | 619 | 616 | 623 | 623 | 622 | 623 |
| Daniel Wright | 670 | 675 | 678 | 679 | 676 | 681 | 682 | 678 | 679 |
| Total EC-8 | 1,816 | 1,822 | 1,827 | 1,832 | 1,825 | 1,842 | 1,844 | 1,837 | 1,849 |

| | | | | | | | | | |
|---------------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| Public | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Consortium | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| Private | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 5 | 4 |
| IAES | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total Out-of-Dist. | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 6 | 5 |

| | | | | | | | | | |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| TOTAL | 1,821 | 1,827 | 1,831 | 1,836 | 1,829 | 1,847 | 1,849 | 1,843 | 1,854 |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|

| | | | | | | | | | |
|---------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Guided - D103 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| Guided - Other | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 |
| Total Guided | 11 | 12 | 12 | 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 15, 2018
Re: Facilities

DISTRICT 103

- The District and Wold/Ruck Pate delivered the master facilities plan for the next five years at the May COW meeting.
- The District is exploring options on the video surveillance system. This will include making the current system user friendly and provide mobile accessibility.
- Now that the weather has warmed up, work on the exterior construction punch list will continue.

DANIEL WRIGHT

- No significant projects were completed in this period.

HALF DAY

- No significant projects were completed in this period.

LAURA SPRAGUE

- Door H, off the east parking lot, now has access control updated and the free access issue has been eliminated.



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
Gina Finaldi, Director of Student Services
Robert Bialk, Director of Assessment and Technology
CC: Dr. Scott Warren
Date: May 17, 2018
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. This year the district moved to a co-teaching model. After a review of data, we have similar individual student growth and numbers of students exiting as we have in past years.
- Staff members from Half Day and Sprague Schools, with participation from a D103 parent representative and Officer Brown, School Resource Officer, collaborated on May 9th to create ALICE safety strategy lessons for students in grades EC- 5. These strategies include an introductory lesson to be presented this school year, common language to be used by all staff members, parent communication tools, and a plan for future lessons and practice drills for the 2018-19 school year.
- Summer school is right around the corner! The program will run from June 11, 2018- July 3, 2018 at Daniel Wright Junior High School for students currently in grades K-7. We have 379 District 103 and 21 District 109 students registered.

Student Services

- **Records Request** - Student Services received a records request for a 5th grade student at Half Day School. It was the fourth request from this parent since the student was

enrolled in D103. We provided this records request electronically (180+ PDF files), saving an enormous amount of paper. Total number of pages for this request: 11,022.

- **Staffing Update** - Student Services is currently in the process of interviewing and hiring for several positions for the 2018-2019 school year:
 - 1.0 FTE Social Work (HD/DW)
 - .6 FTE Speech/Language Pathologist through ELC
 - 1.0 FTE Assistant Principal for Student Services
 - 1.0 FTE Learning Behavior Specialist for K-2 @ Sprague (Intensive Instructional Program)
 - 1.0 FTE Early Childhood Special Education Teacher
- **End of Year Transition Meetings** - The IEP season has been at its peak and is winding down. Articulation meetings for students who are moving to a different building next year have been taking place at SP, HD, and DW, between our Guided programs with D96 and D102, as well as with Stevenson High School.
- **Extended School Year (ESY) Update** - Final plans for staffing and student enrollment/class rosters are underway for ESY. We currently have about 60 special education students participating in ESY this year.
- **Budget** - Student Services will be working closely with the business office to develop the budget for the 2018-2019 school year.
- **Medicaid Fee For Service Update** - Staff have begun the process of billing for services provided to Medicaid eligible students for all special education and related services. We will be submitting these requisitions for reimbursement from the federal government (DHS) in the coming weeks.
- **Early Childhood and OOD (Out of District) End of Year Enrollment** - We had 7 new students enroll in the Early Childhood Program in the month of April. This brings the grand total to 49 students. Students currently in Out of District placements equal 5 at this time.
- **Summer Curriculum Workshops** - There will be summer workshops offered for Student Services staff including Early Childhood to work on developing a scope and sequence for curriculum and identifying a mission and vision/goals for a Multi-Tiered System of Support (MTSS) committee - formerly known as RtI (Response to Intervention) for general education interventions, ELL, and special education. This will allow us to develop a decision-making system for students who need academic and/or behavioral interventions across the district.
- **Graduation Planning** - There are 7 students in the Guided program at Daniel Wright who will be graduating this year. Plans are underway for supporting them to participate in this exciting milestone.

Technology & Assessment

- **Registration** - Returning Student registration officially opened on Wednesday, May 16th. As of Thursday, May 17th at 12 pm, we had 246 completed registration records (15%).
- **1:1 Teaching & Learning (T&L) Review** - The updated 1:1 program parameters have been shared with families. Mr. Bialk also shared information with the family groups whose registration process would be affected by the updates to the 1:1 program.
- **iPad Collection Schedules** - Grade level iPad collection schedules are being shared with students and families.
- **App Review** - Our tech coaches are working with grade level teachers to review and refine the app lists. Once completed, these lists will be shared with remaining BYO families.
- **MAP Testing** - Spring MAP results will be shared with families of 2-8 grade students on Friday, May 18th.
- **ISA** - ISA results were shared with our 7th grade student families. These were the results from the ISA assessment that they took in 5th grade (SY '15-'16).



Lincolnshire-Prairie View School District 103

Memo

To: Board of Education
From: Scott Warren
Date: May 17, 2018
Re: Superintendent Informational Report

FOIA requests

The District did not receive any FOIA requests this month.

Leave of Absence Requests

The District received one leave of absence request this month. This request is approved according to the Master Contract. The specific request is included for your review.

Committee Updates

The 5th grade Transition to Half Day Committee met on April 30, 2018 to review the year. The committee members felt the transition was highly effective and that the students were well prepared for the change. Parents were well informed and appreciated the communication between the school and home. Committee members stated that keeping 5th grade at Half Day school was the right decision due to the age of the students and the elementary structure of the grade level. The committee discussed the transition of students to Daniel Wright Jr. High and that the students are more prepared to do so now that they are one year older. Questions regarding scheduling, changing classes, and locker set up for 6th grade were discussed. Those topics would be covered in the 5th Grade Transition Night on May 3 and communicated through school e-Notices.

The Transportation Committee met on May 2, 2018 to discuss the changes that occurred this year and provide additional input for the future. Questions regarding the number of students on two specific buses with three students per seat were discussed. Although buses are designed to have three students per seat, the Transportation Department continues to review this topic and is working to alleviate that in the future through route adjustments. With increasing enrollment, full buses are a continuous reality. The committee discussed if the District can provide transportation for children to alternate locations. This can occur on rare occasions or if the after-school location is a consistent place. Having students take a different bus on a regular basis is not logistically feasible on a day-to-day basis. A question regarding whether or not the District will have GPS next year was asked. After the pros and cons were discussed and a review of the discussion occurred at the May 8, 2018 Board meeting, the Administration is not recommending moving forward with GPS for next year. The committee discussed when students could enter the building in the morning at DW (8:20 a.m.), and if additional stops could be added. Stops will only be moved or added if the population of the District changes and they follow the District guidelines for transportation.

The Start/End Time Committee was scheduled to meet on May 16, 2018. Due to the number of committee members that we unable to make the meeting, it was canceled and a questionnaire is being sent to gather input. A summary of the questionnaire will be provided to the Board at a future Board meeting.

Food Service

Quest sponsored the Food Committees on May 14-16 at Sprague, Half Day and Daniel Wright. Students, staff and parents participated on each committee to sample food and provide feedback to Quest. A summary of those findings will be provided to the administration.

Communications Survey

The District partnered with the National School Public Relations Association (NSPRA) to administer a communications survey for the district. The survey is active and responses have been good. The survey will close on May 25, 2018. This information will help the district create an updated communications plan to best meet the needs of our community.

On Mon, Jan 29, 2018 at 10:51 AM, Carolina Gomez <cgomez@d103.org> wrote:

Hello Dr. Warren and Admin team,

I am excited to inform you that my husband and I are expecting our second child on July 27th, 2018. I am requesting an FMLA Medical Leave of absence starting from August 16th to September 10th, 2018. For which, I would like to use my 17 days of paid sick/personal time balance. Please let me know what the next steps are in the process.

Sincerely,

--

Carolina Gómez
7th Grade Spanish Teacher

Diabetes walk at Sprague School puts spotlight on students' healthy choices



Second grader Shlok Nagar walks with his classmates at the Ryerson Conservation Area during Sprague School's fundraiser in Lincolnshire to support the American Diabetes Association (Brian O'Mahoney / Pioneer Press)

By **Phil Rockrohr**

Pioneer Press

MAY 7, 2018, 12:35 PM

Every year for the last four, Sprague School in Lincolnshire has raised more than \$100,000 — the most of any school in the nation — during the school's annual walk for the American Diabetes Association, said Principal Ann Hofmeier.

"I'm super proud of the school and the community for really getting behind such a great cause," Hofmeier said. "We even had one kindergarten student who collected over \$1,600 in pledges."

The 2018 walk, which was held May 4, recently capped off an entire week of programming that focused on the healthy choices students can make, she said.

For the walk itself, students left Sprague School and walked around the Ryerson Conservation Area nearby to celebrate their work to support the American Diabetes Association.

"We talk about having choices, and we have different opportunities to try different fruits and vegetables," Hofmeier said of the programming. "A nutritionist talks to them about having choices and ways to avoid diabetes. It's not just a walk, but the culminating activity of a week of talking about being healthy, taking care of your body and preventive measures."

Sprague began hosting the walk about 16 years ago at the suggestion of a former physical education teacher who had diabetes, she said.

"It took hold in the community and has been part of our culture ever since," Hofmeier said.

Sprague is able to raise so much money because "our school is very helpful," said Kate Prosk, an 8-year-old second grader from Lincolnshire, who has ranked among the top three fundraisers at the school since kindergarten.

"I like it to do it because it helps with diabetes," Kate said. "My teacher's own son, Owen, has diabetes."

Kate, whose brother, Sam, also placed among the top fundraisers while he attended Sprague, said it feels "very good" to know Sprague raises more money during the walk than any other school in the U.S.

For the Proskys, the walk is a family event, she said.

"It's really fun because your parents get to walk with you," Kate said.

The funds raised by Sprague will be used to support the ADA's mission of conducting research and educating the public about diabetes, said Kim Sylvan, spokeswoman for Lincolnshire Prairie View School District 103.

Hofmeier said the ADA walk also is one of many community fundraisers that students take part in at District 103.

"It's just one of the many different types of fundraising the school district does throughout the year," she said. "We value service, giving back to people and helping the community."

Phil Rockrohr is a freelance reporter for Pioneer Press.

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Half Day student honored for Google art

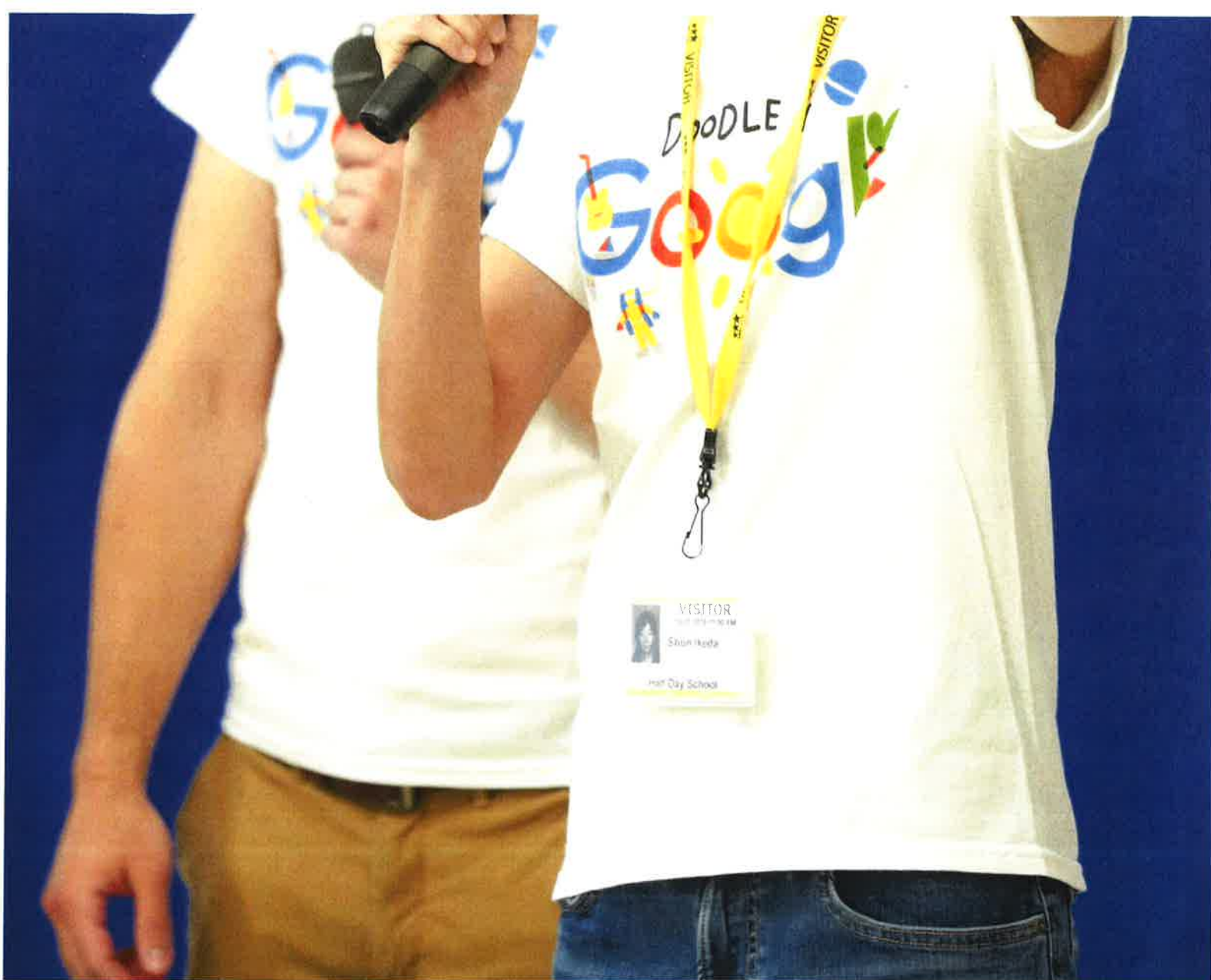


Half Day School fourth-grader Insha Kittur, right, is surprised as she is announced as a finalist in Google's "Doodle for Google" competition Thursday in Lincolnshire. (Steve Lundy/slundy@dailyherald.com)



U.S. Rep. Brad Schneider talks with Half Day School fourth-grader Insha Kittur after she was announced as a finalist in Google's "Doodle for Google" competition Thursday in Lincolnshire. (Steve Lundy/slundy@dailyherald.com)





Google representatives Kris Hom, left, and Shun Ikeda at Half Day School in Lincolnshire on Thursday to announce fourth-grader Insha Kittur is a finalist in Google's "Doodle for Google" competition. (Steve Lundy/ slundy@dailyherald.com)

by Russell Lissau (rlissau@dailyherald.com)

A fourth-grader at Half Day School in Lincolnshire was honored Thursday for being Illinois' finalist in an art contest run by Google.

Insha Kittur's entry in the annual Doodle 4 Google competition now will be judged among more than 100 entries. The winning entry will appear on Google's homepage.

Half Day School held an assembly Thursday to recognize Insha's accomplishment. Students and staff were joined by U.S. Rep. Brad Schneider of Deerfield during the gathering.

The contest's theme this year was "What inspires me?" [Insha's drawing](#), "Paradise of Knowledge," depicts piles of books, a backpack, the Earth, a light bulb and other elements, all illuminated by a desk lamp.

Half Day Principal Jill Mau said the drawing reflects Insha's creativity and personality.

Can be excited for Monday, and not surprised about her wonderful accomplishment, that said.

The contest was open to students in the U.S. and its territories. Fifty-three finalists will be narrowed down to a group of five by a fan vote, which will start Monday and last two weeks. The national winner will be named in June.

The winner will receive a \$30,000 college scholarship, and the winner's school will receive a \$50,000 grant from Google. To see a full list of state winners and to vote, visit [google.com/doodle4google/vote.html](https://www.google.com/doodle4google/vote.html).

TO THE
SCHOOL BOARD

Thank you for
remembering me
on Nurses Day -
One of my favorite
flowers is the Hydrangea
This one is gorgeous -
I have never seen one
this color - It will
grow my garden for
years -

Penny Williams
Half Day Nurse