REGULAR MEETING
Wednesday, November 18, 2026 5:00 PM

Gurnee School District 56 Board Room
3706 Florida Avenue
Gurnee, Illinois 60031

Agenda

A. **PUBLIC HEARING ON THE 2026 LEVY**

A.1. **Call to Order** - The President of the Board of Education will call the 2026 levy hearing to order and will ask those in attendance to join him in reciting the Pledge of Allegiance.
Presenter: Board President

A.2. **Public Hearing on the 2026 Levy**
Presenter: Mr. Da Costa

A.3. **Public Participation** - Public Participation is the time during the meeting when anyone who wishes to address the Board may do so. The Board of Education welcomes public comment and encourages patrons to participate in District 56 Board meetings. Patrons who wish to address the Board are asked to state their name and address. The Board President will ask if there is anyone who wishes to address the Board about the 2026 Levy.
Presenter: Board President

A.3.a. **Adjournment**
Presenter: Board President

B. **ROUTINE**

B.1. **Call to Order -** The President of the Board of Education will call the regular meeting to order.
Presenter: Board President

B.2. **Approval of the Minutes of the Regular Meeting of the Board of Education on October 28, 2026.**
Presenter: Board President

B.3. **October Financial Reports**
Presenter: Mr. Da Costa

B.3.a. **Financial Summary Report**
B.3.b. **Treasurer's Report**
B.3.c. **Investment Report**
B.3.d. **Revenue Report**
B.3.e. **Expenditure Report**
B.3.f. **Activity Fund Report**
B.3.g. **Bills for Payment for November**

B.4. **Public Participation** - Public Participation is the time during the meeting when anyone who wishes to address the Board may do so. The Board of Education welcomes public comment and encourages patrons to participate in District 56 Board meetings. Patrons who wish to address the Board are asked to state the following:

- Name and address of participant,
- Group affiliation if and when appropriate, and

- Item to be addressed.

Presenter: Board President

C. **REPORT OF THE SUPERINTENDENT**

Presenter: Dr. Correa

C.1. **District Highlights**

Presenter: Dr. Correa

C.2. **Department Updates**

Presenter: Dr. Correa

C.3. **Delegate Assembly**

Presenter: Dr. Correa

C.4. **Professional Leave and Conferences**

Presenter: Dr. Correa

C.5. **Freedom of Information Act (FOIA) Request**

Presenter: Dr. Correa

D. **OLD BUSINESS**

Presenter: Dr. Correa

D.1. **Adoption of the 2026 Tax Levy**

Presenter: Mr. Da Costa

D.2. **Second Reading Board Policy Monitoring**

Presenter: Dr. Correa

E. **NEW BUSINESS**

Presenter: Dr. Correa

E.1. **First Reading Board Policy Monitoring**

Presenter: Dr. Correa

E.2. **First Reading Board Policies Issue 122 June 2026**

Presenter: Dr. Correa

E.3. **2027-2028 School Calendar**

Presenter: Dr. Correa

E.4. **River Trail School Fire Sprinkler System Repairs**

Presenter: Mr. Mendez

E.5. **Consent Agenda**

Presenter: Dr. Correa

E.5.a. **River Trail Student Service Council Fundraiser**

E.5.b. **Viking Middle School Student Service Council**

E.5.c. **River Trail School Yearbook Chipotle Fundraiser**

E.5.d. **Viking Middle School Student Service Council Fundraiser**

E.5.e. **River Trail School National Junior Honor Society Fundraising**

E.5.f. **River Trail School National Junior Honor Society Fundraiser**

E.5.g. **River Trail School National Junior Honor Society Fundraiser**

E.5.h. **River Trail School Eco Club Fundraiser**

E.5.i. **River Trail School Yearbook Fundraiser**

E.6. **Public Comment** - The Board of Education has reserved this time to provide patrons an opportunity to comment on any business conducted by the Board during this evening's meeting.

Presenter: Board President

F. **CLOSED SESSION**

F.1. A closed session of the Board of Education will convene on November 18, 2026, in the Board Room of the District Office located at 3706 Florida Avenue, Gurnee. The closed session will be held pursuant to 5 ILCS 120/2(c)(1) personnel, (9) student discipline, (10) student information, (11) potential litigation, and (21) discussion of minutes.

Presenter: Board President

G. **OPEN SESSION**

G.1. **Judgment Related to Student Suspension Hearing**

Presenter: Mrs. Solomon

G.1.a. **Student 2026-11**

Presenter: Mrs. Solomon

G.2. **Personnel** - The Board will formally act on personnel recommendations from the Superintendent.

Presenter: Dr. Correa

G.2.a. **Shawn Ellison** - New Hire

G.2.b. **Paola Aranda** - Resignation

G.2.c. **Abigail Bablitz** - FMLA

G.2.d. **Eric Sator** - FMLA

G.2.e. **Athletic Referee Pay –** Rate Increase

G.3. **Closed Session Minutes** - The Board will formally act on closed session minutes for October 28, 2026.

Presenter: Dr. Correa

G.4. **Adjournment**

Presenter: Board President

Minutes of Gurnee School District 56
Board of Education Meeting
October 28, 2026

Board President Pos called the public hearing to order at 5:00 p.m. and asked that everyone join him in reciting the Pledge of Allegiance.

The following Board members were in attendance: Odie Pahl, Mark Pos, Cesar Garcia, Jim Blockinger, Becky Kotsinis, and Mandi Florip (via telephone) and Germain Castellanos (5:04 pm)

Also in attendance:
Luis Correa, Superintendent
Martin Da Costa, Director of Business | CSBO
Eric Esteban, Director of Technology
Lisa West, Director of Curriculum & Instruction
Cuauhtemoc Mendez, Director of Facilities and Grounds
Rachel Solomon, Director of Pupil Services
Miriam Torres, Multilingual & Assessment Coordinator
Principals: Jen Glickley, Dominique Geocaris, Sara Rosheger, and Allison Waller
Aurora Orozco, Board Clerk

Recognition of IESA State Cross Country Qualifier

Before the regular meeting, President Pos recognized River Trail sixth grader Antonio Avila for qualifying for the IESA State Cross Country Meet. Antonio placed 106th out of 223 runners and achieved a personal best of 12:00.

Board President Pos called the regular meeting to order at 5:03 p.m.

Board Member Blockinger made a motion, with a second from Board Member Pahl, to accept the minutes from the regular meeting on September 23, 2026, as presented.
Motion carried on a roll call vote. Roll Call: Ayes: Odie Pahl, Becky Kotsinis, Cesar Garcia, Mark Pos, Jim Blockinger, Germain Castellanos, and Mandi Florip (via telephone).

The regular September 30, 2026, Treasurer's Report identified cash and investments of $35,540,142.73. The Revenue Report identified receipts of $10,226,803.87 and the Expenditure Report identified expenses totaling $2,830,704.08. The cash balance in the Activity Fund for September was $111,705.49. The Financial Reports, plus the Revised September ($1,639,025.47) and Regular October ($2,648,159.25) Bills for Payment Reports, were approved on a motion by Board Member Pahl and seconded by Board Member Kotsinis. Motion carried on a roll call vote. Roll Call: Ayes: Odie Pahl, Becky Kotsinis, Cesar Garcia, Mark Pos, Jim Blockinger, Germain Castellanos, and Mandi Florip (via telephone).

During the *Public Participation* portion of the meeting, no one wished to address the Board of Education.

Dr. Correa requested that each building principal provide the Board of Education with highlights that had occurred at their building since the previous Board of Education meeting. This included pictures from:

Viking Middle School welcomed the Mobile Museum of Tolerance, providing students with educational workshops on civil rights, online bullying, hate speech, digital footprints, and responsible online behavior. Eighth-grade students also attended the Navigate Lake Career Exploration Event at the Lake County Fairgrounds, where they explored career pathways and interacted with local businesses and professionals. Additionally, Viking held its first band and choir concert of the school year, showcasing students' musical talents.

River Trail School highlighted its annual Fall Fun Run, during which students participated in running activities along the Des Plaines River Trail, followed by a schoolwide picnic. Students also participated in Hispanic Heritage Month activities, learning about different Latino countries and cultures through research, presentations, music, and dance. Additional highlights included the Global Monster Project, which promotes writing and collaboration with classrooms around the world, and the school's annual chess tournament.

Prairie Trail School highlighted several instructional activities, including third- and fifth-grade book buddies, hands-on lessons about the life cycle of apples, and third-grade multiplication projects using array cities. Teachers also shared their continued implementation of Kagan cooperative learning strategies, classroom circles, and professional learning opportunities through studio classrooms to support student engagement and collaboration.

Spaulding School celebrated Attendance Awareness Month with a special event recognizing classrooms for their outstanding attendance. Students also enjoyed a visit from Chicago Bears mascot Staley Da Bear as part of their PBIS celebration. Additionally, Spaulding participated in the District's Hispanic Heritage Month celebration, which included cultural performances, music, food, and student-created ofrendas.

At this time, Dr. Correa requested that each administrator report on department projects/tasks that they were currently focused on:

Business/Human Resources – Mr. Da Costa

Mr. Da Costa reported that he met with representatives from Woodland School District 50 and Warren Township High School District 121 to discuss opportunities for shared services and cooperative purchasing. These partnerships are intended to streamline operations, increase purchasing power, and identify potential cost savings for all three districts.

Curriculum and Instruction Department – Dr. West

Dr. West's department update was incorporated into her EPIC Conference presentation, which highlighted the district's continued focus on deeper learning, teacher collaboration, and instructional improvement.

Pupil Services Department – Mrs. Solomon

Mrs. Solomon reported that designated staff members throughout the District participated in de-escalation training to strengthen student behavioral support. She also highlighted social-emotional learning activities, including morning yoga and structured brain breaks to help students with self-regulation. Additionally, the department participated in a job fair to recruit candidates for available positions throughout the District.

Multilingual Department – Mrs. Torres

Mrs. Torres reported that the Bilingual Parent Advisory Committee (BPAC) was preparing for its Día de los Muertos celebration at Spaulding School, which would include student presentations, parent education, and cultural activities. She also highlighted the continued professional development of dual language teachers through classroom observations and instructional strategies known as bridging, which helps students make connections between English and Spanish to strengthen literacy skills in both languages.

Maintenance Department – Mr. Mendez

Mr. Mendez reported that the Maintenance Department completed the transition to heating systems throughout the District and continues addressing necessary boiler, pump, and equipment repairs. Vegetation trimming and preventative maintenance have also been completed. The District successfully completed its Regional Office of Education inspections and fire department walkthroughs. Mr. Mendez also provided an update on the ongoing kitchen construction project, noting that underground plumbing work had been completed and preparations for concrete flooring were underway.

Technology Department – Mr. Esteban

Mr. Esteban reported that the Technology Department welcomed a new staff member and the return of another employee. Teacher laptops and iPads have been upgraded and distributed. Chromebook charging stations have also been installed in classrooms that requested them. The department continues working on network upgrades and plans to implement additional cybersecurity awareness training to address phishing attempts.

EPIC Conference – Dr. West

Dr. West provided an overview of the Ed Leaders Promise Innovation Conference held October 13–14, 2026, in Lombard, Illinois. District 56 staff presented sessions highlighting the District's deeper learning initiatives, Portrait of a Graduate, and Teacher Rounds. Dr. Correa also

presented two sessions focused on educational transformation and the District's learning framework. Key takeaways included exploring the use of artificial intelligence (AI) to support instructional practices and continuing to provide professional development opportunities for teachers.

District Capital Needs and Potential Funding Options – Mr. Da Costa

Mr. Da Costa presented the District's current and long-term capital needs, including HVAC improvements, roofing, fire alarm and sprinkler systems, lighting upgrades, and other facility repairs. The HVAC system at River Trail was identified as a priority due to aging equipment and increasing maintenance concerns. Mr. Da Costa also discussed potential funding options, including operating funds, fund balances, bonds, grants, and other financing opportunities. The administration will continue evaluating project priorities and associated costs before presenting further recommendations to the Board.

Potential Partnership with the Academy for Urban School Leadership – Mr. Da Costa

Mr. Da Costa discussed a potential partnership with the Academy for Urban School Leadership (AUSL) to establish a teacher residency program aimed at recruiting and retaining qualified educators, particularly in special education and bilingual education. The program would provide participants with classroom experience under mentor teachers while earning a master's degree through DePaul University. The estimated cost would be $36,000 per resident, with participants committing to three additional years of employment with the District upon completion. The administration will continue exploring the partnership and provide additional information to the Board.

Transportation Follow-up Regarding Catalytic Converters – Mr. Da Costa

Mr. Da Costa provided an update regarding the September 2, 2026, catalytic converter thefts at the District's transportation facility. All affected buses have been repaired and returned to service. The District has taken additional security measures, including removing vegetation around the property and upgrading surveillance cameras and monitoring systems in partnership with Warren Township High School District. Additional fencing and security improvements are being evaluated to help prevent future incidents.

Dr. Correa requested that the Board of Education make the Professional Leave and Conferences report a matter of record of the minutes of the regular October 28, 2026, Board of Education meeting.

A Freedom of Information Act (FOIA) request was received by Dr. Luis Correa via email on October 1, 2026, from Data Branch Research Team, Celeste Donovan, requesting existing files covering all purchase orders issued between June 7,2026 to present. Office. On October 15, 2026, Mrs. Orozco responded to Ms. Donovan via email and provided the responsive records.

On a motion from Board President Pos with a second from Board Member Garcia the Board voted to approve Board policies under review (Policies 1:10, 1:20, 1:30, 5:10, 5:12, 5:20, and 5:30) and to adopt those policies as presented by the administration. Motion carried on a roll call vote. Roll Call: Ayes: Odie Pahl, Becky Kotsinis, Cesar Garcia, Mark Pos, Jim Blockinger, Germain Castellanos, and Mandi Florip (via telephone).

Dr. Correa presented to the Board of Education a group of policies to review to ensure that those policies reflected the intent of the Board. This was a goal of the Board made during training provided by the Illinois Association of School Boards (IASB). Ultimately, all Board policies would be reviewed during a three-year cycle. Current policies for review were 3:10, 3:30, 3:40, 5:35, 5:40, 5:50, and 5:60. The Board would officially approve the recommended changes at the next Board of Education meeting.

Mr. Da Costa reviewed the 2026 Tax Levy process, which involves three key steps. During tonight's meeting, he discussed proposed tax rate considerations. The Board will take formal action to approve the levy at the November meeting, and the final document will be filed with the Lake County Clerk by the last Thursday of the calendar year.

Local sources remain the district's largest revenue stream, with approximately 80% derived from property taxes. Property taxes in Lake County are capped, meaning existing dwellings cannot be taxed beyond the Consumer Price Index (CPI). Mr. Da Costa emphasized that this cap protects homeowners while allowing the district to adjust for new construction to help balance the tax burden across the community.

The current CPI for this tax levy is **2.7%**, with projections indicating a slight decrease next year. Mr. Da Costa noted that national economic factors—such as potential federal interest rate cuts—reflect a slowing economy, which impacts CPI trends. To ensure continued fiscal stability and balance between new and existing properties, Mr. Da Costa is recommending a **4.99% tax levy** for 2026.

Since the Tax Levy's increase would be under 5%, a Truth in Taxation Hearing would not be necessary. On a motion from Board Member Castellanos with a second from Board President Pos, the Board voted to approve the Tax Levy rates as recommended by the administration. Motion carried on a roll call vote. Roll Call: Ayes: Odie Pahl, Becky Kotsinis, Cesar Garcia, Mark Pos, Jim Blockinger, Germain Castellanos, and Mandi Florip.

Mr. Da Costa shared with the Board of Education the status of the FY27 budget after the first quarter. Revenues were on track at 33.08% and expenditures at 24.99%.

Mrs. Solomon presented the Intergovernmental Agreement with Northbrook School District 27 to provide programming for students with disabilities referred by Gurnee School District 56. On a motion from Board Member Pahl with a second from Board Member Garcia, the Board voted to approve the Intergovernmental Agreement with Northbrook District 27 as recommended by the administration. Motion carried on a roll call vote. Roll Call: Ayes: Odie Pahl, Becky Kotsinis, Cesar Garcia, Mark Pos, Jim Blockinger, Germain Castellanos, and Mandi Florip (via telephone).

During the *Public Participation* portion of the hearing, no one wished to address the Board of Education.

On a motion by Board Member Kotsinis and seconded by Board President Pos, the Board voted to adjourn open session at 6:46 p.m. The Board went into closed session at 6:49 p.m. to discuss the following items on a roll call vote:

- The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the district or legal counsel for the district, including hearing testimony on a complaint lodged against an employee or against legal counsel for the District to determine its validity. 5 ILCS 120/2(c)(1), as amended by P.A. 93-0057.
- Student disciplinary cases. 5 ILCS 120/2(c)(9).
- The placement of individual students in special education programs and other matters relating to individual students. 5 ILCS 120/2(c)(10).
- Litigation, when an action against, affecting, or on behalf of the particular District has been filed and is pending before a court or administrative tribunal, or when the district finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the closed meeting minutes. 5 ILCS 120/2(c)(11).
- Discussion of lawfully closed meeting minutes, whether for purposes of approval by the body of the minutes or semi-annual review of the minutes as mandated by Section 2.06. 5 ILCS 120/2(c)(21).
- Motion carried on a roll call vote. Roll Call: Ayes: Mandi Florip, Germain Castellanos, Odie Pahl, Becky Kotsinis, Cesar Garcia, Mark Pos, and Jim Blockinger.

The Board of Education came out of closed session at 7:34 p.m. on a motion from Board President Pos and seconded by Board Member Kotsinis. Motion carried on a roll call vote. Roll Call: Ayes: Odie Pahl, Becky Kotsinis, Cesar Garcia, Mark Pos, Jim Blockinger, Germain Castellanos, and Mandi Florip (via telephone).

On a motion from Board President Pos, with a second from Board Member Blockinger, the Board voted to approve the personnel recommendations as presented by the Superintendent, excluding the employment recommendation for Rachael Rezek, Library Teacher Aide at Viking Middle School. Motion carried on a roll call vote. Roll Call: Ayes: Odie Pahl, Becky Kotsinis, Cesar Garcia, Mark Pos, Jim Blockinger, Germain Castellanos, and Mandi Florip (via telephone).

On a Motion from the Board President Pos, with a second from Board Member Pahl to affirm the decision on the Uniform Grievance Procedure complaint filed by the employee identified in closed session. Motion carried on a roll call vote. Roll Call: Ayes: Odie Pahl, Becky Kotsinis, Cesar Garcia, Mark Pos, Jim Blockinger, Germain Castellanos, and Mandi Florip (via telephone).

On a motion from Board Member Blockinger with a second from Board Member Kotsinis, the Board voted to approve closed session minutes for the meeting on September 23, 2026, as presented. Motion carried on a roll call vote. Roll Call: Ayes: Odie Pahl, Becky Kotsinis, Cesar Garcia, Mark Pos, Jim Blockinger, Germain Castellanos, and Mandi Florip (via telephone).

A motion was made by Board Member Kotsinis and seconded by Board Member Pahl to adjourn the meeting at 7:37 p.m. Motion carried on a roll call vote. Roll Call: Ayes: Odie Pahl, Becky Kotsinis, Cesar Garcia, Mark Pos, Jim Blockinger, Germain Castellanos, and Mandi Florip (via telephone).

Respectfully submitted:

_____	_____
Mark Pos, President	Odie Pahl, Secretary Board of Education, District #56 Lake County, IL

FINANCIAL SUMMARY REPORT
November 18, 2026

Treasurer's Report
Cash on Hand – $36,982,130.92

Revenue Report

2026-2027 Budget	October Revenue	2026-2027 YTD Revenue	2026-2027 YTD %	Unreceived Balance
$41,884,262.25	$4,724,911.54	$18,580,982.49	44.36%	$23,303,279.76

Expenditure Report

2026-2027 Budget	October Activity	2026-2027 YTD Activity	2026-2027 YTD %	Encumbered Balance	Unencumbered Balance
$45,383,657.93	$3,948,163.77	$15,287,789.43	33.69%	$-329,034.19	$30,424,902.69

Student Activity Fund Report

Monthly Beginning Balance	October Revenues	October Expenditures	Monthly Ending Balance
$111,705.49	$2,760.00	$7,531.71	$106,933.78

Bills for Payment Report

	November Balance Sheet	November Revenue	November Expense	Total
Fund Summary Totals	$629,215.01	$0.00	$932,913.79	$1,562,128.80

Gurnee School District #56
Treasurer's Report as of October 31, 2026

Fund Name	Fund/Cash Balance 8/31/26	Actual Cash Balance 8/31/26	**Cash Receipts This Month**	**Cash Disburse This Month**	Fund/Cash Balance 9/30/26	Actual Cash Balance 9/30/26
Education	$15,087,273.78	$21,995,363.50	$3,605,930.41	$2,508,688.65	$16,184,515.54	$23,092,605.26
Oper/Maint	$1,354,962.08	$1,832,896.58	$293,272.44	$193,831.78	$1,454,402.74	$1,932,337.24
Debt Service	$1,576,013.71	$1,586,475.19	$480,455.28	$123,740.47	$1,932,728.52	$1,943,190.00
Transportation	$353,929.96	$1,422,633.02	$194,112.41	$414,273.52	$133,768.85	$1,202,471.91
Retirement	$244,480.27	$967,814.56	$88,148.43	$84,920.08	$247,708.62	$971,042.91
Capital Projects	-$7,591,428.53	-$237,917.23	$0.00	$616,155.77	-$8,207,584.30	-$854,073.00
Working Cash	$77,466.83	$7,667,717.65	$2,004.88	$0.00	$79,471.71	$7,669,722.53
Tort	-$80,457.18	$245,518.47	$60,987.69	$6,553.50	-$26,022.99	$299,952.66
Fire/Prevention & Safety	$4,403.77	$14,403.77	$0.00	$0.00	$4,403.77	$14,403.77
Sub-total	$11,026,644.69	$35,494,905.51	$4,724,911.54	$3,948,163.77	$11,803,392.46	$36,271,653.28
Petty Cash						
Imprest Account	$3,500.00	$0.00	$0.00	$0.00	$3,500.00	*$0.00*
Grand Totals	$11,030,144.69	$35,494,905.51	$4,724,911.54	$3,948,163.77	$11,806,892.46	$36,271,653.28

Checking Accounts		10/31/26
Money Market	$	3,877,483.78
Payroll Account	$	-
Board Account	$	-
Investment Account	$	33,104,647.14
Total	$	36,982,130.92

Gurnee School District #56 (10247-0101 - General Fund)

Type	Holding ID	Settle Date	Maturity	FDIC #	Instrument	Cost	Par-Val/Mat. Val	Rate
LIQ		10/31/2026			LIQ Balance	$35,777.62	$35,777.62	
MAX		10/31/2026			MAX Balance	$6,612,814.00	$6,612,814.00	
TS	TS-1406284-1	06/12/2026	12/07/2026		ISDLAF TERM SERIES	$2,450,000.00	$2,493,850.02	3.670
CD	CD-1392765-1	12/10/2025	12/17/2026	21805	First State Bank of DeQueen	$240,500.00	$249,737.53	3.769
CD	CD-1392766-1	12/10/2025	12/17/2026	58534	Solera National Bank	$240,700.00	$249,745.07	3.687
CD	CD-1392767-1	12/10/2025	12/17/2026	68588	Consumers Credit Union	$240,600.00	$249,844.81	3.770
CD	CD-1392768-1	12/10/2025	12/17/2026	32541	Flagstar Bank, National Association	$241,000.00	$249,903.79	3.625
CD	CD-1392769-1	12/10/2025	12/17/2026	58234	Pacific Alliance Bank	$240,000.00	$248,928.00	3.650
IntraFi	CDR-1406808-1	06/18/2026	12/17/2026	2326	AVB Bank	$243,172.16	$247,767.65	3.790
IntraFi	CDR-1406808-10	06/18/2026	12/17/2026	12010	Provident Bank	$243,172.16	$247,767.65	3.790
IntraFi	CDR-1406808-11	06/18/2026	12/17/2026	4048	SpiritBank	$243,172.16	$247,767.65	3.790
IntraFi	CDR-1406808-12	06/18/2026	12/17/2026	35095	TowneBank	$243,172.16	$247,767.65	3.790
IntraFi	CDR-1406808-13	06/18/2026	12/17/2026	10011	Woodford State Bank	$243,172.15	$247,767.61	3.790
IntraFi	CDR-1406808-14	06/18/2026	12/17/2026	4170	Patrons Bank	$180,498.92	$183,910.00	3.790
IntraFi	CDR-1406808-15	06/18/2026	12/17/2026	2315	Armstrong Bank	$170,645.89	$173,870.77	3.790
IntraFi	CDR-1406808-16	06/18/2026	12/17/2026	17514	Banterra Bank	$87,617.12	$89,272.92	3.790
IntraFi	CDR-1406808-2	06/18/2026	12/17/2026	22373	American National Bank & Trust	$243,172.16	$247,767.65	3.790
IntraFi	CDR-1406808-3	06/18/2026	12/17/2026	4214	BOKF, National Association	$243,172.16	$247,767.65	3.790
IntraFi	CDR-1406808-4	06/18/2026	12/17/2026	11666	D. L. Evans Bank	$243,172.16	$247,767.65	3.790
IntraFi	CDR-1406808-5	06/18/2026	12/17/2026	34719	Farmers & Merchants Bank of Colby	$243,172.16	$247,767.65	3.790
IntraFi	CDR-1406808-6	06/18/2026	12/17/2026	10248	First International Bank & Trust	$243,172.16	$247,767.65	3.790
IntraFi	CDR-1406808-7	06/18/2026	12/17/2026	3664	INB	$243,172.16	$247,767.65	3.790
IntraFi	CDR-1406808-8	06/18/2026	12/17/2026	1058	Midwest BankCentre	$243,172.16	$247,767.65	3.790
IntraFi	CDR-1406808-9	06/18/2026	12/17/2026	10634	Pinnacle Bank	$243,172.16	$247,767.65	3.790
CD	CD-1406299-1	06/12/2026	12/23/2026	4147	Bank 7	$245,000.00	$249,875.41	3.744
CD	CD-1406300-1	06/12/2026	12/23/2026	33306	CIBC Bank USA	$245,100.00	$249,925.55	3.704
CD	CD-1406301-1	06/12/2026	12/23/2026	33539	Preferred Bank	$245,000.00	$249,865.80	3.737
CD	CD-1415860-1	10/16/2026	01/14/2027	58892	Guaranty Bank	$245,000.00	$247,483.49	4.111
CD	CD-1415861-1	10/16/2026	01/14/2027	8252	Omb Bank	$247,400.00	$249,907.21	4.110
TS	TS-1406282-1	06/12/2026	02/03/2027		ISDLAF TERM SERIES	$1,000,000.00	$1,024,052.60	3.720
TS	TS-1417185-1	10/30/2026	02/22/2027		ISDLAF TERM SERIES	$1,300,000.00	$1,316,588.21	4.050
CD	CD-1415196-1	10/07/2026	02/25/2027	3182	MapleMark Bank	$246,000.00	$249,877.63	4.080
CD	CD-1415199-1	10/07/2026	02/25/2027	15059	Louisiana National Bank	$246,000.00	$249,877.49	4.080
TS	TS-1406285-1	06/12/2026	03/03/2027		ISDLAF TERM SERIES	$750,000.00	$770,342.53	3.750
CD	CD-1406688-1	06/16/2026	03/11/2027	12982	Civista Bank	$243,100.00	$249,831.06	3.771
CD	CD-1415192-1	10/07/2026	03/24/2027	5496	Cornerstone Bank	$242,200.00	$246,792.91	4.120
CD	CD-1415193-1	10/07/2026	03/24/2027	34162	West Pointe Bank	$215,200.00	$219,281.40	4.120
CD	CD-1415194-1	10/07/2026	03/24/2027	33653	Bank of China	$240,200.00	$244,755.42	4.120
CD	CD-1415195-1	10/07/2026	03/24/2027	18856	Oklahoma Capital Bank	$245,100.00	$249,766.21	4.136
CD	CD-1415197-1	10/07/2026	03/24/2027	4185	First Pryority Bank	$215,100.00	$219,179.29	4.120
CD	CD-1415198-1	10/07/2026	03/24/2027	2477	Bank of Deerfield	$242,200.00	$246,793.47	4.120
TS	TS-1404434-1	05/29/2026	04/05/2027		ISDLAF TERM SERIES	$500,000.00	$515,805.62	3.710

Type	Holding ID	Settle Date	Maturity	FDIC #	Instrument	Cost	Par-Val/Mat. Val	Rate
CD	CD-1406297-1	06/12/2026	04/08/2027	58481	First Bank	$242,300.00	$249,780.86	3.756
CD	CD-1406298-1	06/12/2026	04/08/2027	34444	Customers Bank	$242,300.00	$249,778.19	3.755
CD	CD-1404443-1	05/29/2026	04/22/2027	10643	Dundee Bank	$241,700.00	$249,850.39	3.752
CD	CD-1404444-1	05/29/2026	04/22/2027	58626	GBank	$241,700.00	$249,920.98	3.785
CD	CD-1404445-1	05/29/2026	04/22/2027	16866	West Texas State Bank	$241,700.00	$249,758.19	3.710
CD	CD-1404446-1	05/29/2026	04/22/2027	34519	Merrick Bank	$241,600.00	$249,779.48	3.768
CD	CD-1406295-1	06/12/2026	04/22/2027	57512	Western Alliance Bank	$241,900.00	$249,947.24	3.867
CD	CD-1406296-1	06/12/2026	04/22/2027	253	Luana Savings Bank	$242,000.00	$249,911.08	3.800
TS	TS-1404435-1	05/29/2026	05/03/2027		ISDLAF TERM SERIES	$800,000.00	$827,640.11	3.720
TS	TS-1406283-1	06/12/2026	05/05/2027		ISDLAF TERM SERIES	$250,000.00	$258,510.96	3.800
CD	CD-1404439-1	05/29/2026	05/20/2027	29293	Cumberland Federal Bank, FSB	$241,000.00	$249,925.13	3.797
CD	CD-1404440-1	05/29/2026	05/20/2027	1373	BOM Bank	$240,900.00	$249,815.85	3.795
CD	CD-1404441-1	05/29/2026	05/20/2027	34294	CFG Bank	$241,000.00	$249,914.56	3.792
CD	CD-1404442-1	05/29/2026	05/20/2027	34781	Transportation Alliance Bank, Inc. d/b/a TAB Bank	$240,900.00	$249,826.69	3.799
CD	CD-1406292-1	06/12/2026	05/20/2027	58469	American Plus Bank, N.A.	$241,300.00	$249,891.60	3.800
CD	CD-1406293-1	06/12/2026	05/20/2027	57416	Patriot Bank	$241,200.00	$249,791.51	3.801
CD	CD-1406294-1	06/12/2026	05/20/2027	31840	Financial Federal Bank	$241,200.00	$249,923.64	3.860
TS	TS-1417184-1	10/30/2026	05/24/2027		ISDLAF TERM SERIES	$3,300,000.00	$3,378,223.90	4.200
CD	CD-1417194-1	10/29/2026	10/29/2027	34460	Millennial Bank	$239,400.00	$249,909.68	4.390
CD	CD-1417195-1	10/29/2026	10/29/2027	57703	T Bank, National Association	$239,100.00	$249,761.72	4.459
					Sub Totals →	**$29,265,191.62**	**$29,820,497.00**	

Gurnee School District #56 (10247-0204 - Working Cash Bonds 2023)

Type	Holding ID	Settle Date	Maturity	FDIC #	Instrument	Cost	Par-Val/Mat. Val	Rate
LIQ		10/31/2026			LIQ Balance	$2.16	$2.16	
MAX		10/31/2026			MAX Balance	$3,839,453.36	$3,839,453.36	
					Sub Totals →	**$3,839,455.52**	**$3,839,455.52**	
					Totals →	**$33,104,647.14**	**$33,659,952.52**	

Time and Dollar Weighted Average Portfolio Yield: 3.96%

Weighted Average Portfolio Maturity: 124.47 Days

Note: Weighted Yield & Weighted Average Portfolio Maturity are calculated using “Market Value” and are only based on the fixed rate investments.

Portfolio Summary

Type	Allocation (%)	Allocation ($)	Description
TS	31.45	$10,585,013.95	Term Series
IntraFi	10.90	$3,668,033.10	IntraFi Account
CD	26.50	$8,918,858.33	Certificate of Deposit
LIQ	0.11	$35,779.78	LIQ Account
MAX	31.05	$10,452,267.36	MAX Account

Index

Cost is comprised of the total amount you paid for the investment (including any fees and commissions) plus any reinvested dividends.

Rate is the average monthly yield for pool investments or the rate on the last business day of the month for SDA investments or the yield to maturity or yield to worst for fixed term investments.

Face/Par/Shares is the amount received at maturity for fixed rate investments or the balance at statement date for pool investments.

Market Value reflects the market value as reported by an independent third-party pricing service. Certificates of Deposit and other assets for which market pricing is not readily available from a third-party pricing service are listed at “Cost” for fixed term investments or the balance at statement date for pool investments.

CD - Certificates of Deposit, **CP -** Commercial Paper, **ISC -** Investment Shares Class, **MMA -** Money Market Account, **SEC -** Government Securities, **TS -** Term Series

FDTLOC FUNC OBJ SJ	FUNCTION	2026-27 BUDGET	October 2026-27 REVENUE	2026-27 YTD REVENUE	2026-27 YTD %	UNRECEIVED BALANCE
10---- ---- ---- -- -----	EDUCATIONAL FUND	29,924,474.64	3,605,930.41	13,662,436.07	45.66	16,262,038.57
11---- ---- ---- -- -----	NO LONGER USED					
20---- ---- ---- -- -----	OPER & MAINT FUND	2,996,325.96	293,272.44	1,132,509.31	37.80	1,863,816.65
30---- ---- ---- -- -----	DEBT SERVICE	4,313,351.66	480,455.28	1,838,729.16	42.63	2,474,622.50
40---- ---- ---- -- -----	TRANSPORTATION FUND	2,671,520.38	194,112.41	1,264,366.30	47.33	1,407,154.08
50---- ---- ---- -- -----	RETIREMENT FUND	933,208.98	88,148.43	400,128.89	42.88	533,080.09
60---- ---- ---- -- -----	CAPITAL PROJECTS	300,000.00		41,733.62	13.91	258,266.38
70---- ---- ---- -- -----	WORKING CASH FUND	265,766.79	2,004.88	7,673.25	2.89	258,093.54
80---- ---- ---- -- -----	TORT IMMUNITY FUND	479,613.84	60,987.69	233,405.89	48.67	246,207.95
90---- ---- ---- -- -----	FIRE PREVENTION & SAFETY					
Grand Revenue Totals		41,884,262.25	4,724,911.54	18,580,982.49	44.36	23,303,279.76

Number of Accounts: 264

********** End of report **********

FDTLOC FUNC OBJ SJ	FUND	2026-27 BUDGET	October 2026-27 ACTIVITY	2026-27 YTD ACTIVITY	2026-27 YTD %	ENCUMBERED BALANCE	UNENCUMBERED BALANCE
10---- ---- ---- -- ------	EDUCATIONAL FUND	30,993,048.93	2,508,688.65	10,707,678.70	34.55	-329,034.19	20,614,404.42
11---- ---- ---- -- ------	NO LONGER USED						
20---- ---- ---- -- ------	OPER & MAINT FUND	2,724,940.00	193,831.78	856,645.18	31.44		1,868,294.82
30---- ---- ---- -- ------	DEBT SERVICE	4,353,720.00	123,740.47	645,526.31	14.83		3,708,193.69
40---- ---- ---- -- ------	TRANSPORTATION FUND	2,804,831.00	414,273.52	1,497,224.16	53.38		1,307,606.84
50---- ---- ---- -- ------	RETIREMENT FUND	931,118.00	84,920.08	332,611.42	35.72		598,506.58
60---- ---- ---- -- ------	CAPITAL PROJECTS	3,000,000.00	616,155.77	914,560.90	30.49		2,085,439.10
70---- ---- ---- -- ------	WORKING CASH FUND	200,000.00					200,000.00
80---- ---- ---- -- ------	TORT IMMUNITY FUND	376,000.00	6,553.50	333,542.76	88.71		42,457.24
90---- ---- ---- -- ------	FIRE PREVENTION & SAFETY FUND						
Grand Expense Totals		45,383,657.93	3,948,163.77	15,287,789.43	33.69	-329,034.19	30,424,902.69

Number of Accounts: 3302

********** End of report **********

Gurnee School District 56

Student Activity Fund Report • October 2026

Presented to the Board of Education

Account	Beginning Balance	October Revenue	October Expenditures	Monthly Ending Balance	6/30/2026 Balance	Year-to-Date Revenue	Year-to-Date Expenditures
DISTRICT OFFICE							
IMPREST	$1,290.12			$1,290.12	$1,170.12	$2,345.00	$2,225.00
DO-DESTINATION IMAGINATIC	$5,016.25	$0.00	$0.00	$5,016.25	$5,016.25	$0.00	$0.00
DO-J. CALLAGHAN TRUST FUI	$1,726.84	$0.00	$69.69	$1,657.15	$1,993.06	$0.00	$335.91
DISTRICT OFFICE TOTAL	**$8,033.21**	**$0.00**	**$69.69**	**$7,963.52**	**$8,179.43**	**$2,345.00**	**$2,560.91**
SPAULDING SCHOOL							
SPL-STUD. PROG.	$4,027.05	$1,492.00	$1,492.00	$4,027.05	$5,202.05	$1,492.00	$2,667.00
SPL-LRC	$2,967.44	$0.00	$0.00	$2,967.44	$2,977.44	$0.00	$10.00
SPL-BOOK VENDING MACHINE	$692.85	$0.00	$0.00	$692.85	$692.85	$0.00	$0.00
SPL-PTO	$2,628.69	$0.00	$0.00	$2,628.69	$3,489.50	$0.00	$860.81
SPL-DONUTS WITH GROWNUI	$487.28	$0.00	$230.06	$257.22	$487.28	$0.00	$230.06
SPAULDING SCHOOL TOTAL	**$10,803.31**	**$1,492.00**	**$1,722.06**	**$10,573.25**	**$12,849.12**	**$1,492.00**	**$3,767.87**
PRAIRIE TRAIL SCHOOL							
PT-STUD. PROG.	$17,187.55	$0.00	$2,721.20	$14,466.35	$15,759.05	$2,967.00	$4,259.70
PT-DRAMA/CHORAL	$327.89	$0.00	$0.00	$327.89	$327.89	$0.00	$0.00
PT-LRC	$5,256.48	$0.00	$0.00	$5,256.48	$5,256.48	$0.00	$0.00
PT-SSC	$1,952.77	$0.00	$0.00	$1,952.77	$1,952.77	$0.00	$0.00
PT-AMER. GIRLS CLUB	-$23.70	$0.00	$0.00	-$23.70	-$23.70	$0.00	$0.00
PT-SCIENCE CLUB	$201.77	$0.00	$0.00	$201.77	$201.77	$0.00	$0.00
PT-PTO	$698.41	$0.00	$0.00	$698.41	$698.41	$0.00	$0.00
PT-GREAT AMERICANS	$5,801.82	$0.00	$258.70	$5,543.12	$6,227.28	$0.00	$684.16
PT-YEARBOOK	-$560.00	$0.00	$0.00	-$560.00	-$560.00	$0.00	$0.00
PRAIRIE TRAIL SCHOOL TOTA	**$30,842.99**	**$0.00**	**$2,979.90**	**$27,863.09**	**$29,839.95**	**$2,967.00**	**$4,943.86**
VIKING SCHOOL							
VIK-STUD. PROG.	$2,086.05	$0.00	$0.00	$2,086.05	$2,039.50	$46.55	$0.00
VIK-LRC	$39.47	$0.00	$0.00	$39.47	$39.47	$0.00	$0.00
VIK-SSC	$548.86	$0.00	$545.00	$3.86	$1,523.26	$358.52	$1,877.92
VIK-DRAMA	$10,570.04	$1,200.00	$820.42	$10,949.62	$12,599.36	$1,200.00	$2,849.74
VIK-YEARBOOK	$1,969.72	$0.00	$0.00	$1,969.72	$1,969.72	$0.00	$0.00
VIK-8TH GRADE	$11,042.27	$0.00	$0.00	$11,042.27	$10,642.27	$400.00	$0.00
VIK-NAT'L JR HON SOC	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
VIK-ATHLETIC PARENT	$7,747.88	$0.00	$0.00	$7,747.88	$8,891.71	$0.00	$1,143.83
VIK-CHORAL	$410.20	$0.00	$0.00	$410.20	$410.20	$0.00	$0.00
VIK-PTO	$3,733.71	$0.00	$0.00	$3,733.71	$3,733.71	$0.00	$0.00
VIKING SCHOOL TOTAL	**$38,148.20**	**$1,200.00**	**$1,365.42**	**$37,982.78**	**$41,849.20**	**$2,005.07**	**$5,871.49**
RIVER TRAIL SCHOOL							
RT-STUD.PROG.	$3,761.90	$0.00	$198.92	$3,562.98	$3,805.88	$0.00	$242.90
RT-LRC	$3,097.31	$68.00	$270.72	$2,894.59	$3,046.93	$118.38	$270.72
RT-NAT'L JR HON SOC	$79.54	$0.00	$0.00	$79.54	$676.73	$0.00	$597.19
RT-SSC	$3,656.16	$0.00	$925.00	$2,731.16	$4,140.93	$0.00	$1,409.77
RT-GREAT AMERICANS	$2,772.74	$0.00	$0.00	$2,772.74	$2,772.74	$0.00	$0.00
RT-PTO	$704.63	$0.00	$0.00	$704.63	$704.63	$0.00	$0.00
RT-CHOIR	$169.51	$0.00	$0.00	$169.51	$169.51	$0.00	$0.00
RT-ART CLUB	$621.81	$0.00	$0.00	$621.81	$621.81	$0.00	$0.00
RT-YEARBOOK	$859.90	$0.00	$0.00	$859.90	$859.90	$0.00	$0.00
RIVER TRAIL SCHOOL TOTAL	**$15,723.50**	**$68.00**	**$1,394.64**	**$14,396.86**	**$16,799.06**	**$118.38**	**$2,520.58**
INTEREST EARNED/EXP	$8,154.28			$8,154.28	$8,154.28	$0.00	$0.00
DISTRICT GRAND TOTAL	**$111,705.49**	**$2,760.00**	**$7,531.71**	**$106,933.78**	**$117,671.04**	**$8,927.45**	**$19,664.71**

POST DATE	VENDOR	ACCOUNT NUMBER	INVOICE DESCRIPTION	INVOICE NUMBER	INVOICE DATE	CHECK NUMBER	BANK CODE	AMOUNT
11/18/2026	ACE HARDWARE	10E000 2540 4100 00 000000	SUPPLIES	71555/5	01/09/2026	10732	OPERATING	19.99
11/18/2026	ACE HARDWARE	20E000 2540 4100 00 000000	SUPPLIES	153105/4	02/24/2026	10732	OPERATING	27.63
11/18/2026	ACE HARDWARE	20E000 2540 4100 00 000000	SUPPLIES	153732/4	05/04/2026	10732	OPERATING	14.38
11/18/2026	ACE HARDWARE	20E000 2540 4100 00 000000	SUPPLIES	153832/4	05/13/2026	10732	OPERATING	10.39
11/18/2026	ACE HARDWARE	20E000 2540 4100 00 000000	SUPPLIES	72300/5	05/13/2026	10732	OPERATING	8.39
11/18/2026	ACE HARDWARE	20E000 2540 4100 00 000000	SUPPLIES	72301/5	05/13/2026	10732	OPERATING	21.64
11/18/2026	ACE HARDWARE	20E000 2540 4100 00 000000	SUPPLIES	72500/5	06/11/2026	10732	OPERATING	15.47
11/18/2026	ACE HARDWARE	20E000 2540 4100 00 000000	SUPPLIES	154256/4	06/24/2026	10732	OPERATING	97.28
11/18/2026	ACE HARDWARE	20E000 2540 4100 00 000000	SUPPLIES	154257/4	06/24/2026	10732	OPERATING	31.99
11/18/2026	ACE HARDWARE	20E000 2540 4100 00 000000	SUPPLIES	154258/4	06/24/2026	10732	OPERATING	5.27
11/18/2026	ACE HARDWARE	20E000 2540 4100 00 000000	SUPPLIES	154113/4	06/09/2026	10732	OPERATING	14.35
11/18/2026	ACE HARDWARE	20E000 2540 4100 00 000000	SUPPLIES	72498/5	06/11/2026	10732	OPERATING	22.60
11/18/2026	ACE HARDWARE	20E000 2540 4100 00 000000	SUPPLIES	72499/5	06/11/2026	10732	OPERATING	59.84
11/18/2026	ACE HARDWARE	20E000 2540 4100 00 000000	SUPPLIES	154943/4	08/27/2026	10732	OPERATING	6.99
11/18/2026	ACE HARDWARE	20E000 2540 4100 00 000000	SUPPLIES	154979/4	09/01/2026	10732	OPERATING	7.67
11/18/2026	ACE HARDWARE	20E000 2540 4100 00 000000	SUPPLIES	J83946/4	09/30/2026	10732	OPERATING	18.22
11/18/2026	ACE HARDWARE	20E000 2540 4100 00 000000	SUPPLIES	J80858/4	09/17/2026	10732	OPERATING	36.33
							Totals for 10732	418.43
							Totals for ACE HARDWARE	418.43
11/18/2026	ALLENDALE ASSOCIATIO	10E000 1912 6700 00 000000	TUITION - SEP 2026	2026101533	09/30/2026	10733	OPERATING	7,665.00
							Totals for 10733	7,665.00
							Totals for ALLENDALE ASSOCIATION	7,665.00
11/18/2026	AMAZON CAPITAL SERVI	10E006 1100 4100 02 000000	Supplies	11N7-VNM7-	11/01/2026	6430	OPERATING	166.93
11/18/2026	AMAZON CAPITAL SERVI	10E000 1100 4100 00 910002	Supplies	14TC-HTT7-	11/01/2026	6430	OPERATING	1,137.62
11/18/2026	AMAZON CAPITAL SERVI	10E000 1100 4100 00 910002	Supplies	16W9-KHRG-	11/01/2026	6430	OPERATING	416.23
11/18/2026	AMAZON CAPITAL SERVI	10E006 1100 4100 16 000000	Supplies	17VG-WKWJ-	11/01/2026	6430	OPERATING	97.95
11/18/2026	AMAZON CAPITAL SERVI	10E001 1100 4100 12 000000	Supplies	1CW3-NG9N-	11/01/2026	6430	OPERATING	319.76
11/18/2026	AMAZON CAPITAL SERVI	20E001 2540 4100 00 000000	Supplies	1D6N-T1C6-	11/01/2026	6430	OPERATING	190.38
11/18/2026	AMAZON CAPITAL SERVI	10E000 2210 4100 00 000000	Supplies	1D6N-T1C6-	11/01/2026	6430	OPERATING	106.57
11/18/2026	AMAZON CAPITAL SERVI	10E000 2520 4100 00 000000	Supplies	1D6N-T1C6-	11/01/2026	6430	OPERATING	625.51
11/18/2026	AMAZON CAPITAL SERVI	20E006 2540 4100 00 000000	Supplies	1DYL-QFWH-	11/01/2026	6430	OPERATING	224.67
11/18/2026	AMAZON CAPITAL SERVI	20E003 2540 4100 00 000000	Supplies	1F4X-7WT1-	11/01/2026	6430	OPERATING	405.81
11/18/2026	AMAZON CAPITAL SERVI	10E000 2210 3310 00 000000	Supplies	1F4X-7WT1-	11/01/2026	6430	OPERATING	38.52
11/18/2026	AMAZON CAPITAL SERVI	10E000 2660 4710 00 000000	Supplies	1FD1-LGMV-	11/01/2026	6430	OPERATING	1,547.13
11/18/2026	AMAZON CAPITAL SERVI	10E000 3000 4100 00 430000	Supplies	1G17-CY31-	11/01/2026	6430	OPERATING	108.97

POST DATE	VENDOR	ACCOUNT NUMBER	INVOICE DESCRIPTION	INVOICE NUMBER	INVOICE DATE	CHECK NUMBER	BANK CODE	AMOUNT
11/18/2026	AMAZON CAPITAL SERVI	10E003 1100 4100 14 000000	Supplies	1J1T-R1FH-	11/01/2026	6430	OPERATING	139.96
11/18/2026	AMAZON CAPITAL SERVI	10E003 1100 4100 00 000000	Supplies	1J1T-R1FH-	11/01/2026	6430	OPERATING	576.90
11/18/2026	AMAZON CAPITAL SERVI	20E006 2540 4100 00 000000	Supplies	1JN7-C6FQ-	11/01/2026	6430	OPERATING	51.00
11/18/2026	AMAZON CAPITAL SERVI	20E000 2540 4100 00 000000	Supplies	1JN7-C6FQ-	11/01/2026	6430	OPERATING	138.52
11/18/2026	AMAZON CAPITAL SERVI	10E001 2410 4100 00 000000	Supplies	1K6C-4PWV-	11/01/2026	6430	OPERATING	61.67
11/18/2026	AMAZON CAPITAL SERVI	10E003 1100 4100 00 000000	Supplies	1L67-DJ6V-	11/01/2026	6430	OPERATING	30.96
11/18/2026	AMAZON CAPITAL SERVI	10E000 2660 4100 00 000000	Supplies	1L67-DJ6V-	11/01/2026	6430	OPERATING	14.99
11/18/2026	AMAZON CAPITAL SERVI	10E001 1100 4100 00 000000	Supplies	1LFV-7QKC-	11/01/2026	6430	OPERATING	510.76
11/18/2026	AMAZON CAPITAL SERVI	10E001 1200 4100 00 000000	Supplies	1MJJ-HKT7-	11/01/2026	6430	OPERATING	280.61
11/18/2026	AMAZON CAPITAL SERVI	10E001 2410 4100 00 000000	Supplies	1N66-CX1N-	11/01/2026	6430	OPERATING	112.57
11/18/2026	AMAZON CAPITAL SERVI	10E002 1100 4100 00 000000	Supplies	1N7C-G9J6-	11/01/2026	6430	OPERATING	778.21
11/18/2026	AMAZON CAPITAL SERVI	10E001 1100 4100 25 000000	Supplies	1QGR-6GHM-	11/01/2026	6430	OPERATING	355.14
11/18/2026	AMAZON CAPITAL SERVI	20E002 2540 4100 00 000000	Supplies	1QGR-6GHM-	11/01/2026	6430	OPERATING	27.05
11/18/2026	AMAZON CAPITAL SERVI	10E000 1800 4100 00 000000	Supplies	1QGR-6GHM-	11/01/2026	6430	OPERATING	28.49
11/18/2026	AMAZON CAPITAL SERVI	10E003 1100 4100 25 000000	Supplies	1QHN-GFVV-	11/01/2026	6430	OPERATING	27.37
11/18/2026	AMAZON CAPITAL SERVI	10E006 1100 4100 12 000000	Supplies	1VXH-HWPC-	11/01/2026	6430	OPERATING	47.97
11/18/2026	AMAZON CAPITAL SERVI	20E000 2540 4100 00 000000	Supplies	1WH7-XCMR-	11/01/2026	6430	OPERATING	2,879.93
11/18/2026	AMAZON CAPITAL SERVI	10E000 1100 4100 00 000000	Supplies	1WH7-XCMR-	11/01/2026	6430	OPERATING	22.97
11/18/2026	AMAZON CAPITAL SERVI	10E003 1500 4100 00 000000	Supplies	1Y7X-PX6Y-	11/01/2026	6430	OPERATING	112.92
11/18/2026	AMAZON CAPITAL SERVI	10E006 1100 4100 00 000000	Supplies	1Y7X-PX6Y-	11/01/2026	6430	OPERATING	2,012.07
							Totals for 6430	13,596.11
							Totals for AMAZON CAPITAL SERVICES	13,596.11
11/18/2026	AMERICAN OUTFITTERS	10E000 2320 4100 00 000000	DISTRICT 56	472202	09/24/2026	10734	OPERATING	380.70
11/18/2026	AMERICAN OUTFITTERS	10E003 1100 4100 00 000000	T-SHIRTS - VKG	471971	09/22/2026	10734	OPERATING	765.35
11/18/2026	AMERICAN OUTFITTERS	10E002 1100 4100 00 000000	T-SHIRTS - PT	474977	10/21/2026	10734	OPERATING	258.70
							Totals for 10734	1,404.75
							Totals for AMERICAN OUTFITTERS LTD	1,404.75
11/18/2026	ANTREASSIAN, LORI	10E000 2130 3181 00 462000	CONTRACT SERVICE - OCT 2026	LA103126	10/31/2026	10735	OPERATING	10,542.00
							Totals for 10735	10,542.00
							Totals for ANTREASSIAN, LORI	10,542.00
11/18/2026	ASSURED HEALTHCARE S	10E000 2130 3120 00 000000	CONTRACT SERVICE - NURSE	5179-05000	11/02/2026	10736	OPERATING	752.63
11/18/2026	ASSURED HEALTHCARE S	10E000 2130 3120 00 000000	CONTRACT SERVICE - NURSE	5179-05000	10/26/2026	10736	OPERATING	485.03
11/18/2026	ASSURED HEALTHCARE S	10E000 2130 3120 00 000000	CONTRACT SERVICE - NURSE	5179-05000	10/12/2026	10736	OPERATING	1,758.28

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11/18/2026	ASSURED HEALTHCARE S	10E000 2130 3120 00 000000	CONTRACT SERVICE - NURSE	5179-05000	10/19/2026	10736	OPERATING	1,977.25
						Totals for 10736		4,973.19
					Totals for ASSURED HEALTHCARE STAFFING L			4,973.19
11/18/2026	BALANCED ENVIRONMENT	20E000 2540 3621 00 000000	LANDSCAPE - OCT 2026	B6098	10/30/2026	10737	OPERATING	7,468.25
						Totals for 10737		7,468.25
					Totals for BALANCED ENVIRONMENTS, INC			7,468.25
11/18/2026	BOSWELL, STEVEN	10E003 1100 3310 00 000000	BAND DIRECTOR WORKSHOP REGISTRATION	SB102726	10/27/2026	10738	OPERATING	34.00
11/18/2026	BOSWELL, STEVEN	10E000 2210 3320 00 000000	REIMBURSEMENT - MILEAGE	SB110426	11/04/2026	10738	OPERATING	82.08
						Totals for 10738		116.08
					Totals for BOSWELL, STEVEN			116.08
11/18/2026	BOYS & GIRLS CLUB OF	10E000 2310 3120 00 000000	GREAT FUTURES ACADEMY	11132024-1	11/10/2026	10739	OPERATING	5,873.01
						Totals for 10739		5,873.01
					Totals for BOYS & GIRLS CLUB OF LAKE COU			5,873.01
11/18/2026	CABAY & COMPANY INC	20E004 2540 4100 00 000000	SUPPLIES - TRANS	73472	10/19/2026	10740	OPERATING	263.17
11/18/2026	CABAY & COMPANY INC	20E003 2540 4100 00 000000	SUPPLIES - VKG	73473	10/19/2026	10740	OPERATING	1,938.14
11/18/2026	CABAY & COMPANY INC	20E001 2540 4100 00 000000	SUPPLIES - SPL	73474	10/19/2026	10740	OPERATING	2,556.63
11/18/2026	CABAY & COMPANY INC	20E006 2540 4100 00 000000	SUPPLIES - RT	73475	10/19/2026	10740	OPERATING	2,259.79
11/18/2026	CABAY & COMPANY INC	20E002 2540 4100 00 000000	SUPPLIES - PT	73476	10/19/2026	10740	OPERATING	1,779.14
						Totals for 10740		8,796.87
					Totals for CABAY & COMPANY INC			8,796.87
11/18/2026	CENTER FOR PSYCHOLOG	10E000 1200 3120 00 000000	BILINGUAL PSYCH EVALUATION	3590	08/19/2026	10741	OPERATING	130,781.00
						Totals for 10741		130,781.00
					Totals for CENTER FOR PSYCHOLOGICAL SERV			130,781.00
11/18/2026	CESO COMMUNICATIONS,	10E000 2310 3310 00 000000	ONGOING COMMUNICATION	4513	11/01/2026	10742	OPERATING	2,400.00
						Totals for 10742		2,400.00

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						Totals for CESO COMMUNICATIONS, LLC		2,400.00
11/18/2026	COLLEY ELEVATOR CO	20E003 2540 3120 00 000000	CONTRACT SERVICE - VKG	309674	11/01/2026	10743	OPERATING	496.00
						Totals for 10743		496.00
						Totals for COLLEY ELEVATOR CO		496.00
11/18/2026	COMCAST	10E000 2660 3500 00 000000	INTERNET SERVICE - 10.31.26 - 11.30.26	8771100280	10/24/2026	10744	OPERATING	574.22
						Totals for 10744		574.22
						Totals for COMCAST		574.22
11/18/2026	COMCAST	10E000 2660 3400 00 000000	COMMUNICAITON	287220783	11/01/2026	10745	OPERATING	2,500.00
						Totals for 10745		2,500.00
						Totals for COMCAST		2,500.00
11/18/2026	CONNECTION'S DAY SCH	10E000 1912 6700 00 000000	TUITION - OCT 2026	40509	11/04/2026	10746	OPERATING	448.00
11/18/2026	CONNECTION'S DAY SCH	10E000 1912 6700 00 000000	TUITION - OCT 2026	40503	11/02/2026	10746	OPERATING	1,400.00
						Totals for 10746		1,848.00
						Totals for CONNECTION'S DAY SCHOOL		1,848.00
11/18/2026	CONNECTION'S ACADEMY	10E000 1912 6700 00 000000	TUITION - OCT 2026	16769	10/30/2026	10748	OPERATING	7,940.60
11/18/2026	CONNECTION'S ACADEMY	10E000 1912 6700 00 000000	TUITION - OCT 2026	16770	10/30/2026	10748	OPERATING	7,940.60
11/18/2026	CONNECTION'S ACADEMY	10E000 1912 6700 00 000000	TUITION - OCT 2026	16771	10/30/2026	10748	OPERATING	7,940.60
11/18/2026	CONNECTION'S ACADEMY	10E000 1912 6700 00 000000	TUITION - OCT 2026	16772	10/30/2026	10748	OPERATING	2,779.21
11/18/2026	CONNECTION'S ACADEMY	10E000 1912 6700 00 000000	TUITION - OCT 2026	16773	10/30/2026	10748	OPERATING	8,033.60
11/18/2026	CONNECTION'S ACADEMY	10E000 1912 6700 00 000000	TUITION - AUG 2026	16527	08/31/2026	10748	OPERATING	6,151.39
11/18/2026	CONNECTION'S ACADEMY	10E000 1912 6700 00 000000	TUITION - AUG 2026	16528	08/31/2026	10748	OPERATING	5,161.39
11/18/2026	CONNECTION'S ACADEMY	10E000 1912 6700 00 000000	TUITION - AUG 2026	16529	08/31/2026	10748	OPERATING	5,161.39
11/18/2026	CONNECTION'S ACADEMY	10E000 1912 6700 00 000000	TUITION - AUG 2026	16530	08/31/2026	10748	OPERATING	5,161.39
11/18/2026	CONNECTION'S ACADEMY	10E000 1912 6700 00 000000	TUITION - AUG 2026	16531	08/31/2026	10748	OPERATING	5,221.84
						Totals for 10748		61,492.01
						Totals for CONNECTION'S ACADEMY EAST		61,492.01
11/18/2026	CONNECTIONS DAY SCHO	10E000 1912 6700 00 000000	TUITION - OCT 2026	34936	10/30/2026	10749	OPERATING	6,670.20

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						Totals for 10749		6,670.20
					Totals for CONNECTIONS DAY SCHOOL SOUTH			6,670.20
11/18/2026	CONSTELLATION NEW EN	20E001 2540 4660 00 000000	CONSTELLATION GAS BILL	4720528	10/29/2026	6437	OPERATING	424.65
11/18/2026	CONSTELLATION NEW EN	20E002 2540 4660 00 000000	CONSTELLATION GAS BILL	4720528	10/29/2026	6437	OPERATING	228.14
11/18/2026	CONSTELLATION NEW EN	20E003 2540 4660 00 000000	CONSTELLATION GAS BILL	4720528	10/29/2026	6437	OPERATING	382.57
11/18/2026	CONSTELLATION NEW EN	20E006 2540 4660 00 000000	CONSTELLATION GAS BILL	4720528	10/29/2026	6437	OPERATING	405.14
11/18/2026	CONSTELLATION NEW EN	20E004 2540 4660 00 000000	CONSTELLATION GAS BILL	4720528	10/29/2026	6437	OPERATING	62.71
						Totals for 6437		1,503.21
					Totals for CONSTELLATION NEW ENERGY - GA			1,503.21
11/18/2026	CONVERGINT	20E006 2540 3120 00 000000	CONTRACT SERVICE - RT	IN00546647	11/05/2026	10750	OPERATING	540.00
11/18/2026	CONVERGINT	20E003 2540 3120 00 000000	CONTRACT SERVICE - VKG	IN00546652	11/05/2026	10750	OPERATING	540.00
11/18/2026	CONVERGINT	20E000 2540 3120 00 000000	CONTRACT SERVICE - DO	IN00546660	11/05/2026	10750	OPERATING	448.56
11/18/2026	CONVERGINT	20E001 2540 3120 00 000000	CONTRACT SERVICE - SPL	IN00546675	11/05/2026	10750	OPERATING	540.00
						Totals for 10750		2,068.56
						Totals for CONVERGINT		2,068.56
11/18/2026	CORREA, LUIS	10E000 2320 3320 00 000000	REIMBURSEMENT - MILEAGE	LC111326	11/13/2026	10751	OPERATING	795.34
						Totals for 10751		795.34
						Totals for CORREA, LUIS		795.34
11/18/2026	DAILY HERALD/PADDOCK	10E000 2310 3520 00 000000	PUBLIC NOTICE	175609	10/27/2026	10752	OPERATING	60.30
						Totals for 10752		60.30
					Totals for DAILY HERALD/PADDOCK PUBLICAT			60.30
11/18/2026	DECKER EQUIPMENT - S	20E003 2540 4100 00 000000	SUPPLIES	669002A	10/08/2026	10753	OPERATING	93.45
						Totals for 10753		93.45
					Totals for DECKER EQUIPMENT - SCHOOL FIX			93.45
11/18/2026	DEMCO	10E003 2220 4100 00 000000	LIBRARY SUPPLIES - VKG	7870850	10/13/2026	10754	OPERATING	89.46
11/18/2026	DEMCO	10E002 2220 4100 00 000000	LIBRARY SUPPLIES - PT	7874071	10/23/2026	10754	OPERATING	1,409.93
						Totals for 10754		1,499.39

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						Totals for DEMCO		1,499.39
11/18/2026	DIGITAL PROMISE	10E000 2210 3310 00 910009	2026 - 2027 SCHOOL YEAR MEMBERSHIP	INV0837	11/01/2026	10755	OPERATING	3,000.00
						Totals for 10755		3,000.00
						Totals for DIGITAL PROMISE		3,000.00
11/18/2026	ECS MIDWEST, LLC	60E000 2530 5305 00 000000	CONTRAT SERVICE - PT	2217500	11/06/2026	10756	OPERATING	1,716.75
						Totals for 10756		1,716.75
						Totals for ECS MIDWEST, LLC		1,716.75
11/18/2026	EDPUZZLE	10E000 1100 3115 00 000000	EDPUZZLE PRO STARTER PLAN	51596	10/01/2026	10757	OPERATING	6,200.00
						Totals for 10757		6,200.00
						Totals for EDPUZZLE		6,200.00
11/18/2026	EIKENBERRY, GLENN	10E003 1100 3310 00 000000	REIMBURSEMENT	GE110526	11/05/2026	10758	OPERATING	50.53
11/18/2026	EIKENBERRY, GLENN	10E003 1100 3320 00 000000	REIMBURSEMENT	GE110526	11/05/2026	10758	OPERATING	65.24
						Totals for 10758		115.77
						Totals for EIKENBERRY, GLENN		115.77
11/18/2026	ELMAN, DAIN	10E000 2210 3310 00 000000	REIMBURSEMENT - MILEAGE	DE091526	09/15/2026	10759	OPERATING	35.95
11/18/2026	ELMAN, DAIN	10E000 2210 3310 00 000000	REIMBURSEMENT - MILEAGE	DE100626	10/06/2026	10759	OPERATING	32.91
						Totals for 10759		68.86
						Totals for ELMAN, DAIN		68.86
11/18/2026	ELVERT WEST, MOLLY	10E003 1100 3320 00 000000	REIMBURSEMENT - MILEAGE	MEW110626	11/06/2026	10760	OPERATING	344.28
						Totals for 10760		344.28
						Totals for ELVERT WEST, MOLLY		344.28
11/18/2026	ENGLER CALLAWAY BASS	80E000 2369 3420 00 000000	LEGAL SERVICES	37835	11/01/2026	10761	OPERATING	3,034.00
						Totals for 10761		3,034.00

POST DATE	VENDOR	ACCOUNT NUMBER	INVOICE DESCRIPTION	INVOICE NUMBER	INVOICE DATE	CHECK NUMBER	BANK CODE	AMOUNT
					Totals for ENGLER CALLAWAY BASSTEN, SRAG			3,034.00
11/18/2026	ESCUELA 35 LLC	10E000 2210 3310 00 490900	PROFESSIONAL LEARNING FOR BILINGUAL EDUCATORS	2026-0016	11/10/2026	10762	OPERATING	4,000.00
						Totals for 10762		4,000.00
						Totals for ESCUELA 35 LLC		4,000.00
11/18/2026	F.E. MORAN, INC	20E006 2540 3120 00 000000	CONTRACT SERVICE - RT	001-302611	10/28/2026	10763	OPERATING	900.00
						Totals for 10763		900.00
						Totals for F.E. MORAN, INC		900.00
11/18/2026	FERGUSON H&C #1408	20E000 2540 4100 00 000000	SUPPLIES	SC502557	10/31/2026	10764	OPERATING	2.19
						Totals for 10764		2.19
						Totals for FERGUSON H&C #1408		2.19
11/18/2026	FOLLETT CONTENT SOLU	10E002 2220 4300 00 000000	BOOKS - PT	813995F	10/16/2026	10766	OPERATING	156.57
11/18/2026	FOLLETT CONTENT SOLU	10E002 2220 3115 00 000000	BOOKS - PT	816265	10/15/2026	10766	OPERATING	553.89
11/18/2026	FOLLETT CONTENT SOLU	10E002 2220 4300 00 380000	BOOKS - PT	816900	10/16/2026	10766	OPERATING	22.54
11/18/2026	FOLLETT CONTENT SOLU	10E002 2220 4300 00 000000	BOOKS - PT	817356	10/19/2026	10766	OPERATING	378.69
11/18/2026	FOLLETT CONTENT SOLU	10E006 2220 4300 00 000000	BOOKS - RT	812594F	10/15/2026	10766	OPERATING	50.97
11/18/2026	FOLLETT CONTENT SOLU	10E002 2220 4300 00 000000	BOOKS - PT	817356F	10/30/2026	10766	OPERATING	115.89
11/18/2026	FOLLETT CONTENT SOLU	10E000 2220 4300 00 000000	BOOKS - PT	816900F	11/02/2026	10766	OPERATING	23.97
						Totals for 10766		1,302.52
					Totals for FOLLETT CONTENT SOLUTIONS LLC			1,302.52
11/18/2026	GIL GOMEZ, ALMA	20E000 2540 3120 00 000000	CONTRACT SERVICE - MAINT	AGG110626	11/06/2026	10767	OPERATING	160.00
						Totals for 10767		160.00
						Totals for GIL GOMEZ, ALMA		160.00
11/18/2026	GRAINGER	20E006 2540 4100 00 000000	SUPPLIES	9065230154	09/01/2026	10768	OPERATING	121.91
11/18/2026	GRAINGER	20E006 2540 4100 00 000000	SUPPLIES	9066275927	09/02/2026	10768	OPERATING	121.91
11/18/2026	GRAINGER	20E000 2540 4100 00 000000	SUPPLIES	9066275935	09/02/2026	10768	OPERATING	24.77
						Totals for 10768		268.59

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						Totals for GRAINGER		268.59
11/18/2026	H.R. STEWART INC	20E006 2540 3120 00 000000	CONTRACT SERVICE - RT	39243	09/16/2026	10769	OPERATING	1,800.00
						Totals for 10769		1,800.00
						Totals for H.R. STEWART INC		1,800.00
11/18/2026	HELM SERVICE	20E006 2540 3120 00 000000	CONTRACT SERVICE - RT	CHI212312	10/18/2026	10770	OPERATING	1,570.00
						Totals for 10770		1,570.00
						Totals for HELM SERVICE		1,570.00
11/18/2026	IASB	10E000 2310 3310 00 000000	LAKE DIVISION MEETING 10.14.26	490864	10/15/2026	10771	OPERATING	36.00
						Totals for 10771		36.00
						Totals for IASB		36.00
11/18/2026	IASA	10E000 2320 6400 00 000000	FY 2027 MEMBERSHIP DUES	50-FY27	10/22/2026	10772	OPERATING	1,762.00
						Totals for 10772		1,762.00
						Totals for IASA		1,762.00
11/18/2026	ILLCO INC	20E003 2540 4100 00 000000	SUPPLIES	4293291	11/03/2026	10773	OPERATING	82.73
						Totals for 10773		82.73
						Totals for ILLCO INC		82.73
11/18/2026	ILLINOIS STATE POLIC	10E000 2310 3430 00 000000	BACKGROUND CHECK	2026090415	10/30/2026	10774	OPERATING	378.00
						Totals for 10774		378.00
						Totals for ILLINOIS STATE POLICE		378.00
11/18/2026	INTERMEDIA.NET INC	20E000 2540 3500 00 000000	COMMUNICATION	2611057054	11/01/2026	10775	OPERATING	1,429.78
						Totals for 10775		1,429.78
						Totals for INTERMEDIA.NET INC		1,429.78
11/18/2026	INTERSTATE ALL BATTE	20E006 2540 4100 00 000000	SUPPLIES	1903999018	10/30/2026	10776	OPERATING	86.50

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						Totals for 10776		86.50
						Totals for INTERSTATE ALL BATTERY CENTER		86.50
11/18/2026	ISBS	10E000 2570 3630 00 000000	LEASING	450881	10/30/2026	10777	OPERATING	7,968.50
11/18/2026	ISBS	10E000 2660 3530 00 000000	SUPPLIES	450882	10/30/2026	10777	OPERATING	207.12
11/18/2026	ISBS	10E000 2570 3630 00 000000	LEASING	450883	10/30/2026	10777	OPERATING	1,133.01
11/18/2026	ISBS	10E000 2660 3530 00 000000	SUPPLIES	450572	10/27/2026	10777	OPERATING	162.00
						Totals for 10777		9,470.63
						Totals for ISBS		9,470.63
11/18/2026	JACOBS, BRIANNE	10E000 2310 2510 00 000000	REIMBURSEMENT - TUITION	BJ100726	10/07/2026	10778	OPERATING	600.00
						Totals for 10778		600.00
						Totals for JACOBS, BRIANNE		600.00
11/18/2026	JENKINS, AMY	10E000 2210 3320 00 000000	REIMBURSEMENT - MILAEGE	AJ110626	11/06/2026	10779	OPERATING	50.31
						Totals for 10779		50.31
						Totals for JENKINS, AMY		50.31
11/18/2026	JUNIOR LIBRARY GUILD	10E006 2220 4300 00 000000	LIBRARY BOOKS - RT	767667	10/28/2026	10780	OPERATING	270.28
11/18/2026	JUNIOR LIBRARY GUILD	10E006 2220 4400 00 000000	LIBRARY BOOKS - RT	767667	10/28/2026	10780	OPERATING	500.00
						Totals for 10780		770.28
						Totals for JUNIOR LIBRARY GUILD		770.28
11/18/2026	KESHET	10E000 1912 6700 00 000000	TUITION - OCT 2026	37580	10/31/2026	10781	OPERATING	10,644.27
						Totals for 10781		10,644.27
						Totals for KESHET		10,644.27
11/18/2026	KILE, ILENE	10E000 2210 3310 00 462000	CONTRACT SERVICE	IK103126	10/31/2026	10782	OPERATING	747.50
						Totals for 10782		747.50
						Totals for KILE, ILENE		747.50
11/18/2026	KIRWAN, STEVE	40E000 2550 3120 00 000000	CONTRACT SERVICE	ST103026	10/31/2026	10783	OPERATING	1,232.00

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						Totals for 10783		1,232.00
						Totals for KIRWAN, STEVE		1,232.00
11/18/2026	LAKE COUNTY ROE	10E000 1912 6700 00 000000	TUITION - SEPTEMBER 2026	600	10/12/2026	10784	OPERATING	3,600.00
						Totals for 10784		3,600.00
						Totals for LAKE COUNTY ROE		3,600.00
11/18/2026	LEARN WELL EDUCATION	10E000 1100 3185 00 000000	HOSPITAL TUTORING	INV338031	10/11/2026	10785	OPERATING	134.50
						Totals for 10785		134.50
						Totals for LEARN WELL EDUCATION		134.50
11/18/2026	LECHNER SERVICES	20E000 2540 3150 00 000000	CONTRACT SERVICE - VKG	3710602	11/03/2026	10786	OPERATING	93.62
11/18/2026	LECHNER SERVICES	20E000 2540 3150 00 000000	CONTRACT SERVICE - VKG	3705458	10/20/2026	10786	OPERATING	93.62
11/18/2026	LECHNER SERVICES	20E000 2540 3150 00 000000	CONTRACT SERVICE - VKG	3708235	10/27/2026	10786	OPERATING	93.62
						Totals for 10786		280.86
						Totals for LECHNER SERVICES		280.86
11/18/2026	LINDE GAS & EQUIPMEN	20E003 2540 4100 00 000000	SUPPLIES	59875167	10/24/2026	10787	OPERATING	357.18
11/18/2026	LINDE GAS & EQUIPMEN	20E003 2540 4100 00 000000	SUPPLIES	59842265	10/22/2026	10787	OPERATING	69.30
11/18/2026	LINDE GAS & EQUIPMEN	20E003 2540 4100 00 000000	SUPPLIES	59842266	10/22/2026	10787	OPERATING	69.30
						Totals for 10787		495.78
						Totals for LINDE GAS & EQUIPMENT INC		495.78
11/18/2026	MEALTIME	10E000 2560 3120 00 000000	CONTRACT SERVICE	MTMN000053	10/14/2026	10788	OPERATING	443.25
						Totals for 10788		443.25
						Totals for MEALTIME		443.25
11/18/2026	MENARDS	20E000 2540 4100 00 000000	SUPPLIES	60026	10/16/2026	10789	OPERATING	121.11
11/18/2026	MENARDS	20E000 2540 4100 00 000000	SUPPLIES	60702	10/16/2026	10789	OPERATING	155.25
11/18/2026	MENARDS	20E000 2540 4100 00 000000	SUPPLIES	60583	10/16/2026	10789	OPERATING	324.89
11/18/2026	MENARDS	20E003 2540 4100 00 000000	SUPPLIES	60027	10/16/2026	10789	OPERATING	219.88
						Totals for 10789		821.13

POST DATE	VENDOR	ACCOUNT NUMBER	INVOICE DESCRIPTION	INVOICE NUMBER	INVOICE DATE	CHECK NUMBER	BANK CODE	AMOUNT
						Totals for MENARDS		821.13
11/18/2026	MENTA ACADEMY NORTH	10E000 1912 6700 00 000000	TUITION - OCT 2026	SESINV-065	10/30/2026	10790	OPERATING	8,271.20
11/18/2026	MENTA ACADEMY NORTH	10E000 1912 6700 00 000000	TUITION - OCT 2026	SESINV-065	10/30/2026	10790	OPERATING	8,684.76
						Totals for 10790		16,955.96
						Totals for MENTA ACADEMY NORTH - SPED SE		16,955.96
11/18/2026	MENTA ACADEMY NORTH	40E000 2550 3184 00 000000	STUDENT TRANSPORTATION - OCT 2026	SYSINV-022	10/30/2026	10791	OPERATING	3,351.60
11/18/2026	MENTA ACADEMY NORTH	40E000 2550 3184 00 000000	STUDENT TRANSPORTATION - OCT 2026	SYSINV-022	10/30/2026	10791	OPERATING	3,135.60
						Totals for 10791		6,487.20
						Totals for MENTA ACADEMY NORTH TRANS		6,487.20
11/18/2026	MIDWEST TRANSIT EQUI	40E000 2550 3210 00 000000	REPAIRS	R311008710	10/22/2026	10792	OPERATING	115.27
						Totals for 10792		115.27
						Totals for MIDWEST TRANSIT EQUIPMENT INC		115.27
11/18/2026	MUSIC & ARTS CENTER,	10E003 1100 3210 15 000000	REPAIRS	INV0618644	10/21/2026	10793	OPERATING	301.00
						Totals for 10793		301.00
						Totals for MUSIC & ARTS CENTER, INC		301.00
11/18/2026	NAPA AUTO PARTS	20E004 2540 4100 00 000000	SUPPLIES	356107	10/23/2026	10794	OPERATING	304.66
11/18/2026	NAPA AUTO PARTS	20E001 2540 4100 00 000000	SUPPLIES	353820	09/24/2026	10794	OPERATING	29.98
						Totals for 10794		334.64
						Totals for NAPA AUTO PARTS		334.64
11/18/2026	NEUCO, INC	20E006 2540 4100 00 000000	SUPPLIES	99468D3	10/26/2026	10795	OPERATING	505.79
						Totals for 10795		505.79
						Totals for NEUCO, INC		505.79
11/18/2026	NEW CONNECTIONS ACAD	10E000 1912 6700 00 000000	TUITION - AUG 2026	17969	08/31/2026	10796	OPERATING	8.71
11/18/2026	NEW CONNECTIONS ACAD	10E000 1912 6700 00 000000	TUITION - OCT 2026	18043	10/31/2026	10796	OPERATING	7,429.00

POST DATE	VENDOR	ACCOUNT NUMBER	INVOICE DESCRIPTION	INVOICE NUMBER	INVOICE DATE	CHECK NUMBER	BANK CODE	AMOUNT
						Totals for 10796		7,437.71
					Totals for NEW CONNECTIONS ACADEMY			7,437.71
11/18/2026	NIHIP	10L000 4560 0000 00 000000	NOVEMBER 2026	NOV2026	11/13/2026	6433	OPERATING	347,046.38
11/18/2026	NIHIP	20L000 4560 0000 00 000000	NOVEMBER 2026	NOV2026	11/13/2026	6433	OPERATING	23,662.25
11/18/2026	NIHIP	40L000 4560 0000 00 000000	NOVEMBER 2026	NOV2026	11/13/2026	6433	OPERATING	23,662.26
						Totals for 6433		394,370.89
						Totals for NIHIP		394,370.89
11/18/2026	NORTH SHORE GAS	20E001 2540 4660 00 000000	GAS BILL - SPL	6134357988	10/28/2026	10797	OPERATING	143.60
						Totals for 10797		143.60
						Totals for NORTH SHORE GAS		143.60
11/18/2026	NORTH SHORE WATER RE	20E002 2540 3600 00 000000	WATER/SEWER - PT	5985499	10/24/2026	10798	OPERATING	120.74
						Totals for 10798		120.74
						Totals for NORTH SHORE WATER RECLAMATION		120.74
11/18/2026	OCEGUERA, HECTOR	20E000 2540 3120 00 000000	CONTRACT SERVICE - MAINT	HO102926	10/22/2026	10799	OPERATING	624.00
						Totals for 10799		624.00
						Totals for OCEGUERA, HECTOR		624.00
11/18/2026	OROZCO, AURORA	10E000 2320 3320 00 000000	REIMBURSEMENT - MILEAGE	AO091526	10/22/2026	10800	OPERATING	125.25
						Totals for 10800		125.25
						Totals for OROZCO, AURORA		125.25
11/18/2026	OVERDRIVE	10E006 2220 3115 00 000000	BOOKS - RT	08841CP263	10/31/2026	10801	OPERATING	9.98
11/18/2026	OVERDRIVE	10E006 2220 3115 00 000000	BOOKS - RT	08841CO263	10/19/2026	10801	OPERATING	370.16
						Totals for 10801		380.14
						Totals for OVERDRIVE		380.14
11/18/2026	PTS COMMUNICATIONS	20E000 2540 3500 00 000000	PAY PHONE - VKG	2158697	10/22/2026	10802	OPERATING	78.00
						Totals for 10802		78.00

POST DATE	VENDOR	ACCOUNT NUMBER	INVOICE DESCRIPTION	INVOICE NUMBER	INVOICE DATE	CHECK NUMBER	BANK CODE	AMOUNT
						Totals for PTS COMMUNICATIONS		78.00
11/18/2026	PEARSON, SARAH	10E000 2310 2510 00 000000	REIMBURSEMENT - TUITION	SP100726	10/07/2026	10803	OPERATING	399.00
						Totals for 10803		399.00
						Totals for PEARSON, SARAH		399.00
11/18/2026	J W PEPPER & SON INC	10E006 1100 4100 12 000000	SUPPLIES - RT	368965066	10/28/2026	10804	OPERATING	64.99
						Totals for 10804		64.99
						Totals for J W PEPPER & SON INC		64.99
11/18/2026	PITNEY BOWES PURCHAS	10E000 2520 3510 00 000000	POSTAGE SERVICE - VKG	8000-9090-	10/22/2026	10805	OPERATING	421.04
						Totals for 10805		421.04
						Totals for PITNEY BOWES PURCHASE POWER		421.04
11/18/2026	PLANK ROAD PUBLISHIN	10E006 1100 4100 12 000000	SUPPLIES	27-813052	10/27/2026	10806	OPERATING	18.45
						Totals for 10806		18.45
						Totals for PLANK ROAD PUBLISHING		18.45
11/18/2026	POWER CONCRETE LIFTI	20E001 2540 3120 00 000000	CONTRACT SERVICE	1074	10/31/2026	10807	OPERATING	685.40
						Totals for 10807		685.40
						Totals for POWER CONCRETE LIFTING		685.40
11/18/2026	PROCARE THERAPY	10E000 2130 3120 00 000000	CONTRACT SERVICE - NURSE	21540756	10/25/2026	10808	OPERATING	2,788.00
						Totals for 10808		2,788.00
						Totals for PROCARE THERAPY		2,788.00
11/18/2026	PROMPTMED URGENT CAR	40E000 2550 3191 00 000000	PHYSICALS	4047598	10/14/2026	10809	OPERATING	226.00
						Totals for 10809		226.00
						Totals for PROMPTMED URGENT CARE		226.00
11/18/2026	QUEST FOOD MGT SERVI	10E000 2560 3140 00 000000	BREAKFAST 7 LUNCH - OCT 2026	IN139202	10/31/2026	10810	OPERATING	177,189.94

POST DATE	VENDOR	ACCOUNT NUMBER	INVOICE DESCRIPTION	INVOICE NUMBER	INVOICE DATE	CHECK NUMBER	BANK CODE	AMOUNT
						Totals for 10810		177,189.94
					Totals for QUEST FOOD MGT SERVICES			177,189.94
11/18/2026	RIDE-ON TRANSIT	40E000 2550 3184 00 000000	STUDENT TRANSPORTATION	261049	10/31/2026	10811	OPERATING	131,069.00
						Totals for 10811		131,069.00
					Totals for RIDE-ON TRANSIT			131,069.00
11/18/2026	RIVERSIDE INSIGHTS	10E000 2230 4140 00 000000	CogAT FORM 7/8 BARCODE LABELS	INV296556	10/21/2026	10812	OPERATING	722.37
						Totals for 10812		722.37
					Totals for RIVERSIDE INSIGHTS			722.37
11/18/2026	ROLON, ANTONIO	10E000 2210 3320 00 000000	REIMBURSEMENT - MILEAGE	AR101226	10/12/2026	10813	OPERATING	47.32
11/18/2026	ROLON, ANTONIO	10E000 2210 3320 00 000000	REIMBURSEMENT - MILEAGE	AR102926	10/29/2026	10813	OPERATING	47.32
						Totals for 10813		94.64
					Totals for ROLON, ANTONIO			94.64
11/18/2026	SAM'S CLUB	10E000 2520 4100 00 000000	SUPPLIES	P928000LW0	09/24/2026	10814	OPERATING	23.57
11/18/2026	SAM'S CLUB	10E000 2520 4100 00 000000	SUPPLIES	P928000M00	09/23/2026	10814	OPERATING	158.34
11/18/2026	SAM'S CLUB	10E000 2560 4100 00 370500	SUPPLIES	P928000MG0	10/14/2026	10814	OPERATING	290.62
						Totals for 10814		472.53
					Totals for SAM'S CLUB			472.53
11/18/2026	SCHOOL HEALTH	10E000 2130 4100 00 000000	SUPPLIES	CINV000463	09/18/2026	10816	OPERATING	5.88
11/18/2026	SCHOOL HEALTH	10E000 2130 4100 00 000000	SUPPLIES	CINV000465	09/21/2026	10816	OPERATING	83.70
11/18/2026	SCHOOL HEALTH	10E000 2130 4100 00 000000	SUPPLIES	CINV000461	09/15/2026	10816	OPERATING	349.06
11/18/2026	SCHOOL HEALTH	10E000 2130 4100 00 000000	SUPPLIES	CINV000462	09/16/2026	10816	OPERATING	23.56
11/18/2026	SCHOOL HEALTH	10E000 2130 4100 00 000000	SUPPLIES	CINV000467	09/23/2026	10816	OPERATING	21.49
11/18/2026	SCHOOL HEALTH	10E000 2130 4100 00 000000	SUPPLIES	CINV000486	09/23/2026	10816	OPERATING	280.10
11/18/2026	SCHOOL HEALTH	10E000 2130 4100 00 000000	SUPPLIES	CINV000480	10/15/2026	10816	OPERATING	2.66
						Totals for 10816		766.45
					Totals for SCHOOL HEALTH			766.45
11/18/2026	SCHOLASTIC CLASSROOM	10E002 1100 4200 00 000000	STORYWORKS	M7718176 6	10/20/2026	10817	OPERATING	1,556.73

POST DATE	VENDOR	ACCOUNT NUMBER	INVOICE DESCRIPTION	INVOICE NUMBER	INVOICE DATE	CHECK NUMBER	BANK CODE	AMOUNT
11/18/2026	SCHOLASTIC CLASSROOM	10E003 1100 4100 00 000000	STORYWORKS	M7708785 6	09/15/2026	10817	OPERATING	274.73
11/18/2026	SCHOLASTIC CLASSROOM	10E003 1100 4100 00 000000	SCIENCE WORLD	M7694694 3	09/01/2026	10817	OPERATING	428.57
11/18/2026	SCHOLASTIC CLASSROOM	10E003 1100 4100 00 000000	CHOICES	M7659681 6	09/04/2025	10817	OPERATING	329.67
11/18/2026	SCHOLASTIC CLASSROOM	10E006 1100 4100 00 000000	SCHOLASTIC ART	M7757368 1	10/06/2026	10817	OPERATING	217.56
11/18/2026	SCHOLASTIC CLASSROOM	10E003 1100 4100 00 000000	SCIENCE WORLD	M7694695 3	10/06/2026	10817	OPERATING	428.57
						Totals for 10817		3,235.83
					Totals for SCHOLASTIC CLASSROOM MAGAZINE			3,235.83
11/18/2026	SCHOOL SPECIALTY INC	10E002 1100 4100 02 000000	SUPPLIES - PT	2081377946	10/07/2026	10818	OPERATING	94.16
						Totals for 10818		94.16
					Totals for SCHOOL SPECIALTY INC			94.16
11/18/2026	SMITH, DEBORAH	10E000 1225 3120 00 000000	CONTRACT SERVICE - SEP - OCT 2026	DS111024	11/01/2026	10819	OPERATING	1,000.00
						Totals for 10819		1,000.00
					Totals for SMITH, DEBORAH			1,000.00
11/18/2026	SMITHEREEN PEST MGT	20E003 2540 3120 00 000000	CONTRACT SERVICE - VKG	4144594	08/01/2026	10820	OPERATING	168.00
						Totals for 10820		168.00
					Totals for SMITHEREEN PEST MGT SERVICES			168.00
11/18/2026	SPECIAL EDUCATION DI	10E000 4220 6700 00 000000	FY27 MOVEMBER ADMIN FEE	26-27 NOV	11/05/2026	10821	OPERATING	8,276.17
11/18/2026	SPECIAL EDUCATION DI	10E000 4220 6700 00 000000	TUITION - OCT 2026	40465	10/30/2026	10821	OPERATING	7,921.20
11/18/2026	SPECIAL EDUCATION DI	10E000 4220 6700 00 000000	TUITION - OCT 2026	110926	11/09/2026	10821	OPERATING	177,114.97
						Totals for 10821		193,312.34
					Totals for SPECIAL EDUCATION DISTRICT OF			193,312.34
11/18/2026	SUNBELT STAFFING	10E000 2140 3120 00 000000	CONTRACT SERVICE - SCHOOL PSYCH	21544027	11/01/2026	10823	OPERATING	3,551.10
11/18/2026	SUNBELT STAFFING	10E000 2140 3120 00 000000	CONTRACT SERVICE - SCHOOL PSYCH	21544028	11/01/2026	10823	OPERATING	2,803.50
11/18/2026	SUNBELT STAFFING	10E000 2140 3120 00 000000	CONTRACT SERVICE - SCHOOL PSYCH	21538673	10/25/2026	10823	OPERATING	2,803.50
11/18/2026	SUNBELT STAFFING	10E000 2140 3120 00 000000	CONTRACT SERVICE - SCHOOL	21539182	10/25/2026	10823	OPERATING	3,551.10

POST DATE	VENDOR	ACCOUNT NUMBER	INVOICE DESCRIPTION	INVOICE NUMBER	INVOICE DATE	CHECK NUMBER	BANK CODE	AMOUNT
			PSYCH					
11/18/2026	SUNBELT STAFFING	10E000 2140 3120 00 000000	CONTRACT SERVICE - SCHOOL PSYCH	21535290	10/18/2025	10823	OPERATING	3,551.10
11/18/2026	SUNBELT STAFFING	10E000 2140 3120 00 000000	CONTRACT SERVICE - SCHOOL PSYCH	21534806	10/18/2025	10823	OPERATING	2,803.50
							Totals for 10823	19,063.80
							Totals for SUNBELT STAFFING	19,063.80
11/18/2026	T-MOBILE	10E000 2660 3500 00 000000	CELL PHONE SERVICE	995441854-	10/20/2026	10824	OPERATING	1,223.78
11/18/2026	T-MOBILE	10E000 2660 3110 00 000000	Technology Service - Hotspot for Students	998347443-	10/20/2026	10824	OPERATING	415.00
							Totals for 10824	1,638.78
							Totals for T-MOBILE	1,638.78
11/18/2026	TACOS EL NORTE	10E000 2210 4100 00 000000	FOOD CATERING	110426	11/04/2026	10825	OPERATING	780.00
							Totals for 10825	780.00
							Totals for TACOS EL NORTE	780.00
11/18/2026	THOMSON REUTERS - WE	10E000 2310 3120 00 000000	ONLINE/SOFTWARE SUBSCRIPTION	854318011	11/01/2026	10826	OPERATING	1,379.70
							Totals for 10826	1,379.70
							Totals for THOMSON REUTERS - WEST	1,379.70
11/18/2026	TOPLINE TRANSPORTATI	40E000 2550 3184 00 000000	STUDENT TRANSPORTATION	104809	10/31/2026	10827	OPERATING	5,437.00
							Totals for 10827	5,437.00
							Totals for TOPLINE TRANSPORTATION CO	5,437.00
11/18/2026	TORRES, MIRIAM	10E000 2210 3320 00 000000	REIMBURSEMENT - MILEAGE	MT112326	11/04/2026	10828	OPERATING	77.72
							Totals for 10828	77.72
							Totals for TORRES, MIRIAM	77.72
11/18/2026	TOUCHSTONE THERAPY C	10E000 3700 4100 00 440000	THERAPEUTIC SERVICES	26055	11/04/2026	10829	OPERATING	3,600.00
							Totals for 10829	3,600.00

POST DATE	VENDOR	ACCOUNT NUMBER	INVOICE DESCRIPTION	INVOICE NUMBER	INVOICE DATE	CHECK NUMBER	BANK CODE	AMOUNT
						Totals for TOUCHSTONE THERAPY CENTER		3,600.00
11/18/2026	VILLAGE OF BEACH PAR	20E002 2540 3600 00 000000	Water/Sewer - PT	0050116000	11/02/2026	10830	OPERATING	1,613.87
						Totals for 10830		1,613.87
						Totals for VILLAGE OF BEACH PARK		1,613.87
11/18/2026	VILLAGE OF GURNEE	20E003 2540 3600 00 000000	Water/Sewer - VKG	549748	10/09/2026	10831	OPERATING	665.02
11/18/2026	VILLAGE OF GURNEE	20E000 2540 3600 00 000000	Water/Sewer - DO	549588	10/09/2026	10831	OPERATING	105.69
11/18/2026	VILLAGE OF GURNEE	10E001 2540 4100 00 000000	Water/Sewer - SPL	549586	10/09/2026	10831	OPERATING	802.55
11/18/2026	VILLAGE OF GURNEE	20E006 2540 3600 00 000000	Water/Sewer - RT	550629	10/09/2026	10831	OPERATING	818.73
						Totals for 10831		2,391.99
						Totals for VILLAGE OF GURNEE		2,391.99
11/18/2026	WARREN, MARLA	10E000 2130 3181 00 462000	CONTRACT SERVICE - OCT 2026	MW103126	10/31/2026	10832	OPERATING	3,388.50
						Totals for 10832		3,388.50
						Totals for WARREN, MARLA		3,388.50
11/18/2026	WEATHERGUARD ROOFING	20E001 2540 3120 00 000000	CONTRACT SERVICE - SPL	15095	10/15/2026	10833	OPERATING	485.92
11/18/2026	WEATHERGUARD ROOFING	20E002 2540 3120 00 000000	CONTRACT SERVICE - PT	15096	10/15/2026	10833	OPERATING	531.16
						Totals for 10833		1,017.08
						Totals for WEATHERGUARD ROOFING COMPANY		1,017.08
11/18/2026	WEST, LISA	10E000 2210 4100 00 000000	REIMBURSEMENT - SUPPLIES	LW111126	11/11/2026	10834	OPERATING	200.91
11/18/2026	WEST, LISA	10E000 2210 3320 00 000000	REIMBURSEMENT - MILEAGE	LW111226	11/12/2026	10834	OPERATING	119.34
						Totals for 10834		320.25
						Totals for WEST, LISA		320.25
11/18/2026	WOLD ARCHITECTS AND	60E000 2530 5305 00 000000	CONTRACT SERVICE	16862	10/31/2026	10835	OPERATING	10,143.12
						Totals for 10835		10,143.12
						Totals for WOLD ARCHITECTS AND ENGINEERS		10,143.12
11/18/2026	WOODLAND SCHOOL DIST	40E000 2550 3184 00 000000	STUDENT TRANSPORTATION	0926	10/14/2026	10836	OPERATING	525.00
						Totals for 10836		525.00

POST DATE	VENDOR	ACCOUNT NUMBER	INVOICE DESCRIPTION	INVOICE NUMBER	INVOICE DATE	CHECK NUMBER	BANK CODE	AMOUNT
						Totals for WOODLAND SCHOOL DISTRICT 50		525.00
11/18/2026	WTHS/DO	10E000 2560 3140 00 000000	CONTRACT SERVICE - OCT 2026	OCT-2026	10/30/2026	10837	OPERATING	1,300.00
						Totals for 10837		1,300.00
						Totals for WTHS/DO		1,300.00
11/18/2026	ZIVILIK, BRANDI	10E000 2210 3320 00 000000	REIMBURSEMENT - MILEAGE	BZ103026	10/30/2026	10838	OPERATING	255.06
						Totals for 10838		255.06
						Totals for ZIVILIK, BRANDI		255.06
						Totals for BNK12		1,324,824.05
11/06/2026	FIFTH THIRD BANK	10L000 4520 0000 00 000000	Payroll accrual	20261106AD	11/06/2026	202600214	14 PAYROLL	50,204.50
11/06/2026	FIFTH THIRD BANK	20L000 4520 0000 00 000000	Payroll accrual	20261106AD	11/06/2026	202600214	14 PAYROLL	1,757.22
11/06/2026	FIFTH THIRD BANK	40L000 4520 0000 00 000000	Payroll accrual	20261106AD	11/06/2026	202600214	14 PAYROLL	2,471.28
11/06/2026	FIFTH THIRD BANK	10L000 4570 0000 00 000000	Payroll accrual	20261106AD	11/06/2026	202600214	14 PAYROLL	6,878.18
11/06/2026	FIFTH THIRD BANK	20L000 4570 0000 00 000000	Payroll accrual	20261106AD	11/06/2026	202600214	14 PAYROLL	1,733.66
11/06/2026	FIFTH THIRD BANK	40L000 4570 0000 00 000000	Payroll accrual	20261106AD	11/06/2026	202600214	14 PAYROLL	2,325.73
11/06/2026	FIFTH THIRD BANK	10L000 4520 0000 00 000000	Payroll accrual	20261106AD	11/06/2026	202600214	14 PAYROLL	201.39
11/06/2026	FIFTH THIRD BANK	10L000 4520 0000 00 000000	Payroll accrual	20261106AD	11/06/2026	202600214	14 PAYROLL	2,780.58
11/06/2026	FIFTH THIRD BANK	20L000 4520 0000 00 000000	Payroll accrual	20261106AD	11/06/2026	202600214	14 PAYROLL	145.00
11/06/2026	FIFTH THIRD BANK	40L000 4520 0000 00 000000	Payroll accrual	20261106AD	11/06/2026	202600214	14 PAYROLL	140.00
11/06/2026	FIFTH THIRD BANK	10L000 4580 0000 00 000000	Payroll accrual	20261106AD	11/06/2026	202600214	14 PAYROLL	9,862.19
11/06/2026	FIFTH THIRD BANK	20L000 4580 0000 00 000000	Payroll accrual	20261106AD	11/06/2026	202600214	14 PAYROLL	405.45
11/06/2026	FIFTH THIRD BANK	40L000 4580 0000 00 000000	Payroll accrual	20261106AD	11/06/2026	202600214	14 PAYROLL	543.94
11/06/2026	FIFTH THIRD BANK	50L000 4570 0000 00 000000	Payroll accrual	20261106AF	11/06/2026	202600214	14 PAYROLL	10,937.57
11/06/2026	FIFTH THIRD BANK	50L000 4580 0000 00 000000	Payroll accrual	20261106AF	11/06/2026	202600214	14 PAYROLL	10,731.47
						Totals for 202600214		101,118.16
11/06/2026	FIFTH THIRD BANK	10L000 4520 0000 00 000000	Payroll accrual	20261106BD	11/06/2026	202600227	14 PAYROLL	-300.75
11/06/2026	FIFTH THIRD BANK	10L000 4580 0000 00 000000	Payroll accrual	20261106BD	11/06/2026	202600227	14 PAYROLL	-46.87
11/06/2026	FIFTH THIRD BANK	50L000 4580 0000 00 000000	Payroll accrual	20261106BF	11/06/2026	202600227	14 PAYROLL	-46.87
						Totals for 202600227		-394.49
11/06/2026	FIFTH THIRD BANK	10L000 4520 0000 00 000000	Payroll accrual	20261106CD	11/06/2026	202600231	14 PAYROLL	36.31
11/06/2026	FIFTH THIRD BANK	10L000 4580 0000 00 000000	Payroll accrual	20261106CD	11/06/2026	202600231	14 PAYROLL	15.83

POST DATE	VENDOR	ACCOUNT NUMBER	INVOICE DESCRIPTION	INVOICE NUMBER	INVOICE DATE	CHECK NUMBER	BANK CODE	AMOUNT
11/06/2026	FIFTH THIRD BANK	50L000 4580 0000 00 000000	Payroll accrual	20261106CF	11/06/2026	202600231	14 PAYROLL	15.83
						Totals for 202600231		67.97
						Totals for FIFTH THIRD BANK		100,791.64
11/18/2026	HEALTH EQUITY EMPLOY	10L000 4560 0000 00 000000	November Health Equity Employer Contribution	202611	11/01/2026	202600236	14 PAYROLL	4,375.00
						Totals for 202600236		4,375.00
						Totals for HEALTH EQUITY EMPLOYER CONTRI		4,375.00
11/06/2026	HEALTHEQUITY	10L000 4560 0000 00 000000	Payroll accrual	20261106AD	11/06/2026	202600225	14 PAYROLL	540.00
11/06/2026	HEALTHEQUITY	20L000 4560 0000 00 000000	Payroll accrual	20261106AD	11/06/2026	202600225	14 PAYROLL	5.00
11/06/2026	HEALTHEQUITY	40L000 4560 0000 00 000000	Payroll accrual	20261106AD	11/06/2026	202600225	14 PAYROLL	50.00
						Totals for 202600225		595.00
						Totals for HEALTHEQUITY		595.00
11/06/2026	ILLINOIS DEPARTMENT	10L000 4530 0000 00 000000	Payroll accrual	20261106AD	11/06/2026	202600215	14 PAYROLL	76.00
11/06/2026	ILLINOIS DEPARTMENT	20L000 4530 0000 00 000000	Payroll accrual	20261106AD	11/06/2026	202600215	14 PAYROLL	5.00
11/06/2026	ILLINOIS DEPARTMENT	40L000 4530 0000 00 000000	Payroll accrual	20261106AD	11/06/2026	202600215	14 PAYROLL	10.00
11/06/2026	ILLINOIS DEPARTMENT	10L000 4530 0000 00 000000	Payroll accrual	20261106AD	11/06/2026	202600215	14 PAYROLL	26,565.19
11/06/2026	ILLINOIS DEPARTMENT	20L000 4530 0000 00 000000	Payroll accrual	20261106AD	11/06/2026	202600215	14 PAYROLL	1,272.83
11/06/2026	ILLINOIS DEPARTMENT	40L000 4530 0000 00 000000	Payroll accrual	20261106AD	11/06/2026	202600215	14 PAYROLL	1,578.01
						Totals for 202600215		29,507.03
11/06/2026	ILLINOIS DEPARTMENT	10L000 4530 0000 00 000000	Payroll accrual	20261106BD	11/06/2026	202600228	14 PAYROLL	-144.08
						Totals for 202600228		-144.08
11/06/2026	ILLINOIS DEPARTMENT	10L000 4530 0000 00 000000	Payroll accrual	20261106CD	11/06/2026	202600232	14 PAYROLL	48.63
						Totals for 202600232		48.63
11/18/2026	ILLINOIS DEPARTMENT	10L000 4530 0000 00 000000	IL Withholding Tax due for period 9/30/26	ILWITH1104	11/04/2026	202600237	14 PAYROLL	688.07
						Totals for 202600237		688.07
11/18/2026	ILLINOIS DEPARTMENT	10L000 4530 0000 00 000000	Unemployment Insurance Tax for period 9/30/2026	UIT110426	11/04/2026	202600238	14 PAYROLL	331.24
						Totals for 202600238		331.24

POST DATE	VENDOR	ACCOUNT NUMBER	INVOICE DESCRIPTION	INVOICE NUMBER	INVOICE DATE	CHECK NUMBER	BANK CODE	AMOUNT
				Totals for ILLINOIS DEPARTMENT OF REVENU				30,430.89
11/06/2026	ILLINOIS DEPARTMENT	40L000 4590 0000 00 000000	Payroll accrual	20261106AD	11/06/2026	202600222	14 PAYROLL	306.95
						Totals for 202600222		306.95
				Totals for ILLINOIS DEPARTMENT OF REVENU				306.95
11/18/2026	ILLINOIS MUNICIPAL R	10L000 4540 0000 00 000000	S. Cortes Tapia & A. Kaiser IMRF Audit Finding Contributions	6593292-J4	11/05/2026	202600239	14 PAYROLL	2,221.22
						Totals for 202600239		2,221.22
				Totals for ILLINOIS MUNICIPAL RETIREMENT				2,221.22
11/18/2026	ILLINOIS MUNICIPAL R	50L000 4540 0000 00 000000	Accelerated Payment - Jim Neofotistos	5844738-S9	07/28/2026	202600240	14 PAYROLL	5,162.43
						Totals for 202600240		5,162.43
11/18/2026	ILLINOIS MUNICIPAL R	10L000 4540 0000 00 000000	M. MATA GUZMAN CONTRIBUTION LATE FEE	6620124-W0	11/12/2026	202600241	14 PAYROLL	42.83
						Totals for 202600241		42.83
				Totals for ILLINOIS MUNICIPAL RET FUND				5,205.26
11/06/2026	PLANCONNECT	10L000 4590 0000 00 000000	Payroll accrual	20261106AD	11/06/2026	202600223	14 PAYROLL	2,846.81
11/06/2026	PLANCONNECT	10L000 4590 0000 00 000000	Payroll accrual	20261106AD	11/06/2026	202600223	14 PAYROLL	3,182.30
11/06/2026	PLANCONNECT	20L000 4590 0000 00 000000	Payroll accrual	20261106AD	11/06/2026	202600223	14 PAYROLL	25.00
11/06/2026	PLANCONNECT	10L000 4590 0000 00 000000	Payroll accrual	20261106AD	11/06/2026	202600223	14 PAYROLL	8,814.96
11/06/2026	PLANCONNECT	10L000 4590 0000 00 000000	Payroll accrual	20261106AD	11/06/2026	202600223	14 PAYROLL	3,271.16
11/06/2026	PLANCONNECT	10L000 4590 0000 00 000000	Payroll accrual	20261106AD	11/06/2026	202600223	14 PAYROLL	1,700.00
						Totals for 202600223		19,840.23
						Totals for PLANCONNECT		19,840.23
11/06/2026	TEACHER 457 SAVINGS	10L000 4590 0000 00 000000	Payroll accrual	20261106AD	11/06/2026	202600224	14 PAYROLL	200.00
11/06/2026	TEACHER 457 SAVINGS	10L000 4590 0000 00 000000	Payroll accrual	20261106AD	11/06/2026	202600224	14 PAYROLL	2,134.52
11/06/2026	TEACHER 457 SAVINGS	10L000 4590 0000 00 000000	Payroll accrual	20261106AD	11/06/2026	202600224	14 PAYROLL	733.00
11/06/2026	TEACHER 457 SAVINGS	10L000 4590 0000 00 000000	Payroll accrual	20261106AD	11/06/2026	202600224	14 PAYROLL	274.64

POST DATE	VENDOR	ACCOUNT NUMBER	INVOICE DESCRIPTION	INVOICE NUMBER	INVOICE DATE	CHECK NUMBER	BANK CODE	AMOUNT
11/06/2026	TEACHER 457 SAVINGS	10L000 4590 0000 00 000000	Payroll accrual	20261106AF	11/06/2026	202600224	14 PAYROLL	184.70
						Totals for 202600224		3,526.86
						Totals for TEACHER 457 SAVINGS		3,526.86
11/06/2026	TEACHERS' RETIREMENT	10L000 4590 0000 00 000000	Payroll accrual	20261106AD	11/06/2026	202600218	14 PAYROLL	46,114.19
11/06/2026	TEACHERS' RETIREMENT	10L000 4590 0000 00 000000	Payroll accrual	20261106AF	11/06/2026	202600218	14 PAYROLL	1,532.77
11/06/2026	TEACHERS' RETIREMENT	10L000 4590 0000 00 000000	Payroll accrual	20261106AF	11/06/2026	202600218	14 PAYROLL	3,372.88
11/06/2026	TEACHERS' RETIREMENT	50L000 4590 0000 00 000000	Payroll accrual	20261106AF	11/06/2026	202600218	14 PAYROLL	554.11
						Totals for 202600218		51,573.95
11/06/2026	TEACHERS' RETIREMENT	10L000 4590 0000 00 000000	Payroll accrual	20261106BD	11/06/2026	202600229	14 PAYROLL	-292.15
11/06/2026	TEACHERS' RETIREMENT	10L000 4590 0000 00 000000	Payroll accrual	20261106BF	11/06/2026	202600229	14 PAYROLL	-18.83
						Totals for 202600229		-310.98
11/06/2026	TEACHERS' RETIREMENT	10L000 4590 0000 00 000000	Payroll accrual	20261106CD	11/06/2026	202600233	14 PAYROLL	99.52
11/06/2026	TEACHERS' RETIREMENT	10L000 4590 0000 00 000000	Payroll accrual	20261106CF	11/06/2026	202600233	14 PAYROLL	6.41
						Totals for 202600233		105.93
11/18/2026	TEACHERS' RETIREMENT	10E000 2310 2140 00 000000	November 2026 Employer Pay Health Insurance	334727	10/25/2026	202600242	14 PAYROLL	2,460.63
						Totals for 202600242		2,460.63
						Totals for TEACHERS' RETIREMENT SYSTEM		53,829.53
11/06/2026	TEACHERS' RETIREMENT	50L000 4590 0000 00 000000	Payroll accrual	20261106AF	11/06/2026	202600219	14 PAYROLL	5,668.80
						Totals for 202600219		5,668.80
						Totals for TEACHERS' RETIREMENT SYSTEM		5,668.80
11/06/2026	TEACHERS' HEALTH INS	10L000 4590 0000 00 000000	Payroll accrual	20261106AD	11/06/2026	202600220	14 PAYROLL	4,611.40
11/06/2026	TEACHERS' HEALTH INS	10L000 4590 0000 00 000000	Payroll accrual	20261106AF	11/06/2026	202600220	14 PAYROLL	3,884.13
						Totals for 202600220		8,495.53
11/06/2026	TEACHERS' HEALTH INS	10L000 4590 0000 00 000000	Payroll accrual	20261106BD	11/06/2026	202600230	14 PAYROLL	-29.21
11/06/2026	TEACHERS' HEALTH INS	10L000 4590 0000 00 000000	Payroll accrual	20261106BF	11/06/2026	202600230	14 PAYROLL	-21.75
						Totals for 202600230		-50.96
11/06/2026	TEACHERS' HEALTH INS	10L000 4590 0000 00 000000	Payroll accrual	20261106CD	11/06/2026	202600234	14 PAYROLL	9.95

POST DATE	VENDOR	ACCOUNT NUMBER	INVOICE DESCRIPTION	INVOICE NUMBER	INVOICE DATE	CHECK NUMBER	BANK CODE	AMOUNT
11/06/2026	TEACHERS' HEALTH INS	10L000 4590 0000 00 000000	Payroll accrual	20261106CF	11/06/2026	202600234	14 PAYROLL	7.41
						Totals for 202600234		17.36
					Totals for TEACHERS' HEALTH INSURANCE			8,461.93
11/06/2026	WISCONSIN DEPARTMENT	10L000 4530 0000 00 000000	Payroll accrual	20261106AD	11/06/2026	202600221	14 PAYROLL	1,964.18
11/06/2026	WISCONSIN DEPARTMENT	40L000 4530 0000 00 000000	Payroll accrual	20261106AD	11/06/2026	202600221	14 PAYROLL	87.26
						Totals for 202600221		2,051.44
					Totals for WISCONSIN DEPARTMENT OF REVEN			2,051.44
						Totals for BNK14		237,304.75
						Totals for checks		1,562,128.80

F U N D S U M M A R Y

FUND	DESCRIPTION	BALANCE SHEET	REVENUE	EXPENSE	TOTAL
10	EDUCATIONAL FUND	536,004.83	0.00	733,408.19	1,269,413.02
20	OPER & MAINT FUND	29,011.41	0.00	39,520.26	68,531.67
40	TRANSPORTATION FUND	31,175.43	0.00	145,091.47	176,266.90
50	RETIREMENT FUND	33,023.34	0.00	0.00	33,023.34
60	CAPITAL PROJECTS	0.00	0.00	11,859.87	11,859.87
80	TORT IMMUNITY FUND	0.00	0.00	3,034.00	3,034.00
*** Fund Summary Totals ***		629,215.01	0.00	932,913.79	1,562,128.80

********** End of report **********

2026 Resolutions Committee Report
Delegate Assembly - Saturday, November 21, 2026

This year, five resolutions were submitted for consideration. The committee recommends adopting three and not adopting two. Below is a brief summary:

Resolutions Recommended for Adoption:

1. **Tier II Pension Reform:** Supports legislative changes to improve retirement benefits for Tier II employees, including adjustments to pension increases, salary calculations, and retirement age. The goal is to improve recruitment and retention while addressing potential federal compliance concerns.
2. **Local Tax Collection and Distribution:** Seeks legislation requiring counties to reimburse school districts for financial losses resulting from delayed property tax collections or distributions, with a standardized process for recovering those funds.
3. **FOIA Safeguards:** Proposes additional protections against excessive, repetitive, or abusive FOIA requests while maintaining public transparency. The changes would help districts manage administrative costs and staff time associated with these requests.

Resolutions Not Recommended for Adoption:

4. **School Board Election Signatures:** Proposes reducing the required number of signatures for school board candidates from 50 to 25 (or from 10% to 5% of voters, whichever is less). The committee believes the current requirements are reasonable.
5. **School Meals and Fee Waiver Eligibility:** Proposes expanding districts' authority to verify eligibility and investigate potential fraud. The committee determined that existing state and federal safeguards are sufficient and expressed concerns about creating additional barriers for families.

These resolutions do not change existing laws but, if adopted, will guide IASB's legislative advocacy efforts. Pages 7–12 of the Committee Report outline the proposals in greater detail.

2026 Resolutions Committee Report

For the 2026 Delegate Assembly on Saturday, November 21, 2026



Published September 8, 2026

IASB Illinois Association of School Boards

Lighting the Way to Excellence in School Governance

IASB Illinois Association of School Boards

Lighting the Way to Excellence in School Governance

September 2026

IASB School Board Members and Administrators,

This 2026 Resolutions Committee Report includes proposed resolutions to be acted upon at the annual meeting of the IASB Delegate Assembly, which will take place on **Saturday, November 21, 2026, at 11:45 a.m. in conjunction with the Joint Annual Conference at the Hyatt Regency, Grand Ballroom, in Chicago**. Please note changes to both the time and location of the Delegate Assembly.

For years, our members have expressed that the Delegate Assembly conflicts with other meaningful events at Conference. Following conversations with the IASB Resolutions Committee, staff, and Board of Directors, the decision was made to move the Delegate Assembly to the lunch hour and to provide lunch for delegates. The location change to the Grand Ballroom will allow additional space for delegates, as well as other board members who observe the Delegate Assembly. IASB hopes this change better serves its members. Once again this year, there will not be tables. However, the new location has additional space for lunch and the Delegate Assembly.

Through the Resolutions Process and Delegate Assembly, member districts provide critical direction for IASB to represent member interests before state and national policymakers. Every member school district is entitled to one voting delegate at the Delegate Assembly. Your board should nominate a primary delegate to represent your school board and an alternate delegate, in the event the primary is unable to attend. Once your board chooses a primary delegate, the district's roster manager should register them online with IASB in advance of the Delegate Assembly. Delegate registration is now open. The alternate delegate does not need to be registered unless the primary delegate becomes unavailable.

This year delegates will vote on three proposed resolutions that received a recommendation of "Do Adopt" from the Resolutions Committee. Two other proposed resolutions received "Do Not Adopt" recommendations from the Resolutions Committee. The submitting districts have an opportunity to appeal that decision. If timely appealed, the IASB Constitution requires a two-thirds affirmative vote of the delegates present and voting at the Delegate Assembly for the appeal to be considered and voted upon.

Please discuss with your board the proposed resolutions to prepare your district's delegate to vote on behalf of your board. To guide these efforts, two documents are included in this report: *Guidance for Discussing IASB Resolutions* and *Local School Board Delegate Direction.*

Finally, I want to highlight the meaningful work done by the Resolutions Committee earlier this year in its annual review of the IASB Position Statements. This Resolutions Committee Report highlights opportunities to hear more about that work and ask questions about that process.

I hope these pages serve as a valuable resource for your school board in preparing for this discussion.

We look forward to our work together in November.

Alva Jr Kreutzer

Alva Kreutzer, IASB Resolutions Chair and Vice President

New Time & Location!

Delegate Assembly

New Time: Saturday, November 21, 2026, 11:45 a.m.

New Location: Grand Ballroom, Ballroom Level, Hyatt East

Delegate Assembly Registration & Credentials for Attending Delegates

Districts are encouraged to pre-register their delegate through IASB's online registration process. Credentials are required for delegates to be seated. Alternate delegates only need to be registered if the delegate becomes unable to attend the Delegate Assembly.

Delegate Packet Pickup, Registrant Changes & Onsite Registrations

New Location: Grand Registration Desk

(Across from the Grand Ballroom, Ballroom Level, Hyatt East)

Friday, November 20
7:30 a.m. - 5 p.m.

Saturday, November 21
8:30 a.m. - 11:45 a.m.



Mark Your Calendars

Delegate Assembly Webinars

The Governmental Relations team will host two webinars to help members prepare for the IASB Delegate Assembly. The webinars can be found on the IASB Events Calendar where you can also register to attend.

Delegate Assembly Overview: Resolutions and Logistics
Thursday, October 22, noon

Conference 2026: Your Questions Answered
Thursday, November 5, noon

Also new this year: Lunch will be provided to delegates pre-registered online; please register your delegate by **November 8** to ensure lunch availability. We will try, but cannot promise, to provide lunch to delegates registered after November 8, including those who register on-site. Once again this year, there will not be tables. However, the new location has additional space for lunch and the Delegate Assembly.

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DELEGATE ASSEMBLY AGENDA

1. Call to Order
2. Delegate Assembly Welcome
3. Approval of Report of the Credentials Committee
4. Approval of Delegate Assembly Business Rules
5. Approval of the Delegate Assembly Agenda
6. President's Report, Tracie Sayre
7. Executive Director's Report, Kimberly A. Small, J.D.
8. Financial Report, Marc Tepper, IASB Treasurer
9. Resolutions Committee Report, Alva Kreutzer, Resolutions Committee Chair
   a. Consent Agenda – Resolutions
      i. Tier II Pension Reform
      ii. Amendment to Existing Position Statement 2.12: Local Tax Collection and Distribution
      iii. FOIA Safeguards
   b. Appealed Resolutions
10. Adjournment

Resolutions for Consideration at the 2026 Delegate Assembly



At the Delegate Assembly, proposed resolutions that received a "Do Adopt" recommendation and timely appealed proposed resolutions that received a "Do Not Adopt" recommendation are brought for a vote of the Assembly. The Delegate Assembly vote determines the final decision on all resolutions. If approved by the Delegate Assembly, resolutions become Position Statements and provide IASB direction on legislative positions.

2026 Resolutions Committee

Service of the following school board members is acknowledged with sincere appreciation



CHAIR, RESOLUTIONS
IASB Vice President
Alva Kreutzer



IASB PRESIDENT
Tracie Sayre



IMMEDIATE PAST PRESIDENT
Mark Harms



ABE LINCOLN
Jerry Bishoff



BLACKHAWK
Debra Stevenson



CENTRAL ILLINOIS VALLEY
Dana Smith



CORN BELT
Alex Williams



DUPAGE
James Blair



EGYPTIAN
Schannone Steinberger



ILLINI
Matt Titus

KASKASKIA
Kathy Norris



KISHWAUKEE
Evelyn Meeks



LAKE
Odie Pahl



NORTH COOK
Wenda Hunt



NORTHWEST
Steve Snider



SHAWNEE
Kevin McAllister



SOUTH COOK
Wilbur Tillman



SOUTHWESTERN
Jeff Hewitt



STARVED ROCK
Carol Alcorn



THREE RIVERS
Julie Oost



TWO RIVERS
Noel Beard



WABASH VALLEY
Chad Weaver



WEST COOK
Jim Lima



WESTERN
Scott Vogler

CONSENT AGENDA RESOLUTIONS

The below resolutions,
the Resolutions Committee recommends DO ADOPT.

i. Tier II Pension Reform
ii. Amendment to Existing Position Statement 2.12: Local Tax Collection and Distribution
iii. FOIA Safeguards

The following resolutions received a "Do Adopt" recommendation from the Resolutions Committee. When they are presented to the Delegate Assembly, they will be put forth on a consent agenda. Delegates may pull a specific resolution from the consent agenda for discussion on the floor. If resolution(s) are not pulled from the consent agenda, they will be put forth together for one vote.

FINANCING OF PUBLIC EDUCATION – STATE

Tier II Pension Reform

Submitting District: Sycamore CUSD 427

Statement of Resolution: Be it resolved that the Illinois Association of School Boards shall urge the Illinois General Assembly and Governor to enact legislative remedies, that at a minimum include the plan proposed in Senate Bill 1937 (104th General Assembly), to modernize the traditional Tier II pension system. Such legislation must ensure fiscal stability and workforce equity by enacting changes that:

- Fix the Automatic Annual Increase Formula: Replace the current capped Tier II formula with an annual adjustment that at minimum tracks the rate of inflation. This change ensures that baseline benefits keep proper pace with the actual cost of living, permanently eliminating the risk of a federal Safe Harbor violation.
- Align Pensionable Salary Limits and Calculations: Reduce the quantity of years used in the final average salary calculator and calibrate the maximum pensionable salary caps to the Social Security wage base. Such improvements establish long-term equity with federal retirement standards, preventing the deterioration of retirement security for career public servants.
- Reduce the Statutory Retirement Age: Lowers the standard retirement age for Tier II educators and educational support staff from 67 to an equitable and realistic age, such as age 65 with 10 years of service, or Age 62 with maximum years of service. This adjustment better reflects the true physical and mental demands of professions in education.

District Rationale: The State of Illinois implemented the Tier II pension system in 2011 to reduce unfunded liabilities. Today, Tier II educators and support staff constitute a rapidly growing segment of the state's public school workforce, representing roughly 35% of Sycamore CUSD 427's employees. Federal IRS law mandates a "Safe Harbor" rule requiring public retirement systems to provide a retirement benefit equal to or greater than what federal Social Security would provide for the same period of service. However, the current traditional Tier II pension formulas utilize simple interest and a strictly capped automatic annual increase of one-half of inflation or 3%, whichever is less. Because it relies on this non-compounding simple interest capped below true economic metrics, the traditional Tier II formula mathematically fails to keep pace with the compound interest calculations of inflation and Social Security, placing the state's retirement systems on the verge of a catastrophic federal Safe Harbor violation over a standard career lifespan. If the traditional Tier II formula is formally deemed by federal regulators to violate the Safe Harbor rule, the Internal Revenue Service will mandate immediate enrollment in Social Security for all affected employees. Such a ruling would trigger an automatic, unfunded 6.2% employer payroll tax shift forced directly onto local school district operating budgets and local property taxpayers. To prevent this severe budgetary cliff, meaningful statutory intervention is required. Amending the traditional Tier II pension calculation to ensure the annual increase tracks inflation, or matches the greater of 3% simple interest or inflation, updates the benefit structure to reflect compounding macroeconomic realities. This direct statutory correction permanently lifts the baseline state pension above the federal Safe Harbor floor, executing a vital fiscal defense that actively shields local municipal operating budgets and property taxpayers from billions in combined federal tax penalties while ensuring the structural burden of compliance remains firmly on the State of Illinois. Beyond the financial math, the current Tier II statutory retirement age of 67 is an immense physical and mental ask for teachers, administrators, and essential school support personnel—including paraprofessionals, custodians, and bus drivers. Expecting public school employees to effectively manage modern classrooms, ensure student safety, and maintain complex school facilities well into their late sixties

accelerates professional burnout and directly undermines local district efforts to recruit and retain high-quality staff. Lowering the Tier II retirement age to a realistic standard is critical to securing a sustainable career lifespan and stabilizing the state's educational workforce pipeline. Furthermore, aligning maximum pensionable salary caps to establish long-term equity with federal retirement standards prevents the deterioration of benefits for career public servants. Enacting these traditional pension adjustments permanently satisfies federal IRS Safe Harbor requirements, values the dedication of public school employees, and ensures that public education remains a viable, high-quality career in Illinois.

Resolutions Committee Rationale: The Committee determined that there are increasingly more Tier II employees impacted each year and that failure to address the Safe Harbor provision has the potential to negatively impact both the school district as the employer, as well as its employees. Additionally, it was determined that districts need quality employees and the issues with the Tier 2 pension system are likely contributing to the teacher shortage. This resolution puts forth a framework for a reasonable and measured approach to such reform and allows for flexibility in resolving this issue.

The Resolutions Committee recommends **DO ADOPT.**

FINANCING OF PUBLIC EDUCATION – STATE

Amendment to Existing Position Statement 2.12: Local Tax Collection and Distribution

Submitting District: Mount Prospect SD 57

The following resolution is an amendment to an existing position statement. The portion of the proposed resolution in black and not underlined was previously adopted by the Delegate Assembly. The portion of the proposed resolution underlined in red is the proposed amendment to the existing Position Statement.

Current Position Statement 2.12:

The Illinois Association of School Boards shall seek legislation to amend the tax code, or other prescriptive procedures, to minimize the punitive effects of delinquent collection and disbursement to districts of tax moneys raised by local levy. In the event tax monies are not collected or disbursed as required by State law, it shall be the county's obligation to reimburse the taxing district for any loss incurred. (Adopted 1996; Amended 1999)

Proposed Amendment to Position Statement 2.12 added to Current Position Statement 2.12 Be it resolved that the Illinois Association of School Boards shall further seek legislation establishing a uniform process for reporting delayed tax collections and distributions, determining financial losses incurred by taxing districts, and requiring timely reimbursement when tax monies are not collected or disbursed as required by State law. Such legislation should provide clear accountability measures, transparency in the reporting of delays, and an administrative process through which taxing districts may recover documented losses without the need for costly litigation.

District Rationale: Position 2.12 recognizes that school districts should be reimbursed when delays in tax collection or distribution cause financial losses. However, the position does not address how losses are calculated, how reimbursement is obtained, or what remedies are available when reimbursement is not provided. School districts should not be required to expend additional taxpayer resources pursuing legal action to recover funds lost as a result of delayed tax collection or distribution. Establishing a uniform statewide process for transparency, accountability, and reimbursement would strengthen existing policy while protecting students, taxpayers, and local communities from the financial consequences of delays beyond a district's control.

Resolutions Committee Rationale: The Committee determined that affected districts have lost a significant amount of money due to recent delays in local tax distribution in Cook County, and that it is desirable to establish a method by which affected school districts would be reimbursed. School districts rely on property taxes. When the County delays payment of those taxes, districts experience serious disruptions to cash flow and fiscal uncertainty. While the most recent occurrence of this issue happened in Cook County, there is potential for it to happen anywhere in the state. Having additional guidelines would be helpful to all districts should this problem occur in the future.

The Resolutions Committee recommends **DO ADOPT.**

LOCAL-STATE-FEDERAL RELATIONS

FOIA Safeguards

Submitting District: Homer CUSD 33C

Statement of Resolution: Be it resolved that the Illinois Association of School Boards shall advocate for amendments to the Illinois Freedom of Information Act (5 ILCS 140) to preserve public access to records while establishing reasonable safeguards against abusive, fraudulent, automated, or unduly burdensome requests by: (i) permitting public bodies to require reasonable verification that a requester is a real person submitting a valid request; (ii) authorizing limited identity verification

when there is a reasonable basis to question the legitimacy of a request and ensure that the requester is within the state; (iii) clarifying standards for narrowing, batching, or denying requests that are duplicative, automated, harassing, or unduly burdensome; (iv) expanding authority for public bodies to recover reasonable costs associated with excessive staff time, data extraction, redaction, and review; and (v) strengthening protections for school districts against serial or bad-faith misuse of FOIA that diverts time, personnel, and public resources from student-centered operations.

District Rationale: Illinois school districts strongly support governmental transparency and public access to records. However, the current Illinois FOIA framework is increasingly being used in ways that exceed its intended purpose and create substantial operational burdens on school districts. In recent years, districts have experienced increased volumes of duplicative, automated, commercially motivated, anonymous, and bad-faith requests that consume disproportionate administrative and legal resources while providing limited public benefit.

Although Illinois law includes some safeguards for "recurrent requesters" (5 ILCS 140/3.2), "voluminous requests" (5 ILCS 140/3.6), and requests made for "commercial purposes" (5 ILCS 140/3.1), these provisions do not adequately address modern misuse of FOIA, including bot-generated requests, identity masking, serial harassment, or requests designed primarily to disrupt district operations.

Illinois recently amended FOIA to permit a public body to require a requester to verify that the requester is a real person when there is a reasonable belief the request was not submitted by a person, but the law expressly prohibits requiring identifying information to complete that verification. See 5 ILCS 140/3(j) (effective January 1, 2026). While this is a modest improvement, it remains insufficient to address fraudulent identities, impersonation, and coordinated misuse.

Other states provide stronger administrative safeguards while preserving public access:

- Virginia permits public bodies to require requesters to be citizens of the Commonwealth under Va. Code Ann. § 2.2-3704(A), limiting access to Virginia citizens and certain in-state media. "…all public records shall be open to citizens of the Commonwealth…"
- Tennessee permits records access to Tennessee citizens under Tenn. Code Ann. § 10-7-503(a)(2)(A). "…be open for personal inspection by any citizen of this state…"
- Delaware limits FOIA access to Delaware citizens under 29 Del. C. § 10003(a). "…Reasonable access to and reasonable facilities for copying of these records shall not be denied to any citizen."
- Arkansas restricts access to Arkansas citizens under Ark. Code Ann. § 25-19-105(a)(1)(A). " Except as otherwise specifically provided by this section or by laws specifically enacted to provide otherwise, all public records shall be open to inspection and copying, including without limitation copying through image capture, including still and moving photography and video and digital recording, by any citizen of the State of Arkansas during the regular business hours of the custodian of the records."
- Connecticut authorizes denial of vexatious requests through its Freedom of Information Commission under Conn. Gen. Stat. § 1-206(b)(2). "…If the commission finds that a person has taken an appeal under this subsection frivolously, without reasonable grounds and solely for the purpose of harassing the agency from which the appeal has been taken, after such person has been given an opportunity to be heard at a hearing conducted in accordance with sections 4-176e to 4-184, inclusive, the commission may, in its discretion, impose against that person a civil penalty…"

Illinois should modernize its statute by preserving transparency while granting districts practical tools to manage abuse, recover costs, and prioritize educational operations without undermining legitimate public oversight.

Resolutions Committee Rationale: The Committee acknowledged the significant amount of district staff time expended statewide in responding to FOIA requests, particularly those recurring requests coming from the same person or organization and those coming from outside of the state or country. The Committee determined that this resolution allows IASB to build upon the work that is currently being done by legislators and continue to address this problem in a way that balances maintaining transparency with providing reasonable safeguards to prevent abuse and maintain the integrity of the FOIA process.

The Resolutions Committee recommends **DO ADOPT.**

Resolutions Eligible For Appeal at the 2026 Delegate Assembly



The following resolutions all received a “Do Not Adopt” recommendation from the Resolutions Committee. With a “Do Not Adopt” recommendation, the following proposals may be appealed by the submitting district. If the resolution is timely appealed, a two-thirds affirmative vote by the Delegate Assembly is required for consideration.

RESOLUTIONS ELIGIBLE FOR APPEAL

the below resolutions, the Resolutions Committee recommends 'DO NOT ADOPT'

i. School Board Elections - Nominating Petition Signatures
ii. School Meals and Fee Waiver Eligibility

The following resolutions all received a "Do Not Adopt" recommendation from the Resolutions Committee. With a "Do Not Adopt" recommendation, the following proposals may be appealed by the submitting district. If the resolution is timely appealed, a two-thirds affirmative vote by the Delegate Assembly is required for consideration.

School Board Elections – Nominating Petition Signatures

Submitting District: Creve Coeur SD 76

Statement of Resolution: Be it resolved that the Illinois Association of School Boards shall support legislative action to reduce nominating petition signature requirements for School Board Candidates from 50 voters or 10% of voters, whichever is less, to 25 voters or 5% of voters, whichever is less.

District Rationale: The current signature requirement for school board candidate nominating petitions, as outlined in Section 9-10 of the Illinois School Code (105 ILCS 5/9-10), creates an unnecessary barrier to entry for prospective candidates—particularly in smaller districts, rural communities, and districts experiencing high student mobility or lower levels of civic engagement.

Requiring a minimum of 50 signatures may discourage otherwise qualified individuals from seeking office due to the time and logistical burden of gathering signatures. This is especially notable when compared to other local elected offices, such as library or park district boards, which often require significantly fewer signatures.

Additionally, the requirement to gather in-person signatures may present logistical challenges for candidates with limited time or access to voters, further discouraging participation. These challenges are particularly relevant in districts like ours, where community engagement and access to voters can vary significantly.

Reducing the requirement to 25 voters, or 5% of voters, whichever is less, would:

Encourage a broader and more diverse pool of candidates, including working parents, community members, and emerging leaders

- Better align school board election requirements with those of other local governing bodies
- Remove an unnecessary procedural hurdle that does not meaningfully improve candidate quality or voter choice
- Maintain an appropriate level of demonstrated community support while increasing accessibility to the electoral process

This proposed change represents a practical step toward strengthening civic participation and improving access to local school board governance, while preserving the integrity of the candidate nomination process.

Resolutions Committee Rationale: The Committee determined that gathering 50 signatures is an important part of demonstrating that a prospective board member has the time and energy to serve on a school board and that 50 signatures is a reasonable threshold for being placed on the ballot. Additionally, given that the state recently moved up the dates for the signature collection timeframe, this process no longer happens during the coldest months of the year, making it more accessible for candidates.

⊗ The Resolutions Committee recommends **DO NOT ADOPT.**

School Meals and Fee Waiver Eligibility

Submitting District: Homer CUSD 33C

Statement of Resolution: Be it resolved that the Illinois Association of School Boards shall advocate for amendments to Illinois law governing eligibility determinations for free and reduced-price school meals and school fee waivers to strengthen local school district authority to verify applicant eligibility, audit income documentation, investigate suspected fraudulent claims, and revoke benefits obtained through material misrepresentation, while preserving access for eligible students and protecting student dignity. Such amendments should authorize school districts to conduct reasonable audits of household applications, require supporting income documentation where fraud is suspected, establish clearer penalties for intentional misrepresentation, and provide districts with the authority to recover improperly waived fees or improperly granted benefits in cases of verified fraud.

District Rationale: Illinois school districts have a legal and moral responsibility to ensure that public assistance programs intended for financially eligible students are administered with integrity, consistency, and fairness. Free and reduced-price meal benefits and school fee waivers are essential supports for many students and families, but the effectiveness and credibility of these programs depend on ensuring that benefits are reserved for households that meet established income eligibility requirements.

Current Illinois law ties school fee waiver eligibility in many districts to federal meal eligibility standards and already permits limited verification of eligibility. However, the existing statutory framework provides insufficient local authority for districts to audit questionable applications, require additional income verification where fraud is suspected, or revoke benefits when material misrepresentation is confirmed. Illinois law currently requires districts using meal eligibility for fee waivers to follow federal verification rules under 7 CFR 245.6a, and districts operating an independent fee waiver process may verify eligibility no more than once per academic year. While this provides some verification authority, it does not sufficiently address intentional fraud, underreporting of income, falsified household composition, or repeated misuse of benefits.

Other states and federal administrative frameworks provide stronger mechanisms for eligibility verification and compliance oversight. Federal regulations governing school meal eligibility already require annual verification and mandatory verification of questionable applications. See 7 CFR § 245.6a. Some states expressly require income-based certification and documentation retention sufficient for audit and compliance review. Such models provide clearer authority for districts to verify eligibility and review questionable claims than currently exists under Illinois' more limited fee waiver framework. Illinois should modernize its statutory framework to provide school districts with clearer authority to verify eligibility, audit suspicious applications, and address fraud in a way that protects taxpayer resources, preserves public trust, and ensures assistance reaches the students for whom it was intended.

Resolutions Committee Rationale: The Committee determined that there are currently sufficient systems in place at the state and federal levels to audit school meals and fee waiver eligibility. For students who apply for Free and Reduced Lunch, federal regulations already allow districts to audit for cause at any time and, as it relates to student fees at the state level, schools can already conduct an audit as a routine procedure once a year. Allowing additional audits and investigations could discourage students and families from applying for these programs at a time when such programs may be increasingly important to ensure food security for students. Additionally, the financial loss to the district due to potential fraud needs to be balanced with the potential cost and administrative time that would be spent by districts to investigate these cases, as well as the participation barriers that may be created to accessing these programs if districts continually request sensitive financial data from families. Given these concerns, it was determined that the current audit measures in place at the state and federal levels are reasonable and sufficient.

The Resolutions Committee recommends **DO NOT ADOPT.**

Guidance for Local Board Discussion and Voting at the 2026 Delegate Assembly



This guidance is published for informational purposes and is not a substitute for legal advice. For legal advice or a legal opinion on a specific question, please consult the board attorney.

DISCUSSING IASB RESOLUTIONS

This guidance is published for informational purposes only and is not a substitute for legal advice. For legal advice or a legal opinion on a specific question, please consult the board attorney.

Open Meetings Act

Resolutions of the Illinois Association of School Boards (IASB) are likely considered public business and subject to the Illinois Open Meetings Act (OMA) (5 ILCS 120/). OMA requires school boards to discuss district business only at properly noticed board meetings. Other than during a properly noticed board meeting, a majority or more of a board-quorum (or in the case of a five-person board, a quorum or more) may not engage in contemporaneous interactive communication, which includes electronic communication, to discuss district business, including IASB resolutions. IASB does not monitor for OMA compliance or investigate claims of OMA violations. Members are responsible for their own compliance with OMA requirements.

Freedom of Information Act

Resolutions of IASB and related information are likely subject to the Illinois Freedom of Information Act (FOIA) (5 ILCS 140/). Because of this, the resolutions and related information are likely subject to disclosure under FOIA, unless a specific exemption applies. Members with specific questions should contact their board attorney.

Discussion of IASB Resolution to Appointment and Direct a Delegate at the Delegate Assembly

IASB recommends that as a best practice each school board discuss the proposed resolutions from IASB and come to a consensus regarding whether to vote in support of or against each resolution at the 2026 IASB Delegate Assembly. School boards should also appoint a delegate and alternate delegate and determine how they wish to direct the delegate to vote at the 2026 Delegate Assembly. PRESS sample exhibit 2:120-E3, *Resolution to Appoint a Delegate to the Illinois Association of School Boards Delegate Assembly*, provides a template resolution that boards can customize and adopt to accomplish this. Additional details regarding sample board agenda items and motion language are noted below.

Discussion of Resolutions by the School Board

As noted above, IASB recommends that as a best practice each school board discuss the proposed resolutions from IASB and come to a consensus regarding whether to vote in support of or against each resolution at the 2026 IASB Delegate Assembly. Board members may consider entering an agenda item on the agenda of a publicly scheduled board meeting to do this. A sample agenda item is as follows:

> **If using the PRESS sample resolution:** *Discussion and Action on Resolution to Appoint a Delegate to the Illinois Association of School Boards 2026 Delegate Assembly*
>
> **If not using the PRESS sample resolution:** *Discussion and Action on Proposed Illinois Association of School Boards (IASB) Resolutions for Consideration at the 2026 IASB Delegate Assembly and Appointment of [INSERT SCHOOL DISTRICT NAME] Delegate and Alternate Delegate to the 2026 IASB Delegate Assembly,* Next, at the board meeting, board members should discuss the proposed IASB resolutions to come to a consensus on how the delegate will vote on each resolution and determine who will represent them as a delegate at the 2026 IASB Delegate Assembly. The District should also consider appointing an alternate delegate in case the delegate cannot attend the Delegate Assembly. Sample motion language may read as follows:

Adoption of Resolution to Appoint a Delegate to the Illinois Association of School Boards 2026 Delegate Assembly (if using the PRESS sample resolution)

> I move to adopt the *Resolution to Appoint a Delegate to the Illinois Association of School Boards 2026 Delegate Assembly.* This resolution appoints *[INSERT NAME]* as the Board's Delegate and *[INSERT NAME]* as the Boards' Alternate Delegate to the 2026 IASB Delegate Assembly, and it gives the Delegate or Alternate Delegate the authority to vote on IASB resolutions at the 2026 Delegate Assembly **[CHOOSE THE APPLICABLE OPTION:** solely in accordance with the consensus of the Board on *[INSERT DATE]* **[OR]** with their independent discretion, based on the consensus of the Board on *[INSERT DATE]* and any discussions had on each resolution at the 2026 IASB Delegate Assembly].

Appointment of Delegate and Alternate Delegate (if not using the PRESS sample resolution)

1. I move that *[INSERT NAME]* be appointed the IASB Delegate to the 2026 IASB Delegate Assembly on behalf of *[INSERT DISTRICT NAME]*.
2. I move that *[INSERT NAME]* be appointed the IASB Alternate Delegate to the 2026 IASB Delegate Assembly on behalf of *[INSERT DISTRICT NAME]*.

Finally, board members will need to take action to determine how the district's delegate should vote at the Delegate Assembly. For example, the board may have two options:

Motion to Direct Delegate Votes at the Delegate Assembly (if not using the PRESS sample resolution)

1. The appointed delegate or alternate delegate may only vote in accordance with the consensus reached at the district's board meeting. In that case, a sample motion might read as follows:

   I move that Delegate *[INSERT NAME OF DELEGATE]* or Alternate Delegate *[INSERT NAME OF ALTERNATE DELEGATE]* be granted the authority to vote on the IASB resolutions at the 2026 Delegate Assembly solely in accordance with the consensus of the *[INSERT DISTRICT NAME]* School Board on *[INSERT DATE]*.

2. The delegate or alternate delegate may vote keeping in mind at the Delegate Assembly the consensus at the board table and any discussion or debate raised at the 2026 IASB Delegate Assembly.

   I move that *[INSERT NAME OF DELEGATE]* or Alternate Delegate *[INSERT NAME OF ALTERNATE DELEGATE]* be granted the authority to vote on the IASB resolutions at the 2026 IASB Delegate Assembly with their independent discretion based on the consensus of the *[INSERT DISTRICT NAME]* School Board on *[INSERT DATE]* and any discussions had on each resolution at the 2026 IASB Delegate Assembly.

LOCAL SCHOOL BOARD DELEGATE DIRECTION

Resolutions that received a "Do Adopt" Recommendation from the IASB Resolutions Committee

All the below resolutions will be placed on a consent agenda for a vote during the IASB Delegate Assembly. If any are removed from the consent agenda, what is your board's direction as to whether the following resolutions should be adopted by the IASB Delegate Assembly?

Yes	No	
❑	❑	1. Tier II Pension Reform
❑	❑	2. Amendment to Existing Position Statement 2.12: Local Tax Collection and Distribution
❑	❑	3. FOIA Safeguards

Resolutions that received a "Do Not Adopt" Recommendation from the IASB Resolutions Committee

The below resolutions may be appealed by the submitting district. Any resolution that is timely appealed requires a two-thirds vote at the Delegate Assembly to be reconsidered. If a "Do Not Adopt" resolution is appealed, what is your board's direction as to whether the following resolutions:

a) Should be reconsidered by the IASB Delegate Assembly; and

b) If reconsidered, should be adopted by the IASB Delegate Assembly.

Yes	No	
❑	❑	4a. School Meals and Fee Waiver Eligibility — should be reconsidered
❑	❑	4b. If reconsidered, should be adopted by the Delegate Assembly
❑	❑	5a. School Board Elections: Nominating Petition Signatures — should be reconsidered
❑	❑	5b. If reconsidered, should be adopted by the Delegate Assembly

Appendix





RULES OF THE IASB DELEGATE ASSEMBLY

1. **Business Procedures** — Robert's Rules of Order Newly Revised shall govern in all cases to which they are applicable and in which they are not incompatible with the Constitution and any special rules the Association may adopt, provided those rules are in compliance with federal, state, and local laws.
2. **Credentials** — Delegates shall be registered with the Credentials Committee and must display their credentials.
3. **Delegate Seating** — Only those delegates seated in the reserved section will be permitted to participate in the business session.
4. **Recognition by Chair** — Delegates wishing to speak on a motion shall rise and be recognized by the Chair before speaking. They shall give their full name and the name of the board they represent.
5. **Debate on the Floor** — No delegate shall speak in debate more than once on the same question and no longer than two minutes. Total time for discussion of all constitutional amendments shall be limited to 30 minutes.
6. **Calls for the Question** — A delegate may "call for the question" to end debate on a motion. The delegate may not make such a motion if, immediately preceding the motion, he or she has engaged in discussion of the motion or otherwise participated in the debate. A motion, a second, and a 2/3 majority vote is required to end debate.
7. **Consent Agenda** — Use of a Consent Agenda to expedite the proceedings is authorized. Proposed resolutions which have been recommended "Do Adopt" by the Resolutions Committee may appear on a Consent Agenda. Proposed Constitutional Amendments which have been recommended "Do Adopt" by the Board of Directors may also appear on a Consent Agenda.
8. **Appeals** — Those delegates wishing to appeal a "Do Not Adopt" recommendation of the Resolutions Committee, and have provided written notice to the Resolutions Committee at least thirty (30) days prior to the Annual Meeting of the Delegate Assembly, shall have a period of time not to exceed five minutes in which to explain why the proposed action should be considered by the Delegate Assembly. Appeals shall only be accepted from the submitter of the proposed resolution that has received the "Do Not Adopt" recommendation. Those proposed resolutions that have received a "Do Not Adopt" recommendation from the Resolutions Committee, and of which the committee has not received a timely written appeal of the negative recommendation from the submitting entity, will not be considered by the Delegate Assembly.
9. **Other Recognition** — Members of the Resolutions Committee, IASB staff, a member of the IASB Board of Director, and an individual eligible to run from the floor for an officer position shall be given the privilege of the floor at the discretion of the presiding officer.
10. **Voting** — The indications to signify voting shall be specified by the presiding officer.
11. **Nomination** — The consent of any nominee from the floor during the election of officers must be secured in writing prior to presentation to the Delegate Assembly, as required in Article IV, Section 1, of the IASB Constitution.
12. **Order of Resolutions** — Each resolution to be adopted will be considered in the following order of categories: Educational Programs, Financing Public Education, Legislative Activity, Board Operations and Duties, Board Employee Relations, Local-State-Federal Relations, and District Organization and Elections.



IASB CONSTITUTION, ARTICLE IX: RESOLUTIONS

1. **Section 1. Types of Resolutions** — Resolutions should be in the form of a Position Statement. Position Statements address issues affecting or concerning local boards of education; they direct the Association's advocacy efforts.
2. **Section 2. Proposals** — Resolutions for proposed Position Statements may be proposed by any Active Member, Association Division, the Association's Board of Directors, or the Resolutions Committee upon a majority vote of the Active Member's school board, the Active Members that make up an Association Division, the Association's Board of Directors, or the Resolutions Committee. The vote must be submitted along with the resolution. Resolutions to be published and distributed to the Active Members must be submitted to the Resolutions Committee at least 150 days prior to the Annual Meeting of the Delegate Assembly. Any resolution which is not submitted in the manner described herein shall not be considered by the Delegate Assembly.
3. **Section 3. Presentation of Resolutions** — The Resolutions Committee shall review all proposed resolutions, distribute a final draft of proposed resolutions to the membership not less than 45 days prior to the Annual Meeting of the Delegate Assembly, and may recommend the approval or disapproval of any resolution to the Delegate Assembly. The Resolutions Committee has the prerogative to determine which proposals are to be presented to the Delegate Assembly; and whether they are presented as Position Statements. However, all resolutions submitted timely to the Resolutions Committee according to Section above must be distributed to Active Members not less than 45 days prior to the Annual Meeting of the Delegate Assembly. All proposals require a two-thirds affirmative vote by the Delegate Assembly for passage.
4. **Section 4. Annual Review** — The Resolutions Committee shall annually review, in accordance with the rules established by the Resolutions Committee, current Position Statements to determine whether they shall remain Position Statements, be amended or be rescinded. All amendments or deletions to existing Position Statements shall be distributed to Active Members not less than 45 days prior to the Annual Meeting of the Delegate Assembly, subject to approval by the Board of Directors. All current Position Statements will be published annually and distributed to Active Members within 120 days following the Annual Meeting of the Delegate Assembly.
5. **Section 5. Appeals** — Any Active Member, Association Division, or the Association Board of Directors, that has submitted a resolution that has received a "Do Not Adopt" recommendation from the Resolutions Committee, shall have the right to appeal the decision(s) of the Resolutions Committee at the Annual Meeting of the Delegate Assembly. Notice of appeal must be submitted in writing to the Resolutions Committee. An appeal must be filed in accordance with the rules established by the Resolutions Committee and approved by the Board of Directors. All appeals require a two-thirds affirmative vote by the Delegate Assembly for consideration.
6. **Section 6.** — Any proposed amendment to a resolution that does not meet the time requirements as set in Section 2 shall not be considered.



ADVOCACY CORE VALUES

The Advocacy Core Values, legislative priorities, and Position Statements guide the IASB Advocacy agenda in support of its membership and ensure a strong collective voice on the highest priority issues and concerns.

IASB is committed to an advocacy program that

- Supports locally elected, non-partisan, and volunteer school board members in providing excellence in local school board governance based upon the Association's Foundational Principles of Effective Governance.
- Supports and protects adequate and equitable funding necessary to provide all students with access to an excellent public education.
- Promotes excellence in student achievement for all Illinois students and fair accountability for academic progress.
- Advocates for legislation that supports the physical and emotional wellbeing of students and staff.
- Supports a safe and secure learning environment for all; including, but not limited to one in which all are free from bullying, harassment, discrimination, and violence.
- Supports the Association's commitment to educational equity for every student.
- Promotes non-partisan member engagement and provides the tools to enhance advocacy efforts.



POSITION STATEMENTS ANNUAL REVIEW OVERVIEW

The IASB Constitution charges the Resolutions Committee with annually reviewing Position Statements to determine whether they shall remain Position Statements, be amended, or be rescinded. Following the 2025 Delegate Assembly, there were 148 Position Statements. The volume of Position Statements made it difficult for members and staff to navigate, and questions have arisen as to the relevance of Position Statements passed decades ago. After discussions over time of the need for a thorough and comprehensive review of all Position Statements, the Resolutions Committee determined to complete this work in the spring of 2026. This consisted of five full Resolutions Committee meetings and three subcommittee meetings between January and April 2026.

In anticipation of this comprehensive review of Position Statements, a constitutional amendment was added by the Constitutional Review Committee in 2025 and approved by the Delegate Assembly, to clarify and strengthen the process for completing this Annual Review. Because the IASB Constitution did not require a vote from the Delegate Assembly to approve changes made by the Resolutions Committee, language was proposed to require the Board of Directors, in addition to the elected Resolutions Committee members, to approve the changes. Language was also added clarifying the timing for distribution of these changes to members. Additionally, the Resolutions Committee updated the rules to provide additional transparency in the process used to make these decisions.

To ensure that all members understand the changes that were made and the rationale for the changes, and to provide members with an opportunity to ask questions, IASB has made the following resources available.

- Division Meetings: All divisions were given the opportunity to have a pre-Division Meeting session to discuss the changes to the Position Statements. If your division chose to have this session, an IASB Governmental Relations staff member will be at your Division Meeting to facilitate a conversation on this topic.
- Website: Several resources have been added to the IASB website (https://www.iasb.com/advocacy/delegate-assembly/position-statement-review-process), including:
  - A timeline of the Annual Position Statement Review Process;
  - An Overview of the 2026 Position Statement work; and
  - A video recording explaining the 2026 Position Statement process and all of the changes to Position Statements.
  - A red-line copy and clean copy of all Position Statement changes approved by the IASB Resolutions Committee and the Board of Directors.
- Webinars: IASB will be hosting two webinars focused on the Delegate Assembly (see page 2 for additional information). While the focus of these webinars will be the Delegate Assembly, IASB staff will provide an overview of the Annual Position Statement Review Process and an opportunity for members to ask questions at each of the webinars.

Additional questions can be directed to the IASB Governmental Relations team at govrel@iasb.com.



IASB Illinois Association of School Boards

Lighting the Way to Excellence in School Governance

2921 Baker Drive
Springfield, IL 62703
(217) 528-9688
Fax (217) 528-2831

One Imperial Place
1 East 22nd Street, Suite 310
Lombard, IL 60148-6120
(630) 629-3776
Fax (630) 629-3940

PROFESSIONAL LEAVE AND CONFERENCES
November 18, 2026

Date	Conference or Training	Staff Member	Location
December 10, 2026	Multingual/ESSA 2026 Statewide Conference	Lalaine Gozun	Tinley Park, IL
February 12, 2027	Annual Big Hallow PE Idea Share Workshop	Diane Ames	Big Hallow Primary School Ingleside, IL

FOIA REQUESTS

November 18, 2026

1. A request was received for a current list of District employees, including names, email addresses, job titles, and divisions or departments. The requested information was provided electronically.

2. A request was received for copies of the teachers' union collective bargaining agreements from 2001 through 2017, including any memoranda of understanding, amendments, extensions, and salary schedules. The available documents were provided electronically.

Aurora Orozco <aorozco@d56.org>

Fwd: Second Follow-Up: Illinois FOIA Request — Response Overdue

3 messages

Technology Help Desk <helpdesk@d56.org> Mon, Oct 26, 2026 at 10:48 AM
To: Aurora Orozco <aorozco@d56.org>

---------- Forwarded message ---------
From: **Angela LeClaire** <angela@publicemployeeresourcegroup.com>
Date: Mon, Oct 26, 2026 at 9:18 AM
Subject: Second Follow-Up: Illinois FOIA Request — Response Overdue
To: <helpdesk@d56.org>

I am writing regarding my public records request originally submitted on October 9, 2026 pursuant to the Illinois FOIA (5 ILCS 140/1 et seq.).

To date, I have not received a response or acknowledgment. The statutory deadline of five (5) business days under 5 ILCS 140/3 has passed as of October 16, 2026. **Gurnee SD 56** is now in violation of its obligations under state law.

I respectfully but firmly request an immediate response regarding the following records:

A current and complete listing of all employees, including: **First Name**, **Last Name**, **Email Address**, **Job Title or Position**, and **Division or Unit**.

I request that these records be provided electronically, preferably as an Excel (.xlsx) or CSV file.

If I do not receive a response within five (5) business days, I may be compelled to escalate this matter as permitted under the Illinois FOIA.

Sincerely,



Angela LeClaire
Public Records Coordinator
Public Employee Resource Group
angela@publicemployeeresourcegroup.com
publicemployeeresourcegroup.com

PERG
PUBLIC EMPLOYEE
RESOURCE GROUP
Independent Research & Information for Public Employees

Aurora Orozco <aorozco@d56.org> Tue, Oct 27, 2026 at 1:00 PM
To: angela@publicemployeeresourcegroup.com
Cc: Luis Correa <lcorrea@d56.org>

Good morning,

I am following up on your Freedom of Information Act (FOIA) request, which was sent to our Help Desk email address. This address is used by District staff to submit technology and maintenance requests. Our technician forwarded your request to me, which is why there was a delay in our response.

For future FOIA requests, please email Superintendent Dr. Luis Correa at **lcorrea@d56.org** and me, Aurora Orozco, at **aoroaco@d56.org**.

Thank you for your patience.

Aurora Orozco
Executive Assistant to the Superintendent and Board Clerk/Human Resources
Gurnee School District 56

[Quoted text hidden]

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" We are not myths of the past, ruins in the jungle, or zoos. We are people and we want to be respected not to be victims of intolerance and racism." -Rigoberta Menchu

FOIA_REQUEST _publicemployeeresourcegroup+10_27_26.xlsx
23K

Angela LeClaire <angela@publicemployeeresourcegroup.com> Tue, Oct 27, 2026 at 1:18 PM
To: aorozco@d56.org

Thank you for your response and for providing the records. I have the file and am grateful for your help.

[Quoted text hidden]

First Name	Last Name	Employee Type Description	E-mail Address	Building Code Desc
ANNETTE	AAS	TEACHERS	aaas@d56.org	SPAULDING
JESSICA	ALBERS	BUS DRIVER	jalbers@d56.org	TRANSPORTATION
NADINE	ALOISIO-SORENSON	OFFICE CLERK	naloisio@d56.org	SPAULDING
NATALIA	ALVAREZ	LUNCHROOM SUB	nalvarez@d56.org	SPAULDING
DIANE	AMES	TEACHERS	dames@d56.org	RIVER TRAIL
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Fwd: Records request for study at Yale University

3 messages

Luis Correa <lcorrea@d56.org> Wed, Oct 28, 2026 at 2:28 PM
To: Aurora Orozco <aorozco@d56.org>

---------- Forwarded message ---------
From: **Biasi, Barbara** <barbara.biasi@yale.edu>
Date: Wed, Oct 28, 2026 at 1:51 PM
Subject: Records request for study at Yale University
To: lcorrea@d56.org <lcorrea@d56.org>

Dear FOIA Officer,

My name is Barbara Biasi and I am an Associate Professor of Economics at Yale University. As part of a research project on teacher compensation across districts over time, I am compiling a database of collective bargaining agreements covering U.S. public school teachers over the past twenty years.

Under the Illinois Freedom of Information Act (5 ILCS 140), I am requesting copies of the following public records of Gurnee School District 56:

1. Each collective bargaining agreements between Gurnee School District 56 and the teachers' union, covering the certificated (teacher) bargaining unit and in effect at any time between 2001 and 2017. These may also be called master agreements, negotiated agreements, professional agreements, or contracts. I have located some agreements but am missing those covering 2001-2017.

2. Any memorandum of understanding, extensions, reopeners, or tentative agreements that amended those agreements during the same period.

3. The certificated salary schedules attached to or adopted under those agreements.

Electronic copies, preferably PDFs, are welcome, including scans of signed originals. Please send them to barbara.biasi@yale.edu. If the records are available online, links to the relevant documents would also be helpful.

If any part of this request is unclear or would require substantial effort to fulfill, please let me know so I can clarify or narrow it. If fees are expected to exceed $25 please contact me before incurring those charges.

These records will be used solely for academic research; this request is not for a commercial purpose.

Thank you for your time and assistance.

Barbara Biasi

Professor, Yale School of Management

barbara.biasi@yale.edu

Aurora Orozco <aorozco@d56.org> Fri, Oct 30, 2026 at 10:12 AM
To: barbara.biasi@yale.edu
Cc: Luis Correa <lcorrea@d56.org>

Good morning, Professor Biasi,

Thank you for your FOIA request.

Attached are the collective bargaining agreements for Gurnee School District 56 in response to your request.

Please let me know if you have any questions.

Thank you,
Aurora Orozco
Gurnee School District 56

[Quoted text hidden]

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" We are not myths of the past, ruins in the jungle, or zoos. We are people and we want to be respected not to be victims of intolerance and racism." -Rigoberta Menchu

4 attachments

GU CBA 2008-11 Extension Final.pdf
217K

Gurnee Teachers CBA 2016-2019.pdf
798K

Gurnee Teachers CBA 2013-2016.pdf
214K

Gurnee Teachers CBA 2001-2003.pdf
468K

Biasi, Barbara <barbara.biasi@yale.edu> Fri, Oct 30, 2026 at 10:25 AM
To: Aurora Orozco <aorozco@d56.org>

Thanks!
—

Barbara Biasi
Associate Professor of Economics, Yale School of Management
http://www.barbarabiasi.com
barbara.biasi@yale.edu

On Oct 30, 2026, at 11:13 AM, Aurora Orozco <aorozco@d56.org> wrote:

AGREEMENT

BETWEEN THE

BOARD OF EDUCATION

GURNEE SCHOOL DISTRICT #56
LAKE COUNTY, ILLINOIS

AND THE

GURNEE FEDERATION OF TEACHERS

A COUNCIL OF THE
LAKE COUNTY FEDERATION OF TEACHERS
LOCAL NO. 504, IFT-AFT/AFL-CIO

FOR THE SCHOOL YEARS
2005 - 2006
2006 - 2007
2007 – 2008
2008-2009 Extension
2009-2010 Extension
2010-2011 Extension

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ARTICLE I

RECOGNITION

1.1 Recognition

A. The Board of Education of District 56, Lake County, Illinois, hereinafter referred to as the "Board," hereby recognizes the Gurnee Federation of Teachers, a Council of the Lake County Federation of Teachers, Local 504, IFT-AFT/AFL-CIO, hereinafter referred to as the "Union" as the sole and exclusive negotiating agent for all regularly employed full-time certificated teaching personnel, certified nurses, social workers, and all regular full and part-time psychologists. The intent shall be to exclude from the bargaining unit: Administrators (including Superintendent, the Superintendent's staff and assistants, principals, and all other administrators), counselors, teacher aides, clerks, any employee who spends more than fifty percent (50%) of his/her time supervising other teachers, and all other non-teaching staff.

B. Teachers regularly employed on a part-time basis shall be recognized as members of the bargaining unit, but benefits extended to such teachers shall be apportioned fractionally consistent with their part-time status where possible. Substitute teachers shall not be included in this group and shall be excluded from the bargaining unit.

C. The term "teacher" when used hereinafter in this Agreement shall refer to members of the bargaining unit as defined above.

D. The Board agrees not to negotiate with any teacher's organization other than the Union during the life of this Agreement. The Board further agrees not to negotiate with any individual teacher on matters covered in the four corners of this Agreement during the life of this Agreement.

E. Individual teacher contracts shall conform to the provisions of this Agreement.

1.2 Freedom to Join the Union

The Board shall not discriminate against any teacher by reason of his membership in the Union. Neither shall the Union discriminate against any teacher by reason of his non-membership in the Union.

1.3 Resolution of Questions

The Superintendent or his/her designee shall meet at least once a month with the President of the Union or his/her designee, for the purpose of discussing questions. Such meetings shall be at a mutually agreeable time and place.

The Union President or designee shall be given the opportunity during a regular Board meeting to address the Board briefly, provided such remarks shall exclude any references to grievances or negotiations then in process, and provided further that the Superintendent be advised in writing of the substance of such remarks at least four (4) calendar days in advance of the meeting.

It is understood that where discussions covered under Paragraph 1 are forwarded to the Board by the Superintendent and Union, said discussions shall be excluded under Paragraph 2 of this Section.

1.4 Educational Issues Committee

A joint Educational Issues Committee shall be established consisting of four (4) teachers appointed by the Union President or designee and four (4) persons appointed by the Superintendent or designee, at least one (1) of whom shall not be a building principal. The EIC shall meet within ten (10) working days of a written request for such meeting, provided such request shall be accompanied by the proposed agenda which shall be discussed during the meeting and that, except by mutual consent, there shall be no obligation to meet more frequently than once each two (2) calendar months. The agenda shall not include individual personnel items, any pending grievance or any pending item being negotiated. The District shall provide to the Union president a written response to concerns raised by the Union during the EIC meeting within ten (10) school days of such meeting unless otherwise agreed upon between the District and the Union.

1.5 Early Release Days Committee

An Early Release Days Committee shall be established during the 2007-2008 school year consisting of equal numbers of teachers and administrations. The ERDC shall be responsible for assisting in determining the content of early release days during the 2007-2008 school year subject to approval by the Board of Education. The ERDC shall also be responsible for seeking additional early release days for 2008-2009 and subsequent school years pending approval by the Board of Education.

ARTICLE II

PAYROLL DEDUCTIONS

2.1 Dues Deduction

A. Any teacher who is a member of the Union may sign and deliver to the Board office an assignment authorizing deduction of Union dues in an amount specified by Local 504. The assignment shall specify the total amount of annual and monthly dues. Such authorization and assignment shall continue in effect from year to year unless canceled in writing by the originating teacher prior to October 1 of any new school year. Termination of employment for any reason shall constitute revocation of authorization for dues deduction.

B. The Board shall deduct monthly dues beginning in October and continuing through June when assignment cards have been received, providing that the Board has no responsibility for collecting past or overdue dues. It shall be the responsibility of the Union to collect directly from the teachers:

1. Dues owed after cancellation of a deduction authorization.

2. Dues owed before the time the deduction authorization became effective.

3. Dues missed because of insufficient earnings.

C. The Board shall remit monthly to the Treasurer of the Union the total amount of money deducted for that period. The first such payment shall be made by October 28 of any school year and by the 28th of each month thereafter. Such remittance shall be accompanied by a listing of the names of teachers from whose salary the dues were deducted.

2.2 Fair Share

All teachers covered by this Agreement who are not members of the Union shall pay to the Union their fair share of the cost of the services rendered by the Union that are chargeable to non-members under state and federal law.

The Union shall certify to the Board the amount of the annual fair share fee, not to exceed the dues uniformly required of members of the Union, and shall supply the Board and the non-members a copy of the basis of the calculation of the fee. The Union shall further certify to the Board that "Notice of Fair Share" has been posted in accordance with the IELRB rules and regulations. No payroll deduction of fair share fees shall be made until at least fourteen (14) days after such certification. Such fair share payments shall be deducted by the Board from the earnings of the non-member teachers and be paid to the Union pursuant to the same time schedule for deductions as regular Union dues. The amount certified by the Union shall not include any fees for contributions related to the election or support of any candidate for political office. Nothing in this Section shall preclude the non-member employee from making voluntary political contributions in conjunction with his or her fair share payment.

This fair share agreement shall safeguard the right of non-association of teachers based upon bona fide religious tenets or teaching of a church or religious body of which such teachers are members. Such teachers may be required to pay an amount equal to their fair share under this Agreement to a non-religious charitable organization mutually agreed upon by the teachers affected and the Union, or if no mutual agreement is reached, from an approved list of charitable organizations established

by the Illinois Educational Labor Relations Board. Non-member teachers who object to the amount of the fair share fee have the right to file an unfair labor practice charge against the Union pursuant to Paragraph 1714(b)(1) of the Illinois Educational Labor Relations Act. The Union and the Board shall comply with the fair share rules of the IELRB.

2.3 COPE Deduction

The Board agrees to honor contribution deduction authorization from its teachers in the following form (or reasonable likeness):

> I hereby authorize the Board of Education to deduct from my salary, during the last pay period in October only, the sum of $ _____ and to forward that amount to the Lake County Federation of Teachers, Committee on Political Education (COPE). This authorization shall continue in effect from year to year unless revoked by me in writing prior to October 1 of any school year, or upon termination of my employment. This authorization is voluntarily made on the specific understanding that the signing of this authorization and the making of payment to the COPE are not conditions of membership in the Union or of employment with the District.

2.4 Other Deductions

The Board shall without charge, and upon written request, deduct from the respective employee salary such payments as directed for selected annuity programs, investment funds and group insurance programs.

New teachers not covered by annuity programs, investment funds, or group insurance programs may participate either in existing programs or in new programs. New programs must comply with District 56 requirements for approved programs.

In the event the Union becomes liable for any claims, demands, suits, or other forms of action because of its compliance with this provision, the Board agrees to immediately increase the maximum number of programs and decrease the total number of teachers needed to start a new program in order to meet the substance of said action.

2.5 Hold Harmless

The Union agrees to indemnify and save the Board harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken or not taken by the Board for the purpose of complying with any of the provisions of this Article or in reliance of any assignment furnished under the provisions of this Article.

ARTICLE III

UNION TEACHER RIGHTS

3.1 Union Announcements

The Union shall be permitted to communicate through the intra-district mail system if such system exists. The Union also shall be permitted to communicate through use of teacher mailboxes for legal Union business. A bulletin board reserved for Legal Union Activity announcements shall be provided in each school.

3.2 Use of Facilities

The Board and/or the Superintendent shall grant the Union use of school facilities for Union meetings, at reasonable times and providing no other scheduled events conflict, subject to the following conditions:

A. Request for use of facilities shall be made to the Superintendent at least twenty-four (24) hours in advance of proposed use.

B. Nothing herein shall prevent the Board from charging reasonable fees for use of school facilities where costs are incurred.

C. It is understood by the parties that no more than one (1) meeting per month should be necessary.

3.3 Dissemination of Information

The Board shall furnish the Union President, in response to reasonable requests, readily available public information.

3.4 Student Discipline

A. A teacher may exclude a pupil from a class period when in the opinion of the teacher the grossness of an offense or the persistence of the behavior has a disruptive effect on the other students.

B. When a pupil is so excluded by a teacher, the student shall be sent from the classroom to the building administrative office and the problem shall be referred for solution to the building principal or his/her designee. The teacher shall be notified in writing of the resolution of the problem prior to the student's return to the classroom.

C. Nothing contained in this Article shall be construed as rescinding the obligation of the teacher to exercise the maturity, restraint, patience and judgment which is normally required in the guidance and training of youth.

3.5 Student Grades

Grades shall be final as reported by the teacher unless disputed. Disputed grades may be changed by the Administration. Teachers shall have the right and opportunity to attach comments to any grade change made by the Administration.

3.6 Complaints Against Teachers

A complaint related to a specific teacher that might lead to disciplinary action shall be made known to the teacher promptly. The principal (if requested by either the teacher and/or parent) shall attempt to arrange a parent-teacher or parent-teacher-principal conference.

If the complaint is to become a matter of record, said complaint must be reduced to writing and the teacher shall be provided with a copy and may attach a response to the official records at the time the complaint is reduced to writing.

When students are to be questioned about a complaint or incident, a reasonable effort shall be made to have another adult present at the time of the questioning. The teacher against whom a complaint is alleged may request who the second adult will be. During questioning, the sole purpose of the presence of the second adult is to observe and listen to the questioning process. A reasonable attempt shall be made to keep students involved in an incident separated until each has been questioned.

3.7 Teacher Personnel File

The Board shall maintain in the District a personnel file on each teacher. A teacher shall have the right to inspect this file during regular business hours provided such inspection shall not interfere with the teacher's regularly assigned duties. Such inspection shall take place only in the presence of an administrator or administrative designee. Individual copies of any non-confidential material shall be given the teacher on request.

3.8 Teacher Privacy

A. The right of teachers to receive mail and/or correspondence with a specifically named addressee shall not be infringed upon by any Board member, supervisor, administrator or other representative of the Board.

B. Each building shall have a telephone for teacher's use to conduct school business.

3.9 Classroom Interruptions

Administration shall attempt to keep classroom interruptions to a minimum.

3.10 Duty-Free Lunch

Teachers shall have a duty-free lunch period consistent with the provisions of The School Code of Illinois, Section 24-9, 1992 issue.

3.11 Right of Privacy

Without a teacher's permission, no portions of a teacher's file shall be disclosed to third parties except as required by law or as shall be necessary in the performance of the Board's or Administration's responsibility.

3.12 Teacher Recertification Issues

The District shall serve as liaison between all teachers and the Regional Office of Education (ROE)/Illinois State Board of Education (ISBE) regarding all certification and recertification issues.

ARTICLE IV

EMPLOYEE EVALUATION

4.1 Evaluation of Classroom Performance

Teachers shall be formally evaluated in writing following the Professional Growth Plan. Evaluations shall be conducted by administrators as designated by the Superintendent.

Tenure Teachers (A through E)

A. The administrator shall make himself/herself available for questions regarding the Professional Growth Plan.

B. Teachers on contractual continued service shall be evaluated at least once in the course of every two (2) years.

C. A conference between the evaluator and the teacher shall be held prior to the end of the school year.

D. Teachers shall be permitted to attach written comments to their written evaluations and such comments shall become part of the evaluation.

E. Teachers shall sign the goal setting form original to indicate they have read the comments contained therein.

Non-Tenure Teachers (F through N)

F. The administrator shall make himself/herself available for questions regarding the Professional Growth Plan.

G. Each formal evaluation for teachers not on contractual continued service shall consist of a pre-conference, a formal observation, and a post-conference.

H. Pre-observation and post observation conferences shall be done in-person, with the evaluating administrator and the teacher both present. Both the teacher and the evaluating administrator shall initial all forms to verify that the meetings have taken place.

I. A conference between the evaluator and the teacher shall be held no later than ten (10) school days after the evaluation observation has been completed.

J. The evaluator shall provide the employee both constructive assistance to improve the quality of instruction as well as a written statement of deficiencies (where deficiencies are noted). Suggestions for improving deficiencies shall be offered by the evaluator in writing, recognizing that the responsibility for improvement rests with the teacher. Teachers shall be provided a copy of the completed written documentation at the time of the post-conference unless the teacher shall agree to an alternate time.

K. During the teacher's first year in the District, this shall include a minimum of three (3) formal evaluations. The first evaluation must be completed by November 1; the second by January 25; and the summative evaluation by March 15.

L. During the teacher's second year, this shall include a minimum of two (2) formal evaluations. The first evaluation must be completed by November 1; the summative evaluation by March 15.

M. During the teacher's third and fourth years respectively, this shall include a minimum of one (1) formal evaluation each year. The summative evaluation must be completed by March 15.

N. Teachers shall be permitted to attach written comments to their written evaluations and such comments shall become part of the evaluation.

4.2 Consulting Teacher

In compliance with the Illinois School Code, a teacher may be appointed as a consulting teacher if he/she has at least five (5) years of teaching experience and otherwise complies with the requirements of such an appointment. No teacher shall be required to serve as a consulting teacher if unwilling to do so. Consulting teachers shall be compensated by stipend and/or release time appropriate to the anticipated extent and nature of such consultation. The amount and nature of such compensation shall be as agreed between the Board, the Union, and the consulting teacher.

4.3 Informal Evaluation

Nothing contained herein shall limit the right of management to utilize informal observations and other firsthand evaluative criteria for considering competency of any teacher. These informal evaluations shall be reduced to writing and submitted to the teacher as in 4.1, E., before they have any impact regarding the teacher's personnel file.

"Informal" shall be defined as an evaluation conducted during the teacher workday which may not result in a written document, but which may result in a discussion between the teacher and principal. Where deficiencies are observed, suggestions for improving deficiencies shall be offered by the evaluator in writing, recognizing that the responsibility for improvement rests with the teacher.

4.4 Grievability

Any grievance filed relative to this Article shall be limited to violations of the specific procedures as outlined in the Professional Growth Plan and in 4.1, A., through 4.1, H., in this Article.

ARTICLE V

WORKING CONDITIONS

5.1 School Year

The school year shall consist of not more than one hundred eighty-five (185) days, of which one hundred eighty (180) shall be scheduled by the Board as pupil attendance days. No fewer than five (5) of the one hundred eighty-five (185) days shall be declared by the Superintendent and the Board as special holidays or non-school days, provided that no emergencies make it necessary to use them as school days.

5.2 Stipulated Workday

All certified personnel shall be required to be in the building seven and one-half (7 ½) hours including a duty-free lunch. Teachers shall be required to remain as assigned for extra duties, parent conferences and open houses. Other regularly scheduled activities for which teachers are required to remain outside the school day shall be reasonable in both number and duration. Administrators must give each teacher reasonable notice of any such additional activity to be required.

Faculty and committee meetings may each occur once per month when conducted during teachers' plan time excluding emergencies as defined by the Administration. Other committee meetings will be voluntary.

The final two (2) full school days of the school year shall be shortened pupil attendance days (five (5) hours). The balance of that pupil attendance day shall be utilized as a teacher records completion day.

Where on a rare occasion a teacher has a prior commitment, he/she may have permission to be excused immediately after student dismissal provided said teacher is not required to be in attendance at a previously scheduled meeting and/or school function.

The teacher shall not be required to take leave time until such time when the total amount of minutes used for said appointments adds up to one-half (1/2) day, in which case one-half (1/2) day of sick leave shall be deducted during the then current school year.

Any changes in the weekly amount of plan time shall only occur with the consensus of the scheduling committee whose faculty members shall be appointed by the Union president or his/her designee.

5.3 Bus Duty

Teachers who perform morning bus duty prior to the start of school shall be permitted afternoon release time at the end of the school day equal to the time spent at morning duty, or shall receive compensation as provided in Article VIII, Section 8.5, at the teacher's discretion, regardless of whether the teacher is required to or voluntarily agrees to perform such duty. Additionally, a teacher who performs morning bus duty that extends in whole or in part into the stipulated workday, may extend his/her workday by the same amount of time spent on workday bus duty, and shall receive compensation as provided above for the amount of time spent on this bus duty during the workday;

alternatively, at the discretion of the teacher, such teacher may choose not to extend his/her workday, but shall then not be compensated for time spent on bus duty during that workday.

The Board shall seek teacher volunteers. In the event an adequate number of said personnel is not available, the Board shall employ non-teaching personnel to perform bus duty. Where said volunteers are not available, the Administration reserves the right to assign District staff on a rotating basis. When school scheduled meetings and/or parent teacher conferences conflict with compensatory release time, the teacher may defer use of same for an extended period not to exceed ten (10) school days.

5.4 Posting of Vacancies

The Board shall post teaching and administrative vacancies as they occur and newly created positions for a period of five (5) working days in each building prior to permanently filling said vacancy. During the summer months said vacancies shall be posted in the Administration Office.

5.5 Transfers

Prior to transferring a teacher involuntarily between teams, grades or buildings due to a reduction in sections, Administration and affected teacher(s) shall consult regarding said change in assignment in the following manner:

A. If a non-tenured teacher qualified for said change in assignment is available to be transferred, the non-tenured teacher will be transferred prior to a tenured teacher.

B. Within the pool of non-tenured teachers qualified for transfer, seniority will not apply.

C. Non-tenured teachers cannot be transferred for two consecutive years unless no other qualified non-tenured teachers are available for transfer.

D. If no qualified non-tenured teachers are available for said transfer, qualified tenured teachers will become eligible for said transfer based on seniority.

E. Conditions listed above do not preclude Administration from transferring a tenured or non-tenured teacher who is agreeable to said transfer.

5.6 School Calendar

The Superintendent or designee shall consult with the Union President or designee and shall make a reasonable effort to agree upon the school calendar prior to submission of recommendations to the Board.

5.7 Lunchroom/Playground Duty

Lunchroom monitors shall continue to supervise student lunch and playground activity at all facilities without teacher assistance.

ARTICLE VI

GRIEVANCE PROCEDURE

6.1 Definitions

A. Any claim by a teacher, or the Union if said claim is of a class action nature or pertains to administrative staff beyond the building level, that there has been a violation, misrepresentation, or misapplication of the terms of this Agreement shall constitute a grievance.

B. All time limits consist of school days, except that when a grievance is submitted fewer than ten (10) days before the close of the current school term, time limits shall consist of all weekdays.

6.2 Statement of Basic Principles

A. Every full-time teaching employee covered by this Agreement shall have the right to present grievances in accordance with these procedures, with or without representation as defined in formal steps beyond the building level. Nothing contained in this Article or elsewhere in this Agreement shall be construed to prevent any individual teacher from discussing a problem with the Administration and having it adjusted without intervention or representation by organization representatives.

B. A teacher who participates in these grievance procedures shall not be discriminated against, or be subjected to discipline or reprisal by organization representatives.

C. The failure of a grievant or the Union to act on any grievance within the prescribed time limits shall act as a bar to any further appeal and an administrator's failure to give a decision within the time limits shall permit the grievant to proceed to the next step.

D. The Union shall be notified of the final disposition of grievance within ten (10) days which disposition shall not be in conflict with any of the terms or conditions of this Agreement.

E. Conferences under this procedure shall be conducted at a time and place which shall afford a fair and reasonable opportunity for all persons, including witnesses entitled to be present, to attend and shall be held, insofar as possible, after regular school hours or during non-teaching time of personnel involved. When such hearings and conferences are held at the option of the Superintendent, during school hours, all employees whose presence is required shall be excused with pay for that purpose.

F. It is agreed that any investigation or other handling or processing of any grievance by the grieving teacher or teacher organization representatives shall be conducted so as to result in no interference with or interruption whatsoever of the instructional program and related work activities of the teaching staff.

6.3 Procedures

A. First Step

An attempt shall be made to resolve any grievance in informal, verbal discussion between complainant and his/her immediate superior. The teacher may bypass this First Step if he/she chooses.

B. Second Step

If the grievance cannot be resolved informally, the aggrieved teacher shall file the grievance in writing, and at a mutually agreeable time discuss the matter with the principal. The written grievance shall state the nature of the grievance, shall note the clause or clauses of the Agreement allegedly violated, and shall state the remedy requested. The filing of the grievance at the Second Step must be within twenty (20) days from the date of the occurrence of the event giving rise to the grievance or when the teacher should reasonably have been aware of the occurrence. The principal or other administrator who has authority to make a decision on the grievance shall make such decision and communicate it in writing to the teacher and the Superintendent within ten (10) days.

C. Third Step

In the event a grievance has not been satisfactorily resolved at the Second Step, the aggrieved teacher shall file, within five (5) school days of the principal's written decision or answer at the Second Step, a copy of the grievance with the Superintendent. The aggrieved teacher shall send a copy of such grievance to the Union President. Within ten (10) days after such written grievance is filed, the aggrieved, a representative of the aggrieved, as desired, the principal, and the Superintendent, or his/her designee, shall meet to resolve the grievance. The Superintendent, or his/her designee, shall file an answer within ten (10) days of the Third Step grievance meeting and communicate it in writing to the teacher, the principal, and the Union President. The teacher, upon request to the Union, may have a Union representative present.

D. Fourth Step

If the Union is not satisfied with the disposition of the grievance at Step Three or the time limits expire without the issuance of the Superintendent's written reply, the Union may submit the grievance to binding arbitration. The parties shall select a mutually acceptable arbitrator or, in the absence of agreement on the selection of an arbitrator, may submit the grievance under the Voluntary Labor Arbitration Rules of the American Arbitration Association (AAA), which shall act as the administrator of the proceedings. If the demand for arbitration is not filed within thirty (30) days of the date for the Step Three answer, then the grievance shall be deemed withdrawn.

1. Neither the Board nor the Union shall be permitted to assert any grounds or evidence before the arbitrator, which was not previously disclosed to the other party.

2. The arbitrator, in his/her opinion, shall not amend, modify, nullify, ignore, or add to the provisions of the Agreement. His/her authority shall be strictly limited to deciding only the issue or issues presented to him/her in writing by the School Board and the Union, and his/her decision must be based solely upon his/her interpretation of the meaning or application of the express relevant language of the Agreement.

3. Each party shall bear the full cost for its representation in the arbitration. The cost of the arbitrator and the AAA shall be divided equally between the Board and the Union.

4. If either party requests a transcript of the proceedings, that party shall bear the full cost of that transcript. If both parties order a transcript, the cost of the two (2) transcripts shall be divided equally between the Board and the Union.

E. Bypass to Superintendent

If the Union and the Superintendent agree, Step Two of the grievance procedure may be bypassed and the grievance brought directly to Step Three.

F. Bypass to Binding Arbitration

If the Superintendent and the Union agree, a grievance may be submitted directly to binding arbitration.

G. Class Grievance

Class grievance involving one (1) or more teachers or one (1) or more supervisors, and grievances involving an administrator above the building level may be initially filed by the Union at Step Three.

H. Union Participation - Teacher Not Represented

When a teacher is not represented by the Union, the Union reserves the right to have a representative present at Step Three proceedings.

I. Grievance Withdrawal

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

ARTICLE VII

LEAVES

7.1 Sick Leave

Each teacher shall be granted fourteen (14) sick leave days per school year. Any unused sick leave days shall accumulate without limit.

Sick leave shall be interpreted to mean personal illness, quarantine or serious illness or death in the immediate family or household (immediate family shall include: parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in- law, sisters-in-law, and legal guardians). Absence due to pregnancy related disability shall be treated as sick leave.

7.2 Personal Business Leave

A. Each teacher shall be given two (2) days personal leave at full pay per school year to be used for personal business, which cannot be conducted except during regular school hours. No reason for such leave need be given. Such leave shall accumulate to a maximum of four (4), so that no more than six (6) days are available the following year (that is, if a teacher uses no personal business leave days for two consecutive years, the teacher will have four accumulated days plus two days for the following year). Except in cases of an emergency, written advance notice of the necessity for personal leave shall be submitted three (3) school days prior to date of leave to the Superintendent or his/her designee. In the case of an emergency, the teacher must provide reason for the leave as soon as possible and in any event, no later than the day he/she returns to duty. Personal leave shall not be customarily honored immediately prior to or after vacation periods or holidays except by specific approval of the Superintendent; personal leave shall customarily be approved on these days in the case of an emergency, or when the scheduling of the reason-giving rise to the request is beyond the control of the teacher. No more than three (3) teachers from a given attendance center may take personal leave on the same day. No teacher may use personal business leave on more than two consecutive workdays.

B. Any unused personal leave over four in number remaining at the end of a school year shall be added to the teacher's accumulated sick leave.

C. Alternatively to B. above, all remaining unused personal business leave at the end of the teacher's last year of employment in the District shall be added to the teacher's accumulated sick leave.

D. Teachers required to attend court hearings other than jury duty shall be able to use not more than five (5) sick days after exhaustion of personal leave for said purpose during the school year. The District may require evidence of required obligations.

E. In addition to the above, upon written application to the Superintendent, at least five (5) days in advance, the Board shall grant an employee a leave of absence without loss of pay for two (2) work days during each school year for the purpose of observing a recognized religious holiday of the employee's faith. This leave shall not be applicable to any religious observance which does not compel absence from employment.

7.3 Professional Leave

Administration may grant leave to attend and/or prepare for a professional conference or presentation. A request for said leave must be in writing. Authority to grant or not to grant professional leave shall rest solely with the Administration. Such leave shall be at full pay and shall not be charged to annual sick or personal leave.

7.4 Jury Duty

The Board shall pay the regular salary to teachers called for jury duty but shall deduct any compensation received for such duty with the exception of compensation received for travel allowance.

7.5 Report of Leave

At the beginning of each school year, each teacher shall receive written notice of his/her accumulated leave time.

7.6 Fractional Leave

Any teacher on leave for a fractional portion of a school day shall have his/her accumulated leave charged with said fractional value on a half-day basis.

7.7 Sabbatical Leave

Upon application in writing, teachers may be granted sabbatical leave.

7.8 Military Leave

Certified personnel who are called for emergency, short- term military service while under full-time contract to the District shall be granted leave without pay. Such leave shall not be charged to annual sick or personal leave.

7.9 Foreign Exchange Leave

The Board may grant any tenured teacher a leave of absence for a period of one (1) year to teach in a foreign country.

7.10 Leaves of Absence Without Pay

A. Leaves of absence may be granted without pay to tenured teachers who have rendered satisfactory service to the District and who desire to return to employment in a similar capacity at a time, as defined below, consistent with the needs of the District.

B. Leaves of absence without pay for not more than one (1) year may be granted to tenured teachers according to the following conditions:

   1. Written requests for leaves of absence without pay should be made at least three (3) months before the leave is desired, subject to approval by the Board.

2. Dates of departure, return and notification of intent to return shall be determined by the teacher and the Superintendent prior to initiating the request to the Board.

3. Leaves may, unless stipulated to the contrary in this Agreement, be granted for:

   a. Advanced study leading to a degree in an approved university.

   b. Educationally related travel if the applicant provides an itinerary and an explanation of how such travel shall improve the educational program.

   c. Military service.

   d. Parental leave.

   e. Other reasons acceptable to the Board, which shall improve the educational program in the District.

4. With the consent of the carrier, the teacher may maintain insurance benefits by making timely payments of all premiums, which may be due to the District's Business Office or elsewhere pursuant to its direction.

5. Any teacher who has been employed ninety-three (93) or more days of the school term in which such leave commences shall be entitled to such advancement on the salary schedule as the teacher would have had if the leave had not been granted. If the leave exceeds the school term in which it commences, the second school term shall not be considered for step advancement on the salary schedule.

6. If a teacher is granted an unpaid leave of eight (8) calendar months or more, as a condition thereof, the teacher shall advise the Superintendent or designee in writing no later than February 15 prior to the termination of such leave that he/she intends to return to employment, provided that the Superintendent or designee has first mailed a reminder of this condition to the teacher no later than February 1. Failure to timely advise the Superintendent or designee of intent to return as required above shall be treated as a voluntary election not to return to employment and as a resignation from the District. Failure of the Superintendent or designee to timely send the letter of reminder shall waive the teacher from all obligations hereunder.

7.11 Maternity/Child Rearing Leave

A teacher who has entered upon contractual continued service shall be granted maternity/child rearing leave without pay or other benefits subject to the following conditions: (As used herein, "teacher" means a tenured teacher, except in Section E, which is applicable only to non-tenured teachers.).

A. The teacher shall advise the Superintendent or designee of her pregnancy no later than the fourth month of pregnancy or upon ascertainment of such condition, whichever shall be the later. At such time, she shall provide a written statement from her obstetrician or physician indicating the expected date of delivery. Application for a maternity/child rearing leave shall be made in writing to the Superintendent or designee at least one hundred twenty (120) calendar days prior to the anticipated birth of the child.

B. In consultation with the teacher, the Superintendent or designee shall prepare a plan for the commencement and termination of such leave, taking into consideration maintenance of continuity of instruction and medical factors to the maximum possible degree, and the pertinent

time factors related thereto. The leave shall not exceed the balance of the school term in which it commences and one (1) additional school term. Every effort shall be made to have such leave terminate immediately prior to the start of a new school term. Such leave shall commence upon the date agreed upon by the Superintendent or designee and the teacher. Such leaves, which commence during the summer recess, shall begin no later than July 1.

The Superintendent or designee may waive any of the provisions of this Section in his/her sole discretion, and any such waiver shall not be precedential in any respect.

C. A teacher shall be allowed to use up to forty-five (45) consecutive days of sick leave directly following the birth of a child. Any teacher who has medical reason with written explanation from a physician for continued sick leave beyond the forty-five (45) days shall be allowed to utilize additional sick leave days for the specified period. Any other alteration or extension of the forty-five (45) days are left to the discretion of the Superintendent or designee, and such decision shall be without precedential effect. Following this period of time, sick leave shall not be applicable during the period of the maternity/child rearing leave. Any accumulated sick leave available at the commencement of the unpaid leave shall be available to the teacher upon return to employment in the District.

D. Any teacher desiring adoption leave as a result of becoming an adoptive parent shall notify the Superintendent or designee, in writing, upon the initiation of such adoption proceedings. Leave shall be granted, as in Section B above, upon satisfactory written notification to the Superintendent or 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 designee informed on the status of the proceedings, and, as soon as known, the expected date of the delivery of the child. This Section shall not be applicable if the adopted child is ten (10) or more years of age at the time the child is received.

E. A maternity/child rearing 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 in computing full-time employment under Section 24-11 of the Illinois School Code for purposes of the continuous employment necessary to attain contractual continued service status. Upon the return from such leave, the teacher shall be considered to have commenced her first probationary year. The granting of maternity leave to any non-tenured teacher shall not constitute a precedent for the granting or withholding of leave to any other non-tenured teacher. Each request shall be judged on its own merits and shall be within the sole discretion of the Board. Additional conditions or restrictions may be established for any such leave, provided nothing herein shall be construed as requiring any non-tenured teacher to apply for such leave or to accept the conditions established.

F. A teacher who has been granted a maternity/child rearing leave of absence shall not become eligible for a subsequent maternity/child rearing leave unless and until such teacher has returned to full-time service for at least one (1) complete school term provided under exceptional circumstances the Board may grant such a leave in its sole and absolute discretion. The granting or withholding of such leave shall be without precedential effect.

G. Nothing in this policy shall be construed as requiring any teacher to apply for a maternity/child rearing leave. A teacher not eligible for or not desiring maternity leave may utilize accumulated sick leave during any period of disability related to her pregnancy and/or to the delivery of the child. If such teacher shall have exhausted accumulated sick leave, she shall be granted a leave of absence without pay or other benefits during such period of disability. Such teacher shall return to employment immediately following the termination of actual disability.

H. A male teacher who has entered upon contractual continued service shall be entitled to a child rearing leave of absence, provided the teacher complies with all of the applicable notice and

other requirements of this Section. Eligibility for such leave shall arise upon the anticipated birth of a child, which the teacher has fathered, or upon his planned adoption of a child.

I. If a teacher brings into his or her home a newly adopted child, such teacher shall be allowed to utilize up to forty-five (45) consecutive sick leave days and/or personal leave days with pay, upon imminent arrival of the child into the home. Any alteration or extension of the forty-five (45) days is left to the discretion of the Superintendent or designee, and such decision shall be without precedential effect. The intent of this leave is to allow the teacher time to prepare for the arrival of a child new to the teacher, and to grant a period of time for the parent and the child to form a relationship with each other.

7.12 Bereavement Leave

Bereavement leave of a maximum of two (2) days shall be granted for each death in the immediate family, as defined elsewhere herein, and grandparents of the spouse. Additional bereavement leave may be granted by the Superintendent in his/her discretion and without precedential effect.

7.13 Family and Medical Leave

A. All teachers who have been employed for at least twelve (12) months and for at least one thousand two hundred fifty (1,250) hours during the year preceding the start of the leave shall be eligible for family and medical leave.

B. Eligible teachers shall be entitled to unpaid leave of up to twelve (12) weeks during any one school year for the following reasons:

1. the birth of a child and to care for such child;

2. the placement of a child for adoption or foster care;

3. the care for the teacher's spouse, child, parent or parent-in-law with serious health condition;

4. because of the teacher's own serious health condition.

C. Serious health condition shall mean an illness, injury, impairment, or physical or mental health condition that involves:

1. any period of incapacity or treatment connected with inpatient care in a hospital, hospice, or residential medical care facility, or

2. continuing treatment by (or under the supervision of) a health care provider.

D. A teacher may elect to take up to twelve (12) weeks of family and medical leave to which the teacher is entitled as one block of time, or on an intermittent or reduced leave schedule.

E. A teacher who is on leave shall continue to receive health care benefits under the same terms and conditions as other teachers not on leave.

F. This Section shall be consistent with the Family and Medical Leave Act of 1993 (Public Law 103-3) and the U.S. Department of Labor regulations pertaining thereto (29 C.F.R. Part 825).

7.14 District Emergency Sick Leave Bank Plan

A. Establishing the Sick Leave Bank

Each eligible District 56 employee may voluntarily donate one (1) sick leave day to establish and become a member (hereinafter referred to as "Member Employee") of an Emergency Sick Leave Bank. The maximum number of days held in the District Emergency Sick Leave Bank will not exceed one hundred eighty (180) days. A new employee who wishes to become a member of the District Emergency Sick Leave Bank will be asked to volunteer one (1) sick day. To enroll, the Emergency Sick Leave Bank Enrollment Form must be submitted to the Business Office by 4:00 p.m., September 15 of any given year. Upon request of the Union President, the Superintendent shall provide to the Union President in writing an updated balance for the Sick Leave Bank inclusive of days donated by each member no later than June 30 each year.

The Superintendent or designee will implement procedures for this program. If a concern arises, the Superintendent will discuss the concern with the Union President. If no mutually agreeable resolution can be reached, the decision of the Superintendent is grievable according to the Grievance Procedure in the Collective Bargaining Agreement.

B. General Conditions

If the Emergency Sick Leave Bank falls below twenty (20) days, each Member Employee will again volunteer at least one (1) day in order to maintain membership in the Emergency Sick Leave Bank. Any sick day donated will be non-refundable.

Upon depletion of his/her sick leave and personal leave days, a Member Employee may make application to use the Emergency Sick Leave Bank days. Emergency Sick Leave Bank days will only be approved for catastrophic illness, accident, prolonged illness, or other circumstances as determined by the Superintendent that may affect the employee or any member of his/her immediate family (as defined in the current Collective Bargaining Agreement).

The maximum number of days drawn by any participating Member Employee shall be twelve (12) days per incident in any one (1) year.

C. Procedure for Use of Emergency Sick Leave Bank

Any participating Member Employee will be entitled to draw from the Emergency Sick Leave Bank provided the following three (3) conditions are met:

1. The participating Member Employee has used all his/her personal accumulated sick days and personal days.

2. The participating Member Employee shall produce a Licensed Medical Doctor's certificate as proof of need.

3. The participating Member Employee has been absent more than five (5) consecutive work days in connection with the same illness and/or incident. Exceptions such as chemotherapy treatment, renal dialysis, etc., will be approved at the discretion of the Superintendent.

Any participating Member Employee who has used the maximum number of Emergency Sick Leave Bank days will again be eligible to use the Emergency Sick Leave Bank after conditions 1-3 above are met for a second illness. However, the five (5) day waiting period referenced in C.3. will be waived.

If an illness carries into the next school year, conditions 1-3 must be met again before the individual is eligible to use the Emergency Sick Leave Bank again.

ARTICLE VIII

FRINGE BENEFITS/SUPPLEMENTAL COMPENSATION

8.1 Pay Periods

Teachers shall be paid regular compensation in twenty-six (26) pro-rata bi-weekly installments beginning on the first Friday of the school term. Payday shall be every other Friday thereafter, except when that Friday is a non-workday, in which case payday shall be the last workday prior thereto.

Teachers shall be paid Section 8.2 Extra Duty Schedule compensation on separate checks apart from regular compensation.

8.2 Extra Duty Schedule

3rd - 5th GRADES	**2005-06**	**2006-07**	**2007-08**	**2008-09**	**2009-10**	**2010-11**
After School Sports	$1,877	$1,924	$1,972	$2,021	$2,072	$2,123
After School Singing Club	$938	$961	$985	$1,010	$1,035	$1,061
American Girls Club Sponsor	$1,217	$1,247	$1,278	$1,310	$1,343	$1,377
American Girls Club Sponsor	$1,217	$1,247	$1,278	$1,310	$1,343	$1,377
Art Sponsor	$1,277	$1,309	$1,342	$1,375	$1,410	$1,445
Band Director	$3,567	$3,656	$3,748	$3,841	$3,937	$4,036
Chorus Sponsor	$1,362	$1,396	$1,431	$1,467	$1,504	$1,541
Computer Workshop Sponsor	$1,108	$1,136	$1,164	$1,193	$1,223	$1,254
Dance Club	$938	$961	$985	$1,010	$1,035	$1,061
Dance Club	$938	$961	$985	$1,010	$1,035	$1,061
Drama Club Musical Director	$1,958	$2,007	$2,057	$2,108	$2,161	$2,215
Drama Club Director	$1,958	$2,007	$2,057	$2,108	$2,161	$2,215
Foreign Language Club	$938	$961	$985	$1,010	$1,035	$1,061
Foreign Language Club	$938	$961	$985	$1,010	$1,035	$1,061
Literary Magazine Sponsor	$938	$961	$985	$1,010	$1,035	$1,061
Destination Imagination Sponsor	$1,460	$1,496	$1,533	$1,572	$1,611	$1,651
Public Relations	$884	$906	$928	$951	$975	$1,000
Readers Club	$885	$907	$929	$953	$976	$1,001
Science Club Sponsor	$1,108	$1,136	$1,164	$1,193	$1,223	$1,254
Science Club Sponsor	$1,108	$1,136	$1,164	$1,193	$1,223	$1,254
Science Club Sponsor	$369	$378	$388	$397	$407	$417
Science Club Sponsor	$369	$378	$388	$397	$407	$417
Science Club Sponsor	$369	$378	$388	$397	$407	$417
Service Council Sponsor	$383	$393	$403	$413	$423	$434
Service Council Sponsor	$383	$393	$403	$413	$423	$434
Service Council Sponsor	$383	$393	$403	$413	$423	$434
Service Council Sponsor	$383	$393	$403	$413	$423	$434
Service Council Sponsor	$383	$393	$403	$413	$423	$434

KINDERGARTEN - 2nd GRADES	**2005-06**	**2006-07**	**2007-08**	**2008-09**	**2009-10**	**2010-11**
Art Sponsor	$1,277	$1,309	$1,342	$1,375	$1,410	$1,445
Public Relations	$884	$906	$928	$951	$975	$1,000

6th - 8th GRADES	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11
Athletic Director	$4,632	$4,748	$4,866	$4,988	$5,113	$5,241
8th Grade Basketball/Boys	$3,746	$3,840	$3,936	$4,034	$4,135	$4,239
7th Grade Basketball/Boys	$3,746	$3,840	$3,936	$4,034	$4,135	$4,239
8th Grade Basketball/Girls	$3,746	$3,840	$3,936	$4,034	$4,135	$4,239
7th Grade Basketball/Girls	$3,746	$3,840	$3,936	$4,034	$4,135	$4,239
Wrestling	$3,746	$3,840	$3,936	$4,034	$4,135	$4,239
Cheerleading	$2,723	$2,792	$2,861	$2,933	$3,006	$3,081
Pom Pons	$2,723	$2,792	$2,861	$2,933	$3,006	$3,081
Track/Boys	$2,723	$2,792	$2,861	$2,933	$3,006	$3,081
Track/Girls	$2,723	$2,792	$2,861	$2,933	$3,006	$3,081
Cross Country	$2,188	$2,243	$2,299	$2,357	$2,416	$2,476
8th Grade Soccer	$2,188	$2,243	$2,299	$2,357	$2,416	$2,476
7th Grade Soccer	$2,188	$2,243	$2,299	$2,357	$2,416	$2,476
8th Grade Volleyball/Girls	$2,188	$2,243	$2,299	$2,357	$2,416	$2,476
7th Grade Volleyball/Girls	$2,188	$2,243	$2,299	$2,357	$2,416	$2,476
8th Grade Volleyball/Boys	$2,188	$2,243	$2,299	$2,357	$2,416	$2,476
7th Grade Volleyball/Boys	$2,188	$2,243	$2,299	$2,357	$2,416	$2,476
Assistant Wrestling	$2,623	$2,689	$2,756	$2,825	$2,895	$2,968
Assistant Track/Boys	$1,907	$1,954	$2,003	$2,053	$2,104	$2,157
Assistant Track/Girls	$1,907	$1,954	$2,003	$2,053	$2,104	$2,157
Cross Country Assistant	$1,532	$1,571	$1,610	$1,650	$1,691	$1,734
Intramural Director	$938	$961	$985	$1,010	$1,035	$1,061
Intramural (11 Positions)	$468	$480	$492	$504	$517	$530
6th Grade Band Director	$3,567	$3,656	$3,748	$3,841	$3,937	$4,036
7th & 8th Grade Band Director	$4,539	$4,652	$4,768	$4,888	$5,010	$5,135
Art Sponsor	$1,277	$1,309	$1,342	$1,375	$1,410	$1,445
Art Sponsor	$938	$961	$985	$1,010	$1,035	$1,061
Newspaper Advisor	$1,704	$1,746	$1,790	$1,835	$1,880	$1,927
Assistant Newspaper Advisor	$1,055	$1,081	$1,108	$1,136	$1,164	$1,193
Student Council Co-Sponsor	$1,842	$1,888	$1,935	$1,984	$2,033	$2,084
Student Council Co-Sponsor	$1,842	$1,888	$1,935	$1,984	$2,033	$2,084
Student/Service Council	$1,149	$1,178	$1,207	$1,237	$1,268	$1,300
Yearbook Advisor	$1,704	$1,746	$1,790	$1,835	$1,880	$1,927
Assistant Yearbook Advisor	$1,055	$1,081	$1,108	$1,136	$1,164	$1,193
Chorus Director (6,7,8) (includes Swing Choir)	$2,469	$2,531	$2,594	$2,659	$2,726	$2,794
Drama Director (6,7,8)	$4,539	$4,652	$4,768	$4,888	$5,010	$5,135
Assistant Drama	$938	$961	$985	$1,010	$1,035	$1,061
Major Production Sponsor (Musical)	$3,746	$3,840	$3,936	$4,034	$4,135	$4,239
Choreographer (Musical)	$1,217	$1,247	$1,278	$1,310	$1,343	$1,377
Dinner Theater Sponsor (			$985	$1,010	$1,035	$1,061
Musical Director	$1,874	$1,921	$1,969	$2,018	$2,068	$2,120
Audio Visual/LRC Club	$938	$961	$985	$1,010	$1,035	$1,061
Computer Club	$1,108	$1,136	$1,164	$1,193	$1,223	$1,254
History Club Sponsor	$1,217	$1,247	$1,278	$1,310	$1,343	$1,377
Literary Club	$938	$961	$985	$1,010	$1,035	$1,061
Math Club Sponsor	$1,108	$1,136	$1,164	$1,193	$1,223	$1,254
National Junior Honor Society Sponsor	$1,108	$1,136	$1,164	$1,193	$1,223	$1,254
Public Relations	$938	$961	$985	$1,010	$1,035	$1,061

Science Club Sponsor	$938	$961	$985	$1,010	$1,035	$1,061
Academic Bowl	$1,584	$1,623	$1,664	$1,705	$1,748	$1,792
Outdoor Adventure	$1,405	$1,440	$1,476	$1,513	$1,551	$1,590
Other Activities as approved (Minimum)	$938	$961	$985	$1,010	$1,035	$1,061

KINDERGARTEN - 8th GRADE (GURNEE GRADE)	**2005-06**	**2006-07**	**2007-08**	**2008-09**	**2009-10**	**2010-11**
Gurnee Grade Service Council	$1,149	$1,178	$1,207	$1,237	$1,268	$1,300
Literary Magazine	$938	$961	$985	$1,010	$1,035	$1,061
National Junior Honor Society (6, 7, 8)		$961	$985	$1,010	$1,035	$1,061
Yearbook Advisor		$961	$985	$1,010	$1,035	$1,061
Actors' Guild		$961	$985	$1,010	$1,035	$1,061
Intramural Positions (one each Fall, Winter, Spring)			$492	$504	$517	$530

Written contracts shall be issued for each position.

8.3 Internal Substitution

The Board shall compensate teachers at the rate of twenty-four dollars and seventy-five cents ($24.75) per hour in 2005-2006, twenty-five dollars and seventy-nine cents ($25.79) per hour in 2006-2007, twenty-seven dollars ($27.00) per hour in 2007-2008, twenty-eight dollars and thirty-five cents ($28.35) per hour in 2008-2009, twenty-nine dollars and seventy-seven cents ($29.77) per hour in 2009-2010, and thirty-one dollars and twenty-six cents ($31.26) per hour in 2010-2011, for classes teachers are required to teach in excess of their regularly assigned teaching load.

8.4 Student Supervision

When it is necessary for a building administrator to make any duty assignments outside the basic classroom function of instruction as an extra assignment, it shall be first offered to the teaching staff on a voluntary basis. If the Administration is unable to fill said assignment on a volunteer basis, involuntary assignments shall be rotated on a fair and equitable basis within the staff.

The Board shall compensate teachers at the rate of thirty-eight dollars and forty-nine cents ($38.49) per after school activity in 2005-2006, thirty-nine dollars and eighty-four cents ($39.84) per after school activity in 2006-2007, forty-one dollars and twenty-three cents ($41.23) per after school activity in 2007-2008, forty-two dollars and sixty-seven cents ($42.67) per after school activity in 2008-2009, forty-four dollars and seventeen cents ($44.17) per after school activity in 2009-2010, and forty-five dollars and seventy-one cents ($45.71) per after school activity in 2010-2011.

For the purpose of this Section, qualifying activities shall be defined as follows:

A. Athletic supervision
B. Athletic scorekeeper
C. Athletic timekeeper
D. Student chaperone
E. Other as approved by Superintendent (shall be paid)

Teachers in a supervisory role would qualify for compensation at one (1) personal leave day for each overnight spent with students. This would be awarded the school year following the activity.

8.5 Bus Duty

Those teachers who perform bus duty shall be compensated at the rate of fourteen dollars ($14.00) per session in 2005-2006, 2006-2007, and 2007-2008. Those teachers who perform bus duty shall be compensated at the rate of fifteen dollars ($15.00) per session in 2008-2009, 2009-2010, and 2010-2011.

8.6 Summer School Program Compensation

Compensation for any summer school program shall be at the rate of thirty-five dollars and one cent ($35.01) per hour in 2005-2006, thirty-six dollars and forty-eight cents ($36.48) per hour in 2006-2007, thirty-eight dollars and twenty cents ($38.20) per hour in 2007-2008, forty dollars and eleven cents ($40.11) per hour in 2008-2009, forty-two dollars and twelve cents ($42.12) per hour in 2009-2010, and forty-four dollars and twenty-two cents ($44.22) per hour in 2010-2011.

Each summer school teacher shall be entitled to one (1) sick leave day without loss of pay per summer. Such leave shall not accumulate from year to year. The hours to be worked shall be set forth in writing and signed by the individual teachers involved and the Administration prior to the opening of the summer school program.

8.7A Early Retirement

A. A teacher may elect to participate in the early retirement plan of the District if the teacher:

   1. is otherwise eligible to participate in the state's early retirement plan;

   2. gives written notice to the Superintendent by February 1 of the year of retirement;

   3. has served a minimum of ten (10) years of continuous teaching in the District.

B. The Board shall make its required contribution to the state and shall pay one hundred percent (100%) of the teacher's one-time contribution.

8.7B Retirement Incentive

In order to be eligible for this incentive, teachers at the date of retirement must:

A. have served a minimum of ten (10) years of teaching in the District (excluding time on unpaid leave of absence), AND
B. have attained at least age 60 or have attained at least thirty-five (35) years of service credit with the Illinois Teachers' Retirement System (ITRS), OR
C. have attained whatever requirements may be necessary under Illinois Pension Code to eliminate any employer paid retirement penalty on behalf of the teacher.

For up to the last four (4) years of the eligible teacher's employment, the teacher shall receive a six percent (6%) increase in basic compensation over the basic compensation of the preceding year. Basic compensation is defined as salary compensation inclusive of longevity plus the Sheltering Teacher Retirement Contribution as set forth in Section 9.3.

Eligible teachers applying for this incentive must submit a written notice to the Superintendent on or before the last day of the school term of the year prior to the first year in which the teacher expects a six percent (6%) increase in basic compensation. An exception shall be made for those teachers intending to retire at the end of the 2008-2009 school term and for whom the Board shall pay the first

six percent (6%) increase in the 2005-2006 school term, wherein written notices shall be accepted on or before February 1, 2006.

A teacher who gives written notice of retirement shall, upon the Board's approval of such notice, execute a promissory note payable to the Board for the amount of retirement incentives to be paid hereunder by the Board, provided nothing herein shall preclude the teacher and the Board from adjusting the original proffered date of retirement to a later date which would qualify the teacher to full retirement incentives without discount and without giving rise to any required Board payment to ITRS as a consequence of such retirement.

PROMISSORY NOTE

I, _____, assert and promise as follows:

On the date of my retirement as a full-time teacher at Gurnee School District #56, I will have attained at least age sixty (60) or have attained at least thirty-five (35) years of service credit with the Illinois Teachers' Retirement System (ITRS), OR I will have attained whatever requirements may be necessary under Illinois Pension Code to eliminate any employer paid retirement penalty on my behalf. In the event that unforeseen circumstances prevent me from attaining the above, I agree to remain a full-time teacher at Gurnee School District #56 until such time as I do and to otherwise comply with the applicable provision of the Collective Bargaining Agreement in force between the Board of Education of Gurnee School District No. 56 and the Gurnee Federation of Teachers of the Lake County Federation of Teachers, Local 504, IFT-AFT/AFL-CIO.

If for any reason I should default on the above requirements, then for value received, I promise to pay to the order of the Board of Education of Gurnee School District #56, the total sum of all amounts (including withholding and other taxes) added to my compensation by the Board of Education of Gurnee School District #56 as a consequence of my having elected retirement pursuant to Article VIII.7.B. of the Collective Bargaining Agreement in effect between said Board of Education and the Gurnee Federation of Teachers of the Lake County Federation of Teachers, Local 504, IFT-AFT/AFL-CIO. Such payment shall be made no later than my final day of service with Gurnee School District #56.

I agree that should I default in the above referenced payment, I hereby waive any notice of default and service of process and confess to a judgment that may be entered against me in a court of competent jurisdiction. I further agree that in the event of a default of this agreement, I will pay all costs and fees (including attorney's fees) incurred by the Board of Education of Gurnee School District #56 in collecting the balance due.

_____ _____
Signed Date

WITNESSES:

_____ _____
Date

_____ _____
Date

8.8 Retirement Benefits

A. A service recognition payment shall be made to any teacher who has accumulated in excess of one hundred seventy (170) unused sick leave days. Such payment shall be determined by multiplying the unused accumulated sick leave days of the teacher in excess of one hundred seventy (170) days by the amount equal to one-half (1/2) of the daily substitute rate paid by the District during the first year of this Agreement at the time of the teacher's retirement. Such

payment will be paid in an amount not to exceed a total salary increase of six percent (6%) in the final year's basic compensation over the previous year's basic compensation. In the event the service recognition payment is in excess of such six percent (6%) increase, the teacher shall receive the remainder of the payment in a lump sum no later than September 30 of the fiscal year immediately following the year of retirement.

B. The Board shall also make an annual contribution for a three (3) year period on behalf of each teacher who retires and who is enrolled in the Teacher Retirement System's health insurance plan in an amount of three thousand two hundred fifty dollars ($3,250) for the payment of single/dependent coverage.

8.9 Committee and Paperwork Pay

Any committee meeting time or paperwork (state goals, curriculum planning, etc.) performed for the District outside the normal school day shall be voluntary and shall be compensated at the rate of thirty-four dollars and sixty-seven cents ($34.67) per hour in 2005-2006, thirty-five dollars and eighty-eight cents ($35.88) per hour in 2006-2007, thirty-seven dollars and fourteen cents ($37.14) per hour in 2007-2008, thirty-eight dollars and forty-four cents ($38.44) per hour in 2008-2009, thirty-nine dollars seventy-nine cents ($39.79) per hour in 2009-2010, and forty-one dollars and eighteen cents ($41.18) per hour in 2010-2011. Every effort shall be made to hold teacher absence from the classroom for such work to a minimum.

8.10 Tuition Reimbursement

When a teacher has completed one (1) year of employment in the District and has been rehired for the succeeding school year, the teacher shall be eligible for tuition reimbursement of up to one hundred dollars ($100) in 2005-2006, 2006-2007, and 2007-2008 and up to one hundred ten dollars ($110) in 2008-2009, 2009-2010, and 2010-2011 per graduate credit hour or a pro-rated amount with the approval of the Superintendent in the event such coursework ensues prior to completion of the first year of employment with the District. Part-time teachers shall be eligible for tuition reimbursement at the above hourly rate, pro-rated according to the percentage of the teacher's employment.

The following are the maximum caps:
Non-Tenure Teachers (except as noted below) - A maximum allowance of six (6) times the above hourly rate per school year.

Tenure Teachers, and Non-Tenure Full or Part-time Teachers who have completed at least two (2) years of service in the District - A maximum allowance of nine (9) times the above hourly rate per school year.

Such courses must be pre-approved and earned at an accredited college. Reimbursement shall be approved provided:

A. The teacher was employed for either a full school year (August through June) or a full calendar year (Example: November 1 through October 31) before the first class session of the college course; and

B. The course(s) are graduate course(s) in an area which, in the judgment of the Superintendent or designee, shall be of professional benefit to both the teacher and District (undergraduate courses may be approved if directly related to a teacher's current teaching assignment); and

C. It is strongly encouraged that written applications for approval be received at the District Office two (2) calendar weeks before the first class. If it is not possible to submit the applications within that time frame, written applications shall be submitted as soon as is practicable thereafter; and

D. A grade of B or above is obtained in the course, or the grade of "Pass" in the event the course is offered on a pass-fail basis; and

E. Evidence of completion of the course is submitted to the Superintendent or designee, in the form of an official transcript of credits or grade card, within sixty (60) days following completion of the course if such is available within this timeline; and

F. Evidence of tuition payment is submitted in the form of a paid receipt or canceled check which identifies the amount of tuition paid, and is submitted to the District Office on or before the tenth of the month in which the School Board shall authorize payment; and

G. Tuition reimbursement shall be paid within ten (10) calendar days following the first regularly scheduled School Board meeting held after the required evidence has been submitted; and

H. In order for a teacher who leaves the District between school terms to receive payment, the class must be completed no later than June 30 immediately following that teacher's last school term with the District.

8.11 Detention Duty

Teachers who perform detention Duty shall be paid at the rate of twenty-six dollars and three cents ($26.03) per activity in 2005-2006, twenty-six dollars and ninety-four cents ($26.94) per activity in 2006-2007, twenty-seven dollars and eighty-eight cents ($27.88) per activity in 2007-2008, twenty-eight dollars and eighty-six cents ($28.86) per activity in 2008-2009, twenty-nine dollars and eighty-seven cents ($29.87) per activity in 2009-2010, and thirty dollars and ninety-one cents ($30.91) per activity in 2010-2011.

Detention Duty shall occur outside the contractual workday. Teachers must receive building principal approval prior to a student serving detention. Any reason for non-approval shall be provided to the teacher by the building principal.

8.12 Kindergarten Screening

Kindergarten screening shall be compensated at the rate of twenty-eight dollars and ninety-two cents ($28.92) per hour in 2005-2006 and thirty dollars and thirteen cents ($30.13) per hour in 2006-2007, thirty-one dollars and fifty-five cents ($31.55) per hour in 2007- 2008, thirty-three dollars and thirteen cents ($33.13) per hour in 2008-2009, thirty-four dollars and seventy-eight cents ($34.78) per hour in 2009-2010, and thirty-six dollars and fifty-two cents ($36.52) per hour in 2010-2011.

ARTICLE IX

COMPENSATION

9.1 Placement on Salary Schedule

Unless otherwise modified by the Agreement, the three criteria to be used in determining a teacher's initial placement on the salary schedule (Section 9.2) are: (1) degree or degrees earned, (2) hours beyond a degree, and (3) total years of teaching experience at time of hire. New teachers with prior teaching experience shall be minimally awarded one (1) year of District 56 teaching credit for purposes of salary schedule placement for every two (2) years of previous teaching experience not to exceed actual total years of previous teaching experience.

9.2 Salary Schedules

Salary Schedule 2005-2006

Level	BS	BS+8	BS+16	BS+24	BS+36/MS	MS+10	MS+20	MS+30	MS+45
B	$29,572	$30,755	$31,985	$33,264	$34,595	$35,979	$37,418	$38,915	$40,471
C	$30,392	$31,608	$32,872	$34,187	$35,555	$36,977	$38,456	$39,994	$41,594
D	$31,912	$33,188	$34,516	$35,897	$37,332	$38,826	$40,379	$41,994	$43,674
E	$33,508	$34,848	$36,242	$37,691	$39,199	$40,767	$42,398	$44,094	$45,857
F	$35,183	$36,590	$38,054	$39,576	$41,159	$42,805	$44,518	$46,298	$48,150
G	$36,942	$38,420	$39,957	$41,555	$43,217	$44,946	$46,743	$48,613	$50,558
H	$38,789	$40,341	$41,954	$43,633	$45,378	$47,193	$49,081	$51,044	$53,086
I	$40,729	$42,358	$44,052	$45,814	$47,647	$49,553	$51,535	$53,596	$55,740
J	$42,765	$44,476	$46,255	$48,105	$50,029	$52,030	$54,111	$56,276	$58,527
K	$44,903	$46,699	$48,567	$50,510	$52,530	$54,632	$56,817	$59,090	$61,453
L	$47,148	$49,034	$50,996	$53,036	$55,157	$57,363	$59,658	$62,044	$64,526
M	$49,506	$51,486	$53,546	$55,687	$57,915	$60,231	$62,641	$65,146	$67,752
N	$51,981	$54,060	$56,223	$58,472	$60,811	$63,243	$65,773	$68,404	$71,140
O			$59,034	$61,395	$63,851	$66,405	$69,061	$71,824	$74,697
P				$64,465	$67,044	$69,725	$72,514	$75,415	$78,432
Q					$70,396	$73,212	$76,140	$79,186	$82,353
Longevity	$1,832	$1,905	$2,030	$2,164	$2,305	$2,397	$2,493	$2,593	$2,697

Each returning teacher moves forward one (1) level over the previous year.

Salary Schedule 2006-2007

Level	BS	BS+8	BS+16	BS+24	BS+36/MS	MS+10	MS+20	MS+30	MS+45
B	$30,163	$31,370	$32,625	$33,930	$35,287	$36,698	$38,166	$39,693	$41,281
C	$30,947	$32,185	$33,472	$34,811	$36,204	$37,652	$39,158	$40,724	$42,353
D	$31,806	$33,078	$34,401	$35,777	$37,208	$38,696	$40,244	$41,854	$43,528
E	$33,396	$34,732	$36,121	$37,566	$39,068	$40,631	$42,256	$43,947	$45,705
F	$35,066	$36,468	$37,927	$39,444	$41,022	$42,663	$44,369	$46,144	$47,990
G	$36,819	$38,292	$39,823	$41,416	$43,073	$44,796	$46,588	$48,451	$50,389
H	$38,660	$40,206	$41,814	$43,487	$45,227	$47,036	$48,917	$50,874	$52,909
I	$40,593	$42,217	$43,905	$45,661	$47,488	$49,387	$51,363	$53,417	$55,554
J	$42,622	$44,327	$46,100	$47,945	$49,862	$51,857	$53,931	$56,088	$58,332
K	$44,754	$46,544	$48,406	$50,342	$52,355	$54,450	$56,628	$58,893	$61,248
L	$46,991	$48,871	$50,826	$52,859	$54,973	$57,172	$59,459	$61,837	$64,311
M	$49,341	$51,314	$53,367	$55,502	$57,722	$60,031	$62,432	$64,929	$67,526
N	$51,808	$53,880	$56,035	$58,277	$60,608	$63,032	$65,554	$68,176	$70,903
O			$58,837	$61,191	$63,638	$66,184	$68,831	$71,584	$74,448
P				$64,250	$66,820	$69,493	$72,273	$75,164	$78,170
Q					$70,161	$72,968	$75,886	$78,922	$82,079
Longevity	$1,804	$1,876	$2,000	$2,130	$2,271	$2,362	$2,456	$2,555	$2,657

Each returning teacher moves forward one (1) level over the previous year.

Salary Schedule 2007-2008

Level	BS	BS+8	BS+16	BS+24	BS+36/MS	MS+10	MS+20	MS+30	MS+45
B	$30,767	$31,997	$33,277	$34,608	$35,993	$37,432	$38,929	$40,487	$42,106
C	$31,753	$33,023	$34,344	$35,718	$37,146	$38,632	$40,178	$41,785	$43,456
D	$32,578	$33,881	$35,236	$36,646	$38,111	$39,636	$41,221	$42,870	$44,585
E	$33,482	$34,821	$36,214	$37,662	$39,169	$40,736	$42,365	$44,060	$45,822
F	$35,156	$36,562	$38,025	$39,545	$41,127	$42,772	$44,483	$46,263	$48,113
G	$36,914	$38,390	$39,926	$41,523	$43,184	$44,911	$46,707	$48,576	$50,519
H	$38,759	$40,310	$41,922	$43,599	$45,343	$47,157	$49,043	$51,005	$53,045
I	$40,697	$42,325	$44,018	$45,779	$47,610	$49,514	$51,495	$53,555	$55,697
J	$42,732	$44,441	$46,219	$48,068	$49,990	$51,990	$54,070	$56,233	$58,482
K	$44,869	$46,663	$48,530	$50,471	$52,490	$54,590	$56,773	$59,044	$61,406
L	$47,112	$48,997	$50,956	$52,995	$55,115	$57,319	$59,612	$61,996	$64,476
M	$49,468	$51,446	$53,504	$55,644	$57,870	$60,185	$62,592	$65,096	$67,700
N	$51,941	$54,019	$56,180	$58,427	$60,764	$63,194	$65,722	$68,351	$71,085
O			$58,988	$61,348	$63,802	$66,354	$69,008	$71,769	$74,639
P				$64,415	$66,992	$69,672	$72,459	$75,357	$78,371
Q					$70,342	$73,155	$76,082	$79,125	$82,290
Longevity	$2,037	$2,119	$2,259	$2,406	$2,565	$2,668	$2,774	$2,885	$3,001

Each returning teacher moves forward one (1) level over the previous year.

Salary Schedule 2008-2009

Level	BS	BS+8	BS+16	BS+24	BS+36/MS	MS+10	MS+20	MS+30	MS+45
B	$31,550	$32,811	$34,123	$35,488	$36,909	$38,384	$39,919	$41,517	$43,177
C	$32,496	$33,795	$35,147	$36,553	$38,016	$39,536	$41,117	$42,762	$44,472
D	$33,538	$34,879	$36,274	$37,725	$39,234	$40,803	$42,436	$44,133	$45,898
E	$34,409	$35,785	$37,216	$38,706	$40,253	$41,864	$43,538	$45,279	$47,091
F	$35,364	$36,778	$38,249	$39,779	$41,370	$43,025	$44,746	$46,536	$48,397
G	$37,132	$38,617	$40,162	$41,767	$43,438	$45,176	$46,983	$48,863	$50,817
H	$38,989	$40,548	$42,170	$43,857	$45,611	$47,435	$49,332	$51,306	$53,358
I	$40,937	$42,575	$44,278	$46,049	$47,891	$49,807	$51,799	$53,871	$56,026
J	$42,984	$44,704	$46,492	$48,352	$50,286	$52,297	$54,389	$56,565	$58,827
K	$45,134	$46,939	$48,817	$50,769	$52,799	$54,912	$57,109	$59,393	$61,769
L	$47,391	$49,285	$51,257	$53,307	$55,440	$57,658	$59,964	$62,362	$64,857
M	$49,760	$51,751	$53,820	$55,973	$58,212	$60,540	$62,962	$65,480	$68,100
N	$52,248	$54,337	$56,511	$58,771	$61,122	$63,567	$66,110	$68,754	$71,505
O			$59,337	$61,711	$64,179	$66,746	$69,416	$72,192	$75,080
P				$64,796	$67,388	$70,083	$72,886	$75,802	$78,834
Q					$70,757	$73,588	$76,531	$79,592	$82,775
Longevity	$2,178	$2,265	$2,415	$2,573	$2,743	$2,852	$2,966	$3,085	$3,208

Each returning teacher moves forward one (1) level over the previous year.

Salary Schedule 2009-2010

Level	BS	BS+8	BS+16	BS+24	BS+36/MS	MS+10	MS+20	MS+30	MS+45
B	$32,374	$33,668	$35,015	$36,415	$37,872	$39,387	$40,962	$42,601	$44,305
C	$33,345	$34,678	$36,065	$37,508	$39,009	$40,568	$42,191	$43,879	$45,634
D	$34,345	$35,718	$37,147	$38,633	$40,179	$41,785	$43,456	$45,196	$47,003
E	$35,446	$36,864	$38,338	$39,872	$41,466	$43,125	$44,851	$46,645	$48,510
F	$36,367	$37,821	$39,334	$40,908	$42,543	$44,246	$46,015	$47,856	$49,770
G	$37,376	$38,871	$40,426	$42,042	$43,724	$45,474	$47,292	$49,184	$51,151
H	$39,245	$40,814	$42,447	$44,144	$45,910	$47,746	$49,656	$51,643	$53,708
I	$41,207	$42,855	$44,569	$46,352	$48,206	$50,134	$52,139	$54,225	$56,394
J	$43,267	$44,998	$46,797	$48,669	$50,616	$52,641	$54,747	$56,937	$59,214
K	$45,430	$47,247	$49,137	$51,103	$53,147	$55,272	$57,484	$59,783	$62,174
L	$47,702	$49,609	$51,594	$53,658	$55,804	$58,036	$60,358	$62,773	$65,283
M	$50,087	$52,090	$54,174	$56,341	$58,594	$60,939	$63,376	$65,911	$68,547
N	$52,591	$54,695	$56,882	$59,158	$61,525	$63,985	$66,545	$69,206	$71,974
O			$59,726	$62,115	$64,600	$67,184	$69,871	$72,667	$75,573
P				$65,222	$67,831	$70,543	$73,365	$76,300	$79,352
Q					$71,222	$74,071	$77,033	$80,116	$83,319
Longevity	$2,218	$2,307	$2,459	$2,620	$2,793	$2,905	$3,021	$3,142	$3,268

Each returning teacher moves forward one (1) level over the previous year.

Salary Schedule 2010-2011

Level	BS	BS+8	BS+16	BS+24	BS+36/MS	MS+10	MS+20	MS+30	MS+45
B	$33,241	$34,570	$35,953	$37,391	$38,887	$40,442	$42,059	$43,743	$45,492
C	$34,238	$35,607	$37,031	$38,513	$40,054	$41,655	$43,321	$45,055	$46,857
D	$35,265	$36,675	$38,142	$39,668	$41,256	$42,905	$44,621	$46,407	$48,262
E	$36,323	$37,776	$39,287	$40,858	$42,493	$44,192	$45,959	$47,799	$49,710
F	$37,487	$38,987	$40,546	$42,169	$43,854	$45,609	$47,434	$49,331	$51,304
G	$38,461	$40,000	$41,599	$43,264	$44,994	$46,794	$48,665	$50,612	$52,637
H	$39,529	$41,110	$42,754	$44,464	$46,243	$48,093	$50,016	$52,017	$54,097
I	$41,505	$43,165	$44,892	$46,687	$48,554	$50,496	$52,516	$54,618	$56,802
J	$43,581	$45,323	$47,136	$49,022	$50,983	$53,022	$55,142	$57,349	$59,643
K	$45,759	$47,590	$49,493	$51,473	$53,532	$55,673	$57,900	$60,216	$62,625
L	$48,047	$49,969	$51,967	$54,047	$56,208	$58,456	$60,795	$63,227	$65,756
M	$50,449	$52,467	$54,566	$56,749	$59,018	$61,379	$63,835	$66,388	$69,044
N	$52,972	$55,090	$57,294	$59,586	$61,970	$64,449	$67,026	$69,707	$72,496
O			$60,158	$62,566	$65,069	$67,671	$70,378	$73,192	$76,120
P				$65,693	$68,321	$71,054	$73,896	$76,852	$79,926
Q					$71,738	$74,607	$77,591	$80,695	$83,923
Longevity	$2,260	$2,351	$2,506	$2,670	$2,846	$2,960	$3,078	$3,201	$3,330

Each returning teacher moves forward one (1) level over the previous year.

9.3 Sheltering Teacher Retirement Contribution

According to authority granted by the Pension Reform Act of 1974, Section 414(h)(2) of the Internal Revenue Code, the Board of Education agrees to pay to the Teacher Retirement System on behalf of each teacher, from the established compensation schedule, the required percentage of earnings reflected for each teacher remaining due after the Board's payment of an amount equal to the full TRS payment by a teacher located in the initial level of column BS+8 Step C. In the event that the Board payment exceeds the required TRS contribution on behalf of a teacher, said additional monies shall become salary. Any additional monies due to TRS by the teacher will be withheld and sheltered by the Board of Education. The Board shall continue to pay to TRS from future established compensation schedules, on behalf of each teacher, the required percentage of the teacher's respective gross scheduled earnings. Should any of the above be declared improper by an IRS ruling or opinion, that clause or portion thereof shall be deleted from this Agreement to the extent that it violates the ruling or opinion.

9.4 Insurance: Group Major Medical, Dental and Term Life

The Board shall provide the full individual premium for employee group major medical insurance for PPO 200 or HMO. In addition, the Board shall pay on behalf of each teacher who chooses dependent medical insurance coverage thirty percent (30%) of the additional premium required for such dependent coverage for PPO 200 or HMO. With the onset of the 2005-2006 school year, the PPO 100 will be offered as an option to all employees. The cost difference between PPO 100 and PPO 200 for single coverage will be paid by the employee. For employees who choose PPO 100 dependent coverage, the Board shall pay an equivalent dollar amount as provided to employees under the dependent PPO 200 plan. The Board agrees to provide the full individual premium for dental insurance in addition to its medical premiums. The Board shall provide each teacher with fifty

thousand dollars ($50,000) group term life insurance coverage. The Board shall reimburse each teacher up to five hundred fifty dollars ($550) per individual or family, after a two hundred dollar ($200) deductible has been paid by the teacher (applicable to stop loss and including eye care costs). Effective with the onset of the 2005-2006 school year, all current indemnity covered employees shall elect either PPO 100, PPO 200, or HMO coverage. Changes in insurance coverage and the insurance carrier shall be by mutual agreement of the parties.

Part-time teachers shall receive Board contribution toward employee coverage, as outlined above, on a pro-rata basis.

9.5 Flexible Benefit Plan

The Board shall establish a flexible benefit plan. Such plan shall be developed in consultation with the Union and shall provide an opportunity, pursuant to relevant Internal Revenue Service Guidelines and Regulations, for teachers to deduct:

A. Dependent Health Insurance
B. Dependent Dental Insurance
C. Additional Term Life Insurance
D. Disability Income Insurance
E. Other Non-Reimbursed Medical/Dental Costs
F. Child/Dependent Care Costs

and other items as may be hereafter agreed between the Board and the Union from their overall compensation and to be subsequently reimbursed therefor upon the timely filing of evidence of payment of such insurance or other costs and with the other provisions of such flexible benefit plan.

Each teacher shall declare, not later than September 1 of each school year, their anticipated annual cost of benefits under the plan for the twelve (12) month period September through August, in a manner and amount in compliance with an Internal Revenue Service Section 125 Plan. Teachers shall be reimbursed up to one-half (1/2) their declared cost on the first payday in April, provided the teacher has filed evidence of payment in the month of March. Teachers shall be reimbursed their remaining declared cost, or their entire declared cost if no reimbursement was earlier claimed, on the first payday in the October next, provided the teacher has filed evidence of payment in the month of September.

Should the evidence of payment submitted by the teacher exceed the declared anticipated cost, the teacher shall receive as reimbursement the declared anticipated cost. Should the evidence of payment submitted by the teacher prove less than the declared anticipated cost, the teacher shall receive as reimbursement only the amount as specified through evidence of payment. Any remaining amount of money shall revert to the Board.

9.6 Compensation of Social Workers

Social Workers shall be hired on the MS+30 Lane of the salary schedule.

9.7 Compensation of Psychologists

Psychologists shall be hired of the MS+30 Lane of the salary schedule.

9.8 Horizontal Advancement on the Salary Schedule

Beginning with the 1998-99 school year, each teacher with the equivalent of BS+36 shall be placed on the BS+36/MS Lane at the appropriate level. No teacher so placed shall be allowed to move horizontally to a Lane higher than the BS+36/MS Lane unless the teacher first receives a Masters' Degree.

9.9 Horizontal Advancement Beyond the Masters' Degree

Credits which are earned prior to completion of the Masters' Degree shall not be used in allowing a teacher horizontal advancement beyond the BS+36/MS Lane.

9.10 Longevity Compensation

A teacher who reaches the final step of his/her salary schedule Lane shall begin to receive Longevity payments in addition to the amount listed on that salary schedule cell plus any other compensation, beginning with the first year that such teacher does not have room to advance a step, and for each ensuing year in which the teacher does not have room to advance a step.

The amount for this Longevity compensation is calculated as follows: First calculate a dollar amount that is equal to the dollar raise between the base year median step and the following step for the destination year.

The median step is defined to be the median cell of all listed cells within that teacher's salary schedule lane; if there are an even number of cells in that Lane the average of the two median steps shall be used.

All Longevity payments shall be cumulative; that is, the calculated amount shall be added to the teacher's total compensation each year thereafter, and shall be added to each following year's Longevity payments, in turn.

Sample Calculation: If a teacher is unable to advance a level on the salary schedule in the MS+45 column from the 2005-2006 school year to the 2006-2007 school year, his/her longevity shall be computed as follows:

- The median of column MS+45 in 2005-2006 is ($55,740 + $58,527)/2 = $57,133.50 (average of Levels I and J).
- A teacher able to advance a level from the median in 2005-2006 in the following year (in 2006-2007) would have a median salary of ($58,332 +$61,248)/2 = $59,790 (averages of Level J and K).
- The difference between the medians of these two years ($59,790 - $57,133.50 = $2656.50 = $2657) is equivalent to the longevity for the MS+45 column during the 2006-2007 school year.

Starting with the 2008-2009 school year, teachers receiving longevity shall receive the scheduled longevity increase but no less than three and one-half percent (3.5%) each year, if applicable.

9.11 Traveling Teachers

Teachers who as part of their teaching assignment must travel between attendance centers shall be reimbursed for mileage when using a personal vehicle at the yearly mileage rate as provided under IRS rules and regulations.

ARTICLE X

DURATION AND TECHNICAL CLAUSES

10.1 Duration

This Agreement shall become effective at 12:01 a.m. on the first day of the 2005-2006 school term and shall continue in effect until 11:59 p.m. on the last day prior to the opening of the 2011-2012 school year. When either party executes written notification to the other party prior to April 1 of the year the Agreement terminates that it wishes to renegotiate the Agreement, the parties shall meet no later than the first Monday of May to receive the Union proposal and negotiations shall within thirty (30) days continue in an effort to secure a Successor Agreement. The Agreement may be continued by mutual consent.

10.2 Management Rights

It is understood that all rights, powers and authority of the Board and/or its administrative staff not specifically limited by the language of this Agreement are retained by the Board. The Board, however, shall not take any action, which shall violate any of the specific provisions of this Agreement.

10.3 Recognition of This Agreement

This Agreement supersedes and nullifies all previous written and verbal negotiation agreements between the Board and the Union.

10.4 Separability

Should any Article, Section, or Clause of this Agreement be declared illegal by a court of competent jurisdiction, then that part shall be deleted from this Agreement to the extent that it violates the law. The remaining Articles, Sections and Clauses shall remain in effect. Should any additional modification or change be made in this Agreement, it shall be necessary that the parties mutually agree in writing.

10.5 Individual Contracts

Terms and conditions of this Agreement shall be stipulated in individual contracts or employment agreements.

10.6 No-Strike Provision

As provided in law, the Union agrees that it shall not strike for the duration of this Agreement.

10.7 Zipper Clause

The parties each voluntarily and unqualifiedly waive any rights which might otherwise exist under law to negotiate over any matter during the term of this Agreement, and each agrees that the other shall not be obligated to bargain collectively during the term of this Agreement with respect to any matter (except as otherwise specifically provided herein) even though each subject or matter may not have been within the knowledge or contemplation of either or both parties at the time they negotiated or signed the Agreement.

IN WITNESS THEREOF, this Agreement is signed this _____ day of _____, 2007.

FOR THE GURNEE FEDERATION OF TEACHERS
LAKE COUNTY FEDERATION OF TEACHERS
LOCAL 504, IFT-AFT/AFL-CIO

_____
President

_____
Secretary

FOR THE BOARD OF EDUCATION OF
GURNEE SCHOOL DISTRICT 56
LAKE COUNTY, ILLINOIS

_____
President

_____
Secretary

MEMORANDUM OF AGREEMENT

REEMPLOYMENT OF RETIRED GURNEE DISTRICT 56 TEACHERS

The following agreement is made between the Gurnee District #56 Board of Education ("District") and the Gurnee Federation of Teachers, Lake County Federation of Teachers, Local 504, IFT-AFT/AFL-CIO ("Union") and shall be subject to the terms and provisions of the 2008-2011 Collective Bargaining Agreement Extension between the parties:

Retired Gurnee District #56 teachers returning to the District as teachers after retirement shall be placed on the salary schedule in the same manner as new employees per Article 9, Section 1 of the Collective Bargaining Agreement and shall not be eligible for insurance benefits or Illinois Teachers' Retirement System (ITRS) contributions. In the event a returning retired teacher works full time in a Regional Office of Education designated critical shortage area within the District, the teacher shall be entitled to full single insurance coverage as provided in the Collective Bargaining Agreement.

FOR THE GURNEE FEDERATION OF TEACHERS
LAKE COUNTY FEDERATION OF TEACHERS
LOCAL 504, IFT-AFT/AFL-CIO

_____
President

_____
Secretary

FOR THE BOARD OF EDUCATION OF
GURNEE SCHOOL DISTRICT 56
LAKE COUNTY, ILLINOIS

_____
President

_____
Secretary

MEMORANDUM OF AGREEMENT

COMPENSATORY RELEASE TIME FOR COMMITTEE WORK

Teachers who have given notice of retirement may desire to take part in committee work pursuant to section 8.9 of the Collective Bargaining Agreement without earning hourly compensation that would increase their credible earnings beyond 6% and thereby create ITRS funding liability for the Board.

Therefore, the District 56 Board of Education and the Gurnee Federation of Teachers agree that such teachers, who are approved by the District for committee work, will receive compensatory release time in full day or half day increments to be taken during the school year in which it is earned. The days will be mutually agreed upon between the teachers and the principal.

FOR THE GURNEE FEDERATION OF TEACHERS
LAKE COUNTY FEDERATION OF TEACHERS
LOCAL 504, IFT-AFT/AFL-CIO

_____
President

_____
Secretary

FOR THE BOARD OF EDUCATION OF
GURNEE SCHOOL DISTRICT 56
LAKE COUNTY, ILLINOIS

_____
President

_____
Secretary

AGREEMENT

BETWEEN THE

BOARD OF EDUCATION

GURNEE SCHOOL DISTRICT #56
LAKE COUNTY, ILLINOIS

AND THE

GURNEE FEDERATION OF TEACHERS

A COUNCIL OF THE
LAKE COUNTY FEDERATION OF TEACHERS
LOCAL NO. 504, IFT-AFT/AFL-CIO

FOR THE SCHOOL YEARS

2001 - 2002
2002 - 2003

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ARTICLE I

RECOGNITION

1.1 Recognition

A. The Board of Education of District 56, Lake County, Illinois, hereinafter referred to as the "Board," hereby recognizes the Gurnee Federation of Teachers, a Council of the Lake County Federation of Teachers, Local 504, IFT-AFT/AFL-CIO, hereinafter referred to as the "Union" as the sole and exclusive negotiating agent for all regularly employed full-time certificated teaching personnel, certified nurses, social workers, and all regular full and part-time psychologists. The intent shall be to exclude from the bargaining unit: Administrators (including Superintendent, the Superintendent's staff and assistants, principals, and all other administrators), counselors, teacher aides, clerks, any employee who spends more than fifty percent (50%) of his/her time supervising other teachers, and all other non-teaching staff.

B. Teachers regularly employed on a part-time basis shall be recognized as members of the bargaining unit, but benefits extended to such teachers shall be apportioned fractionally consistent with their part-time status where possible. Substitute teachers shall not be included in this group and shall be excluded from the bargaining unit.

C. The term "teacher" when used hereinafter in this Agreement shall refer to members of the bargaining unit as defined above.

D. The Board agrees not to negotiate with any teacher's organization other than the Union during the life of this Agreement. The Board further agrees not to negotiate with any individual teacher on matters covered in the four corners of this Agreement during the life of this Agreement.

E. Individual teacher contracts shall conform to the provisions of this Agreement.

1.2 Freedom to Join the Union

The Board shall not discriminate against any teacher by reason of his membership in the Union. Neither shall the Union discriminate against any teacher by reason of his non-membership in the Union.

1.3 Resolution of Questions

The Superintendent or his/her designee shall meet at least once a month with the President of the Union or his/her designee, for the purpose of discussing questions. Such meetings shall be at a mutually agreeable time and place.

The Union President or designee shall be given the opportunity during a regular Board meeting to address the Board briefly, provided such remarks shall exclude any references to grievances or negotiations then in process, and provided further that the Superintendent be advised in writing of the substance of such remarks at least four (4) calendar days in advance of the meeting.

It is understood that where discussions covered under Paragraph 1 are forwarded to the Board by the Superintendent and Union, said discussions shall be excluded under Paragraph 2 of this Section.

1.4 Educational Issues Committee

A joint Educational Issues Committee shall be established consisting of three (3) teachers appointed by the Union President or designee and three (3) persons appointed by the Superintendent or designee, at least one (1) of whom shall not be a building principal. The EIC shall meet within ten (10) working days of a written request for such meeting, provided such request shall be accompanied by the proposed agenda and that, except by mutual consent, there shall be no obligation to meet more frequently than once each two (2) calendar months. The agenda shall not include individual personnel items, any pending grievance or any pending item being negotiated.

ARTICLE II

PAYROLL DEDUCTIONS

2.1 Dues Deduction

A. Any teacher who is a member of the Union may sign and deliver to the Board office an assignment authorizing deduction of Union dues in an amount specified by Local 504. The assignment shall specify the total amount of annual and monthly dues. Such authorization and assignment shall continue in effect from year to year unless canceled in writing by the originating teacher prior to October 1 of any new school year. Termination of employment for any reason shall constitute revocation of authorization for dues deduction.

B. The Board shall deduct monthly dues beginning in October and continuing through June when assignment cards have been received, providing that the Board has no responsibility for collecting past or overdue dues. It shall be the responsibility of the Union to collect directly from the teachers:

1. Dues owed after cancellation of a deduction authorization.

2. Dues owed before the time the deduction authorization became effective.

3. Dues missed because of insufficient earnings.

C. The Board shall remit monthly to the Treasurer of the Union the total amount of money deducted for that period. The first such payment shall be made by October 28 of any school year and by the 28th of each month thereafter. Such remittance shall be accompanied by a listing of the names of teachers from whose salary the dues were deducted.

2.2 Fair Share

All teachers covered by this Agreement who are not members of the Union shall pay to the Union their fair share of the cost of the services rendered by the Union that are chargeable to non-members under state and federal law.

The Union shall certify to the Board the amount of the annual fair share fee, not to exceed the dues uniformly required of members of the Union, and shall supply the Board and the non-members a copy of the basis of the calculation of the fee. The Union shall further certify to the Board that "Notice of Fair Share" has been posted in accordance with the IELRB rules and regulations. No payroll deduction of fair share fees shall be made until at least fourteen (14) days after such certification. Such fair share payments shall be deducted by the Board from the earnings of the non-member teachers and be paid to the Union pursuant to the same time schedule for deductions as regular Union dues. The amount certified by the Union shall not include any fees for contributions related to the election or support of any candidate for political office. Nothing in this Section shall preclude the non-member employee from making voluntary political contributions in conjunction with his or her fair share payment.

This fair share agreement shall safeguard the right of non-association of teachers based upon bona fide religious tenets or teaching of a church or religious body of which such teachers are members. Such teachers may be required to pay an amount equal to their fair share under this Agreement to a non-religious charitable organization mutually agreed upon by the teachers affected and the Union, or if no mutual agreement is reached, from an approved list of charitable organizations

established by the Illinois Educational Labor Relations Board. Non-member teachers who object to the amount of the fair share fee have the right to file an unfair labor practice charge against the Union pursuant to Paragraph 1714(b)(1) of the Illinois Educational Labor Relations Act. The Union and the Board shall comply with the fair share rules of the IELRB.

2.3 COPE Deduction

The Board agrees to honor contribution deduction authorization from its teachers in the following form (or reasonable likeness):

> I hereby authorize the Board of Education to deduct from my salary, during the last pay period in October only, the sum of $ _____ and to forward that amount to the Lake County Federation of Teachers, Committee on Political Education (COPE). This authorization shall continue in effect from year to year unless revoked by me in writing prior to October 1 of any school year, or upon termination of my employment. This authorization is voluntarily made on the specific understanding that the signing of this authorization and the making of payment to the COPE are not conditions of membership in the Union or of employment with the District.

2.4 Other Deductions

The Board shall without charge, and upon written request, deduct from the respective employee salary such payments as directed for selected annuity programs, investment funds and group insurance programs.

New teachers not covered by annuity programs, investment funds, or group insurance programs may participate either in existing programs or, upon the written request of a group of at least five (5) teachers, in new programs.

In the event the Union becomes liable for any claims, demands, suits, or other forms of action because of its compliance with this provision, the Board agrees to immediately increase the maximum number of programs and decrease the total number of teachers needed to start a new program in order to meet the substance of said action.

2.5 Hold Harmless

The Union agrees to indemnify and save the Board harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken or not taken by the Board for the purpose of complying with any of the provisions of this Article or in reliance of any assignment furnished under the provisions of this Article.

ARTICLE III

UNION TEACHER RIGHTS

3.1 Union Announcements

The Union shall be permitted to communicate through the intra-district mail system if such system exists. The Union also shall be permitted to communicate through use of teacher mailboxes for legal Union business. A bulletin board reserved for Legal Union Activity announcements shall be provided in each school.

3.2 Use of Facilities

The Board and/or the Superintendent shall grant the Union use of school facilities for Union meetings, at reasonable times and providing no other scheduled events conflict, subject to the following conditions:

A. Request for use of facilities shall be made to the Superintendent at least twenty-four (24) hours in advance of proposed use.

B. Nothing herein shall prevent the Board from charging reasonable fees for use of school facilities where costs are incurred.

C. It is understood by the parties that no more than one (1) meeting per month should be necessary.

3.3 Dissemination of Information

The Board shall furnish the Union President, in response to reasonable requests, readily available public information.

3.4 Student Discipline

A. A teacher may exclude a pupil from a class period when in the opinion of the teacher the grossness of an offense or the persistence of the behavior has a disruptive effect on the other students.

B. When a pupil is so excluded by a teacher, the student shall be sent from the classroom to the building administrative office and the problem shall be referred for solution to the building principal or his/her designee. The teacher shall be notified of the disposition of the problem.

C. Nothing contained in this Article shall be construed as rescinding the obligation of the teacher to exercise the maturity, restraint, patience and judgment which is normally required in the guidance and training of youth.

3.5 Student Grades

Grades shall be final as reported by the teacher unless disputed. Disputed grades may be changed by the Administration. Teachers shall have the right and opportunity to attach comments to any grade change made by the Administration.

3.6 Complaints Against Teachers

A complaint related to a specific teacher that might lead to disciplinary action shall be made known to the teacher promptly. The principal (if requested by either the teacher and/or parent) shall attempt to arrange a parent-teacher or parent-teacher-principal conference.

If the complaint is to become a matter of record, said complaint must be reduced to writing and the teacher shall be provided with a copy and may attach a response to the official records at the time the complaint is reduced to writing.

When students are to be questioned about a complaint or incident, a reasonable effort shall be made to have another adult present at the time of the questioning. The teacher against whom a complaint is alleged may request who the second adult will be. During questioning, the sole purpose of the presence of the second adult is to observe and listen to the questioning process. A reasonable attempt shall be made to keep students involved in an incident separated until each has been questioned.

3.7 Teacher Personnel File

The Board shall maintain in the District a personnel file on each teacher. A teacher shall have the right to inspect this file during regular business hours provided such inspection shall not interfere with the teacher's regularly assigned duties. Such inspection shall take place only in the presence of an administrator or administrative designee. Individual copies of any non-confidential material shall be given the teacher on request.

3.8 Teacher Privacy

A. The right of teachers to receive mail and/or correspondence with a specifically named addressee shall not be infringed upon by any Board member, supervisor, administrator or other representative of the Board.

B. Each building shall have a telephone for teacher's use to conduct school business.

3.9 Classroom Interruptions

Administration shall attempt to keep classroom interruptions to a minimum.

3.10 Duty-Free Lunch

Teachers shall have a duty-free lunch period consistent with the provisions of The School Code of Illinois, Section 24-9, 1992 issue.

3.11 Right of Privacy

Without a teacher's permission, no portions of a teacher's file shall be disclosed to third parties except as required by law or as shall be necessary in the performance of the Board's or Administration's responsibility.

3.12 Teacher Recertification Issues

A. Local Professional Development Committee (LPDC)

There shall be one (1) LPDC to serve all teachers throughout the District. On this Committee there shall be a minimum of three (3) teachers appointed by the Union President; one (1) administrator and one (1) at-large member appointed by the Administration. There shall also be one (1) alternate teacher appointed by the Union President who shall participate only when a Certificate Renewal Plan (CRP) of one of the regular committee members is being voted upon. Additional LPDC members will be added if the entire LPDC agrees upon the need.

B. Terms of LPDC Members

LPDC members appointed by the Union will serve until they decide to resign or until the Union President dismisses them.

C. Release Time and Reimbursement for LPDC Members

LPDC Committee members will be given release time, or will be reimbursed as per the rate cited in ARTICLE VIII, Section 8.9 Committee and Paperwork Pay for time spent beyond the regular school day. The Committee shall decide their schedule. While it is acknowledged that there is a preference to meet after school, the option to meet during school hours shall be available when needed.

ARTICLE IV

EMPLOYEE EVALUATION

4.1 Evaluation of Classroom Performance

Teachers shall be formally evaluated in writing following the Professional Growth Plan. Evaluations shall be conducted by administrators as designated by the Superintendent.

Tenure Teachers (A through E)

A. The administrator shall make himself/herself available for questions regarding the Professional Growth Plan.

B. Teachers on contractual continued service shall be evaluated at least once in the course of every two (2) years.

C. A conference between the evaluator and the teacher shall be held prior to the end of the school year.

D. Teachers shall be permitted to attach written comments to their written evaluations and such comments shall become part of the evaluation.

E. Teachers shall sign the goal setting form original to indicate they have read the comments contained therein.

Non-Tenure Teachers (F through N)

F. The administrator shall make himself/herself available for questions regarding the Professional Growth Plan.

G. Each formal evaluation for teachers not on contractual continued service shall consist of a pre-conference, a formal observation, and a post-conference.

H. Pre-observation and post observation conferences shall be done in-person, with the evaluating administrator and the teacher both present. Both the teacher and the evaluating administrator shall initial all forms to verify that the meetings have taken place.

I. A conference between the evaluator and the teacher shall be held no later than ten (10) school days after the evaluation observation has been completed.

J. The evaluator shall provide the employee both constructive assistance to improve the quality of instruction as well as a written statement of deficiencies (where deficiencies are noted). Suggestions for improving deficiencies shall be offered by the evaluator in writing, recognizing that the responsibility for improvement rests with the teacher. Teachers shall be provided a copy of the completed written documentation at the time of the post-conference unless the teacher shall agree to an alternate time.

J. During the teacher's first year in the District, this shall include a minimum of three (3) formal evaluations. The first evaluation must be completed by November 1; the second by January 25; and the summative evaluation by March 15.

K. During the teacher's second year, this shall include a minimum of two (2) formal evaluations. The first evaluation must be completed by November 1; the summative evaluation by March 15.

L. During the teacher's third and fourth years respectively, this shall include a minimum of one (1) formal evaluation each year. The summative evaluation must be completed by March 15.

M. Teachers shall be permitted to attach written comments to their written evaluations and such comments shall become part of the evaluation.

4.2 Consulting Teacher

In compliance with the Illinois School Code, a teacher may be appointed as a consulting teacher if he/she has at least five (5) years of teaching experience and otherwise complies with the requirements of such an appointment. No teacher shall be required to serve as a consulting teacher if unwilling to do so. Consulting teachers shall be compensated by stipend and/or release time appropriate to the anticipated extent and nature of such consultation. The amount and nature of such compensation shall be as agreed between the Board, the Union, and the consulting teacher.

4.3 Informal Evaluation

Nothing contained herein shall limit the right of management to utilize informal observations and other firsthand evaluative criteria for considering competency of any teacher. These informal evaluations shall be reduced to writing and submitted to the teacher as in 4.1, E., before they have any impact regarding the teacher's personnel file.

"Informal" shall be defined as an evaluation conducted during the teacher workday which may not result in a written document, but which may result in a discussion between the teacher and principal. Where deficiencies are observed, suggestions for improving deficiencies shall be offered by the evaluator in writing, recognizing that the responsibility for improvement rests with the teacher.

4.4 Grievability

Any grievance filed relative to this Article shall be limited to violations of the specific procedures as outlined in the Professional Growth Plan and in 4.1, A., through 4.1, H., in this Article.

ARTICLE V

WORKING CONDITIONS

5.1 School Year

The school year shall consist of not more than one hundred eighty-five (185) days, of which one hundred eighty (180) shall be scheduled by the Board as pupil attendance days. No fewer than five (5) of the one hundred eighty-five (185) days shall be declared by the Superintendent and the Board as special holidays or non-school days, provided that no emergencies make it necessary to use them as school days.

5.2 Stipulated Workday

All certified personnel shall be required to be in the building seven and one-half (7 ½) hours including a duty-free lunch period except that teachers shall be required to remain as assigned for extra duties, faculty meetings, parent conferences and open houses, other regularly scheduled events and emergencies as defined by the Administration. The additional activities for which teachers are required to remain outside the school day shall be reasonable in both number and duration. Administrators must give each teacher reasonable notice of any such additional activity to be required.

The final two (2) full school days of the school year shall be shortened pupil attendance days (five (5) hours). The balance of that pupil attendance day shall be utilized as a teacher records completion day.

Where on a rare occasion a teacher has a prior commitment, he/she may have permission to be excused immediately after student dismissal provided said teacher is not required to be in attendance at a previously scheduled meeting and/or school function.

The teacher shall not be required to take leave time until such time when the total amount of minutes used for said appointments adds up to one-half (1/2) day, in which case one-half (1/2) day of sick leave shall be deducted during the then current school year.

5.3 Bus Duty

Teachers who perform morning bus duty prior to the start of school shall be permitted afternoon release time at the end of the school day equal to the time spent at morning duty, or shall receive compensation as provided in Article VIII, Section 8.5, at the teacher's discretion, regardless of whether the teacher is required to or voluntarily agrees to perform such duty. Additionally, a teacher who performs morning bus duty that extends in whole or in part into the stipulated workday, may extend his/her workday by the same amount of time spent on workday bus duty, and shall receive compensation as provided above for the amount of time spent on this bus duty during the workday; alternatively, at the discretion of the teacher, such teacher may choose not to extend his/her workday, but shall then not be compensated for time spent on bus duty during that workday.

The Board shall seek teacher volunteers. In the event an adequate number of said personnel is not available, the Board shall employ non-teaching personnel to perform bus duty. Where said volunteers are not available, the Administration reserves the right to assign District staff on a rotating basis. When school scheduled meetings and/or parent teacher conferences conflict with

compensatory release time, the teacher may defer use of same for an extended period not to exceed ten (10) school days.

5.4 Posting of Vacancies

The Board shall post teaching and administrative vacancies as they occur and newly created positions for a period of five (5) working days in each building prior to permanently filling said vacancy. During the summer months said vacancies shall be posted in the Administration Office.

5.5 Transfers

Prior to transferring a teacher involuntarily between grades or buildings, the Administration and affected teacher(s) shall consult regarding said change in assignment. In the event the teacher disagrees with said transfer, the teacher shall not be so transferred except as follows in which case the Board retains the right to transfer involuntarily:

A. Where the teacher is the only qualified teacher to fill said position;

B. Where transfers involve movement of entire grade levels between buildings;

C. Where no qualified teachers are agreeable to a transfer, in which case the least senior teacher shall be transferred; and

D. Where a transfer is to an open or newly created position, seniority does not apply.

5.6 School Calendar

The Superintendent or designee shall consult with the Union President or designee and shall make a reasonable effort to agree upon the school calendar prior to submission of recommendations to the Board.

5.7 Lunchroom/Playground Duty

Lunchroom monitors shall continue to supervise student lunch and playground activity at all facilities without teacher assistance.

ARTICLE VI

GRIEVANCE PROCEDURE

6.1 Definitions

A. Any claim by a teacher, or the Union if said claim is of a class action nature or pertains to administrative staff beyond the building level, that there has been a violation, misrepresentation, or misapplication of the terms of this Agreement shall constitute a grievance.

B. All time limits consist of school days, except that when a grievance is submitted fewer than ten (10) days before the close of the current school term, time limits shall consist of all weekdays.

6.2 Statement of Basic Principles

A. Every full-time teaching employee covered by this Agreement shall have the right to present grievances in accordance with these procedures, with or without representation as defined in formal steps beyond the building level. Nothing contained in this Article or elsewhere in this Agreement shall be construed to prevent any individual teacher from discussing a problem with the Administration and having it adjusted without intervention or representation by organization representatives.

B. A teacher who participates in these grievance procedures shall not be discriminated against, or be subjected to discipline or reprisal by organization representatives.

C. The failure of a grievant or the Union to act on any grievance within the prescribed time limits shall act as a bar to any further appeal and an administrator's failure to give a decision within the time limits shall permit the grievant to proceed to the next step.

D. The Union shall be notified of the final disposition of grievance within ten (10) days which disposition shall not be in conflict with any of the terms or conditions of this Agreement.

E. Conferences under this procedure shall be conducted at a time and place which shall afford a fair and reasonable opportunity for all persons, including witnesses entitled to be present, to attend and shall be held, insofar as possible, after regular school hours or during non-teaching time of personnel involved. When such hearings and conferences are held at the option of the Superintendent, during school hours, all employees whose presence is required shall be excused with pay for that purpose.

F. It is agreed that any investigation or other handling or processing of any grievance by the grieving teacher or teacher organization representatives shall be conducted so as to result in no interference with or interruption whatsoever of the instructional program and related work activities of the teaching staff.

6.3 Procedures

A. First Step

An attempt shall be made to resolve any grievance in informal, verbal discussion between complainant and his/her immediate superior. The teacher may bypass this First Step if he/she chooses.

B. Second Step

If the grievance cannot be resolved informally, the aggrieved teacher shall file the grievance in writing, and at a mutually agreeable time discuss the matter with the principal. The written grievance shall state the nature of the grievance, shall note the clause or clauses of the Agreement allegedly violated, and shall state the remedy requested. The filing of the grievance at the Second Step must be within fifteen (15) days from the date of the occurrence of the event giving rise to the grievance or when the teacher should reasonably have been aware of the occurrence. The principal or other administrator who has authority to make a decision on the grievance shall make such decision and communicate it in writing to the teacher and the Superintendent within ten (10) days.

C. Third Step

In the event a grievance has not been satisfactorily resolved at the Second Step, the aggrieved teacher shall file, within five (5) school days of the principal's written decision or answer at the Second Step, a copy of the grievance with the Superintendent. The aggrieved teacher shall send a copy of such grievance to the Union President. Within ten (10) days after such written grievance is filed, the aggrieved, a representative of the aggrieved, as desired, the principal, and the Superintendent, or his/her designee, shall meet to resolve the grievance. The Superintendent, or his/her designee, shall file an answer within ten (10) days of the Third Step grievance meeting and communicate it in writing to the teacher, the principal, and the Union President. The teacher, upon request to the Union, may have a Union representative present.

D. Fourth Step

If the Union is not satisfied with the disposition of the grievance at Step Three or the time limits expire without the issuance of the Superintendent's written reply, the Union may submit the grievance to binding arbitration. The parties shall select a mutually acceptable arbitrator or, in the absence of agreement on the selection of an arbitrator, may submit the grievance under the Voluntary Labor Arbitration Rules of the American Arbitration Association (AAA), which shall act as the administrator of the proceedings. If the demand for arbitration is not filed within thirty (30) days of the date for the Step Three answer, then the grievance shall be deemed withdrawn.

1. Neither the Board nor the Union shall be permitted to assert any grounds or evidence before the arbitrator, which was not previously disclosed to the other party.

2. The arbitrator, in his/her opinion, shall not amend, modify, nullify, ignore, or add to the provisions of the Agreement. His/her authority shall be strictly limited to deciding only the issue or issues presented to him/her in writing by the School Board and the Union, and his/her decision must be based solely upon his/her interpretation of the meaning or application of the express relevant language of the Agreement.

3. Each party shall bear the full cost for its representation in the arbitration. The cost of the arbitrator and the AAA shall be divided equally between the Board and the Union.

4. If either party requests a transcript of the proceedings, that party shall bear the full cost of that transcript. If both parties order a transcript, the cost of the two (2) transcripts shall be divided equally between the Board and the Union.

E. Bypass to Superintendent

If the Union and the Superintendent agree, Step Two of the grievance procedure may be bypassed and the grievance brought directly to Step Three.

F. Bypass to Binding Arbitration

If the Superintendent and the Union agree, a grievance may be submitted directly to binding arbitration.

G. Class Grievance

Class grievance involving one (1) or more teachers or one (1) or more supervisors, and grievances involving an administrator above the building level may be initially filed by the Union at Step Three.

H. Union Participation - Teacher Not Represented

When a teacher is not represented by the Union, the Union reserves the right to have a representative present at Step Three proceedings.

I. Grievance Withdrawal

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

ARTICLE VII

LEAVES

7.1 Sick Leave

Each teacher shall be granted twelve (12) sick leave days per school year. Any unused sick leave days shall be accumulated annually to a maximum of two hundred fifty (250) days.

Sick leave shall be interpreted to mean personal illness, quarantine or serious illness or death in the immediate family or household (immediate family shall include: parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in- law, sisters-in-law, and legal guardians). Absence due to pregnancy related disability shall be treated as sick leave.

7.2 Personal Business Leave

A. Each teacher shall be given two (2) days personal leave at full pay per school year to be used for personal business, which cannot be conducted except during regular school hours. No reason for such leave need be given. Such leave shall accumulate to a maximum of four (4), so that no more than six (6) days are available the following year (that is, if a teacher uses no personal business leave days for two consecutive years, the teacher will have four accumulated days plus two days for the following year). Except in cases of an emergency, written advance notice of the necessity for personal leave shall be submitted three (3) school days prior to date of leave to the Superintendent or his/her designee. In the case of an emergency, the teacher must provide reason for the leave as soon as possible and in any event, no later than the day he/she returns to duty. Personal leave shall not be customarily honored immediately prior to or after vacation periods or holidays except by specific approval of the Superintendent; personal leave shall customarily be approved on these days in the case of an emergency, or when the scheduling of the reason-giving rise to the request is beyond the control of the teacher. No more than three (3) teachers from a given attendance center may take personal leave on the same day. No teacher may use personal business leave on more than two consecutive workdays.

B. Any unused personal leave over four in number remaining at the end of a school year shall be added to the teacher's accumulated sick leave.

C. Alternatively to B. above, all remaining unused personal business leave at the end of the teacher's last year of employment in the District shall be added to the teacher's accumulated sick leave.

D. Teachers required to attend court hearings other than jury duty shall be able to use not more than five (5) sick days after exhaustion of personal leave for said purpose during the school year. The District may require evidence of required obligations.

7.3 Professional Leave

Administration may grant leave to attend and/or prepare for a professional conference or presentation. A request for said leave must be in writing. Authority to grant or not to grant professional leave shall rest solely with the Administration. Such leave shall be at full pay and shall not be charged to annual sick or personal leave.

7.4 Jury Duty

The Board shall pay the regular salary to teachers called for jury duty but shall deduct any compensation received for such duty with the exception of compensation received for travel allowance.

7.5 Report of Leave

At the beginning of each school year, each teacher shall receive written notice of his/her accumulated leave time.

7.6 Fractional Leave

Any teacher on leave for a fractional portion of a school day shall have his/her accumulated leave charged with said fractional value on a half-day basis.

7.7 Sabbatical Leave

Upon application in writing, teachers may be granted sabbatical leave.

7.8 Military Leave

Certified personnel who are called for emergency, short- term military service while under full-time contract to the District shall be granted leave without pay. Such leave shall not be charged to annual sick or personal leave.

7.9 Foreign Exchange Leave

The Board may grant any tenured teacher a leave of absence for a period of one (1) year to teach in a foreign country.

7.10 Leaves of Absence Without Pay

A. Leaves of absence may be granted without pay to tenured teachers who have rendered satisfactory service to the District and who desire to return to employment in a similar capacity at a time, as defined below, consistent with the needs of the District.

B. Leaves of absence without pay for not more than one (1) year may be granted to tenured teachers according to the following conditions:

1. Written requests for leaves of absence without pay should be made at least three (3) months before the leave is desired, subject to approval by the Board.

2. Dates of departure, return and notification of intent to return shall be determined by the teacher and the Superintendent prior to initiating the request to the Board.

3. Leaves may, unless stipulated to the contrary in this Agreement, be granted for:

    a. Advanced study leading to a degree in an approved university.

b. Educationally related travel if the applicant provides an itinerary and an explanation of how such travel shall improve the educational program.

c. Military service.

d. Parental leave.

e. Other reasons acceptable to the Board, which shall improve the educational program in the District.

4. With the consent of the carrier, the teacher may maintain insurance benefits by making timely payments of all premiums, which may be due to the District's Business Office or elsewhere pursuant to its direction.

5. Any teacher who has been employed ninety-three (93) or more days of the school term in which such leave commences shall be entitled to such advancement on the salary schedule as the teacher would have had if the leave had not been granted. If the leave exceeds the school term in which it commences, the second school term shall not be considered for step advancement on the salary schedule.

6. If a teacher is granted an unpaid leave of eight (8) calendar months or more, as a condition thereof, the teacher shall advise the Superintendent or designee in writing no later than February 15 prior to the termination of such leave that he/she intends to return to employment, provided that the Superintendent or designee has first mailed a reminder of this condition to the teacher no later than February 1. Failure to timely advise the Superintendent or designee of intent to return as required above shall be treated as a voluntary election not to return to employment and as a resignation from the District. Failure of the Superintendent or designee to timely send the letter of reminder shall waive the teacher from all obligations hereunder.

7.11 Maternity/Child Rearing Leave

A teacher who has entered upon contractual continued service shall be granted maternity/child rearing leave without pay or other benefits subject to the following conditions: (As used herein, "teacher" means a tenured teacher, except in Section E, which is applicable only to non-tenured teachers.).

A. The teacher shall advise the Superintendent or designee of her pregnancy no later than the fourth month of pregnancy or upon ascertainment of such condition, whichever shall be the later. At such time, she shall provide a written statement from her obstetrician or physician indicating the expected date of delivery. Application for a maternity/child rearing leave shall be made in writing to the Superintendent or designee at least one hundred twenty (120) calendar days prior to the anticipated birth of the child.

B. In consultation with the teacher, the Superintendent or designee shall prepare a plan for the commencement and termination of such leave, taking into consideration maintenance of continuity of instruction and medical factors to the maximum possible degree, and the pertinent time factors related thereto. The leave shall not exceed the balance of the school term in which it commences and one (1) additional school term. Every effort shall be made to have such leave terminate immediately prior to the start of a new school term. Such leave shall commence upon the date agreed upon by the Superintendent or designee and the teacher. Such leaves, which commence during the summer recess, shall begin no later than July 1.

The Superintendent or designee may waive any of the provisions of this Section in his/her sole discretion, and any such waiver shall not be precedential in any respect.

C. A teacher shall be allowed to use up to forty-five (45) consecutive days of sick leave directly following the birth of a child. Any teacher who has medical reason with written explanation from a physician for continued sick leave beyond the forty-five (45) days shall be allowed to utilize additional sick leave days for the specified period. Any other alteration or extension of the forty-five (45) days are left to the discretion of the Superintendent or designee, and such decision shall be without precedential effect. Following this period of time, sick leave shall not be applicable during the period of the maternity/child rearing leave. Any accumulated sick leave available at the commencement of the unpaid leave shall be available to the teacher upon return to employment in the District.

D. Any teacher desiring adoption leave as a result of becoming an adoptive parent shall notify the Superintendent or designee, in writing, upon the initiation of such adoption proceedings. Leave shall be granted, as in Section B above, upon satisfactory written notification to the Superintendent or 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 designee informed on the status of the proceedings, and, as soon as known, the expected date of the delivery of the child. This Section shall not be applicable if the adopted child is ten (10) or more years of age at the time the child is received.

E. A maternity/child rearing 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 in computing full-time employment under Section 24-11 of the Illinois School Code for purposes of the continuous employment necessary to attain contractual continued service status. Upon the return from such leave, the teacher shall be considered to have commenced her first probationary year. The granting of maternity leave to any non-tenured teacher shall not constitute a precedent for the granting or withholding of leave to any other non-tenured teacher. Each request shall be judged on its own merits and shall be within the sole discretion of the Board. Additional conditions or restrictions may be established for any such leave, provided nothing herein shall be construed as requiring any non-tenured teacher to apply for such leave or to accept the conditions established.

F. A teacher who has been granted a maternity/child rearing leave of absence shall not become eligible for a subsequent maternity/child rearing leave unless and until such teacher has returned to full-time service for at least one (1) complete school term provided under exceptional circumstances the Board may grant such a leave in its sole and absolute discretion. The granting or withholding of such leave shall be without precedential effect.

G. Nothing in this policy shall be construed as requiring any teacher to apply for a maternity/child rearing leave. A teacher not eligible for or not desiring maternity leave may utilize accumulated sick leave during any period of disability related to her pregnancy and/or to the delivery of the child. If such teacher shall have exhausted accumulated sick leave, she shall be granted a leave of absence without pay or other benefits during such period of disability. Such teacher shall return to employment immediately following the termination of actual disability.

H. A male teacher who has entered upon contractual continued service shall be entitled to a child rearing leave of absence, provided the teacher complies with all of the applicable notice and other requirements of this Section. Eligibility for such leave shall arise upon the anticipated birth of a child, which the teacher has fathered, or upon his planned adoption of a child.

I. If a teacher brings into his or her home a newly adopted child, such teacher shall be allowed to utilize up to forty-five (45) consecutive sick leave days and/or personal leave days with pay, upon imminent arrival of the child into the home. Any alteration or extension of the forty-five (45) days is left to the discretion of the Superintendent or designee, and such decision shall be without precedential effect. The intent of this leave is to allow the teacher time to prepare for the

arrival of a child new to the teacher, and to grant a period of time for the parent and the child to form a relationship with each other.

7.12 Bereavement Leave

Bereavement leave of a maximum of two (2) days shall be granted for each death in the immediate family, as defined elsewhere herein, and grandparents of the spouse. Additional bereavement leave may be granted by the Superintendent in his/her discretion and without precedential effect.

7.13 Family and Medical Leave

A. All teachers who have been employed for at least twelve (12) months and for at least one thousand two hundred fifty (1,250) hours during the year preceding the start of the leave shall be eligible for family and medical leave.

B. Eligible teachers shall be entitled to unpaid leave of up to twelve (12) weeks during any one school year for the following reasons:

1. the birth of a child and to care for such child;

2. the placement of a child for adoption or foster care;

3. the care for the teacher's spouse, child, parent or parent-in-law with serious health condition;

4. because of the teacher's own serious health condition.

C. Serious health condition shall mean an illness, injury, impairment, or physical or mental health condition that involves:

1. any period of incapacity or treatment connected with inpatient care in a hospital, hospice, or residential medical care facility, or

2. continuing treatment by (or under the supervision of) a health care provider.

D. A teacher may elect to take up to twelve (12) weeks of family and medical leave to which the teacher is entitled as one block of time, or on an intermittent or reduced leave schedule.

E. A teacher who is on leave shall continue to receive health care benefits under the same terms and conditions as other teachers not on leave.

F. This Section shall be consistent with the Family and Medical Leave Act of 1993 (Public Law 103-3) and the U.S. Department of Labor regulations pertaining thereto (29 C.F.R. Part 825).

7.14 District Emergency Sick Leave Bank Plan

A. Establishing the Sick Leave Bank

Each eligible District 56 employee may voluntarily donate one (1) sick leave day to establish and become a member (hereinafter referred to as "Member Employee") of an Emergency Sick Leave Bank. The maximum number of days held in the District Emergency Sick Leave Bank will not exceed one hundred eighty (180) days. A new employee who wishes to become a member of the District Emergency Sick Leave Bank will be asked to volunteer one (1) sick day. To enroll,

the Emergency Sick Leave Bank Enrollment Form must be submitted to the Business Office by 4:00 p.m., September 15 of any given year.

The Superintendent or designee will implement procedures for this program. If a concern arises, the Superintendent will discuss the concern with the Union President. If no mutually agreeable resolution can be reached, the decision of the Superintendent is grievable according to the Grievance Procedure in the Collective Bargaining Agreement.

B. General Conditions

If the Emergency Sick Leave Bank falls below twenty (20) days, each Member Employee will again volunteer at least one (1) day in order to maintain membership in the Emergency Sick Leave Bank. Any sick day donated will be non-refundable.

Upon depletion of his/her sick leave and personal leave days, a Member Employee may make application to use the Emergency Sick Leave Bank days. Emergency Sick Leave Bank days will only be approved for catastrophic illness, accident, prolonged illness, or other circumstances as determined by the Superintendent that may affect the employee or any member of his/her immediate family (as defined in the current Collective Bargaining Agreement).

The maximum number of days drawn by any participating Member Employee shall be twelve (12) days per incident in any one (1) year.

C. Procedure for Use of Emergency Sick Leave Bank

Any participating Member Employee will be entitled to draw from the Emergency Sick Leave Bank provided the following three (3) conditions are met:

1. The participating Member Employee has used all his/her personal accumulated sick days and personal days.

2. The participating Member Employee shall produce a Licensed Medical Doctor's certificate as proof of need.

3. The participating Member Employee has been absent more than five (5) consecutive work days in connection with the same illness and/or incident. Exceptions such as chemotherapy treatment, renal dialysis, etc., will be approved at the discretion of the Superintendent.

Any participating Member Employee who has used the maximum number of Emergency Sick Leave Bank days will again be eligible to use the Emergency Sick Leave Bank after conditions 1-3 above are met for a second illness. However, the five (5) day waiting period referenced in C.3. will be waived.

If an illness carries into the next school year, conditions 1-3 must be met again before the individual is eligible to use the Emergency Sick Leave Bank again.

ARTICLE VIII

FRINGE BENEFITS/SUPPLEMENTAL COMPENSATION

8.1 Pay Periods

Teachers shall be paid regular compensation in twenty-six (26) pro-rata bi-weekly installments beginning on the first Friday of the school term. Payday shall be every other Friday thereafter, except when that Friday is a non-workday, in which case payday shall be the last workday prior thereto.

Teachers shall be paid Section 8.2 Extra Duty Schedule compensation on separate checks apart from regular compensation.

8.2 Extra Duty Schedule

O'PLAINE	**2001-02**	**2002-03**
After School Sports	$1678	$1766
After School Singing Club	839	884
American Girls Club Sponsor	1089	1147
American Girls Club Sponsor	1089	1147
Art Sponsor	1142	1204
Band Director	3191	3362
Chorus Sponsor	1218	1284
Computer Workshop Sponsor	991	1044
Dance Club	839	884
Dance Club	839	884
Drama Club Musical Director	1750	1044
Drama Club Director	1750	1044
Foreign Language Club	839	884
Foreign Language Club	839	884
Literary Magazine Sponsor	839	884
O.M. Sponsor	1306	1376
Public Relations	790	833
Readers Club	791	834
Science Club Sponsor	991	1044
Science Club Sponsor	991	1044
Science Club Sponsor	330	348
Science Club Sponsor	330	348
Science Club Sponsor	330	348
Service Council Sponsor	342	361
Service Council Sponsor	342	361
Service Council Sponsor	342	361
Service Council Sponsor	342	361
Service Council Sponsor	342	361

SPAULDING		
Art Sponsor	1142	1204
Public Relations	790	833

VIKING

Athletic Director	4143	4366
8th Grade Basketball/Boys	3351	3531
7th Grade Basketball/Boys	3351	3531
8th Grade Basketball/Girls	3351	3531
7th Grade Basketball/Girls	3351	3531
Wrestling	3351	3531
8th Grade Cheerleading	2436	2567
7th Grade Cheerleading	2436	2567
Pom Pons	2436	2567
Pom Pons	2436	2567
Track/Boys	2436	2567
Track/Girls	2436	2567
Cross Country	1958	2063
8th Grade Soccer	1958	2063
7th Grade Soccer	1958	2063
8th Grade Volleyball/Girls	1958	2063
7th Grade Volleyball/Girls	1958	2063
8th Grade Volleyball/Boys	1958	2063
7th Grade Volleyball/Boys	1958	2063
Assistant Wrestling	2346	2472
Assistant Track/Boys	1705	1797
Assistant Track/Girls	1705	1797
Cross Country Assistant	1370	1444
Intramural Director	839	884
Intramural (11 Positions)	419	442
6th Grade Band Director	3191	3362
7th & 8th Grade Band Director	4060	4278
Art Sponsor	1142	1204
Art Sponsor	839	884
Newspaper Advisor	1524	1606
Assistant Newspaper Advisor	943	994
Student Council Co-Sponsor	1647	1417
Student Council Co-Sponsor	1647	1417
Student/Service Council	1027	1083
Yearbook Advisor	1524	1606
Assistant Yearbook Advisor	943	994
Chorus Director (6, 7, 8)(includes Swing Choir)	2210	2328
Drama Director (6, 7, 8)	4060	4278
Assistant Drama	839	884
Minor Production Sponsor (Straight)	1827	1925
Major Production Sponsor (Musical)	3351	3531
Choreographer (Musical)	1089	1147
Musical Director	1675	1766
Audio Visual/LRC Club	839	884
Computer Club	991	1044
History Club Sponsor	1089	1147
Literary Club	839	884
Math Club Sponsor	991	1044
National Junior Honor Society Sponsor	991	1044
Public Relations	790	833
Science Club Sponsor	839	1147
Spanish Club Sponsor	839	884
Academic Bowl	1417	1493
Outdoor Adventure	1257	1083

Other Activities as approved (Minimum)- 839 884
Written contracts shall be issued for each position.

8.3 Internal Substitution

The Board shall compensate teachers at the rate of twenty-two dollars and thirty-six cents ($22.36) per hour in 2001-2002 and twenty-three dollars and sixty-eight cents ($23.68) per hour in 2002-2003 for classes teachers are required to teach in excess of their regularly assigned teaching load.

8.4 Student Supervision

When it is necessary for a building administrator to make any duty assignments outside the basic classroom function of instruction as an extra assignment, it shall be first offered to the teaching staff on a voluntary basis. If the Administration is unable to fill said assignment on a volunteer basis, involuntary assignments shall be rotated on a fair and equitable basis within the staff.

The Board shall compensate teachers at the rate of thirty-five dollars and twelve cents ($35.12) per after-school activity in 2001-2002 and thirty-seven dollars and nineteen cents ($37.19) per after-school activity in 2002-2003.

For the purpose of this Section, qualifying activities shall be defined as follows:

A. Athletic supervision
B. Athletic scorekeeper
C. Athletic timekeeper
D. Student chaperone
E. Other as approved by Superintendent (shall be paid)

Teachers in a supervisory role would qualify for compensation at one-half (1/2) personal leave day for each overnight spent with students. This would be awarded the school year following the activity.

8.5 Bus Duty

Those teachers who perform bus duty shall be compensated at the rate of seventeen dollars and ninety-three cents ($17.93). This amount shall be paid for sessions of approximately thirty (30) minutes in duration; time served significantly in excess of or significantly less than thirty (30) minutes in duration shall be pro-rated accordingly.

8.6 Summer School Program Compensation

Compensation for any summer school program shall be at the rate of thirty-one dollars and sixty-three cents ($31.63) per hour in 2001-2002 and thirty-three dollars and fifty cents ($33.50) per hour in 2002-2003.

Each summer school teacher shall be entitled to one (1) sick leave day without loss of pay per summer. Such leave shall not accumulate from year to year. The hours to be worked shall be set forth in writing and signed by the individual teachers involved and the Administration prior to the opening of the summer school program.

8.7A Early Retirement

A. A teacher may elect to participate in the early retirement plan of the District if the teacher:

1. is otherwise eligible to participate in the state's early retirement plan;

2. gives written notice to the Superintendent by February 1 of the year of retirement;

3. has served a minimum of ten (10) years of continuous teaching in the District.

B. The Board shall make its required contribution to the state and shall pay one hundred percent (100%) of the teacher's one-time contribution.

8.7B Additional Retirement Incentive

A. A teacher may also participate in this additional retirement incentive of the District if the teacher:

1. is eligible to participate in the state's retirement plan;

2. gives written notice to the Superintendent by the last day of the school term of the year prior to retirement; and

3. has served a minimum of twenty-five (25) years of teaching in the District (excluding time on unpaid leave of absence).

The teacher's next to last year salary compensation from the salary schedule, plus any Longevity compensation, plus the Overall Compensation amount set forth in Section 9.7, shall be totaled and increased by exactly twenty percent (20%) for the teacher's final year in the District.

8.8 Retirement Benefits

A. A service recognition payment shall be made on the day of retirement to any teacher who has accumulated in excess of one hundred seventy (170) unused sick leave days. Such payment shall be determined by multiplying the unused accumulated sick leave days of the teacher in excess of one hundred seventy (170) days by the amount equal to one-half (1/2) of the daily substitute rate paid by the District at the time of the teacher's retirement.

B. The Board shall also make an annual contribution for a three (3) year period on behalf of each teacher who retires and who is enrolled in the Teacher Retirement System's health insurance plan in an amount up to two thousand one hundred ten dollars ($2,110) per year for a teacher retiring in 2001-2002 and two thousand two hundred thirty-four dollars ($2,234) per year for a teacher retiring in 2002-2003 for the payment of single/dependent coverage.

8.9 Committee and Paperwork Pay

Any committee meeting time or paperwork (state goals, curriculum planning, etc.) performed for the District outside the normal school day shall be voluntary and shall be compensated at the rate of thirty-one dollars and sixty-three cents ($31.63) per hour in 2001-2002 and thirty-three dollars and fifty cents ($33.50) per hour in 2002-2003. Every effort shall be made to hold teacher absence from the classroom for such work to a minimum.

8.10 Tuition Reimbursement

When a teacher has completed one (1) year of employment in the District and has been rehired for the succeeding school year, the teacher shall be eligible for tuition reimbursement of up to seventy-

nine dollars ($79) per graduate hour for coursework begun during the 2001-2002 school year (July 1 through June 30) and eighty-four dollars ($84) per graduate hour for coursework begun during the 2002-2003 school year (July 1 through June 30). Part-time teachers shall be eligible for tuition reimbursement at the above hourly rate, pro-rated according to the percentage of the teacher's employment.

The following are the maximum caps:
Non-Tenure Teachers (except as noted below) - A maximum allowance of six (6) times the above hourly rate per school year.

Tenure Teachers, and Non-Tenure Full or Part-time Teachers who have completed at least two (2) years of service in the District - A maximum allowance of nine (9) times the above hourly rate per school year.

Such courses must be pre-approved and earned at an accredited college. Reimbursement shall be approved provided:

A. The teacher was employed for either a full school year (August through June) or a full calendar year (Example: November 1 through October 31) before the first class session of the college course; and

B. The course(s) are graduate course in an area which, in the judgment of the Superintendent or designee, shall be of professional benefit to both the teacher and District (undergraduate courses may be approved if directly related to a teacher's current teaching assignment); and

C. It is strongly encouraged that written applications for approval be received at the District Office two (2) calendar weeks before the first class. If it is not possible to submit the applications within that time frame, written applications shall be submitted as soon as is practicable thereafter; and

D. A grade of B or above is obtained in the course, or the grade of "Pass" in the event the course is offered on a pass-fail basis; and

E. Evidence of completion of the course is submitted to the Superintendent or designee, in the form of an official transcript of credits or grade card, within sixty (60) days following completion of the course if such is available within this timeline; and

F. Evidence of tuition payment is submitted in the form of a paid receipt or canceled check which identifies the amount of tuition paid, and is submitted to the District Office on or before the tenth of the month in which the School Board shall authorize payment; and

G. Tuition reimbursement shall be paid within ten (10) calendar days following the first regularly scheduled School Board meeting held after the required evidence has been submitted; and

H. In order for a teacher who leaves the District between school terms to receive payment, the class must be completed no later than June 30 immediately following that teacher's last school term with the District.

8.11 Detention Duty

Teachers who perform detention Duty shall be paid at the rate of twenty-three dollars and seventy-five cents ($23.75) per activity in 2001-2002 and twenty-five dollars and fifteen cents ($25.15) per activity in 2002-2003.

8.12 Kindergarten Screening

Kindergarten screening shall be compensated at the rate of twenty-six dollars and thirteen cents ($26.13) per hour in 2001-2002 and twenty-seven dollars and sixty-seven cents ($27.67) per hour in 2002-2003.

ARTICLE IX

COMPENSATION

9.1 Salary Schedules

Salary Schedule 2001-2002

Level	BS	BS+8	BS+16	BS+24	BS+36 MS	MS+10	MS+20	MS+30
2	26,697	27,765	28,875	30,030	31,231	32,481	33,780	35,131
3	28,032	29,153	30,319	31,532	32,793	34,105	35,469	36,888
4	29,433	30,611	31,835	33,108	34,433	35,810	37,242	38,732
5	30,905	32,141	33,427	34,764	36,154	37,601	39,105	40,669
6	32,450	33,748	35,098	36,502	37,962	39,481	41,060	42,702
7	34,073	35,436	36,853	38,327	39,860	41,455	43,113	44,837
8	35,776	37,207	38,696	40,243	41,853	43,527	45,268	47,079
9	37,565	39,068	40,630	42,256	43,946	45,704	47,532	49,433
10	39,443	41,021	42,662	44,368	46,143	47,989	49,908	51,905
11	41,416	43,072	44,795	46,587	48,450	50,388	52,404	54,500
12	43,486	45,226	47,035	48,916	50,873	52,908	55,024	57,225
13	45,661	47,487	49,386	51,362	53,416	55,553	57,775	60,086
14	47,944	49,861	51,856	53,930	56,087	58,331	60,664	63,091
15	50,341	52,354	54,449	56,627	58,892	61,247	63,697	66,245
16			57,171	59,458	61,836	64,310	66,882	69,557
17				62,431	64,928	67,525	70,226	73,035
18					68,174	70,901	73,737	76,687

Each returning teacher moves forward one (1) level over the prior year.

Salary Schedule 2002-2003

Level	BS	BS+8	BS+16	BS+24	BS+36 MS	MS+10	MS+20	MS+30	MS+45
2	26,913	27,989	29,109	30,273	31,484	32,744	34,053	35,416	36,832
3	28,259	29,389	30,565	31,787	33,059	34,381	35,756	37,186	38,674
4	29,672	30,858	32,093	33,376	34,711	36,100	37,544	39,046	40,608
5	31,155	32,401	33,697	35,045	36,447	37,905	39,421	40,998	42,638
6	32,713	34,021	35,382	36,798	38,269	39,800	41,392	43,048	44,770
7	34,349	35,722	37,151	38,637	40,183	41,790	43,462	45,200	47,008
8	36,066	37,509	39,009	40,569	42,192	43,880	45,635	47,460	49,359
9	37,869	39,384	40,959	42,598	44,302	46,074	47,917	49,833	51,827
10	39,763	41,353	43,007	44,728	46,517	48,377	50,312	52,325	54,418
11	41,751	43,421	45,158	46,964	48,843	50,796	52,828	54,941	57,139
12	43,838	45,592	47,416	49,312	51,285	53,336	55,470	57,688	59,996
13	46,030	47,872	49,786	51,778	53,849	56,003	58,243	60,573	62,996
14	48,332	50,265	52,276	54,367	56,541	58,803	61,155	63,601	66,145
15	50,748	52,778	54,889	57,085	59,368	61,743	64,213	66,781	69,453
16			57,634	59,939	62,337	64,830	67,424	70,120	72,925
17				62,936	65,454	68,072	70,795	73,627	76,572
18					68,726	71,475	74,334	77,308	80,400
Long.	1,738	1,807	1,914	2,028	2,147	2,233	2,323	2,416	n/a

Each returning teacher moves forward one (1) level over the previous year.

9.2 Sheltering Teacher Retirement Contribution

According to authority granted by the Pension Reform Act of 1974, Section 414(h)(2) of the Internal Revenue Code, the Board of Education agrees to pay to the Teacher Retirement System on behalf of each teacher, from the established compensation schedule, the required percentage of earnings reflected for each teacher. The Board shall continue to pay to TRS from future established compensation schedules, on behalf of each teacher, the required percentage of the teacher's respective gross scheduled earnings. Should any of the above be declared improper by an IRS ruling or opinion, that clause or portion thereof shall be deleted from this Agreement to the extent that it violates the ruling or opinion.

9.3 Insurance: Group Major Medical, Dental and Term Life

The Board shall provide the full individual premium for employee group major medical insurance. The Board agrees to provide the full individual premium for dental insurance in addition to its medical premiums. In addition, the Board shall pay on behalf of each teacher who chooses dependent insurance coverage thirty percent (30%) of the additional premium required for such dependent coverage. The Board shall provide each teacher with fifty thousand dollars ($50,000) group term life insurance coverage. The Board shall reimburse each teacher up to five hundred fifty dollars ($550) per individual or family, after a one hundred dollar ($100) deductible has been paid by the teacher

(applicable to stop loss and including eye care costs). Effective with the onset of the 2001-2002 school year, all new teachers shall have the coverage option of either PPO or HMO coverage. Changes in insurance coverage and the insurance carrier shall be by mutual agreement of the parties.

9.4 Flexible Benefit Plan

The Board shall establish a flexible benefit plan. Such plan shall be developed in consultation with the Union and shall provide an opportunity, pursuant to relevant Internal Revenue Service Guidelines and Regulations, for teachers to deduct:

A. Dependent Health Insurance
B. Dependent Dental Insurance
C. Additional Term Life Insurance
D. Disability Income Insurance
E. Other Non-Reimbursed Medical/Dental Costs
F. Child/Dependent Care Costs

and other items as may be hereafter agreed between the Board and the Union from their overall compensation and to be subsequently reimbursed therefor upon the timely filing of evidence of payment of such insurance or other costs and with the other provisions of such flexible benefit plan.

Each teacher shall declare, not later than September 1 of each school year, their anticipated annual cost of benefits under the plan for the twelve (12) month period September through August, in a manner and amount in compliance with an Internal Revenue Service Section 125 Plan. Teachers shall be reimbursed up to one-half (1/2) their declared cost on the first payday in April, provided the teacher has filed evidence of payment in the month of March. Teachers shall be reimbursed their remaining declared cost, or their entire declared cost if no reimbursement was earlier claimed, on the first payday in the October next, provided the teacher has filed evidence of payment in the month of September.

Should the evidence of payment submitted by the teacher exceed the declared anticipated cost, the teacher shall receive as reimbursement the declared anticipated cost. Should the evidence of payment submitted by the teacher prove less than the declared anticipated cost, the teacher shall receive as reimbursement only the amount as specified through evidence of payment. Any remaining amount of money shall revert to the Board.

9.5 Compensation of Social Workers

Social Workers shall be hired on the MS+30 Lane of the salary schedule.

9.6 Compensation of Psychologists

Psychologists shall be hired of the MS+30 Lane of the salary schedule.

9.7 Overall Compensation

Each teacher shall have overall compensation defined as their compensation as listed in the salary schedule plus two thousand six hundred seventy-five dollars ($2,675) in 2001-2002; and two thousand eight hundred thirty-three dollars ($2,833) beginning in 2002-2003.

Part-time teachers shall receive such overall compensation and Board contribution toward employee coverage as outlined in Section 9.3, above, on a pro-rata basis. However, such part-time teachers shall be eligible for full deferral of their actual additional costs pursuant to the flexible benefit plan.

9.8 Horizontal Advancement on the Salary Schedule

Beginning with the 1998-99 school year, each teacher with the equivalent of BS+36 shall be placed on the BS+36/MS Lane at the appropriate level. No teacher so placed shall be allowed to move horizontally to a Lane higher than the BS+36/MS Lane unless the teacher first receives a Masters' Degree.

9.9 Horizontal Advancement Beyond the Masters' Degree

Credits which are earned prior to completion of the Masters' Degree shall not be used in allowing a teacher horizontal advancement beyond the BS+36/MS Lane.

9.10 Longevity Compensation

A teacher who reaches the final step of his/her salary schedule Lane shall begin to receive Longevity payments in addition to the amount listed on that salary schedule cell plus any other compensation, beginning with the first year that such teacher does not have room to advance a step, and for each ensuing year in which the teacher does not have room to advance a step.

The amount for this Longevity compensation is calculated as follows: First calculate a dollar amount that is equal to the dollar raise between the base year median step and the following step for the destination year. Second, add that amount to the base year salary for that individual teacher. Third, subtract the amount on the last step of the teacher's Salary Schedule lane in the destination year from that figure.

The median step is defined to be the median cell of all listed cells within that teacher's salary schedule lane; if there are an even number of cells in that Lane the average of the two median steps shall be used.

Because of restructuring of the Salary Schedules during this Agreement, the first paragraph of this Section during the 2001-2003 Agreement shall only be applicable during the 2002-2003 school year as follows: BS Lane: $1,741; BS+8 Lane: $1,810; BS+16 lane: $1,918.

All Longevity payments shall be cumulative; that is, the calculated amount shall be added to the teacher's total compensation each year thereafter, and shall be added to each following year's Longevity payments, in turn.

ARTICLE X

DURATION AND TECHNICAL CLAUSES

10.1 Duration

This Agreement shall become effective at 12:01 a.m. on the first day of the 2001-2002 school term and shall continue in effect until 11:59 p.m. on the last day prior to the opening of the 2003-2004 school year. When either party executes written notification to the other party prior to April 1 of the year the Agreement terminates that it wishes to renegotiate the Agreement, the parties shall meet no later than the first Monday of May to receive the Union proposal and negotiations shall within thirty (30) days continue in an effort to secure a Successor Agreement. The Agreement may be continued by mutual consent.

10.2 Management Rights

It is understood that all rights, powers and authority of the Board and/or its administrative staff not specifically limited by the language of this Agreement are retained by the Board. The Board, however, shall not take any action, which shall violate any of the specific provisions of this Agreement.

10.3 Recognition of This Agreement

This Agreement supersedes and nullifies all previous written and verbal negotiation agreements between the Board and the Union.

10.4 Separability

Should any Article, Section, or Clause of this Agreement be declared illegal by a court of competent jurisdiction, then that part shall be deleted from this Agreement to the extent that it violates the law. The remaining Articles, Sections and Clauses shall remain in effect. Should any additional modification or change be made in this Agreement, it shall be necessary that the parties mutually agree in writing.

10.5 Individual Contracts

Terms and conditions of this Agreement shall be stipulated in individual contracts or employment agreements.

10.6 No-Strike Provision

As provided in law, the Union agrees that it shall not strike for the duration of this Agreement.

10.7 Zipper Clause

The parties each voluntarily and unqualifiedly waive any rights which might otherwise exist under law to negotiate over any matter during the term of this Agreement, and each agrees that the other shall not be obligated to bargain collectively during the term of this Agreement with respect to any matter (except as otherwise specifically provided herein) even though each subject or matter may not have been within the knowledge or contemplation of either or both parties at the time they negotiated or signed the Agreement.

IN WITNESS THEREOF, this Agreement is signed this _____ day of _____, 2001.

FOR THE GURNEE COUNCIL
LAKE COUNTY FED. OF TEACHERS
LOCAL 504, IFT-AFT/AFL-CIO

_____
President

_____
Secretary

FOR THE BOARD OF EDUCATION OF
GURNEE SCHOOL DISTRICT 56
LAKE COUNTY, ILLINOIS

_____
President

_____
Secretary

AGREEMENT

BETWEEN THE

BOARD OF EDUCATION
GURNEE SCHOOL DISTRICT #56
LAKE COUNTY, ILLINOIS

AND THE

GURNEE FEDERATION OF TEACHERS
A COUNCIL OF THE
LAKE COUNTY FEDERATION OF TEACHERS
LOCAL 504, IFT-AFT/AFL-CIO

FOR THE SCHOOL YEARS

2013 – 2014
2014 – 2015
2015 - 2016

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ARTICLE I

RECOGNITION

1.1 Recognition

A. The Board of Education of District 56, Lake County, Illinois, hereinafter referred to as the "Board," hereby recognizes the Gurnee Federation of Teachers, a Council of the Lake County Federation of Teachers, Local 504, IFT-AFT/AFL-CIO, hereinafter referred to as the "Union" as the sole and exclusive negotiating agent for all regularly employed full-time certificated teaching personnel, certified nurses, social workers, and all regular full and part-time psychologists. The intent shall be to exclude from the bargaining unit: Administrators (including Superintendent, the Superintendent's staff and assistants, principals, and all other administrators), counselors, teacher aides, clerks, any employee who spends more than fifty percent (50%) of his/her time supervising other teachers, and all other non-teaching staff.

B. Teachers regularly employed on a part-time basis shall be recognized as members of the bargaining unit, but benefits extended to such teachers shall be apportioned fractionally consistent with their part-time status where possible. Substitute teachers shall not be included in this group and shall be excluded from the bargaining unit.

C. The term "teacher" when used hereinafter in this Agreement shall refer to members of the bargaining unit as defined above.

D. The Board agrees not to negotiate with any teacher's organization other than the Union during the life of this Agreement. The Board further agrees not to negotiate with any individual teacher on matters covered in the four corners of this Agreement during the life of this Agreement.

E. Individual teacher contracts shall conform to the provisions of this Agreement.

1.2 Freedom to Join the Union

The Board shall not discriminate against any teacher by reason of his membership in the Union. Neither shall the Union discriminate against any teacher by reason of his non-membership in the Union.

1.3 Resolution of Questions

The Superintendent or his/her designee shall meet at least once a month with the President of the Union or his/her designee, for the purpose of discussing questions. Such meetings shall be at a mutually agreeable time and place.

The Union President or designee shall be given the opportunity during a regular Board meeting to address the Board briefly, provided such remarks shall exclude any references to grievances or negotiations then in process, and provided further that the Superintendent be advised in writing of the substance of such remarks at least four (4) calendar days in advance of the meeting.

It is understood that where discussions covered under Paragraph 1 are forwarded to the Board by the Superintendent and Union, said discussions shall be excluded under Paragraph 2 of this Section.

1.4 Educational Issues Committee

A joint Educational Issues Committee shall be established consisting of four (4) teachers appointed by the Union President or designee and the Superintendent or designee. The EIC shall meet within ten (10) working days of a written request for such meeting, provided such request shall be accompanied by the proposed agenda which shall be discussed during the meeting and that, except by mutual consent, there shall be no obligation to meet more frequently than once each two (2) calendar months. The agenda shall not include individual personnel items, any pending grievance or any pending item being negotiated. The District shall provide to the Union president a written response to concerns raised by the Union during the EIC meeting within ten (10) school days of such meeting unless otherwise agreed upon between the District and the Union.

ARTICLE II

PAYROLL DEDUCTIONS

2.1 Dues Deduction

A. Any teacher who is a member of the Union may sign and deliver to the Board office an assignment authorizing deduction of Union dues in an amount specified by Local 504. The assignment shall specify the total amount of annual and monthly dues. Such authorization and assignment shall continue in effect from year to year unless canceled in writing by the originating teacher prior to October 1 of any new school year. Termination of employment for any reason shall constitute revocation of authorization for dues deduction.

B. The Board shall deduct monthly dues beginning in October and continuing through June when assignment cards have been received, providing that the Board has no responsibility for collecting past or overdue dues. It shall be the responsibility of the Union to collect directly from the teachers:

1. Dues owed after cancellation of a deduction authorization.

2. Dues owed before the time the deduction authorization became effective.

3. Dues missed because of insufficient earnings.

C. The Board shall remit monthly to the Treasurer of the Union the total amount of money deducted for that period. The first such payment shall be made by October 28 of any school year and by the 28th of each month thereafter. Such remittance shall be accompanied by a listing of the names of teachers from whose salary the dues were deducted.

2.2 Fair Share

All teachers covered by this Agreement who are not members of the Union shall pay to the Union their fair share of the cost of the services rendered by the Union that are chargeable to non-members under state and federal law.

The Union shall certify to the Board the amount of the annual fair share fee, not to exceed the dues uniformly required of members of the Union, and shall supply the Board and the non-members a copy of the basis of the calculation of the fee. The Union shall further certify to the Board that "Notice of Fair Share" has been posted in accordance with the IELRB rules and regulations. No payroll deduction of fair share fees shall be made until at least fourteen (14) days after such certification. Such fair share payments shall be deducted by the Board from the earnings of the non-member teachers and be paid to the Union pursuant to the same time schedule for deductions as regular Union dues. The amount certified by the Union shall not include any fees for contributions related to the election or support of any candidate for political office. Nothing in this Section shall preclude the non-member employee from making voluntary political contributions in conjunction with his or her fair share payment.

This fair share agreement shall safeguard the right of non-association of teachers based upon bona fide religious tenets or teaching of a church or religious body of which such teachers are members. Such teachers may be required to pay an amount equal to their fair share under this Agreement to a non-religious charitable organization mutually agreed upon by the teachers affected and the Union, or if no mutual agreement is reached, from an approved list of charitable organizations established

by the Illinois Educational Labor Relations Board. Non-member teachers who object to the amount of the fair share fee have the right to file an unfair labor practice charge against the Union pursuant to Paragraph 1714(b)(1) of the Illinois Educational Labor Relations Act. The Union and the Board shall comply with the fair share rules of the IELRB.

2.3 COPE Deduction

The Board agrees to honor contribution deduction authorization from its teachers in the following form (or reasonable likeness):

> I hereby authorize the Board of Education to deduct from my salary, during the last pay period in October only, the sum of $ _____ and to forward that amount to the Lake County Federation of Teachers, Committee on Political Education (COPE). This authorization shall continue in effect from year to year unless revoked by me in writing prior to October 1 of any school year, or upon termination of my employment. This authorization is voluntarily made on the specific understanding that the signing of this authorization and the making of payment to the COPE are not conditions of membership in the Union or of employment with the District.

2.4 Other Deductions

The Board shall without charge, and upon written request, deduct from the respective employee salary such payments as directed for selected annuity programs, investment funds and group insurance programs.

New teachers not covered by annuity programs, investment funds, or group insurance programs may participate either in existing programs or in new programs. New programs must comply with District 56 requirements for approved programs.

In the event the Union becomes liable for any claims, demands, suits, or other forms of action because of its compliance with this provision, the Board agrees to immediately increase the maximum number of programs and decrease the total number of teachers needed to start a new program in order to meet the substance of said action.

2.5 Hold Harmless

The Union agrees to indemnify and save the Board harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken or not taken by the Board for the purpose of complying with any of the provisions of this Article or in reliance of any assignment furnished under the provisions of this Article.

ARTICLE III

UNION TEACHER RIGHTS

3.1 Union Announcements

The Union shall be permitted to communicate through the intra-district mail system if such system exists. The Union also shall be permitted to communicate through use of teacher mailboxes for legal Union business. A bulletin board reserved for Legal Union Activity announcements shall be provided in each school.

3.2 Use of Facilities

The Board and/or the Superintendent shall grant the Union use of school facilities for Union meetings, at reasonable times and providing no other scheduled events conflict, subject to the following conditions:

A. Request for use of facilities shall be made to the Superintendent at least twenty-four (24) hours in advance of proposed use.

B. Nothing herein shall prevent the Board from charging reasonable fees for use of school facilities where costs are incurred.

C. It is understood by the parties that no more than one (1) meeting per month should be necessary.

3.3 Dissemination of Information

The Board shall furnish the Union President, in response to reasonable requests, readily available public information.

3.4 Student Discipline

A. Establishing and maintaining a classroom environment conducive for learning is the responsibility of the classroom teacher. Teachers will implement the framework established by the PBIS Committee for each building. Minor student behaviors should be addressed by the classroom teacher with the student and his/her parent prior to the intervention of administration through an Office Discipline Referral (ODR).

B. Some student behaviors escalate from minor to major misbehaviors due to repetitiveness and/or frequency of the behaviors. Other behaviors may also be considered major misbehaviors because they represent threats to the safety of children.

Teachers are expected to manage these behaviors as best as they can in the vicinity the misbehaviors are occurring to protect the safety of the children affected by the misbehaviors and should complete and forward an ODR to the principal or his/her designee.

A teacher may exclude a student from class for a major offense. The teacher shall be notified of the resolution of the ODR prior to the student's return to the classroom.

C. Nothing contained in this Article shall be construed as rescinding the obligation of the teacher to exercise the maturity, restraint, patience and judgment, which is normally required in the guidance and training of youth.

3.5 Student Grades

Grades shall be final as reported by the teacher unless disputed. Disputed grades may be changed by the Administration. Teachers shall have the right and opportunity to attach comments to any grade change made by the Administration.

3.6 Complaints Against Teachers

A complaint related to a specific teacher that might lead to disciplinary action shall be made known to the teacher promptly. The principal (if requested by either the teacher and/or parent) shall attempt to arrange a parent-teacher or parent-teacher-principal conference.

If the complaint is to become a matter of record, said complaint must be reduced to writing and the teacher shall be provided with a copy and may attach a response to the official records at the time the complaint is reduced to writing.

When students are to be questioned about a complaint or incident, a reasonable effort shall be made to have another adult present at the time of the questioning. The teacher against whom a complaint is alleged may request who the second adult will be. During questioning, the sole purpose of the presence of the second adult is to observe and listen to the questioning process. A reasonable attempt shall be made to keep students involved in an incident separated until each has been questioned.

3.7 Teacher Personnel File

The Board shall maintain in the District a personnel file on each teacher. A teacher shall have the right to inspect this file during regular business hours provided such inspection shall not interfere with the teacher's regularly assigned duties. Such inspection shall take place only in the presence of an administrator or administrative designee. Individual copies of any non-confidential material shall be given the teacher on request.

3.8 Teacher Privacy

A. The right of teachers to receive mail and/or correspondence with a specifically named addressee shall not be infringed upon by any Board member, supervisor, administrator or other representative of the Board.

B. Each building shall have a telephone for teacher's use to conduct school business.

3.9 Classroom Interruptions

Administration shall attempt to keep classroom interruptions to a minimum.

3.10 Duty-Free Lunch

Teachers shall have a duty-free lunch period consistent with the provisions of The School Code of Illinois, Section 24-9, 1992 issue.

3.11 Right of Privacy

Without a teacher's permission, no portions of a teacher's file shall be disclosed to third parties except as required by law or as shall be necessary in the performance of the Board's or Administration's responsibility.

3.12 Teacher Recertification Issues

The District shall serve as liaison between all teachers and the Regional Office of Education (ROE)/Illinois State Board of Education (ISBE) regarding all certification and recertification issues.

ARTICLE IV

EMPLOYEE EVALUATION

4.1 Evaluation of Classroom Performance

Teachers will be formally evaluated in writing. Evaluations will be conducted by administrators as designated by the Superintendent and will be based on formal and informal observations conducted by an administrator who will make himself/herself available for questions regarding procedures and the teacher evaluation framework. On or before September 15th of a school year in which a teacher is to receive a Performance Evaluation rating, the teacher will be supplied with the evaluation materials.

The Dean of Students position will not be an evaluator within the district. The Assessment Coordinator position may be used as an evaluator within the district, on a trial basis for the 2013-2014 school year, with the concurrence of the union president on a case-by-case basis.

The procedural aspects related to the evaluation will be aligned with Illinois State Statutes, and along with the teacher evaluation framework used to assess performance, will be cooperatively developed and agreed upon by representatives from the Board of Education and the Union. A committee of representatives from both parties will be convened on an as needed basis to review and reach agreement on any procedural changes to improve the teacher evaluation framework.

Tenure Teachers (A through L)

A. Teachers in contractual continued service will receive an evaluation at least once in the course of every two (2) years. However, any teacher in contractual continued service whose performance is rated as either “needs improvement” or “unsatisfactory” will be evaluated at least once in the year following the receive of such rating.

B. Each formal observation for teachers in contractual continued service will consist of a pre-observation conference, a formal observation, and a post-observation conference. An evaluation will consist of informal observations, a formal observation, and a performance rating. Each informal observation for teachers in contractual continued service will consist of the observation to be a minimum of 15 minutes and an offer of a post-observation conference in which written documentation from the observation will be presented.

C. Pre-observation and post-observation conferences will be done in-person, with the evaluating administrator and the teacher both present. Both the teacher and the evaluating administrator will initial all forms to verify that the meetings have taken place.

D. A post-observation conference between the evaluator and the teacher will be held no later than ten (10) school days after the formal observation has been completed. During the post-conference, ratings may be changed due to input from the teacher.

E. The evaluator will provide the teacher with constructive assistance and a written statement of deficiencies (where deficiencies are noted). Suggestions for improving deficiencies or instruction will be offered by the evaluator in writing, recognizing that the responsibility for improvement rests with the teacher. Teachers will be provided a copy of the completed Teacher Evaluation framework at the time of the post-observation conference unless the teacher agrees to an alternate time.

F. Teachers shall be permitted to attach a written response including their self-evaluation within thirty (30) calendar days of the teacher's receipt of the evaluation and any such written response shall be attached to the file copy of the evaluation in question.

G. If a tenured teacher receives either a "Needs Improvement" or "Unsatisfactory" performance rating, he/she may request one follow-up formal observation to take place within thirty (30) days from the date of the request. The information received from the follow-up formal observation will be considered along with the previous informal and formal observations in determining the teacher's performance rating.

H. In the year following the receipt of a performance rating of "Needs Improvement", a tenured teacher will be formally observed and will receive a performance rating no later than seventy-five (75) days prior to the last day of school. If the performance rating is at least "Proficient", the joint committee will meet prior to February 1st to determine, for the purpose of an honorable dismissal, whether the teacher will be moved from Group 2 to Group 3. If the joint committee does not meet prior to February 1st, the tenured teacher will be moved from Group 2 to Group 3 for the purpose of honorable dismissals.

I. Teachers will sign the evaluation form to indicate they have received and have read the comments contained therein. Their signature denotes receipt, though not necessarily acceptance of the comments contained therein.

J. Tenured teachers will be placed on an alternating evaluation cycle, but this does not restrict administrators from conducting formal and informal observations during the "off years", though a Performance Evaluation Rating will only be given in an "on-cycle" year.

K. Tenured teachers will receive their Performance Evaluation Rating after April 5th, if the previous two ratings were Proficient or Excellent.

L. If a tenured teacher receives a performance rating of "Needs Improvement", a Professional Development Plan (PDP) will be developed by the evaluator, in consultation with the teacher, within thirty (30) school days of such rating. The PDP will customarily end no sooner than twenty (20) school days and last no longer than sixty (60) school days.

Non-Tenure Teachers (M through V)

M. Each formal observation for teachers not in contractual continued service will consist of a pre-observation conference, a formal observation, and a post-observation conference. An evaluation will consist of informal observations, a formal observation, and a performance rating. Each informal observation for teachers not in contractual continued service will consist of the observation to be a minimum of 15 minutes and an offer of a post-observation conference in which written documentation from the observation will be presented.

N. During the teacher's first year in the District, the evaluation will include a minimum of three (3) formal observations, informal observations, and a performance rating. The first formal

observation must be completed by November 1; the second by January 25; the third and the performance rating by March 15.

O. During the teacher's second year, the evaluation will include a minimum of two (2) formal observations, informal observations, and a performance rating. The first formal observation must be completed by November 1; and the second and the performance rating by March 15.

P. During the teacher's third and fourth years, the evaluation will include a minimum of one (1) formal observation, informal observations, and a performance rating each year. The teacher will receive a performance rating by March 15.

Q. Pre-observation and post-observation conferences will be done in-person, with the evaluating administrator and the teacher both present. Both the teacher and the evaluating administrator will initial all forms to verify that the meetings have taken place.

R. A post-observation conference between the evaluator and the teacher will be held no later than ten (10) school days after the formal observation has been completed. During the post-conference, ratings may be changed due to input from the teacher.

S. The evaluator will provide the teacher with constructive assistance and a written statement of deficiencies (where deficiencies are noted). Suggestions for improving deficiencies or instruction will be offered by the evaluator in writing, recognizing that the responsibility for improvement rests with the teacher. Teachers will be provided a copy of the completed written documentation at the time of the post-observation conference unless the teacher agrees to an alternate time.

T. Teachers shall be permitted to attach a written response including their self-evaluation within thirty (30) calendar days of the teacher's receipt of the evaluation and any such written response shall be attached to the file copy of the evaluation in question.

U. Teachers will sign the evaluation form to indicate they have received and have read the comments contained therein. Their signature denotes receipt, though not necessarily acceptance of the comments contained therein.

V. Upon the issuance of a fifth consecutive contract, part-time teachers (FTE <1.0) may be placed on an every other year evaluation cycle.

For the purpose of placing teachers in groups (W through Y)

W. No teacher will be placed in Group 4 until all current teachers have been evaluated twice "on-cycle".

X. For the purpose of determining seniority, a current teacher's hire date shall be the contract signing date. For all hires after April 1, 2012, seniority will be determined by the time and date of job acceptance.

Y. Evaluations from other districts will not be valid for Gurnee School District #56 purposes.

4.2 Consulting Teacher

In compliance with the Illinois School Code, a teacher may be appointed as a consulting teacher if he/she has at least five (5) years of teaching experience and otherwise complies with the requirements of such an appointment. No teacher shall be required to serve as a consulting teacher if unwilling to do so. Consulting teachers shall be compensated by stipend and/or release

time appropriate to the anticipated extent and nature of such consultation. The amount and nature of such compensation shall be as agreed between the Board, the Union, and the consulting teacher.

4.3 Informal Evaluation

Nothing contained herein shall limit the right of management to utilize informal observations and other firsthand evaluative criteria for considering competency of any teacher. These informal evaluations shall be reduced to writing and submitted to the teacher as in 4.1, E., before they have any impact regarding the teacher's personnel file.

"Informal" shall be defined as an evaluation conducted during the teacher workday which may not result in a written document, but which may result in a discussion between the teacher and principal. Where deficiencies are observed, suggestions for improving deficiencies shall be offered by the evaluator in writing, recognizing that the responsibility for improvement rests with the teacher.

4.4 Grievability

Any grievance filed relative to this Article shall be limited to violations of the specific procedures as outlined in the Professional Growth Plan and in 4.1, A., through 4.1, H., in this Article.

ARTICLE V

WORKING CONDITIONS

5.1 School Year

The school year shall consist of not more than one hundred eighty-five (185) days, of which one hundred eighty (180) shall be scheduled by the Board as pupil attendance days. No fewer than five (5) of the one hundred eighty-five (185) days shall be declared by the Superintendent and the Board as special holidays or non-school days, provided that no emergencies make it necessary to use them as school days.

5.2 Stipulated Workday

All certified personnel shall be required to be in the building seven and one-half (7 ½) hours including a duty-free lunch. Teachers shall be required to remain as assigned for extra duties, parent conferences, open houses, and faculty meetings. Other regularly scheduled activities as determined by the administration and school improvement teams including professional development meetings, for which teachers are required to remain outside the school day shall be reasonable in both number and duration (one hour maximum). Teachers shall be given reasonable notice of any such additional activities requiring their attendance. The superintendent and union president will reserve the right to discuss frequency and content of these meetings assigned by the administration

Any additional committees formed outside the scope of the school improvement process shall be voluntary.

The first student day of school and the final three student days of school shall be shortened pupil attendance days (five hours). The balance of those student attendance days shall be utilized as teacher records completion days.

The teacher shall not be required to take leave time until such time when the total amount of minutes used for said appointments adds up to one-half (1/2) day, in which case one-half (1/2) day of sick leave shall be deducted during the then current school year.

Where on a rare occasion a teacher has a prior commitment, he/she may have permission to be excused immediately after student dismissal provided said teacher is not required to be in attendance at a previously scheduled meeting and/or school function.

Any changes in the weekly amount of plan time shall only occur with the consensus of the School Improvement Team (S.I.T.), whose faculty members shall be appointed by the Union president or his/her designee and the building principal, and with the concurrence of the superintendent and union president.

5.3 Bus Duty

Teachers who perform morning bus duty prior to the start of school shall be permitted afternoon release time at the end of the school day equal to the time spent at morning duty, or shall receive compensation as provided in Article VIII, Section 8.5, at the teacher's discretion, regardless of whether the teacher is required to or voluntarily agrees to perform such duty. Additionally, a teacher who performs morning bus duty that extends in whole or in part into the stipulated workday, may

extend his/her workday by the same amount of time spent on workday bus duty, and shall receive compensation as provided above for the amount of time spent on this bus duty during the workday; alternatively, at the discretion of the teacher, such teacher may choose not to extend his/her workday, but shall then not be compensated for time spent on bus duty during that workday.

The Board shall seek teacher volunteers. In the event an adequate number of said personnel is not available, the Board shall employ non-teaching personnel to perform bus duty. Where said volunteers are not available, the Administration reserves the right to assign District staff on a rotating basis. When school scheduled meetings and/or parent teacher conferences conflict with compensatory release time, the teacher may defer use of same for an extended period not to exceed ten (10) school days.

5.4 Posting of Vacancies

The Board shall post teaching and administrative vacancies as they occur and newly created positions for a period of five (5) working days in each building prior to permanently filling said vacancy. During the summer months said vacancies shall be posted in the Administration Office.

5.5 Transfers

Prior to transferring a teacher from a position involuntarily between teams, grades or buildings due to a reduction in sections or an elimination of a position, Administration and affected teacher(s) shall consult regarding said change in assignment in the following manner:

A. If a non-tenured teacher qualified for said change in assignment is available to be transferred, the non-tenured teacher will be transferred prior to a tenured teacher.

B. Within the pool of non-tenured teachers qualified for transfer, seniority will not apply.

C. A “pool” of teachers consists of those in a school’s grade level, or, for the middle school, those within a subject area.

D. Non-tenured teachers cannot be transferred for two consecutive years unless no other qualified non-tenured teachers are available for transfer.

E. If no qualified non-tenured teachers are available for said transfer, qualified tenured teachers will become eligible for said transfer based on qualifications and seniority.

F. When a reduction in sections or an elimination of a position necessitates an involuntary transfer, only one teacher will be transferred. If the district desires to make more than one transfer due to a reduction in sections or an elimination of a position, the consent of the union must be obtained beforehand.

G. Conditions listed above do not preclude Administration from transferring a tenured or non-tenured teacher who is agreeable to said transfer.

5.6 School Calendar

The Superintendent or designee shall consult with the Union President or designee and shall make a reasonable effort to agree upon the school calendar prior to submission of recommendations to the Board.

5.7 Lunchroom/Playground Duty

Lunchroom monitors shall continue to supervise student lunch and playground activity at all facilities without teacher assistance.

ARTICLE VI

GRIEVANCE PROCEDURE

6.1 Definitions

A. Any claim by a teacher, or the Union if said claim is of a class action nature or pertains to administrative staff beyond the building level, that there has been a violation, misrepresentation, or misapplication of the terms of this Agreement shall constitute a grievance.

B. All time limits consist of school days, except that when a grievance is submitted fewer than ten (10) days before the close of the current school term, time limits shall consist of all weekdays.

6.2 Statement of Basic Principles

A. Every full-time teaching employee covered by this Agreement shall have the right to present grievances in accordance with these procedures, with or without representation as defined in formal steps beyond the building level. Nothing contained in this Article or elsewhere in this Agreement shall be construed to prevent any individual teacher from discussing a problem with the Administration and having it adjusted without intervention or representation by organization representatives.

B. A teacher who participates in these grievance procedures shall not be discriminated against, or be subjected to discipline or reprisal by organization representatives.

C. The failure of a grievant or the Union to act on any grievance within the prescribed time limits shall act as a bar to any further appeal and an administrator's failure to give a decision within the time limits shall permit the grievant to proceed to the next step.

D. The Union shall be notified of the final disposition of grievance within ten (10) days which disposition shall not be in conflict with any of the terms or conditions of this Agreement.

E. Conferences under this procedure shall be conducted at a time and place which shall afford a fair and reasonable opportunity for all persons, including witnesses entitled to be present, to attend and shall be held, insofar as possible, after regular school hours or during non-teaching time of personnel involved. When such hearings and conferences are held at the option of the Superintendent, during school hours, all employees whose presence is required shall be excused with pay for that purpose.

F. It is agreed that any investigation or other handling or processing of any grievance by the grieving teacher or teacher organization representatives shall be conducted so as to result in no interference with or interruption whatsoever of the instructional program and related work activities of the teaching staff.

6.3 Procedures

A. First Step

An attempt shall be made to resolve any grievance in informal, verbal discussion between complainant and his/her immediate superior. The teacher may bypass this First Step if he/she chooses.

B. Second Step

If the grievance cannot be resolved informally, the aggrieved teacher shall file the grievance in writing, and at a mutually agreeable time discuss the matter with the principal. The written grievance shall state the nature of the grievance, shall note the clause or clauses of the Agreement allegedly violated, and shall state the remedy requested. The filing of the grievance at the Second Step must be within twenty (20) days from the date of the occurrence of the event giving rise to the grievance or when the teacher should reasonably have been aware of the occurrence. The principal or other administrator who has authority to make a decision on the grievance shall make such decision and communicate it in writing to the teacher and the Superintendent within ten (10) days.

C. Third Step

In the event a grievance has not been satisfactorily resolved at the Second Step, the aggrieved teacher shall file, within five (5) school days of the principal's written decision or answer at the Second Step, a copy of the grievance with the Superintendent. The aggrieved teacher shall send a copy of such grievance to the Union President. Within ten (10) days after such written grievance is filed, the aggrieved, a representative of the aggrieved, as desired, the principal, and the Superintendent, or his/her designee, shall meet to resolve the grievance. The Superintendent, or his/her designee, shall file an answer within ten (10) days of the Third Step grievance meeting and communicate it in writing to the teacher, the principal, and the Union President. The teacher, upon request to the Union, may have a Union representative present.

D. Fourth Step

If the Union is not satisfied with the disposition of the grievance at Step Three or the time limits expire without the issuance of the Superintendent's written reply, the Union may submit the grievance to binding arbitration. The parties shall select a mutually acceptable arbitrator or, in the absence of agreement on the selection of an arbitrator, may submit the grievance under the Voluntary Labor Arbitration Rules of the American Arbitration Association (AAA), which shall act as the administrator of the proceedings. If the demand for arbitration is not filed within thirty (30) days of the date for the Step Three answer, then the grievance shall be deemed withdrawn.

1. Neither the Board nor the Union shall be permitted to assert any grounds or evidence before the arbitrator, which was not previously disclosed to the other party.

2. The arbitrator, in his/her opinion, shall not amend, modify, nullify, ignore, or add to the provisions of the Agreement. His/her authority shall be strictly limited to deciding only the issue or issues presented to him/her in writing by the School Board and the Union, and his/her decision must be based solely upon his/her interpretation of the meaning or application of the express relevant language of the Agreement.

3. Each party shall bear the full cost for its representation in the arbitration. The cost of the arbitrator and the AAA shall be divided equally between the Board and the Union.

4. If either party requests a transcript of the proceedings, that party shall bear the full cost of that transcript. If both parties order a transcript, the cost of the two (2) transcripts shall be divided equally between the Board and the Union.

E. Bypass to Superintendent

If the Union and the Superintendent agree, Step Two of the grievance procedure may be bypassed and the grievance brought directly to Step Three.

F. Bypass to Binding Arbitration

If the Superintendent and the Union agree, a grievance may be submitted directly to binding arbitration.

G. Class Grievance

Class grievance involving one (1) or more teachers or one (1) or more supervisors, and grievances involving an administrator above the building level may be initially filed by the Union at Step Three.

H. Union Participation - Teacher Not Represented

When a teacher is not represented by the Union, the Union reserves the right to have a representative present at Step Three proceedings.

I. Grievance Withdrawal

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

ARTICLE VII

LEAVES

7.1 Sick Leave

Each teacher shall be granted fourteen (14) sick leave days per school year. Any unused sick leave days shall accumulate without limit.

Sick leave shall be interpreted to mean personal illness, quarantine or serious illness in the immediate family or household (immediate family shall include: parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians). Absence due to pregnancy related disability shall be treated as sick leave.

7.2 Personal Business Leave

A. Each teacher shall be given two (2) days personal leave at full pay per school year to be used for personal business, which cannot be conducted except during regular school hours. No reason for such leave need be given. Such leave shall accumulate to a maximum of four (4), so that no more than six (6) days are available the following year (that is, if a teacher uses no personal business leave days for two consecutive years, the teacher will have four accumulated days plus two days for the following year). Except in cases of an emergency, written advance notice of the necessity for personal leave shall be submitted three (3) school days prior to date of leave to the Superintendent or his/her designee. In the case of an emergency, the teacher must provide reason for the leave as soon as possible and in any event, no later than the day he/she returns to duty. Personal leave shall not be customarily honored immediately prior to or after vacation periods or holidays except by specific approval of the Superintendent; personal leave shall customarily be approved on these days in the case of an emergency, or when the scheduling of the reason giving rise to the request is beyond the control of the teacher. For a personal leave day immediately prior to or after vacation periods or holidays, written documentation of the event must be provided at the time of the request. No more than three (3) teachers from a given attendance center may take personal leave on the same day. The Superintendent may grant, at his/her discretion and without precedential effect, additional teachers personal leave from a given attendance center when the event is beyond the control of the teachers (for example: child's wedding, child's graduation). General practice is no teacher may use personal business leave on more than two consecutive workdays.

B. Any unused personal leave over four in number remaining at the end of a school year shall be added to the teacher's accumulated sick leave.

C. Alternatively to B. above, all remaining unused personal business leave at the end of the teacher's last year of employment in the District shall be added to the teacher's accumulated sick leave.

D. Teachers required to attend court hearings other than jury duty shall be able to use not more than five (5) sick days after exhaustion of personal leave for said purpose during the school year. The District may require evidence of required obligations.

E. In addition to the above, upon written application to the Superintendent, at least five (5) days in advance, the Board shall grant an employee a leave of absence without loss of pay for two (2) work days during each school year for the purpose of observing a recognized religious holiday

of the employee's faith. This leave shall not be applicable to any religious observance which does not compel absence from employment.

7.3 Professional Leave

Administration may grant leave to attend and/or prepare for a professional conference or presentation. A request for said leave must be in writing. Authority to grant or not to grant professional leave shall rest solely with the Administration. Such leave shall be at full pay and shall not be charged to annual sick or personal leave.

7.4 Jury Duty

The Board shall pay the regular salary to teachers called for jury duty but shall deduct any compensation received for such duty with the exception of compensation received for travel allowance.

7.5 Report of Leave

At the beginning of each school year, each teacher shall receive written notice of his/her accumulated leave time.

7.6 Fractional Leave

Any teacher on leave for a fractional portion of a school day shall have his/her accumulated leave charged with said fractional value on a half-day basis.

7.7 Sabbatical Leave

Upon application in writing, teachers may be granted sabbatical leave.

7.8 Military Leave

Certified personnel who are called for emergency, short-term military service while under full-time contract to the District shall be granted leave without pay. Such leave shall not be charged to annual sick or personal leave.

7.9 Foreign Exchange Leave

The Board may grant any tenured teacher a leave of absence for a period of one (1) year to teach in a foreign country.

7.10 Leaves of Absence Without Pay

A. Leaves of absence may be granted without pay to tenured teachers who have rendered satisfactory service to the District and who desire to return to employment in a similar capacity at a time, as defined below, consistent with the needs of the District.

B. Leaves of absence without pay for not more than one (1) year may be granted to tenured teachers according to the following conditions:

1. Written requests for leaves of absence without pay should be made at least three (3) months before the leave is desired, subject to approval by the Board.

2. Dates of departure, return and notification of intent to return shall be determined by the teacher and the Superintendent prior to initiating the request to the Board.

3. Leaves may, unless stipulated to the contrary in this Agreement, be granted for:

   a. Advanced study leading to a degree in an approved university.

   b. Educationally related travel if the applicant provides an itinerary and an explanation of how such travel shall improve the educational program.

   c. Military service.

   d. Parental leave.

   e. Other reasons acceptable to the Board, which shall improve the educational program in the District.

4. With the consent of the carrier, the teacher may maintain insurance benefits by making timely payments of all premiums, which may be due to the District's Business Office or elsewhere pursuant to its direction.

5. Any teacher who has been employed ninety-three (93) or more days of the school term in which such leave commences shall be entitled to such advancement on the salary schedule as the teacher would have had if the leave had not been granted. If the leave exceeds the school term in which it commences, the second school term shall not be considered for step advancement on the salary schedule.

6. If a teacher is granted an unpaid leave of eight (8) calendar months or more, as a condition thereof, the teacher shall advise the Superintendent or designee in writing no later than February 15 prior to the termination of such leave that he/she intends to return to employment, provided that the Superintendent or designee has first mailed a reminder of this condition to the teacher no later than February 1. Failure to timely advise the Superintendent or designee of intent to return as required above shall be treated as a voluntary election not to return to employment and as a resignation from the District. Failure of the Superintendent or designee to timely send the letter of reminder shall waive the teacher from all obligations hereunder.

7.11 Maternity/Child Rearing Leave

A teacher who has entered upon contractual continued service shall be granted maternity/child rearing leave without pay or other benefits subject to the following conditions: (As used herein, "teacher" means a tenured teacher, except in Section E, which is applicable only to non-tenured teachers.).

A. The teacher shall advise the Superintendent or designee of her pregnancy no later than the fourth month of pregnancy or upon ascertainment of such condition, whichever shall be the later. At such time, she shall provide a written statement from her obstetrician or physician indicating the expected date of delivery. Application for a maternity/child rearing leave shall be

made in writing to the Superintendent or designee at least one hundred twenty (120) calendar days prior to the anticipated birth of the child.

B. In consultation with the teacher, the Superintendent or designee shall prepare a plan for the commencement and termination of such leave, taking into consideration maintenance of continuity of instruction and medical factors to the maximum possible degree, and the pertinent time factors related thereto. The leave shall not exceed the balance of the school term in which it commences and one (1) additional school term. Every effort shall be made to have such leave terminate immediately prior to the start of a new school term. Such leave shall commence upon the date agreed upon by the Superintendent or designee and the teacher. Such leaves, which commence during the summer recess, shall begin no later than July 1.

   The Superintendent or designee may waive any of the provisions of this Section in his/her sole discretion, and any such waiver shall not be precedential in any respect.

C. A teacher shall be allowed the use of sick leave following the birth of a child according to when the child is born:

   August through March: up to 45 school days.

   April through June 15th: the duration of the school year, and up to 25 school days after the start of the next school year (must not exceed a total of 45 school days).

   June 16th through June 30th: up to 30 school days at the start of the next school year.

   July 1st through July 15th: up to 35 school days at the start of the next school year.

   July 16th through July 31st: up to 40 school days at the start of the next school year.

   Any teacher who has medical reason with written explanation from a physician for continued sick leave beyond the preceding allocation of days shall be allowed to utilize additional sick leave days for the specified period. Any other alteration or extension of the preceding allocation of days is left to the discretion of the Superintendent or designee, and such decision shall be without precedential effect. Following this period of time, sick leave shall not be applicable during the period of the maternity/child rearing leave. Any accumulated sick leave available at the commencement of the unpaid leave shall be available to the teacher upon return to employment in the District.

D. Any teacher desiring adoption leave as a result of becoming an adoptive parent shall notify the Superintendent or designee, in writing, upon the initiation of such adoption proceedings. Leave shall be granted, as in Section B. above, upon satisfactory written notification to the Superintendent or 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 designee informed on the status of the proceedings, and, as soon as known, the expected date of the delivery of the child. This Section shall not be applicable if the adopted child is ten (10) or more years of age at the time the child is received.

E. A maternity/child rearing 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 in computing full-time employment under Section 24-11 of the Illinois School Code for purposes of the continuous employment necessary to attain contractual continued service status. Upon the return from such leave, the teacher shall be considered to have commenced her first probationary year. The granting of maternity leave to any non-tenured teacher shall not constitute a precedent for the granting or withholding of leave to any other non-tenured teacher. Each request shall be judged on its own merits and shall be within the sole discretion of the Board. Additional conditions or

restrictions may be established for any such leave, provided nothing herein shall be construed as requiring any non-tenured teacher to apply for such leave or to accept the conditions established.

F. A teacher who has been granted a maternity/child rearing leave of absence shall not become eligible for a subsequent maternity/child rearing leave unless and until such teacher has returned to full-time service for at least one (1) complete school term provided under exceptional circumstances the Board may grant such a leave in its sole and absolute discretion. The granting or withholding of such leave shall be without precedential effect.

G. Nothing in this policy shall be construed as requiring any teacher to apply for a maternity/child rearing leave. A teacher not eligible for or not desiring maternity leave may utilize accumulated sick leave during any period of disability related to her pregnancy and/or to the delivery of the child. If such teacher shall have exhausted accumulated sick leave, she shall be granted a leave of absence without pay or other benefits during such period of disability. Such teacher shall return to employment immediately following the termination of actual disability.

H. A male teacher who has entered upon contractual continued service shall be entitled to a child rearing leave of absence, provided the teacher complies with all of the applicable notice and other requirements of this Section. Eligibility for such leave shall arise upon the anticipated birth of a child, which the teacher has fathered, or upon his planned adoption of a child.

I. If a teacher brings into his or her home a newly adopted child, such teacher shall be allowed to utilize up to forty-five (45) consecutive sick leave days and/or personal leave days with pay, upon imminent arrival of the child into the home. The adoption leave shall be granted according to the following:

August through March: up to 45 school days.

April through June 15th: the duration of the school year, and up to 25 school days after the start of the next school year (must not exceed a total of 45 school days).

June 16th through June 30th: up to 30 school days at the start of the next school year.

July 1st through July 15th: up to 35 school days at the start of the next school year.

July 16th through July 31st: up to 40 school days at the start of the next school year.

Any alteration or extension of the forty-five (45) school days is left to the discretion of the Superintendent or designee, and such decision shall be without precedential effect. The intent of this leave is to allow the teacher time to prepare for the arrival of a child new to the teacher, and to grant a period of time for the parent and the child to form a relationship with each other.

7.12 Bereavement Leave

Bereavement leave of a maximum of five (5) days shall be granted for each death in the immediate family, as defined elsewhere herein, and grandparents of the spouse. Bereavement leave of one (1) day shall be granted for each death of a niece, nephew, aunt, or uncle. An additional day of bereavement leave may be granted for each death resulting in travel of over 250 miles. The use of sick days and personal days to extend bereavement leave would be approved by the Superintendent at his/her discretion and without precedential effect.

7.13 Family and Medical Leave

A. All teachers who have been employed for at least twelve (12) months and for at least one thousand two hundred fifty (1,250) hours during the year preceding the start of the leave shall be eligible for family and medical leave.

B. Eligible teachers shall be entitled to unpaid leave of up to twelve (12) weeks during any one school year for the following reasons:

1. the birth of a child and to care for such child;

2. the placement of a child for adoption or foster care;

3. the care for the teacher's spouse, child, parent or parent-in-law with a serious health condition;

4. because of the teacher's own serious health condition.

C. Serious health condition shall mean an illness, injury, impairment, or physical or mental health condition that involves:

1. any period of incapacity or treatment connected with inpatient care in a hospital, hospice, or residential medical care facility, or

2. continuing treatment by (or under the supervision of) a health care provider.

D. A teacher may elect to take up to twelve (12) weeks of family and medical leave to which the teacher is entitled as one block of time, or on an intermittent or reduced leave schedule.

E. A teacher who is on leave shall continue to receive health care benefits under the same terms and conditions as other teachers not on leave.

F. This Section shall be consistent with the Family and Medical Leave Act of 1993 (Public Law 103-3) and the U.S. Department of Labor regulations pertaining thereto (29 C.F.R. Part 825).

7.14 District Emergency Sick Leave Bank Plan

A. Establishing the Sick Leave Bank

Each eligible District 56 employee may voluntarily donate one (1) sick leave day to establish and become a member (hereinafter referred to as "Member Employee") of an Emergency Sick Leave Bank. The maximum number of days held in the District Emergency Sick Leave Bank will not exceed one hundred eighty (180) days. A new employee who wishes to become a member of the District Emergency Sick Leave Bank will be asked to volunteer one (1) sick day. To enroll, the Emergency Sick Leave Bank Enrollment Form must be submitted to the Business Office by 4:00 p.m., September 15 of any given year. Upon request of the Union President, the Superintendent shall provide to the Union President in writing an updated balance for the Sick Leave Bank inclusive of days donated by each member no later than June 30 each year.

The Superintendent or designee will implement procedures for this program. If a concern arises, the Superintendent will discuss the concern with the Union President. If no mutually agreeable resolution can be reached, the decision of the Superintendent is grievable according to the Grievance Procedure in the Collective Bargaining Agreement.

B. General Conditions

If the Emergency Sick Leave Bank falls below twenty (20) days, each Member Employee will again volunteer at least one (1) day in order to maintain membership in the Emergency Sick Leave Bank. Any sick day donated will be non-refundable.

Upon depletion of his/her sick leave and personal leave days, a Member Employee may make application to use the Emergency Sick Leave Bank days. Emergency Sick Leave Bank days will only be approved for catastrophic illness, accident, prolonged illness, or other circumstances as determined by the Superintendent that may affect the employee or any member of his/her immediate family (as defined in the current Collective Bargaining Agreement).

The maximum number of days drawn by any participating Member Employee shall be twelve (12) days per incident in any one (1) year.

C. Procedure for Use of Emergency Sick Leave Bank

Any participating Member Employee will be entitled to draw from the Emergency Sick Leave Bank provided the following three (3) conditions are met:

1. The participating Member Employee has used all his/her personal accumulated sick days and personal days.

2. The participating Member Employee shall produce a Licensed Medical Doctor's certificate as proof of need.

3. The participating Member Employee has been absent more than five (5) consecutive work days in connection with the same illness and/or incident. Exceptions such as chemotherapy treatment, renal dialysis, etc., will be approved at the discretion of the Superintendent.

Any participating Member Employee who has used the maximum number of Emergency Sick Leave Bank days will again be eligible to use the Emergency Sick Leave Bank after conditions 1-3 above are met for a second illness. However, the five (5) day waiting period referenced in C.3. will be waived.

If an illness carries into the next school year, conditions 1-3 must be met again before the individual is eligible to use the Emergency Sick Leave Bank again.

ARTICLE VIII

FRINGE BENEFITS/SUPPLEMENTAL COMPENSATION

8.1 Pay Periods

Teachers shall be paid regular compensation in twenty-six (26) pro-rata bi-weekly installments. The first paycheck of a pay cycle will be issued within two weeks of the first day of teacher attendance and the receipt of the last check in the prior pay cycle. Payday shall be every other Friday thereafter, except when that Friday is a non-workday, in which case payday shall be the last workday prior thereto.

Teachers shall be paid Section 8.2 Extra Duty Schedule compensation on separate checks apart from regular compensation.

8.2 Extra Duty Schedule

Written contracts shall be issued for each position.

A teacher will earn 70% of extra duty pay in his/her first year doing an extra duty, 80% the second year, 90% the third year, and full extra duty pay thereafter.

At the end of the first semester, each nonathletic activity will be reevaluated. If meetings are not being held, or if the minimum number of students is not in regular attendance, the activity will be cancelled for the year and the sponsor will be paid half their extra duty stipend for the year.

It is the understanding of both parties that members of the bargaining unit should have the first opportunity to fill extra duty positions. Extra duty positions would include those positions listed in the extra duty schedule. If no member of the bargaining unit elects to fill the vacancy, and it is assigned to an individual not in the bargaining unit but employed by the Board of Education in another capacity, that individual shall not be bumped from the position by a bargaining unit member. When that individual vacates the position, the vacancy would be offered to bargaining unit members first. All extra duty positions filled by individuals not in the bargaining unit and not employed by the Board of Education will be posted the following year. When a member moves from the bargaining unit to an administrative position, it is the expectation of both parties that the individual would vacate all of his extra duty assignments.

3rd - 5th GRADES	**2013 - 2016**
After School Sports	$2,166
Intramural Wrestling	$1,020
American Girls Club Sponsor (2 positions)	$1,404
Art Sponsor (Gurnee Days)	$1,474
Band Director	$4,116
Band (Gurnee Days)	$523
Chorus Sponsor	$1,572
Computer Workshop Sponsor	$1,279
Fitness Club	$1,082
Dance Club	$1,082
Drama Club Musical Director	$2,259

Drama Club Director	$2,259
Foreign Language Club (2 positions)	$1,082
Literary Magazine Sponsor	$1,082
Yearbook Sponsor	$1,966
Newsletter Sponsor	$1,966
Destination Imagination Sponsor	$1,684
Science Club Sponsor (2 positions)	$1,279
Science Club Sponsor (3 positions)	$426
Service Council Sponsor (lead sponsor)	$884
Service Council Sponsor (3 positions)	$442
Public Relations	$1,019
Student School Improvement (SSIP) (3 positions)	$426

KINDERGARTEN - 2nd GRADES	**2013 - 16**
Art Sponsor (Gurnee Days)	$1,474
Public Relations	$1,019

6th - 8th GRADES	**2013-16**
Athletic Director	$5,346
8th Grade Basketball/Boys	$4,323
7th Grade Basketball/Boys	$4,323
8th Grade Basketball/Girls	$4,323
7th Grade Basketball/Girls	$4,323
Wrestling	$4,323
Cheerleading	$3,143
Pom Pons	$3,143
Track/Boys	$3,143
Track/Girls	$3,143
Cross Country	$2,526
8th Grade Soccer	$2,526
7th Grade Soccer	$2,526
8th Grade Volleyball/Girls	$2,526
7th Grade Volleyball/Girls	$2,526
8th Grade Volleyball/Boys	$2,526
7th Grade Volleyball/Boys	$2,526
Assistant Wrestling	$3,027
Assistant Track/Boys	$2,200
Assistant Track/Girls	$2,200
Cross Country Assistant	$1,768
Intramural Director	$1,082
Intramural (11 Positions)	$541
6th Grade Band Director	$4,116
7th & 8th Grade Band Director	$5,238

Band (Gurnee Days) (2 positions)	$523
Art Sponsor (Gurnee Days)	$1,474
Art Sponsor (Club)	$1,082
Newspaper Advisor	$1,966
Assistant Newspaper Advisor	$1,217
Student Council Co-Sponsor (2 positions)	$2,526
Student/Service Council	$2,126
Yearbook Advisor	$1,966
Assistant Yearbook Advisor	$1,217
Chorus Director (6,7,8) (includes Swing Choir)	$2,850
Drama Director (6,7,8)	$5,238
Technical Director	$1,082
Dinner Theater Sponsor	$1,082
Major Production Sponsor (Musical)	$4,323
Choreographer (Musical)	$1,404
Musical Director	$2,162
Pit Band Director (musical)	$1,082
Computer Club	$1,279
History Club Sponsor	$1,404
Literary Club	$1,082
Math Club Sponsor	$1,279
National Junior Honor Society Sponsor	$1,279
Public Relations	$1,082
Science Club Sponsor	$1,082
Spanish Club Sponsor	$1,082
AudioVisual/LRC Club	$1,082
Outdoor Adventure	$1,622
Academic Bowl	$1,828
Team Lead (4 positions)	$1,673
Other Activities as approved (Minimum)	$1,082

KINDERGARTEN - 8th GRADE (RIVER TRAIL)	**2013-16**
Chorus Sponsor	$1,572
River Trail Service Council	$2,126
Literary Magazine/Student Newspaper	$1,082
Art Sponsor (Club)	$1,082
Art Sponsor (Gurnee Days)	$1,474
National Junior Honor Society (6, 7, 8)	$1,278
Yearbook Advisor	$1,966
Actor's Guild	$1,082
Kindness Club Sponsor	$1,474
Intramural Positions (one each Fall, Winter, Spring)	$541
Team Lead (2 positions)	$1,673

8.3 Internal Substitution

The Board shall compensate teachers at the rate thirty-one dollars and eighty-eight cents ($31.88) per hour, for classes teachers are required to teach in excess of their regularly assigned teaching load.

8.4 Student Supervision

When it is necessary for a building administrator to make any duty assignments outside the basic classroom function of instruction as an extra assignment, it shall be first offered to the teaching staff on a voluntary basis. If the Administration is unable to fill said assignment on a volunteer basis, involuntary assignments shall be rotated on a fair and equitable basis within the staff.

The Board shall compensate teachers at the rate of forty-six dollars and sixty-three cents per after school activity.

For the purpose of this Section, qualifying activities shall be defined as follows:

A. Athletic supervision

B. Athletic scorekeeper

C. Athletic timekeeper

D. Student chaperone

E. Other as approved by Superintendent (shall be paid)

Teachers in a supervisory role would qualify for compensation at one (1) personal leave day for each overnight spent with students. This would be awarded the school year following the activity.

8.5 Bus Duty

Those teachers who perform bus duty shall be compensated at the rate of fifteen dollars and thirty cents ($15.30) per day for up to 25 minutes of supervision.

8.6 Summer School Program Compensation

Compensation for any summer school program shall be at the rate forty-three dollars and eighty-six cents ($43.86) per hour

Each summer school teacher shall be entitled to one (1) sick leave day without loss of pay per summer. Such leave shall not accumulate from year to year. The hours to be worked shall be set forth in writing and signed by the individual teachers involved and the Administration prior to the opening of the summer school program.

8.7A Early Retirement

A. A teacher may elect to participate in the early retirement plan of the District if the teacher:

1. is otherwise eligible to participate in the state's early retirement plan;

2. gives written notice to the Superintendent by February 1 of the year of retirement;

3. has served a minimum of ten (10) years of continuous teaching in the District.

B. The Board shall make its required contribution to the state and the teacher shall pay one hundred percent (100%) of the teacher's one-time contribution.

8.7B Retirement Incentive

In order to be eligible for this incentive, teachers at the date of retirement must:

A. have served a minimum of ten (10) years of teaching in the District (excluding time on unpaid leave of absence), AND

B. have attained at least age 60 or have attained at least thirty-five (35) years of service credit with the Illinois Teachers' Retirement System (ITRS), OR

C. have attained whatever requirements may be necessary under Illinois Pension Code to eliminate any employer paid retirement penalty on behalf of the teacher.

For up to the last four (4) years of the eligible teacher's employment, the teacher shall receive a six percent (6%) increase in basic compensation over the basic compensation of the preceding year. Basic compensation is defined as salary compensation inclusive of longevity plus the Sheltering Teacher Retirement Contribution as set forth in Section 9.3.

Eligible teachers applying for this incentive must submit a written notice to the Superintendent on or before the last day of the school term of the year prior to the first year in which the teacher expects a six percent (6%) increase in basic compensation.

A teacher who gives written notice of retirement shall, upon the Board's approval of such notice, execute a promissory note payable to the Board for the amount of retirement incentives to be paid hereunder by the Board, provided nothing herein shall preclude the teacher and the Board from adjusting the original proffered date of retirement to a later date which would qualify the teacher to full retirement incentives without discount and without giving rise to any required Board payment to ITRS as a consequence of such retirement.

PROMISSORY NOTE

I, _____, assert and promise as follows:

On the date of my retirement as a full-time teacher at Gurnee School District #56, I will have attained at least age sixty (60) or have attained at least thirty-five (35) years of service credit with the Illinois Teachers' Retirement System (ITRS), OR I will have attained whatever requirements may be necessary under Illinois Pension Code to eliminate any employer paid retirement penalty on my behalf. In the event that unforeseen circumstances prevent me from attaining the above, I agree to remain a full-time teacher at Gurnee School District #56 until such time as I do and to otherwise comply with the applicable provision of the Collective Bargaining Agreement in force between the Board of Education of Gurnee School District No. 56 and the Gurnee Federation of Teachers of the Lake County Federation of Teachers, Local 504, IFT-AFT/AFL-CIO.

If for any reason I should default on the above requirements, then for value received, I promise to pay to the order of the Board of Education of Gurnee School District #56, the total sum of all amounts (including

withholding and other taxes) added to my compensation by the Board of Education of Gurnee School District #56 as a consequence of my having elected retirement pursuant to Article VIII.7.B. of the Collective Bargaining Agreement in effect between said Board of Education and the Gurnee Federation of Teachers of the Lake County Federation of Teachers, Local 504, IFT-AFT/AFL-CIO. Such payment shall be made no later than my final day of service with Gurnee School District #56.

I agree that should I default in the above referenced payment, I hereby waive any notice of default and service of process and confess to a judgment that may be entered against me in a court of competent jurisdiction. I further agree that in the event of a default of this agreement, I will pay all costs and fees (including attorney's fees) incurred by the Board of Education of Gurnee School District #56 in collecting the balance due.

_____ _____

Signed Date

WITNESSES:

_____ _____

Date

_____ _____

Date

8.8 Retirement Benefits

A. A service recognition payment shall be made to any teacher who has accumulated in excess of one hundred seventy (170) unused sick leave days. Such payment shall be determined by multiplying the unused accumulated sick leave days of the teacher in excess of one hundred seventy (170) days by the amount equal to one-half (1/2) of the daily substitute rate paid by the District during the first year of this Agreement at the time of the teacher's retirement. Such payment will be paid in an amount not to exceed a total salary increase of six percent (6%) in the final year's basic compensation over the previous year's basic compensation. In the event the service recognition payment is in excess of such six percent (6%) increase, the teacher shall receive the remainder of the payment in a lump sum no later than September 30 of the fiscal year immediately following the year of retirement.

B. The Board shall also make an annual contribution for a three (3) year period on behalf of each teacher who retires and who is enrolled in the Teacher Retirement System's health insurance plan in an amount of three thousand two hundred fifty dollars ($3,250) for the payment of single/dependent coverage.

C. Any teacher considering exercising 8.7B Retirement Incentive and has in excess of seventy-five (75) sick days accumulated, can request an appointment with the superintendent more than five years prior to the then teacher's eligible non-ERO retirement date to discuss early retirement options and the possible matching of accumulated sick days, up to a maximum of an additional two hundred (200) days. If these additional matching sick days are granted, they must be granted more than four years before the actual retirement date. The number of sick days added through matching will not be eligible for a service recognition payment (8.8 Retirement Benefits A.). The superintendent's granting of matching sick days is at his/her discretion and without precedential effect.

8.9 Committee and Paperwork Pay

Any committee meeting time or paperwork (state goals, curriculum planning, etc.) performed for the District outside the normal school day shall be voluntary and shall be compensated at the rate of forty-two dollars and one cent ($42.01). Every effort shall be made to hold teacher absence from the classroom for such work to a minimum.

8.10 Tuition Reimbursement

When a teacher has completed one (1) year of employment in the District and has been rehired for the succeeding school year, the teacher shall be eligible for tuition reimbursement of up to one hundred ten dollars ($110.00) per graduate credit hour or a pro-rated amount with the approval of the Superintendent in the event such coursework ensues prior to completion of the first year of employment with the District. Part-time teachers shall be eligible for tuition reimbursement at the above hourly rate, pro-rated according to the percentage of the teacher's employment.

The following are the maximum caps:
Non-Tenure Teachers (except as noted below) - A maximum allowance of six (6) times the above hourly rate per school year.

Tenure Teachers, and Non-Tenure Full or Part-time Teachers who have completed at least two (2) years of service in the District - A maximum allowance of nine (9) times the above hourly rate per school year.

Such courses must be pre-approved and earned at an accredited college. Reimbursement shall be approved provided:

A. The teacher was employed for either a full school year (August through June) or a full calendar year (Example: November 1 through October 31) before the first class session of the college course; and

B. The course(s) are graduate course(s) in an area which, in the judgment of the Superintendent or designee, shall be of professional benefit to both the teacher and District (undergraduate courses may be approved if directly related to a teacher's current teaching assignment); and

C. It is strongly encouraged that written applications for approval be received at the District Office two (2) calendar weeks before the first class. If it is not possible to submit the applications within that time frame, written applications shall be submitted as soon as is practicable thereafter; and

D. A grade of B or above is obtained in the course, or the grade of "Pass" in the event the course is offered on a pass-fail basis; and

E. Evidence of completion of the course is submitted to the Superintendent or designee, in the form of an official transcript of credits or grade card, within sixty (60) days following completion of the course if such is available within this timeline; and

F. Evidence of tuition payment is submitted in the form of a paid receipt or canceled check which identifies the amount of tuition paid, and is submitted to the District Office on or before the tenth of the month in which the School Board shall authorize payment; and

G. Tuition reimbursement shall be paid within ten (10) calendar days following the first regularly scheduled School Board meeting held after the required evidence has been submitted; and

H. In order for a teacher who leaves the District between school terms to receive payment, the class must be completed no later than June 30 immediately following that teacher's last school term with the District.

8.11 Detention Duty

Teachers who perform detention Duty shall be paid at the rate, thirty-one dollars and fifty-three cents ($31.53) per activity.

Detention Duty shall occur outside the contractual workday. Teachers must receive building principal approval prior to a student serving detention. Any reason for non-approval shall be provided to the teacher by the building principal.

8.12 Kindergarten Screening

Kindergarten screening shall be compensated with compensatory release time in full or half day increments to be taken during the school year in which it is earned. The day(s) will be mutually agreed upon between the teacher and the principal.

8.13 Compensatory Release Time

The superintendent, with the concurrence of the council president, may offer the option of compensatory release time in lieu of hourly payment. Acceptance of compensatory release time in lieu of hourly payment is voluntary. The compensatory release time may be taken on any date during the school year in which it is earned with the date being mutually agreed upon between the teacher and the principal. A single compensatory release time day may be used immediately prior or following a school vacation or holiday. The use of consecutive compensatory release time days or a personal business day(s) or a combination thereof prior to or immediately following school vacations or holidays is generally not appropriate, but the superintendent may review requests related to this subject on a case by case basis. The superintendent's granting of compensatory release time shall be without precedential effect.

ARTICLE IX

COMPENSATION

9.1 Placement on Salary Schedule

All teachers employed on or after April 1, 2013, will be placed on the salary schedule at Bachelors' Degree with 0 (zero) years of experiences. Teachers with hours beyond a Bachelors' Degree or a Masters' Degree will be permitted to move one lane on the salary schedule per year until they reach their proper lane as determined by the credits accrued after the Bachelors' Degree.

Teachers employed as a social worker, psychologist, or speech and language specialist are exempt from this requirement since their minimum level of education required to perform those jobs is a Masters' Degree. The superintendent may, when conditions dictate the need to do so, place the teacher on the salary schedule up to his/her maximum educational accruement and experience levels after consulting with the union president.

Retired Gurnee District #56 teachers returning to the District as teachers after retirement shall be placed on the salary schedule in the same manner as new above and shall not be eligible for insurance benefits or Illinois Teachers' Retirement System (ITRS) contributions. In the event a returning retired teacher works full time in a Regional Office of Education designated critical shortage area within the District, the teacher shall be entitled to full single insurance coverage as provided in the Collective Bargaining Agreement.

9.2 Salary Schedules

Salary Schedule 2013-2014

Level	BS	BS+8	BS+16	BS+24	BS+36/MS	MS+10	MS+20	MS+30	MS+45
B	$34,238	$35,607	$37,031	$38,512	$40,053	$41,655	$43,320	$45,054	$46,856
C	$35,265	$36,675	$38,142	$39,667	$41,254	$42,905	$44,620	$46,405	$48,261
D	$36,322	$37,775	$39,286	$40,857	$42,492	$44,191	$45,959	$47,797	$49,709
E	$37,412	$38,908	$40,464	$42,083	$43,767	$45,517	$47,337	$49,232	$51,200
F	$38,611	$40,156	$41,762	$43,433	$45,169	$46,977	$48,857	$50,810	$52,842
G	$39,615	$41,199	$42,847	$44,561	$46,342	$48,197	$50,124	$52,130	$54,215
H	$40,714	$42,342	$44,036	$45,796	$47,629	$49,535	$51,516	$53,577	$55,720
I	$42,749	$44,458	$46,237	$48,086	$50,010	$52,010	$54,091	$56,255	$58,504
J	$44,887	$46,683	$48,549	$50,492	$52,511	$54,611	$56,795	$59,068	$61,430
K	$47,131	$49,017	$50,976	$53,015	$55,136	$57,342	$59,636	$62,022	$64,502
L	$49,487	$51,466	$53,525	$55,667	$57,893	$60,208	$62,618	$65,121	$67,726
M	$51,962	$54,039	$56,202	$58,450	$60,787	$63,219	$65,749	$68,379	$71,113
N	$54,560	$56,742	$59,012	$61,372	$63,827	$66,381	$69,035	$71,797	$74,668
O			$61,961	$64,441	$67,020	$69,700	$72,487	$75,386	$78,401
P				$67,662	$70,369	$73,184	$76,111	$79,156	$82,322
Q					$73,889	$76,842	$79,917	$83,114	$86,439
Longevity	$2,307	$2,420	$2,580	$2,749	$2,930	$3,047	$3,169	$3,296	$3,428

Each returning teacher moves forward one (1) level over the previous year.

For the 2014-2015 School Year and Placement on the 2015-2016 Salary Schedule

For the 2014-2015 and 2015-2016 school years, salaries for those on the salary schedule will increase the equivalent of 2.75% per year, amounting to a total combined increase over the two years of just over 5.5%. The combined increase over the two years will be used to place teachers on the newly formatted 2015-2016 salary schedule (see below). Any monies from the combined increase not used to place teachers on the 2015-2016 salary schedule will be used to fund each teacher's 2014-2015 increase. Each teacher will be provided with a document prior to the 2013-2014 school year with their 2014-2015 increase and their 2015-2016 salary schedule cell shown. There will be no salary schedule for the 2014-2015 school year.

Salaries for those off schedule (longevity) in the 2014-2015 school year will increase 2%. Salaries for those off schedule (longevity) in the 2015-2016 school year will increase by the longevity amount at the bottom of the 2015-2016 Salary Schedule.

Salary Schedule 2015-2016

Level	BS	BS+8	BS+16	BS+24	MS	MS+12	MS+24	MS+36	MS+48
B	$34,238	$35,607	$37,031	$38,512	$40,053	$41,655	$43,320	$45,054	$46,856
C	$35,436	$36,853	$38,327	$39,860	$41,455	$43,113	$44,836	$46,631	$48,496
D	$36,677	$38,143	$39,669	$41,255	$42,906	$44,622	$46,405	$48,263	$50,193
E	$37,960	$39,478	$41,057	$42,699	$44,407	$46,184	$48,030	$49,952	$51,950
F	$39,289	$40,860	$42,494	$44,193	$45,962	$47,800	$49,711	$51,701	$53,768
G	$40,664	$42,290	$43,981	$45,740	$47,570	$49,473	$51,451	$53,510	$55,650
H	$42,087	$43,770	$45,521	$47,341	$49,235	$51,205	$53,251	$55,383	$57,598
I	$43,560	$45,302	$47,114	$48,998	$50,959	$52,997	$55,115	$57,321	$59,614
J	$45,085	$46,888	$48,763	$50,713	$52,742	$54,852	$57,044	$59,328	$61,700
K	$46,663	$48,529	$50,469	$52,488	$54,588	$56,771	$59,041	$61,404	$63,860
L	$48,296	$50,227	$52,236	$54,325	$56,499	$58,758	$61,107	$63,553	$66,095
M	$49,986	$51,985	$54,064	$56,226	$58,476	$60,815	$63,246	$65,777	$68,408
N	$51,736	$53,805	$55,956	$58,194	$60,523	$62,944	$65,459	$68,080	$70,803
O	$53,547	$55,688	$57,915	$60,231	$62,641	$65,147	$67,751	$70,462	$73,281
P	$55,421	$57,637	$59,942	$62,339	$64,834	$67,427	$70,122	$72,929	$75,846
Q	$57,361	$59,654	$62,040	$64,521	$67,103	$69,787	$72,576	$75,481	$78,500
R	$59,368	$61,742	$64,211	$66,779	$69,451	$72,229	$75,116	$78,123	$81,248
S	$61,446	$63,903	$66,459	$69,117	$71,882	$74,757	$77,745	$80,857	$84,091
T			$68,785	$71,536	$74,398	$77,374	$80,466	$83,687	$87,035
U				$74,039	$77,002	$80,082	$83,283	$86,616	$90,081
V					$79,697	$82,885	$86,198	$89,648	$93,234
Longevity	$1,606	$1,670	$1,766	$1,869	$1,977	$2,057	$2,139	$2,224	$2,313

9.3 Sheltering Teacher Retirement Contribution

According to authority granted by the Pension Reform Act of 1974, Section 414(h)(2) of the Internal Revenue Code, the Board of Education agrees to pay to the Teacher Retirement System on behalf of each teacher, from the established compensation schedule, the required percentage of earnings reflected for each teacher remaining due after the Board's payment of an amount equal to the full TRS payment by a teacher located in the initial level of column BS+8 Step C. In the event that the Board payment exceeds the required TRS contribution on behalf of a teacher, said additional monies shall become salary. Any additional monies due to TRS by the teacher will be withheld and sheltered by the Board of Education. The Board shall continue to pay to TRS from future established compensation schedules, on behalf of each teacher, the required percentage of the teacher's respective gross scheduled earnings. Should any of the above be declared improper by an IRS ruling or opinion, that clause or portion thereof shall be deleted from this Agreement to the extent that it violates the ruling or opinion.

9.4 Insurance: Group Major Medical, Dental and Term Life

The Board shall provide the full individual premium for employee group major medical insurance for PPO 350 or HMO. In addition, the Board shall pay on behalf of each teacher who chooses dependent medical insurance coverage thirty percent (30%) of the additional premium required for such dependent coverage for PPO 350 or HMO. PPO 200 will be offered as options to all employees. The cost difference between PPO 200 and PPO 350 for single coverage will be paid by the employee. For employees who elect PPO 200 dependent coverage, the Board shall pay an equivalent dollar amount as provided to employees under the dependent PPO 350 plan.

The Board shall provide the full individual premium for an employee, as an alternative to the PPO 350 or HMO, for the High Deductible $2500 Plan and further agrees to place one thousand five hundred dollars ($1,500) in a Health Savings Account (HSA) in the name of the employee who elects the High Deductible $2500 Plan. The administration of the HSA will comply with Internal Revenue Service (IRS) guidelines. If an employee discontinues the High Deductible Plan prior to the anniversary day of the plan, or enters the plan after the anniversary date as a result of a qualifying life event (i.e. birth of a child, loss of a spouse), the amount placed in the HSA will be adjusted on a prorated basis from the anniversary date until the date of the break of continuity with the High Deductible Plan. In addition, the Board shall pay on behalf of each teacher who chooses dependent medical insurance coverage thirty percent (30%) of the additional premium required for such dependent coverage for the High Deductible $2500 Plan.

The Board agrees to provide the full individual premium for dental insurance in addition to its medical premiums. The Board shall provide each teacher with fifty thousand dollars ($50,000) group term life insurance coverage. The Board shall reimburse each teacher up to five hundred fifty dollars ($550) per individual or family, after a two hundred dollar ($200) deductible has been paid by the teacher (applicable to stop loss and including eye care costs). Changes in insurance coverage and the insurance carrier shall be by mutual agreement of the parties.

Part-time teachers shall receive Board contribution toward employee coverage, as outlined above, on a prorated basis.

9.4A Insurance: Group Major Medical, Dental and Term Life Committee

A committee shall be formed of equal number of teachers (appointed by the union) and administrators (appointed by the superintendent) to conduct an in-depth study to determine a plan to more efficiently use the District's health insurance plan. The Director of Business Services, who will be one of the administrators selected by the superintendent, will act as the chair of the committee and will regularly schedule meetings to determine ways to reduce expenditures associated with the

health insurance plans. The committee will develop a list of recommendations to reduce health insurance costs and present them to the union membership and the Board of Education on or before April 1, 2014. It is the expectation of the Board and the union that action is taken on these recommendations by both bodies on or before May 1, 2014.

9.5 Flexible Benefit Plan

The Board shall establish a flexible benefit plan. Such plan shall be developed in consultation with the Union and shall provide an opportunity, pursuant to relevant Internal Revenue Service Guidelines and Regulations, for teachers to deduct:

A. Dependent Health Insurance

B. Dependent Dental Insurance

C. Additional Term Life Insurance

D. Disability Income Insurance

E. Other Non-Reimbursed Medical/Dental Costs

F. Child/Dependent Care Costs

and other items as may be hereafter agreed between the Board and the Union from their overall compensation and to be subsequently reimbursed therefor upon the timely filing of evidence of payment of such insurance or other costs and with the other provisions of such flexible benefit plan.

Each teacher shall declare, not later than September 1 of each school year, their anticipated annual cost of benefits under the plan for the twelve (12) month period September through August, in a manner and amount in compliance with an Internal Revenue Service Section 125 Plan. Teachers shall be reimbursed up to one-half (1/2) their declared cost on the first payday in April, provided the teacher has filed evidence of payment in the month of March. Teachers shall be reimbursed their remaining declared cost, or their entire declared cost if no reimbursement was earlier claimed, on the first payday in the October next, provided the teacher has filed evidence of payment in the month of September.

Should the evidence of payment submitted by the teacher exceed the declared anticipated cost, the teacher shall receive as reimbursement the declared anticipated cost. Should the evidence of payment submitted by the teacher prove less than the declared anticipated cost, the teacher shall receive as reimbursement only the amount as specified through evidence of payment. Any remaining amount of money shall revert to the Board.

9.6 Compensation of Social Workers

Social Workers shall be hired on the MS+24 Lane of the salary schedule as of April 1, 2013.

9.7 Compensation of Psychologists

Psychologists shall be hired on the MS+24 Lane of the salary schedule as of April 1, 2013.

9.8 Horizontal Advancement on the Salary Schedule

Beginning with the 2014-2015 school year, BS+36 will be removed from the salary schedule. No teacher shall be allowed to move horizontally to a lane higher than the BS+24 lane unless the teacher first receives a Masters' Degree. Teachers, without a Masters' Degree, currently on the BS+36/MS lane shall remain on the MS Lane. Teachers on Masters lane beyond MS will stay on their current lane, i.e. a teacher with a MS+30 hours will stay on their lane, now labeled MS+36. That same teacher will now need to earn an additional eighteen hours to move to the next lane: MS+48.

Beginning with the 2014-2015 school year, no teacher will be permitted to move horizontally more than one lane unless he/she has notified the superintendent, and been approved into a Masters' Degree program, by April 1, 2013. Those teachers qualifying for that exception will be permitted to move no more than two lanes per year as determined by the credits accrued and the lanes on the salary schedule. The lanes after Masters' Degree will be Masters +12, +24, +36, and +48 starting with the 2014-2015 school year.

IFT ER&D Courses taken from Lake County Federation of Teachers Local 504 will be counted toward horizontal movement on the salary schedule. It is understood that ER&D Courses will most likely not transfer to other school districts

9.9 Horizontal Advancement Beyond the Masters' Degree

Credits which are earned prior to completion of the Masters' Degree shall not be used in allowing a teacher horizontal advancement beyond the MS Lane.

9.10 Longevity Compensation

A teacher who reaches the final step of his/her salary schedule Lane shall begin to receive Longevity payments in addition to the amount listed on that salary schedule cell plus any other compensation, beginning with the first year that such teacher does not have room to advance a step, and for each ensuing year in which the teacher does not have room to advance a step.

The amount for this Longevity compensation is calculated as follows: First calculate a dollar amount that is equal to the dollar raise between the base year median step and the following step for the destination year.

The median step is defined to be the median cell of all listed cells within that teacher's salary schedule lane; if there are an even number of cells in that Lane the average of the two median steps shall be used.

All Longevity payments shall be cumulative; that is, the calculated amount shall be added to the teacher's total compensation each year thereafter, and shall be added to each following year's Longevity payments, in turn.

Teachers receiving longevity shall receive the scheduled longevity increase but no less than three and one-half percent (3.5%), if applicable For the 2014-2015 and 2015-2016 school years, this provision is suspended.

9.11 Traveling Teachers

Teachers who as part of their teaching assignment must travel between attendance centers shall be reimbursed for mileage when using a personal vehicle at the yearly mileage rate as provided under IRS rules and regulations.

ARTICLE X

DURATION AND TECHNICAL CLAUSES

10.1 Duration

This Agreement shall become effective at 12:01 a.m. on the first day of the 2013 - 2014 school term and shall continue in effect until 11:59 p.m. on the last day prior to the opening of the 2016 – 2017 school year. When either party executes written notification to the other party prior to April 1 of the year the Agreement terminates that it wishes to renegotiate the Agreement, the parties shall meet no later than the first Monday of May to receive the Union proposal and negotiations shall within thirty (30) days continue in an effort to secure a Successor Agreement. The Agreement may be continued by mutual consent.

10.2 Management Rights

It is understood that all rights, powers and authority of the Board and/or its administrative staff not specifically limited by the language of this Agreement are retained by the Board. The Board, however, shall not take any action, which shall violate any of the specific provisions of this Agreement.

10.3 Recognition of This Agreement

This Agreement supersedes and nullifies all previous written and verbal negotiation agreements between the Board and the Union.

10.4 Separability

Should any Article, Section, or Clause of this Agreement be declared illegal by a court of competent jurisdiction, then that part shall be deleted from this Agreement to the extent that it violates the law. The remaining Articles, Sections and Clauses shall remain in effect. Should any additional modification or change be made in this Agreement, it shall be necessary that the parties mutually agree in writing.

10.5 Individual Contracts

Terms and conditions of this Agreement shall be stipulated in individual contracts or employment agreements.

10.6 No-Strike Provision

As provided in law, the Union agrees that it shall not strike for the duration of this Agreement.

10.7 Zipper Clause

The parties each voluntarily and unqualifiedly waive any rights which might otherwise exist under law to negotiate over any matter during the term of this Agreement, and each agrees that the other shall

not be obligated to bargain collectively during the term of this Agreement with respect to any matter (except as otherwise specifically provided herein) even though each subject or matter may not have been within the knowledge or contemplation of either or both parties at the time they negotiated or signed the Agreement.

With the uncertainty of pension reform, health care insurance premiums, and economic conditions (CPI), the Board of Education and the Teachers' Union agree that a major change (positive or negative) from the assumptions made to establish the Teachers' Salary Schedule from school year 2013-2014 through school year 2015-2016 may require the two parties to address the impact the change could have on the salary schedule.

10.8 Typing and Printing of This Agreement

The Union shall assume all responsibility and cost related to the typing of this Agreement, the Union shall assume all responsibility for the printing of sufficient copies of this Agreement for the parties. The Board shall reimburse the Union for one-half the cost of such printing.

IN WITNESS THEREOF, this Agreement is signed this _____ day of _____, **2013.**

FOR THE GURNEE FEDERATION OF TEACHERS
LAKE COUNTY FEDERATION OF TEACHERS
LOCAL 504, IFT-AFT/AFL-CIO

_____
President

_____
Secretary

FOR THE BOARD OF EDUCATION OF
GURNEE SCHOOL DISTRICT 56
LAKE COUNTY, ILLINOIS

_____
President

_____
Secretary

AGREEMENT

BETWEEN THE

BOARD OF EDUCATION
GURNEE SCHOOL DISTRICT #56
LAKE COUNTY, ILLINOIS

AND THE

GURNEE FEDERATION OF TEACHERS
A COUNCIL OF THE
LAKE COUNTY FEDERATION OF TEACHERS
LOCAL 504, IFT-AFT/AFL-CIO

FOR THE SCHOOL YEARS

2016 – 2017
2017 – 2018
2018 - 2019

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ARTICLE I

RECOGNITION

1.1 Recognition

A. The Board of Education of District 56, Lake County, Illinois, hereinafter referred to as the "Board," hereby recognizes the Gurnee Federation of Teachers, a Council of the Lake County Federation of Teachers, Local 504, IFT-AFT/AFL-CIO, hereinafter referred to as the "Union" as the sole and exclusive negotiating agent for all regularly employed full-time certificated teaching personnel, certified nurses, social workers, and all regular full and part-time psychologists. The intent shall be to exclude from the bargaining unit: Administrators (including Superintendent, the Superintendent's staff and assistants, principals, and all other administrators), counselors, teacher aides, clerks, any employee who spends more than fifty percent (50%) of his/her time supervising other teachers, and all other non-teaching staff.

B. Teachers regularly employed on a part-time basis shall be recognized as members of the bargaining unit, but benefits extended to such teachers shall be apportioned fractionally consistent with their part-time status where possible. Substitute teachers shall not be included in this group and shall be excluded from the bargaining unit.

C. The term "teacher" when used hereinafter in this Agreement shall refer to members of the bargaining unit as defined above.

D. The Board agrees not to negotiate with any teacher's organization other than the Union during the life of this Agreement. The Board further agrees not to negotiate with any individual teacher on matters covered in the four corners of this Agreement during the life of this Agreement.

E. Individual teacher contracts shall conform to the provisions of this Agreement.

1.2 Freedom to Join the Union

The Board shall not discriminate against any teacher by reason of his membership in the Union. Neither shall the Union discriminate against any teacher by reason of his non-membership in the Union.

1.3 Resolution of Questions

The Superintendent or his/her designee shall meet at least once a month with the President of the Union or his/her designee, for the purpose of discussing questions. Such meetings shall be at a mutually agreeable time and place.

The Union President or designee shall be given the opportunity during a regular Board meeting to address the Board briefly, provided such remarks shall exclude any references to grievances or negotiations then in process, and provided further that the Superintendent be advised in writing of the substance of such remarks at least four (4) calendar days in advance of the meeting.

It is understood that where discussions covered under Paragraph 1 are forwarded to the Board by the Superintendent and Union, said discussions shall be excluded under Paragraph 2 of this Section.

1.4 Educational Issues Committee

A joint Educational Issues Committee shall be established consisting of four (4) teachers appointed by the Union President or designee and the Superintendent or designee. The EIC shall meet within ten (10) working days of a written request for such meeting, provided such request shall be accompanied by the proposed agenda which shall be discussed during the meeting and that, except by mutual consent, there shall be no obligation to meet more frequently than once each two (2) calendar months. The agenda shall not include individual personnel items, any pending grievance, or any pending item being negotiated. The District shall provide to the Union President a written response to concerns raised by the Union during the EIC meeting within ten (10) school days of such meeting unless otherwise agreed upon between the District and the Union.

ARTICLE II

PAYROLL DEDUCTIONS

2.1 Dues Deduction

A. Any teacher who is a member of the Union may sign and deliver to the Board office an assignment authorizing deduction of Union dues in an amount specified by Local 504. The assignment shall specify the total amount of annual and monthly dues. Such authorization and assignment shall continue in effect from year to year unless canceled in writing by the originating teacher prior to October 1 of any new school year. Termination of employment for any reason shall constitute revocation of authorization for dues deduction.

B. The Board shall deduct monthly dues beginning in October and continuing through June when assignment cards have been received, providing that the Board has no responsibility for collecting past or overdue dues. It shall be the responsibility of the Union to collect directly from the teachers:

1. Dues owed after cancellation of a deduction authorization.

2. Dues owed before the time the deduction authorization became effective.

3. Dues missed because of insufficient earnings.

C. The Board shall remit monthly to the Treasurer of the Union the total amount of money deducted for that period. The first such payment shall be made by October 28 of any school year and by the 28th of each month thereafter. Such remittance shall be accompanied by a listing of the names of teachers from whose salary the dues were deducted.

2.2 Fair Share

All teachers covered by this Agreement who are not members of the Union shall pay to the Union their fair share of the cost of the services rendered by the Union that are chargeable to non-members under state and federal law.

The Union shall certify to the Board the amount of the annual fair share fee, not to exceed the dues uniformly required of members of the Union, and shall supply the Board and the non-members a copy of the basis of the calculation of the fee. The Union shall further certify to the Board that "Notice of Fair Share" has been posted in accordance with the IELRB rules and regulations. No payroll deduction of fair share fees shall be made until at least fourteen (14) days after such certification. Such fair share payments shall be deducted by the Board from the earnings of the non-member teachers and be paid to the Union pursuant to the same time schedule for deductions as regular Union dues. The amount certified by the Union shall not include any fees for contributions related to the election or support of any candidate for political office. Nothing in this Section shall preclude the non-member employee from making voluntary political contributions in conjunction with his or her fair share payment.

This fair share agreement shall safeguard the right of non-association of teachers based upon bona fide religious tenets or teaching of a church or religious body of which such teachers are members. Such teachers may be required to pay an amount equal to their fair share under this Agreement to a non-religious charitable organization mutually agreed upon by the teachers affected and the Union, or if no mutual agreement is reached, from an approved list of charitable organizations established by the Illinois Educational Labor Relations Board. Non-member teachers who object to the amount

of the fair share fee have the right to file an unfair labor practice charge against the Union pursuant to Paragraph 1714(b)(1) of the Illinois Educational Labor Relations Act. The Union and the Board shall comply with the fair share rules of the IELRB.

2.3 COPE Deduction

The Board agrees to honor contribution deduction authorization from its teachers in the following form (or reasonable likeness):

> I hereby authorize the Board of Education to deduct from my salary, during the last pay period in October only, the sum of $ _____ and to forward that amount to the Lake County Federation of Teachers, Committee on Political Education (COPE). This authorization shall continue in effect from year to year unless revoked by me in writing prior to October 1 of any school year, or upon termination of my employment. This authorization is voluntarily made on the specific understanding that the signing of this authorization and the making of payment to the COPE are not conditions of membership in the Union or of employment with the District.

2.4 Other Deductions

The Board shall without charge, and upon written request, deduct from the respective employee salary such payments as directed for selected annuity programs, investment funds, and group insurance programs.

New teachers not covered by annuity programs, investment funds, or group insurance programs may participate either in existing programs or in new programs. New programs must comply with District 56 requirements for approved programs.

In the event the Union becomes liable for any claims, demands, suits, or other forms of action because of its compliance with this provision, the Board agrees to immediately increase the maximum number of programs and decrease the total number of teachers needed to start a new program in order to meet the substance of said action.

2.5 Hold Harmless

The Union agrees to indemnify and save the Board harmless against any and all claims, demands, suits, or other forms of liability that shall arise out of or by reason of action taken or not taken by the Board for the purpose of complying with any of the provisions of this Article or in reliance of any assignment furnished under the provisions of this Article.

ARTICLE III

UNION TEACHER RIGHTS

3.1 Union Announcements

The Union shall be permitted to communicate through the intra-district mail system if such system exists. The Union also shall be permitted to communicate through use of teacher mailboxes for legal Union business. A bulletin board reserved for Legal Union Activity announcements shall be provided in each school.

3.2 Use of Facilities

The Board and/or the Superintendent shall grant the Union use of school facilities for Union meetings, at reasonable times and providing no other scheduled events conflict, subject to the following conditions:

A. Request for use of facilities shall be made to the Superintendent at least twenty-four (24) hours in advance of proposed use.

B. Nothing herein shall prevent the Board from charging reasonable fees for use of school facilities where costs are incurred.

C. It is understood by the parties that no more than one (1) meeting per month should be necessary.

3.3 Dissemination of Information

The Board shall furnish the Union President, in response to reasonable requests, readily available public information.

3.4 Student Discipline

A. Establishing and maintaining a classroom environment conducive for learning is the responsibility of the classroom teacher. Teachers will implement the framework established by the PBIS Committee for each building. Minor student behaviors should be addressed by the classroom teacher with the student and his/her parent prior to the intervention of administration through an Office Discipline Referral (ODR).

B. Some student behaviors escalate from minor to major misbehaviors due to repetitiveness and/or frequency of the behaviors. Other behaviors may also be considered major misbehaviors because they represent threats to the safety of children.

Teachers are expected to manage these behaviors as best as they can in the vicinity the misbehaviors are occurring to protect the safety of the children affected by the misbehaviors and should complete and forward an ODR to the principal or his/her designee.

A teacher may exclude a student from class for a major offense. The teacher shall be notified of the resolution of the ODR prior to the student's return to the classroom.

C. Nothing contained in this Article shall be construed as rescinding the obligation of the teacher to exercise the maturity, restraint, patience, and judgment, which is normally required in the guidance and training of youth.

3.5 Student Grades

Grades shall be final as reported by the teacher unless disputed. Disputed grades may be changed by the Administration. Teachers shall have the right and opportunity to attach comments to any grade change made by the Administration.

3.6 Complaints Against Teachers

A complaint related to a specific teacher that might lead to disciplinary action shall be made known to the teacher promptly. The principal (if requested by either the teacher and/or parent) shall attempt to arrange a parent-teacher or parent-teacher-principal conference.

If the complaint is to become a matter of record, said complaint must be reduced to writing and the teacher shall be provided with a copy and may attach a response to the official records at the time the complaint is reduced to writing.

When students are to be questioned about a complaint or incident, a reasonable effort shall be made to have another adult present at the time of the questioning. The teacher against whom a complaint is alleged may request who the second adult will be. During questioning, the sole purpose of the presence of the second adult is to observe and listen to the questioning process. A reasonable attempt shall be made to keep students involved in an incident separated until each has been questioned.

3.7 Teacher Personnel File

The Board shall maintain in the District a personnel file on each teacher. A teacher shall have the right to inspect this file during regular business hours provided such inspection shall not interfere with the teacher's regularly assigned duties. Such inspection shall take place only in the presence of an administrator or administrative designee. Individual copies of any non-confidential material shall be given the teacher on request.

3.8 Teacher Privacy

A. The right of teachers to receive mail and/or correspondence with a specifically named addressee shall not be infringed upon by any Board member, supervisor, administrator or other representative of the Board.

B. Each building shall have a telephone for teacher's use to conduct school business.

3.9 Classroom Interruptions

Administration shall attempt to keep classroom interruptions to a minimum.

3.10 Duty-Free Lunch

Teachers shall have a duty-free lunch period consistent with the provisions of The School Code of Illinois, Section 24-9, 1992 issue.

3.11 Right of Privacy

Without a teacher's permission, no portions of a teacher's file shall be disclosed to third parties except as required by law or as shall be necessary in the performance of the Board's or Administration's responsibility.

3.12 Teacher Recertification Issues

The District shall serve as liaison between all teachers and the Regional Office of Education (ROE)/Illinois State Board of Education (ISBE) regarding all certification and recertification issues.

ARTICLE IV

EMPLOYEE EVALUATION

4.1 Evaluation of Classroom Performance

Teachers will be formally evaluated in writing. Evaluations will be conducted by administrators as designated by the Superintendent and will be based on formal and informal observations conducted by an administrator who will make himself/herself available for questions regarding procedures and the teacher evaluation framework. On or before September 15th of a school year in which a teacher is to receive a Performance Evaluation Rating, the teacher will be supplied with the evaluation materials.

The Dean of Students position will not be an evaluator within the district.

The procedural aspects related to the evaluation will be aligned with Illinois State Statutes, and along with the teacher evaluation framework used to assess performance, will be cooperatively developed and agreed upon by representatives from the Board of Education and the Union. A committee of representatives from both parties will be convened on an as needed basis to review and reach agreement on any procedural changes to improve the teacher evaluation framework.

Tenure Teachers (A through L)

A. Teachers in contractual continued service will receive an evaluation at least once in the course of every two (2) years. However, any teacher in contractual continued service whose performance is rated as either "Needs Improvement" or "Unsatisfactory" will be evaluated at least once in the year following the receipt of such rating.

B. Each formal observation for teachers in contractual continued service will consist of a pre-observation conference, a formal observation, and a post-observation conference. An evaluation will consist of informal observations, a formal observation, and a performance rating. Each informal observation for teachers in contractual continued service will consist of the observation to be a minimum of 15 minutes and an offer of a post-observation conference in which written documentation from the observation will be presented.

C. Pre-observation and post-observation conferences will be done in-person, with the evaluating administrator and the teacher both present. Both the teacher and the evaluating administrator will initial all forms to verify that the meetings have taken place.

D. A post-observation conference between the evaluator and the teacher will be held no later than ten (10) school days after the formal observation has been completed. During the post-conference, ratings may be changed due to input from the teacher.

E. The evaluator will provide the teacher with constructive assistance and a written statement of deficiencies (where deficiencies are noted). Suggestions for improving deficiencies or instruction will be offered by the evaluator in writing, recognizing that the responsibility for improvement rests with the teacher. Teachers will be provided a copy of the completed Teacher Evaluation framework at the time of the post-observation conference unless the teacher agrees to an alternate time.

F. Teachers shall be permitted to attach a written response including their self-evaluation within thirty (30) calendar days of the teacher's receipt of the evaluation and any such written response shall be attached to the file copy of the evaluation in question.

G. If a tenured teacher receives either a "Needs Improvement" or "Unsatisfactory" performance rating, he/she may request one follow-up formal observation to take place within thirty (30) days from the date of the request. The information received from the follow-up formal observation will be considered along with the previous informal and formal observations in determining the teacher's performance rating.

H. In the year following the receipt of a performance rating of "Needs Improvement", a tenured teacher will be formally observed and will receive a performance rating no later than seventy-five (75) days prior to the last day of school. If the performance rating is at least "Proficient", the joint committee will meet prior to February 1st to determine, for the purpose of an honorable dismissal, whether the teacher will be moved from Group 2 to Group 3. If the joint committee does not meet prior to February 1st, the tenured teacher will be moved from Group 2 to Group 3 for the purpose of honorable dismissals.

I. Teachers will sign the evaluation form to indicate they have received and have read the comments contained therein. Their signature denotes receipt, though not necessarily acceptance of the comments contained therein.

J. Tenured teachers will be placed on an alternating evaluation cycle, but this does not restrict administrators from conducting formal and informal observations during the "off years", though a Performance Evaluation Rating will only be given in an "on-cycle" year.

K. Tenured teachers will receive their Performance Evaluation Rating after April 5th, if the previous two ratings were "Proficient" or "Excellent".

L. If a tenured teacher receives a performance rating of "Needs Improvement", a Professional Development Plan (PDP) will be developed by the evaluator, in consultation with the teacher, within thirty (30) school days of such rating. The PDP will customarily end no sooner than twenty (20) school days and last no longer than sixty (60) school days.

Non-Tenure Teachers (M through V)

M. Each formal observation for teachers not in contractual continued service will consist of a pre-observation conference, a formal observation, and a post-observation conference. An evaluation will consist of informal observations, a formal observation, and a performance rating. Each informal observation for teachers not in contractual continued service will consist of the observation to be a minimum of 15 minutes and an offer of a post-observation conference in which written documentation from the observation will be presented.

N. During the teacher's first year in the District, the evaluation will include a minimum of three (3) formal observations, informal observations, and a performance rating. The first formal observation must be completed by November 1; the second by January 25; the third and the performance rating by March 15.

O. During the teacher's second year, the evaluation will include a minimum of two (2) formal observations, informal observations, and a performance rating. The first formal observation must be completed by November 1; and the second and the performance rating by March 15.

P. During the teacher's third and fourth years, the evaluation will include a minimum of one (1) formal observation, informal observations, and a performance rating each year. The teacher will receive a performance rating by March 15.

Q. Pre-observation and post-observation conferences will be done in-person, with the evaluating administrator and the teacher both present. Both the teacher and the evaluating administrator will initial all forms to verify that the meetings have taken place.

R. A post-observation conference between the evaluator and the teacher will be held no later than ten (10) school days after the formal observation has been completed. During the post-conference, ratings may be changed due to input from the teacher.

S. The evaluator will provide the teacher with constructive assistance and a written statement of deficiencies (where deficiencies are noted). Suggestions for improving deficiencies or instruction will be offered by the evaluator in writing, recognizing that the responsibility for improvement rests with the teacher. Teachers will be provided a copy of the completed written documentation at the time of the post-observation conference unless the teacher agrees to an alternate time.

T. Teachers shall be permitted to attach a written response including their self-evaluation within thirty (30) calendar days of the teacher's receipt of the evaluation and any such written response shall be attached to the file copy of the evaluation in question.

U. Teachers will sign the evaluation form to indicate they have received and have read the comments contained therein. Their signature denotes receipt, though not necessarily acceptance of the comments contained therein.

V. Upon the issuance of a fifth consecutive contract, part-time teachers (FTE <1.0) may be placed on an every other year evaluation cycle.

For the purpose of placing teachers in groups (W through Y)

W. No teacher will be placed in Group 4 until all current teachers have been evaluated twice "on-cycle".

X. For the purpose of determining seniority, a current teacher's hire date shall be the contract signing date. For all hires after April 1, 2012, seniority will be determined by the time and date of job acceptance.

Y. Evaluations from other districts will not be valid for Gurnee School District #56 purposes.

4.2 Consulting Teacher

In compliance with the Illinois School Code, a teacher may be appointed as a consulting teacher if he/she has at least five (5) years of teaching experience and otherwise complies with the requirements of such an appointment. No teacher shall be required to serve as a consulting teacher if unwilling to do so. Consulting teachers shall be compensated by stipend and/or release time appropriate to the anticipated extent and nature of such consultation. The amount and nature of such compensation shall be as agreed between the Board, the Union, and the consulting teacher.

4.3 Informal Evaluation

Nothing contained herein shall limit the right of management to utilize informal observations and other firsthand evaluative criteria for considering competency of any teacher. These informal evaluations shall be reduced to writing and submitted to the teacher as in 4.1, E., before they have any impact regarding the teacher's personnel file.

"Informal" shall be defined as an evaluation conducted during the teacher workday which may not result in a written document, but which may result in a discussion between the teacher and principal. Where deficiencies are observed, suggestions for improving deficiencies shall be offered by the evaluator in writing, recognizing that the responsibility for improvement rests with the teacher.

4.4 Grievability

Any grievance filed relative to this Article shall be limited to violations of the specific procedures as outlined in the Professional Growth Plan and in 4.1, A., through 4.1, H., in this Article.

ARTICLE V

WORKING CONDITIONS

5.1 School Year

The school year shall consist of not more than one hundred eighty-five (185) days, of which one hundred eighty (180) shall be scheduled by the Board as pupil attendance days. No fewer than five (5) of the one hundred eighty-five (185) days shall be declared by the Superintendent and the Board as special holidays or non-school days, provided that no emergencies make it necessary to use them as school days.

5.2 Stipulated Workday

All certified personnel shall be required to be in the building seven and one-half (7 ½) hours including a duty-free lunch. Teachers shall be required to remain as assigned for extra duties, parent conferences, open houses, and faculty meetings. Other regularly scheduled activities as determined by the administration and school improvement teams including professional development meetings, for which teachers are required to remain outside the school day shall be reasonable in both number and duration (one hour maximum). Teachers shall be given reasonable notice of any such additional activities requiring their attendance. The Superintendent and Union President will reserve the right to discuss frequency and content of these meetings assigned by the administration

Any additional committees formed outside the scope of the school improvement process shall be voluntary.

The first student day of school and the final three student days of school shall be shortened pupil attendance days (five hours). The balance of those student attendance days shall be utilized as teacher records completion days.

The teacher shall not be required to take leave time until such time when the total amount of minutes used for said appointments adds up to one-half (1/2) day, in which case one-half (1/2) day of sick leave shall be deducted during the then current school year.

Where on a rare occasion a teacher has a prior commitment, he/she may have permission to be excused immediately after student dismissal provided said teacher is not required to be in attendance at a previously scheduled meeting and/or school function.

Any changes in the weekly amount of plan time shall only occur with the consensus of the School Improvement Team (S.I.T.), whose faculty members shall be appointed by the Union President or his/her designee and the building principal, and with the concurrence of the Superintendent and Union President.

5.3 Bus Duty

Teachers who perform morning bus duty prior to the start of school shall be permitted afternoon release time at the end of the school day equal to the time spent at morning duty, or shall receive compensation as provided in Article VIII, Section 8.5, at the teacher's discretion, regardless of whether the teacher is required to or voluntarily agrees to perform such duty. Additionally, a teacher who performs morning bus duty that extends in whole or in part into the stipulated workday, may extend his/her workday by the same amount of time spent on workday bus duty, and shall receive

compensation as provided above for the amount of time spent on this bus duty during the workday; alternatively, at the discretion of the teacher, such teacher may choose not to extend his/her workday, but shall then not be compensated for time spent on bus duty during that workday.

The Board shall seek teacher volunteers. In the event an adequate number of said personnel is not available, the Board shall employ non-teaching personnel to perform bus duty. Where said volunteers are not available, the Administration reserves the right to assign District staff on a rotating basis. When school scheduled meetings and/or parent teacher conferences conflict with compensatory release time, the teacher may defer use of same for an extended period not to exceed ten (10) school days.

5.4 Posting of Vacancies

The Board shall post teaching and administrative vacancies as they occur and newly created positions for a period of five (5) working days in each building prior to permanently filling said vacancy. During the summer months said vacancies shall be posted in the Administration Office.

5.5 Transfers

Prior to transferring a teacher from a position involuntarily between teams, grades or buildings due to a reduction in sections or an elimination of a position, Administration and affected teacher(s) shall consult regarding said change in assignment in the following manner:

A. If a non-tenured teacher qualified for said change in assignment is available to be transferred, the non-tenured teacher will be transferred prior to a tenured teacher.

B. Within the pool of non-tenured teachers qualified for transfer, seniority will not apply.

C. A “pool” of teachers consists of those in a school’s grade level, or, for the middle school, those within a subject area.

D. Non-tenured teachers cannot be transferred for two consecutive years unless no other qualified non-tenured teachers are available for transfer.

E. If no qualified non-tenured teachers are available for said transfer, qualified tenured teachers will become eligible for said transfer based on qualifications and seniority.

F. When a reduction in sections or an elimination of a position necessitates an involuntary transfer, only one teacher will be transferred. If the District desires to make more than one transfer due to a reduction in sections or an elimination of a position, the consent of the Union must be obtained beforehand.

G. Conditions listed above do not preclude Administration from transferring a tenured or non-tenured teacher who is agreeable to said transfer.

5.6 School Calendar

The Superintendent or designee shall consult with the Union President or designee and shall make a reasonable effort to agree upon the school calendar prior to submission of recommendations to the Board.

5.7 Lunchroom/Playground Duty

Lunchroom monitors shall continue to supervise student lunch and playground activity at all facilities without teacher assistance.

ARTICLE VI

GRIEVANCE PROCEDURE

6.1 Definitions

A. Any claim by a teacher, or the Union if said claim is of a class action nature or pertains to administrative staff beyond the building level, that there has been a violation, misrepresentation, or misapplication of the terms of this Agreement shall constitute a grievance.

B. All time limits consist of school days, except that when a grievance is submitted fewer than ten (10) days before the close of the current school term, time limits shall consist of all weekdays.

6.2 Statement of Basic Principles

A. Every full-time teaching employee covered by this Agreement shall have the right to present grievances in accordance with these procedures, with or without representation as defined in formal steps beyond the building level. Nothing contained in this Article or elsewhere in this Agreement shall be construed to prevent any individual teacher from discussing a problem with the Administration and having it adjusted without intervention or representation by organization representatives.

B. A teacher who participates in these grievance procedures shall not be discriminated against, or be subjected to discipline or reprisal by organization representatives.

C. The failure of a grievant or the Union to act on any grievance within the prescribed time limits shall act as a bar to any further appeal and an administrator's failure to give a decision within the time limits shall permit the grievant to proceed to the next step.

D. The Union shall be notified of the final disposition of grievance within ten (10) days which disposition shall not be in conflict with any of the terms or conditions of this Agreement.

E. Conferences under this procedure shall be conducted at a time and place which shall afford a fair and reasonable opportunity for all persons, including witnesses entitled to be present, to attend and shall be held, insofar as possible, after regular school hours or during non-teaching time of personnel involved. When such hearings and conferences are held at the option of the Superintendent, during school hours, all employees whose presence is required shall be excused with pay for that purpose.

F. It is agreed that any investigation or other handling or processing of any grievance by the grieving teacher or teacher organization representatives shall be conducted so as to result in no interference with or interruption whatsoever of the instructional program and related work activities of the teaching staff.

6.3 Procedures

A. First Step

An attempt shall be made to resolve any grievance in informal, verbal discussion between complainant and his/her immediate superior. The teacher may bypass this First Step if he/she chooses.

B. Second Step

If the grievance cannot be resolved informally, the aggrieved teacher shall file the grievance in writing, and at a mutually agreeable time discuss the matter with the principal. The written grievance shall state the nature of the grievance, shall note the clause or clauses of the Agreement allegedly violated, and shall state the remedy requested. The filing of the grievance at the Second Step must be within twenty (20) days from the date of the occurrence of the event-giving rise to the grievance or when the teacher should reasonably have been aware of the occurrence. The principal or other administrator who has authority to make a decision on the grievance shall make such decision and communicate it in writing to the teacher and the Superintendent within ten (10) days.

C. Third Step

In the event a grievance has not been satisfactorily resolved at the Second Step, the aggrieved teacher shall file, within five (5) school days of the principal's written decision or answer at the Second Step, a copy of the grievance with the Superintendent. The aggrieved teacher shall send a copy of such grievance to the Union President. Within ten (10) days after such written grievance is filed, the aggrieved, a representative of the aggrieved, as desired, the principal, and the Superintendent, or his/her designee, shall meet to resolve the grievance. The Superintendent, or his/her designee, shall file an answer within ten (10) days of the Third Step grievance meeting and communicate it in writing to the teacher, the principal, and the Union President. The teacher, upon request to the Union, may have a Union representative present.

D. Fourth Step

If the Union is not satisfied with the disposition of the grievance at Step Three or the time limits expire without the issuance of the Superintendent's written reply, the Union may submit the grievance to binding arbitration. The parties shall select a mutually acceptable arbitrator or, in the absence of agreement on the selection of an arbitrator, may submit the grievance under the Voluntary Labor Arbitration Rules of the American Arbitration Association (AAA), which shall act as the administrator of the proceedings. If the demand for arbitration is not filed within thirty (30) days of the date for the Step Three answer, then the grievance shall be deemed withdrawn.

1. Neither the Board nor the Union shall be permitted to assert any grounds or evidence before the arbitrator, which was not previously disclosed to the other party.

2. The arbitrator, in his/her opinion, shall not amend, modify, nullify, ignore, or add to the provisions of the Agreement. His/her authority shall be strictly limited to deciding only the issue or issues presented to him/her in writing by the School Board and the Union, and his/her decision must be based solely upon his/her interpretation of the meaning or application of the express relevant language of the Agreement.

3. Each party shall bear the full cost for its representation in the arbitration. The cost of the arbitrator and the AAA shall be divided equally between the Board and the Union.

4. If either party requests a transcript of the proceedings, that party shall bear the full cost of that transcript. If both parties order a transcript, the cost of the two (2) transcripts shall be divided equally between the Board and the Union.

E. Bypass to Superintendent

If the Union and the Superintendent agree, Step Two of the grievance procedure may be bypassed and the grievance brought directly to Step Three.

F. Bypass to Binding Arbitration

If the Superintendent and the Union agree, a grievance may be submitted directly to binding arbitration.

G. Class Grievance

Class grievance involving one (1) or more teachers or one (1) or more supervisors, and grievances involving an administrator above the building level may be initially filed by the Union at Step Three.

H. Union Participation - Teacher Not Represented

When a teacher is not represented by the Union, the Union reserves the right to have a representative present at Step Three proceedings.

I. Grievance Withdrawal

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

ARTICLE VII

LEAVES

7.1 Sick Leave

Each teacher shall be granted fourteen (14) sick leave days per school year. Any unused sick leave days shall accumulate without limit.

Sick leave shall be interpreted to mean personal illness, quarantine or serious illness in the immediate family or household (immediate family shall include: parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians). Absence due to pregnancy related disability shall be treated as sick leave.

Members shall not request unpaid time off. If an exception is to be considered, a meeting with the Superintendent will be required for possible approval.

7.2 Personal Business Leave

A. Each teacher shall be given two (2) days personal leave at full pay per school year to be used for personal business, which cannot be conducted except during regular school hours. No reason for such leave need be given. Such leave shall accumulate to a maximum of four (4), so that no more than six (6) days are available the following year (that is, if a teacher uses no personal business leave days for two consecutive years, the teacher will have four accumulated days plus two days for the following year). Except in cases of an emergency, written advance notice of the necessity for personal leave shall be submitted three (3) school days prior to date of leave to the Superintendent or his/her designee. In the case of an emergency, the teacher must provide reason for the leave as soon as possible and in any event, no later than the day he/she returns to duty. Personal leave shall not be customarily honored immediately prior to or after vacation periods or holidays except by specific approval of the Superintendent; personal leave shall customarily be approved on these days in the case of an emergency, or when the scheduling of the reason-giving rise to the request is beyond the control of the teacher. For a personal leave day immediately prior to or after vacation periods or holidays, written documentation of the event must be provided at the time of the request. No more than three (3) teachers from a given attendance center may take personal leave on the same day. The Superintendent may grant, at his/her discretion and without precedential effect, additional teachers personal leave from a given attendance center when the event is beyond the control of the teachers (for example: child's wedding, child's graduation). General practice is no teacher may use personal business leave on more than two consecutive workdays.

B. Any unused personal leave over four in number remaining at the end of a school year shall be added to the teacher's accumulated sick leave.

C. Alternatively to B. above, all remaining unused personal business leave at the end of the teacher's last year of employment in the District shall be added to the teacher's accumulated sick leave.

D. Teachers required to attend court hearings other than jury duty shall be able to use not more than five (5) sick days after exhaustion of personal leave for said purpose during the school year. The District may require evidence of required obligations.

E. In addition to the above, upon written application to the Superintendent, at least five (5) days in advance, the Board shall grant an employee a leave of absence without loss of pay for two (2)

work days during each school year for the purpose of observing a recognized religious holiday of the employee's faith. This leave shall not be applicable to any religious observance which does not compel absence from employment.

7.3 Professional Leave

Administration may grant leave to attend and/or prepare for a professional conference or presentation. A request for said leave must be in writing. Authority to grant or not to grant professional leave shall rest solely with the Administration. Such leave shall be at full pay and shall not be charged to annual sick or personal leave.

7.4 Jury Duty

The Board shall pay the regular salary to teachers called for jury duty but shall deduct any compensation received for such duty with the exception of compensation received for travel allowance.

7.5 Report of Leave

At the beginning of each school year, each teacher shall receive written notice of his/her accumulated leave time.

7.6 Fractional Leave

Any teacher on leave for a fractional portion of a school day shall have his/her accumulated leave charged with said fractional value on a half-day basis.

7.7 Sabbatical Leave

Upon application in writing, teachers may be granted sabbatical leave.

7.8 Military Leave

Certified personnel who are called for emergency, short-term military service while under full-time contract to the District shall be granted leave without pay. Such leave shall not be charged to annual sick or personal leave.

7.9 Foreign Exchange Leave

The Board may grant any tenured teacher a leave of absence for a period of one (1) year to teach in a foreign country.

7.10 Leaves of Absence Without Pay

A. Leaves of absence may be granted without pay to tenured teachers who have rendered satisfactory service to the District and who desire to return to employment in a similar capacity at a time, as defined below, consistent with the needs of the District.

B. Leaves of absence without pay for not more than one (1) year may be granted to tenured teachers according to the following conditions:

1. Written requests for leaves of absence without pay should be made at least three (3) months before the leave is desired, subject to approval by the Board.

2. Dates of departure, return and notification of intent to return shall be determined by the teacher and the Superintendent prior to initiating the request to the Board.

3. Leaves may, unless stipulated to the contrary in this Agreement, be granted for:

   a. Advanced study leading to a degree in an approved university.

   b. Educationally related travel if the applicant provides an itinerary and an explanation of how such travel shall improve the educational program.

   c. Military service.

   d. Parental leave.

   e. Other reasons acceptable to the Board, which shall improve the educational program in the District.

4. With the consent of the carrier, the teacher may maintain insurance benefits by making timely payments of all premiums, which may be due to the District's Business Office or elsewhere pursuant to its direction.

5. Any teacher who has been employed ninety-three (93) or more days of the school term in which such leave commences shall be entitled to such advancement on the salary schedule as the teacher would have had if the leave had not been granted. If the leave exceeds the school term in which it commences, the second school term shall not be considered for step advancement on the salary schedule.

6. If a teacher is granted an unpaid leave of eight (8) calendar months or more, as a condition thereof, the teacher shall advise the Superintendent or designee in writing no later than February 15 prior to the termination of such leave that he/she intends to return to employment, provided that the Superintendent or designee has first mailed a reminder of this condition to the teacher no later than February 1. Failure to timely advise the Superintendent or designee of intent to return as required above shall be treated as a voluntary election not to return to employment and as a resignation from the District. Failure of the Superintendent or designee to timely send the letter of reminder shall waive the teacher from all obligations hereunder.

7.11 Maternity/Child Rearing Leave

A teacher who has entered upon contractual continued service shall be granted maternity/child rearing leave without pay or other benefits subject to the following conditions: (As used herein, "teacher" means a tenured teacher, except in Section E, which is applicable only to non-tenured teachers.).

A. The teacher shall advise the Superintendent or designee of her pregnancy no later than the fourth month of pregnancy or upon ascertainment of such condition, whichever shall be the later. At such time, she shall provide a written statement from her obstetrician or physician indicating the expected date of delivery. Application for a maternity/child rearing leave shall be made in writing to the Superintendent or designee at least one hundred twenty (120) calendar days prior to the anticipated birth of the child.

B. In consultation with the teacher, the Superintendent or designee shall prepare a plan for the commencement and termination of such leave, taking into consideration maintenance of continuity of instruction and medical factors to the maximum possible degree, and the pertinent time factors related thereto. The leave shall not exceed the balance of the school term in which it commences and one (1) additional school term. Every effort shall be made to have such leave terminate immediately prior to the start of a new school term. Such leave shall commence upon the date agreed upon by the Superintendent or designee and the teacher. Such leaves, which commence during the summer recess, shall begin no later than July 1.

   The Superintendent or designee may waive any of the provisions of this Section in his/her sole discretion, and any such waiver shall not be precedential in any respect.

C. A teacher shall be allowed the use of sick leave following the birth of a child according to when the child is born:

   August through March: up to 45 school days.

   April through June 15th: the duration of the school year, and up to 25 school days after the start of the next school year (must not exceed a total of 45 school days).

   June 16th through June 30th: up to 30 school days at the start of the next school year.

   July 1st through July 15th: up to 35 school days at the start of the next school year.

   July 16th through July 31st: up to 40 school days at the start of the next school year.

   Any teacher who has medical reason with written explanation from a physician for continued sick leave beyond the preceding allocation of days shall be allowed to utilize additional sick leave days for the specified period. Any other alteration or extension of the preceding allocation of days is left to the discretion of the Superintendent or designee, and such decision shall be without precedential effect. Following this period of time, sick leave shall not be applicable during the period of the maternity/child rearing leave. Any accumulated sick leave available at the commencement of the unpaid leave shall be available to the teacher upon return to employment in the District.

D. Any teacher desiring adoption leave as a result of becoming an adoptive parent shall notify the Superintendent or designee, in writing, upon the initiation of such adoption proceedings. Leave shall be granted, as in Section B. above, upon satisfactory written notification to the Superintendent or 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 designee informed on the status of the proceedings, and, as soon as known, the expected date of the delivery of the child. This Section shall not be applicable if the adopted child is ten (10) or more years of age at the time the child is received.

E. A maternity/child rearing 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 in computing full-time employment under Section 24-11 of the Illinois School Code for purposes of the continuous employment necessary to attain contractual continued service status. Upon the return from such leave, the teacher shall be considered to have commenced her first probationary year. The granting of maternity leave to any non-tenured teacher shall not constitute a precedent for the granting or withholding of leave to any other non-tenured teacher. Each request shall be judged on its own merits and shall be within the sole discretion of the Board. Additional conditions or restrictions may be established for any such leave, provided nothing herein shall be construed as requiring any non-tenured teacher to apply for such leave or to accept the conditions established.

F. A teacher who has been granted a maternity/child rearing leave of absence shall not become eligible for a subsequent maternity/child rearing leave unless and until such teacher has returned to full-time service for at least one (1) complete school term provided under exceptional circumstances the Board may grant such a leave in its sole and absolute discretion. The granting or withholding of such leave shall be without precedential effect.

G. Nothing in this policy shall be construed as requiring any teacher to apply for a maternity/child rearing leave. A teacher not eligible for or not desiring maternity leave may utilize accumulated sick leave during any period of disability related to her pregnancy and/or to the delivery of the child. If such teacher shall have exhausted accumulated sick leave, she shall be granted a leave of absence without pay or other benefits during such period of disability. Such teacher shall return to employment immediately following the termination of actual disability.

H. A male teacher who has entered upon contractual continued service shall be entitled to a child rearing leave of absence, provided the teacher complies with all of the applicable notice and other requirements of this Section. Eligibility for such leave shall arise upon the anticipated birth of a child, which the teacher has fathered, or upon his planned adoption of a child.

I. If a teacher brings into his or her home a newly adopted child, such teacher shall be allowed to utilize up to forty-five (45) consecutive sick leave days and/or personal leave days with pay, upon imminent arrival of the child into the home. The adoption leave shall be granted according to the following:

August through March: up to 45 school days.

April through June 15th: the duration of the school year, and up to 25 school days after the start of the next school year (must not exceed a total of 45 school days).

June 16th through June 30th: up to 30 school days at the start of the next school year.

July 1st through July 15th: up to 35 school days at the start of the next school year.

July 16th through July 31st: up to 40 school days at the start of the next school year.

Any alteration or extension of the forty-five (45) school days is left to the discretion of the Superintendent or designee, and such decision shall be without precedential effect. The intent of this leave is to allow the teacher time to prepare for the arrival of a child new to the teacher, and to grant a period of time for the parent and the child to form a relationship with each other.

7.12 Bereavement Leave

Bereavement leave of a maximum of five (5) days shall be granted for each death in the immediate family, as defined elsewhere herein, and grandparents of the spouse. Bereavement leave of one (1) day shall be granted for each death of a niece, nephew, aunt, or uncle. An additional day of bereavement leave may be granted for each death resulting in travel of over 250 miles. The use of sick days and personal days to extend bereavement leave would be approved by the Superintendent at his/her discretion and without precedential effect.

7.13 Family and Medical Leave

A. All teachers who have been employed for at least twelve (12) months and for at least one thousand two hundred fifty (1,250) hours during the year preceding the start of the leave shall be eligible for family and medical leave.

B. Eligible teachers shall be entitled to unpaid leave of up to twelve (12) weeks during any one school year for the following reasons:

1. the birth of a child and to care for such child;

2. the placement of a child for adoption or foster care;

3. the care for the teacher's spouse, child, parent, or parent-in-law with a serious health condition;

4. because of the teacher's own serious health condition.

C. Serious health condition shall mean an illness, injury, impairment, or physical or mental health condition that involves:

1. any period of incapacity or treatment connected with inpatient care in a hospital, hospice, or residential medical care facility, or

2. continuing treatment by (or under the supervision of) a health care provider.

D. A teacher may elect to take up to twelve (12) weeks of family and medical leave to which the teacher is entitled as one block of time, or on an intermittent or reduced leave schedule.

E. A teacher who is on leave shall continue to receive health care benefits under the same terms and conditions as other teachers not on leave.

F. This Section shall be consistent with the Family and Medical Leave Act of 1993 (Public Law 103-3) and the U.S. Department of Labor regulations pertaining thereto (29 C.F.R. Part 825).

7.14 District Emergency Sick Leave Bank Plan

A. Establishing the Sick Leave Bank

Each eligible District 56 employee may voluntarily donate one (1) sick leave day to establish and become a member (hereinafter referred to as "Member Employee") of an Emergency Sick Leave Bank. The maximum number of days held in the District Emergency Sick Leave Bank will not exceed one hundred eighty (180) days. A new employee who wishes to become a member of the District Emergency Sick Leave Bank will be asked to volunteer one (1) sick day. To enroll, the Emergency Sick Leave Bank Enrollment Form must be submitted to the Business Office by 4:00 p.m., September 15 of any given year. Upon request of the Union President, the Superintendent shall provide to the Union President in writing an updated balance for the Sick Leave Bank inclusive of days donated by each member no later than June 30 each year.

The Superintendent or designee will implement procedures for this program. If a concern arises, the Superintendent will discuss the concern with the Union President. If no mutually agreeable resolution can be reached, the decision of the Superintendent is grievable according to the Grievance Procedure in the Collective Bargaining Agreement.

B. General Conditions

If the Emergency Sick Leave Bank falls below twenty (20) days, each Member Employee will again volunteer at least one (1) day in order to maintain membership in the Emergency Sick Leave Bank. Any sick day donated will be non-refundable.

Upon depletion of his/her sick leave and personal leave days, a Member Employee may make application to use the Emergency Sick Leave Bank days. Emergency Sick Leave Bank days will only be approved for catastrophic illness, accident, prolonged illness, or other circumstances as determined by the Superintendent that may affect the employee or any member of his/her immediate family (as defined in the current Collective Bargaining Agreement).

The maximum number of days drawn by any participating Member Employee shall be twelve (12) days per incident in any one (1) year.

C. Procedure for Use of Emergency Sick Leave Bank

Any participating Member Employee will be entitled to draw from the Emergency Sick Leave Bank provided the following three (3) conditions are met:

1. The participating Member Employee has used all his/her personal accumulated sick days and personal days.

2. The participating Member Employee shall produce a Licensed Medical Doctor's certificate as proof of need.

3. The participating Member Employee has been absent more than five (5) consecutive work days in connection with the same illness and/or incident. Exceptions such as chemotherapy treatment, renal dialysis, etc., will be approved at the discretion of the Superintendent.

Any participating Member Employee who has used the maximum number of Emergency Sick Leave Bank days will again be eligible to use the Emergency Sick Leave Bank after conditions 1-3. above are met for a second illness. However, the five (5) day waiting period referenced in C.3. will be waived.

If an illness carries into the next school year, conditions 1-3 must be met again before the individual is eligible to use the Emergency Sick Leave Bank again.

ARTICLE VIII

FRINGE BENEFITS/SUPPLEMENTAL COMPENSATION

8.1 Extra Duty Pay Periods

Teachers shall be paid Section 8.2 Extra Duty Schedule compensation on separate checks apart from regular compensation. Extra Duty stipends will be paid on the last pay periods in January and May and will be pro-rated on the number of meetings and/or practices supervised that are in compliance with the contractual guidelines, i.e., minimum number of students are in attendance and minimum number of meetings or practices are conducted. If meetings are not held, or the minimum number of students is not in attendance, the sponsor will receive a reduced stipend and/or the activity will be canceled. Meetings that are canceled by the sponsor or coach must be rescheduled in order for full compensation to be awarded.

8.2 Extra Duty Schedule

Stipends will increase 2% for the 2016 – 2017 school year and will remain unchanged for the 2017-2019 school years. Written contracts shall be issued for each position.

A teacher will earn 70% of extra duty pay in his/her first year doing an extra duty, 80% the second year, 90% the third year, and full extra duty pay thereafter. If a teacher switches positions within an extra duty sport or activity (i.e. from asst. coach to head coach or from girls' basketball coach to boys' basketball coach) or takes a leave of absence of two (2) years or less, there will be no diminishment in the percentage paid the teacher.

It is the understanding of both parties that members of the bargaining unit should have the first opportunity to fill extra duty positions. Extra duty positions would include those positions listed in the extra duty schedule. If no member of the bargaining unit elects to fill the vacancy, and it is assigned to an individual not in the bargaining unit but employed by the Board of Education in another capacity, that individual shall not be bumped from the position by a bargaining unit member. When that individual vacates the position, the vacancy would be offered to bargaining unit members first. All extra duty positions filled by individuals not in the bargaining unit and not employed by the Board of Education will be posted the following year. When a member moves from the bargaining unit to an administrative position, it is the expectation of both parties that the individual would vacate all of his extra duty assignments.

3rd - 5th GRADES – (PRAIRIE TRAIL)	**2016 –2019**
After School Sports	$2,209
American Girls Club Sponsor (2 positions)	$1,443
Art Sponsor (Gurnee Days)	$1,503
Band Director	$4,198
Band (Gurnee Days)	$533
Computer Workshop Sponsor	$1,305
Dance Club	$1,104
Destination Imagination Sponsor	$1,718
Drama Club Director	$2,304
Drama Club Musical Director	$2,304
5th Grade American Civics	$1,104
Fitness Club	$1,104

Image Club	$1,104
Intramural Wrestling	
- Session #1	$552
- Session #2	$552
Newsletter Sponsor	$2,005
Public Relations – Social Media	$1,039
Science Club Sponsor (2 positions)	$1,305
Science Club Assistant Sponsor (2 positions)	$435
Service Council Sponsor (lead sponsor)	$902
Service Council Sponsor (3 positions)	$451
Singers Club	$1,603
Team Lead Jr. (3 positions)	$435
Yearbook Sponsor	$2,005

KINDERGARTEN – 2nd GRADES – (SPAULDING)	**2016 – 2019**
Art Sponsor (Gurnee Days)	$1,503
Drama Club	$1,104
Nature Mapping	$1,104
Public Relations – Social Media	$1,039
STEM Club	$1, 104

6th – 8th GRADES – (ATHLETICS)	
Athletic Director	$5,453
Basketball/Boys 7th Grade	$4,409
Basketball/Boys 8th Grade	$4,409
Basketball/Girls 7th Grade	$4,409
Basketball/Girls 8th Grade	$4,409
Cheerleading	$3,206
Cross Country	$2,577
Cross Country Assistant	$1,803
Pom Poms	$3,206
Soccer 7th Grade	$2,577
Soccer 8th Grade	$2,577
Softball Girls	$2,526
Softball Girls Assistant	$1,768
Track/Boys	$3,206
Track/Girls	$3,206
Track/Boys Assistant	$2,244
Track/Girls Assistant	$2,244
Volleyball/Girls 7th Grade	$2,577
Volleyball/Girls 8th Grade	$2,577
Volleyball/Boys 7th Grade	$2,577
Volleyball/Boys 8th Grade	$2,577
Wrestling	$4,409
Wrestling Assistant	$3,088

6th – 8th GRADES – (VIKING)	**2016-2019**
Action Club	$1,104
Adventure Club	$1,654
Art Sponsor (Gurnee Days)	$1,503
Art Sponsor (Club)	$1,104
Band Director 6th Grade	$4,198
Band Director 7th & 8th Grade	$5,343
Band (Gurnee Days) (2 positions)	$533
Choreographer (Musical)	$1,432
Chorus Director (6,7,8) (includes Swing Choir)	$2,907
Dinner Theater Sponsor	$1,104
Drama Director (6,7,8)	$5,343
History Club Sponsor	$1,432
Intramurals (8 positions)	$552
Major Production Sponsor (Musical)	$4,409
Math Club Sponsor	$1,305
Musical Director	$2,205
National Junior Honor Society Sponsor	$1,305
Pit Band Director (Musical)	$1,104
Public Relations – Social Media – Newsletter	$1,104
Scholastic Bowl	$1,865
Science Club Sponsor	$1,104
Scripps Spelling Bee	$153
Spanish Club Sponsor	$1,104
Student Council Co-Sponsors (3 positions)	$2,577
Team Lead (4 positions)	$1,673
Technology Club	$1,305
Technical Director	$1,104
Yearbook Advisor	$2,005
Yearbook Advisor Assistant	$1,241

KINDERGARTEN – 8th GRADE – (RIVER TRAIL)	**2016 – 2019**
Actor's Guild	$1,104
Art Sponsor (Gurnee Days)	$1,503
Art Sponsor (Club)	$1,104
Chorus Sponsor	$1,603
Intramural Positions (one each Fall, Winter, Spring)	$552
Literary Magazine/Student Newspaper	$1,104
National Junior Honor Society (6, 7, 8)	$1,304
Public Relations – Social Media	$1,039
Service Council Grades 6-8	$2,526
Service Council Grades K-5	$2,126
Team Lead Jr. Grades 2-7	$1,503
Team Lead (2 positions) 8th Grade	$1,706
Yearbook Advisor	$1,966
Yearbook Advisor Assistant	$1,217

All other full-time activities as approved (minimum) $1,104

8.3 Internal Substitution

The Board shall compensate teachers at the rate thirty-two dollars and fifty-two cents ($32.52) per hour, for classes teachers are required to teach in excess of their regularly assigned teaching load.

8.4 Student Supervision

When it is necessary for a building administrator to make any duty assignments outside the basic classroom function of instruction as an extra assignment, it shall be first offered to the teaching staff on a voluntary basis. If the Administration is unable to fill said assignment on a volunteer basis, involuntary assignments shall be rotated on a fair and equitable basis within the staff.

The Board shall compensate teachers at the rate of forty-seven dollars and fifty-six cents ($47.56) per after school activity.

For the purpose of this Section, qualifying activities shall be defined as follows:

A. Athletic supervision

B. Athletic scorekeeper

C. Athletic timekeeper

D. Student chaperone

E. Other as approved by Superintendent (shall be paid)

Teachers in a supervisory role would qualify for compensation at one (1) personal leave day for each overnight spent with students. This would be awarded the school year following the activity.

8.5 Bus Duty

Those teachers who perform bus duty shall be compensated at the rate of fifteen dollars and sixty-one cents ($15.61) per day for up to 25 minutes of supervision.

8.6 Summer School Program Compensation

Starting with the summer of 2017, compensation for the summer school program will be at the rate of $32.00 per hour.

Upon the issuance of a second summer school contract after August 18, 2016, the pay will be $36.00 per hour. Previous summer school experience is not applicable to this section**.**

Each summer school teacher shall be entitled to one (1) sick leave day (to be used only when the employee is unable to perform his/her duties as a result of an illness) without loss of pay per summer. Such leave shall not accumulate from year to year. The hours to be worked shall be set forth in writing and signed by the individual teachers involved and the Administration prior to the opening of the summer school program. Any other absence may result in the revocation of the summer school contract.

8.7A Early Retirement

A. A teacher may elect to participate in the early retirement plan of the District if the teacher:

1. is otherwise eligible to participate in the state's early retirement plan;

2. gives written notice to the Superintendent by February 1 of the year of retirement;

3. has served a minimum of ten (10) years of continuous teaching in the District.

B. The Board shall make its required contribution to the state and the teacher shall pay one hundred percent (100%) of the teacher's one-time contribution.

8.7B Retirement Incentive

1) The following section pertains to those forty-five (45) years of age or older as of the first day of this collective bargaining agreement (CBA):

In order to be eligible for this incentive, teachers at the date of retirement must:

A. have served a minimum of ten (10) years of teaching in the District (excluding time on unpaid leave of absence), AND

B. have attained at least age 60 or have attained at least thirty-five (35) years of service credit with the Illinois Teachers' Retirement System (ITRS), OR

C. have attained whatever requirements may be necessary under Illinois Pension Code to eliminate any employer paid retirement penalty on behalf of the teacher.

For up to the last four (4) years of the eligible teacher's employment, the teacher shall receive a six percent (6%) increase in basic compensation over the basic compensation of the preceding year. Basic compensation is defined as salary compensation inclusive of longevity.

Eligible teachers applying for this incentive must submit a written notice to the Superintendent on or before the last day of the school term of the year prior to the first year in which the teacher expects a six percent (6%) increase in basic compensation.

2) The following section pertains to those less than forty-five (45) years of age as of the CBA:
In order to be eligible for this incentive, teachers at the date of retirement must:

A. have attained at least age 60 or have attained at least thirty-five (35) years of service credit with the Illinois Teachers' Retirement System (ITRS), OR

B. have attained whatever requirements may be necessary under Illinois Pension Code to eliminate any employer paid retirement penalty on behalf of the teacher.

AND

A. have served a minimum of nineteen (19) years of teaching in the District (excluding time on unpaid leave of absence) **prior** to receiving a retirement incentive for up to the last four (4) years of the eligible teacher's employment, the teacher shall receive a six percent (6%) increase in basic compensation over the basic compensation of the preceding year. Basic compensation is defined as salary compensation inclusive of longevity, OR

B. have served a minimum of sixteen (16) years of teaching in the District (excluding time on unpaid leave of absence) **prior** to receiving a retirement incentive for up to the last three (3) years of the eligible teacher's employment, the teacher shall receive a six percent (6%) increase in basic compensation over the basic compensation of the preceding year. Basic compensation is defined as salary compensation inclusive of longevity, OR

C. have served a minimum of thirteen (13) years of teaching in the District (excluding time on unpaid leave of absence) **prior** to receiving a retirement incentive for up to the last two (2) years of the eligible teacher's employment, the teacher shall receive a six percent (6%) increase in basic compensation over the basic compensation of the preceding year. Basic compensation is defined as salary compensation inclusive of longevity, OR

D. have served a minimum of ten (10) years of teaching in the District (excluding time on unpaid leave of absence) **prior** to receiving a retirement incentive for up to the last one (1) year of the eligible teacher's employment, the teacher shall receive a six percent (6%) increase in basic compensation over the basic compensation of the preceding year. Basic compensation is defined as salary compensation inclusive of longevity.

Eligible teachers applying for this incentive must submit a written notice to the Superintendent on or before the last day of the school term of the year prior to the first year in which the teacher expects a six percent (6%) increase in basic compensation.

8.8 Retirement Benefits

A. Upon retirement, the District shall pay one-half (1/2) the current substitute teacher pay for each accumulated sick day beyond the one hundred seventieth (170th) day earned in District #56, provided the days are not used for service credit under Teachers' Retirement System. The payment will be made as a post-retirement lump sum payment. To receive this payment the retiree must:

1) Wait until his/her first TRS retirement payment is received;

2) Contact TRS and request a Claim Audit Report (report that details sick days used by TRS for retirement benefits); and

3) After receiving the Claim Audit Report, bring the original to the District within six (6) months of your initial retirement payment. The District will review the submitted Claim Audit Report, determine the retirement bonus payment due, if applicable, and then pay the lump sum amount owing to the retiree.

B. The Board shall also make an annual contribution for a three (3) year period on behalf of each teacher who retires and who is enrolled in the Teacher Retirement System's health insurance plan in an amount of three thousand two hundred fifty dollars ($3,250) for the payment of single/dependent coverage.

C. Any teacher considering exercising 8.7B Retirement Incentive and has in excess of seventy-five (75) sick days accumulated, can request an appointment with the Superintendent more than five years prior to the then teacher's eligible non-ERO retirement date to discuss early retirement options and the possible matching of accumulated sick days, up to a maximum of an additional two hundred (200) days. If these additional matching sick days are granted, they must be granted more than four years before the actual retirement date. The number of sick days added through matching will not be eligible for a service recognition payment (8.8 Retirement Benefits. The Superintendent's granting of matching sick days is at his/her discretion and without precedential effect.

8.9 Committee and Paperwork Compensation

Any committee meeting time or paperwork (state goals, curriculum planning, etc.) performed for the District outside the normal school day shall be voluntary. Members may be compensated at the discretion of the Superintendent with compensatory release time in full or half day increments to be taken during the school year in which it is earned. The day(s) will be mutually agreed upon between the teacher and the principal. If there is to be any compensation it will be determined prior to the activity or meeting. Every effort shall be made to hold teacher absence from the classroom for such work to a minimum.

8.10 Tuition Reimbursement

When a teacher has completed one (1) year of employment in the District and has been rehired for the succeeding school year, the teacher shall be eligible for tuition reimbursement of up to one hundred ten dollars ($110.00) per graduate credit hour or a pro-rated amount with the approval of the Superintendent in the event such coursework ensues prior to completion of the first year of employment with the District. Part-time teachers shall be eligible for tuition reimbursement at the above hourly rate, pro-rated according to the percentage of the teacher's employment.

The following are the maximum caps:
Non-Tenure Teachers (except as noted below) - A maximum allowance of six (6) times the above hourly rate per school year.

Tenure Teachers, and Non-Tenure Full or Part-time Teachers who have completed at least two (2) years of service in the District - A maximum allowance of nine (9) times the above hourly rate per school year.

Such courses must be pre-approved and earned at an accredited college. Reimbursement shall be approved provided:

A. The teacher was employed for either a full school year (August through June) or a full calendar year (Example: November 1 through October 31) before the first class session of the college course; and

B. The course(s) are graduate course(s) in an area which, in the judgment of the Superintendent or designee, shall be of professional benefit to both the teacher and District (undergraduate courses may be approved if directly related to a teacher's current teaching assignment); and

C. It is strongly encouraged that written applications for approval be received at the District Office two (2) calendar weeks before the first class. If it is not possible to submit the applications within that time frame, written applications shall be submitted as soon as is practicable thereafter; and

D. A grade of B or above is obtained in the course, or the grade of "Pass" in the event the course is offered on a pass-fail basis; and

E. Evidence of completion of the course is submitted to the Superintendent or designee, in the form of an official transcript of credits or grade card, within sixty (60) days following completion of the course if such is available within this timeline; and

F. Evidence of tuition payment is submitted in the form of a paid receipt or canceled check which identifies the amount of tuition paid, and is submitted to the District Office on or before the tenth of the month in which the School Board shall authorize payment; and

G. Tuition reimbursement shall be paid within ten (10) calendar days following the first regularly scheduled School Board meeting held after the required evidence has been submitted; and

H. In order for a teacher who leaves the District between school terms to receive payment, the class must be completed no later than June 30 immediately following that teacher's last school term with the District.

8.11 Detention Duty

Teachers who perform Detention Duty shall be paid at the rate of thirty-two dollars and sixteen cents ($32.16) per activity.

Detention Duty shall occur outside the contractual workday. Teachers must receive building principal approval prior to a student serving detention. Any reason for non-approval shall be provided to the teacher by the building principal.

8.12 Kindergarten Screening

Kindergarten screening shall be compensated with compensatory release time in full or half day increments to be taken during the school year in which it is earned. The day(s) will be mutually agreed upon between the teacher and the principal.

8.13 Compensatory Release Time

The Superintendent, with the concurrence of the Council President, may offer the option of compensatory release time in lieu of hourly payment. Acceptance of compensatory release time in lieu of hourly payment is voluntary. The compensatory release time may be taken on any date during the school year in which it is earned with the date being mutually agreed upon between the teacher and the principal. A single compensatory release time day may be used immediately prior or following a school vacation or holiday. The use of consecutive compensatory release time day(s) or personal business day(s) or a combination thereof prior to or immediately following school vacations or holidays is generally not appropriate, but the Superintendent may review requests related to this subject on a case by case basis. The Superintendent's granting of compensatory release time shall be without precedential effect.

8.14 Professional Partner Facilitator

The Professional Partner Facilitator will be compensated with an annual stipend of eight hundred dollars ($800.00).

ARTICLE IX

COMPENSATION

9.1 Pay Periods

Teachers shall be paid regular compensation in twenty-six (26) pro-rata bi-weekly installments. The first paycheck of a pay cycle will be issued within two weeks of the first day of teacher attendance and the receipt of the last check in the prior pay cycle. Payday shall be every other Friday.

9.2 Tier Structures and Base Salary

A. Years of work experience shall be calculated by adding the number of continuous years of work experience since the last hire date and any years of work experience from other school districts accepted by Gurnee District 56 to be used to calculate his/her salary at the time of the hire.

B. TIER 1 - Teachers with one year of teaching experience through 20 years of teaching experience.

C. TIER 2 (Longevity) - Any teacher accumulating more than 20 years of teaching experience.

D. BASE SALARY - The salary paid to teachers including increases for educational advancement (formerly lane changes) but not including any additional compensations added to the salary for extra duty pay.

9.3 Salary

A. New teachers will receive a starting salary of $39,655 for the 2016 – 2017 school year, a salary of $40,647 for the 2017 – 2018 school year, and a salary of $41,663 for the 2018 - 2019 school year.

B. Tier 1 Base Salary will be increased by the following percentages:
2016 – 2017 – Three percent (3%)

2017 – 2018 – Three percent (3%)

2018 – 2019 – Four percent (4%)

C. Tier II Base Salary will be increased by the following percentages:
2016 – 2017 – Two and one-half percent (2.5%)

2017 – 2018 – Two and one-half percent (2.5%)

2018 – 2019 – Three percent (3%)

D. All new teachers hired will be placed at the new teachers starting salary except as determined by the Superintendent in consultation with the Union President. Teachers with hours beyond a Bachelors Degree or a Masters Degree will be permitted one salary adjustment per year as outlined in Section 9.8 until they reach their proper credit level.

E. Teachers employed as a social worker, psychologist, or speech and language specialist are exempt from this requirement since their minimum level of education required to perform those jobs is a Masters Degree. The Superintendent may, when conditions dictate the need to do so, place the teacher on the salary tier up to his/her maximum educational accruement and experience levels after consulting with the Union President.

F. Retired Gurnee District #56 teachers returning to the District as teachers after retirement shall be placed on the salary tier in the same manner as new above and shall not be eligible for insurance benefits or Illinois Teachers' Retirement System (ITRS) contributions. In the event a returning retired teacher works full time in a Regional Office of Education designated critical shortage area within the District, the teacher shall be entitled to full single insurance coverage as provided in the Collective Bargaining Agreement.

9.4 Sheltering Teacher Retirement Contribution

According to authority granted by the Pension Reform Act of 1974, Section 414(h)(2) of the Internal Revenue Code, the Board of Education agrees to pay to the Teacher Retirement System on behalf of each teacher, from the established compensation schedule, the required percentage of earnings reflected for each teacher.

9.5 Insurance: Group Major Medical, Dental and Term Life

All full-time certified employees shall be offered coverage under a comprehensive group medical plan (currently PPO 350, PPO 500, PPO 750, High Deductible 2500, or HMO). The Board may offer additional insurance group plans as recommended by the insurance committee. It is understood that PPO 350 will not be offered at the conclusion of this collective bargaining agreement (CBA).

BOARD CONTRIBUTION - The Board shall annually contribute an amount not to exceed the previous year's contribution (2015- 2016 was $10,610) plus any increase in premiums up to the first three percent (3%) as well as any premium increase greater than six percent (6%).

TEACHER CONTRIBUTION - Teachers shall be responsible for any premium increase greater than three percent (3%) and up through six percent (6%) of the board's previous year's contribution, not to exceed eight percent (8%) of the total cost for the individual coverage premium.

The TEACHER CONTRIBUTION, if any, will be calculated as follows:

TEACHER CONTRIBUTION for individual coverage = Total Premium Cost of Selected Plans (PPO 350, PPO 500, PPO 750, High Deductible 2500, or HMO) minus (-) Board Contribution (as previously defined). If teacher contribution is less than zero, the teacher contribution would be zero.

TEACHER CONTRIBUTION for family coverage = Total Premium Cost of Selected Plans (PPO 350, PPO 500, PPO 750, High Deductible 2500, or HMO) minus (-) the Board Contribution, then minus (-) thirty percent (30%) of the amount not covered by the Board Contribution.

The Board will contribute for an employee, who choses the High Deductible $2500 Plan one thousand five hundred dollars ($1,500) in a Health Savings Account (HSA) in the name of the employee who elects the High Deductible $2500 Plan. The administration of the HSA will comply with Internal Revenue Service (IRS) guidelines. If an employee discontinues the High Deductible Plan prior to the anniversary day of the plan, or enters the plan after the anniversary date as a result of a qualifying life event (i.e. birth of a child, loss of a spouse), the amount placed in the HSA will be adjusted on a prorated basis from the anniversary date until the date of the break of continuity with the High Deductible Plan.

The Board agrees to provide the full individual premium for dental insurance in addition to its medical premiums. The Board shall provide each teacher with fifty thousand dollars ($50,000) group term life insurance coverage. The Board shall reimburse each teacher up to five hundred fifty dollars ($550) per individual or family, after a two hundred dollar ($200) deductible has been paid by the teacher (applicable to stop loss and including eye care costs). Changes in insurance coverage and the insurance carrier shall be by mutual agreement of the parties.

Part-time teachers shall receive Board Contribution toward employee coverage, as outlined above, on a prorated basis.

9.5A Insurance: Group Major Medical, Dental and Term Life Committee

A committee shall be formed of equal number of teachers (appointed by the Union) and administrators (appointed by the Superintendent) to conduct an in-depth study to determine a plan to more efficiently use the District's health insurance plan. The Director of Business Services, who will be one of the administrators selected by the Superintendent, will act as the chair of the committee and will regularly schedule meetings to determine ways to reduce expenditures associated with the health insurance plans. The committee will develop a list of recommendations annually to reduce health insurance costs and present them to the Union membership and the Board of Education

9.6 Flexible Benefit Plan

The Board shall establish a flexible benefit plan. Such plan shall be developed in consultation with the Union and shall provide an opportunity, pursuant to relevant Internal Revenue Service Guidelines and Regulations, for teachers to deduct:

A. Dependent Health Insurance

B. Dependent Dental Insurance

C. Additional Term Life Insurance

D. Disability Income Insurance

E. Other Non-Reimbursed Medical/Dental Costs

F. Child/Dependent Care Costs

and other items as may be hereafter agreed between the Board and the Union from their overall compensation and to be subsequently reimbursed therefor upon the timely filing of evidence of payment of such insurance or other costs and with the other provisions of such flexible benefit plan.

Each teacher shall declare, not later than September 1 of each school year, their anticipated annual cost of benefits under the plan for the twelve (12) month period September through August, in a manner and amount in compliance with an Internal Revenue Service Section 125 Plan. Teachers shall be reimbursed up to one-half (1/2) their declared cost on the first payday in April, provided the teacher has filed evidence of payment in the month of March. Teachers shall be reimbursed their remaining declared cost, or their entire declared cost if no reimbursement was earlier claimed, on the first payday in the October next, provided the teacher has filed evidence of payment in the month of September.

Should the evidence of payment submitted by the teacher exceed the declared anticipated cost, the teacher shall receive as reimbursement the declared anticipated cost. Should the evidence of payment submitted by the teacher prove less than the declared anticipated cost, the teacher shall

receive as reimbursement only the amount as specified through evidence of payment. Any remaining amount of money shall revert to the Board.

9.7 Compensation of Social Workers

Social Workers hired shall be given educational advancement credit to the level of MS+24.

9.8 Compensation of Psychologists

Psychologists hired shall be given educational advancement credit to the level of MS+24.

9.9 Graduate Credit (Educational Advancement) Leading to Salary Adjustment

Teachers shall receive a salary adjustment increase of four percent (4%) each for attaining graduate credit levels of BS+8, BS+16, BS+24, MS, MS+12, MS+24, MS+36, and MS+48. No teacher shall be permitted to attain more than a single four percent (4%) salary adjustment per year. If a teacher has earned graduate credits for more than one salary adjustment in a year, the unpaid adjustments shall be made in the following year(s); salary adjustments shall be made at the beginning of the school year.

IFT ER&D Courses taken from Lake County Federation of Teachers Local 504 will be counted toward accrued graduate credits for salary adjustment. It is understood that ER&D Courses will most likely not transfer to other school districts.

Educational advancement movement will not occur if classes are taken from a list of **unapproved** colleges and universities, as determined by the Superintendent. The list will be updated at the beginning of the school year and may be obtained from the District website.

9.9A Educational Advancement Beyond the Masters Degree

Credits which are earned prior to completion of the Masters Degree shall not be used in allowing a teacher educational advancement beyond a Masters Degree.

9.10 Traveling Teachers

Teachers, who as part of their teaching assignment must travel between attendance centers, shall be reimbursed for mileage when using a personal vehicle at the yearly mileage rate as provided under IRS rules and regulations.

ARTICLE X

DURATION AND TECHNICAL CLAUSES

10.1 Duration

This Agreement shall become effective at 12:01 a.m. on the first day of the 2016 – 2017 school term and shall continue in effect until 11:59 p.m. on the last day prior to the opening of the 2019 – 2020 school year. When either party executes written notification to the other party prior to April 1 of the year the Agreement terminates that it wishes to renegotiate the Agreement, the parties shall meet no later than the first Monday of May to receive the Union proposal and negotiations shall within thirty (30) days continue in an effort to secure a Successor Agreement. The Agreement may be continued by mutual consent.

10.2 Management Rights

It is understood that all rights, powers, and authority of the Board and/or its administrative staff not specifically limited by the language of this Agreement are retained by the Board. The Board, however, shall not take any action, which shall violate any of the specific provisions of this Agreement.

10.3 Recognition of This Agreement

This Agreement supersedes and nullifies all previous written and verbal negotiation agreements between the Board and the Union.

10.4 Separability

Should any Article, Section, or Clause of this Agreement be declared illegal by a court of competent jurisdiction, then that part shall be deleted from this Agreement to the extent that it violates the law. The remaining Articles, Sections, and Clauses shall remain in effect. Should any additional modification or change be made in this Agreement, it shall be necessary that the parties mutually agree in writing.

10.5 Individual Contracts

Terms and conditions of this Agreement shall be stipulated in individual contracts or employment agreements.

10.6 No-Strike Provision

As provided in law, the Union agrees that it shall not strike for the duration of this Agreement.

10.7 Zipper Clause

The parties each voluntarily and unqualifiedly waive any rights which might otherwise exist under law to negotiate over any matter during the term of this Agreement, and each agrees that the other shall

not be obligated to bargain collectively during the term of this Agreement with respect to any matter (except as otherwise specifically provided herein) even though each subject or matter may not have been within the knowledge or contemplation of either or both parties at the time they negotiated or signed the Agreement.

With the uncertainty of pension reform, health care insurance premiums, and economic conditions (CPI), the Board of Education and the Teachers' Union agree that a major change (positive or negative) from the assumptions made to establish the Teachers' Salaries from school year 2016 – 2017 through 2018-2019 may require the two parties to address the impact the change could have on the salary compensation.

10.8 Typing and Printing of This Agreement

The Union shall assume all responsibility and cost related to the typing of this Agreement, the Union shall assume all responsibility for the printing of sufficient copies of this Agreement for the parties. The Board shall reimburse the Union for one-half the cost of such printing.

IN WITNESS THEREOF, this Agreement is signed this 29th day of February, 2016.

FOR THE GURNEE FEDERATION OF TEACHERS
LAKE COUNTY FEDERATION OF TEACHERS
LOCAL 504, IFT-AFT/AFL-CIO

Kim Woodward
President

Lisa Klavin
Secretary

FOR THE BOARD OF EDUCATION OF
GURNEE SCHOOL DISTRICT 56
LAKE COUNTY, ILLINOIS

President

Secretary

Original: x
Amended:

ILLINOIS STATE BOARD OF EDUCATION

School Business Services Department
217-785-8779

CERTIFICATE OF TAX LEVY

A copy of this Certificate of Tax Levy shall be filed with the county clerk of each county in which the school district is located on or before the last Tuesday of December.

District Name	District Number	County
Gumee	0---56	Lake

Amount of Levy

Educational	$	21,994,534	Fire Prevention & Safety *	$	0
Operations & Maintenance	$	2,423,451	Tort Immunity	$	504,020
Transportation	$	1,604,359	Special Education	$	1,681,615
Working Cash	$	16,571	Leasing	$	336,661
Municipal Retirement	$	354,644	Other	$	
Social Security	$	367,646	SEDOL IMRF Extension	$	18,774
			Total Levy	$	29,302,275

* Includes Fire Prevention, Safety, Energy Conservation, Disabled Accessibility, School Security, and Specified Repair Purposes.

See explanation on reverse side.
Note: Any district proposing to adopt a levy must comply with the provisions set forth in the Truth in Taxation Law.

We hereby certify that we require:

the sum of 21,994,534 dollars to be levied as a special tax for educational purposes; and
the sum of 2,423,451 dollars to be levied as a special tax for operations and maintenance purposes; and
the sum of 1,604,359 dollars to be levied as a special tax for transportation purposes; and
the sum of 16,571 dollars to be levied as a special tax for a working cash fund; and
the sum of 354,644 dollars to be levied as a special tax for municipal retirement purposes; and
the sum of 367,646 dollars to be levied as a special tax for social security purposes; and
the sum of 0 dollars to be levied as a special tax for fire prevention, safety, energy conservation, disabled accessibility, school security and specified repair purposes; and
the sum of 504,020 dollars to be levied as a special tax for tort immunity purposes; and
the sum of 1,681,615 dollars to be levied as a special tax for special education purposes; and
the sum of 336,661 dollars to be levied as a special tax for leasing of educational facilities or computer technology or both, and temporary relocation expense purposes; and
the sum of 0 dollars to be levied as a special tax for _____; and
the sum of 18,774 dollars to be levied as a special tax for SEDOL IMRF Extension
on the taxable property of our school district for the year _____.

Signed this 18th day of November 20 26.

_____
(President)

_____
(Clerk or Secretary of the School Board of Said School District)

When any school is authorized to issue bonds, the school board shall file a certified copy of the resolution in the office of the county clerk of each county in which the district is situated to provide for the issuance of the bonds and to levy a tax to pay for them. The county clerk shall extend the tax for bonds and interest as set forth in the certified copy of the resolution, each year during the life of the bond issue. Therefore to avoid a possible duplication of tax levies, the school board should not include a levy for bonds and interest in the district's annual tax levy.

Number of bond issues of said school district that have not been paid in full 4.

(Detach and Return to School District)

This is to certify that the Certificate of Tax Levy for School District No. _____, _____ County, Illinois, on the equalized assessed value of all taxable property of said school district for the year _____, was filed in the office of the County Clerk of this County on _____.

In addition to an extension of taxes authorized by levies made by the Board of Education (Directors), an additional extension(s) will be made, as authorized by resolution(s) on file in this office, to provide funds to retire bonds and pay interest thereon. The total levy, as provided in the original resolution(s), for said purposes for the year _____, is $ _____

_____
(Signature of County Clerk)

_____ _____
(Date) *(County)*

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GURNEE SCHOOL DISTRICT 56

3706 Florida Avenue • Gurnee, IL 60031 • 847-336-0800 • www.d56.org

Certificate

I, Mark Pos, presiding officer of Gurnee Schools, District No. 56, hereby certify that I am the presiding officer of Gurnee Schools, No. 56, and as such presiding officer, I hereby certify that the levy ordinance, a copy of which is appended hereto, was adopted pursuant to, and in all respects in compliance with the provisions of Section 4 through 7 of the "Truth In Taxation Act".

The notice and hearing requirements of Sections 4-6 of the Act are inapplicable.

The notice requirement of Section 7 is inapplicable.

Dated: November 18, 2026

_____

Mark Pos
Presiding Officer

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CERTIFICATE OF COMPLIANCE WITH THE TRUTH IN TAXATION ACT

I, Mark Pos, President of the Board of Education of Gurnee Schools, District No. 56, County of Lake, State of Illinois, do hereby certify as follows:

1. This certificate is made to certify compliance by the District with provisions of the Truth in Taxation Act, Illinois Rev. State, ch. 120, 861 et seg. (The "Act").
1. On October 28, 2026 which was not less than 20 days prior to the adoption of the District's aggregate levy (the "levy"), the Board of Education of the District, pursuant to Section 4 of the Act, determined the amounts of money estimated to be necessary to be raised by taxation for the year 2026 upon the taxable property in the District, exclusive of any portion of the levy attributable to the cost of conduction an election required by the general election law (hereafter referred to as "election costs").
2. The estimate of the levy was in the amount of $33,414,828.35 35 which is not more than 105% of the amount which had been extended or abated or was estimated would be extended or abated upon the levy of the preceding year, exclusive of election costs.
3. The final tax levy resolution adopted, exclusive of election costs, was in the amount of $29,283,501.00 (with debt service & SEDOL $33,414,828.35) which was the same aggregate amount as the proposed levy set forth on October 28, 2026.

IN WITNESS WHEREOF, I have hereto set my hand this 18th day of November 2026.

_____

Mark Pos, President, Board of Education
District #56, Lake County, Illinois

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Resolution to Levy Taxes

WHEREAS, the Board of Education is authorized by Article 17 of the School Code (105 ILCS 5/17-1 *et seq.*) to levy special taxes for various purposes;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION, SCHOOL DISTRICT NO. 56, COUNTY OF LAKE, STATE OF ILLINOIS, as follows:

Section 1: The following amounts of money, as indicated on the Certificate of Tax Levy attached to and made a part of this document, shall be raised by special tax for the various purposes as in the Certificate of Tax Levy indicated for the ensuing year.

Section 2: The President and Secretary are hereby authorized and directed to sign the Certificate and file or cause the same to be filed with the County Clerk of Lake County on or before the last Tuesday in December of 2026.

Section 3: The cash fund balances were disclosed at a public hearing or meeting on the levy to memorialize compliance with the requirement of sections 1.3 and 1.10.

Section 4: This Resolution shall be in full force and effect upon its adoption.

November 18, 2026

_____

President, Board of Education
Gurnee School District 56

_____

Secretary, Board of Education
Gurnee School District 56

GURNEE SCHOOL District 56
3706 FLORIDA AVE. GURNEE IL 60031
847 336 0800 | D56.ORG

TRUTH IN TAXATION
CERTIFICATE OF COMPLIANCE
(35 ILCS 200/18-90)

I, the undersigned, hereby certify that I am the presiding officer of Gurnee School District 56, and as such presiding officer I certify that the certification of levy, a copy of which is attached, was adopted pursuant to, and in all respects in compliance with the provisions of Section 18-60 through 18-85 of the "Truth in Taxation" law.

Check One of the Choices Below

☐ 1) The taxing district published a notice in the newspaper and conducted a hearing meeting the requirements of the Truth in Taxation Law.

☒ 2) The taxing district's aggregate levy did not exceed a 5% increase over the prior year's extension. Therefore, a notice and a hearing were not necessary.

☐ 3) The proposed aggregate levy did not exceed a 5% increase over the prior year's extension. Therefore, a hearing was not held. The adopted aggregate tax levy exceeded 5% of the prior year's extension and a notice was published within 15 days of its adoption in accordance with the Truth in Taxation Law.

☐ 4) The adopted levy exceeded the amount stated in the published notice. A second notice was published within 15 days of the adoption in accordance with the Truth in Taxation Law.

Signed this 18th day of November, 2026.

_____

Presiding Officer

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GURNEE SCHOOL DISTRICT 56

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CERTIFICATE

I, Odie Pahl, DO HEREBY CERTIFY THAT I am secretary of the Board of Education of Public School District No. 56, Lake County, Illinois and the Official keeper of the files records and custodian of the same and that the attached is true, correct, complete copy of the Resolution Levying a Special Tax for Working Cash purposes as adopted by the Board of Education of District No. 56, at a regularly scheduled meeting held on the 18th day of November, 2026, in the regular meeting place for said Board in the District Office, 3706 Florida Avenue, Gurnee, Illinois.

_____

Odie Pahl, Secretary, Board of Education

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GURNEE SCHOOL DISTRICT 56

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RESOLUTION LEVYING A SPECIAL TAX FOR SPECIAL EDUCATION PURPOSES

WHEREAS, Section 5/17-2.2a of the Illinois School Board as amended by Public Act 83-390 provides that a School Board of any District having a population of less than 500,000 inhabitants may by proper resolution, levy an annual tax upon the value of property of their School District as equalized or assessed by the Department of Revenue for special education purposes; and

WHEREAS, this School District maintains grades kindergarten through eight.

NOW, THEREFORE, BE IT RESOLVED by the Board of Education, Gurnee Schools, District #56, Lake County, Illinois as follows:

Section 1: The Board of Education hereby certifies that it requires the sum of $1,681,615.00 to be levied as a special tax for special education purposes on the equalized assessed value of all taxable property of this School District for the year 2026.

Section 2: This Board of Education hereby levies the sum of $1,681,615.00 as a special tax for special education purposes on the equalized assessed value of all taxable property of this School District for the year 2026.

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

Adopted this 18th day of November, 2026

AYES: _____

_____

NAYS: _____

ABSENT: _____

_____
Mark Pos, President, Board of Education

_____
Odie Pahl, Secretary, Board of Education

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GURNEE SCHOOL DISTRICT 56

3706 Florida Avenue • Gurnee, IL 60031 • 847-336-0800 • www.d56.org

CERTIFICATE

I, Odie Pahl, DO HEREBY CERTIFY THAT I am secretary of the Board of Education of Public School District No. 56, Lake County, Illinois and the Official keeper of the files records and custodian of the same and that the attached is true, correct, complete copy of the Resolution Levying a Special Tax for Special Education purposes as adopted by the Board of Education of District No. 56, at a regularly scheduled meeting held on the 18th day of November, 2026, in the regular meeting place for said Board in the District Office, 3706 Florida Ave., Gurnee, Illinois.

_____

Odie Pahl
Secretary, Board of Education

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GURNEE SCHOOL DISTRICT 56

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RESOLUTION LEVYING A SPECIAL TAX FOR
Leasing Educational Facilities or Computer Technology or both,
and Temporary Relocation Expenses

WHEREAS, Section 5/12-2.11 of the Illinois School Code as amended by Public Act 83-390 provides that a School Board of any District having a population of less than 500,000 inhabitants may, by proper resolution, levy an annual tax upon the value of property of their School District as equalized or assessed by the Department of Revenue for Leasing 5/17-2.2c; and

WHEREAS, this School District maintains grades kindergarten through eight.

NOW, THEREFORE, BE IT RESOLVED by the Board of Education, Gurnee Schools, District #56, Lake County, Illinois as follows:

Section 1: The Board of Education hereby certifies that it requires the sum of $336,661.00 to be levied as a special tax for leasing educational facilities or computer technology or both, and temporary relocation expenses purposes on the equalized assessed value of all taxable property of this School District for the year 2026.

Section 2: This Board of Education hereby levies the sum of $336,661.00 as a special tax for leasing educational facilities or computer technology or both, and temporary relocation expenses purposes on the equalized assessed value of all taxable property of this School District for the year 2026.

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

Adopted this 18th day of November, 2026

AYES: _____

_____

NAYS: _____

ABSENT: _____

_____
Mark Pos, President, Board of Education

_____
Odie Pahl, Secretary, Board of Education

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CERTIFICATE

I, Odie Pahl, DO HEREBY CERTIFY THAT I am secretary of the Board of Education of Public School District No. 56, Lake County, Illinois and the Official keeper of the files records and custodian of the same and that the attached is true, correct, complete copy of the Resolution Levying a Special Tax for leasing educational facilities or computer technology or both, and temporary relocation expenses purposes as adopted by the Board of Education of District No. 56, at a regularly scheduled meeting held on the 18th day of November, 2026, in the regular meeting place for said Board in the District Office, 3706 Florida Avenue, Gurnee, Illinois.

_____

Odie Pahl, Secretary, Board of Education

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RESOLUTION AUTHORIZING WORKING CASH FUND LEVY
SCHOOL DISTRICT NO. 56, IN
LAKE COUNTY, ILLINOIS

WHEREAS, Article 20 of The School Code of Illinois provides the authority to create a working cash fund; and

WHEREAS, no bonds have been issued to establish a working cash fund, nor will the tax to be extended exceed 85% of the taxes last extended; and

NOW, THEREFORE, BE IT RESOLVED THAT WE HEREBY CERTIFY that we require the sum of $16,571.00 to be levied as a special tax for working cash purposes on the taxable property of our school district for the year, and that a certified copy of this resolution be filed in the office of the County Clerk.

Adopted this 18th day of November, 2026

AYES: _____

_____

NAYS: _____

ABSENT: _____

_____
Mark Pos, President, Board of Education

_____
Odie Pahl, Secretary, Board of Education

RESOLUTION TO LEVY CERTAIN SPECIAL TAXES
FOR SPECIAL EDUCATION DISTRICT IMRF PURPOSES

WHEREAS, the Board of Education is authorized by Section 7-171 of the Pension Code to levy, by proper resolution, an annual tax for Illinois Municipal Retirement purposes; and

WHEREAS, the Board of Education is authorized by Public Act 90-511 to levy, by proper resolution, an annual tax for Illinois Municipal Retirement purposes for its contribution to the Special Education District of Lake County; and

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION, _____School District Number 56, Lake County, State of Illinois, as follows:

Section 1. For the ensuing year, the County Clerk of Lake County hereby authorized and directed to extend the following special taxes on behalf of this School District: The sum of $18,774 to be levied as a special tax for its contribution to Special Education District of Lake County for its employees for Illinois Municipal Retirement purposes.

Section 2. This Resolution shall be in full force and effect upon its adoption.

Adopted this _____ day of _____, 2026.

_____
President, Board of Education

ATTEST:

_____
Secretary, Board of Education

STATE OF ILLINOIS)
) SS
COUNTY OF LAKE)

CERTIFICATION

I, _____, the duly qualified and acting Secretary of the Board of Education, _____ School District Number _____, Lake County, Illinois, and the keeper of the records thereof, DO HEREBY CERTIFY that attached hereto is a true and correct copy of the resolution entitled:

RESOLUTION TO LEVY CERTAIN SPECIAL TAXES
FOR SPECIAL EDUCATION DISTRICT IMRF PURPOSES

adopted at a regular meeting of the Board of Education of said School District held on the _____ day of _____, 2026.

IN WITNESS WHEREOF, I have hereunto set my hand this day of _____, 2026.

_____
Secretary, Board of Education,

_____
School District No._____,
Lake County, Illinois

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GURNEE SCHOOL DISTRICT 56

3706 Florida Avenue • Gurnee, IL 60031 • 847-336-0800 • www.d56.org

CERTIFICATION

This is to certify that the attached is a true, correct, and completed resolution establishing the tax levies for 2026 as adopted by the Board of Education of Gurnee School District #56 on November 18, 2026.

This certification is executed by the parties specified below for transmittal to the County Clerk of Lake County.

_____

Odie Pahl, Secretary Board of Education

_____

Martin Da Costa, Director of Business | CSBO

Board Policy Discussion Notes
October 2026 Monitoring 2nd Reading

Policy Number	**Title**	**Reason**
Policy Changes		
3:10	Goals and Objectives	No Changes are Recommended.
3:30	Chain of Command	No Changes are Recommended.
3:40	Superintendent	No Changes are Recommended.
5:35	Compliance with the Fair Labor Standards Act	No Changes are Recommended.
5:40	Communicable and Chronic Infectious Disease	No Changes are Recommended.
5:50	Drug-and Alcohol-Free Workplace; E-Cigarette, Tobacco, and Cannabis Prohibition	No Changes are Recommended.
5:60	Expenses	No Changes are Recommended.

3:10 Goals and Objectives

The Superintendent directs the administration in order to manage the School District and to facilitate the implementation of a quality educational program in alignment with Board of Education policy 1:30, *School District Philosophy*. Specific goals and objectives are to:

1. Provide educational expertise.
2. Plan, organize, implement, and evaluate educational programs that will provide for students' mastery of the Illinois Learning Standards.
3. Meet or exceed student performance and academic improvement goals established by the Board.
4. Develop and maintain channels for communication between the school and community.
5. Develop an administrative procedures manual and handbooks for personnel and students that are aligned with Board policy.
6. Manage the District's fiscal and business activities to ensure financial health, cost-effectiveness, and protection of the District's assets.
7. Provide for the proper use, reasonable care, and appropriate maintenance of the District's real and personal property, including buildings, equipment, and supplies.

LEGAL REF.:

105 ILCS 5/10-16.7, 5/10-21.4, and 5/10-21.4a.

CROSS REF.: 1:30 (School District Philosophy), 2:20 (Powers and Duties of the Board of Education; Indemnification), 2:130 (Board Superintendent Relationship), 3:40 (Superintendent), 3:50 (Administrative Personnel Other Than the Superintendent), 3:60 (Administrative Responsibility of the Building Principal), 6:10 (Educational Philosophy and Objectives)

ADOPTED: October 25, 2023

3:30 Chain of Command

The Superintendent shall develop an organizational chart indicating the channels of authority and reporting relationships for school personnel. These channels should be followed, and no level should be bypassed except in unusual situations.

All personnel should refer matters requiring administrative action to the responsible administrator, and may appeal a decision to a higher administrative officer. Whenever possible, each employee should be responsible to only one immediate supervisor. When this is not possible, the division of responsibility must be clear.

CROSS REF.: 1:20 (District Organization, Operations, and Cooperative Agreements), 2:140 (Communications To and From the Board), 3:70 (Succession of Authority), 8:110 (Public Suggestions and Concerns)

ADOPTED: September 17, 2025

3:40 Superintendent

Duties and Authority

The Superintendent is the District's executive officer and is responsible for the administration and management of the District schools in accordance with Board of Education policies and directives, and State and federal law. District management duties include, without limitation, preparing, submitting, publishing, and posting reports and notifications as required by State and federal law, including the special reporting responsibilities in policy 5:90, *Abused and Neglected Child Reporting*. The Superintendent is authorized to develop administrative procedures and take other action as needed to implement Board policy and otherwise fulfill his or her responsibilities. The Superintendent may delegate to other District staff members the exercise of any powers and the discharge of any duties imposed upon the Superintendent by Board of Education policies or by Board vote. The delegation of power or duty, however, shall not relieve the Superintendent of responsibility for the action that was delegated.

Qualifications

The Superintendent must be of good character and of unquestionable morals and integrity. The Superintendent shall have the experience and the skills necessary to work effectively with the Board, District employees, students, and the community. The Superintendent must have and maintain a Professional Educator License with a superintendent endorsement issued by the Illinois State Educator Preparation and Licensure Board.

Evaluation

The Board of Education will evaluate, at least annually, the Superintendent's performance and effectiveness, using standards and objectives developed by the Superintendent and Board that are consistent with State law, the Board's policies, and the Superintendent's contract. A specific time should be designated for a formal evaluation session with all Board of Education members present. The evaluation should include a discussion of professional strengths as well as performance areas needing improvement.

The Superintendent shall annually present evidence of professional growth through attendance at educational conferences, in-service training, or similar continuing education pursuits.

Compensation and Benefits

The Board of Education and the Superintendent shall enter into an employment agreement that conforms to Board policy and State law. This contract shall govern the employment relationship between the Board of Education and the Superintendent. The terms of the Superintendent's employment agreement, when in conflict with this policy, will control.

LEGAL REF.:

105 ILCS 5/10-16.7, 5/10-20.47, 5/10-21.4, 5/10-21.9, 5/10-23.8, 5/21B-20, 5/21B-25, 5/24-11, and 5/24A-3.

5 ILCS 120/7.3, Open Meetings Act.

23 Ill.Admin.Code §§1.310, 1.705, and 25.355.

CROSS REF: 2:20 (Powers and Duties of the Board of Education; Indemnification), 2:130 (Board-Superintendent Relationship), 2:240 (Board Policy Development), 3:10 (Goals and Objectives), 4:165 (Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors), 4:175 (Convicted Child Sex Offender; Screening; Notifications), 5:30 (Hiring Process and Criteria), 5:90 (Abused and Neglected Child Reporting), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 5:150 (Personnel Records), 5:210 (Resignations), 5:290 (Employment Termination and Suspensions)

ADOPTED: October 25, 2023

5:35 Compliance with the Fair Labor Standards Act

Job Classifications

The Superintendent will ensure that all job positions are identified as either "exempt" or "non-exempt" according to State law and the Fair Labor Standards Act (FLSA) and that employees are informed whether they are "exempt" or "non-exempt." "Exempt" and "non-exempt" employee categories may include certificated and non-certificated job positions. All non-exempt employees, whether paid on a salary or hourly basis, are covered by minimum wage and overtime provisions.

Workweek and Compensation

The workweek for District employees will be 12:00 a.m. Friday until 11:59 p.m. Thursday. Non-exempt employees will be compensated for all hours worked in a workweek including overtime. For non-exempt employees paid a salary, the salary is paid for a 40-hour workweek even if an employee is scheduled for less than 40 hours. "Overtime" is time worked in excess of 40 hours in a single workweek.

Overtime

A non-exempt employee shall not work overtime without his or her supervisor's express approval. All supervisors of non-exempt employees shall: (1) monitor overtime use on a weekly basis and report such use to the business office, (2) seek the Superintendent or designee's written pre-approval for any long term or repeated use of overtime that can be reasonably anticipated, (3) ensure that overtime provisions of this policy and the FLSA are followed, and (4) ensure that employees are compensated for any overtime worked. Accurate and complete time sheets of actual hours worked during the workweek shall be signed by each employee and submitted to the business office. The business office will review work records of employees on a regular basis, make an assessment of overtime use, and provide the assessment to the Superintendent. In lieu of overtime compensation, non-exempt employees may receive compensatory time-off, according to Board policy 5:310, *Compensatory Time-Off.*

Suspension Without Pay

No exempt employee shall have his or her salary docked, such as by an unpaid suspension, if the deduction would cause a loss of the exempt status. Licensed employees may be suspended without pay in accordance with Board policy 5:240, *Suspension*. Non-licensed employees may be suspended without pay in accordance with Board policy 5:290,

Employment Termination and Suspensions.

Implementation

The Superintendent or designee shall implement the policy in accordance with the FLSA, including its required notices to employees. In the event of a conflict between the policy and State or federal law, the latter shall control.

LEGAL REF.:

820 ILCS 105/4a.

29 U.S.C. §201 *et seq*., Fair Labor Standards Act, 29 C.F.R. Parts 516, 541, 548, 553, 778, and 785.

CROSS REF.: 5:240 (Suspension), 5:290 (Employment Termination and Suspensions), 5:310 (Compensatory Time-Off)

ADOPTED: December 18, 2024

Gurnee SD 56

5:40 Communicable and Chronic Infectious Disease

The Superintendent or designee shall develop and implement procedures for managing known or suspected cases of a communicable and chronic infectious disease involving District employees that are consistent with State and federal law, Illinois Department of Public Health rules, and Board of Education policies.

An employee with a communicable or chronic infectious disease will be permitted to retain his or her position whenever, after reasonable accommodations and without undue hardship, there is no substantial risk of transmission of the disease to others, provided an employee is able to continue to perform the position's essential functions. An employee with a communicable and chronic infectious disease remains subject to the Board's employment policies including sick and/or other leave, physical examinations, temporary and permanent disability, and termination.

LEGAL REF.:

42 U.S.C. §12101 *et seq.*, Americans With Disabilities Act, amended by the Americans with Disabilities Act Amendments Act (ADAAA), Pub. L. 110-325; 29 C.F.R. §1630.1 *et seq.*

29 U.S.C. §791, Rehabilitation Act of 1973; 34 C.F.R. §104.1 *et seq.*

105 ILCS 5/24-5.

20 ILCS 2305/6, Department of Public Health Act.

820 ILCS 40/, Personnel Record Review Act.

77 Ill.Admin.Code Part 690, Control of Communicable Diseases.

CROSS REF.: 2:150 (Committees), 4:180 (Pandemic Preparedness; Management; and Recovery), 5:30 (Hiring Process and Criteria), 5:180 (Temporary Illness or Temporary Incapacity)

ADOPTED: May 22, 2024

5:50 Drug- and Alcohol-Free Workplace; E-Cigarette, Tobacco, and Cannabis Prohibition

All District workplaces are drug- and alcohol-free workplaces.

An employee is *on call* when the District schedules the employee with at least 24 hours' notice to be on standby or otherwise responsible for performing employment-related tasks either at the District or another location previously designated by the District. All employees are prohibited from engaging in any of the following activities while on District premises or while performing work or being on call for the District:

1. Unlawful manufacture, dispensing, distribution, possession, or use of an illegal or controlled substance, or being impaired by or under the influence of any illegal substance or any detectible use of any illegal substance regardless of when or where the use occurred.
2. Distribution, consumption, use, possession, or being impaired by or under the influence of an alcoholic beverage; being present on District premises or while performing work for the District when alcohol consumption is detectible, regardless of when and/or where the use occurred.
3. Distribution, consumption, possession, use, or being impaired by or under the influence of cannabis; being present on District premises or while performing work for the District when impaired by or under the influence of cannabis, regardless of when and/or where the use occurred, unless distribution, possession, and/or use is by a school nurse or school administrator pursuant to *Ashley's Law*, 105 ILCS 5/22-33. The District considers employees impaired by or under the influence of cannabis when there is a good faith belief that an employee manifests specific articulable symptoms while working that decrease or lessen the employee's performance of the duties or tasks of the employee's job position.

Upon the Superintendent or designee's reasonable suspicion of an employee's violation of any of the prohibited activities stated above, the Superintendent or designee may direct the employee to undergo a drug and/or alcohol test to corroborate or refute the alleged violation. State law protects the District from liability when it takes actions pursuant to a reasonable workplace drug policy, including but not limited to subjecting an employee or applicant to reasonable drug and alcohol testing, reasonable and nondiscriminatory random drug testing, discipline, termination of employment, or withdrawal of a job offer due to a failure of a drug test.

For purposes of this policy a controlled substance means a substance that is:

1. Not legally obtainable,
2. Being used in a manner different than prescribed,
3. Legally obtainable, but has not been legally obtained, or
4. Referenced in federal or State controlled substance acts.

For purposes of this policy, *District premises* means workplace as defined in the Cannabis Regulation and Tax Act (CRTA) in addition to District and school buildings, grounds, and parking areas; vehicles used for school purposes; and any location used for a Board of Education meeting, school athletic event, or other school-sponsored or school-sanctioned events or activities. *School grounds* means the real property comprising any school, any conveyance used to transport students to school or a school-related activity, and any public way within 1,000 feet of any school ground, designated school bus stops where students are waiting for the school bus, and school-sponsored or school-sanctioned events or activities. "Vehicles used for school purposes" means school buses or other school vehicles.

As a condition of employment, each employee shall:

1. Abide by the terms of this Board policy respecting a drug- and alcohol-free workplace; and
2. Notify his or her supervisor of his or her conviction under any criminal drug statute for a violation occurring on the District premises or while performing work for the District, no later than five calendar days after such a conviction.

Unless otherwise prohibited by this policy, prescription and over-the-counter medications are not prohibited when taken in standard dosages and/or according to prescriptions from the employee's licensed health care provider, provided that an employee's work performance is not impaired.

To make employees aware of the dangers of drug and alcohol abuse, the Superintendent or designee shall perform each of the following:

1. Provide each employee with a copy of this policy.
2. Post notice of this policy in a place where other information for employees is posted.
3. Make available materials from local, State, and national anti-drug and alcohol-abuse organizations.
4. Enlist the aid of community and State agencies with drug and alcohol informational and rehabilitation programs to provide information to District employees.
5. Establish a drug-free awareness program to inform employees about:

    a. The dangers of drug abuse in the workplace,

b. Available drug and alcohol counseling, rehabilitation, re-entry, and any employee assistance programs, and
c. The penalties that the District may impose upon employees for violations of this policy.

6. Remind employees that Board policy 6:60, *Curriculum Content*, requires the District to educate students, depending upon their grade, about drug and substance abuse prevention and relationships between drugs, alcohol, and violence.

E-Cigarette, Tobacco, and Cannabis Prohibition

All employees are covered by the conduct prohibitions contained in policy 8:30, *Visitors to and Conduct on School Property*. The prohibition on the use of e-cigarettes, tobacco, and cannabis products applies both (1) when an employee is on school property, and (2) while an employee is performing work for the District at a school event regardless of the event's location.

Tobacco has the meaning provided in 105 ILCS 5/10-20.5b.

Cannabis has the meaning provided in the CRTA, 410 ILCS 705/1-10.

E-Cigarette is short for electronic cigarette and includes, but is not limited to, any electronic nicotine delivery system (ENDS), electronic cigar, electronic cigarillo, electronic pipe, electronic hookah, vape pen, or similar product or device, and any components or parts that can be used to build the product or device.

District Action Upon Violation of Policy

An employee who violates this policy may be subject to disciplinary action, including termination. In addition or alternatively, the Board may require an employee to successfully complete an appropriate drug- or alcohol-abuse rehabilitation program.

The Board shall take disciplinary action with respect to an employee convicted of a drug offense in the workplace within 30 days after receiving notice of the conviction.

Should District employees be engaged in the performance of work under a federal contract or grant, or under a State contract or grant of $5,000 or more, the Superintendent shall notify the appropriate State or federal agency from which the District receives contract or grant monies of the employee's conviction within 10 days after receiving notice of the conviction.

Disclaimer

The Board reserves the right to interpret, revise or discontinue any provision of this policy pursuant to the **Suspension of Policies** subhead in Board policy 2:240, *Board Policy Development*.

LEGAL REF.:

20 U.S.C. §7101 *et seq*., Safe and Drug-Free School and Communities Act of 1994.

21 U.S.C. §812; 21 C.F.R. §1308.11-1308.15, Controlled Substances Act.

41 U.S.C. §8101 *et seq*., Drug-Free Workplace Act of 1988.

42 U.S.C. §12114, Americans With Disabilities Act.

21 C.F.R. Parts 1100, 1140, and 1143.

30 ILCS 580/, Drug-Free Workplace Act.

105 ILCS 5/10-20.5b.

410 ILCS 82/, Smoke Free Illinois Act.

410 ILCS 130/, Compassionate Use of Medical Cannabis Program Act.

410 ILCS 705/1-1 *et seq.*, Cannabis Regulation and Tax Act.

720 ILCS 675, Prevention of Tobacco Use by Persons under 21 Years of Age and Sale and Distribution of Tobacco Products Act.

820 ILCS 55/, Right to Privacy in the Workplace Act.

23 Ill.Admin.Code §22.20.

CROSS REF.: 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 6:60 (Curriculum Content), 8:30 (Visitors to and Conduct on School Property)

ADOPTED: June 24, 2026

5:60 Expenses

The Board regulates the reimbursement of all travel, meal, and lodging expenses by resolution. Money shall not be advanced or reimbursed, or purchase orders issued for: (1) the expenses of any person except the employee, (2) anyone's personal expenses, or (3) entertainment expenses. Entertainment includes, but is not limited to, shows, amusements, theaters, circuses, sporting events, or any other place of public or private entertainment or amusement, unless the entertainment is ancillary to the purpose of the program or event. The District is not responsible for losses due to an employee's own negligence, losses due to normal wear, or losses due to theft, unless the theft was a result of the District's negligence. Employees must submit the appropriate itemized, signed, standardized form(s) to support any requests for expense advancements, reimbursements, or purchase orders that show the following:

1. The amount of the estimated or actual expense, with attached receipts for actual incurred expenses.
2. The name and title of the employee who is requesting the expense advancement or reimbursement. Receipts from group functions must include the names, offices, and job titles of all participants.
3. The date(s) of the official business on which the expense advancement, reimbursement, or purchase order will be or was expended.
4. The nature of the official business conducted when the expense advancement, reimbursement, or purchase order will be or was expended.

Advancements

The Superintendent may advance expenses to teachers and other licensed employees for the anticipated actual and necessary expenses to be incurred while attending meetings that are related to their duties and will contribute to their professional development, provided they fall below the maximum allowed in the Board's expense regulations.

Expense advancement requests must be submitted to the Superintendent or designee on the District's standardized estimated expense approval form for employees. After spending expense advancements, employees must use the District's standardized expense reimbursement form and submit to the Superintendent: (a) the itemized, signed advancement voucher that was issued, and (b) the amount of actual expenses by attaching receipts. Any portion of an expense advancement not used must be returned to the District. Expense advancements and vouchers shall be presented to the Board in its regular bill process.

Reimbursements and Purchase Orders

Expense reimbursements and purchase orders may be issued by the Superintendent or designee to employees, along with other expenses necessary for the performance of their duties, provided the expenses fall below the maximum allowed in the Board's expense regulations.

Expense reimbursements and purchase order approvals are not guaranteed and, when possible, employees should seek pre-approval of expenses by providing an estimation of expenses on the District's standardized estimated expense approval form for employees, except in situations when the expense is diminutive. When pre-approval is not sought, employees must seek reimbursement on the District's standardized expense reimbursement form for employees. Expense reimbursements and purchase orders shall be presented to the Board in its regular bill process.

Exceeding the Maximum Allowable Expense Amount(s)

All requests for expense advancements, reimbursements, and purchase orders exceeding the maximum allowed in the Board's expense regulations may only be approved when:

1. The Board's resolution to regulate expenses allows for such approval;
2. An emergency or other extraordinary circumstance exists; and
3. The request is approved by a roll call vote at an open Board meeting.

Registration

When possible, registration fees will be paid by the District in advance.

Travel

The least expensive method of travel will be used, provided that no hardship will be caused to the employee. Employees will be reimbursed for:

1. Air travel at the coach or economy class commercial airline rate. First class or business class air travel will be reimbursed only if emergency circumstances warrant. The emergency circumstances must be explained on the expense form and Board approval of the additional expense is required. Fees for the first checked bag will be reimbursed. Copies of airline tickets and baggage receipts must be attached to the expense form.
2. Rail or bus travel at actual cost. Rail or bus travel costs may not exceed the cost of coach airfare. Copies of tickets must be attached to the expense form to substantiate amounts.

3. Use of personal automobiles at the standard mileage rate approved by the Internal Revenue Service for income tax purposes. The reimbursement may not exceed the cost of coach airfare. Mileage for use of personal automobiles in trips to and from transportation terminals will also be reimbursed. Toll charges and parking costs will be reimbursed.
4. Automobile rental costs when the vehicle's use is warranted. The circumstances for such use must be explained on the expense form.
5. Taxis, airport limousines, ride sharing services, or other local transportation costs.

Meals

Meals charged to the District should represent mid-fare selections for the hotel/meeting facility or general area. Tips are included with meal charges. Expense forms must explain the meal charges incurred. Alcoholic beverages will not be reimbursed.

Lodging

Employees should request conference rate or mid-fare room accommodations. A single room rate will be reimbursed. Employees should pay personal expenses at checkout. If that is impossible, deductions for the charges should be made on the expense form.

Miscellaneous Expenses

Employees may seek reimbursement for other expenses incurred while attending a meeting sponsored by organizations described herein by fully describing the expenses on the expense form, attaching receipts.

Additional Requirements for Travel Expenses Charged to Federal and State Grants

All grant-related travel expenses must be pre-approved by the Superintendent or designee.

Expenses for travel, including expenses for transportation, lodging, meals, and related items incurred by employees and charged to a federal grant or State grant governed by the Grant Accountability and Transparency Act (30 ILCS 708/) must also meet the following requirements:

1. The participation of the employee is necessary to the award, and the costs are specifically related to the award.
2. Expenses must be permissible under the terms and conditions of the award.
3. Expenses must be reasonable and consistent with this policy.
4. The Board does not reimburse actual expenses or pay a per diem allowance unless

the employee is on official *travel status* for more than 12 hours. However, employees remain eligible for mileage reimbursement (minus regular commuting mileage/costs) and other transportation expenses if on travel status less than 12 hours.

5. Expenses may be charged based on an actual cost basis or on a per diem basis in lieu of actual costs incurred; however, only one method may be applied per trip.
6. Commercial airfare costs in excess of the least expensive coach or economy class are prohibited except when such accommodations would: (1) require circuitous routing; (2) require travel during unreasonable hours; (3) excessively prolong travel; (4) result in additional costs that would offset transportation savings; or (5) offer accommodations not reasonably adequate for the traveler's medical needs. Qualifying circumstances must be explained on the expense form, and Board approval of the additional expense is required.
7. Per diem rates and actual reimbursement amounts for mileage, meals, and lodging may not exceed the rates established by the Governor's Travel Control Board or federal travel regulations, whichever is less. These limits do not apply when: (1) an employee stays in the lowest-priced room available at or near a hotel where a conference or seminar is located or in accommodations arranged by the conference/ seminar organization, or (2) lodging at or below the established rate is unavailable. In those cases, the employee will be reimbursed for actual lodging expenses with prior approval, but in no case will the reimbursement exceed 300% of the applicable maximum per diem rate. If a conference fee includes a meal, the meal or per diem allowance will be reduced by the actual value of the meal or the applicable meal allowance, whichever is less.
8. Employees must use the least expensive compact car available when using a rental car for travel, unless an exception is approved. The Board does not reimburse employees for collision damage waiver or theft insurance.
9. The Board will reimburse travel expenses not chargeable to an award from other District funds consistent with this policy.

LEGAL REF.:

2 C.F.R. §200.475.

30 ILCS 708/130, Grant Accountability and Transparency Act.

50 ILCS 150/, Local Government Travel Expense Control Act.

105 ILCS 5/10-22.32.

820 ILCS 115/9.5, Ill. Wage Payment and Collection Act.

CROSS REF.: 2:125 (Board Member Compensation; Expenses), 2:240 (Board Policy Development), 4:50 (Payment Procedures)

ADOPTED: June 25, 2025

Gurnee SD 56

3:50 Administrative Personnel Other Than the Superintendent

Duties and Authority

The Board of Education establishes District administrative and supervisory positions in accordance with the District's needs and State law. This policy applies to all administrators other than the Superintendent, including without limitation, Building Principals. The general duties and authority of each administrative or supervisory position are approved by the Board, upon the Superintendent's recommendation, and contained in the respective position's job description.

Qualifications

All administrative personnel shall be appropriately licensed and shall meet all applicable requirements contained in State law and Illinois State Board of Education rules.

Evaluation

The Superintendent or designee shall evaluate all administrative personnel and make employment and salary recommendations to the Board of Education.

Administrators shall annually present evidence to the Superintendent of professional growth through attendance at educational conferences, additional schooling, in-service training, and Illinois Administrators' Academy courses, or through other means as approved by the Superintendent.

Administrative Work Year

The work year for administrators shall be stated in the employment agreement. All administrators shall be available for work when their services are necessary.

Compensation and Benefits

The Board and each administrator shall enter into an employment agreement that complies with Board policy and State law. The terms of an individual employment contract, when in conflict with this policy, will control.

The Board of Education will consider the Superintendent's recommendations when setting compensation for individual administrators. These recommendations should be presented to the Board of Education no later than the March Board of Education meeting or at such

earlier time that will allow the Board to consider contract renewal and nonrenewable issues.

Unless stated otherwise in individual employment contracts, all benefits and leaves of absence available to teaching personnel are available to administrative personnel.

LEGAL REF:

105 ILCS 5/10-21.4a, 5/10-23.8a, 5/10-23.8b, 5/21B, and 5/24A.

23 Ill.Admin.Code §§1.310, 1.705, and 50.300; and Parts 25 and 29.

CROSS REF: 3:60 (Administrative Responsibility of the Building Principal), 4:165 (Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors), 4:175 (Convicted Child Sex Offender; Screening; Notifications), 5:30 (Hiring Process and Criteria), 5:90 (Abused and Neglected Child Reporting), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 5:150 (Personnel Records), 5:210 (Resignations), 5:250 (Leaves of Absence), 5:290 (Employment Termination and Suspensions)

ADOPTED: November 15, 2023

3:60 Administrative Responsibility of the Building Principal

Duties and Authority

The Board of Education, upon the recommendation of the Superintendent, employs Building Principals as the chief administrators and instructional leaders of their assigned schools, and may employ Assistant Principals. The primary responsibility of a Building Principal is the improvement of instruction. Each Building Principal shall perform all duties as described in State law as well as such other duties as specified in his or her employment agreement or as the Superintendent may assign, that are consistent with the Building Principal's education and training.

Each Building Principal and Assistant Principal shall complete State law requirements to be a prequalified evaluator before conducting an evaluation of a teacher or assistant principal.

Evaluation Plan

The Superintendent or designee shall implement an evaluation plan for Principals and Assistant Principals that complies with Section 24A-15 of the School Code and relevant Illinois State Board of Education rules. Using that plan, the Superintendent or designee shall evaluate each Building Principal and Assistant Principal. The Superintendent or designee may conduct additional evaluations.

Qualifications and Other Terms and Conditions of Employment

Qualifications and other terms and conditions of employment are found in Board policy 3:50, *Administrative Personnel Other Than the Superintendent*.

LEGAL REF.:

105 ILCS 5/2-3.53a, 5/10-20.14, 5/10-21.4a, 5/10-23.8a, 5/10-23.8b, and 5/24A-15.

10 ILCS 5/4-6.2, Election Code.

105 ILCS 127/, School Reporting of Drug Violations Act.

23 Ill.Admin.Code Parts 35 and 50, Subpart D.

CROSS REF.: 3:50 (Administrative Personnel Other Than the Superintendent), 4:165 (Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors), 4:175

(Convicted Child Sex Offender; Screening; Notifications), 5:90 (Abused and Neglected Child Reporting), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 5:150 (Personnel Records), 5:210 (Resignations), 5:250 (Leaves of Absence), 5:290 (Employment Termination and Suspensions)

ADOPTED: November 15, 2023

Gurnee SD 56

3:70 Succession of Authority

If the Superintendent, Building Principal, or other administrator is temporarily unavailable, the succession of authority and responsibility of the respective office shall follow a succession plan, developed by the Superintendent and submitted to the Board of Education.

CROSS REF.: 1:20 (District Organization, Operations, and Cooperative Agreements), 3:30 (Chain of Command)

ADOPTED: November 15, 2023

5:70 Religious Holidays

Please refer to the applicable collective bargaining agreement.

Employees not covered by this agreement shall receive the religious holidays benefit under the same terms and conditions as those who are covered.

LEGAL REF.:

775 ILCS 5/2-101 and 5/2-102, Ill. Human Rights Act.

775 ILCS 35/155, Religious Freedom Restoration Act.

ADOPTED: November 15, 2023

5:80 Jury Duty

Please refer to the applicable collective bargaining agreement.

For employees not covered by a current applicable bargaining agreement:

The District will deduct any fees that an employee receives for court duty, less mileage and meal expenses, from the employee's compensation, or make arrangements for the employee to endorse the fee check to the District.

An employee should give at least five days' prior notice of pending court duty to the District.

Witness Duty

The District will pay full salary during the time an employee is absent due to a subpoena to serve as a witness in a trial or have a deposition taken in any school-related matter pending in court.

Jury Duty

The District will pay full salary during the time an employee is absent due to jury duty.

LEGAL REF.:

105 ILCS 5/10-20.7.

705 ILCS 305/4.1, Jury Act.

ADOPTED: November 15, 2023

5:90 Abused and Neglected Child Reporting

Any District employee who suspects or receives knowledge that a student may be an abused or neglected child shall immediately report or cause a report to be made to the Ill. Dept. of Children and Family Services (DCFS) on its Child Abuse Hotline 1-800-25-ABUSE (1-800-252-2873) (within Illinois); 1-217-524-2606 (outside of Illinois); or 1-800-358-5117 (TTY). Any District employee who believes a student is in immediate danger of harm, shall first call 911. The employee shall also promptly notify the Superintendent or Building Principal that a report has been made. Negligent failure to report occurs when a District employee personally observes an instance of suspected child abuse or neglect and reasonably believes, in his or her professional or official capacity, that the instance constitutes an act of child abuse or neglect under the Abused and Neglected Child Reporting Act (ANCRA) and he or she, without willful intent, fails to immediately report or cause a report to be made of the suspected abuse or neglect to DCFS.

Any District employee who discovers child sexual abuse material on *electronic and information technology equipment*, as defined in 325 ILCS 5/4.5(a), shall immediately report it to local law enforcement, the National Center for Missing and Exploited Children's CyberTipline 1-800-THE-LOST (1-800-843-5678) or online at report.cybertip.org/ or www.missingkids.org. The Superintendent or Building Principal shall also be promptly notified of the discovery and that a report has been made.

Any District employee who observes any act of hazing that does bodily harm to a student must report that act to the Building Principal, Superintendent, or designee who will investigate and take appropriate action. If the hazing results in death or great bodily harm, the employee must first make the report to law enforcement and then to the Superintendent or Building Principal. Hazing is defined as any intentional, knowing, or reckless act directed to or required of a student for the purpose of being initiated into, affiliating with, holding office in, or maintaining membership in any group, organization, club, or athletic team whose members are or include other students.

Abused and Neglected Child Reporting Act (ANCRA), School Code, and *Erin's Law* Training

The Superintendent or designee shall provide staff development opportunities for District employees in the detection, reporting, and prevention of child abuse and neglect.

All District employees shall:

1. Before beginning employment, sign the *Acknowledgement of Mandated Reporter*

Status form provided by DCFS. The Superintendent or designee shall ensure that the signed forms are retained.

2. Complete mandated reporter training as required by law within three months of initial employment and at least every three years after that date.
3. Complete an annual evidence-informed training related to child sexual abuse, grooming behaviors (including *sexual misconduct* as defined in *Faith's Law*), and boundary violations as required by law and policy 5:100, *Staff Development Program*.

Alleged Incidents of Sexual Abuse; Investigations

An *alleged incident of sexual abuse* is an incident of sexual abuse of a child, as defined in 720 ILCS 5/11-9.1A, that is alleged to have been perpetrated by school personnel, including a school vendor or volunteer, that occurred: on school grounds during a school activity; or outside of school grounds or not during a school activity.

If a District employee reports an alleged incident of sexual abuse to DCFS and DCFS accepts the report for investigation, DCFS will refer the matter to the local Children's Advocacy Center (CAC). The Superintendent or designee will implement procedures to coordinate with the CAC.

DCFS and/or the appropriate law enforcement agency will inform the District when its investigation is complete or has been suspended, as well as the outcome of its investigation. The existence of a DCFS and/or law enforcement investigation will not preclude the District from conducting its own parallel investigation into the alleged incident of sexual abuse in accordance with Board policy 7:20, *Harassment of Students Prohibited*.

Special Superintendent Responsibilities

The Superintendent shall execute the requirements in Board policy 5:150, *Personnel Records*, whenever another school district requests a reference concerning an applicant who is or was a District employee and was the subject of a report made by a District employee to DCFS.

When the Superintendent has reasonable cause to believe that a license holder (1) committed an intentional act of abuse or neglect with the result of making a child an abused child or a neglected child under ANCRA or an act of sexual misconduct under *Faith's Law*, and (2) that act resulted in the license holder's dismissal or resignation from the District, the Superintendent shall notify the State Superintendent and the Regional Superintendent in writing, providing the Ill. Educator Identification Number as well as a brief description of the misconduct alleged. The Superintendent must make the report within 30 days of the dismissal or resignation and mail a copy of the notification to the license holder.

The Superintendent shall develop procedures for notifying a student's parents/guardians when a District employee, contractor, or agent is alleged to have engaged in sexual misconduct with the student as defined in *Faith's Law*. The Superintendent shall also develop procedures for notifying the student's parents/guardians when the Board takes action relating to the employment of the employee, contractor, or agent following the investigation of sexual misconduct. Notification shall not occur when the employee, contractor, or agent alleged to have engaged in sexual misconduct is the student's parent/guardian, and/or when the student is at least 18 years of age or emancipated.

The Superintendent shall execute the recordkeeping requirements of *Faith's Law*.

Special Board of Education Member Responsibilities

Each individual Board member must, if an allegation is raised to the member during an open or closed Board meeting that a student is an abused child as defined in ANCRA, direct or cause the Board to direct the Superintendent or other equivalent school administrator to comply with ANCRA's requirements concerning the reporting of child abuse.

If the Board determines that any District employee, other than an employee licensed under 105 ILCS 5/21B, has willfully or negligently failed to report an instance of suspected child abuse or neglect as required by ANCRA, the Board may dismiss that employee immediately.

When the Board learns that a licensed teacher was convicted of any felony, it must promptly report it to the State agencies listed in Board policy 2:20, *Powers and Duties of the Board of Education; Indemnification*.

LEGAL REF.:

20 U.S.C. §7926, Elementary and Secondary Education Act.

105 ILCS 5/10-21.9, 5/10-23.13, 5/21B-85, 5/22-85.5, and 5/22-85.10.

20 ILCS 1305/1-1 *et seq*., Department of Human Services Act.

325 ILCS 5/, Abused and Neglected Child Reporting Act.

720 ILCS 5/12C-50.1, Criminal Code of 2012.

CROSS REF.: 2:20 (Powers and Duties of the Board of Education; Indemnification), 3:40 (Superintendent), 3:50 (Administrative Personnel Other Than the Superintendent), 3:60 (Administrative Responsibility of the Building Principal), 4:60 (Purchases and Contracts), 4:165 (Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors), 5:20 (Workplace Harassment Prohibited), 5:30 (Hiring Process and Criteria), 5:100 (Staff

Development Program), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 5:150 (Personnel Records), 5:200 (Terms and Conditions of Employment and Dismissal), 5:290 (Employment Termination and Suspensions), 6:120 (Education of Children with Disabilities), 6:250 (Community Resource Persons and Volunteers), 7:20 (Harassment of Students Prohibited), 7:150 (Agency and Law Enforcement Requests)

ADOPTED: December 17, 2025

Gurnee SD 56

5:100 Staff Development Program

The Superintendent or designee shall implement a staff development program. The goal of the program shall be to update and improve the skills and knowledge of staff members in order to achieve and maintain a high level of job performance and satisfaction. Additionally, the development program for licensed staff members shall be designed to effectuate any School Improvement Plans so that student learning objectives meet or exceed goals established by the District and State.

Abused and Neglected Child Reporting Act (ANCRA) and *Erin's Law* Training

The staff development program shall include the Abused and Neglected Child Reporting Act (ANCRA) mandated reporter training and training on the awareness and prevention of child sexual abuse and grooming behaviors (*Erin's Law*) as follows (see Board policies 4:165, *Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors*, and 5:90, *Abused and Neglected Child Reporting*):

1. Within three months of employment, each staff member must complete mandated reporter training from a provider or agency with expertise in recognizing and reporting child abuse. Mandated reporter training must be completed again at least every three years.
2. By January 31 of every year, all school personnel must complete evidence-informed training on preventing, reporting, and responding to child sexual abuse, grooming behaviors (including *sexual misconduct* as defined in *Faith's Law*), and boundary violations.

In-Service Training Requirements

The staff development program shall provide, at a minimum, within six months of employment and renewed at least once every five years thereafter (unless required more frequently by other State or federal law), the in-service training of all District staff who work with pupils on:

1. Health conditions of students, including but not limited to training on:
    a. Anaphylactic reactions and management, conducted by a person with expertise on anaphylactic reactions and management;
    b. Management of asthma, prevention of asthma symptoms, and emergency response in the school setting;
    c. The basics of seizure recognition and first aid and emergency protocols,

consistent with best practice guidelines issued by the Centers for Disease Control and Prevention;

d. The basics of diabetes care, how to identify when a diabetic student needs immediate or emergency medical attention, and whom to contact in case of emergency;

e. Current best practices regarding identification and treatment of attention deficit hyperactivity disorder; and

f. How to respond to an incident involving life-threatening bleeding, including use of a school's trauma bleeding control kit, if applicable.

2. Social-emotional learning. Training may include providing education to all school personnel about the content of the Illinois Social and Emotional Learning Standards, how they apply to everyday school interactions, and examples of how social emotional learning can be integrated into instructional practices across all grades and subjects.

3. Developing cultural competency, including but not limited to understanding and reducing implicit bias, including *implicit racial bias* as defined in 105 ILCS 5/10-20.61 (implicit bias training).

4. Identifying warning signs of mental illness, trauma, and suicidal behavior in youth, along with appropriate intervention and referral techniques, including resources and guidelines as outlined in 105 ILCS 5/2-3.166 (*Ann Marie's Law*) and the definitions of *trauma*, *trauma-responsive learning environments*, and *whole child* as set forth in 105 ILCS 5/3-11.

5. Domestic and sexual violence and the needs of expectant and parenting youth, conducted by persons with expertise in domestic and sexual violence and the needs of expectant and parenting youth. Training shall include, but is not limited to:

    a. Communicating with and listening to youth victims of domestic or sexual violence and expectant and parenting youth;

    b. Connecting youth victims of domestic or sexual violence and expectant and parenting youth to appropriate in-school services and other agencies, programs, and services as needed;

    c. Implementing the District's policies and procedures regarding such youth, including confidentiality; and

    d. Procedures for responding to incidents of teen dating violence that take place at school, on school grounds, at school-sponsored activities, or in vehicles used for school-provided transportation as outlined in 105 ILCS 5/27-240 (see Board policy 7:185, *Teen Dating Violence Prohibited*).

6. Protections and accommodations for students, including but not limited to training on:

    a. The federal Americans with Disabilities Act as it pertains to the school environment; and

b. Homelessness.

7. Educator ethics and responding to child sexual abuse and grooming behavior (see Board policy 5:120, *Employee Ethics; Code of Professional Conduct; and Conflict of Interest*); including but not limited to training on:
    a. Teacher-student conduct;
    b. School employee-student conduct; and
    c. Evidence-informed training on preventing, recognizing, reporting, and responding to child sexual abuse and grooming as outlined in 105 ILCS 5/10-23.13 (*Erin's Law*).
8. Effective instruction in violence prevention and conflict resolution, conducted in accordance with the requirements of 105 ILCS 5/27-115 (violence prevention and conflict resolution education).

Additional Training Requirements

In addition, the staff development program shall include each of the following:

1. Ongoing professional development for all school personnel and school resource officers on the requirements of 105 ILCS 5/10-22.6 and 5/10-20.14, the adverse consequences of school exclusion and justice-system involvement, effective classroom management strategies, culturally responsive discipline, trauma-responsive learning environments as defined in 105 ILCS 5/3-11(b), the appropriate and available supportive services for the promotion of student attendance and engagement, and developmentally appropriate disciplinary methods that promote positive and healthy school climates.
2. Annual continuing education and/or training opportunities (professional standards) for school nutrition program directors, managers, and staff. Each school food authority's director shall document compliance with this requirement by the end of each school year and maintain documentation for a three-year period.
3. The following individuals must complete concussion training as specified in the Youth Sports Concussion Safety Act: coaches and assistant coaches (whether volunteer or employee) of an interscholastic athletic activity; nurses, licensed and/or non-licensed healthcare professionals serving on the Concussion Oversight Team; athletic trainers; game officials of an interscholastic athletic activity; and physicians serving on the Concussion Oversight Team.
4. For school personnel who work with hazardous or toxic materials on a regular basis, training on the safe handling and use of such materials.
5. For delegated care aides performing services in connection with a student's seizure action plan, training in accordance with 105 ILCS 150/, the Seizure Smart School Act.

6. For delegated care aides performing services in connection with a student's diabetes care plan, training in accordance with 105 ILCS 145/, the Care of Students with Diabetes Act.
7. For all District staff, annual sexual harassment prevention training.
8. Title IX requirements for training in accordance with 34 C.F.R. Part 106 (see Board policy 2:265, *Title IX Grievance Procedure*).
9. Training for all District employees on the prevention of discrimination and harassment based on race, color, and national origin in school as part of new employee training and at least once every two years.
10. Training for at least one designated employee at each school about the Prioritization of Urgency of Need for Services (PUNS) database and steps required to register students for it.
11. Training in accordance with 105 ILCS 5/26A for at least one staff member in each school designated as a resource for students who are parents, expectant parents, or victims of domestic or sexual violence, and for any employees whose duties include the resolution of complaints of violations of 105 ILCS 5/26A (see Board policy 7:255, *Students who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence*).

The Superintendent shall develop protocols for administering youth suicide awareness and prevention education to staff consistent with Board policy 7:290, *Suicide and Depression Awareness and Prevention*.

An opportunity shall be provided for all staff members to acquire, develop, and maintain the knowledge and skills necessary to properly administer life-saving techniques and first aid, including the Heimlich maneuver, cardiopulmonary resuscitation, and the use of an automated external defibrillator, in accordance with a nationally recognized certifying organization. Physical fitness facilities' staff must be trained in cardiopulmonary resuscitation and use of an automated external defibrillator.

LEGAL REF.:

20 U.S.C. §1681 *et seq*., Title IX of the Educational Amendments of 1972; 34 C.F.R. Part 106.

42 U.S.C. §1758b, Pub. L. 111-296, Healthy, Hunger-Free Kids Act of 2010; 7 C.F.R. Parts 210 and 235.

105 ILCS 5/2-3.62, 5/2-3.166, 5/3-11, 5/10-20.17a, 5/10-20.61, 5/10-22.6(c-5), 5/10-22.39, 5/10-23.12, 5/10-23.13, 5/22-80(h), 5/22-95, 5/22-115, 5/24-5, and 5/26A.

105 ILCS 25/1.15, Interscholastic Athletic Organization Act.

105 ILCS 145/25, Care of Students with Diabetes Act

105 ILCS 150/25, Seizure Smart School Act.

105 ILCS 110/3, Critical Health Problems and Comprehensive Health Education Act.

325 ILCS 5/4, Abused and Neglected Child Reporting Act.

745 ILCS 49/, Good Samaritan Act.

775 ILCS 5/2-109 and 5/5A-103, Ill. Human Rights Act.

23 Ill.Admin.Code §§ 22.20, 226.800, and Part 525.

77 Ill.Admin.Code §527.800.

CROSS REF.: 2:265 (Title IX Grievance Procedure), 2:270 (Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited), 3:40 (Superintendent), 3:50 (Administrative Personnel Other Than the Superintendent), 4:160 (Environmental Quality of Buildings and Grounds), 4:165 (Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors), 5:20 (Workplace Harassment Prohibited), 5:90 (Abused and Neglected Child Reporting), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 5:250 (Leaves of Absence), 6:15 (School Accountability), 6:20 (School Year Calendar and Day), 6:50 (School Wellness), 6:160 (English Learners), 7:10 (Equal Educational Opportunities), 7:20 (Harassment of Students Prohibited), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:250 (Student Support Services), 7:255 (Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence), 7:270 (Administering Medicines to Students), 7:285 (Anaphylaxis Prevention, Response, and Management Program), 7:290 (Suicide and Depression Awareness and Prevention), 7:305 (Student Athlete Concussions and Head Injuries)

ADOPTED: December 17, 2025

Gurnee SD 56

Board Policy Discussion Notes
Issue 122 June 2026 Press Plus 1st Reading

Policy Number	Title	Reason
	Policy Changes	
2:230	Public Participation at School Board Meetings and Petitions to the Board	The policy, Legal References, Cross References, and footnotes are updated in response to a five-year review.
3:70	Succession of Authority	The policy is unchanged. The footnotes are updated in response to a five-year review.
4:175	Convicted Sex Offender; Screening; Notifications	The policy is unchanged. The footnotes are updated in response to a five-year review.
5:40	Communicable and Chronic Infectious Disease	The policy, Legal References, and footnotes are updated in response to a five-year review.
5:70	Religious Holidays	The Legal References and footnotes are updated in response to a five-year review.
5:140	Solicitations By or From Staff	The policy is unchanged. The footnote is updated in response to a five-year review
5:240	Suspension	The policy and footnotes are updated in response to a five-year review. The policy is updated with minor style changes.
6:70	Teaching About Religions	The Legal References and footnotes are updated in response to Mahmoud v. Taylor, addressing opt-out from curriculum based on parent religious objections. The Legal References are also updated with a minor style change. The footnotes are also updated in response to the U.S. Dept. of Education's Guidance on Constitutionally Protected Prayer and Religious Expression in Public Elementary and Secondary Schools (2026), and for continuous improvement.
6:80	Teaching About Controversial Issues	The Legal References, Cross References, and footnotes are updated in response to Mahmoud v. Taylor, addressing opt-out from curriculum based on parent religious objections. The footnotes are also updated in response to Kluge v. Brownsburg Cmty. Sch. Corp., 150 F.4th 792, 813 (7th Cir. 2025), leaving unsettled the issue of whether a district's accommodation of a teacher's religious objection

		to calling students by their preferred names and pronouns was an undue hardship.
6:190	Extracurricular and Co-Curricular Activities	The policy and footnotes are updated to align with the changes made to 7:330, Student Use of Buildings – Equal Access, and for continuous improvement.
7:30	Student Assignment and Intra-District Transfer	The policy and footnotes are updated in response to a five-year review. Minor style updates are made to the policy.
7:80	Release Time for Religious Instruction/ Observance	The policy is unchanged. The footnotes are updated in response to a five-year review.
7:130	Student Rights and Responsibilities	The Legal References are updated to include the Equal Access Act, Every Student Succeeds Act, Kennedy v. Bremerton Sch. Dist., and for continuous improvement. The footnotes are updated in response to: 1. U.S. Dept. of Education Guidance on Constitutionally Protected Prayer and Religious Expression in Public Elementary and Secondary Schools (2026); 2. 3. Kennedy v. Bremerton Sch. Dist., addressing, in part, a student's ability to voluntarily pray alongside a staff member; The Equal Access Act, 20 US.C. §4071(a), requiring districts to give certain noncurriculum related student groups access to district facilities for meetings as a condition of federal funding
8:10	Connection with the Community	The policy is unchanged. The footnotes are updated with a link to resources on best practices for school board member social media use, and for continuous improvement.
8:70	Accommodating Individuals with Disabilities	The policy, Legal References, and footnotes are updated in response to a fiveyear review.

ISSUE 122
June 2026

Update Memo

Please distribute to board members and appropriate staff.

PRESS

Policy Reference Education Subscription Service

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Online Instructions

Please follow these four easy steps to log in to PRESS:

1. Go to www.iasb.com and click on the [Member Login] button on the top navigation.
2. Enter your email address and password.
   - If you do not know your password, do not create a new account; reset your password using your district email address. Use the "forgot your password?" link. Make sure to check your spam folder for an email from info@iasb.com, if you do not see it in your email inbox.
   - If you are still having difficulty logging in, please contact your District's Superintendent or Administrative Assistant to make sure you are listed as an authorized user on the District Roster.
   - If you continue to have difficulty signing on to www.iasb.com, please contact Michael Ifkovits at mifkovits@iasb.com.
3. Click the [Hi (Your Name)] button on the top navigator bar. This will bring you to your account page.
4. Under "**Quick Links**," click "**PRESS Login**."

This publication is designed to provide information only and is not a substitute for legal advice from the Board Attorney. If you have any questions, please contact Debra Jacobson, Associate General Counsel and **PRESS** Editor, djacobson@iasb.com; Jeremy Duffy, IASB Deputy Executive Director/General Counsel and Assistant **PRESS** Editor, jduffy@iasb.com; Maryam Brotine, Associate General Counsel and Assistant **PRESS** Editor, mbrotine@iasb.com; or Megan Mikhail, Assistant General Counsel and Assistant **PRESS** Editor, mmikhail@iasb.com.

Two other important components of **PRESS** may be viewed and downloaded from **PRESS Online**: Committee Worksheets and the updated **P**olicy **R**eference **M**anual (**PRM**) pages.

The Committee Worksheets, found by selecting a PRESS *Issue* at the top of the **PRESS Online** Table of Contents, show suggested changes to **PRESS** material by striking out deleted words and underscoring new words, a.k.a. "tracked changes."

Updated **PRM** pages can be found in the IASB POLICY REFERENCE MANUAL Table of Contents. For visual instruction about how to download and use **PRM** pages to update your policy manual, please go to www.iasb.com/policy/ to view the **PRESS** video tutorial located under the header entitled: **PRESS – P**olicy **R**eference **E**ducation **S**ubscription **S**ervice.

For answers to common questions about using **PRESS**, see Q&A: Getting the Most Out of Your PRESS Subscription, available on IASB's website.

PRESS Bundles

Each bundle summarizes the global reasons for changes to all materials that are listed.

Specific details about how each piece of material changed, e.g., legislation, administrative rules, **PRESS** Advisory Board feedback, quality assurance, five-year review items, etc., are explained in numerical order in the **Revisions to Policies, Administrative Procedures, and Exhibits** table (**Revisions Table**) beginning on p. 5.

Please spend time reviewing the **PRESS** Online Committee Worksheets for these materials, which will provide further, more on-the-spot detailed explanations in the footnotes, along with added comment boxes by the **PRESS** Editors when necessary.

IASB Illinois Association of School Boards
Lighting the Way to Excellence in School Governance

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Equal Access Act

Based on feedback from the Ill. Council of School Attorneys, sample policy 7:330, *Student Use of Buildings – Equal Access*, is rewritten to address the need for more guidance regarding what types of student-led groups are permitted free use of school premises under the Equal Access Act. The policy is also updated due to recent case law updates, including E.D. by Duell v. Noblesville Sch. Dist., 151 F.4th 907 (7th Cir. 2025). In E.D. the Court upheld a school's suspension of a noncurriculum related student-led group for failure to abide by certain conditions in its policy. Sample exhibit 7:330-E, *Application to Establish Noncurriculum Related Student Groups That Are Not School Sponsored and Request for Free Use of School Premises for Meetings*, which is renamed, and sample policy 6:190, *Extracurricular and Co-Curricular Activities*, are also updated to align with the changes to sample policy 7:330.

The following **PRESS** materials are updated:

6:190, Extracurricular and Co-Curricular Activities
7:330, Student Use of Buildings - Equal Access – **REWRITTEN**
7:330-E, Application ~~for~~ to Establish Noncurriculum Related Student Groups ~~t~~That Are Not School Sponsored ~~to~~ and Request for Free Use of School Premises for Meetings – **RENAMED**

Teaching About Religions and Controversial Issues

In February 2026, the U.S. Dept. Of Education updated its *Guidance on Constitutionally Protected Prayer and Religious Expression in Public Elementary and Secondary Schools*. The guidance interprets recent U.S. Supreme Court decisions, including Kennedy v. Bremerton School Dist., 597 U.S. 507 (2022), and Mahmoud v. Taylor, 606 U.S. 522 (2025). In the view of the Department, public school employees can engage in visible, personal prayer, even while students are present. Additionally, considering the Mahmoud decision and the evolving law in this area, boards should work with their board attorneys for guidance on managing notice and opt-out from any instruction that could present a "real threat" to a parent's right to direct the religious upbringing of their child.

The following **PRESS** materials are updated:

6:70, Teaching About Religions
6:70-AP, Teaching About Religions
6:80, Teaching About Controversial Issues
7:130, Student Rights and Responsibilities

PRESS Terminology

What are the meanings of the "AP" and "E" after certain policy numbers?

The **PRESS P**olicy **R**eference **M**anual (**PRM**) is an encyclopedia of sample board policies, administrative procedures, and exhibits. They are all in numerical order for easy reference. **PRESS** recommends that local school districts maintain separate board policy and administrative procedure manuals to help distinguish for the board, staff, students, parents, and community members, the distinction between board documents and staff documents, board work, and staff work.

Policy. The board develops policies with input from various sources like district administrators, the board attorney, and **PRESS** materials. The board then formally adopts the policies, often after more than one consideration.

> **After adoption by the board, each policy should have an adoption date.**

Administrative Procedures. Administrative procedures are developed by the superintendent, administrators, and/or other district staff members. The staff develops the procedures that guide implementation of the policies. Administrative procedures are not adopted by the board, which allows the superintendent and staff the flexibility they need to keep the procedures current. **PRESS** sample procedures are numbered to correspond with the policies that they implement for easy reference. For example, policy 6:190's related administrative procedure is 6:190-AP.

> **Administrative procedures should be dated for implementation by the administrative staff and kept separately from the board policy manual.**

Exhibits. Both board policies and administrative procedures may have related exhibits. Exhibits provide information and forms intended to be helpful to the understanding or implementation of either a board policy or administrative procedure, and they do not require formal board adoption. **PRESS** sample exhibits are numbered to correspond to the related board policy or administrative procedure. For example, Board Policy 2:70 has a related exhibit numbered 2:70-E. Administrative procedure 7:340-AP1 has a related exhibit numbered 7:340-AP1, E.

> **Exhibits labeled with an "E" may provide guidance for board work or staff work. Those providing guidance for board work should be dated for implementation by the board. Those providing guidance for the staff should be dated for implementation by the administrative staff.**
>
> **Administrative procedures exhibits, always labeled with the "AP, E" format, should be dated for implementation by the administrative staff.**

Five-Year Review

PRESS Editors have a quality assurance goal to ensure that a review of each piece of the 1500+ page IASB **PRESS PRM** occurs once every five years. The **PRM** contains approximately 480 separate pieces of material, including policies, administrative procedures, and related exhibits.

The following **PRESS** materials are updated:

2:220-E1, Board Treatment of Closed Meeting Verbatim Recordings and Minutes
2:220-E3, Closed Meeting Minutes
2:220-E5, Semi-Annual Review of Closed Meeting Minutes
2:220-E8, School Board Records Maintenance Requirements and FAQs
2:230, Public Participation at School Board Meetings and Petitions to the Board
3:70, Succession of Authority
4:110-AP2, Bus Driver Communication Devices; Pre-Trip and Post-Trip Inspection; and Bus Driving Comments
4:170-AP1, E1, Accident or Injury Form
4:170-AP1, E2, Memo to Staff Members Regarding Contacts By Media About a Crisis
4:170-AP2, Routine Communications Concerning Safety and Security
4:170-AP4, National Terrorism Advisory System
4:175, Convicted Sex Offender; Screening; Notifications
4:180-AP1, School Action Steps for Pandemic Influenza or Other Virus/Disease
5:20-AP, Sample Questions and Considerations for Conducting the Internal Harassment in the Workplace Investigation
5:40, Communicable and Chronic Infectious Disease
5:40-AP, Communicable and Chronic Infectious Disease
5:70, Religious Holidays
5:100-AP, Staff Development Program – **REFORMATTED**
5:110, Recognition for Service
5:130-AP, Email Retention
5:140, Solicitations By or From Staff
5:185-AP, Resource Guide for Family and Medical Leave
5:220-E, Unsatisfactory Performance Report for Substitute Teachers
5:240, Suspension
5:270-E, Notice of Employment
6:60-AP1, E2, Resources for Biking and Walking Safety Education
6:235-E4, ~~Keeping Yourself and Your Kids Safe on Social Networks~~ Online Safety Resources – **RENAMED & REWRITTEN**
7:30, Student Assignment and Intra-District Transfer
7:60-AP1, Challenging a Student's Residence Status
7:60-AP2, Establishing Student Residency
7:60-AP2, E1, Letter of Residence from Landlord in Lieu of Lease
7:60-AP2, E2, Letters of Residence to Be Used When the Person Seeking to Enroll a Student Is Living with a District Resident
7:60-AP2, E3, Evidence of Non-Parent's Custody, Control, and Responsibility of a Student
7:80, Release Time for Religious Instruction/Observance
7:190-E1, Aggressive Behavior Reporting Letter and Form
7:190-E4, Acknowledgment of Receiving Student Behavior Policy and Student Conduct Code
7:200-E1, Short Term Out-of-School Suspension (1-3 Days) Reporting Form
7:240-AP1, Code of Conduct for Extracurricular Activities
8:70, Accommodating Individuals with Disabilities

Miscellaneous

The following **PRESS** materials are updated due to legislation, administrative rule, and/or continuous improvement changes, including subscriber feedback.

2:70-E, Checklist for Filling Board Vacancies by Appointment
2:120-E3, Resolution to Appoint a Delegate to the Illinois Association of School Boards Delegate Assembly – **NEW**
6:120-AP4, Care of Students with Diabetes
8:10, Connection with the Community

Progress Report - The contents of this table frequently change.

Topic	Our Response
Senate Bill (SB) 2427 Limits Student Cell Phone Use in Schools If signed into law, SB 2427 will require school boards to adopt a policy by the 2027-2028 school year to significantly limit student use of personal wireless devices in school, including cell phones. Boards that already have a policy limiting use of such devices during a majority of the school day will have the option of delaying adoption of the new policy until the 2031-2032 school year. SB 2427 includes a bell-to-bell ban for grades K-8 (with specific exceptions), but it allows boards to decide if device use will be permitted during lunch and passing periods for high school students.	Affected **PRESS** materials, including sample policy 7:190, *Student Behavior*, will be updated, and new materials will be created, as appropriate, in **PRESS** Issue 123, to be released in the fall.
Ill. State Board of Education (ISBE) Artificial Intelligence (AI) Guidance Expected Soon P.A. 104-399 requires ISBE to develop statewide guidance by July 1, 2026, on the use of AI in K-12 education across nine different areas, including best practices and evaluation of risks associated with AI use in schools.	Affected **PRESS** materials, including sample policy 6:235, *Access to Electronic Networks*, and sample administrative procedure 6:235-AP3, *Development of an Artificial Intelligence (AI) Plan and AI Responsible Use Guidelines*, will be updated in **PRESS** Issue 123, to be released in the fall.
Corrections to Issue 121 Materials: 7:340-AP1 and 7:340-AP1, E1 It recently came to our attention that due to a technical error, the changes previously made to 7:340-AP1, *School Student Records*, and 7:340-AP1, E1, *Notice to Parents/Guardians and Students of Their Rights Concerning a Student's School Records*, in **PRESS** Issue 120 were inadvertently not included when these materials were updated again in Issue 121. The changes from Issue 120 have since been properly restored to the Issue 121 materials at **PRESS** Online. If your district downloaded 7:340-AP1 or 7:340-AP1, E1, from **PRESS** Online between the Issue 121 release date (March 31, 2026) and the release of this Issue 122, please re-download these materials to ensure you have the most up-to-date version.	Corrections have been implemented to **PRESS** sample materials 7:340-AP1, *School Student Records*, and 7:340-AP1, E1, *Notice to Parent/Guardians and Students of Their Rights Concerning a Student's School Records*.

PRESS Issue 122 Trivia

127 pages • 28,960 words • 50 PRM materials

Certain **PRM** materials in a **PRESS** Issue may be labeled in the **PRESS** Bundles, Revisions Table, and Committee Worksheets with one or more of the following categories:

NEW. This material is brand new to the **PRM**.

DELETED. This material has been deleted from the **PRM**.

RENUMBERED. This material has been assigned a new number within the **PRM**, usually due to the addition of **NEW** material.

RENAMED. The title of the material has been amended.

REWRITTEN. The material has undergone significant revisions. To preserve the readability of the Committee Worksheets, suggested changes are not shown as tracked changes.

REFORMATTED. Non-substantive changes in formatting, e.g., list renumbering, have been applied for consistency throughout the **PRM**. To preserve the readability of the Committee Worksheets, such formatting changes are not reflected as tracked changes.

*__**PRM** Style Update Note:__ For purposes of continuous improvement, the **PRESS** editors are working to improve consistency in the use of italics across the **PRM**. Generally, italics are utilized in the **PRM** to indicate:

- the first instance of a term of art or defined term in a material
- when a term is actually being defined
- **PRM** material titles
- names of publications and government programs
- laws with colloquial names (a/k/a)
- emphasis of a particular word or phrase
- instructions within the body of a material

Specific changes to the italicization of words in the body of a particular policy, procedure, or exhibit are not addressed in the Revisions Table, but they can be found in the Committee Worksheets available at **PRESS** Online.

Revisions to Policies, Administrative Procedures, and Exhibits

Number and Title	Revision Descriptions	
2:70-E, Checklist for Filling Board Vacancies by Appointment	The exhibit is updated to correct obsolete links to IASB's website and for continuous improvement.	☐
2:120-E3, Resolution to Appoint a Delegate to the Illinois Association of School Boards Delegate Assembly	**NEW.** A new exhibit is created to assist boards with annually appointing a delegate to the IASB Delegate Assembly (DA) and defining the delegate's authority to act on the board's behalf at the DA.	☐
2:220-E1, Board Treatment of Closed Meeting Verbatim Recordings and Minutes	The exhibit is updated in response to a five-year review.	☐
2:220-E3, Closed Meeting Minutes	The exhibit is updated in response to a five-year review.	☐
2:220-E5, Semi-Annual Review of Closed Meeting Minutes	The exhibit is updated in response to a five-year review.	☐
2:220-E8, School Board Records Maintenance Requirements and FAQs	The exhibit is updated in response to a five-year review.	☐
2:230, Public Participation at School Board Meetings and Petitions to the Board	The policy, Legal References, Cross References, and footnotes are updated in response to a five-year review.	☐

Revisions to Policies, Administrative Procedures, and Exhibits — *continued*

3:70, Succession of Authority	The policy is unchanged. The footnotes are updated in response to a five-year review.	☐
4:110-AP2, Bus Driver Communication Devices; Pre-Trip and Post-Trip Inspection; and Bus Driving Comments	The procedure is updated in response to a five-year review. Notice requirements for bus driving comments are clarified.	☐
4:170-AP1, E1, Accident or Injury Form	The exhibit is updated in response to a five-year review.	☐
4:170-AP1, E2, Memo to Staff Members Regarding Contacts By Media About a Crisis	The exhibit is updated in response to a five-year review.	☐
4:170-AP2, Routine Communications Concerning Safety and Security	The procedure is updated in response to: 1. 105 ILCS 5/27-240(a)(5), renumbered by P.A. 104-391; 2. The renaming of 6:235-E4, *Online Safety Resources*; and 3. Continuous improvement.	☐
4:170-AP4, National Terrorism Advisory System	The procedure is updated in response to a five-year review.	☐
4:175, Convicted Sex Offender; Screening; Notifications	The policy is unchanged. The footnotes are updated in response to a five-year review.	☐
4:180-AP1, School Action Steps for Pandemic Influenza or Other Virus/Disease	The procedure is updated in response to a five-year review.	☐
5:20-AP, Sample Questions and Considerations for Conducting the Internal Harassment in the Workplace Investigation	The procedure is updated in response to a five-year review.	☐
5:40, Communicable and Chronic Infectious Disease	The policy, Legal References, and footnotes are updated in response to a five-year review.	☐
5:40-AP, Communicable and Chronic Infectious Disease	The procedure is updated in response to a five-year review.	☐
5:70, Religious Holidays	The Legal References and footnotes are updated in response to a five-year review.	☐
5:100-AP, Staff Development Program	**REFORMATTED.** The procedure is updated in response to a five-year review	☐
5:110, Recognition for Service	The policy is unchanged. The footnote is updated in response to a five-year review.	☐
5:130-AP, Email Retention	The procedure is updated in response to a five-year review.	☐
5:140, Solicitations By or From Staff	The policy is unchanged. The footnote is updated in response to a five-year review.	☐

Revisions to Policies, Administrative Procedures, and Exhibits — *continued*

5:185-AP, Resource Guide for Family and Medical Leave	The procedure is updated in response to a five-year review.	☐
5:220-E, Unsatisfactory Performance Report for Substitute Teachers	The exhibit is updated in response to a five-year review.	☐
5:240, Suspension	The policy and footnotes are updated in response to a five-year review. The policy is updated with minor style changes.	☐
5:270-E, Notice of Employment	The exhibit is updated in response to a five-year review.	☐
6:60-AP1, E2, Resources for Biking and Walking Safety Education	The exhibit is updated in response to 105 ILCS 5/27-110, renumbered by P.A. 104-391, and for continuous improvement.	☐
6:70, Teaching About Religions	The Legal References and footnotes are updated in response to Mahmoud v. Taylor, addressing opt-out from curriculum based on parent religious objections. The Legal References are also updated with a minor style change. The footnotes are also updated in response to the U.S. Dept. of Education's *Guidance on Constitutionally Protected Prayer and Religious Expression in Public Elementary and Secondary Schools* (2026), and for continuous improvement.	☐
6:70-AP, Teaching About Religions	The procedure is updated in response to in response to Mahmoud v. Taylor, addressing opt-out from curriculum based on parent religious objections.	☐
6:80, Teaching About Controversial Issues	The Legal References, Cross References, and footnotes are updated in response to Mahmoud v. Taylor, addressing opt-out from curriculum based on parent religious objections. The footnotes are also updated in response to Kluge v. Brownsburg Cmty. Sch. Corp., 150 F.4th 792, 813 (7th Cir. 2025), leaving unsettled the issue of whether a district's accommodation of a teacher's religious objection to calling students by their preferred names and pronouns was an undue hardship.	☐
6:120-AP4, Care of Students with Diabetes	The procedure is updated to correct an obsolete link to IASB's website, and for continuous improvement.	☐
6:190, Extracurricular and Co-Curricular Activities	The policy and footnotes are updated to align with the changes made to 7:330, *Student Use of Buildings – Equal Access*, and for continuous improvement.	☐
6:235-E4, ~~Keeping Yourself and Your Kids Safe on Social Networks~~ Online Safety Resources	**RENAMED & REWRITTEN.** The exhibit is renamed and rewritten in response to a five-year review.	☐
7:30, Student Assignment and Intra-District Transfer	The policy and footnotes are updated in response to a five-year review. Minor style updates are made to the policy.	☐
7:60-AP1, Challenging a Student's Residence Status	The procedure is updated in response to a five-year review.	☐
7:60-AP2, Establishing Student Residency	The procedure is updated in response to a five-year review.	☐
7:60-AP2, E1, Letter of Residence from Landlord in Lieu of Lease	The exhibit is updated in response to a five-year review.	☐

Revisions to Policies, Administrative Procedures, and Exhibits — *continued*

7:60-AP2, E2, Letters of Residence to Be Used When the Person Seeking to Enroll a Student Is Living with a District Resident	The exhibit is updated in response to a five-year review.	☐
7:60-AP2, E3, Evidence of Non-Parent's Custody, Control, and Responsibility of a Student	The exhibit is updated in response to a five-year review.	☐
7:80, Release Time for Religious Instruction/ Observance	The policy is unchanged. The footnotes are updated in response to a five-year review.	☐
7:130, Student Rights and Responsibilities	The Legal References are updated to include the Equal Access Act, Every Student Succeeds Act, Kennedy v. Bremerton Sch. Dist., and for continuous improvement. The footnotes are updated in response to: 1. U.S. Dept. of Education *Guidance on Constitutionally Protected Prayer and Religious Expression in Public Elementary and Secondary Schools* (2026); 2. Kennedy v. Bremerton Sch. Dist., addressing, in part, a student's ability to voluntarily pray alongside a staff member; 3. The Equal Access Act, 20 US.C. §4071(a), requiring districts to give certain noncurriculum related student groups access to district facilities for meetings as a condition of federal funding.	☐
7:190-E1, Aggressive Behavior Reporting Letter and Form	The exhibit is updated in response to a five-year review.	☐
7:190-E4, Acknowledgment of Receiving Student Behavior Policy and Student Conduct Code	The exhibit is updated in response to a five-year review.	☐
7:200-E1, Short Term Out-of-School Suspension (1-3 Days) Reporting Form	The exhibit is updated in response to a five-year review.	☐
7:240-AP1, Code of Conduct for Extracurricular Activities	The procedure is updated in response to a five-year review.	☐
7:330, Student Use of Buildings – Equal Access	**REWRITTEN.** The policy is rewritten for the reasons stated in the **Equal Access Act** bundle, above.	☐
7:330-E, Application ~~for~~ to Establish Noncurriculum Related Student Groups ~~t~~That Are Not School Sponsored ~~to~~ and Request for Free Use of School Premises for Meetings	**RENAMED.** The exhibit is updated for the same reasons as 7:330, *Student Use of Buildings – Equal Access*, above.	☐
8:10, Connection with the Community	The policy is unchanged. The footnotes are updated with a link to resources on best practices for school board member social media use, and for continuous improvement.	☐
8:70, Accommodating Individuals with Disabilities	The policy, Legal References, and footnotes are updated in response to a five-year review.	☐

Acknowledgement to PRESS Advisory Board

The **P**olicy **R**eference **E**ducation **S**ubscription **S**ervice (**PRESS**) Advisory Board consists of a group of distinguished individuals, from the legal and education field. These individuals dedicate and volunteer their time to provide valuable input and suggestions on **PRESS** Issues. We appreciate their contributions and thank them sincerely.

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2:230 Public Participation at Board of Education Meetings and Petitions to the Board

For a maximum of 60 minutes during each regular and special open meeting of the Board, any person may comment to or ask questions of the Board (*public participation*), subject to the reasonable constraints established and recorded in this policy's guidelines below. The time limit for public participation at a meeting may be extended upon the majority vote of the Board members at the regular or special meeting. The Board listens to comments or questions during public participation; responses to comments to or questions of the Board are most often managed through policy 3:30, *Chain of Command*.

To preserve sufficient time for the Board to conduct its business, any person appearing before the Board is expected to follow these guidelines:

1. Address the Board only at the appropriate time as indicated on the agenda and when recognized by the Board President. This includes following the directives of the Board President to maintain order and decorum for all.
2. Use a sign-in sheet, if requested.
3. Identify oneself and be brief. Ordinarily, the time for any one person to address the Board during public participation shall be limited to five minutes. In unusual circumstances, and when an individual has made a request to speak for a longer period of time, the Board President may allow a person to speak for more than five minutes. If multiple individuals wish to address the Board on the same subject, the group is encouraged to appoint a spokesperson.
4. Observe, when necessary and appropriate, the Board President's authority to:
    a. Shorten the time for each person to address the Board during public participation to conserve time and give the maximum number of people an opportunity to speak; and/or
    b. Determine procedural matters regarding public participation not otherwise covered in Board policy.
5. Conduct oneself with respect and civility toward others and otherwise abide by Board policy 8:30, *Visitors to and Conduct on School Property*.

Petitions or written correspondence to the Board shall be presented to the Board of Education at the next regularly scheduled Board meeting.

LEGAL REF.:

105 ILCS 5/10-6 and 5/10-16.

5 ILCS 120/2.06, Open Meetings Act.

CROSS REF.: 2:220 (Board of Education Meeting Procedure), 8:10 (Connection with the Community), 8:30 (Visitors to and Conduct on School Property)

ADOPTED: August 24, 2022

Gurnee SD 56

3:70 Succession of Authority

If the Superintendent, Building Principal, or other administrator is temporarily unavailable, the succession of authority and responsibility of the respective office shall follow a succession plan, developed by the Superintendent and submitted to the Board of Education.

CROSS REF.: 1:20 (District Organization, Operations, and Cooperative Agreements), 3:30 (Chain of Command)

ADOPTED: November 15, 2023

4:175 Convicted Child Sex Offender; Screening; Notifications

Persons Prohibited on School Property without Prior Permission

State law prohibits a child sex offender from being present on school property or loitering within 500 feet of school property when persons under the age of 18 are present, unless the offender meets either of the following two exceptions:

1. The offender is a parent/guardian of a student attending the school and has notified the Building Principal of his or her presence at the school for the purpose of: (i) attending a conference with school personnel to discuss the progress of his or her child academically or socially, (ii) participating in child review conferences in which evaluation and placement decisions may be made with respect to his or her child regarding special education services, or (iii) attending conferences to discuss other student issues concerning his or her child such as retention and promotion; or
2. The offender received permission to be present from the Board of Education, Superintendent, or Superintendent's designee. If permission is granted, the Superintendent or Board President shall provide the details of the offender's upcoming visit to the Building Principal.

In all cases, the Superintendent or designee shall supervise a child sex offender whenever the offender is in a child's vicinity. If a student is a sex offender, the Superintendent or designee shall develop guidelines for managing his or her presence in school.

Screening

The Superintendent or designee shall perform fingerprint-based criminal history records information checks and/or screenings required by State law or Board policy for employees; student teachers; students doing field or clinical experience other than student teaching; contractors' employees who have direct, daily contact with one or more children; and resource persons and volunteers. The Board President shall ensure that these checks are completed for the Superintendent. He or she shall take appropriate action based on the result of any criminal background check and/or screen.

Notification to Parents/Guardians

The Superintendent shall develop procedures for the distribution and use of information from law enforcement officials under the Sex Offender Community Notification Law and the Murderer and Violent Offender Against Youth Community Notification Law. The

Superintendent or designee shall serve as the District contact person for purposes of these laws. The Superintendent and Building Principal shall manage a process for schools to notify the parents/guardians during school registration that information about sex offenders is available to the public as provided in the Sex Offender Community Notification Law. This notification must occur during school registration and at other times as the Superintendent or Building Principal determines advisable.

LEGAL REF.:

20 U.S.C. §7926, Elementary and Secondary Education Act.

20 ILCS 2635/, Uniform Conviction Information Act.

720 ILCS 5/11-9.3, Criminal Code of 2012.

730 ILCS 152/, Sex Offender Community Notification Law.

730 ILCS 154/75-105, Murderer and Violent Offender Against Youth Community Notification Law.

CROSS REF.: 2:110 (Qualifications, Term, and Duties of Board Officers), 3:40 (Superintendent), 3:50 (Administrative Personnel Other Than the Superintendent), 3:60 (Administrative Responsibility of the Building Principal), 4:165 (Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors), 5:30 (Hiring Process and Criteria), 5:260 (Student Teachers), 6:250 (Community Resource Persons and Volunteers), 8:30 (Visitors to and Conduct on School Property), 8:100 (Relations with Other Organizations and Agencies)

ADOPTED: December 21, 2022

5:40 Communicable and Chronic Infectious Disease

The Superintendent or designee shall develop and implement procedures for managing known or suspected cases of a communicable and chronic infectious disease involving District employees that are consistent with State and federal law, Illinois Department of Public Health rules, and Board of Education policies.

An employee with a communicable or chronic infectious disease will be permitted to retain his or her position whenever, after reasonable accommodations and without undue hardship, there is no substantial risk of transmission of the disease to others, provided an employee is able to continue to perform the position's essential functions. An employee with a communicable and chronic infectious disease remains subject to the Board's employment policies including sick and/or other leave, physical examinations, temporary and permanent disability, and termination.

LEGAL REF.:

42 U.S.C. §12101 *et seq.*, Americans With Disabilities Act, amended by the Americans with Disabilities Act Amendments Act (ADAAA), Pub. L. 110-325; 29 C.F.R. §1630.1 *et seq.*

29 U.S.C. §791, Rehabilitation Act of 1973; 34 C.F.R. §104.1 *et seq.*

105 ILCS 5/24-5.

20 ILCS 2305/6, Department of Public Health Act.

820 ILCS 40/, Personnel Record Review Act.

77 Ill.Admin.Code Part 690, Control of Communicable Diseases.

CROSS REF.: 2:150 (Committees), 4:180 (Pandemic Preparedness; Management; and Recovery), 5:30 (Hiring Process and Criteria), 5:180 (Temporary Illness or Temporary Incapacity)

ADOPTED: May 22, 2024

5:70 Religious Holidays

Please refer to the applicable collective bargaining agreement.

Employees not covered by this agreement shall receive the religious holidays benefit under the same terms and conditions as those who are covered.

LEGAL REF.:

775 ILCS 5/2-101 and 5/2-102, Ill. Human Rights Act.

775 ILCS 35/155, Religious Freedom Restoration Act.

ADOPTED: November 15, 2023

5:140 Solicitations By or From Staff

District employees shall not solicit donations or sales, nor shall they be solicited for donations or sales, on school grounds without prior approval from the Superintendent.

CROSS REF.: 8:90 (Parent Organizations and Booster Clubs)

ADOPTED: March 20, 2024

Gurnee SD 56

5:240 Suspension

Suspension Without Pay

The Board of Education may suspend without pay: (1) a professional employee pending a dismissal hearing, or (2) a teacher as a disciplinary measure for up to 30 employment days for misconduct that is detrimental to the School District. Administrative staff members may not be suspended without pay as a disciplinary measure.

Misconduct that is detrimental to the School District includes:

- Insubordination, including any failure to follow an oral or written directive from a supervisor;
- Violation of Board policy or Administrative Procedure;
- Conduct that disrupts or may disrupt the educational program or process;
- Conduct that violates any State or federal law that relates to the employee's duties; and
- Other sufficient causes.

The Superintendent or designee is authorized to issue a pre-suspension notification to a professional employee. This notification shall include the length and reason for the suspension as well as the deadline for the employee to exercise his or her right to appeal the suspension to the Board or Board appointed hearing examiner before it is imposed. At the request of the professional employee made within five calendar days of receipt of a pre-suspension notification, the Board or Board-appointed hearing examiner will conduct a pre-suspension hearing. The Board or its designee shall notify the professional employee of the date and time of the hearing. At the pre-suspension hearing, the professional employee or his/her representative may present evidence. If the employee does not appeal the pre-suspension notification, the Superintendent or designee shall report the action to the Board at its next regularly scheduled meeting.

Suspension With Pay

The Board of Education or Superintendent or designee may suspend a professional employee with pay: (1) during an investigation into allegations of disobedience or misconduct whenever the employee’s continued presence in his or her position would not be in the School District’s best interests, (2) as a disciplinary measure for misconduct that is detrimental to the School District as defined above, or (3) pending a Board hearing to suspend a teacher without pay.

The Superintendent shall meet with the professional employee to present the allegations and give the professional employee an opportunity to refute the charges. The professional employee will be told the dates and times the suspension will begin and end. No suspension with pay shall exceed 30 school or working days in length.

Employees Under Investigation by Illinois Dept. of Children and Family Services (DCFS)

Upon receipt of a DCFS recommendation that the District remove an employee from his or her position when he or she is the subject of a pending DCFS investigation that relates to his or her employment with the District, the Board or Superintendent or designee, in consultation with the Board Attorney, will determine whether to:

1. Let the employee remain in his or her position pending the outcome of the investigation; or
2. Remove the employee as recommended by DCFS, proceeding with:

    a. A suspension with pay; or
    b. A suspension without pay.

Repayment of Compensation and Benefits

If a professional employee is suspended with pay, either voluntarily or involuntarily, pending the outcome of a criminal investigation or prosecution, and the employee is later dismissed as a result of his or her criminal conviction, the employee must repay to the District all compensation and the value of all benefits received by him or her during the suspension. The Superintendent will notify the employee of this requirement when the employee is suspended.

LEGAL REF.:

105 ILCS 5/24-12.

5 ILCS 430/5-60(b), State Officials and Employee Ethics Act.

325 ILCS 5/7.4(c-10), Abused and Neglected Child Reporting Act.

Cleveland Bd. of Educ. v. Loudermill, 470 U.S. 532 (1985).

Barszcz v. Cmty College Dist. No. 504, 400 F.Supp. 675 (N.D. Ill. 1975).

Massie v. East St. Louis Sch. Dist. No.189, 203 Ill.App.3d 965 (5th Dist. 1990).

CROSS REF.: 5:290 (Employment Termination and Suspensions)

ADOPTED: May 22, 2024

Gurnee SD 56

6:70 Teaching About Religions

The School District's curriculum may include the study of religions as they relate to geography, history, culture, and the development of various ethnic groups. The study of religions shall give neither preferential nor derogatory treatment to any single religion, religious belief, or to religion in general. The study of religions shall be treated as an academic subject with no emphasis on the advancement or practice of religion.

LEGAL REF.:

School Dist. of Abington Twp v. Schempp, 374 U.S. 203 (1963).

Allegheny County v. ACLU Pittsburgh Chapter, 492 U.S. 573 (1989).

CROSS REF.: 6:40 (Curriculum Development), 6:255 (Assemblies and Ceremonies)

ADOPTED: April 23, 2025

6:80 Teaching About Controversial Issues

The Superintendent shall ensure that all school-sponsored presentations and discussions of controversial or sensitive topics in the instructional program, including those made by guest speakers, are:

- Age-appropriate. Proper decorum, considering the students' ages, should be followed.
- Consistent with the curriculum and serve an educational purpose.
- Informative and present a balanced view.
- Respectful of the rights and opinions of everyone. Emotional criticisms and hurtful sarcasm should be avoided.
- Not tolerant of profanity or slander.

The District specifically reserves its right to stop any school-sponsored activity that it determines violates this policy, is harmful to the District or the students, or violates State or federal law.

LEGAL REF.:

Garcetti v. Ceballos, 547 U.S. 410 (2006).

Mayer v. Monroe Cnty. Cmty. Sch. Corp., 474 F.3d 477 (7th Cir. 2007).

CROSS REF.: 6:40 (Curriculum Development), 6:255 (Assemblies and Ceremonies)

ADOPTED: April 23, 2025

6:190 Extracurricular and Co-Curricular Activities

The Superintendent must approve an activity in order for it to be considered a District-sponsored extracurricular or co-curricular activity, using the following criteria:

1. The activity will contribute to the leadership abilities, social well-being, self-realization, good citizenship, or general growth of student-participants.
2. Fees assessed students are reasonable and do not exceed the actual cost of operation.
3. The District has sufficient financial resources for the activity.
4. Requests from students.
5. The activity will be supervised by a school-approved sponsor.

Academic Criteria for Participation

For students in kindergarten through 8th grade, selection of members or participants is at the discretion of the teachers, sponsors, or coaches, provided that the selection criteria conform to the District's policies. Students must satisfy all academic standards and must comply with the activity's rules and the student conduct code.

LEGAL REF.:

105 ILCS 5/10-20.30 and 5/24-24.

CROSS REF.: 4:170 (Safety), 7:10 (Equal Educational Opportunities), 7:40 (Nonpublic School Students, Including Parochial and Home-Schooled Students), 7:240 (Conduct Code for Participants in Extracurricular Activities), 7:300 (Extracurricular Athletics), 8:20 (Community Use of School Facilities)

ADOPTED: July 26, 2023

7:30 Student Assignment

Transfers Within the District

A student's parent(s)/guardian(s) may request the student be transferred to a District school other than the one to which the student was assigned. Requests should be directed to the Superintendent or designee, who, at his or her sole discretion, may grant the request when the parent(s)/guardian(s) demonstrate that the student could be better accommodated by the education program at another school, provided space is available. The provisions in this section have no applicability to transfers mandated by: (1) Title I covered in Board policy 6:15, *School Accountability,* or (2) the Unsafe School Choice Option covered in Board policy 4:170, *Safety*.

Class Assignments

The Building Principal shall assign students to classes. Homeless children shall be assigned according to policy 6:140, *Education of Homeless Children*.

LEGAL REF.:

105 ILCS 5/10-21.3, 5/10-21.3a, and 5/10-22.5.

CROSS REF.: 4:170 (Safety), 6:15 (School Accountability), 6:140 (Education of Homeless Children)

ADOPTED: February 26, 2025

7:80 Release Time for Religious Instruction/Observance

A student shall be released from school, as an excused absence, because of religious reasons, including to observe a religious holiday, for religious instruction, or because the student's religion forbids secular activity on a particular day(s) or time of day The student's parent/guardian must give written notice to the Building Principal at least five calendar days before the student's anticipated absence(s).

The Superintendent or designee shall develop and distribute to teacher's appropriate procedures regarding student absences for religious reasons, including how teachers are notified of a student's impending absence, and the State law requirement that teachers provide the student with an equivalent opportunity to make up any examination, study, or work requirement.

LEGAL REF.:

Religious Freedom Restoration Act, 775 ILCS 35/.

105 ILCS 5/26-1 and 5/26-2b.

CROSS REF.: 7:70 (Attendance and Truancy)

ADOPTED: April 23, 2025

Gurnee SD 56

7:130 Student Rights and Responsibilities

All students are entitled to enjoy the rights protected by the U.S. and Illinois Constitutions and laws for persons of their age and maturity in a school setting. Students should exercise these rights reasonably and avoid violating the rights of others. Students who violate the rights of others or violate District policies or rules will be subject to disciplinary measures.

Students may, during the school day, during noninstructional time, voluntarily engage in individually or collectively initiated, non-disruptive prayer or religious-based meetings that, consistent with the Free Exercise and Establishment Clauses of the U.S. and Illinois Constitutions, are not sponsored, promoted, or endorsed in any manner by the school or any school employee. *Noninstructional time* means time set aside by a school before actual classroom instruction begins or after actual classroom instruction ends.

LEGAL REF.:

20 U.S.C. §7904.

Tinker v. Des Moines Indep. Cmty. Sch. Dist., 393 U.S. 503 (1969).

105 ILCS 20/5, Silent Reflection and Student Prayer Act.

CROSS REF.: 7:140 (Search and Seizure), 7:150 (Agency and Law Enforcement Requests), 7:160 (Student Appearance), 7:190 (Student Behavior)

ADOPTED: September 17, 2025

Gurnee SD 56

8:10 Connection with the Community

The Board President is the official spokesperson for the Board of Education. The Superintendent is the District's chief spokesperson. The Board, in collaboration with the Superintendent or designee, shall plan and implement a District public relations program to keep the community informed and build support through open and authentic communications. The public relations program shall include, without limitation, media relations; internal communications; communications to the community; communications to students and parents/guardians; the District website and social media accounts; and other efforts to reach all audiences using suitable mediums.

Community Engagement

Community engagement is a process that the Board uses to actively involve diverse citizens in dialogue, deliberation, and collaborative thinking around common interests for the District's. Effective community engagement is essential to create trust and support among the community, Board, Superintendent, and District staff.

The Board, in consultation with the Superintendent articulates the District's community engagement goals.

The Board will periodically: (1) review whether its community engagement goals(s) are achieving the identified purpose(s) and objective(s); (2) consider what, if any, modifications would improve effectiveness; and (3) determine whether to continue individual tactics.

CROSS REF.: 2:110 (Qualifications, Term, and Duties of Board Officers)

ADOPTED: December 18, 2024

8:70 Accommodating Individuals with Disabilities

Individuals with disabilities shall be provided an opportunity to participate in all school-sponsored services, programs, or activities and will not be subject to illegal discrimination. When appropriate, the District may provide to persons with disabilities aids, benefits, or services that are separate or different from, but as effective as, those provided to others.

The District will provide auxiliary aids and services when necessary to afford individuals with disabilities equal opportunity to participate in or enjoy the benefits of a service, program, or activity.

Each service, program, website, or activity operated in existing facilities shall be readily accessible to, and useable by, individuals with disabilities. New construction and alterations to facilities existing before January 26, 1992, will be accessible when viewed in their entirety.

The Superintendent is designated the Title II Coordinator and shall:

1. Oversee the District's compliance efforts, recommend necessary modifications to the School Board, and maintain the District's final Title II self-evaluation document, update it to the extent necessary, and keep it available for public inspection for at least three years after its completion date.
2. Institute plans to make information regarding Title II's protection available to any interested party.

Individuals with disabilities should notify the Superintendent or Building Principal if they have a disability that will require special assistance or services and, if so, what services are required. This notification should occur as far in advance as possible of the school-sponsored function, program, or meeting.

Individuals with disabilities may allege a violation of this policy or federal law by reporting it to the Superintendent, as the Title II Coordinator, or by filing a grievance under the Uniform Grievance Procedure.

LEGAL REF.:

Americans with Disabilities Act, 42 U.S.C. §§12101 *et seq.* and 12131 *et seq.*; 28 C.F.R. Part 35.

Rehabilitation Act of 1973 §104, 29 U.S.C. §794 (2006).

105 ILCS 5/10-20.51.

410 ILCS 25/, Environmental Barriers Act.

71 Ill.Admin.Code Part 400, Illinois Accessibility Code.

CROSS REF.: 2:260 (Uniform Grievance Procedure), 4:150 (Facility Management and Building Programs)

ADOPTED: March 20, 2024

Gurnee SD 56

d

Gurnee School District 56

2027-2028 School Calendar

Proposed on 11/18/26

ATTENDANCE LINES
Spaulding 249-7165
River Trail 336-5652
Prairie Trail 249-7166
Viking 263-4000



July 2027

S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

August 2027

S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

16 & 17 - Teacher Institute Days - No School
18 - Early Release Schedule #2

September 2027

S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

6 - Labor Day - No School
17 - Early Release Schedule #1

October 2027

S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

8 - Teacher Institute Day - No School
11 - Yom Kippur - No School
11 - Indigenous Peoples Day - No School

November 2027

S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
29	29	30				

12 - End of 1st Trimester (60)
22 - Parent/Teacher Conf. No School
23-24 - No Student Attendance
25-26 - Thanksgiving Holiday - No School

December 2027

S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

23-31 - Winter Break - No School

January 2028

S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

3-7 - No School
17 - M.L. King's Birthday - No School

February 2028

S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29				

4 - Early Release Schedule #1
18 - Parent/Teacher Conf. No School
21 - Presidents' Day - No School
25 - End of 2nd Trimester (55)

March 2028

S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

27-31 - Spring Break - No School

April 2028

S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

14 - No School

May 2028

S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

19 - Teacher Institute Day - No School
26 - End of 3rd Trimester (58)
25-30 - Early Release Schedule #2
29 - Memorial Day

June 2028

S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

May 31 - June 6 - Proposed Emergency Days

SCHOOL HOURS
Spaulding 8:45 - 3:20
River Trail 7:35 - 2:25
Prairie Trail 8:35 - 3:25
Viking 7:35 - 2:25

PRESCHOOL HOURS
AM Class Times:
8:45 - 11:30 am
PM Class Times:
12:35 - 3:20 pm

Schedule #1
(No EC/EL)
Release Times:
Spaulding - 11:45
River Trail - 10:35
Prairie Trail - 11:35
Viking - 10:35

Schedule #2
Release Times:
Spaulding - 2:20
River Trail - 1:25
Prairie Trail - 2:25
Viking - 1:25

2027-2028
1-HR Late Start Wednesday
District Offices Closed
December 24-January 4

F.E. MORAN GROUP OF COMPANIES

F.E. Moran, Inc. Fire Protection of Northern Illinois
2165 Shermer Road, Unit "D"
Northbrook, IL 60062
(847) 498-4870

F.E. Moran, Inc.
F.E. Moran, Inc. Mechanical Services
F.E. Moran, Inc. Fire Protection of Northern Illinois
F.E. Moran, Inc. Fire Protection
F.E. Moran, Inc. Special Hazard Systems
F.E. Moran, Inc. Refrigeration
F.E. Moran, Inc. Industrial
TMG Properties, LLC

November 12, 2026 JL26500

River Trails School
333 O'Plaine Rd
Gurnee, IL 60031

Project: Antifreeze Repairs

Attn: Mendez

F.E. Moran, Inc. Fire Protection is pleased to provide our lump sum quotation for the following fire sprinkler work, which includes labor and necessary materials.

Scope of Work Included:

- Remove affected systems from service
- Drain and capture antifreeze into drums
- Pipe in and install (4) Expansion Tanks for the (4) Antifreeze Systems
- Fill all Antifreeze Systems
- Dispose of Antifreeze
- Return to service

Your cost for this service..... $70,890.00

Material Escalation Clause:

- Customer agrees that the pricing offered in this Proposal by FE Moran Inc., Fire Protection of Northern Illinois "FPN" is based upon the pricing of steel and other commodities and its availability as of the date of this Proposal. Customer and FPN agree that given the uncertainty in current market trends and conditions, the cost and availability of steel, steel products and other commodities may rise, and that any such increase in the cost of materials ordered by FPN for this project after the date of this Proposal or any surcharges or other costs imposed, shall result in a corresponding dollar for dollar increase in FPN Proposal price. FPN agrees to provide timely information to Customer about any increase in the cost of steel, steel products and other commodities and Customer agrees to execute, at FPN's request, an addendum including a nondisclosure agreement whereby Customer agrees to pay FPN for any increases as described above under the terms and conditions agreed upon and stated in this Proposal.

Clarifications:

- System drain down is to be coordinated with building maintenance staff, if necessary
- This proposal is based on ready access to all areas of the building affected by this project
- All work is to be completed off of unobstructed floors areas for lift, rolling scaffold, and/or ladder installation
- All work shall be performed between 6:00 a.m. through 4:30 p.m., Monday through Friday, not including Holidays.
- F.E. Moran Fire Protection's scope of work will not include the identification, detection, abatement, encapsulation or removal of asbestos or products or materials containing asbestos or similar hazardous substances. If F.E. Moran Fire Protection encounters such hazardous material in performing its work, F.E. Moran Fire Protection will have the right to discontinue work and remove its employees until the hazard is corrected or its determined no hazard exists.
- F.E. Moran Fire Protection will not be liable for delays or failure to perform due to fire, flood, strike, lockout, freezing, unavailability of material, riots, acts of God, or any cause beyond reasonable control.
- F.E. Moran Fire Protection will not be required to furnish any labor, or make special tests recommended or required by insurance companies or federal, state or municipal authorities except as otherwise included in this proposal.
- F.E. Moran Fire Protection will extend any manufacturer's warranty on equipment, as well as a warranty of labor and workmanship, for a period of one year from the date of installation. Service, attempted repair, or tampering with equipment by any personnel other than F.E. Moran Fire Protection will void any standing warranty.

F.E. MORAN GROUP OF COMPANIES

F.E. Moran, Inc. Fire Protection of Northern Illinois
2165 Shermer Road, Unit "D"
Northbrook, IL 60062
(847) 498-4870

- If either party commences legal action to enforce the rights under this proposal, then the prevailing party will be entitled to all court cost and reasonable attorneys' fees as determined by the court for prosecuting and defending the claim, as the case may be.
- F.E. Moran Fire Protection will not be liable for injuries to persons or damage to property, except those directly due to the negligent acts or omissions of its employees and in no event shall F.E. Moran Fire Protection be liable for consequential, indirect, incidental, special or speculative damages.
- F.E. Moran Fire Protection will not be liable for expenses incurred in removing, replacing or refinishing any part of the building structure necessary to the performance of this proposal.
- This proposal contains the entire agreement between the parties and no statement, remarks, representation, warranty, agreement, or understanding, whether oral or written, not contained in this proposal, will be recognized or enforced.
- Should F.E. Moran Fire Protection be unable to perform any work during the scheduled date because of a change in the Purchaser's schedule, or lack of access to affected areas of the property, a return trip would warrant an additional charge to the contract price.

Exclusions:

- Liability for damages as a result of leakage in other parts of the system not included in this scope of work
- Any raising, relocating, removing or replacing of existing mains and or branch lines
- Patching, Painting, and Refinishing of Drywall or Ceiling Materials
- Temporary Fire Protection in the area of construction
- Fire Watch, if necessary
- Engineered Drawings, Calculations, or Submittals, if required
- Permit, Municipal, Test Result Submittals, or Plan Review Fees, and Hydrostatic Testing, if required by the local AHJ
- Overtime and Premium-Time Labor
- Products and Services not listed above

Thank you for allowing F.E. Moran, Inc. Fire Protection the opportunity to provide this quotation, which will remain valid for 30 days from the date above. Please return your signed approval at your earliest convenience.

If you have any questions or concerns about this proposal, please do not hesitate to contact me at **708-285-1044.**

Sincerely,

James Lane

F.E. MORAN, INC. Fire Protection
Service & Inspection Sales
James.lane@femoran.com
708-285-1044

F.E. MORAN
GROUP OF COMPANIES

F.E. Moran, Inc. Fire Protection of Northern Illinois
2165 Shermer Road, Unit "D"
Northbrook, IL 60062
(847) 498-4870

Credit Terms:

1. All orders are subject to credit review. A deposit, or payment upon delivery, may be required.
2. Payment on all invoices is due upon receipt.
3. Payment Terms may be arranged with our Accounts Receivable Department at 847-498-4870.

Approval:

My signature indicates that I am an authorized agent of the company receiving this proposal and that I have full power and authority to bind our company to the terms of this proposal.

Authorized Signature	Printed Name
Title	Date

Billing Information (if other than job site):

Company Name

Address

City, State, Zip Code

Billing E-mail Address

***If Tax Exempt, please provide a copy of the Tax Exempt Form for our records**

Education that inspires…Opportunities for all

GURNEE SCHOOL DISTRICT 56

3706 Florida Avenue Gurnee, IL 60031 847-336-0800 www.d56.org

FUNDRAISING REQUEST FORM

Club/Organization:	RT SSC
School:	River Trail School
Name of Fundraising Company:	SSC
Date of Sale:	10/30/26
Item(s) to be sold:	Entrance to activity night
Cost range of sellable item(s):	5$
Reason for Fundraiser:	To pay for pizza and pop for students to have at dance the rest goes to the 8th grade dance
Anticipated Profit:	100$
Submitted by:	Lauren Wright

Principal's Recommendation

Request Approved:	
Request Denied:	

District Office

Request Approved:	
Request Denied:	

All requests MUST be submitted to the Superintendent at least TWO (2) weeks prior to the School Board Meeting.

GURNEE SCHOOL District 56
3706 FLORIDA AVE. GURNEE IL 60031
847-336-0800 | D56.ORG

FUNDRAISING REQUEST FORM

Club/Organization: Student Service Council

School: Viking School

Name of Fundraising Company: none

Date of Sale: December

Item(s) to be Sold: Collecting non-perishable items

Cost Range of Sellable Item(s): _____

Reason for Fundraiser: Winter food drive

Anticipated Profit: _____

Submitted By: Kathia Tejada

Principal's Recommendation:

Request Approved: DFrocani's

Request Denied: _____

District Office:

Request Approved: _____

Request Denied: _____

All Requests Must Be Submitted to the Superintendent at Least
TWO (2) Weeks Prior to the Board Meeting

GURNEE SCHOOL District 56
3706 FLORIDA AVE. GURNEE IL 60031
847-336-0800 | D56.ORG

FUNDRAISING REQUEST FORM

Club/Organization: River Trail Yearbook

School: River Trail

Name of Fundraising Company: Chipotle

Date of Sale: 12/15/26

Item(s) to be Sold: food purchases

Cost Range of Sellable Item(s): $0-$20

Reason for Fundraiser: We are raising money to offset yearbook costs to ensure all families can afford a yearbook if wanted.

Anticipated Profit: $100

Submitted By: Rachel Devereaux

Principal's Recommendation:

Request Approved: [signature]

Request Denied: _____

District Office:

Request Approved: [signature]

Request Denied: _____

All Requests Must Be Submitted to the Superintendent at Least
TWO (2) Weeks Prior to the Board Meeting

GURNEE SCHOOL District 56
3706 FLORIDA AVE. GURNEE IL 60031
847-336-0800 | D56.ORG

FUNDRAISING REQUEST FORM

Club/Organization: Vilhing SSC

School: Vilhing

Name of Fundraising Company: Vilhing SSC

Date of Sale: Dec/Jan

Item(s) to be Sold: 1 tichet to open gym / winterfest, concessions

Cost Range of Sellable Item(s): $1 tichet, consessions $.50 - $2.00

Reason for Fundraiser: Vilhing Student Events

Anticipated Profit: $50 - $100

Submitted By: Steph Esteban

Principal's Recommendation:

Request Approved: DQuans 11/04/26

Request Denied: _____

District Office:

Request Approved: _____

Request Denied: _____

All Requests Must Be Submitted to the Superintendent at Least
TWO (2) Weeks Prior to the Board Meeting

GURNEE SCHOOL District 56
3706 FLORIDA AVE. GURNEE IL 60031
847-336-0800 | D56.ORG

FUNDRAISING REQUEST FORM

Club/Organization: NJHS

School: River Trail at RT

Name of Fundraising Company: NJHS

Date of Sale: Dec. 8th Basketball Tournament

Item(s) to be Sold: gatorade, water, chips, popcorn, candy

Cost Range of Sellable Item(s): $1 - $3

Reason for Fundraiser: to raise funds to pay for membership costs as well as induction costs.

Anticipated Profit: $100 (hopefully more)

Submitted By: Lucy Brown

Principal's Recommendation:

Request Approved: [signature]

Request Denied: _____

District Office:

Request Approved: [signature]

Request Denied: _____

All Requests Must Be Submitted to the Superintendent at Least
TWO (2) Weeks Prior to the Board Meeting

GURNEE SCHOOL District 56
3706 FLORIDA AVE. GURNEE IL 60031
847-336-0800 | D56.ORG

FUNDRAISING REQUEST FORM

Club/Organization: NJHS

School: River Trail

Name of Fundraising Company: Panera

Date of Sale: Fri, Dec. 11th

Item(s) to be Sold: bagel to soup, salad, sandwiches

Cost Range of Sellable Item(s): $3 - $15

Reason for Fundraiser: raise funds to cover cost of membership and induction ceremony

Anticipated Profit: $50

Submitted By: Lucy Brown

Principal's Recommendation:

Request Approved: JD

Request Denied: _____

District Office:

Request Approved: _____

Request Denied: _____

All Requests Must Be Submitted to the Superintendent at Least TWO (2) Weeks Prior to the Board Meeting

GURNEE SCHOOL District 56
3706 FLORIDA AVE. GURNEE IL 60031
847-336-0800 | D56.ORG

FUNDRAISING REQUEST FORM

Club/Organization: NJHS

School: River Trail

Name of Fundraising Company: Wendys

Date of Sale: Tues. Jan 4th

Item(s) to be Sold: fries, frosties, hamburgers, etc.

Cost Range of Sellable Item(s): $1 - $8

Reason for Fundraiser: raise funds to pay for Membership dues + induction ceremony supplies pins, etc.

Anticipated Profit: $50

Submitted By: Lucy Brown

Principal's Recommendation:

Request Approved: JB

Request Denied: _____

District Office:

Request Approved: _____

Request Denied: _____

All Requests Must Be Submitted to the Superintendent at Least
TWO (2) Weeks Prior to the Board Meeting

GURNEE SCHOOL District 56
3706 FLORIDA AVE. GURNEE IL 60031
847-336-0800 | D56.ORG

FUNDRAISING REQUEST FORM

Club/Organization: Eco Club

School: River Trail

Name of Fundraising Company: Chipotle (because they're more Ecofriendly)

Date of Sale: Dec. 17th Thursday

Item(s) to be Sold: tacos, burritos, meals, chips & salsa

Cost Range of Sellable Item(s): $3 - $15

Reason for Fundraiser: raise funds for contest prizes and supplies needed for activities across school.

Anticipated Profit: $100

Submitted By: Lucy Brown

Principal's Recommendation:

Request Approved: JW

Request Denied: _____

District Office:

Request Approved: _____

Request Denied: _____

All Requests Must Be Submitted to the Superintendent at Least TWO (2) Weeks Prior to the Board Meeting

GURNEE SCHOOL District 56
3706 FLORIDA AVE. GURNEE IL 60031
847-336-0800 | D56.ORG

FUNDRAISING REQUEST FORM

Club/Organization: Yearbook Club

School: River Trail

Name of Fundraising Company: MOD Pizza

Date of Sale: Feb 11, 2027

Item(s) to be Sold: food items

Cost Range of Sellable Item(s): $5-10

Reason for Fundraiser: We are raising funds to lower yearbook costs for all students to make it affordable for students.

Anticipated Profit: $100

Submitted By: Rachel Devereaux

Principal's Recommendation:

Request Approved: JD

Request Denied: _____

District Office:

Request Approved: _____

Request Denied: _____

All Requests Must Be Submitted to the Superintendent at Least
TWO (2) Weeks Prior to the Board Meeting