



Lemont High School

800 Porter Street • Lemont, IL 60439

Phone - (630) 257-5838

Fax - (630) 257-7603

Web - www.lhs210.net

Dr. Matt Maxwell, Superintendent

Eric Michaelsen, Principal



Exemplary High Performing School • 2017 National Blue Ribbon Schools Program

Via Email

October 21, 2025

Yiran Zhang (she/her)
Research Director
SEIU Local 1
200 E Randolph St, Ste 1500
Chicago, IL 60601
o - 312.233.8962
c - 937.367.2764
E-mail: zhangy@seiu1.org
Re: FOIA Request

Dear Yiran:

This letter is in response to your Freedom of Information Act (FOIA) request dated October 16, 2025, and received in my office on October 16, 2025.

In your letter you requested the following:

Please consider this a request under the Illinois Freedom of Information Act. I hereby request copies of documents related to the District's Food Services and Custodial Services:

1. Current Contract(s) for Food Services, including value and expiration dates and any renewals
2. Current Contract(s) for Custodial Services, including value and expiration dates and any renewals
3. Staffing numbers for Food Service
4. Staffing numbers for Custodial Service
5. If these employees are covered by a collective bargaining agreement, a copy of the CBA.

If available, electronic copies of these records would be preferred and greatly appreciated. You may send the requested materials to me via the e-mail or postal address listed below. I am willing to pay all reasonable fees. If the fee is over \$50 please contact me before proceeding. If your agency does not maintain these public records, please let me know who does. If you choose to deny this request, please provide a written explanation for the denial including a reference to the specific statutory exemption(s) upon which you rely. If any document contains confidential/exempt information, please provide redacted copies of such documents. Thank you.

Response to request:

1. Our food service employees are at-will Lemont High School employees, so we do not have contracts for their services. We do have a Director of Cafeteria Services, Tina Mehta, and her contract is attached to this letter.
2. The collective bargaining agreement with our custodial service employees can be found on our website, under About Us, and then listed as the SEIU Local 1 Fireman and Oilers Division Contract. [Here is a link.](#)
3. We have 17 employees in our Food Services Department.

4. We have 9 custodians.
5. Please see the answer in the response to #2.

As Superintendent and one of the FOIA Officers for the District, I am responsible for granting and denying requests for records under the FOIA. The District's responses contained in this letter intend to be fully responsive to your specific request. If I have misinterpreted your request, please clarify your request in writing to me.

If you should have further questions, please do not hesitate to contact me.

Sincerely,

A handwritten signature in black ink that reads "Matt Maxwell". The script is cursive and fluid, with the first letters of each word being capitalized and prominent.

Dr. Matt Maxwell
Superintendent
Lemont High School District 210

FOIA Request

External

Inbox



Thu, Oct 16, 12:47 PM (5 days ago)

Yiran Zhang <zhangy@seiu1.org>

to me



Dear FOIA Officer,

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Sincerely,

--

Yiran Zhang (she/her)

Research Director

SEIU Local 1

200 E Randolph St, Ste 1500

Chicago, IL 60601

o - 312.233.8962

c - 937.367.2764

THREE-YEAR NON-CERTIFIED ADMINISTRATOR EMPLOYMENT CONTRACT

CONTRACT made as of this 12th day of May, 2025, by and between the Board of Education of Lemont Township High School District 210, Cook and DuPage Counties, Illinois (hereinafter referred to as the “Board”), and Tina Mehta (hereinafter referred to as “Mehta”)

In consideration of the agreements made herein and other valuable considerations, the receipt and sufficiency of which are hereby acknowledged, the parties agree as follows:

1. EMPLOYMENT

- 1.1 The Board hereby employs Mehta, under this Contract as the Director of Cafeteria Services of Lemont Township High School District 210 (hereinafter referred to as the “District”), for a period of three years beginning on July 1, 2025, and ending on June 30, 2028 and Mehta agrees to accept such employment upon the terms and conditions hereinafter set forth.

2. DUTIES AND RESPONSIBILITIES

- 2.1 Mehta shall be responsible for all duties as set forth for the Director of Cafeteria Services
- 2.2 Mehta shall devote her full time, labor, attention and energy to this employment and related professional activities and shall perform faithfully the duties of Director of Cafeteria Services of the District as set forth in this Contract. Outside employment shall only be undertaken with the prior approval of the Board.

3. COMPENSATION AND BENEFITS

3.1 Salary.

- 3.1.1 For the 2025-2026 school year, Mehta shall be paid a base salary of \$80,340.00.
- 3.1.2 For the 2026-2027 school year, Mehta shall be paid a base salary of \$83,151.90.
- 3.1.3 For the 2027-2028 school year, Mehta shall be paid a base salary of \$85,646.46.

- 3.2 Other Benefits: In addition to the salary set forth and incorporated by reference in Paragraph 3.1 above, the Board during the term of this Contract will provide Mehta with the benefits set forth below:

- 3.2.1 Medical and Hospital Insurance. Mehta shall receive family coverage on health insurance, dental insurance, and vision insurance through the insurance carrier of the District, and the Board will pay the entire premium with respect to such coverage.
- 3.2.2 Term Life Insurance. The Board will pay the entire premium with respect to a term life insurance policy in the amount of \$30,000 under the group life insurance policy provided for professional staff members of the District.

- 3.2.3 Sick and Personal Business Leave. Mehta shall be granted sick leave, as defined in Section 105ILCS 5/24-6 of the School Code, of twelve (12) working days per twelve-month period. In addition, Mehta shall receive two (2) personal leave days annually. Unused sick leave days and personal days may accumulate.
- 3.2.4 Vacation Days. Mehta shall be granted five (5) vacation days annually with a maximum accumulation of twenty (20) days.
- 3.2.5 Professional Membership. The Board shall pay all dues and membership fees incurred by Mehta with respect to appropriate memberships in professional organizations as approved by the Chief School Business Official.
- 3.3 Evaluation. Annually, the Chief School Business Official shall review the performance of Mehta and will meet with Mehta to discuss said evaluation. The evaluation shall occur no later than June 1 of each school year.

4. TERMINATION

- 4.1 This contract will or may be terminated by:
 - 4.1.1 Expiration of its terms;
 - 4.1.2 Mutual agreement of the parties;
 - 4.1.3 Mehta's permanent disability
 - 4.1.4 Mehta's discharge for cause; or
 - 4.1.5 Mehta's death.
- 4.2 The Board may terminate this Contract for reasons of permanent disability (as defined for purposes of the State of Illinois Municipal Retirement System) at any time after Mehta has exhausted her accumulated sick leave and any remaining vacation allowances. All obligations of the Board shall cease upon written notice of termination for permanent disability, provided that Mehta shall be entitled to a hearing in closed session before the Board if she so requests. The Board reserves the right to require Mehta to submit to a medical examination, either physical or mental, whenever the Board, by affirmative vote of at least four Board members, determines that Mehta may be unable to perform the duties of her position satisfactorily. Such examination shall be performed by a physician licensed to practice medicine that is selected and paid by the Board and Mehta shall, in advance, give permission to the physician to supply the Board with a copy of the report of the examination.
- 4.3 Discharge for cause shall be pursuant to the School Code of Illinois and the relevant decisional law. Notice of discharge for cause shall be given in writing and Mehta shall be entitled to appear before the Board to discuss such causes. If Mehta chooses to be accompanied by legal counsel at such meeting, she shall bear any costs therein involved. Such meeting shall be conducted in closed session unless specifically prohibited by State law. Mehta shall be provided a written decision describing the results of the meeting.
- 4.4 Upon termination of this Contract as set forth herein, the respective rights, duties, and obligations of the parties shall terminate.

5. DISABILITY

- 5.1 Should the Director of Cafeteria Services be unable to perform the duties and obligations of this Agreement by reason of illness, accident or other causes beyond the Director's control and such disability exists after the exhaustion of accumulated sick leave days, the Board, in its discretion, may make a proportionate deduction from the salary stipulated. If such a disability is permanent, irreparable, or of such nature as to make the performance of the Director's duties impossible, the Board, at its option, may terminate this Agreement, whereupon the respective duties, rights and obligations of the Parties shall terminate.

6. COUNTERPARTS

- 6.1 This Contract may be executed in one or more counterparts, each of which shall be considered an original and all of which taken together shall be considered one and the same instrument.

7. GOVERNING LAW

- 7.1 This Contract has been executed in Illinois and shall be governed in accordance with the laws of the State of Illinois in every respect. This Contract contains all the terms agreed upon by the parties with respect to the subject matter of this Contract and supersedes all prior contracts, agreements, arrangements and communications between the parties concerning such subject matter whether oral or written.

8. BOARD APPROVAL

- 8.1 The approval of the Board shall be required in order for this Contract to become effective, and approval of the Board shall be evidenced by approval or ratification thereof at a duly constituted meeting of the Board.

9. NOTICE

- 9.1 Any notice or communication permitted or required by this Contract shall be deemed sufficient if it is in writing and sent by mail to the residence of Mehta or to the Superintendent and/or president of the Board.

10. SEVERABILITY

- 10.1 A judicial determination that any portion of this Agreement is unenforceable shall have no effect on the enforceability of the remainder of this Agreement

IN WITNESS THEREOF, the parties have caused this Contract to be executed in their respective names, and in the case of the Board by its President, as of the day and year first written above.

BOARD OF EDUCATION LEMONT
TOWNSHIP HIGH SCHOOL DISTRICT 210

BY: _____
Kurt Korte, President
Board of Education

BY: _____
Tina Mehta

ATTEST:

Michael J. Kardas, Sr., Secretary
Board of Education