

Regular Meeting

Wednesday, February 17, 2016 7:00 PM

Administration Building, 7450 S Wolf Road, Burr Ridge, IL 60527

I. Roll Call / Visitors

II. Pledge of Allegiance (1 Minute)

III. Open Forum: Board Policy 2:230 (individuals will be given five minutes to address the Board regarding agenda or non-agenda items) (10 Minutes)

IV. Additional Items to be Placed on the Agenda (1 Minute)

V. * Consent Agenda (5 Minutes)

V.A. Approve Regular Meeting Minutes of January 20,
2016

V.B. Approve Closed Session Minutes of January 20,
2016

V.C. Approve Payment of January Payroll/February
Warrants

V.D. Approve February 2016 Personnel Report

V.E. Approve Easement Request

V.F. Approve FY17 School Calendar

VI. *Action Item

Approve a resolution providing for the issue of not to exceed \$6,100,000 General Obligation Refunding School Bonds, Series 2016, for the purpose of refunding certain outstanding bonds of the District, providing for the levy of a direct annual tax sufficient to pay the principal and interest on said bonds, and authorizing the execution of a Bond Purchase Agreement with William Blair & Company, L.L.C., in connection with the proposed sale of said bonds.

VII. *Action Item

Approve a resolution transferring funds from the Transportation Fund to the School Bond and Interest Fund of 2006 for the payment of principal of and interest on the District's General Obligation School Bonds, Series 2006, and abating a portion of the tax heretofore levied for the year 2015 to pay debt service on said bonds.

VIII. Reports and Discussion Items

VIII.A. Superintendent's Report

VIII.A.1. 2016 Staff Summer Work Plan (10 Minutes)

VIII.A.2. **District Goal Update** (10 Minutes)

VIII.A.3. **Learning Management System (LMS)** (10 Minutes)

VIII.A.4. **Preliminary Staffing Recommendations** (10 Minutes)

VIII.A.5. **Food Service Update** (10 Minutes)

VIII.A.6. **5 year Financial Projections** (10 Minutes)

VIII.A.7. **Review Governance and Planning (sec. 1) Board Policies** (10 Minutes)

VIII.A.8. **Board of Education Information Requests** (5 Minutes)

VIII.A.8.a. ***Approve Board of Education Information Requests**

IX. **Open Forum: Board Policy 2:230 (individuals will be given five minutes to address the Board regarding agenda or non-agenda items)** (5 Minutes)

X. **Items for Next Agenda:** (5 Minutes)

X.A. **Approve Learning Management System; School Improvement Plan Update; Approve Preliminary Staffing Recommendations; Approve Pleasant Dale Park District Before and After School Program Intergovernmental Agreement; Re-employment of non-tenure Personnel and Non-renewal of Non-tenured Teachers; Approve Governance and Planning (sec. 1) Board Policies.**

XI. **Closed Session (30 Minutes)**

XI.A. **The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the District.**

XI.B. **Collective negotiating matters between the District and its employees or their representatives.**

XII. ***Action Item**
Approve 2015-2020 Professional Agreement with Teachers' Association of Pleasantdale

XIII. **Written Reports**

XIII.A. **FOIA**

MINUTES OF THE BOARD OF EDUCATION

Regular Meeting Administration Building 7:02 p.m. – 10:28 p.m. January 20, 2016

Members Present:

- Gina Scaletta-Nelson, Presiding Officer
- Kim Barker
- Vipul Dedhia
- Mark Mirabile – arrived at 8:10 p.m.
- Michael Rak– arrived at 7:14 p.m.
- Kristin Violante

Absent:

- David Negron

ROLL CALL AND VISITORS

Present with Superintendent Dave Palzet were staff members Erika Sawosko, Candy Kramer, Catherine Chang, Matt Vandercar, John Glimco, Joanne Histed, Colleen Enger, Michelle Neuberg, Michelle Jarosik, Julia Spencer, Maribeth Kavanaugh and Karyn Lisowski; and Mr. and Mrs. Jim Distasio, and Steve Wrigter (ineligible).

PLEDGE OF ALLEGIANCE

Present were students from the Pleasantdale Elementary School who have earned an Eagle Feather lead the Pledge of Allegiance.

ACTION NO. 34 Consent Agenda

Motion by Violante, seconded by Barker, that the Board of Education approve the consent agenda as revised consisting of: special meeting minutes of December 7, 2015; closed session meeting minutes of December 7, 2015; regular meeting minutes of December 16, 2015; closed session meeting minutes of December 16, 2015; payment of December payroll/January warrants; declassify closed session minutes (the destruction of audio tapes over 18 months old was removed from the recommendation); Grade 1 Job Share proposals for 2016-17; fees for the 2016-17 school year; Community Relations (sec. 8) Board Policies; and January 2016 Personnel Report including the retirement of custodian Jim Lucarelli effective January 29, 2016, hiring of Jim Lucarelli as lunchroom aide effective February 1, 2016 and Amy DiCosola as reading specialist/RtI facilitator effective January 25, 2016. Motion carried by a roll call vote of 5 ayes (Barker, Dedhia, Scaletta-Nelson, Rak, Violante) absent – Negron, Mirabile.

REPORTS AND DISCUSSION ITEMS

Preschool Presentation

Elementary School Principal Matt Vandercar and our preschool teachers presented improvements to our preschool program. The goal of these changes is to improve the school experience for our youngest learners. The two changes include creating a multi-year preschool experience where three- and four-year olds will learn from one another in a play-based academic environment. Additionally, to provide greater continuity to our students, the district will discontinue the two-day preschool option.

Water Main Easement Proposal

The builder/owner for the residence at 10932 German Church Road presented a request to tap into the District's water main on elementary school property. This work would not impact the water pressure or the quality of the water at Pleasantdale Elementary School. The water for the new residence will be individually metered and the district will not be charged for the

residence's water. Additionally, the proposal included a change to our easement. The Easement Agreement, which will be drafted by the District's attorney at the homeowner's expense, will be an item on the February Board agenda.

5Essentials Survey of Learning Conditions

Dave Palzet, Superintendent of Schools, reviewed the results of the 5Essentials survey that was given to students in grades 6-8 and all teachers last spring. While the results show that our schools continue to be great places to work and learn, there are improvements that we can make to improve the working conditions for teachers and the learning conditions for students.

Over the course of the school year, several initiatives have been put in place to improve the learning conditions in our schools. A few of these initiatives include collaboratively creating one-year goals for the district, implementing regular communication tools, and creating teacher-involved task forces to address building issues.

Preliminary Review of District Calendar

Each year a group of teachers, administrators, and parents work together to review and revise the school calendar for the upcoming school year. In an effort to ensure the most convenient calendar for our families, our calendar closely mirrors the calendar of Lyons Township High School. The Board of Education reviewed the recommended calendar and will officially approve the 2016-17 school calendar at the February Board of Education meeting.

Facilities Advisory Team Meeting

The Facilities Advisory Team met on Wednesday, January 6 and discussed the district's new five-year facilities plan. The goal of this plan is proactively in ensuring that our facilities are maintained at a high level. Additionally, the team reviewed improvements to our technology infrastructure. Some of our summer projects include resurfacing the parking lot at Pleasantdale Elementary School and an improvement in wifi connectivity at both schools.

Bond Abatement

The District's Finance Advisory Team met on Monday, January 11. For the past 5 years, the District has abated a total of \$5.68 million of debt service to lower the tax rates for the community. Upon advice from the District's Bond Counsel, the Advisory Team recommends refunding the 2006 bond in addition to abating \$500,000 of bonds. This action will reduce the tax burden of a house assessed at \$300,000 by \$81.17 and a house assessed at \$500,000 by \$140.35. It is our goal to be good stewards of taxpayer dollars while at the same time ensuring that we provide the highest quality education for our students.

Board of Education Information Requests

No Requests

NEXT AGENDA

Items submitted for the February 2016 agenda include:

Approve Easement Request; Approve 2016-17 District Calendar; Approve Abatement of Bonds; Review Governance and Planning (sec. 1) Board Policies; and Preliminary Staffing Recommendations.

ACTION NO. 35

Closed Session

Motion by Rak, seconded by Violante, that the Board of Education go into closed session at 8:36 p.m. to discuss matters relating to the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the District; and collective negotiating matters between the District and its employees or their representatives; and. Motion carried by a roll call vote of 6 ayes (Barker, Dedhia, Mirabile, Scaletta-Nelson, Rak, Violante) absent – Negron.

The Board came out of closed session at 10:27 p.m.

ACTION NO. 36

Contract 2015-2020 The motion failed due to lack of a first.

ADJOURNMENT

Motion by Barker, seconded by Mirabile, that the regular meeting adjourns at 10:28 p.m.
Voice vote. Motion carried.

App. ___ President _____ Secretary _____

Pleasantdale School District 107

Voucher Detail Listing

Voucher Batch Number: 1168

02/10/2016

Fiscal Year: 2015-2016

| Vendor Remit Name Description | Vendor # | QTY | PO No. | Invoice Invoice Date | Account | Amount |
|----------------------------------|----------|-----|--------|---------------------------|-------------------------|------------|
| All-Types Elevators Inc | | | | | | |
| Check Group: | | | | | | |
| Srv handicap lift/Dist office | | 1 0 | | 9801016 1/22/2016 | 20.5.2540.3201.200.0000 | \$336.00 |
| Check #: 0 | | | | | | |
| PO/InvoiceTotal: | | | | | | \$336.00 |
| Vendor Total: | | | | | | \$336.00 |
| American Taxi | | | | | | |
| Check Group: | | | | | | |
| Dec student transportation | | 1 0 | | 151216 1/7/2016 | 40.5.2550.3310.300.0000 | \$1,680.00 |
| Check #: 0 | | | | | | |
| PO/InvoiceTotal: | | | | | | \$1,680.00 |
| Vendor Total: | | | | | | \$1,680.00 |
| AT&T | | | | | | |
| Check Group: | | | | | | |
| Jan 25-Feb 24 | | 1 0 | | 630662013901 1/25/2016 | 20.5.2540.3400.100.0000 | \$155.34 |
| Jan 25-Feb 24 | | 1 0 | | 630662013901 1/25/2016 | 20.5.2540.3400.200.0000 | \$175.82 |
| Jan 16-Feb 15 phone chg | | 1 0 | | 630R06123501 1/16/2016 | 20.5.2540.3400.300.0000 | \$303.36 |
| Jan 16-Feb 15 phone chg | | 1 0 | | 630R06123501 1/16/2016 | 20.5.2540.3400.200.0000 | \$501.36 |
| Jan 16-Feb 15 phone chg | | 1 0 | | 708R06290001 1/16/2016 | 20.5.2540.3400.100.0000 | \$689.94 |
| Check #: 0 | | | | | | |
| PO/InvoiceTotal: | | | | | | \$1,825.82 |
| Vendor Total: | | | | | | \$1,825.82 |

At&T Long Distance

Pleasantdale School District 107

Voucher Detail Listing

Voucher Batch Number: 1168

02/10/2016

Fiscal Year: 2015-2016

| Vendor Remit Name Description | Vendor # | QTY | PO No. | Invoice Invoice Date | Account | Amount |
|-----------------------------------------------------------|----------|-----|--------|-------------------------|-------------------------|----------------------------------|
| Check Group: | | | | | | |
| Dec 4- Dec 23 long distance chg | | 1 | 0 | 857557643-9 1/6/2016 | 20.5.2540.3400.300.0000 | \$7.85 |
| Dec 4- Dec 23 long distance chg | | 1 | 0 | 857557643-9 1/6/2016 | 20.5.2540.3400.200.0000 | \$15.70 |
| Dec 4-Dec 23 long distance chg | | 1 | 0 | 857557643-9 1/6/2016 | 20.5.2540.3400.100.0000 | \$8.92 |
| | | | | | Check #: 0 | |
| | | | | | | PO/InvoiceTotal: <u>\$32.47</u> |
| | | | | | | Vendor Total: <u>\$32.47</u> |
| Bannerville USA Inc | | | | | | |
| Check Group: | | | | | | |
| Record board updates | | 1 | 0 | 20708 12/8/2015 | 20.5.2540.4000.300.0000 | \$100.00 |
| | | | | | Check #: 0 | |
| | | | | | | PO/InvoiceTotal: <u>\$100.00</u> |
| | | | | | | Vendor Total: <u>\$100.00</u> |
| books4school | | | | | | |
| Check Group: | | | | | | |
| Saber Toothed Cat (Ancient Animals) | | 1 | 160338 | V300682 2/4/2016 | 10.5.1001.4102.100.0000 | \$2.16 |
| On the Prowl: How Animals Hunt (Investigate: Predators) | | 1 | 160338 | V300682 2/4/2016 | 10.5.1001.4102.100.0000 | \$2.16 |
| Wild Dogs (Investigate: Predators) | | 1 | 160338 | V300682 2/4/2016 | 10.5.1001.4102.100.0000 | \$2.16 |
| Poem Runs: Baseball Poems and Paintings | | 1 | 160338 | V300682 2/4/2016 | 10.5.1001.4102.100.0000 | \$2.34 |
| Triceratops (Digging for Dinosaurs) | | 1 | 160338 | V300682 2/4/2016 | 10.5.1001.4102.100.0000 | \$2.34 |

Pleasantdale School District 107

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|----------------------------------------------------|----------|-----|--------|-------------------------|-------------------------|--------|
| Apatosausurs (Digging for Dinosaurs) | | 1 | 160338 | V300682 2/4/2016 | 10.5.1001.4102.100.0000 | \$2.34 |
| Pterodactyl (Digging for Dinosaurs) | | 1 | 160338 | V300682 2/4/2016 | 10.5.1001.4102.100.0000 | \$2.34 |
| Stegosaurus (Digging for Dinosaurs) | | 1 | 160338 | V300682 2/4/2016 | 10.5.1001.4102.100.0000 | \$2.34 |
| Velociraptor (Digging for Dinosaurs) | | 1 | 160338 | V300682 2/4/2016 | 10.5.1001.4102.100.0000 | \$2.34 |
| Gymnastics (Summer Olympic Sports) | | 1 | 160338 | V300682 2/4/2016 | 10.5.1001.4102.100.0000 | \$2.34 |
| Basketball (Summer Olympic Sports) | | 1 | 160338 | V300682 2/4/2016 | 10.5.1001.4102.100.0000 | \$2.34 |
| Lions (Wild Cats) | | 1 | 160338 | V300682 2/4/2016 | 10.5.1001.4102.100.0000 | \$2.34 |
| Giant Pandas (Wild Bears) | | 1 | 160338 | V300682 2/4/2016 | 10.5.1001.4102.100.0000 | \$2.34 |
| Black Bears (Wild Bears) | | 1 | 160338 | V300682 2/4/2016 | 10.5.1001.4102.100.0000 | \$2.34 |
| Grizzly Bears (Wild Bears) | | 1 | 160338 | V300682 2/4/2016 | 10.5.1001.4102.100.0000 | \$2.34 |
| Polar Bears (Wild Bears) | | 1 | 160338 | V300682 2/4/2016 | 10.5.1001.4102.100.0000 | \$2.34 |
| Arctic Tale: Companion to the Major Motion Picture | | 1 | 160338 | V300682 2/4/2016 | 10.5.1001.4102.100.0000 | \$2.16 |
| Who Was Helen Keller (Who Was...?) | | 1 | 160338 | V300682 2/4/2016 | 10.5.1001.4102.100.0000 | \$2.63 |
| If You Lived with the Sioux Indians | | 1 | 160338 | V300682 2/4/2016 | 10.5.1001.4102.100.0000 | \$2.16 |
| If You Lived in Colonial Times | | 1 | 160338 | V300682 2/4/2016 | 10.5.1001.4102.100.0000 | \$2.16 |

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|----------------------------------------------------------|----------|-----|--------|-------------------------|-------------------------|--------|
| Owen and Mzee: The True Story of a Remarkable Friendship | | 1 | 160338 | V300682 2/4/2016 | 10.5.1001.4102.100.0000 | \$2.16 |
| Did You Hear That: Animals With Super Hearing | | 1 | 160338 | V300682 2/4/2016 | 10.5.1001.4102.100.0000 | \$1.93 |
| Who Was Abraham Lincoln? (Who Was...?) | | 1 | 160338 | V300682 2/4/2016 | 10.5.1001.4102.100.0000 | \$2.63 |
| Eagles (Raptors) | | 1 | 160338 | V300682 2/4/2016 | 10.5.1001.4102.100.0000 | \$2.34 |
| Owls (Raptors) | | 1 | 160338 | V300682 2/4/2016 | 10.5.1001.4102.100.0000 | \$2.34 |
| Vultures (Raptors) | | 1 | 160338 | V300682 2/4/2016 | 10.5.1001.4102.100.0000 | \$2.34 |
| Hawks (Raptors) | | 1 | 160338 | V300682 2/4/2016 | 10.5.1001.4102.100.0000 | \$2.34 |
| Falcons (Raptors) | | 1 | 160338 | V300682 2/4/2016 | 10.5.1001.4102.100.0000 | \$2.34 |
| Jellyfish (Marine Life) | | 1 | 160338 | V300682 2/4/2016 | 10.5.1001.4102.100.0000 | \$2.34 |
| Sea Turtles (Marine Life) | | 1 | 160338 | V300682 2/4/2016 | 10.5.1001.4102.100.0000 | \$2.34 |
| Octopus (Marine Life) | | 1 | 160338 | V300682 2/4/2016 | 10.5.1001.4102.100.0000 | \$2.34 |
| Families of the Deep Blue Sea (Saltwater Secrets) | | 1 | 160338 | V300682 2/4/2016 | 10.5.1001.4102.100.0000 | \$1.93 |
| Snow Dogs: Racers of the North (DK Readers Level 4) | | 1 | 160338 | V300682 2/4/2016 | 10.5.1001.4102.100.0000 | \$2.34 |
| Twisters (DK Readers Level 2) | | 1 | 160338 | V300682 2/4/2016 | 10.5.1001.4102.100.0000 | \$2.34 |
| Wild Weather: Blizzards (Hello Reader Science Level 4) | | 1 | 160338 | V300682 2/4/2016 | 10.5.1001.4102.100.0000 | \$1.93 |

Pleasantdale School District 107

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02/10/2016

Fiscal Year: 2015-2016

| Vendor Remit Name Description | Vendor # | QTY | PO No. | Invoice Invoice Date | Account | Amount |
|-----------------------------------------------|----------|-----|--------|-------------------------|-------------------------|--------|
| Who Was Amelia Earhart? (Who Was...?) | | 1 | 160338 | V300682 2/4/2016 | 10.5.1001.4102.100.0000 | \$2.63 |
| Who Was John F Kennedy? (Who Was...?) | | 1 | 160338 | V300682 2/4/2016 | 10.5.1001.4102.100.0000 | \$2.63 |
| Who Is Barack Obama? (Who Was...?) | | 1 | 160338 | V300682 2/4/2016 | 10.5.1001.4102.100.0000 | \$2.63 |
| Hurricanes (Earth's Power) | | 1 | 160338 | V300682 2/4/2016 | 10.5.1001.4102.100.0000 | \$2.34 |
| Helicopters (True Books: Transportation) | | 1 | 160338 | V300682 2/4/2016 | 10.5.1001.4102.100.0000 | \$1.93 |
| Insects (Discover Science) | | 1 | 160338 | V300682 2/4/2016 | 10.5.1001.4102.100.0000 | \$2.34 |
| Whales and Dolphins (Discover Science) | | 1 | 160338 | V300682 2/4/2016 | 10.5.1001.4102.100.0000 | \$2.34 |
| Who Was Steve Jobs? (Who Was...?) | | 1 | 160338 | V300682 2/4/2016 | 10.5.1001.4102.100.0000 | \$2.63 |
| Who Was Christopher Columbus? (Who Was...?) | | 1 | 160338 | V300682 2/4/2016 | 10.5.1001.4102.100.0000 | \$2.63 |
| Human Body (Kingfisher Readers Level 4) | | 1 | 160338 | V300682 2/4/2016 | 10.5.1001.4102.100.0000 | \$2.06 |

Check #: 0

PO/InvoiceTotal: \$104.15
Vendor Total: \$104.15

Bottle-Free Water , LLC

Check Group:

| | | | | | | |
|-----------------------------|--|---|---|--------------------|-------------------------|----------|
| Jan-May water cooler rental | | 1 | 0 | 15611 1/21/2016 | 10.5.2410.4000.200.0000 | \$184.75 |
|-----------------------------|--|---|---|--------------------|-------------------------|----------|

Check #: 0

PO/InvoiceTotal: \$184.75
Vendor Total: \$184.75

Pleasantdale School District 107

Voucher Detail Listing

Voucher Batch Number: 1168

02/10/2016

Fiscal Year: 2015-2016

| Vendor Remit Name Description | Vendor # | QTY | PO No. | Invoice Invoice Date | Account | Amount |
|------------------------------------------------|----------|------|--------|-------------------------|-------------------------|------------------------------------|
| Bubulka, Meagan R | | | | | | |
| Check Group: | | | | | | |
| Reimburse for tuition | | 1 | 0 | V555368 2/4/2016 | 10.5.2213.2300.300.0000 | \$2,400.00 |
| | | | | | | Check #: 0 |
| | | | | | | PO/InvoiceTotal: <u>\$2,400.00</u> |
| | | | | | | Vendor Total: <u>\$2,400.00</u> |
| Ceramic Supply Chicago | | | | | | |
| Check Group: | | | | | | |
| White clay talc | | 4 | 160339 | 14941 1/25/2016 | 10.5.1001.4002.100.0000 | \$243.00 |
| White clay talc | | 4 | 160339 | 14941 1/25/2016 | 10.5.1002.4002.200.0000 | \$243.00 |
| | | | | | | Check #: 0 |
| | | | | | | PO/InvoiceTotal: <u>\$486.00</u> |
| | | | | | | Vendor Total: <u>\$486.00</u> |
| ChairSlippers | | | | | | |
| Check Group: | | | | | | |
| Mini Chair Slipper | | 1108 | 160328 | 11554 1/8/2016 | 10.5.1001.4000.100.0000 | \$1,144.46 |
| Medium Chair Slipper | | 508 | 160328 | 11554 1/8/2016 | 10.5.1001.4000.100.0000 | \$599.67 |
| | | | | | | Check #: 0 |
| | | | | | | PO/InvoiceTotal: <u>\$1,744.13</u> |
| | | | | | | Vendor Total: <u>\$1,744.13</u> |
| Chicago Metropolitan Fire Prevention Co | | | | | | |
| Check Group: | | | | | | |
| Jan-Mar alarm maint and monitoring | | 1 | 0 | IN00120916 1/1/2016 | 90.5.2530.3200.300.0000 | \$99.00 |
| | | | | | | Check #: 0 |

Pleasantdale School District 107

Voucher Detail Listing

Voucher Batch Number: 1168

02/10/2016

Fiscal Year: 2015-2016

| Vendor Remit Name Description | Vendor # | QTY | PO No. | Invoice Invoice Date | Account | Amount |
|--------------------------------------|----------|-----|--------|-------------------------|-------------------------|------------------------------------|
| | | | | | | PO/InvoiceTotal: <u>\$99.00</u> |
| | | | | | | Vendor Total: <u>\$99.00</u> |
| Convergint Technologies Llc | | | | | | |
| Check Group: | | | | | | |
| Dec 2015-Nov 2016 Fire alarm testing | | 1 0 | | 141947 1/21/2016 | 90.5.2530.3200.300.0000 | \$1,600.00 |
| | | | | | | Check #: 0 |
| | | | | | | PO/InvoiceTotal: <u>\$1,600.00</u> |
| | | | | | | Vendor Total: <u>\$1,600.00</u> |
| Cook County Treasurer | | | | | | |
| Check Group: | | | | | | |
| Oct-Dec traffic light | | 1 0 | | 2015-4 1/5/2016 | 20.5.2540.3294.300.0000 | \$24.00 |
| | | | | | | Check #: 0 |
| | | | | | | PO/InvoiceTotal: <u>\$24.00</u> |
| | | | | | | Vendor Total: <u>\$24.00</u> |
| Defenbaugh, Penelope | | | | | | |
| Check Group: | | | | | | |
| Office supplies | | 1 0 | | V485695 2/4/2016 | 10.5.2410.4000.100.0000 | \$49.61 |
| | | | | | | Check #: 0 |
| | | | | | | PO/InvoiceTotal: <u>\$49.61</u> |
| | | | | | | Vendor Total: <u>\$49.61</u> |
| DEMCO Inc | | | | | | |
| Check Group: | | | | | | |
| Plastic Bone Folder | | 2 | 160325 | 5772165 2/4/2016 | 10.5.2220.4000.200.0000 | \$4.98 |
| Clear Glossy Label Protectors | | 2 | 160325 | 5772165 2/4/2016 | 10.5.2220.4000.200.0000 | \$27.98 |

Pleasantdale School District 107

Voucher Detail Listing

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02/10/2016

Fiscal Year: 2015-2016

| Vendor Remit Name Description | Vendor # | QTY | PO No. | Invoice Invoice Date | Account | Amount |
|------------------------------------|----------|-----|--------|-------------------------|-------------------------|---------|
| Paperfold 10x21 | | 1 | 160325 | 5772165 2/4/2016 | 10.5.2220.4000.200.0000 | \$17.79 |
| Scotch Fiber tape | | 1 | 160325 | 5772165 2/4/2016 | 10.5.2220.4000.200.0000 | \$17.49 |
| Gray color-tinted label protectors | | 1 | 160325 | 5772165 2/4/2016 | 10.5.2220.4000.200.0000 | \$8.19 |
| Light blue Label Protectors | | 1 | 160325 | 5772165 2/4/2016 | 10.5.2220.4000.200.0000 | \$8.19 |
| Shipping & Handling | | 1 | 160325 | 5772165 2/4/2016 | 10.5.2220.4000.200.0000 | \$6.77 |

Check #: 0

| | |
|------------------|----------------|
| PO/InvoiceTotal: | <u>\$91.39</u> |
| Vendor Total: | \$91.39 |

Document Imaging Dimensions Inc

Check Group:

| | | | | | | |
|------------------------------|--|---|--------|---------------------|-------------------------|----------|
| Black HP2025 OEM Cartridge | | 1 | 160261 | 283627 11/9/2015 | 10.5.2225.4000.200.0000 | \$149.00 |
| Cyan HP2025 OEM Cartridge | | 1 | 160261 | 283627 11/9/2015 | 10.5.2225.4000.200.0000 | \$139.00 |
| Yellow HP2025 OEM Cartridge | | 1 | 160261 | 283627 11/9/2015 | 10.5.2225.4000.200.0000 | \$139.00 |
| Magenta HP2025 OEM Cartridge | | 1 | 160261 | 283627 11/9/2015 | 10.5.2225.4000.200.0000 | \$139.00 |

Check #: 0

| | |
|------------------|-----------------|
| PO/InvoiceTotal: | <u>\$566.00</u> |
|------------------|-----------------|

Check Group:

| | | | | | | |
|-----------------------------|--|---|--------|----------------------|-------------------------|----------|
| Cmpt Blk Tnr #C9720A 9k Yld | | 1 | 160271 | 283835 11/11/2015 | 10.5.2225.4000.100.0000 | \$139.00 |
| Cmpt Cyn Tnr C9721A 8k Yld | | 1 | 160271 | 283835 11/11/2015 | 10.5.2225.4000.100.0000 | \$139.00 |

Pleasantdale School District 107

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| Vendor Remit Name Description | Vendor # | QTY | PO No. | Invoice Invoice Date | Account | Amount |
|----------------------------------------|----------|-----|--------|-------------------------|-------------------------|----------------------------------------------|
| Cmpt Yel Tnr C9722A 8k Yld | | 1 | 160271 | 283835 11/11/2015 | 10.5.2225.4000.100.0000 | \$139.00 |
| Cmpt Mgt Tnr C9723A 8k Yld | | 1 | 160271 | 283835 11/11/2015 | 10.5.2225.4000.100.0000 | \$139.00 |
| Check #: 0 | | | | | | |
| | | | | | | PO/InvoiceTotal: <u> </u> |
| | | | | | | \$556.00 |
| Check Group: | | | | | | |
| HP LJ P2035 Compatible Black Cartridge | | 2 | 160332 | 288299 1/13/2016 | 10.5.2225.4000.200.0000 | \$158.00 |
| HP 4700 LJ Compatible Black Cartridge | | 1 | 160332 | 288299 1/13/2016 | 10.5.2225.4000.200.0000 | \$159.00 |
| HP LJ 4700 Compatible Cyan Cartridge | | 1 | 160332 | 288299 1/13/2016 | 10.5.2225.4000.200.0000 | \$159.00 |
| Check #: 0 | | | | | | |
| | | | | | | PO/InvoiceTotal: <u> </u> |
| | | | | | | \$476.00 |
| Check Group: | | | | | | |
| TONER CARTIRIDGE | | 2 | 160344 | 288930 1/22/2016 | 10.5.2225.4000.100.0000 | \$138.00 |
| TONER CARTRIDGE | | 1 | 160344 | 288930 1/22/2016 | 10.5.2225.4000.100.0000 | \$69.00 |
| TONER CARTRIDGE | | 1 | 160344 | 288930 1/22/2016 | 10.5.2225.4000.100.0000 | \$79.00 |
| TONER CARTRIDGE | | 1 | 160344 | 288930 1/22/2016 | 10.5.2225.4000.100.0000 | \$89.00 |
| TONER CARTRIDGE | | 1 | 160344 | 288930 1/22/2016 | 10.5.2225.4000.100.0000 | \$139.00 |
| Check #: 0 | | | | | | |
| | | | | | | PO/InvoiceTotal: <u> </u> |
| | | | | | | \$514.00 |
| | | | | | | Vendor Total: <u> </u> |
| | | | | | | \$2,112.00 |

Dreisilker Electric Motors

Pleasantdale School District 107

Voucher Detail Listing

Voucher Batch Number: 1168

02/10/2016

Fiscal Year: 2015-2016

| Vendor Remit Name Description | Vendor # | QTY | PO No. | Invoice Invoice Date | Account | Amount |
|-----------------------------------------|----------|-----|--------|-------------------------|-------------------------|-------------|
| Check Group: | | | | | | |
| Coupler, penetrating spray, spout oiler | | 1 | 0 | 1993446 1/13/2016 | 20.5.2540.4000.300.0000 | \$169.68 |
| Check #: 0 | | | | | | |
| PO/InvoiceTotal: | | | | | | \$169.68 |
| Vendor Total: | | | | | | \$169.68 |
| Emprint/Moran | | | | | | |
| Check Group: | | | | | | |
| Gr1 Class Student Edition Set 20 | | 3 | 160068 | V899826 2/4/2016 | 10.5.2213.4000.300.0000 | \$1,810.94 |
| Gr1 Class Student Edition Set 25 | | 1 | 160068 | V899826 2/4/2016 | 10.5.2213.4000.300.0000 | \$754.56 |
| Gr2 Class Student Edition Set 20 | | 3 | 160068 | V899826 2/4/2016 | 10.5.2213.4000.300.0000 | \$1,810.94 |
| Gr2 Class Student Edition Set 25 | | 1 | 160068 | V899826 2/4/2016 | 10.5.2213.4000.300.0000 | \$754.56 |
| Gr3 Class Student Edition Set 20 | | 2 | 160068 | V899826 2/4/2016 | 10.5.2213.4000.300.0000 | \$1,207.29 |
| Gr3 Class Student Edition Set 25 | | 2 | 160068 | V899826 2/4/2016 | 10.5.2213.4000.300.0000 | \$1,509.11 |
| Gr4 Class Student Edition Set 20 | | 3 | 160068 | V899826 2/4/2016 | 10.5.2213.4000.300.0000 | \$1,810.94 |
| Gr4 Class Student Edition Set 25 | | 1 | 160068 | V899826 2/4/2016 | 10.5.2213.4000.300.0000 | \$754.54 |
| Check #: 0 | | | | | | |
| PO/InvoiceTotal: | | | | | | \$10,412.88 |
| Vendor Total: | | | | | | \$10,412.88 |
| ESA Small Engine Inc | | | | | | |
| Check Group: | | | | | | |

Pleasantdale School District 107

Voucher Detail Listing

Voucher Batch Number: 1168

02/10/2016

Fiscal Year: 2015-2016

| Vendor Remit Name Description | Vendor # | QTY | PO No. | Invoice Invoice Date | Account | Amount |
|----------------------------------|----------|-----|--------|-------------------------|-------------------------|-------------------------------------|
| Repairs/tune-up for snowblowers | | 1 | 0 | V226146 2/4/2016 | 20.5.2540.3200.100.0000 | \$424.00 |
| Repairs/tune-up for snowblowers | | 1 | 0 | V226146 2/4/2016 | 20.5.2540.3200.200.0000 | \$492.00 |
| | | | | | Check #: 0 | |
| | | | | | | PO/InvoiceTotal: <u>\$916.00</u> |
| | | | | | | Vendor Total: <u>\$916.00</u> |
| F & G ROOFING, LLC | | | | | | |
| Check Group: | | | | | | |
| Repair roof leaks | | 1 | 0 | 1422 2/8/2016 | 20.5.2540.3200.200.0000 | \$1,000.00 |
| | | | | | Check #: 0 | |
| | | | | | | PO/InvoiceTotal: <u>\$1,000.00</u> |
| | | | | | | Vendor Total: <u>\$1,000.00</u> |
| First Student, Inc | | | | | | |
| Check Group: | | | | | | |
| Gr 7 orchestra to LT | | 1 | 0 | 183C063185 1/14/2016 | 40.5.2550.3312.300.0000 | \$210.36 |
| MS student to LT Reber Center | | 1 | 0 | 183C063347 1/20/2016 | 40.5.2550.3312.300.0000 | \$314.74 |
| Jan student transportation | | 1 | 0 | 183H004926 2/3/2016 | 40.5.2550.3310.300.0000 | \$42,904.94 |
| Jan band route | | 1 | 0 | 183H004926 2/3/2016 | 40.5.2550.3314.300.0000 | \$2,718.64 |
| Jan activity route | | 1 | 0 | 183H004926 2/3/2016 | 40.5.2550.3313.300.0000 | \$1,439.28 |
| Jan math shuttle | | 1 | 0 | 183H004926 2/3/2016 | 40.5.2550.3310.300.0000 | \$462.88 |
| | | | | | Check #: 0 | |
| | | | | | | PO/InvoiceTotal: <u>\$48,050.84</u> |

Pleasantdale School District 107

Voucher Detail Listing

Voucher Batch Number: 1168

02/10/2016

Fiscal Year: 2015-2016

| Vendor Remit Name Description | Vendor # | QTY | PO No. | Invoice Invoice Date | Account | Amount |
|-----------------------------------------|----------|-----|--------|-------------------------|-------------------------|-------------------------|
| | | | | | | Vendor Total: |
| | | | | | | \$48,050.84 |
| Food Services Professionals | | | | | | |
| Check Group: | | | | | | |
| Jan milk chg | | 1 | 0 | 102770 2/3/2016 | 10.5.2560.4041.200.0000 | \$1,020.00 |
| Jan milk chg | | 1 | 0 | 102770 2/3/2016 | 10.5.2560.4041.100.0000 | \$1,020.00 |
| Jan hot lunch | | 1 | 0 | 102770 2/3/2016 | 10.5.2560.4040.300.0000 | \$10,652.00 |
| | | | | | | Check #: 0 |
| | | | | | | PO/InvoiceTotal: |
| | | | | | | \$12,692.00 |
| | | | | | | Vendor Total: |
| | | | | | | \$12,692.00 |
| Franczek Radelet | | | | | | |
| Check Group: | | | | | | |
| Dec legal fees | | 1 | 0 | 165674 1/19/2016 | 10.5.2310.3180.300.0000 | \$504.00 |
| | | | | | | Check #: 0 |
| | | | | | | PO/InvoiceTotal: |
| | | | | | | \$504.00 |
| | | | | | | Vendor Total: |
| | | | | | | \$504.00 |
| GCA SERVICES GROUP | | | | | | |
| Check Group: | | | | | | |
| Feb custodial srv | | 1 | 0 | 723348 2/1/2016 | 20.5.2540.3220.300.0000 | \$17,251.82 |
| | | | | | | Check #: 0 |
| | | | | | | PO/InvoiceTotal: |
| | | | | | | \$17,251.82 |
| | | | | | | Vendor Total: |
| | | | | | | \$17,251.82 |
| Grainger | | | | | | |
| Check Group: | | | | | | |
| Gasket spud, o-ring, braided connectors | | 1 | 0 | 9004025079 1/21/2016 | 20.5.2540.4000.300.0000 | \$69.42 |

Pleasantdale School District 107

Voucher Detail Listing

Voucher Batch Number: 1168

02/10/2016

Fiscal Year: 2015-2016

| Vendor Remit Name Description | Vendor # | QTY | PO No. | Invoice Invoice Date | Account | Amount |
|-----------------------------------------|----------|-----|--------|-------------------------------------|-------------------------|------------|
| Cable protector | | 1 | 0 | 9004025087 1/21/2016 | 20.5.2540.4000.300.0000 | \$27.20 |
| Washer, conical sponge, toilet gasket | | 1 | 0 | 9004025095 2/21/2015 | 20.5.2540.4000.300.0000 | \$78.90 |
| Washer, conical sponge, toilet gasket | | 1 | 0 | 9940229405 1/15/2016 | 20.5.2540.4000.300.0000 | \$62.75 |
| Check #: 0 | | | | | | |
| PO/InvoiceTotal: | | | | | | \$238.27 |
| Vendor Total: | | | | | | \$238.27 |
| Grand Prairie Transit | | | | | | |
| Check Group: | | | | | | |
| Dec transportation | | 1 | 0 | G026-RTINV1001 640 12/31/2015 | 40.5.2550.3315.300.0000 | \$4,173.52 |
| Check #: 0 | | | | | | |
| PO/InvoiceTotal: | | | | | | \$4,173.52 |
| Vendor Total: | | | | | | \$4,173.52 |
| Hodges,Loizzi,Eisenhammer,Rodick & Kohn | | | | | | |
| Check Group: | | | | | | |
| Dec legal fees | | 1 | 0 | 33589 12/31/2015 | 10.5.2310.3180.300.0000 | \$4,337.52 |
| Check #: 0 | | | | | | |
| PO/InvoiceTotal: | | | | | | \$4,337.52 |
| Vendor Total: | | | | | | \$4,337.52 |
| Illinois Principal Association | | | | | | |
| Check Group: | | | | | | |
| Membership Renewal - IPA Principal Dues | | 1 | 160312 | 7897700 12/16/2015 | 10.5.2410.6400.200.0000 | \$365.00 |
| Membership renewal - NASSP dues | | 1 | 160312 | 7897700 12/16/2015 | 10.5.2410.6400.200.0000 | \$250.00 |
| Check #: 0 | | | | | | |

Pleasantdale School District 107

Voucher Detail Listing

Voucher Batch Number: 1168

02/10/2016

Fiscal Year: 2015-2016

| Vendor Remit Name Description | Vendor # | QTY | PO No. | Invoice Invoice Date | Account | Amount |
|-----------------------------------|----------|-----|--------|-------------------------|-------------------------|------------------------------------|
| | | | | | | PO/InvoiceTotal: <u>\$615.00</u> |
| | | | | | | Vendor Total: <u>\$615.00</u> |
| Industrial Electric | | | | | | |
| Check Group: | | | | | | |
| Ex Led wht red bat | | 1 0 | | 239198 1/20/2016 | 20.5.2540.4000.300.0000 | \$169.50 |
| Class RK5 fuse | | 1 0 | | 239448 2/5/2016 | 20.5.2540.4000.300.0000 | \$187.50 |
| | | | | | | Check #: 0 |
| | | | | | | PO/InvoiceTotal: <u>\$357.00</u> |
| | | | | | | Vendor Total: <u>\$357.00</u> |
| Interstate Gas Supply, Inc | | | | | | |
| Check Group: | | | | | | |
| Dec heating chg | | 1 0 | | 244346 1/15/2016 | 20.5.2540.4650.200.0000 | \$2,530.95 |
| Dec heating chg | | 1 0 | | 244346 1/15/2016 | 20.5.2540.4650.100.0000 | \$1,173.97 |
| | | | | | | Check #: 0 |
| | | | | | | PO/InvoiceTotal: <u>\$3,704.92</u> |
| | | | | | | Vendor Total: <u>\$3,704.92</u> |
| JW Pepper | | | | | | |
| Check Group: | | | | | | |
| Turtle Dove SAB | | 50 | 160321 | 11B46295 1/14/2016 | 10.5.1002.4016.200.0000 | \$101.41 |
| Stand Together | | 50 | 160321 | 11B46295 1/14/2016 | 10.5.1002.4016.200.0000 | \$120.08 |
| | | | | | | Check #: 0 |
| | | | | | | PO/InvoiceTotal: <u>\$221.49</u> |
| | | | | | | Vendor Total: <u>\$221.49</u> |

Pleasantdale School District 107

Voucher Detail Listing

Voucher Batch Number: 1168

02/10/2016

Fiscal Year: 2015-2016

| Vendor Remit Name Description | Vendor # | QTY | PO No. | Invoice Invoice Date | Account | Amount |
|--------------------------------------------------|----------|-----|--------|-------------------------|-------------------------|------------|
| Ken's Landscaping, Inc. | | | | | | |
| Check Group: | | | | | | |
| Jan 9 & 12 snow removal | | 1 0 | | 3886 1/15/2016 | 20.5.2540.3292.200.0000 | \$550.00 |
| Jan 20 snow removal | | 1 0 | | 4129 1/31/2016 | 20.5.2540.3292.200.0000 | \$275.00 |
| Check #: 0 | | | | | | |
| PO/InvoiceTotal: | | | | | | \$825.00 |
| Vendor Total: | | | | | | \$825.00 |
| LaGrange Lock & Safe | | | | | | |
| Check Group: | | | | | | |
| Bolt for front door MS | | 1 0 | | 19049 12/31/2015 | 20.5.2540.3200.200.0000 | \$16.00 |
| Check #: 0 | | | | | | |
| PO/InvoiceTotal: | | | | | | \$16.00 |
| Vendor Total: | | | | | | \$16.00 |
| LAZEL | | | | | | |
| Check Group: | | | | | | |
| License renewal for 25 classrooms of Reading A-Z | | 1 | 160351 | 1593980 1/29/2016 | 10.5.2225.6400.100.0000 | \$2,154.19 |
| License renewal for 22 classrooms of Raz-kids | | 1 | 160351 | 1593980 1/29/2016 | 10.5.2225.6400.100.0000 | \$1,869.56 |
| Check #: 0 | | | | | | |
| PO/InvoiceTotal: | | | | | | \$4,023.75 |
| Vendor Total: | | | | | | \$4,023.75 |
| Linda A. Edens | | | | | | |
| Check Group: | | | | | | |
| Jan-Feb 02 speech and lang | | 1 0 | | V182563 2/9/2016 | 10.5.1913.6700.300.0000 | \$1,050.00 |
| Check #: 0 | | | | | | |

Pleasantdale School District 107

Voucher Detail Listing

Voucher Batch Number: 1168

02/10/2016

Fiscal Year: 2015-2016

| Vendor Remit Name Description | Vendor # | QTY | PO No. | Invoice Invoice Date | Account | Amount |
|----------------------------------------|----------|-----|--------|----------------------------|-------------------------|------------------------------------|
| | | | | | | PO/InvoiceTotal: <u>\$1,050.00</u> |
| | | | | | | Vendor Total: <u>\$1,050.00</u> |
| Mailfinance | | | | | | |
| Check Group: | | | | | | |
| Feb 29-May 28 postage machine lease/DO | | 1 | 0 | N5752839 1/28/2016 | 20.5.2540.5501.200.0000 | \$491.67 |
| | | | | | | Check #: 0 |
| | | | | | | PO/InvoiceTotal: <u>\$491.67</u> |
| | | | | | | Vendor Total: <u>\$491.67</u> |
| Mars, Andrea L | | | | | | |
| Check Group: | | | | | | |
| Reimburse for tuition | | 1 | 0 | V843061 2/5/2016 | 10.5.2213.2300.300.0000 | \$900.00 |
| | | | | | | Check #: 0 |
| | | | | | | PO/InvoiceTotal: <u>\$900.00</u> |
| | | | | | | Vendor Total: <u>\$900.00</u> |
| Merchant, Dana | | | | | | |
| Check Group: | | | | | | |
| Misc instructional materials | | 1 | 0 | V90695 2/4/2016 | 10.5.1650.4000.200.0000 | \$229.12 |
| | | | | | | Check #: 0 |
| | | | | | | PO/InvoiceTotal: <u>\$229.12</u> |
| | | | | | | Vendor Total: <u>\$229.12</u> |
| Musician'S Friend | | | | | | |
| Check Group: | | | | | | |
| Honeytone N-10 Mini Amp | | 1 | 160348 | ARINV29884131 1/26/2016 | 10.5.1002.4016.200.0000 | \$22.99 |
| D'Addario EJ27N Guitar Strings | | 7 | 160348 | ARINV29884131 1/26/2016 | 10.5.1002.4016.200.0000 | \$27.65 |

Pleasantdale School District 107

Voucher Detail Listing

Voucher Batch Number: 1168

02/10/2016

Fiscal Year: 2015-2016

| Vendor Remit Name Description | Vendor # | QTY | PO No. | Invoice Invoice Date | Account | Amount |
|------------------------------------------------------|----------|-----|--------|----------------------------|-------------------------|-------------|
| Ernie Ball 2834 Super Slinky Roundwound Bass Strings | | 1 | 160348 | ARINV29884131 1/26/2016 | 10.5.1002.4016.200.0000 | \$14.99 |
| | | | | Check #: 0 | | |
| | | | | | PO/InvoiceTotal: | \$65.63 |
| | | | | | Vendor Total: | \$65.63 |
| Nelson Fire Protection | | | | | | |
| Check Group: | | | | | | |
| Repair leak in sprinkler line/ reset system | | 1 | 0 | 13248 1/18/2016 | 20.5.2540.3200.200.0000 | \$1,099.40 |
| | | | | Check #: 0 | | |
| | | | | | PO/InvoiceTotal: | \$1,099.40 |
| | | | | | Vendor Total: | \$1,099.40 |
| Nextera Energy Services | | | | | | |
| Check Group: | | | | | | |
| Nov 9-Dec 9 electric srv | | 1 | 0 | 01112016 1/12/2016 | 20.5.2540.4660.200.0000 | \$6,910.71 |
| Nov 9-Dec 9 electric srv | | 1 | 0 | 01112016 1/12/2016 | 20.5.2540.4660.100.0000 | \$4,649.74 |
| | | | | Check #: 0 | | |
| | | | | | PO/InvoiceTotal: | \$11,560.45 |
| | | | | | Vendor Total: | \$11,560.45 |
| Nicor Gas | | | | | | |
| Check Group: | | | | | | |
| Dec natural gas transportation chg | | 1 | 0 | V136938 1/6/2016 | 20.5.2540.4650.100.0000 | \$421.91 |
| Dec natural gas transportation chg | | 1 | 0 | V83018 1/6/2016 | 20.5.2540.4650.200.0000 | \$799.21 |
| | | | | Check #: 0 | | |
| | | | | | PO/InvoiceTotal: | \$1,221.12 |
| | | | | | Vendor Total: | \$1,221.12 |

Pleasantdale School District 107

Voucher Detail Listing

Voucher Batch Number: 1168

02/10/2016

Fiscal Year: 2015-2016

| Vendor Remit Name Description | Vendor # | QTY | PO No. | Invoice Invoice Date | Account | Amount |
|-----------------------------------------|----------|-----|--------|-------------------------|-------------------------|------------------------------------|
| Omni Group | | | | | | |
| Check Group: | | | | | | |
| Jan participant fee | | 1 0 | | 1602-7231 2/1/2016 | 10.5.2520.3100.300.0000 | \$9.00 |
| | | | | | Check #: 0 | |
| | | | | | | PO/InvoiceTotal: <u>\$9.00</u> |
| | | | | | | Vendor Total: <u>\$9.00</u> |
| Oskroba, Erin | | | | | | |
| Check Group: | | | | | | |
| Reimburse for Family Science Night prch | | 1 0 | | V187786 2/5/2016 | 10.5.1002.4020.200.0000 | \$354.89 |
| | | | | | Check #: 0 | |
| | | | | | | PO/InvoiceTotal: <u>\$354.89</u> |
| | | | | | | Vendor Total: <u>\$354.89</u> |
| Pamela A Cavallo | | | | | | |
| Check Group: | | | | | | |
| Dec-Feb 5 D.TI srv | | 1 0 | | V365749 2/10/2016 | 10.5.1913.6700.300.0000 | \$1,980.00 |
| | | | | | Check #: 0 | |
| | | | | | | PO/InvoiceTotal: <u>\$1,980.00</u> |
| | | | | | | Vendor Total: <u>\$1,980.00</u> |
| Precision Control Systems | | | | | | |
| Check Group: | | | | | | |
| Srv boiler-MS | | 1 0 | | 1610018 1/13/2016 | 20.5.2540.3200.200.0000 | \$847.00 |
| Srv boiler-MS | | 1 0 | | 1610019 1/13/2016 | 20.5.2540.3200.200.0000 | \$363.00 |
| Srv boilers-ES | | 1 0 | | 1610020 1/13/2016 | 20.5.2540.3200.100.0000 | \$786.50 |

Pleasantdale School District 107

Voucher Detail Listing

Voucher Batch Number: 1168

02/10/2016

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| Vendor Remit Name Description | Vendor # | QTY | PO No. | Invoice Invoice Date | Account | Amount |
|-----------------------------------|----------|-----|--------|-------------------------|-------------------------|------------------------------------|
| Material chg | | 1 | 0 | 1610020 1/13/2016 | 20.5.2540.4000.300.0000 | \$164.50 |
| | | | | | Check #: 0 | |
| | | | | | | PO/InvoiceTotal: <u>\$2,161.00</u> |
| | | | | | | Vendor Total: <u>\$2,161.00</u> |
| Rose Pest Solutions | | | | | | |
| Check Group: | | | | | | |
| Jan pest control | | 1 | 0 | 1730394 1/15/2016 | 20.5.2540.3293.200.0000 | \$107.00 |
| Jan pest control | | 1 | 0 | 1730395 1/15/2016 | 20.5.2540.3293.100.0000 | \$99.00 |
| | | | | | Check #: 0 | |
| | | | | | | PO/InvoiceTotal: <u>\$206.00</u> |
| | | | | | | Vendor Total: <u>\$206.00</u> |
| Scarce | | | | | | |
| Check Group: | | | | | | |
| Compost demo/Family Science Night | | 1 | 0 | V921484 2/5/2016 | 10.5.1002.4020.200.0000 | \$125.00 |
| | | | | | Check #: 0 | |
| | | | | | | PO/InvoiceTotal: <u>\$125.00</u> |
| | | | | | | Vendor Total: <u>\$125.00</u> |
| School District 107 Imprest Fund | | | | | | |
| Check Group: | | | | | | |
| 5415-bball official | | 1 | 0 | V372643 2/5/2016 | 10.5.1500.3190.200.0000 | \$64.00 |
| 5416-bball official | | 1 | 0 | V372643 2/5/2016 | 10.5.1500.3190.200.0000 | \$64.00 |
| 5417-bball official | | 1 | 0 | V372643 2/5/2016 | 10.5.1500.3190.200.0000 | \$64.00 |

Pleasantdale School District 107

Voucher Detail Listing

Voucher Batch Number: 1168

02/10/2016

Fiscal Year: 2015-2016

| Vendor Remit Name Description | Vendor # | QTY | PO No. | Invoice Invoice Date | Account | Amount |
|----------------------------------------|----------|-----|--------|-------------------------|-------------------------|----------|
| 5418-bball official | | 1 | 0 | V372643 2/5/2016 | 10.5.1500.3190.200.0000 | \$64.00 |
| 5419-Family Science Night refreshments | | 1 | 0 | V372643 2/5/2016 | 10.5.2410.4900.100.0000 | \$88.60 |
| 5420-tuition overpayment/Zhang | | 1 | 0 | V372643 2/5/2016 | 10.4.1311.0000.000.0004 | \$300.00 |
| 5421-conf/Williamson | | 1 | 0 | V372643 2/5/2016 | 10.5.1001.3320.100.0000 | \$265.00 |
| 5422-conf/Deaton | | 1 | 0 | V372643 2/5/2016 | 10.5.1002.3320.200.0000 | \$265.00 |
| 5423-volleyball assignment chair fee | | 1 | 0 | V372643 2/5/2016 | 10.5.1500.3190.200.0000 | \$70.00 |
| 5424-vball official | | 1 | 0 | V372643 2/5/2016 | 10.5.1500.3190.200.0000 | \$64.00 |
| 5425-vball official | | 1 | 0 | V372643 2/5/2016 | 10.5.1500.3190.200.0000 | \$64.00 |
| 5426-vball official | | 1 | 0 | V372643 2/5/2016 | 10.5.1500.3190.200.0000 | \$64.00 |

Check #: 0

PO/InvoiceTotal: \$1,436.60

Vendor Total: \$1,436.60

School Specialty, Inc.

Check Group:

| | | | | | | |
|------------------------------------|--|---|--------|---------------------------|-------------------------|----------|
| X-Acto Heavy Duty Pencil Sharpener | | 1 | 160291 | 208115757443 1/22/2016 | 10.5.1001.4011.100.0000 | \$138.48 |
|------------------------------------|--|---|--------|---------------------------|-------------------------|----------|

Check #: 0

PO/InvoiceTotal: \$138.48

Check Group:

| | | | | | | |
|--------------|--|----|--------|--------------------------|-------------------------|---------|
| Masking Tape | | 15 | 160342 | 308102400463 2/2/2016 | 10.5.1002.4006.200.0000 | \$21.00 |
|--------------|--|----|--------|--------------------------|-------------------------|---------|

Pleasantdale School District 107

Voucher Detail Listing

Voucher Batch Number: 1168

02/10/2016

Fiscal Year: 2015-2016

| Vendor Remit Name Description | Vendor # | QTY | PO No. | Invoice Invoice Date | Account | Amount |
|----------------------------------|----------|-----|--------|--------------------------|-------------------------|---------|
| Markers | | 1 | 160342 | 308102400463 2/2/2016 | 10.5.1002.4006.200.0000 | \$37.71 |
| Card Stock | | 1 | 160342 | 308102400463 2/2/2016 | 10.5.1002.4006.200.0000 | \$13.93 |
| Glue | | 15 | 160342 | 308102400463 2/2/2016 | 10.5.1002.4006.200.0000 | \$34.05 |
| Glue Sticks | | 1 | 160342 | 308102400463 2/2/2016 | 10.5.1002.4006.200.0000 | \$11.92 |
| scratch art paper | | 2 | 160342 | 308102400463 2/2/2016 | 10.5.1002.4006.200.0000 | \$20.08 |
| Scratch stylus | | 2 | 160342 | 308102400463 2/2/2016 | 10.5.1002.4006.200.0000 | \$4.28 |
| index cards | | 15 | 160342 | 308102400463 2/2/2016 | 10.5.1002.4006.200.0000 | \$22.95 |
| Posterboard | | 4 | 160342 | 308102400463 2/2/2016 | 10.5.1002.4006.200.0000 | \$28.40 |
| balloons | | 1 | 160342 | 308102400463 2/2/2016 | 10.5.1002.4006.200.0000 | \$15.40 |
| bean bags | | 1 | 160342 | 308102400463 2/2/2016 | 10.5.1002.4006.200.0000 | \$9.84 |
| tennis balls | | 1 | 160342 | 308102400463 2/2/2016 | 10.5.1002.4006.200.0000 | \$11.65 |
| mesh bag | | 2 | 160342 | 308102400463 2/2/2016 | 10.5.1002.4006.200.0000 | \$23.30 |
| toothpicks | | 2 | 160342 | 308102400463 2/2/2016 | 10.5.1002.4006.200.0000 | \$3.88 |
| bean bag | | 1 | 160342 | 308102400463 2/2/2016 | 10.5.1002.4006.200.0000 | \$9.84 |

Check #: 0

PO/InvoiceTotal: \$268.23

Vendor Total: \$406.71

Pleasantdale School District 107

Voucher Detail Listing

Voucher Batch Number: 1168

02/10/2016

Fiscal Year: 2015-2016

| Vendor Remit Name Description | Vendor # | QTY | PO No. | Invoice Invoice Date | Account | Amount |
|-------------------------------------------------------------------------------------|----------|-----|--------|-------------------------|-------------------------|----------------------------------|
| Shane'S Office Supply | | | | | | |
| Check Group: | | | | | | |
| Desk Pad Refill, 22 x 17, 2016 | | 1 | 160327 | 2433 1/15/2016 | 10.5.2520.4000.300.0000 | \$15.49 |
| Desk Pad Refill, 22 x 17, 2016 | | 1 | 160327 | 2433 1/15/2016 | 10.5.2210.4000.300.0000 | \$15.49 |
| | | | | | Check #: 0 | |
| | | | | | | PO/InvoiceTotal: <u>\$30.98</u> |
| Check Group: | | | | | | |
| SUPPLIES | | 4 | 160335 | 2409 1/13/2016 | 10.5.1001.4000.100.0000 | \$167.96 |
| | | | | | Check #: 0 | |
| | | | | | | PO/InvoiceTotal: <u>\$167.96</u> |
| Check Group: | | | | | | |
| Tru-Ray Construction Paper, 76 lbs., 12 x 18, White, 50 Sheets/Pack | | 2 | 160363 | 3289 2/8/2016 | 10.5.1001.4104.100.0000 | \$4.50 |
| B2P Bottle-2-Pen Colors Recycled Retractable Gel Ink Pen, Assorted, .7mm, 5/Pack | | 4 | 160363 | 3289 2/8/2016 | 10.5.1001.4104.100.0000 | \$35.96 |
| | | | | | Check #: 0 | |
| | | | | | | PO/InvoiceTotal: <u>\$40.46</u> |
| Check Group: | | | | | | |
| Manila Tag Chart Paper, Ruled, 24 x 36, White, 100 Sheets | | 1 | 160365 | 3287 2/8/2016 | 10.5.1001.4109.100.0000 | \$41.25 |
| Manila Tag Chart Paper, Ruled, 24 x 36, White, 100 Sheets | | 1 | 160365 | 3287 2/8/2016 | 10.5.1001.4109.100.0000 | \$41.25 |
| Sugarcane Based Easel Pads, 1 Inch Rule, 27 x 34, White, 50 Sheets, 2/Pack | | 1 | 160365 | 3287 2/8/2016 | 10.5.1001.4109.100.0000 | \$37.99 |

Pleasantdale School District 107

Voucher Detail Listing

Voucher Batch Number: 1168

02/10/2016

Fiscal Year: 2015-2016

| Vendor Remit Name Description | Vendor # | QTY | PO No. | Invoice Invoice Date | Account | Amount |
|------------------------------------------------------------------------------------|----------|-----|--------|-------------------------|-------------------------|----------------------------------|
| Quiet Tape Box Sealing Tape, 48mm x 100m, 3" Core, Clear, 6/Pack | | 1 | 160365 | 3287 2/8/2016 | 10.5.1001.4109.100.0000 | \$27.99 |
| Washable School Glue, 4 oz, Liquid | | 10 | 160365 | 3287 2/8/2016 | 10.5.1001.4109.100.0000 | \$6.20 |
| General Purpose Hooks, 5lb Capacity, Plastic, White, 1 Hook & 2 Strips/Pack | | 2 | 160365 | 3287 2/8/2016 | 10.5.1001.4109.100.0000 | \$8.98 |
| Hanging File Folder Plastic Index Tabs, 1/5 Tab Cut, 2 1/4" Tab, Clear, 25/Pack | | 1 | 160365 | 3287 2/8/2016 | 10.5.1001.4109.100.0000 | \$2.89 |
| Kids Safe Headphones, Pink/Blue/Silver | | 1 | 160365 | 3287 2/8/2016 | 10.5.1001.4109.100.0000 | \$10.31 |
| Safety Pins, Nickel-Plated, Steel, 2" Length, 144/Pack | | 1 | 160365 | 3287 2/8/2016 | 10.5.1001.4109.100.0000 | \$8.29 |
| Pen Style Dry Erase Markers, Bullet Tip, Assorted, 24/Set | | 1 | 160365 | 3287 2/8/2016 | 10.5.1001.4109.100.0000 | \$23.99 |
| Happy Birthday Award | | 4 | 160365 | 3287 2/8/2016 | 10.5.1001.4109.100.0000 | \$13.96 |
| | | | | | Check #: 0 | |
| | | | | | | PO/InvoiceTotal: <u>\$223.10</u> |
| Check Group: | | | | | | |
| TeacherPro Classroom Electric Pencil Sharpener, Blue | | 1 | 160367 | 3308 2/8/2016 | 10.5.1001.4104.100.0000 | \$51.99 |
| Mates Mechanical Pencils, 1.3 mm, Assorted, 8/Pack | | 2 | 160367 | 3308 2/8/2016 | 10.5.1001.4104.100.0000 | \$9.18 |
| Point Guard Flair Porous Point Stick Pen, Assorted Ink, Medium, 16/Pack | | 1 | 160367 | 3308 2/8/2016 | 10.5.1001.4104.100.0000 | \$11.17 |
| | | | | | Check #: 0 | |
| | | | | | | PO/InvoiceTotal: <u>\$72.34</u> |
| | | | | | | Vendor Total: <u>\$534.84</u> |

Pleasantdale School District 107

Voucher Detail Listing

Voucher Batch Number: 1168

02/10/2016

Fiscal Year: 2015-2016

| Vendor Remit Name Description | Vendor # | QTY | PO No. | Invoice Invoice Date | Account | Amount |
|----------------------------------|----------|-----|--------|-------------------------|-------------------------|------------|
| South Cook Isc4 | | | | | | |
| Check Group: | | | | | | |
| Conference Busch & J. Johnson | | 2 | 160330 | 10.5960 2/1/2016 | 10.5.2213.3120.300.4932 | \$90.00 |
| | | | | | Check #: 0 | |
| | | | | | PO/InvoiceTotal: | \$90.00 |
| | | | | | Vendor Total: | \$90.00 |
| Suburban Life Publication | | | | | | |
| Check Group: | | | | | | |
| Subscription renewal | | 1 | 0 | V947273 1/13/2016 | 10.5.2410.4400.100.0000 | \$25.00 |
| | | | | | Check #: 0 | |
| | | | | | PO/InvoiceTotal: | \$25.00 |
| | | | | | Vendor Total: | \$25.00 |
| Susan Buckley, PT | | | | | | |
| Check Group: | | | | | | |
| Sep-Oct P.T. srv | | 1 | 0 | V216961 12/21/2015 | 10.5.1913.6700.300.0000 | \$800.00 |
| Nov/Dec P.T. srv | | 1 | 0 | V559340 1/26/2016 | 10.5.1913.6700.300.0000 | \$1,280.00 |
| | | | | | Check #: 0 | |
| | | | | | PO/InvoiceTotal: | \$2,080.00 |
| | | | | | Vendor Total: | \$2,080.00 |
| Trane | | | | | | |
| Check Group: | | | | | | |
| Ignitor, controls | | 1 | 0 | 11686788R1 1/13/2016 | 20.5.2540.4000.300.0000 | \$297.00 |
| | | | | | Check #: 0 | |
| | | | | | PO/InvoiceTotal: | \$297.00 |
| | | | | | Vendor Total: | \$297.00 |

Pleasantdale School District 107

Voucher Detail Listing

Voucher Batch Number: 1168

02/10/2016

Fiscal Year: 2015-2016

| Vendor Remit Name Description | Vendor # | QTY | PO No. | Invoice Invoice Date | Account | Amount |
|--------------------------------------------------------------------------------|----------|-----|--------|--------------------------|-------------------------|-------------------|
| United Dispatch | | | | | | |
| Check Group: | | | | | | |
| Mar transportation | | 1 | 0 | 2000199490 3/31/2015 | 40.5.2550.3315.300.0000 | \$1,757.81 |
| Apr transportation | | 1 | 0 | 2000199531 4/30/2015 | 40.5.2550.3315.300.0000 | \$1,015.73 |
| Check #: 0 | | | | | | |
| PO/InvoiceTotal: | | | | | | <u>\$2,773.54</u> |
| Vendor Total: | | | | | | <u>\$2,773.54</u> |
| VEX Robotics, Inc. | | | | | | |
| Check Group: | | | | | | |
| Vex Plate 25 x 5 (4 Pack) | | 5 | 160343 | 134082 1/26/2016 | 10.5.1002.4005.200.0000 | \$76.87 |
| VEX 45 degree gusset (6-pack) | | 4 | 160343 | 134082 1/26/2016 | 10.5.1002.4005.200.0000 | \$20.47 |
| VEX drive shaft 2" & 3" pack | | 3 | 160343 | 134082 1/26/2016 | 10.5.1002.4005.200.0000 | \$16.89 |
| VEX shaft collar (16 pack) | | 6 | 160343 | 134082 1/26/2016 | 10.5.1002.4005.200.0000 | \$49.17 |
| VEX Adv gear kit | | 1 | 160343 | 134082 1/26/2016 | 10.5.1002.4005.200.0000 | \$20.50 |
| VEX 2.75" wheel (4 pack) | | 7 | 160343 | 134082 1/26/2016 | 10.5.1002.4005.200.0000 | \$71.72 |
| Check #: 0 | | | | | | |
| PO/InvoiceTotal: | | | | | | <u>\$255.62</u> |
| Vendor Total: | | | | | | <u>\$255.62</u> |
| Vista Learning, NFP | | | | | | |
| Check Group: | | | | | | |
| Invoice #VL116-00131 Evalu Wise Rubric Setup - Tool for Teacher evaluations | | 1 | 160352 | VLI16-00131 1/19/2016 | 10.5.2410.4000.200.0000 | \$249.00 |

Pleasantdale School District 107

Voucher Detail Listing

Voucher Batch Number: 1168

02/10/2016

Fiscal Year: 2015-2016

| Vendor Remit Name Description | Vendor # | QTY | PO No. | Invoice Invoice Date | Account | Amount |
|----------------------------------|----------|-----|--------|-------------------------|-------------------------|--------------|
| Check #: 0 | | | | | | |
| PO/InvoiceTotal: | | | | | | \$249.00 |
| Vendor Total: | | | | | | \$249.00 |
| Wex Bank | | | | | | |
| Check Group: | | | | | | |
| Gas for truck | | 1 0 | | 44010872 2/6/2016 | 20.5.2540.4640.300.0000 | \$103.73 |
| Check #: 0 | | | | | | |
| PO/InvoiceTotal: | | | | | | \$103.73 |
| Vendor Total: | | | | | | \$103.73 |
| Windisch, Amy | | | | | | |
| Check Group: | | | | | | |
| Reimburse for tuition | | 1 0 | | V819871 2/5/2016 | 10.5.2213.2300.300.0000 | \$449.25 |
| Check #: 0 | | | | | | |
| PO/InvoiceTotal: | | | | | | \$449.25 |
| Vendor Total: | | | | | | \$449.25 |
| Grand Total: | | | | | | \$152,533.58 |

End of Report

Pleasantdale School District 107

Voucher Detail Listing

Voucher Batch Number: 1133

01/04/2016

Fiscal Year: 2015-2016

| Vendor Remit Name Description | Vendor # | QTY | PO No. | Invoice Invoice Date | Account | Amount |
|----------------------------------|----------|-----|--------|-------------------------|-------------------------|-------------|
| Educational Benefit Cooperative | | | | | | |
| Check Group: | | | | | | |
| Jan medical ins | | 1 0 | | V697460 12/29/2015 | 10.5.2210.2220.300.0000 | \$2,005.27 |
| Jan medical ins | | 1 0 | | V697460 12/29/2015 | 10.5.2220.2220.100.0000 | \$1,055.00 |
| Jan medical ins | | 1 0 | | V697460 12/29/2015 | 10.5.2225.2220.100.0000 | \$2,005.27 |
| Jan medical ins | | 1 0 | | V697460 12/29/2015 | 10.5.2225.2220.200.0000 | \$691.48 |
| Jan medical ins | | 1 0 | | V697460 12/29/2015 | 10.5.2320.2220.300.0000 | \$2,489.46 |
| Jan medical ins | | 1 0 | | V697460 12/29/2015 | 10.5.2410.2220.100.0000 | \$3,109.42 |
| Jan medical ins | | 1 0 | | V697460 12/29/2015 | 10.5.2410.2220.200.0000 | \$2,717.04 |
| Jan medical ins | | 1 0 | | V697460 12/29/2015 | 10.5.2520.2220.300.0000 | \$1,378.36 |
| Jan medical ins | | 1 0 | | V697460 12/29/2015 | 20.5.2540.2220.100.0000 | \$382.67 |
| Jan medical ins | | 1 0 | | V697460 12/29/2015 | 20.5.2540.2220.200.0000 | \$382.67 |
| Jan medical ins | | 1 0 | | V697460 12/29/2015 | 20.5.2540.2220.300.0000 | \$1,066.60 |
| Jan medical ins | | 1 0 | | V697460 12/29/2015 | 40.5.2550.2220.300.0000 | \$421.72 |
| Jan medical ins | | 1 0 | | V697460 12/29/2015 | 10.2.0481.0000.000.9943 | \$28,885.50 |
| Jan life ins | | 1 0 | | V697460 12/29/2015 | 10.5.1001.2210.100.0000 | \$138.00 |

Pleasantdale School District 107

Voucher Detail Listing

Voucher Batch Number: 1133

01/04/2016

Fiscal Year: 2015-2016

| Vendor Remit Name Description | Vendor # | QTY | PO No. | Invoice Invoice Date | Account | Amount |
|----------------------------------|----------|-----|--------|-------------------------|-------------------------|----------|
| Jan life ins | | 1 | 0 | V697460 12/29/2015 | 10.5.1002.2210.200.0000 | \$155.25 |
| Jan life ins | | 1 | 0 | V697460 12/29/2015 | 10.5.1205.2210.300.0000 | \$22.77 |
| Jan life ins | | 1 | 0 | V697460 12/29/2015 | 10.5.1205.2210.100.0000 | \$120.75 |
| Jan life ins | | 1 | 0 | V697460 12/29/2015 | 10.5.1205.2210.200.0000 | \$51.75 |
| Jan life ins | | 1 | 0 | V697460 12/29/2015 | 10.5.1210.2210.100.0000 | \$11.50 |
| Jan life ins | | 1 | 0 | V697460 12/29/2015 | 10.5.1125.2210.100.0000 | \$5.75 |
| Jan life ins | | 1 | 0 | V697460 12/29/2015 | 10.5.1650.2210.100.0000 | \$5.75 |
| Jan life ins | | 1 | 0 | V697460 12/29/2015 | 10.5.1650.2210.200.0000 | \$5.75 |
| Jan life ins | | 1 | 0 | V697460 12/29/2015 | 10.5.2110.2210.100.0000 | \$5.75 |
| Jan life ins | | 1 | 0 | V697460 12/29/2015 | 10.5.2110.2210.200.0000 | \$5.75 |
| Jan life ins | | 1 | 0 | V697460 12/29/2015 | 10.5.2130.2210.100.0000 | \$5.75 |
| Jan life ins | | 1 | 0 | V697460 12/29/2015 | 10.5.2130.2210.200.0000 | \$5.75 |
| Jan life ins | | 1 | 0 | V697460 12/29/2015 | 10.5.2210.2210.300.0000 | \$22.54 |
| Jan life ins | | 1 | 0 | V697460 12/29/2015 | 10.5.2220.2210.100.0000 | \$5.75 |
| Jan life ins | | 1 | 0 | V697460 12/29/2015 | 10.5.2220.2210.200.0000 | \$5.75 |

Pleasantdale School District 107

Voucher Detail Listing

Voucher Batch Number: 1133

01/04/2016

Fiscal Year: 2015-2016

| Vendor Remit Name Description | Vendor # | QTY | PO No. | Invoice Invoice Date | Account | Amount |
|----------------------------------|----------|-----|--------|-------------------------|-------------------------|-------------|
| Jan life ins | | 1 | 0 | V697460 12/29/2015 | 10.5.2225.2210.100.0000 | \$5.75 |
| Jan life ins | | 1 | 0 | V697460 12/29/2015 | 10.5.2225.2210.200.0000 | \$5.75 |
| Jan life ins | | 1 | 0 | V697460 12/29/2015 | 10.5.2320.2210.300.0000 | \$46.00 |
| Jan life ins | | 1 | 0 | V697460 12/29/2015 | 10.5.2410.2210.100.0000 | \$45.66 |
| Jan life ins | | 1 | 0 | V697460 12/29/2015 | 10.5.2410.2210.200.0000 | \$45.20 |
| Jan life ins | | 1 | 0 | V697460 12/29/2015 | 20.5.2540.2210.100.0000 | \$5.75 |
| Jan life ins | | 1 | 0 | V697460 12/29/2015 | 20.5.2540.2210.200.0000 | \$17.25 |
| Jan life ins | | 1 | 0 | V697460 12/29/2015 | 10.5.2520.2210.300.0000 | \$27.60 |
| Jan life ins | | 1 | 0 | V697460 12/29/2015 | 40.5.2550.2210.300.0000 | \$6.90 |
| Jan medical ins | | 1 | 0 | V697460 12/29/2015 | 10.5.1001.2220.100.0000 | \$8,313.77 |
| Jan medical ins | | 1 | 0 | V697460 12/29/2015 | 10.5.1002.2220.200.0000 | \$14,088.68 |
| Jan medical ins | | 1 | 0 | V697460 12/29/2015 | 10.5.1125.2220.100.0000 | \$382.67 |
| Jan medical ins | | 1 | 0 | V697460 12/29/2015 | 10.5.1205.2220.100.0000 | \$6,800.67 |
| Jan medical ins | | 1 | 0 | V697460 12/29/2015 | 10.5.1205.2220.200.0000 | \$2,372.68 |
| Jan medical ins | | 1 | 0 | V697460 12/29/2015 | 10.5.1205.2220.300.0000 | \$2,005.27 |

Pleasantdale School District 107

Voucher Detail Listing

Voucher Batch Number: 1133 01/04/2016

Fiscal Year: 2015-2016

| Vendor Remit Name Description | Vendor # | QTY | PO No. | Invoice Invoice Date | Account | Amount |
|----------------------------------|----------|-----|--------|-------------------------|-------------------------|------------|
| Jan medical ins | | 1 | 0 | V697460 12/29/2015 | 10.5.1210.2220.100.0000 | \$765.34 |
| Jan medical ins | | 1 | 0 | V697460 12/29/2015 | 10.5.1650.2220.200.0000 | \$382.67 |
| Jan medical ins | | 1 | 0 | V697460 12/29/2015 | 10.5.1650.2220.100.0000 | \$570.67 |
| Jan medical ins | | 1 | 0 | V697460 12/29/2015 | 10.5.2110.2220.100.0000 | \$794.58 |
| Jan medical ins | | 1 | 0 | V697460 12/29/2015 | 10.5.2110.2220.200.0000 | \$382.67 |
| Jan medical ins | | 1 | 0 | V697460 12/29/2015 | 10.5.2130.2220.100.0000 | \$794.58 |
| Jan medical ins | | 1 | 0 | V697460 12/29/2015 | 10.5.2130.2220.200.0000 | \$1,055.00 |

Check #: 0

PO/InvoiceTotal: \$86,079.88

Vendor Total: \$86,079.88

Guardian - Appleton

Check Group:

| | | | | | | |
|-----------------------|--|---|---|-----------------------|-------------------------|------------|
| Jan dental/vision ins | | 1 | 0 | V257427 12/18/2015 | 10.5.1001.2230.100.0000 | \$3,470.10 |
| Jan dental/vision ins | | 1 | 0 | V257427 12/18/2015 | 10.5.1002.2230.200.0000 | \$3,470.09 |
| Jan Cobra dental | | 1 | 0 | V257427 12/18/2015 | 10.2.0481.0000.000.9945 | \$82.92 |
| Jan Cobra vision | | 1 | 0 | V257427 12/18/2015 | 10.2.0481.0000.000.9947 | \$15.51 |

Check #: 0

PO/InvoiceTotal: \$7,038.62

Vendor Total: \$7,038.62

Pleasantdale School District 107

Voucher Detail Listing

Voucher Batch Number: 1133

01/04/2016

Fiscal Year: 2015-2016

| Vendor Remit Name Description | Vendor # | QTY | PO No. | Invoice Invoice Date | Account | Amount |
|----------------------------------|----------|-----|--------|-------------------------|-------------------------|-------------|
| Village Of Burr Ridge | | | | | | |
| Check Group: 01102016 | | | | | | |
| Oct 1-Dec 1 water chg | | 1 | 0 | V419001 11/23/2015 | 20.5.2540.3700.200.0000 | \$561.55 |
| | | | | | Check #: 0 | |
| Check Group: | | | | | | |
| Oct 1-Dec 1 water chg | | 1 | 0 | V763862 11/23/2015 | 20.5.2540.3700.200.0000 | \$177.40 |
| | | | | | Check #: 0 | |
| | | | | | PO/InvoiceTotal: | \$738.95 |
| | | | | | Vendor Total: | \$738.95 |
| | | | | | Grand Total: | \$93,857.45 |

End of Report

Pleasantdale School District 107

Voucher Detail Listing

Voucher Batch Number: 1144

01/15/2016

Fiscal Year: 2015-2016

| Vendor Remit Name Description | Vendor # | QTY | PO No. | Invoice Invoice Date | Account | Amount |
|----------------------------------|----------|-----|--------|----------------------------|-------------------------|------------|
| West Suburban Water Commission | | | | | | |
| Check Group: | | | | | | |
| Oct 22-Dec 28 water chg | | 1 | 0 | 1818600441-00 1/15/2016 | 20.5.2540.3700.100.0000 | \$1,161.50 |

Check #: 0

| | |
|------------------|-------------------|
| PO/InvoiceTotal: | <u>\$1,161.50</u> |
| Vendor Total: | <u>\$1,161.50</u> |
| Grand Total: | \$1,161.50 |

End of Report

Pleasantdale School District 107

Voucher Detail Listing

Voucher Batch Number: 1145

01/20/2016

Fiscal Year: 2015-2016

| Vendor Remit Name Description | Vendor # | QTY | PO No. | Invoice Invoice Date | Account | Amount |
|------------------------------------------------------------|----------|-----|--------|-------------------------|-------------------------|-----------|
| BMO Mastercard-Mastercard Corp Client Pa | | | | | | |
| Check Group: | | | | | | |
| Refund tax | | 1 0 | | V102306 1/20/2016 | 20.5.2540.4000.300.0000 | (\$14.59) |
| Misc kitchen supplies/dist office | | 1 0 | | V102306 1/20/2016 | 10.5.2320.4000.300.0000 | \$50.63 |
| Hand sanitizer/ES | | 1 0 | | V102306 1/20/2016 | 20.5.2540.4000.300.0000 | \$55.84 |
| Label/ES | | 1 0 | | V102306 1/20/2016 | 10.5.2410.4000.100.0000 | \$75.96 |
| Tax | | 1 0 | | V102306 1/20/2016 | 20.5.2540.4000.300.0000 | \$14.59 |
| Materials for basketball hoop repair | | 1 0 | | V102306 1/20/2016 | 20.5.2540.4000.300.0000 | \$562.15 |
| Materials/exit signs install/roof leaks/parking lot repair | | 1 0 | | V102306 1/20/2016 | 20.5.2540.4000.300.0000 | \$742.84 |
| Misc maintenance supplies | | 1 0 | | V102306 1/20/2016 | 20.5.2540.4000.300.0000 | \$108.88 |
| Paint & materials for exit signs | | 1 0 | | V102306 1/20/2016 | 20.5.2540.4000.300.0000 | \$267.29 |
| Conduit and paint | | 1 0 | | V102306 1/20/2016 | 20.5.2540.4000.300.0000 | \$113.73 |
| Laminating film | | 1 0 | | V384656 1/20/2016 | 10.5.1002.4000.200.0000 | \$279.00 |
| Refreshmenst for special BOE mtg | | 1 0 | | V871074 1/20/2016 | 10.5.2310.4000.300.0000 | \$24.99 |
| Conf/Kramer | | 1 0 | | V871074 1/20/2016 | 10.5.2210.3320.300.0000 | \$237.50 |
| BOE email monthly fee | | 1 0 | | V871074 1/20/2016 | 10.5.2310.6400.300.0000 | \$65.00 |

Pleasantdale School District 107

Voucher Detail Listing

Voucher Batch Number: 1145

01/20/2016

Fiscal Year: 2015-2016

| Vendor Remit Name Description | Vendor # | QTY | PO No. | Invoice Invoice Date | Account | Amount |
|--------------------------------------------------------------------------------|----------|-----|--------|-------------------------|-------------------------|-----------------------------------------------|
| Conf/Triggs | | 1 | 0 | V871074 1/20/2016 | 10.5.1002.3320.200.0000 | \$329.00 |
| Refreshments for BOE mtg | | 1 | 0 | V871074 1/20/2016 | 10.5.2310.4000.300.0000 | \$63.97 |
| Conf/Palzet | | 1 | 0 | V871074 1/20/2016 | 10.5.2320.3320.300.0000 | \$85.00 |
| Constant Contact monthly fee | | 1 | 0 | V871074 1/20/2016 | 10.5.2320.4400.300.0000 | \$60.00 |
| Los Burritos/holiday dinner for cleaning crew | | 1 | 0 | V871074 1/20/2016 | 10.5.2310.4900.300.0000 | \$105.75 |
| Check #: 0 | | | | | | |
| | | | | | | PO/InvoiceTotal: <u> </u> \$3,227.53 |
| Check Group: | | | | | | |
| Amazon Order #105-8557901-6685029 J/Fit Plyo Box (set of 4) black/red | | 1 | 160295 | V933658 1/20/2016 | 10.5.1500.4030.200.0000 | \$227.90 |
| Check #: 0 | | | | | | |
| | | | | | | PO/InvoiceTotal: <u> </u> \$227.90 |
| Check Group: | | | | | | |
| Amazon Order #105-0941753-7418640 for Voices of the Holocaust - Teachers Guide | | 1 | 160299 | V169846 1/20/2016 | 10.5.1002.4010.200.0000 | \$12.96 |
| Check #: 0 | | | | | | |
| | | | | | | PO/InvoiceTotal: <u> </u> \$12.96 |
| Check Group: | | | | | | |
| Perfection Learning on line order #545930. To Be A Hero - Teacher Guide & CD | | 1 | 160300 | V611451 1/20/2016 | 10.5.1002.4010.200.0000 | \$49.45 |
| Free At Last Teacher Guide & CD | | 1 | 160300 | V611451 1/20/2016 | 10.5.1002.4010.200.0000 | \$49.45 |
| Decisions, Decisions | | 1 | 160300 | V611451 1/20/2016 | 10.5.1002.4010.200.0000 | \$49.45 |

Pleasantdale School District 107

Voucher Detail Listing

Voucher Batch Number: 1145

01/20/2016

Fiscal Year: 2015-2016

| Vendor Remit Name Description | Vendor # | QTY | PO No. | Invoice Invoice Date | Account | Amount |
|-----------------------------------------------|----------|-----|--------|-------------------------|-------------------------|----------------------------------|
| Mysterious Circumstances - Teacher Guide & CD | | 1 | 160300 | V611451 1/20/2016 | 10.5.1002.4010.200.0000 | \$49.45 |
| Echoes from Mt. Olympus | | 1 | 160300 | V611451 1/20/2016 | 10.5.1002.4010.200.0000 | \$49.45 |
| Check #: 0 | | | | | | |
| | | | | | | PO/InvoiceTotal: <u>\$247.25</u> |
| Check Group: | | | | | | |
| Lenovo X Series X130 #LA5 | | 1 | 160302 | V777430 1/20/2016 | 10.5.2225.3200.100.0000 | \$5.11 |
| Lenovo X Series X130 #LA5 | | 1 | 160302 | V777430 1/20/2016 | 10.5.2225.3200.100.0000 | \$5.11 |
| Lenovo X Series X130 #LA5 | | 1 | 160302 | V777430 1/20/2016 | 10.5.2225.3200.100.0000 | \$5.11 |
| Lenovo X Series X130 #LA5 | | 1 | 160302 | V777430 1/20/2016 | 10.5.2225.3200.100.0000 | \$5.11 |
| Lenovo X Series X130 #LA5 | | 1 | 160302 | V777430 1/20/2016 | 10.5.2225.3200.100.0000 | \$7.17 |
| Lenovo X Series X130 #LA5 | | 1 | 160302 | V777430 1/20/2016 | 10.5.2225.3200.100.0000 | \$7.17 |
| Lenovo X Series X130 #LB5 | | 1 | 160302 | V777430 1/20/2016 | 10.5.2225.3200.100.0000 | \$5.11 |
| Lenovo X Series X130 #LB5 | | 1 | 160302 | V777430 1/20/2016 | 10.5.2225.3200.100.0000 | \$5.11 |
| Lenovo X Series X130 #LB5 | | 1 | 160302 | V777430 1/20/2016 | 10.5.2225.3200.100.0000 | \$5.11 |
| Lenovo X Series X130 #LB5 | | 1 | 160302 | V777430 1/20/2016 | 10.5.2225.3200.100.0000 | \$7.18 |
| Check #: 0 | | | | | | |
| | | | | | | PO/InvoiceTotal: <u>\$57.29</u> |
| Check Group: | | | | | | |

Pleasantdale School District 107

Voucher Detail Listing

Voucher Batch Number: 1145

01/20/2016

Fiscal Year: 2015-2016

| Vendor Remit Name Description | Vendor # | QTY | PO No. | Invoice Invoice Date | Account | Amount |
|----------------------------------------------------------------------------------------------------------------------|----------|-----|--------|-------------------------|-------------------------|-----------|
| Auto AED defibrillation electrode pads | | 2 | 160308 | V162424 1/20/2016 | 20.5.2540.4000.300.0000 | \$76.00 |
| Auto AED pediatric defibrillation electrode pads | | 2 | 160308 | V162424 1/20/2016 | 20.5.2540.4000.300.0000 | \$198.00 |
| 10% Discount Applied - Auto AED defibrillation electrode pads | | 2 | 160308 | V162424 1/20/2016 | 20.5.2540.4000.300.0000 | (\$7.60) |
| 10% Discount Applied - Auto AED pediatric defibrillation electrode pads | | 2 | 160308 | V162424 1/20/2016 | 20.5.2540.4000.300.0000 | (\$19.80) |
| Check #: 0 | | | | | | |
| PO/InvoiceTotal: | | | | | | \$246.60 |
| Check Group: | | | | | | |
| Online ASCD Select Membership renewal 12/10/15 to 12/31/16 Order #1011971766 | | 1 | 160309 | V635927 1/20/2016 | 10.5.2410.6400.200.0000 | \$84.00 |
| ASCD - Illinois Affiliate Dues 12/10/15 to 12/31/16 | | 1 | 160309 | V635927 1/20/2016 | 10.5.2410.6400.200.0000 | \$49.00 |
| Check #: 0 | | | | | | |
| PO/InvoiceTotal: | | | | | | \$133.00 |
| Check Group: | | | | | | |
| Online order with Amazon Order #105-3920818-0165058 for Dana Merchant the book Scoop! An Exclusive by Monty Molenski | | 1 | 160310 | V378506 1/20/2016 | 10.5.1650.4000.200.0000 | \$0.01 |
| Amazon order #105-8181795-7037844 for Dana Merchant - Book titled Black and White, David Macaulay | | 1 | 160310 | V378506 1/20/2016 | 10.5.1650.4000.200.0000 | \$7.99 |
| The Wolf Girls: An Unsolved Mystery from History | | 1 | 160310 | V378506 1/20/2016 | 10.5.1650.4000.200.0000 | \$17.99 |
| Roanoke: The Lost Colony | | 1 | 160310 | V378506 1/20/2016 | 10.5.1650.4000.200.0000 | \$13.67 |

Pleasantdale School District 107

Voucher Detail Listing

Voucher Batch Number: 1145

01/20/2016

Fiscal Year: 2015-2016

| Vendor Remit Name Description | Vendor # | QTY | PO No. | Invoice Invoice Date | Account | Amount |
|----------------------------------------------------------------------------|----------|-----|--------|-------------------------|-------------------------|------------|
| The Mysteries of Harris Burdick | | 1 | 160310 | V378506 1/20/2016 | 10.5.1650.4000.200.0000 | \$11.92 |
| Miss Nelson is Missing | | 1 | 160310 | V378506 1/20/2016 | 10.5.1650.4000.200.0000 | \$6.00 |
| The Stranger | | 1 | 160310 | V378506 1/20/2016 | 10.5.1650.4000.200.0000 | \$13.04 |
| The Mary Celeste: An Unsolved Mystery from History | | 1 | 160310 | V378506 1/20/2016 | 10.5.1650.4000.200.0000 | \$6.85 |
| When Gifted Kids don't have all the answers (Less Book promotion discount) | | 1 | 160310 | V378506 1/20/2016 | 10.5.1650.4000.200.0000 | \$16.70 |
| Anxiety-Free Kids: An Interactive Guide for Parents and Children | | 1 | 160310 | V378506 1/20/2016 | 10.5.1650.4000.200.0000 | \$14.54 |
| Check #: 0 | | | | | | |
| PO/InvoiceTotal: | | | | | | \$108.71 |
| Check Group: iPad | | 2 | 160318 | V464560 1/20/2016 | 10.5.1205.4000.100.0000 | \$774.00 |
| Check #: 0 | | | | | | |
| PO/InvoiceTotal: | | | | | | \$774.00 |
| Vendor Total: | | | | | | \$5,035.24 |
| Food Services Professionals | | | | | | |
| Check Group: | | | | | | |
| Dec milk prch | | 1 | 0 | 102745 1/8/2016 | 10.5.2560.4041.200.0000 | \$840.00 |
| Dec milk prch | | 1 | 0 | 102745 1/8/2016 | 10.5.2560.4041.100.0000 | \$792.00 |
| Dec hot lunch prch | | 1 | 0 | 102745 1/8/2016 | 10.5.2560.4040.300.0000 | \$8,416.60 |
| Check #: 0 | | | | | | |

Pleasantdale School District 107

Voucher Detail Listing

Voucher Batch Number: 1145

01/20/2016

Fiscal Year: 2015-2016

| Vendor Remit Name Description | Vendor # | QTY | PO No. | Invoice Invoice Date | Account | Amount |
|---------------------------------------|----------|-----|--------|-------------------------|-------------------------|-------------------------------------|
| | | | | | | PO/InvoiceTotal: <u>\$10,048.60</u> |
| | | | | | | Vendor Total: <u>\$10,048.60</u> |
| Illini Architectural Products | | | | | | |
| Check Group: | | | | | | |
| Parts to repair motorized gym wall/ES | | 1 0 | | R3854 12/9/2015 | 20.5.2540.4000.300.0000 | \$40.00 |
| Labor for repair | | 1 0 | | R3854 12/9/2015 | 20.5.2540.3200.100.0000 | \$580.00 |
| | | | | | | Check #: 0 |
| | | | | | | PO/InvoiceTotal: <u>\$620.00</u> |
| | | | | | | Vendor Total: <u>\$620.00</u> |
| United States Postal Service | | | | | | |
| Check Group: | | | | | | |
| Postage for MS | | 1 0 | | V921210 1/20/2016 | 10.5.2410.3400.200.0000 | \$1,500.00 |
| | | | | | | Check #: 0 |
| | | | | | | PO/InvoiceTotal: <u>\$1,500.00</u> |
| | | | | | | Vendor Total: <u>\$1,500.00</u> |
| | | | | | | Grand Total: <u>\$17,203.84</u> |

End of Report

January 2016 Revenue and Expenses

| REVENUES | Budget | January 2016 | YTD | % Realized |
|-------------------|----------------------|-------------------|---------------------|--------------|
| Education | \$ 10,211,421 | \$ 244,215 | \$ 4,953,489 | 48.5% |
| Oper & Maint | \$ 1,631,635 | \$ 64,178 | \$ 798,352 | 48.9% |
| Bond/Int | \$ 2,250 | \$ 621 | \$ 883 | 39.2% |
| Trans | \$ 992,993 | \$ 8,077 | \$ 463,537 | 46.7% |
| IMRF | \$ 322,064 | \$ 1,747 | \$ 199,474 | 61.9% |
| Site/Construction | \$ - | \$ - | \$ - | - |
| Working Cash | \$ 3,200 | \$ 810 | \$ 1,269 | 39.7% |
| Tort | \$ 82,827 | \$ 386 | \$ 38,878 | 46.9% |
| Life Safety | \$ 3,600 | \$ 909 | \$ 1,425 | 39.6% |
| Total | \$ 13,249,990 | \$ 320,941 | \$ 6,457,307 | 48.7% |

| EXPENSES | Budget | January 2016 | YTD | % Used |
|-------------------|----------------------|---------------------|---------------------|--------------|
| Education | \$ 10,316,963 | \$ 1,003,497 | \$ 4,876,125 | 47.3% |
| Oper & Maint | \$ 1,135,372 | \$ 76,276 | \$ 634,904 | 55.9% |
| Bond/Int | \$ 1,755,153 | \$ - | \$ 1,628,919 | 92.8% |
| Trans | \$ 753,015 | \$ 55,561 | \$ 296,935 | 39.4% |
| IMRF | \$ 337,746 | \$ 26,842 | \$ 151,790 | 44.9% |
| Site/Construction | \$ - | \$ - | \$ - | - |
| Working Cash | \$ - | \$ - | \$ - | - |
| Tort | \$ 78,609 | \$ - | \$ 78,609 | 100.0% |
| Life Safety | \$ 17,650 | \$ 3,200 | \$ 4,187 | 23.7% |
| Total | \$ 14,394,508 | \$ 1,165,377 | \$ 7,671,469 | 53.3% |

Personnel Report

February 17, 2016

1. **Employment of Non-certified Personnel**

It is being recommended to hire Bernadette Kosnick as a full time elementary instructional aide effective February 8, 2016 at a rate of \$14.00 per hr./6.75 hours a day.

Recommendation:

That the Board of Education approve the employment of Bernadette Kosnick as elementary school instructional aide at a rate of (\$14.00 per hr./6.75 hours a day) beginning February 8, 2016.

February 8, 2016

TO: Dr. Dave Palzet
FROM: Matt Vandercar
RE: Instructional aide recommendation

I am recommending Bernadette Kosnick for the instructional aide position at Pleasantdale Elementary School. She will be filling the position open due to additional preschool IEP students requiring support.

Bernadette earned her elementary education degree from Trinity Christian College and has been a consistently effective substitute teacher in our building for the past few years.

I am excited about having Bernadette here and confident she will establish herself as an effective member of the Pleasantdale staff.

Prepared by and
After recording, return to:
James S. Levi
Hodges, Loizzi, Eisenhammer,
Rodick & Kohn LLP
3030 Salt Creek Lane, Suite 202
Arlington Heights, Illinois 60005

This space reserved for Recorder's use only.

TEMPORARY CONSTRUCTION EASEMENT AGREEMENT

This Temporary Construction Easement Agreement (“Agreement”) is made this 10th day of February 2016, by and between the Board of Education of Pleasantdale School District No. 107, (“Grantor”) and M&J Asphalt Paving Company (“Grantee”).

WHEREAS, Grantee is the developer of certain real estate located at 10932 German Church Road, Willow Springs, Illinois (“Development Property”); and

WHEREAS, Grantee desires to develop the Development Property for use by residential homes and to be known as the Powers Subdivision; and

WHEREAS, to provide water to the aforementioned subdivision, Grantee desires to tap on to the watermain located on Grantor’s property; and

WHEREAS, Grantee is able to utilize existing easements granted to the West Suburban Water Commission to install a watermain to service the Development Property; and

WHEREAS, Grantee desires to obtain a temporary construction easement across Grantor’s property to install a watermain to serve the Development Property; and

WHEREAS, Grantor desires to grant Grantee a temporary construction easement to install a watermain to service the Development Property; and

WHEREAS, Grantor determines that it is in the best interest of the Grantor and its constituents to grant the easement provided herein to Grantee.

NOW, THEREFORE, in consideration of the terms and conditions contained herein, and other good and valuable consideration, the receipt of which is hereby acknowledged, the parties agree as follows:

1. **GRANT OF TEMPORARY CONSTRUCTION EASEMENT:** In order to install a watermain to service the Development Property, Grantee is granted a temporary construction easement as identified in Exhibit A. The Temporary Construction Easement granted hereunder shall commence on the recording of this Agreement and shall terminate 6 months thereafter. Any work performed by Grantee under this Agreement must be performed on days or hours when school is not in session.

2. **TERM:** Upon the payment of the consideration required in Paragraph 3, this Agreement shall be effective on the date Grantee records this Agreement. This Agreement shall terminate without further action 6 months from the date of recording.

3. **CONSIDERATION:** In consideration for granting the easement hereunder, Grantee shall reimburse the Grantor for all costs and expenses incurred with the preparation of this Agreement (“Costs”) up to a total of \$2,500. Grantee shall reimburse the Grantor for the Costs within 15 days of demand thereof. The grant of easement hereunder is conditioned upon the payment required under this Paragraph.

4. **IMPROVEMENTS & MAINTENANCE:** Grantee shall not be permitted to construct any improvements on top of the Temporary Construction Easement. Additionally, Grantee shall continually maintain the Temporary Construction Easement Area in a clean and workman-like condition for the Term of this Agreement. Upon completion of the installation of the watermain servicing the Development Property or the expiration of this Agreement, the Temporary Construction Easement shall be restored to a substantially similar condition that existed before any work commenced. Without limiting the foregoing, Grantee shall replace any trees, shrubs, grass and other landscaping that may have been removed or damaged by Grantee with the same size and type.

5. **INDEMNIFICATION AND WAIVER:**

A. *Indemnification.* Grantee shall indemnify and hold harmless Grantor, and its individual Board members, agents and employees (“Indemnitees”) from and against any and all liabilities, penalties, interest, losses, damages to person (including death) or property and expenses of every kind, nature and character, including reasonable costs and attorneys’ fees, arising out of, relating to or connected with (i) any breach of this Agreement and (ii) the negligent acts or omissions of Grantee or its employees or its contractors.

B. *Waiver.* Grantee acknowledges that it is accepting the easement in “AS-IS” conditions and that Grantor makes no representations or warranties as to the suitability of the easement for Grantee’s uses or otherwise. To the fullest extent permitted by law, Grantee waives any and all claims Grantee may have against the Indemnitees arising from relating to or connected with this Agreement.

6. **INSURANCE:**

A. *Commercial General Liability Insurance.* The Grantee shall maintain during the term of this Agreement, Commercial General Liability Insurance, on an occurrence

basis, with policy limits of not less than two million dollars (\$2,000,000) for each occurrence and two million dollars (\$2,000,000) in the aggregate for bodily injury and property damage.

- B. *Excess Insurance.* Grantee shall also maintain during the term of this Agreement, Excess Liability Insurance with policy limits of not less than five million dollars (\$5,000,000) for each occurrence and in the aggregate. The excess insurance shall follow the form of the underlying Commercial General Liability Insurance in all respects.
- C. *Additional Insureds, Priority of Insurance and Subrogation.* Grantee shall name, by endorsement if necessary, the Indemnitees as additional insureds on the Excess and Commercial General Liability Insurance policies. All insurance required of the Grantee under this Agreement shall be primary insurance and any insurance maintained by the Grantor that is applicable to any loss arising out of, related to or connected with the Agreement shall be on an excess basis. To the fullest extent permitted by the insurance policies required under this Paragraph 6, Grantee waives any and all rights of subrogation it and its insurers may have against the Indemnitees.
- D. *Evidence of Insurance.* Upon request, Grantee shall promptly tender a current insurance certificate evidencing the insurance required under this Paragraph 6 and or a copy of the insurance policies, with all endorsements thereto.

7. **DEFAULT:** In the event that Grantee fails to comply with any of the terms of this Agreement, Grantee shall be considered in default and the Grantor may take any action in law or equity to enforce compliance with the terms of this Agreement or terminate Grantee's rights hereunder. In the event Grantor incurs any expenses, fees or costs whatsoever, including attorney fees, as a result of, arising out of related to a default by Grantee, Grantee shall be responsible for such expenses, fees or costs and shall reimburse Grantor immediately upon demand for such expenses, fees or costs.

8. **BINDING EFFECT:** This Easement Agreement shall bind and inure to the benefit of the respective parties, personal representatives, assigns and successors of the parties hereto.

9. **GOVERNING LAW AND JURISDICTION:** This Agreement shall be governed by the laws of the State of Illinois; however, the rule of strict construction shall not apply to this Agreement. Any action brought under this Agreement shall be brought in the Cook County Circuit Court or the U.S. District Court, Northern District, Eastern Division. This Easement Agreement shall be given a reasonable construction so that the intention of the parties is carried out.

10. **RECITALS:** The recitals set forth above in this Agreement are incorporated into and made a part hereof.

11. **AUTHORITY TO EXECUTE:** Each signature hereto represents and warrants that he or she has the proper corporate authority to execute this Agreement and to bind his or her respective authority hereto.

12. **ASSIGNMENT:** Grantee shall not assign, sublet or transfer any rights or obligations under this Agreement without the prior written consent of the Grantor, which may be withheld in its sole discretion.

13. **NOTICES:** Except as specifically noted otherwise in this Agreement, all notices related to this Agreement shall be in writing and shall be sent by nationally recognized overnight mail service, with confirmation of receipt. Notices shall be deemed to have been given upon deposit with the aforementioned service. Notices shall be given at the following addresses:

Grantor:

Pleasantdale School District No. 107
7450 South Wolf Road
Burr Ridge, IL 60527

Grantee:

M&J Asphalt Paving Company
3124 S. 60th Court
Cicero, IL 60804

IN WITNESS WHEREOF the parties have entered into this Agreement as of the date set forth above.

GRANTOR:

**BOARD OF EDUCATION OF
PLEASANTDALE SCHOOL DISTRICT
NO. 107**

GRANTEE:

M&J ASPHALT PAVING COMPANY

By: _____
Its: _____

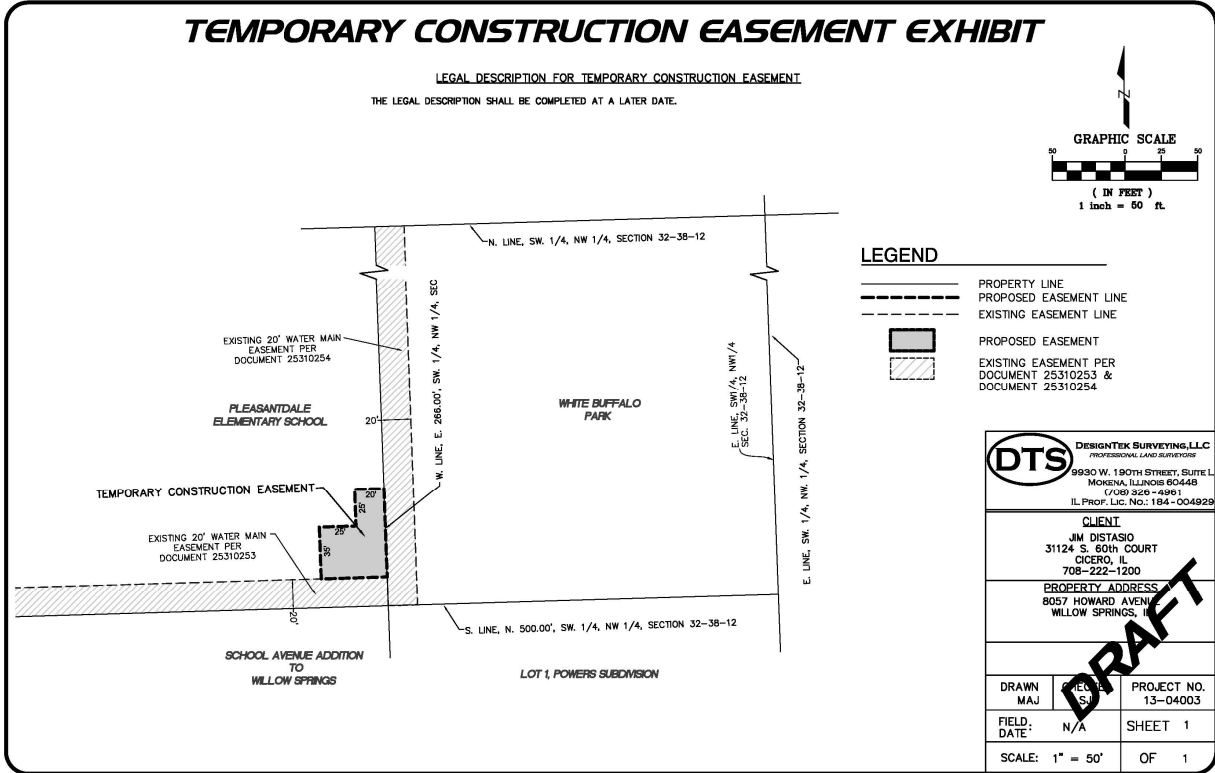
By: _____
Its: _____

ATTEST:

By: _____
Its: _____

EXHIBIT A

TEMPORARY CONSTRUCTION EASEMENT



STATE OF ILLINOIS)
) SS
COUNTY OF COOK)

GRANTOR ACKNOWLEDGMENT

I, the undersigned, a Notary Public in and for said County, in the State aforesaid, DO
HEREBY CERTIFY that _____
_____, personally known to me to be the same
person(s) whose name(s) are subscribed to the foregoing instrument appeared before me this day
in person and acknowledged that they signed, sealed, and delivered the said instrument as a free
and voluntary act for the uses and purposes therein set forth.

Given under my hand and notaries seal this ___ day of _____, 2016.

SEAL

NOTARY PUBLIC

STATE OF ILLINOIS)
) SS
COUNTY OF COOK)

GRANTEE ACKNOWLEDGMENT

I, the undersigned, a Notary Public in and for said County, in the State aforesaid, DO
HEREBY CERTIFY that _____
_____, personally known to me to be the same
person(s) whose name(s) are subscribed to the foregoing instrument appeared before me this day
in person and acknowledged that they signed, sealed, and delivered the said instrument as a free
and voluntary act for the uses and purposes therein set forth.

Given under my hand and notaries seal this ___ day of _____, 2016.

SEAL

NOTARY PUBLIC

PLEASANTDALE SCHOOL DISTRICT 107

DRAFT - 2016-2017 SCHOOL CALENDAR

August 2016

| S | M | T | W | T | 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 A | 26 | 27 |
| 28 | 29 | 30 | 31 | | | |

September 2016

| S | M | T | W | T | 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 | |

October 2016

| S | M | T | W | T | 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 | | | | | |

November 2016

| S | M | T | W | T | F | S |
|----|---------|---------|----------|---------|---------|----|
| | | 1 | 2 | 3 | 4 | 5 |
| 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 T1 | 17 | 18 | 19 |
| 20 | 21 ▲ | 22 ▲ | 23 ✱ | 24 ✱ | 25 ✱ | 26 |
| 27 | 28 | 29 | 30 | | | |

December 2016

| S | M | T | W | T | 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 |

January 2017

| S | M | T | W | T | 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 | | | | |

February 2017

| S | M | T | W | T | 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 | | | | |

March 2017

| S | M | T | W | T | F | S |
|----|---------|---------|---------|---------|---------|----|
| | | | 1 T2 | 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 ✱ | |

April 2017

| S | M | T | W | T | 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 2017

| S | M | T | W | T | 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 | | | |

June 2017

| S | M | T | W | T | F | S |
|----|---------|---------|---------|--------|--------|----|
| | | | | 1 | 2 | 3 |
| 4 | 5 | 6 ☾ | 7 Ω | 8 ☉ | 9 ☉ | 10 |
| 11 | 12 ☉ | 13 ☉ | 14 ☉ | 15 | 16 | 17 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 | 30 | |

☉ Emergency Days may be used as school days if school closes unexpectedly during the regular school year.

OPENING/CLOSING DAYS OF SCHOOL

- August 25, 2016 (A) First Day of School
- June 7, 2017 (Ω) Last Day of School

STUDENT NON-ATTENDANCE DAYS (✱)

- August 23 District Institute Day
- August 24 District Institute Day
- September 5 Labor Day
- October 10 Columbus Day
- October 11 District Institute Day
- November 23 Non-Attendance Day
- November 24-25 Thanksgiving Holiday
- Dec. 23 - Jan. 9 Winter Break
- January 9 District Institute Day
- January 16 M.L. King, Jr. Day
- February 20 Presidents Day
- March 25 - 31 Spring Break
- April 14 Non-Attendance Day
- May 29 Memorial Day

PARENT-TEACHER CONFERENCE DAYS (▲)

- November 21 1:00-8:00 p.m.
- November 22 1:00-8:00 p.m.

GRADING PERIODS

- November 16 T1 1st Trimester
- March 1 T2 2nd Trimester
- June 7 Ω 3rd Trimester

1/2 Day INSERVICE – NOON DISMISSAL (☾)

- August 25
- February 17
- May 26

COMMENCEMENT (☾)

- June 6

MISCELLANEOUS

- June 8-14 ☉ Emergency Days

MINUTES of a regular public meeting of the Board of Education of School District Number 107, Cook County, Illinois, held in the Administration Center, 7450 South Wolf Road, Burr Ridge, Illinois, in said School District at 7:00 o'clock P.M., on the 17th day of February, 2016.

* * *

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

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

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

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

The President announced that the next item for consideration was the issuance of not to exceed \$6,100,000 general obligation bonds to be issued by the District pursuant to Article 19 of the School Code for the purpose of refunding certain of the District's outstanding bonds and that the Board of Education would consider the adoption of a resolution providing for the issue of said bonds and the levy of a direct annual tax sufficient to pay the principal and interest thereon. The President then explained that the resolution sets forth the parameters for the issuance of said bonds and sale thereof by designated officials of the District and summarized the pertinent terms

of said parameters, including the specific parameters governing the manner of sale, length of maturity, rates of interest, purchase price and tax levy for said bonds.

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

RESOLUTION providing for the issue of not to exceed \$6,100,000 General Obligation Refunding School Bonds, Series 2016, of School District Number 107, Cook County, Illinois, for the purpose of refunding certain outstanding bonds of said School District, providing for the levy of a direct annual tax sufficient to pay the principal and interest on said bonds, and authorizing the execution of a Bond Purchase Agreement with William Blair & Company, L.L.C., in connection with the proposed sale of said bonds.

* * *

WHEREAS, School District Number 107, Cook County, Illinois (the “*District*”), has outstanding General Obligation School Bonds, Series 2006 (the “*Prior Bonds*”); and

WHEREAS, it is necessary and desirable to refund all or a portion of the Prior Bonds (said Prior Bonds to be refunded being referred to herein as the “*Refunded Bonds*”) in order to restructure the debt burden of the District; and

WHEREAS, the Refunded Bonds shall be fully described in the Escrow Agreement referred to in Section 12 hereof and are presently outstanding and unpaid and are binding and subsisting legal obligations of the District; and

WHEREAS, the Board of Education of the District (the “*Board*”) has determined that in order to refund the Refunded Bonds, it is necessary and in the best interests of the District to borrow an amount not to exceed \$6,100,000 and issue bonds of the District therefor; and

WHEREAS, the bonds to be issued hereunder shall be payable from a direct annual ad valorem tax levied against all taxable property in the District, without limitation as to rate or amount; and

WHEREAS, the Property Tax Extension Limitation Law of the State of Illinois, as amended (the “*PTELL*”), imposes certain limitations on the “*aggregate extension*” of certain property taxes levied by the District, but provides that the definition of “*aggregate extension*” applicable to the District contained in Section 18-185 of the Property Tax Code of the State of

Illinois, as amended, does not include extensions “made for any taxing district to pay interest or principal on bonds issued to refund or continue to refund those bonds issued before March 1, 1995” and extensions “made for any taxing district to pay interest or principal on bonds issued to refund or continue to refund bonds issued after March 1, 1995 that were approved by referendum”; and

WHEREAS, the Board does hereby find and determine that the Prior Bonds were issued before March 1, 1995 or were issued after March 1, 1995 and were approved by referendum; and

WHEREAS, the County Clerk of The County of Cook, Illinois (the “*County Clerk*”), is therefore authorized to extend and collect said tax so levied for the payment of the bonds to be issued hereunder without limitation as to rate or amount; and

WHEREAS, in accordance with the terms of the Refunded Bonds, the Refunded Bonds may be called for redemption in advance of their maturity, and it is necessary and desirable to make such call for the redemption of the Refunded Bonds on their earliest possible and practicable call date, and provide for the giving of proper notice to the registered owners of the Refunded Bonds:

NOW, THEREFORE, Be It and It Is Hereby Resolved by the Board of Education of School District Number 107, Cook County, Illinois, as follows:

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

Section 2. Authorization. It is hereby found and determined that the Board has been authorized by law to borrow the sum of \$6,100,000 upon the credit of the District and as evidence of such indebtedness to issue bonds of the District to said amount, the proceeds of said bonds to be used to refund the Refunded Bonds, and that it is necessary and for the best interests

of the District that there be issued an amount not to exceed \$6,100,000 of the bonds so authorized.

Section 3. Bond Details. There be borrowed on the credit of and for and on behalf of the District an amount not to exceed \$6,100,000 for the purpose aforesaid; and that bonds of the District (the "*Bonds*") shall be issued to said amount and shall be designated "General Obligation Refunding School Bonds, Series 2016." The Bonds shall be dated such date (not prior to March 1, 2016, and not later than September 15, 2016) as set forth in the Bond Notification (as hereinafter defined), and shall also bear the date of authentication, shall be in fully registered form, shall be in denominations of \$5,000 each or authorized integral multiples thereof (but no single Bond shall represent installments of principal maturing on more than one date), and shall be numbered 1 and upward. The Bonds shall become due and payable serially or be subject to mandatory redemption (without option of prior redemption) on December 1 of each of the years (not later than 2019), in the amounts (not exceeding \$1,700,000 per year) and bearing interest at the rates per annum (not exceeding 5.00% per annum) as set forth in the Bond Notification. The Bonds shall bear interest from their date or from the most recent interest payment date to which interest has been paid or duly provided for, until the principal amount of the Bonds is paid, such interest (computed upon the basis of a 360-day year of twelve 30-day months) being payable semi-annually commencing with the first interest payment date as set forth in the Bond Notification, and on June 1 and December 1 of each year thereafter to maturity.

Interest on each Bond shall be paid by check or draft of Amalgamated Bank of Chicago, Chicago, Illinois (the "*Bond Registrar*"), payable upon presentation in lawful money of the United States of America, to the person in whose name such Bond is registered at the close of business on the 15th day of the month next preceding the interest payment date. The principal of

the Bonds shall be payable in lawful money of the United States of America at the principal corporate trust office of the Bond Registrar.

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

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

Section 4. Registration of Bonds; Persons Treated as Owners. (a) General. The District shall cause books (the “*Bond Register*”) for the registration and for the transfer of the Bonds as provided in this Resolution to be kept at the principal corporate trust office of the Bond Registrar, which is hereby constituted and appointed the registrar of the District. The District is authorized to prepare, and the Bond Registrar shall keep custody of, multiple Bond blanks executed by the District for use in the transfer and exchange of Bonds.

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

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

The person in whose name any Bond shall be registered shall be deemed and regarded as the absolute owner thereof for all purposes, and payment of the principal of or interest on any Bond shall be made only to or upon the order of the registered owner thereof or his legal representative. All such payments shall be valid and effectual to satisfy and discharge the liability upon such Bond to the extent of the sum or sums so paid.

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

(b) *Global Book-Entry System.* The Bonds shall be initially issued in the form of a separate single fully registered Bond for each of the maturities of the Bonds determined as described in Section 3 hereof. Upon initial issuance, the ownership of each such Bond shall be registered in the Bond Register in the name of Cede & Co., or any successor thereto (“*Cede*”), as nominee of The Depository Trust Company, New York, New York, and its successors and assigns (“*DTC*”). All of the outstanding Bonds shall be registered in the Bond Register in the name of Cede, as nominee of DTC, except as hereinafter provided. The President and Secretary of the Board, the Superintendent and chief business official of the District and the Bond Registrar are each authorized to execute and deliver, on behalf of the District, such letters to or agreements with DTC as shall be necessary to effectuate such book-entry system (any such letter or agreement being referred to herein as the “*Representation Letter*”), which Representation Letter may provide for the payment of principal of or interest on the Bonds by wire transfer.

With respect to Bonds registered in the Bond Register in the name of Cede, as nominee of DTC, the District and the Bond Registrar shall have no responsibility or obligation to any broker-dealer, bank or other financial institution for which DTC holds Bonds from time to time as securities depository (each such broker-dealer, bank or other financial institution being referred to herein as a “*DTC Participant*”) or to any person on behalf of whom such a DTC Participant holds an interest in the Bonds. Without limiting the immediately preceding sentence, the District and the Bond Registrar shall have no responsibility or obligation with respect to

(i) the accuracy of the records of DTC, Cede or any DTC Participant with respect to any ownership interest in the Bonds, (ii) the delivery to any DTC Participant or any other person, other than a registered owner of a Bond as shown in the Bond Register, of any notice with respect to the Bonds, including any notice of redemption, or (iii) the payment to any DTC Participant or any other person, other than a registered owner of a Bond as shown in the Bond Register, of any amount with respect to the principal of or interest on the Bonds. The District and the Bond Registrar may treat and consider the person in whose name each Bond is registered in the Bond Register as the holder and absolute owner of such Bond for the purpose of payment of principal and interest with respect to such Bond, for the purpose of giving notices of redemption and other matters with respect to such Bond, for the purpose of registering transfers with respect to such Bond, and for all other purposes whatsoever. The Bond Registrar shall pay all principal of and interest on the Bonds only to or upon the order of the respective registered owners of the Bonds, as shown in the Bond Register, or their respective attorneys duly authorized in writing, and all such payments shall be valid and effective to fully satisfy and discharge the District's obligations with respect to payment of the principal of and interest on the Bonds to the extent of the sum or sums so paid. No person other than a registered owner of a Bond as shown in the Bond Register, shall receive a Bond evidencing the obligation of the District to make payments of principal and interest with respect to any Bond. Upon delivery by DTC to the Bond Registrar of written notice to the effect that DTC has determined to substitute a new nominee in place of Cede, and subject to the provisions in Section 3 hereof with respect to the payment of interest to the registered owners of Bonds at the close of business on the 15th day of the month next preceding the applicable interest payment date, the name "Cede" in this resolution shall refer to such new nominee of DTC.

In the event that (i) the District determines that DTC is incapable of discharging its responsibilities described herein and in the Representation Letter, (ii) the agreement among the District, the Bond Registrar and DTC evidenced by the Representation Letter shall be terminated for any reason or (iii) the District determines that it is in the best interests of the beneficial owners of the Bonds that they be able to obtain certificated Bonds, the District shall notify DTC and DTC Participants of the availability through DTC of certificated Bonds and the Bonds shall no longer be restricted to being registered in the Bond Register in the name of Cede, as nominee of DTC. At that time, the District may determine that the Bonds shall be registered in the name of and deposited with such other depository operating a universal book-entry system, as may be acceptable to the District, or such depository's agent or designee, and if the District does not select such alternate universal book-entry system, then the Bonds may be registered in whatever name or names registered owners of Bonds transferring or exchanging Bonds shall designate, in accordance with the provisions of Section 4(a) hereof.

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

Section 5. Redemption. (a) Mandatory Redemption. The Bonds maturing on the date or dates, if any, indicated in the Bond Notification are subject to mandatory redemption, in integral multiples of \$5,000 selected by lot by the Bond Registrar, at a redemption price of par plus accrued interest to the redemption date, on December 1 of the years, if any, and in the principal amounts, if any, as indicated in the Bond Notification.

On or prior to the 60th day preceding any mandatory redemption date, the Bond Registrar may, and if directed by the Board shall, purchase Bonds required to be retired on such mandatory

redemption date. Any such Bonds so purchased shall be cancelled and the principal amount thereof shall be credited against the mandatory redemption required on such next mandatory redemption date.

(b) *General.* The Bonds shall be redeemed only in the principal amount of \$5,000 and integral multiples thereof. For purposes of any redemption of less than all of the outstanding Bonds of a single maturity, the particular Bonds or portions of Bonds to be redeemed shall be selected by lot by the Bond Registrar from the Bonds of such maturity by such method of lottery as the Bond Registrar shall deem fair and appropriate; *provided* that such lottery shall provide for the selection for redemption of Bonds or portions thereof so that any \$5,000 Bond or \$5,000 portion of a Bond shall be as likely to be called for redemption as any other such \$5,000 Bond or \$5,000 portion. The Bond Registrar shall make such selection upon the earlier of the irrevocable deposit of funds with an escrow agent sufficient to pay the redemption price of the Bonds to be redeemed or the time of the giving of official notice of redemption.

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

Section 6. Redemption Procedure. Unless waived by any holder of Bonds to be redeemed, notice of the call for any such redemption shall be given by the Bond Registrar on behalf of the District by mailing the redemption notice by first class mail at least thirty (30) days and not more than sixty (60) days prior to the date fixed for redemption to the registered owner of the Bond or Bonds to be redeemed at the address shown on the Bond Register or at such other address as is furnished in writing by such registered owner to the Bond Registrar.

All notices of redemption shall state:

- (1) the redemption date,

- (2) the redemption price,
- (3) if less than all outstanding Bonds are to be redeemed, the identification (and, in the case of partial redemption, the respective principal amounts) of the Bonds to be redeemed,
- (4) that on the redemption date the redemption price will become due and payable upon each such Bond or portion thereof called for redemption, and that interest thereon shall cease to accrue from and after said date,
- (5) the place where such Bonds are to be surrendered for payment of the redemption price, which place of payment shall be the principal corporate trust office of the Bond Registrar, and
- (6) such other information then required by custom, practice or industry standard.

Prior to any redemption date, the District shall deposit with the Bond Registrar an amount of money sufficient to pay the redemption price of all the Bonds or portions of Bonds which are to be redeemed on that date.

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

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

Section 7. Form of Bond. The Bonds shall be in substantially the following form; *provided, however,* that if the text of the Bond is to be printed in its entirety on the front side of the Bond, then paragraph [2] and the legend, “See Reverse Side for Additional Provisions”, shall be omitted and paragraph [6] and the paragraphs thereafter as may be appropriate shall be inserted immediately after paragraph [1]:

[Form of Bond - Front Side]

REGISTERED
NO. _____

REGISTERED
\$ _____

UNITED STATES OF AMERICA

STATE OF ILLINOIS

COUNTY OF COOK

SCHOOL DISTRICT NUMBER 107

GENERAL OBLIGATION REFUNDING SCHOOL BOND, SERIES 2016

See Reverse Side for
Additional Provisions

Interest Maturity Dated
Rate: _____% Date: December 1, 20__ Date: _____, 2016 CUSIP _____

Registered Owner:

Principal Amount:

[1] KNOW ALL MEN BY THESE PRESENTS, that School District Number 107, Cook County, Illinois (the “*District*”), hereby acknowledges itself to owe and for value received promises to pay to the Registered Owner identified above, or registered assigns as hereinafter provided, on the Maturity Date identified above, the Principal Amount identified above and to pay interest (computed on the basis of a 360-day year of twelve 30-day months) on such Principal Amount from the date of this Bond or from the most recent interest payment date to which interest has been paid at the Interest Rate per annum set forth above on June 1 and December 1 of each year, commencing _____ 1, 20__, until said Principal Amount is paid. Principal of this Bond is payable in lawful money of the United States of America upon presentation and surrender hereof at the principal corporate trust office of Amalgamated Bank of Chicago, Chicago, Illinois, as bond registrar and paying agent (the “*Bond Registrar*”). Payment of the installments of interest shall be made to the Registered Owner hereof as shown on the

registration books of the District maintained by the Bond Registrar at the close of business on the 15th day of the month next preceding each interest payment date and shall be paid by check or draft of the Bond Registrar, payable upon presentation in lawful money of the United States of America, mailed to the address of such Registered Owner as it appears on such registration books or at such other address furnished in writing by such Registered Owner to the Bond Registrar. For the prompt payment of this Bond, both principal and interest at maturity, the full faith, credit and resources of the District are hereby irrevocably pledged.

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

[3] It is hereby certified and recited that all conditions, acts and things required by law to exist or to be done precedent to and in the issuance of this Bond did exist, have happened, been done and performed in regular and due form and time as required by law; that the indebtedness of the District, including the issue of bonds of which this is one, does not exceed any limitation imposed by law; and that provision has been made for the collection of a direct annual tax sufficient to pay the interest hereon as it falls due and also to pay and discharge the principal hereof at maturity.

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

[5] IN WITNESS WHEREOF, said School District Number 107, Cook County, Illinois, by its Board of Education, has caused this Bond to be signed by the manual or duly authorized facsimile signatures of the President and Secretary of said Board of Education, and to be registered, numbered and countersigned by the manual or duly authorized facsimile signature of the School Treasurer who receives the taxes of the District, all as of the Dated Date identified above.

SPECIMEN

President, Board of Education

SPECIMEN

Secretary, Board of Education

Registered, Numbered and Countersigned:

SPECIMEN

School Treasurer

Date of Authentication: _____, 20__

CERTIFICATE
OF
AUTHENTICATION

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

This Bond is one of the Bonds described in the within mentioned resolution and is one of the General Obligation Refunding School Bonds, Series 2016, of School District Number 107, Cook County, Illinois.

AMALGAMATED BANK OF CHICAGO,
as Bond Registrar

By _____
SPECIMEN
Authorized Officer

[Form of Bond - Reverse Side]

SCHOOL DISTRICT NUMBER 107

COOK COUNTY, ILLINOIS

GENERAL OBLIGATION REFUNDING SCHOOL BOND, SERIES 2016

[6] This Bond is one of a series of bonds issued by the District for the purpose of refunding certain outstanding bonds of the District, in full compliance with the provisions of the School Code of the State of Illinois, and the Local Government Debt Reform Act of the State of Illinois, and all laws amendatory thereof and supplementary thereto, and is authorized by said Board of Education by a resolution duly and properly adopted for that purpose, in all respects as provided by law.

[7] [Mandatory Redemption provisions, as applicable, will be inserted here].

[8] Notice of any such redemption shall be sent by first class mail not less than thirty (30) days nor more than sixty (60) days prior to the date fixed for redemption to the registered owner of each Bond to be redeemed at the address shown on the registration books of the District maintained by the Bond Registrar or at such other address as is furnished in writing by such registered owner to the Bond Registrar. When so called for redemption, this Bond will cease to bear interest on the specified redemption date, provided funds for redemption are on deposit at the place of payment at that time, and shall not be deemed to be outstanding.

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

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

[11] The District and the Bond Registrar may deem and treat the Registered Owner hereof as the absolute owner hereof for the purpose of receiving payment of or on account of principal hereof and interest due hereon and for all other purposes and neither the District nor the Bond Registrar shall be affected by any notice to the contrary.

(ASSIGNMENT)

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

(Name and Address of Assignee)

the within Bond and does hereby irrevocably constitute and appoint _____

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

Dated: _____

Signature guaranteed: _____

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

Section 8. Sale of Bonds. The President of the Board and the Superintendent of the District (the “*Designated Representatives*”) are hereby authorized to proceed not later than the 17th day of August, 2016, without any further authorization or direction from the Board, to sell the Bonds upon the terms as prescribed in this Resolution. The Bonds hereby authorized shall be executed as in this Resolution provided as soon after the delivery of the Bond Notification as may be, and thereupon be deposited with the School Treasurer who receives the taxes of the District, and, after authentication thereof by the Bond Registrar, be by said Treasurer delivered to William Blair & Company, L.L.C., Chicago, Illinois, the purchaser thereof (the “*Purchaser*”), upon receipt of the purchase price therefor, the same being not less than 98% of the principal amount of the Bonds plus accrued interest to date of delivery, it being hereby found and determined that the sale of the Bonds to the Purchaser is in the best interests of the District and that no person holding any office of the District, either by election or appointment, is in any manner interested, directly or indirectly, in his own name or in the name of any other person, association, trust or corporation, in the sale of the Bonds to the Purchaser.

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

Upon the sale of the Bonds, the Designated Representatives shall prepare a Notification of Sale of the Bonds, which shall include the pertinent details of sale as provided herein (the “*Bond Notification*”). In the Bond Notification, the Designated Representatives shall find and

determine that the Bonds have been sold at such price and bear interest at such rates that either the true interest cost (yield) or the net interest rate received upon the sale of the Bonds does not exceed the maximum rate otherwise authorized by applicable law and that the net present value debt service savings to the District as a result of the issuance of the Bonds and the refunding of the Refunded Bonds is not less than 3.00% of the principal amount of the Refunded Bonds. The Bond Notification shall be entered into the records of the District and made available to the Board at the next regular meeting thereof; but such action shall be for information purposes only, and the Board shall have no right or authority at such time to approve or reject such sale as evidenced in the Bond Notification.

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

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

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

Section 9. Tax Levy. In order to provide for the collection of a direct annual tax sufficient to pay the interest on the Bonds as it falls due, and also to pay and discharge the principal thereof at maturity, there be and there is hereby levied upon all the taxable property within the District a direct annual tax for each of the years while the Bonds or any of them are outstanding, in amounts sufficient for that purpose, and that there be and there is hereby levied upon all of the taxable property in the District, the following direct annual tax, to-wit:

| FOR THE YEAR | A TAX SUFFICIENT TO PRODUCE THE SUM OF: |
|--------------|-----------------------------------------------------------------------------|
| 2016 | \$1,760,000 for interest and principal up to and including December 1, 2017 |
| 2017 | \$1,760,000 for interest and principal |
| 2018 | \$1,760,000 for interest and principal |

Principal or interest maturing at any time when there are not sufficient funds on hand from the foregoing tax levy to pay the same shall be paid from the general funds of the District, and the fund from which such payment was made shall be reimbursed out of the taxes hereby levied when the same shall be collected.

The District covenants and agrees with the purchasers and the holders of the Bonds that so long as any of the Bonds remain outstanding, the District will take no action or fail to take any action which in any way would adversely affect the ability of the District to levy and collect the foregoing tax levy and the District and its officers will comply with all present and future applicable laws in order to assure that the foregoing taxes will be levied, extended and collected

as provided herein and deposited in the fund established to pay the principal of and interest on the Bonds.

To the extent that the taxes levied above exceed the amount necessary to pay debt service on the Bonds as set forth in the Bond Notification, the President and Secretary of the Board and the School Treasurer who receives the taxes of the District are hereby authorized to direct the abatement of such taxes to the extent of the excess of such levy in each year over the amount necessary to pay debt service on the Bonds in the following bond year. Proper notice of such abatement shall be filed with the County Clerk of The County of Cook, Illinois (the "*County Clerk*"), in a timely manner to effect such abatement.

Section 10. Filing of Resolution and Certificate of Reduction of Taxes. Forthwith upon the passage of this Resolution, the Secretary of the Board is hereby directed to file a certified copy of this Resolution with the County Clerk, and it shall be the duty of the County Clerk to annually in and for each of the years 2016 to 2018, inclusive, ascertain the rate necessary to produce the tax herein levied, and extend the same for collection on the tax books against all of the taxable property within the District in connection with other taxes levied in each of said years for school purposes, in order to raise the respective amounts aforesaid and in each of said years such annual tax shall be computed, extended and collected in the same manner as now or hereafter provided by law for the computation, extension and collection of taxes for general school purposes of the District, and when collected, the taxes hereby levied shall be placed to the credit of a special fund to be designated "Refunding Bond and Interest Sinking Fund Account of 2016" (the "*Bond Fund*"), which taxes are hereby irrevocably pledged to and shall be used only for the purpose of paying the principal of and interest on the Bonds; and a certified copy of this resolution shall also be filed with the School Treasurer who receives the taxes of the District.

The President and Secretary of the Board and the School Treasurer who receives the taxes of the District be and the same are hereby directed to prepare and file with the County Clerk, a Certificate of Reduction of Taxes Heretofore Levied for the Payment of Bonds showing the Prior Bonds being refunded and directing the abatement of the taxes heretofore levied for the years 2015 to 2018, inclusive, to pay the Refunded Bonds, all as provided by Section 19-23 of the School Code of the State of Illinois, as amended.

Section 11. Use of Taxes Heretofore Levied. All proceeds received or to be received from any taxes heretofore levied to pay principal and interest on the Refunded Bonds, including the proceeds received or to be received from the taxes levied for the year 2015 for such purpose, shall be used to pay the principal of and interest on the Refunded Bonds and to the extent that such proceeds are not needed for such purpose because of the establishment of the escrow referred to in Section 12 hereof, the same shall be deposited into the Bond Fund and used to pay principal and interest on the Bonds in accordance with all of the provisions of this Resolution.

Section 12. Use of Bond Proceeds. Any accrued interest received on the delivery of the Bonds is hereby appropriated for the purpose of paying first interest due on the Bonds and is hereby ordered deposited into the Bond Fund. Simultaneously with the delivery of the Bonds, the principal proceeds of the Bonds, together with any premium received from the sale of the Bonds and such additional amounts as may be necessary from the general funds of the District, are hereby appropriated to pay the costs of issuance of the Bonds and for the purpose of refunding the Refunded Bonds, and that portion thereof not needed to pay such costs is hereby ordered deposited (i) with Amalgamated Bank of Chicago, Chicago, Illinois, as the paying agent for the Prior Bonds (the "*Prior Paying Agent*"), (ii) into the Prior Bond Fund (as hereinafter defined) or (iii) in escrow pursuant to an Escrow Letter Agreement (the "*Escrow Agreement*") to be entered into between the District and Amalgamated Bank of Chicago, Chicago, Illinois, as

escrow agent (the “*Escrow Agent*”), in substantially the form attached hereto as *Exhibit A* and made a part hereof by this reference, or with such changes therein as shall be approved by the officers of the District executing the Escrow Agreement, such execution to constitute evidence of the approval of such changes, for the purpose of paying the principal of and interest on the Refunded Bonds. The Board approves the form, terms and provisions of the Escrow Agreement and directs the President and Secretary of the Board to execute, attest and deliver the Escrow Agreement in the name and on behalf of the District. Amounts in the escrow may be used to purchase direct obligations of or obligations guaranteed by the full faith and credit of the United States of America (the “*Government Securities*”) to provide for the payment of the principal of and interest on the Refunded Bonds. The Escrow Agent and the Purchaser are each hereby authorized to act as agent for the District in the purchase of the Government Securities.

At the time of the issuance of the Bonds, the costs of issuance of the Bonds may be paid by the Purchaser on behalf of the District from the proceeds of the Bonds.

In accordance with the redemption provisions of the resolution authorizing the issuance of the Refunded Bonds, the District by the Board does hereby make provision for the payment of and does hereby call (subject only to the delivery of the Bonds) the Refunded Bonds for redemption on the earliest possible and practicable date as set forth in the Bond Notification.

Section 13. Non-Arbitrage and Tax-Exemption. One purpose of this Section is to set forth various facts regarding the Bonds and to establish the expectations of the Board and the District as to future events regarding the Bonds and the use of Bond proceeds. The certifications, covenants and representations contained herein and at the time of the Closing are made on behalf of the District for the benefit of the owners from time to time of the Bonds. In addition to providing the certifications, covenants and representations contained herein, the District hereby covenants that it will not take any action, omit to take any action or permit the taking or omission

of any action within its control (including, without limitation, making or permitting any use of the proceeds of the Bonds) if taking, permitting or omitting to take such action would cause any of the Bonds to be an arbitrage bond or a private activity bond within the meaning of the hereinafter defined Code or would otherwise cause the interest on the Bonds to be included in the gross income of the recipients thereof for federal income tax purposes. The District acknowledges that, in the event of an examination by the Internal Revenue Service (the “IRS”) of the exemption from federal income taxation for interest paid on the Bonds, under present rules, the District may be treated as a “taxpayer” in such examination and agrees that it will respond in a commercially reasonable manner to any inquiries from the IRS in connection with such an examination. The Board and the District certify, covenant and represent as follows:

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

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

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

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

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

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

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

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

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

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

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

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

“*Costs of Issuance*” means the costs of issuing the Bonds, including underwriters’ discount and legal fees, but not including the fees for the Credit Facility.

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

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

“*Escrow Account*” means the account created by the Prior Paying Agent into which Bond proceeds are deposited for the purpose of paying the Refunded Bonds, the Prior Bond Fund or the account established pursuant to the Escrow Agreement.

“*Escrow Agent*” means Amalgamated Bank of Chicago, Chicago, Illinois, as escrow agent under the Escrow Agreement.

“*Escrow Agreement*” means the agreement, if any, between the Escrow Agent and the District providing for the deposit in trust of certain Government Securities for the purpose of refunding in advance of maturity the Refunded Bonds.

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

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

“Government Securities” means the obligations held and to be held under the Escrow Agreement.

“Gross Proceeds” means amounts in the Bond Fund and the Escrow Account.

“Issue Price” of any group of substantially identical Bonds or of any other obligations issued for money or marketable securities is the price at which the obligations of that group are first offered for sale to the public (not including any bond houses, brokers, or persons acting in the capacity of underwriters, or wholesalers) so long as on the date that the District (or other entity issuing such obligations) sold such obligations, it was reasonably expected that at least 10% of each group of substantially identical bonds would be sold for such offering price. The *“Issue Price”* of any group of substantially identical obligations sold by the District to an investor that expects to hold the obligations as an investor to maturity is the market price paid by such investor. The *“Issue Price”* of any obligations issued for property other than cash or marketable securities is determined under appropriate regulations. The *“Issue Price”* of any group of substantially identical Bonds issued for money may also be determined under 2015 proposed regulations as the first price at which at least 10% of such Bonds are sold to a person unrelated to the Purchaser or any other person that, on or prior to the Sale Date, had an arrangement or agreement with the Purchaser or District to sell Bonds.

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

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

“Prior Bond Fund” means the fund or account or funds or accounts established with respect to the Prior Bonds from which current debt service on the Prior Bonds has been or will be paid excluding any interest paid on the Prior Bonds from Prior Bond Proceeds.

“Prior Bond Gross Proceeds” means the Prior Bond Proceeds plus all other amounts properly treated as gross proceeds of the Prior Bonds under the Regulations, including amounts in the Prior Bond Fund.

“Prior Bond Proceeds” means amounts actually or constructively received from the sale of the Prior Bonds, investment earnings thereon, and any transferred proceeds, including (a) amounts used to pay underwriter’s discount or compensation and accrued interest, other than accrued interest for a period not greater than one year before the Prior Bonds were issued but only if it is to be paid within one year after the Prior Bonds were issued and (b) amounts derived from the sale of any right that is part of the terms of a Prior Bond or is otherwise associated with a Prior Bond (e.g., a redemption right).

“Prior Bonds” means the District’s outstanding issues being refunded by the Bonds, as more particularly described in the preambles hereof.

“Prior Project” means all property financed, refinanced or reimbursed with Prior Bond Proceeds.

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

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

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

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

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

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

“*Refunded Bonds*” means those certain Prior Bonds being refunded by the Bonds.

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

“*Reserve Portion of the Bond Fund*” means the portion of the Bond Fund funded in excess of the amount of debt service payable each year.

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

“*SLGS*” means the United States Treasury Certificate of Indebtedness, Notes and Bonds of the State and Local Government Series.

“*Transferred Proceeds*” means amounts actually or constructively received from the sale of the Prior Bonds, plus investment earnings thereon, and transferred proceeds, if any, of the Prior Bonds that have not been spent prior to the date principal on the Refunded Bonds is discharged by the Bonds to the extent allocated to the Bonds under the Regulations.

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

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

2.1. *Purpose of the Bonds.* The Bonds are being issued solely and exclusively to refund the Refunded Bonds in a prudent manner consistent with the revenue needs of the District. A breakdown of the sources and uses of funds is set forth in the preceding Section of this Resolution.

2.2. *Bond Fund Investment.* The investment earnings on the Bond Fund will be spent to pay interest on the Bonds, or to the extent permitted by law, investment earnings on amounts in the Bond Fund will be commingled with substantial revenues from the governmental operations of the District, and the earnings are reasonably expected to be spent for governmental purposes within six months of the date earned. Interest earnings on the Bond Fund have not been earmarked or restricted by the Board for a designated purpose.

2.3. *Reimbursement.* None of the Sale Proceeds or investment earnings thereon will be used for Reimbursed Expenditures.

2.4. *Working Capital.* All Sale Proceeds and investment earnings thereon will be used, directly or indirectly, to pay principal of, interest on and redemption premium (if any) on the Refunded Bonds, other than Sale Proceeds and investment earnings thereon used for the following:

- (a) Costs of Issuance and Qualified Administrative Costs of Investments;
- (b) payments of rebate or Yield Reduction Payments made to the United States under the Regulations;
- (c) amounts, if any, transferred from the Escrow Account to the Bond Fund and used to pay interest on the Bonds, as described in paragraph 3.6; and
- (d) fees for the Credit Facility.

2.5. *Consequences of Contrary Expenditure.* The District acknowledges that if Sale Proceeds and investment earnings thereon are spent for non-capital expenditures other than as permitted by paragraph 2.4 hereof, a like amount of then available funds of the District will be treated as unspent Sale Proceeds.

2.6. *Payments to District or Related Persons.* The District acknowledges that if Sale Proceeds or investment earnings thereon are transferred to or paid to the District or any member of the same Controlled Group as the District, those amounts will not be treated as having been spent for federal income tax purposes. Any Sale Proceeds or investment earnings thereon that are transferred to or paid to the District or any member of the same Controlled Group as the District will remain Sale Proceeds or investment earnings thereon, and thus Gross Proceeds, until such amounts are allocated to expenditures for federal income tax purposes. If the District does not otherwise allocate any such amounts to expenditures permitted under this Resolution, any such amounts will

be allocated for federal income tax purposes to the next expenditures, not otherwise paid out of Sale Proceeds or investment earnings thereon or the proceeds of any other borrowing, for interest on the Bonds. The District will consistently follow this accounting method for federal income tax purposes.

2.7. *Investment of Bond Proceeds.* No portion of the Bonds is being issued solely for the purpose of investing a portion of Sale Proceeds or investment earnings thereon at a Yield higher than the Yield on the Bonds.

2.8. *Hedges.* Neither the District nor any member of the same Controlled Group as the District has entered into or expects to enter into any hedge (*e.g.*, an interest rate swap, interest rate cap, futures contract, forward contract or an option) with respect to the Bonds or the Prior Bonds. The District acknowledges that any such hedge could affect, among other things, the calculation of Bond Yield under the Regulations. The IRS could recalculate Bond Yield if the failure to account for the hedge fails to clearly reflect the economic substance of the transaction. The District acknowledges that if it wishes to take any such hedge into account in determining Bond Yield, various requirements under the Regulations, including prompt identification of the hedge with the Bonds on the District's books and records, need to be met.

The District also acknowledges that if it acquires a hedging contract with an investment element (including *e.g.*, an off-market swap agreement, or any cap agreement for which all or a portion of the premium is paid at, or before the effective date of the cap agreement), then a portion of such hedging contract may be treated as an investment of Gross Proceeds of the Bonds, and be subject to the fair market purchase price rules, rebate and Yield restriction. The District agrees not to use proceeds of the Bonds to pay for any such hedging contract in whole or in part. The District also agrees that it will not give any assurances to any Bondholder, the Credit Facility Provider, or any other credit or liquidity enhancer with respect to the Bonds that any such hedging contract will be entered into or maintained. The District recognizes that if a portion of a hedging contract is determined to be an investment of Gross Proceeds, such portion may not be fairly priced even if the hedging contract as a whole is fairly priced.

2.9. *No Payment Adjustments from Creation of the Escrow Account.* Neither the District nor any member of the same Controlled Group as the District will receive a rebate or credit or reduction in amounts payable for interest or credit enhancement resulting from any payments having been made in connection with the issuance of the Bonds or the refunding of the Refunded Bonds or the establishment of a refunding escrow.

2.10. *Internal Revenue Service Audits.* The IRS has not contacted the District regarding the Prior Bonds or any other obligations issued by or on behalf of the District. To the best of the knowledge of the District, no such obligations of the District are currently under examination by the IRS.

3.1. *Use of Proceeds.* (a) The use of the Sale Proceeds and investment earnings thereon and the funds held under this Resolution at the time of Closing are described in the preceding Section of this Resolution.

(b) Only the funds and accounts described in said Section will be funded at Closing. There are no other funds or accounts created under this Resolution, other than the Rebate Fund if it is created as provided in paragraph 4.1 hereof.

(c) Principal of and interest on the Bonds will be paid from the Bond Fund.

(d) Costs of Issuance incurred in connection with the issuance of the Bonds to be paid by the District will be paid at the time of Closing.

3.2. *Purpose of Bond Fund.* The Bond Fund (other than the Reserve Portion of the Bond Fund) will be used primarily to achieve a proper matching of revenues and earnings with principal and interest payments on the Bonds in each bond year. It is expected that the Bond Fund (other than the Reserve Portion of the Bond Fund) will be depleted at least once a year, except for a reasonable carry over amount not to exceed the greater of (a) the earnings on the investment of moneys in the Bond Fund (other than the Reserve Portion of the Bond Fund) for the immediately preceding bond year or (b) 1/12th of the principal and interest payments on the Bonds for the immediately preceding bond year.

The District will levy taxes to produce an amount sufficient to pay all principal of and interest on the Bonds in each bond year. To minimize the likelihood of an insufficiency, the amount extended to pay the Bonds may in most years be in excess of the amount required to pay principal and interest within one year of collection. Nevertheless, except for the Reserve Portion of the Bond Fund, the Bond Fund will be depleted each year as described above. The Reserve Portion of the Bond Fund will constitute a separate account not treated as part of the bona fide debt service fund. The Reserve Portion of the Bond Fund is subject to Yield restriction requirements except as it may otherwise be excepted as provided in 5.2 below. It is also subject to rebate requirements.

3.3. *The Prior Bonds.* (a) The Prior Bonds were issued on June 2, 2006, by the District for the purpose of paying costs of school building improvements and refunding certain of the District's then outstanding bonds. As of the date three years after the Prior Bonds were issued all Prior Bond Proceeds to be used for school building improvement purposes, including investment earnings thereon, were completely spent.

(b) As of the date hereof, no Prior Bond Gross Proceeds or money or property of any kind (including cash) is on deposit in any fund or account, regardless of where held or the source thereof, with respect to the Prior Bonds or any credit enhancement or liquidity device relating to the foregoing, or is otherwise restricted to pay the District's obligations.

(c) The Prior Bond Fund was used primarily to achieve a proper matching of revenues and earnings with principal and interest payments on the Prior Bonds in each bond year. The Prior Bond Fund was depleted at least once a year, except for a reasonable carry over amount not to exceed the greater of (i) the earnings on the investment of moneys in such account for the immediately preceding bond year or (ii) one-twelfth (1/12th) of the principal and interest payments on the Prior Bonds.

(d) At the time the Prior Bonds were issued, the District reasonably expected to spend at least 85% of the proceeds (including investment earnings) of the Prior Bonds to be used for non-refunding purposes for such purposes within three years of the date the Prior Bonds were issued and such proceeds were so spent. Not more than 50% of the proceeds of the Prior Bonds to be used for non-refunding purposes was invested in investments having a substantially guaranteed Yield for four years or more.

(e) The Refunded Bonds subject to redemption prior to maturity will be called on a date which is not more than ninety days after the Closing.

(f) The District acknowledges that (i) the final rebate payment with respect to the Prior Bonds may be required to be made sooner than if the refunding had not occurred and (ii) the final rebate is due 60 days after the Prior Bonds are paid in full.

3.4. *The Escrow Account.* (a) The Escrow Account will be funded at the Closing.

(b) The uninvested cash and anticipated receipts from the Government Securities on deposit in the Escrow Account, without regard to any reinvestment thereof, will be sufficient to pay, when due, principal of and interest on the Refunded Bonds as such become due and payable and to redeem the outstanding principal amount of any callable Refunded Bonds on the first optional redemption date of such callable Refunded Bonds, at the applicable redemption price thereof within 90 days of Closing.

(c) Any moneys remaining on deposit in the Escrow Account upon the final disbursement of funds sufficient to pay principal and interest of the Refunded Bonds shall, subject to the limits in paragraph 7.11, be transferred by the Escrow Agent to the Bond Fund to be used to pay interest on the Bonds.

3.5. *No Other Gross Proceeds.* (a) Except for the Bond Fund and except for investment earnings that have been commingled as described in paragraph 2.2 and any credit enhancement or liquidity device related to the Bonds, after the issuance of the Bonds, neither the District nor any member of the same Controlled Group as the District has or will have any property, including cash, securities or any other property held as a passive vehicle for the production of income or for investment purposes, that constitutes:

(i) Sale Proceeds;

(ii) amounts in any fund or account with respect to the Bonds (other than the Rebate Fund);

(iii) Transferred Proceeds;

(iv) amounts that have a sufficiently direct nexus to the Bonds or to the governmental purpose of the Bonds to conclude that the amounts would have been used for that governmental purpose if the Bonds were not used or to be used for that governmental purpose (the mere availability or preliminary earmarking of such amounts for a governmental purpose, however, does not itself establish such a sufficient nexus);

(v) amounts in a debt service fund, redemption fund, reserve fund, replacement fund or any similar fund to the extent reasonably expected to be used directly or indirectly to pay principal of or interest on the Bonds or any amounts for which there is provided, directly or indirectly, a reasonable assurance that the amount will be available to pay principal of or interest on the Bonds or any obligations under any credit enhancement or liquidity device with respect to the Bonds, even if financial difficulties are encountered.

(vi) any amounts held pursuant to any agreement (such as an agreement to maintain certain levels of types of assets) made for the benefit of the Bondholders or any credit enhancement provider, including any liquidity device or negative pledge (*e.g.*, any amount pledged to secure the Bonds held under an agreement to maintain the amount at a particular level for the direct or indirect benefit of holders of the Bonds or a guarantor of the Bonds); or

(vii) amounts actually or constructively received from the investment and reinvestment of the amounts described in (i), (ii) or (iii) above.

(b) No compensating balance, liquidity account, negative pledge of property held for investment purposes required to be maintained at least at a particular level or similar arrangement exists with respect to, in any way, the Bonds or any credit enhancement or liquidity device related to the Bonds.

(c) One hundred twenty percent of the average reasonably expected remaining economic life of the Prior Project is at least three years. The weighted average maturity of the Bonds does not exceed three years and does not exceed 120 percent of the average reasonably expected economic life of the Prior Project. The term of the Bonds is not longer than reasonably necessary for the governmental purposes of the Bonds. The maturity, sinking fund and amortization schedule of the Bonds (the "*Principal Payment Schedule*") is based on an analysis of revenues expected to be available to pay debt service on the Bonds. The Principal Payment Schedule is not more rapid (*i.e.*, having a lower average maturity) because a more rapid schedule would place an undue burden on tax rates and cause such rates to be increased beyond prudent levels, and would be

inconsistent with the governmental purpose of the Bonds as set forth in paragraph 2.1 hereof.

3.8. *Final Allocation of Proceeds.* Subject to the requirements of this Section Agreement, including those concerning working capital expenditures in paragraph 12.4, the District may generally use any reasonable, consistently applied accounting method to account for Gross Proceeds, investments thereon, and expenditures. The District must account for the final allocation of proceeds to expenditures not later than 18 months after the later of the date the expenditure is paid or the date the property with respect to which the expenditure is made is Placed-in-Service. This allocation must be made in any event by the date 60 days after the fifth anniversary of the issue date of the Bonds or the date 60 days after the retirement of the Bonds, if earlier.

Reasonable accounting methods for allocating funds include any of the following methods if consistently applied: a specific tracing method; a Gross Proceeds spent first method; a first-in, first-out method, or a ratable allocation method.

4.1. *Compliance with Rebate Provisions.* The District covenants to take such actions and make, or cause to be made, all calculations, transfers and payments that may be necessary to comply with the Rebate Provisions applicable to the Bonds. The District will make, or cause to be made, rebate payments with respect to the Bonds in accordance with law.

The District is hereby authorized to create and establish a special fund to be known as the Rebate Fund (the "*Rebate Fund*"), which, if created, shall be continuously held, invested, expended and accounted for in accordance with this Resolution. Moneys in the Rebate Fund shall not be considered moneys held for the benefit of the owners of the Bonds. Moneys in the Rebate Fund (including earnings and deposits therein) shall be held and used for any required payment to the United States as required by the Rebate Provisions and by the Regulations and as contemplated under the provisions of this Resolution.

4.2. *Records.* The District agrees to keep and retain or cause to be kept and retained for the period described in paragraph 7.9 adequate records with respect to the investment of all Gross Proceeds and any amounts in the Rebate Fund. Such records shall include: (a) purchase price; (b) purchase date; (c) type of investment; (d) accrued interest paid; (e) interest rate; (f) principal amount; (g) maturity date; (h) interest payment date; (i) date of liquidation; and (j) receipt upon liquidation.

If any investment becomes Gross Proceeds on a date other than the date such investment is purchased, the records required to be kept shall include the fair market value of such investment on the date it becomes Gross Proceeds. If any investment ceases to be Gross Proceeds on a date other than the date such investment is sold or is retained after the date the last Bond is retired, the records required to be kept shall include the fair market value of such investment on the date the last Bond is retired.

Amounts or investments will be segregated whenever necessary to maintain these records.

4.3. *Fair Market Value; Certificates of Deposit and Investment Agreements.* In making investments of Gross Proceeds and any amounts in the Rebate Fund the District shall take into account prudent investment standards and the date on which such moneys may be needed. Except as provided in the next sentence, all amounts that constitute Gross Proceeds and all amounts in the Rebate Fund shall be invested at all times to the greatest extent practicable, and no amounts may be held as cash or be invested in zero yield investments other than obligations of the United States purchased directly from the United States. In the event moneys cannot be invested, other than as provided in this sentence due to the denomination, price or availability of investments, the amounts shall be invested in an interest bearing deposit of a bank with a yield not less than that paid to the general public or held uninvested to the minimum extent necessary.

Gross Proceeds and any amounts in the Rebate Fund that are invested in certificates of deposit or in GICs shall be invested only in accordance with the following provisions:

(a) Investments in certificates of deposit of banks or savings and loan associations that have a fixed interest rate, fixed payment schedules and substantial penalties for early withdrawal shall be made only if either (i) the Yield on the certificate of deposit (A) is not less than the Yield on reasonably comparable direct obligations of the United States and (B) is not less than the highest Yield that is published or posted by the provider to be currently available from the provider on reasonably comparable certificates of deposit offered to the public or (ii) the investment is an investment in a GIC and qualifies under paragraph (b) below. Investments in federally insured deposits or accounts, including certificates of deposit, may not be made except as allowed under paragraph 5.5 hereof.

(b) Investments in GICs shall be made only if

(i) the bid specifications are in writing, include all material terms of the bid and are timely forwarded to potential providers (a term is material if it may directly or indirectly affect the yield on the GIC);

(ii) the terms of the bid specifications are commercially reasonable (a term is commercially reasonable if there is a legitimate business purpose for the term other than to reduce the yield on the GIC);

(iii) all bidders for the GIC have equal opportunity to bid so that, for example, no bidder is given the opportunity to review other bids (a last look) before bidding;

(iv) any agent used to conduct the bidding for the GIC does not bid to provide the GIC;

(v) at least three of the providers solicited for bids for the GIC are reasonably competitive providers of investments of the type purchased (*i.e.*, providers that have established industry reputations as competitive providers of the type of investments being purchased);

(vi) at least three of the entities that submit a bid do not have a financial interest in the Bonds;

(vii) at least one of the entities that provided a bid is a reasonably competitive provider that does not have a financial interest in the Bonds;

(viii) the bid specifications include a statement notifying potential providers that submission of a bid is a representation that the potential provider did not consult with any other provider about its bid, that the bid was determined without regard to any other formal or informal agreement that the potential provider has with the District or any other Person (whether or not in connection with the Bonds) and that the bid is not being submitted solely as a courtesy to the District or any other Person for purposes of satisfying the federal income tax requirements relating to the bidding for the GIC;

(ix) the determination of the terms of the GIC takes into account the reasonably expected deposit and drawdown schedule for the amounts to be invested;

(x) the highest-yielding GIC for which a qualifying bid is made (determined net of broker's fees) is in fact purchased; and

(xi) the obligor on the GIC certifies the administrative costs that it is paying or expects to pay to third parties in connection with the GIC.

A single investment, or multiple investments awarded to a provider based on a single bid, may not be used for funds subject to different rules relating to rebate or yield restriction.

(c) If a GIC is purchased, the District will retain the following records with its bond documents until three years after the Bonds are redeemed in their entirety:

(i) a copy of the GIC;

(ii) the receipt or other record of the amount actually paid for the GIC, including a record of any administrative costs paid, and the certification under subparagraph (b)(xi) of this paragraph;

(iii) for each bid that is submitted, the name of the person and entity submitting the bid, the time and date of the bid, and the bid results; and

(iv) the bid solicitation form and, if the terms of the GIC deviated from the bid solicitation form or a submitted bid is modified, a brief statement explaining the deviation and stating the purpose for the deviation.

All investments made with Gross Proceeds or amounts in the Rebate Fund shall be bought and sold at fair market value. The fair market value of an investment is the price at which a willing buyer would purchase the investment from a willing seller in a bona fide, arm's length transaction. Except for investments specifically described in (a) or (b) of this paragraph 4.3 and United States Treasury obligations that are purchased directly from the United States Treasury, only investments that are traded on an established securities market, within the meaning of regulations promulgated under Section 1273 of the Code, will be purchased with Gross Proceeds. In general, an "established securities market" includes: (i) property that is listed on a national securities exchange, an interdealer quotation system or certain foreign exchanges; (ii) property that is traded on a Commodities Futures Trading Commission designated board of trade or an interbank market; (iii) property that appears on a quotation medium; and (iv) property for which price quotations are readily available from dealers and brokers. A debt instrument is not treated as traded on an established market solely because it is convertible into property which is so traded.

An investment of Gross Proceeds in an External Commingled Fund shall be made only to the extent that such investment is made without an intent to reduce the amount to be rebated to the United States Government or to create a smaller profit or a larger loss than would have resulted if the transaction had been at arm's length and had the rebate or Yield restriction requirements not been relevant to the District. An investment of Gross Proceeds shall be made in a Commingled Fund other than an External Commingled Fund only if the investments made by such Commingled Fund satisfy the provisions of this paragraph 4.3.

The foregoing provisions of this paragraph satisfy various safe harbors set forth in the Regulations relating to the valuation of certain types of investments. The safe harbor provisions of this paragraph 4.3 are contained herein for the protection of the District, who has covenanted not to take any action to adversely affect the tax-exempt status of the interest on the Bonds. The District will contact Bond Counsel if it does not wish to comply with the provisions of this paragraph 4.3.

4.4. *Arbitrage Elections.* The President and Secretary of the Board and the School Treasurer of the District are each hereby authorized to execute one or more elections regarding certain matters with respect to arbitrage.

5.1. *Issue Price.* The Purchaser has certified, among other things, to the first offering price at which it reasonably expected to sell at least ten percent of each maturity of the Bonds would be sold to the Public. The District has not contractually agreed with any person other than the Purchaser to allow such person to participate in the initial sale of the Bonds to the public.

5.2. *Yield Limits.* (a) Except as provided in paragraph (b), all Gross Proceeds shall be invested at market prices and at a Yield (after taking into account any Yield Reduction Payments) not in excess of the Yield on the Bonds.

(b) The following may be invested without Yield restriction:

(i) amounts qualifying for a temporary period consisting of:

(A) amounts on deposit in the Bond Fund (except for capitalized interest and any Reserve Portion of the Bond Fund) that have not been on deposit under this Resolution for more than 13 months, so long as the Bond Fund (other than the Reserve Portion of the Bond Fund) continues to qualify as a bona fide debt service fund as described in paragraph 3.2 hereof;

(B) amounts on deposit for the current refunding of the Prior Bonds for the period of not more than 90 days beginning on the Closing and ending when such currently refunded Prior Bonds are paid;

(ii) amounts qualifying for other exceptions consisting of:

(A) an amount not to exceed the lesser of \$100,000 or five percent of the Sale Proceeds;

(B) amounts invested in Qualified Tax Exempt Obligations;

(C) amounts in the Rebate Fund;

(D) all amounts other than Sale Proceeds for the first 30 days after they become Gross Proceeds; and

(E) all amounts derived from the investment of Sale Proceeds or investment earnings thereon (except for investments in the Escrow Account) for a period of one year from the date received.

5.3. *Yield Limits on Prior Bond Proceeds.* Except for an amount not to exceed the lesser of \$100,000 or five percent of Prior Bond Proceeds, the District acknowledges that all Prior Bond Proceeds must be invested at market prices and at a Yield not in excess of the Yield on the Prior Bonds.

5.4. *Continuing Nature of Yield Limits.* Except as provided in paragraph 7.10 hereof, once moneys are subject to the Yield limits of paragraph 5.2 hereof, such moneys remain Yield restricted until they cease to be Gross Proceeds.

5.5. *Federal Guarantees.* Except as otherwise permitted by the Regulations, no portion of the payment of principal of or interest on the Bonds or any credit enhancement or liquidity device relating to the foregoing is or will be guaranteed, directly or indirectly (in whole or in part), by the United States (or any agency or instrumentality thereof), including a lease, incentive payment, research or output contract or any similar arrangement, agreement or understanding with the United States or any agency or instrumentality thereof. No portion of the Gross Proceeds has been or will be used to make loans the payment of principal or interest with respect to which is or will be guaranteed (in whole or in part) by the United States (or any agency or instrumentality thereof). This paragraph does not apply to any guarantee by the Federal Housing Administration, the Federal National Mortgage Association, the Federal Home Loan Mortgage Corporation, the Government National Mortgage Association, the Student Loan Marketing Association or the Bonneville Power Administration pursuant to the Northwest Power Act (16 U.S.C. 839d) as in effect on the date of enactment of the Tax Reform Act of 1984.

5.6. *Federally Guaranteed Investments.* (a) Certain Gross Proceeds may not be invested in a manner that is considered to create a federal guarantee. The restrictions in this paragraph 5.6 apply to all Gross Proceeds except:

(i) amounts on deposit in the Prior Project Fund prior to the earlier of three years after the Prior Bonds were issued or the date the District no longer expects to spend all such amount;

(ii) amounts on deposit in the Bond Fund (other than the Reserve Portion of the Bond Fund) to the extent the Bond Fund qualifies as a bona fide debt service fund described in paragraph 3.2; and

(iii) amounts in the Escrow Account.

(b) If the District holds any Gross Proceeds other than those listed in the preceding paragraph (a), then any such Gross Proceeds in an amount in excess of five percent of the Sale Proceeds shall not be invested in:

(i) federally insured deposits or accounts, such as bank accounts and C.D.s;

(ii) obligations of or directly or indirectly guaranteed, in whole or in part, by the United States (or any agency or instrumentality of the United States), other than the following:

(a) United States Treasury Obligations;

(b) obligations issued by the Resolution Funding Corporation pursuant to Section 21B(d)(3) of the Federal Home Loan Bank Act, as amended by Section 511 of the Financial Institutions Reform, Recovery and Enforcement Act of 1989, or any successor provision (*e.g.*, Refcorp Strips); and

(c) obligations guaranteed by the Federal Housing Administration, the Federal National Mortgage Association, the Federal Home Loan Mortgage Corporation, the Government National Mortgage Association, the Student Loan Marketing Association or the Bonneville Power Administration pursuant to the Northwest Power Act (16 U.S.C. 839d) as in effect on the date of enactment of the Tax Reform Act of 1984.

Because of these investment limitations, after the date three years after Closing, any amounts remaining in the Project Fund must be invested in U.S. Treasury obligations (including obligations of the State and Local Government Series, known as SLGS) or otherwise invested to avoid violating the restrictions set forth in this paragraph 5.6.

6.1. Payment and Use Tests. (a) No more than five percent of the Prior Bond Proceeds and the Bonds each considered separately, and investment earnings thereon were used, directly or indirectly, in whole or in part, in any Private Business Use. The District acknowledges that, for purposes of the preceding sentence, Gross Proceeds used to pay costs of issuance and other common costs (such as capitalized interest and fees paid for a qualified guarantee or qualified hedge) or invested in a reserve or replacement fund must be ratably allocated among all the purposes for which Gross Proceeds are being used.

(b) The payment of more than five percent of the principal of or the interest on the Bonds or on the Prior Bonds considered separately will not be, directly or indirectly (i) secured by any interest in (A) property used or to be used in any Private Business Use or (B) payments in respect of such property or (ii) on a present value basis, derived from payments (whether or not to the District or a member of the same Controlled Group as the District) in respect of property, or borrowed money, used or to be used in any Private Business Use.

(c) No more than the lesser of \$5,000,000 or five percent of the sum of the proceeds of the Prior Bonds and investment earnings thereon were used, and no more than the lesser of \$5,000,000 or five percent of the sum of the Sale Proceeds of the Bonds and investment earnings thereon will be used, directly or indirectly, to make or finance loans to any persons. The District acknowledges that, for purposes of the preceding

sentence, Gross Proceeds used to pay costs of issuance and other common costs (such as capitalized interest and fees paid for a qualified guarantee or qualified hedge) or invested in a reserve or replacement fund must be ratably allocated among all the purposes for which Gross Proceeds are being used.

(d) No user of the Prior Project other than a state or local governmental unit will use more than five percent of the Prior Project, in the aggregate, on any basis other than the same basis as the general public.

6.2. *IRS Form 8038-G.* The information contained in the Information Return for Tax-Exempt Governmental Obligations, Form 8038-G, is true and complete. The District will file Form 8038-G (and all other required information reporting forms) in a timely manner.

6.3. *Bank Qualification.* (a) The District hereby designates each of the Bonds as a “qualified tax-exempt obligation” for the purposes and within the meaning of Section 265(b)(3) of the Code.

(b) The District has not entered into and will not enter into any agreements under which obligations issued by any other entity in calendar year 2016 were or will be allocated to the District for purposes of Section 265(b)(3) of the Code.

(c) The District is not subject to the Control of any entity, and there are no entities subject to Control of the District that issued or may issue tax-exempt obligations during calendar year 2016. During calendar year 2016, the District has not and will not issue tax-exempt bonds on behalf of any other entity. The District has not and will not borrow the proceeds or otherwise use the proceeds of any tax-exempt bonds issued by another entity during calendar year 2016.

(d) The par amount of the Bonds does not exceed \$10,000,000 and the Issue Price of the Bonds does not exceed \$10,000,000. The Bonds have not been sold in conjunction with any other obligations.

(e) In calendar year 2016, other than the Bonds, no tax-exempt obligations of any kind have been issued, are reasonably expected to be issued, or will be issued (A) by or on behalf of the District or (B) by any entity subject to Control by the District (including any entity which may hereafter come into existence).

(f) In calendar year 2016, no entity has issued or will issue tax-exempt obligations which, but for the \$10,000,000 limitations of Section 265(b)(3) of the Code would have been or would be issued (A) by or on behalf of the District or (B) by any entity subject to Control by the District (including any entity which may hereafter come into existence). The District will receive substantial benefits from the projects financed and refinanced by the Bonds.

(g) The District may take an action or permit an action to be taken that is contrary to the requirements of this paragraph 6.3 only if, in addition to the requirements of paragraph 7.10, the action will not adversely affect the treatment of the Bonds as “qualified tax-exempt obligations” for the purpose and within the meaning of Section 265(b)(3) of the Code and the District obtains an opinion of Bond Counsel to that effect.

7.1. Termination. The terms and provisions set forth in this Section shall terminate at the later of (a) 75 days after the Prior Bonds have been fully paid and retired or (b) the date on which all payments, if any, required to satisfy the Rebate Provisions of the Code have been made to the United States. Notwithstanding the foregoing, the provisions of paragraphs 4.2, 4.3(c) and 7.10 hereof shall not terminate until the third anniversary of the date the Bonds are fully paid and retired.

7.2. Separate Issue. Since a date that is 15 days prior to the date of sale of the Bonds by the District to the Purchaser, neither the District nor any member of the same Controlled Group as the District has sold or delivered any tax-exempt obligations other than the Bonds that are reasonably expected to be paid out of substantially the same source of funds as the Bonds. Neither the District nor any member of the same Controlled Group as the District will sell or deliver within 15 days after the date of sale of the Bonds any tax-exempt obligations other than the Bonds that are reasonably expected to be paid out of substantially the same source of funds as the Bonds.

7.3. No Sale of the Prior Project. (a) Other than as provided in the next sentence, neither the Prior Project nor any portion thereof has been, is expected to be, or will be sold or otherwise disposed of, in whole or in part, prior to the earlier of (i) the last date of the reasonably expected economic life to the District of the property (determined on the date of issuance of the Bonds) or (ii) the last maturity date of the Bonds. The District may dispose of personal property in the ordinary course of an established government program prior to the earlier of (i) the last date of the reasonably expected economic life to the District of the property (determined on the date of issuance of the Bonds) or (ii) the last maturity of the Bonds, provided: (A) the weighted average maturity of the Bonds financing the personal property is not greater than 120 percent of the reasonably expected actual use of that property for governmental purposes; (B) the District reasonably expects on the issue date that the fair market value of that property on the date of disposition will be not greater than 25 percent of its cost; (C) the property is no longer suitable for its governmental purposes on the date of disposition; and (D) the District deposits amounts received from the disposition in a Commingled Fund with substantial tax or other governmental revenues and the District reasonably expects to spend the amounts on governmental programs within six months from the date of the commingling.

(b) The District acknowledges that if property financed with the Prior Bonds is sold or otherwise disposed of in a manner contrary to (a) above, such sale or disposition may constitute a “deliberate action” within the meaning of the Regulations that may require prompt remedial actions to prevent interest on the Bonds from becoming

included in gross income for federal income tax purposes. The District shall promptly contact Bond Counsel if a sale or other disposition of Bond-financed property in a manner contrary to (a) above is considered by the District.

7.4. *Purchase of Bonds by District.* The District will not purchase any of the Bonds except to cancel such Bonds.

7.5. *Final Maturity.* The period between the date of Closing and the final maturity of the Bonds is not more than 10-1/2 years.

7.6. *Registered Form.* The District recognizes that Section 149(a) of the Code requires the Bonds to be issued and to remain in fully registered form in order that interest thereon be exempt from federal income taxation under laws in force at the time the Bonds are delivered. In this connection, the District agrees that it will not take any action to permit the Bonds to be issued in, or converted into, bearer or coupon form.

7.7. *Future Events.* The District acknowledges that any changes in facts or expectations from those set forth herein may result in different Yield restrictions or rebate requirements from those set forth herein. The District shall promptly contact Bond Counsel if such changes do occur.

7.8. *Post-Issuance Compliance Policy.* The District acknowledges that the IRS encourages issuers of tax-exempt bonds to adopt written post-issuance compliance policies in addition to its bond documents, and provides certain potential benefits to issuers that do so. Generally, a reference to reliance on the bond documents, without more, will not qualify as sufficient written procedures for these purposes.

The District has adopted written post-issuance compliance policies that meet the foregoing, which are contained in this Resolution. The post-issuance compliance policies do not constitute part of this Section, and the District may modify or eliminate any post-issuance compliance policies without the consent of the holders of the Bonds and without regard to paragraph 7.10.

7.9. *Records Retention.* The District agrees to keep and retain or cause to be kept and retained sufficient records to support the continued exclusion of the interest paid on the Bonds from federal income taxation, to demonstrate compliance with the covenants in this Resolution and to show that all tax-exempt bond related tax returns related to the Bonds submitted or required to be submitted to the IRS are correct and timely filed. Such records shall include, but are not limited to, basic records relating to the Bond transaction (including this Resolution and the Bond Counsel opinion); documentation evidencing the expenditure of Bond proceeds; documentation evidencing the use of Bond-financed property by public and private entities (*i.e.*, copies of leases, management contracts and research agreements); documentation evidencing all sources of payment or security for the Bonds; and documentation pertaining to any investment of Bond proceeds (including the information required under paragraphs 4.2 and 4.3 hereof and in particular information related to the purchase and sale of securities, SLGs

subscriptions, yield calculations for each class of investments, actual investment income received from the investment of proceeds, guaranteed investment contracts and documentation of any bidding procedure related thereto and any fees paid for the acquisition or management of investments and any rebate calculations). Such records shall be kept for as long as the Bonds are outstanding, plus three (3) years after the later of the final payment date of the Bonds or the final payment date of any obligations or series of obligations issued to refund directly or indirectly all or any portion of the Bonds.

7.10. Permitted Changes; Opinion of Bond Counsel. Any restriction or covenant contained herein need not be observed and any provision of this Section may be changed or amended, only if (in addition to any requirements for a particular change contained elsewhere in this Section) such nonobservance, change or amendment will not result in the loss of the exclusion from gross income for federal income tax purposes of interest on the Bonds or the inclusion of interest on the Bonds as an item of tax preference in computing the alternative minimum tax for individuals or corporations under the Code and the District receives an opinion of Bond Counsel to such effect.

7.11. Successors and Assigns. The terms, provisions, covenants and conditions of this Section shall bind and inure to the benefit of the respective successors and assigns of the Board and the District.

7.12. Expectations. The Board has reviewed the facts, estimates and circumstances in existence on the date of issuance of the Bonds. On the basis of the facts and estimates contained herein, the District has adopted the expectations contained herein. Such expectations are reasonable and there are no other facts, estimates and circumstances that would materially change such expectations.

The District also agrees and covenants with the purchasers and holders of the Bonds from time to time outstanding that, to the extent possible under Illinois law, it will comply with whatever federal tax law is adopted in the future which applies to the Bonds and affects the tax-exempt status of the Bonds.

The Board hereby authorizes the officials of the District responsible for issuing the Bonds, the same being the President and Secretary of the Board and the School Treasurer who receives the taxes of the District, to make such further covenants and certifications as may be necessary to assure that the use thereof will not cause the Bonds to be arbitrage bonds and to assure that the interest in the Bonds will be exempt from federal income taxation. In connection therewith, the District and the Board further agree: (a) through their officers, to make such

further specific covenants, representations as shall be truthful, and assurances as may be necessary or advisable; (b) to consult with counsel approving the Bonds and to comply with such advice as may be given; (c) to pay to the United States, as necessary, such sums of money representing required rebates of excess arbitrage profits relating to the Bonds; (d) to file such forms, statements, and supporting documents as may be required and in a timely manner; and (e) if deemed necessary or advisable by their officers, to employ and pay fiscal agents, financial advisors, attorneys, and other persons to assist the District in such compliance.

Section 14. List of Bondholders. The Bond Registrar shall maintain a list of the names and addresses of the holders of all Bonds and upon any transfer shall add the name and address of the new Bondholder and eliminate the name and address of the transferor Bondholder.

Section 15. Duties of Bond Registrar. If requested by the Bond Registrar, the President and Secretary of the Board are authorized to execute the Bond Registrar's standard form of agreement between the District and the Bond Registrar with respect to the obligations and duties of the Bond Registrar hereunder which may include the following:

- (a) to act as bond registrar, authenticating agent, paying agent and transfer agent as provided herein;
- (b) to maintain a list of Bondholders as set forth herein and to furnish such list to the District upon request, but otherwise to keep such list confidential;
- (c) to give notice of redemption of Bonds as provided herein;
- (d) to cancel and/or destroy Bonds which have been paid at maturity or upon earlier redemption or submitted for exchange or transfer;
- (e) to furnish the District at least annually a certificate with respect to Bonds cancelled and/or destroyed; and
- (f) to furnish the District at least annually an audit confirmation of Bonds paid, Bonds outstanding and payments made with respect to interest on the Bonds.

Section 16. Continuing Disclosure Undertaking. The President of the Board is hereby authorized, empowered and directed to execute and deliver a Continuing Disclosure Undertaking under Section (b)(5) of Rule 15c2-12 adopted by the Securities and Exchange Commission pursuant to the Securities Exchange Act of 1934, as amended (the “*Continuing Disclosure Undertaking*”). When the Continuing Disclosure Undertaking is executed and delivered on behalf of the District as herein provided, the Continuing Disclosure Undertaking will be binding on the District and the officers, employees and agents of the District, and the officers, employees and agents of the District are hereby authorized, empowered and directed to do all such acts and things and to execute all such documents as may be necessary to carry out and comply with the provisions of the Continuing Disclosure Undertaking as executed. Notwithstanding any other provision of this Resolution, the sole remedy for failure to comply with the Continuing Disclosure Undertaking shall be the ability of the beneficial owner of any Bond to seek mandamus or specific performance by court order to cause the District to comply with its obligations under the Continuing Disclosure Undertaking.

Section 17. Municipal Bond Insurance. In the event the payment of principal and interest on the Bonds is insured pursuant to a municipal bond insurance policy (the “*Municipal Bond Insurance Policy*”) issued by a bond insurer (the “*Bond Insurer*”), and as long as such Municipal Bond Insurance Policy shall be in full force and effect, the District and the Bond Registrar agree to comply with such usual and reasonable provisions regarding presentment and payment of the Bonds, subrogation of the rights of the Bondholders to the Bond Insurer upon payment of the Bonds by the Bond Insurer, amendment hereof, or other terms, as approved by the President of the Board on advice of counsel, his or her approval to constitute full and complete acceptance by the District of such terms and provisions under authority of this Section.

Section 18. Record-Keeping Policy and Post-Issuance Compliance Matters. It is necessary and in the best interest of the District to maintain sufficient records to demonstrate compliance with its covenants and expectations to ensure the appropriate federal tax status for the Bonds and other debt obligations of the District, the interest on which is excludable from “gross income” for federal income tax purposes or which enable the District or the holder to receive federal tax benefits, including, but not limited to, qualified tax credit bonds and other specified tax credit bonds (including the Bonds, the “*Tax Advantaged Obligations*”). Further, it is necessary and in the best interest of the District that (i) the Board adopt policies with respect to record-keeping and post issuance compliance with the District’s covenants related to its Tax Advantaged Obligations and (ii) the Compliance Officer (as hereinafter defined) at least annually review the District’s Contracts (as hereinafter defined) to determine whether the Tax Advantaged Obligations comply with the federal tax requirements applicable to each issue of the Tax Advantaged Obligations. The Board and the District hereby adopt the following Record-Keeping Policy and, in doing so, amend any similar Record-Keeping Policy or Policies heretofore adopted:

(a) *Compliance Officer Is Responsible for Records.* The Business Manager of the District (the “*Compliance Officer*”) is hereby designated as the keeper of all records of the District with respect to each issue of the Tax Advantaged Obligations, and such officer shall report to the Board at least annually that he/she has all of the required records in his/her possession, or is taking appropriate action to obtain or recover such records.

(b) *Closing Transcripts.* For each issue of Tax Advantaged Obligations, the Compliance Officer shall receive, and shall keep and maintain, a true, correct and complete counterpart of each and every document and agreement delivered in connection with the issuance of the Tax Advantaged Obligations, including without limitation (i) the proceedings of the District authorizing the Tax Advantaged Obligations, (ii) any offering document with respect to the offer and sale of the Tax Advantaged Obligations, (iii) any legal opinions with respect to the Tax Advantaged Obligations delivered by any lawyers, and (iv) all written representations of any person delivered in connection with the issuance and initial sale of the Tax Advantaged Obligations.

(c) *Arbitrage Rebate Liability.* The Compliance Officer shall review the agreements of the District with respect to each issue of Tax Advantaged Obligations and shall prepare a report for the Board stating whether or not the District has any rebate liability to the United States Treasury, and setting forth any applicable exemptions that each issue of Tax Advantaged Obligations may have from rebate liability. Such report shall be updated annually and delivered to the Board.

(d) *Recommended Records.* The Compliance Officer shall review the records related to each issue of Tax Advantaged Obligations and shall determine what requirements the District must meet in order to maintain the tax-exemption of interest paid on its Tax Advantaged Obligations, its entitlement to direct payments by the United States Treasury of the applicable percentages of each interest payment due and owing on its Tax Advantaged Obligations, and applicable tax credits or other tax benefits arising from its Tax Advantaged Obligations. The Compliance Officer shall then prepare a list of the contracts, requisitions, invoices, receipts and other information that may be needed in order to establish that the interest paid on the Tax Advantaged Obligations is entitled to be excluded from “gross income” for federal income tax purposes, that the District is entitled to receive from the United States Treasury direct payments of the applicable percentages of interest payments coming due and owing on its Tax Advantaged Obligations, and the entitlement of holders of any Tax Advantaged Obligations to any tax credits or other tax benefits, respectively. Notwithstanding any other policy of the District, such retained records shall be kept for as long as the Tax Advantaged Obligations relating to such records (and any obligations issued to refund the Tax Advantaged Obligations) are outstanding, plus three years, and shall at least include:

(i) complete copies of the transcripts delivered when any issue of Tax Advantaged Obligations is initially issued and sold;

(ii) copies of account statements showing the disbursements of all Tax Advantaged Obligation proceeds for their intended purposes, and records showing the assets and other property financed by such disbursements;

(iii) copies of account statements showing all investment activity of any and all accounts in which the proceeds of any issue of Tax Advantaged Obligations has been held or in which funds to be used for the payment of principal of or interest on any Tax Advantaged Obligations has been held, or which has provided security to the holders or credit enhancers of any Tax Advantaged Obligations;

(iv) copies of all bid requests and bid responses used in the acquisition of any special investments used for the proceeds of any issue of Tax Advantaged Obligations, including any swaps, swaptions, or other financial derivatives entered into in order to establish that such instruments were purchased at *fair market value*;

(v) copies of any subscriptions to the United States Treasury for the purchase of State and Local Government Series (SLGS) obligations;

(vi) any calculations of liability for *arbitrage rebate* that is or may become due with respect to any issue of Tax Advantaged Obligations, and any calculations prepared to show that no arbitrage rebate is due, together, if applicable, with account statements or cancelled checks showing the payment of any rebate amounts to the United States Treasury together with any applicable IRS Form 8038-T; and

(vii) copies of all contracts and agreements of the District, including any leases (the “*Contracts*”), with respect to the use of any property owned by the District and acquired, constructed or otherwise financed or refinanced with the proceeds of the Tax Advantaged Obligations effective at any time when such Tax Advantaged Obligations are, will or have been outstanding. Copies of contracts covering no more than 50 days of use and contracts related to District employees need not be retained.

(e) *IRS Examinations or Inquiries.* In the event the IRS commences an examination of any issue of Tax Advantaged Obligations or requests a response to a compliance check, questionnaire or other inquiry, the Compliance Officer shall inform the Board of such event, and is authorized to respond to inquiries of the IRS, and to hire outside, independent professional counsel to assist in the response to the examination or inquiry.

(f) *Annual Review.* The Compliance Officer shall conduct an annual review of the Contracts and other records to determine for each issue of Tax Advantaged Obligations then outstanding whether each such issue complies with the federal tax requirements applicable to such issue, including restrictions on private business use, private payments and private loans. The Compliance Officer is expressly authorized, without further official action of the Board, to hire outside, independent professional counsel to assist in such review. To the extent that any violations or potential violations of federal tax requirements are discovered incidental to such review, the Compliance Officer may make recommendations or take such actions as the Compliance Officer shall reasonably deem necessary to assure the timely correction of such violations or potential violations through remedial actions described in the United States Treasury Regulations, or the Tax Exempt Bonds Voluntary Closing Agreement Program described in Treasury Notice 2008-31 or similar program instituted by the IRS.

(g) *Training.* The Compliance Officer shall undertake to maintain reasonable levels of knowledge concerning the rules related to tax-exempt bonds (and build America bonds and tax credit bonds to the extent the District has outstanding build America bonds or tax-credit bonds) so that such officer may fulfill the duties described in this Section. The Compliance Officer may consult with counsel, attend conferences and presentations of trade groups, read materials posted on various web sites, including the web site of the Tax Exempt Bond function of the IRS, and use other means to maintain such knowledge.

Recognizing that the Compliance Officer may not be fully knowledgeable in this area, the Compliance Officer may consult with outside counsel, consultants and experts to assist him or her in exercising his or her duties hereunder. The Compliance Officer will endeavor to make sure that the District's staff is aware of the need for continuing compliance. The Compliance Officer will provide copies of this Resolution and the Tax Exemption Certificate and Agreement or other applicable tax documents for each series of Tax Advantaged Obligations then currently outstanding (the "*Tax Agreements*") to staff members who may be responsible for taking actions described in such documents. The Compliance Officer should assist in the education of any new Compliance Officer and the transition of the duties under these procedures. The Compliance Officer will review this Resolution and each of the Tax Agreements periodically to determine if there are portions that need further explanation and, if so, will attempt to obtain such explanation from counsel or from other experts, consultants or staff.

(h) *Amendment and Waiver.* The procedures described in this Section are only for the benefit of the District. No other person (including an owner of a Tax Advantaged Obligation) may rely on the procedures included in this Section. The District may amend this Section and any provision of this Section may be waived, without the consent of the holders of any Tax Advantaged Obligations and as authorized by passage of a resolution by the Board. Additional procedures may be required for Tax Advantaged Obligations the proceeds of which are used for purposes other than capital governmentally owned projects or refundings of such, including tax increment financing bonds, bonds financing output facilities, bonds financing working capital, or private activity bonds. The District also recognizes that these procedures may need to be revised in the event the District enters into any derivative products with respect to its Tax Advantaged Obligations.

Section 19. Severability. If any section, paragraph, clause or provision of this Resolution shall be held to be invalid or unenforceable for any reason, the invalidity or unenforceability of such section, paragraph, clause or provision shall not affect any of the remaining provisions of this Resolution.

Section 20. Repeal. All resolutions or parts thereof in conflict herewith be and the same are hereby repealed, and this Resolution shall be in full force and effect forthwith upon its adoption.

Adopted February 17, 2016.

President, Board of Education

Secretary, Board of Education

EXHIBIT A

_____, 2016

Amalgamated Bank of Chicago
Chicago, Illinois

Re: School District Number 107, Cook County, Illinois
\$ _____ General Obligation Refunding School Bonds, Series 2016

Ladies and Gentlemen:

School District Number 107, Cook County, Illinois (the "*District*"), by a resolution adopted by the Board of Education of the District (the "*Board*") on the 17th day of February, 2016 (as supplemented by a notification of sale of bonds dated ___ day of _____, 2016 (the "*Bond Resolution*"), has authorized the issue and delivery of \$ _____ General Obligation Refunding School Bonds, Series 2016, dated _____, 2016 (the "*Bonds*"). The District has authorized by the Bond Resolution that proceeds of the Bonds be used to pay and redeem on _____, 2016, \$ _____ of the District's outstanding and unpaid General Obligation School Bonds, Series 2006, dated May 15, 2006, maturing on December 1 of the years 20__ to 20__, inclusive (the "*Refunded Bonds*").

The District hereby deposits with you \$ _____ from the proceeds of the Bonds and \$-0- from funds of the District on hand and lawfully available (collectively, the "*Deposit*") and you are hereby instructed as follows with respect thereto:

1. [Upon deposit, you are directed to hold the Deposit in an irrevocable trust fund account (the "*Trust Account*") for the District to the benefit of the holders of the Refunded Bonds.] [Upon deposit, you are directed to purchase U.S. Treasury Securities [State and Local Government Series Certificates of Indebtedness] in the amount of \$ _____ and maturing as described on *Exhibit A* hereto (the "*Securities*"). You are further instructed to fund a beginning cash escrow deposit on demand in the amount of \$ _____. The beginning deposit and the Securities are to be held in an irrevocable trust fund account (the "*Trust Account*") for the District to the benefit of the holders of the Refunded Bonds.]

2. [You shall hold the Deposit in the Trust Account in cash for the sole and exclusive benefit of the holders of the Refunded Bonds until redemption of the Refunded Bonds on _____, 2016 is made.] [You shall hold the Securities and any interest income or profit derived therefrom and any uninvested cash in the Trust Account for the sole and exclusive benefit of the holders of the Refunded Bonds until redemption of the Refunded Bonds on _____, 2016 is made.]

3. You shall promptly collect the principal, interest or profit from the proceeds deposited in the Trust Account and promptly apply the same as necessary to the payment of the Refunded Bonds as herein provided.

4. The District has called the Refunded Bonds for redemption and payment prior to maturity on _____, 2016. You are hereby directed to provide for and give or cause the Prior Paying Agent (as hereinafter defined) to give timely notice of the call for redemption of the Refunded Bonds. The form and time of the giving of such notice regarding the Refunded Bonds shall be as specified in the resolution authorizing the issuance of the Refunded Bonds. The District agrees to reimburse you for any actual out-of-pocket expenses incurred in the giving of such notice, but the failure of the District to make such payment shall not in any respect whatsoever relieve you from carrying out any of the duties, terms or provisions of this Agreement.

5. In addition, you are hereby directed to give or cause the Prior Paying Agent to give notice of the call of the Refunded Bonds, on or before the date the notice of such redemption is given to the holders of the Refunded Bonds, to the Municipal Securities Rulemaking Board (the "MSRB") through its Electronic Municipal Market Access system for municipal securities disclosure or through any other electronic format or system prescribed by the MSRB for purposes of Rule 15c2-12 adopted by the Securities and Exchange Commission under the Securities Exchange Act of 1934, as amended. Information with respect to procedures for submitting notice can be found at <https://msrb.org>.

6. You shall remit the sum of \$_____ on _____, 2016 to Amalgamated Bank of Chicago, Chicago, Illinois, as paying agent for the Refunded Bonds (the "Prior Paying Agent"), such sum being sufficient to pay the principal of and interest on the Refunded Bonds on such date, and such remittance shall fully release and discharge you from any further duty or obligation thereto under this Agreement.

7. You shall make no payment of fees, due or to become due, of the bond registrar and paying agent on the Bonds or the Refunded Bonds. The District shall pay the same as they become due.

8. If at any time it shall appear to you that the funds on deposit in the Trust Account will not be sufficient to pay the principal of and interest on the Refunded Bonds, you shall notify the District not less than five (5) days prior to such payment date and the District shall make up the anticipated deficit from any funds legally available for such purpose so that no default in the making of any such payment will occur.

9. Upon final disbursement of funds sufficient to pay the Refunded Bonds as hereinabove provided for, you shall transfer any balance remaining in the Trust Account to the District and thereupon this Agreement shall terminate.

Very truly yours,

SCHOOL DISTRICT NUMBER 107,
COOK COUNTY, ILLINOIS

By _____
President, Board of Education

By _____
Secretary, Board of Education

Accepted this ____ day of _____, 2016.

AMALGAMATED BANK OF CHICAGO
Chicago, Illinois

By _____
Its _____

EXHIBIT A

U.S. TREASURY SECURITIES

Member _____ moved and Member _____
seconded the motion that said resolution as presented and read by title be adopted.

After a full discussion thereof, the President directed that the roll be called for a vote upon the motion to adopt said resolution.

Upon the roll being called, the following members voted AYE: _____

The following members voted NAY: _____

Whereupon the President declared the motion carried and said resolution adopted, approved and signed the same in open meeting and directed the Secretary to record the same in the records of the Board of Education of School District Number 107, Cook County, Illinois, which was done.

Other business not pertinent to the adoption of said resolution was duly transacted at the meeting.

Upon motion duly made, seconded and carried, the meeting was adjourned.

Secretary, Board of Education

STATE OF ILLINOIS)
) SS
COUNTY OF COOK)

CERTIFICATION OF MINUTES AND RESOLUTION

I, the undersigned, do hereby certify that I am the duly qualified and acting Secretary of the Board of Education of School District Number 107, Cook County, Illinois (the “Board”), and as such official I am the keeper of the records and files of the Board.

I do further certify that the foregoing constitutes a full, true and complete transcript of the minutes of the meeting of the Board held on the 17th day of February, 2016, insofar as same relates to the adoption of a resolution entitled:

RESOLUTION providing for the issue of not to exceed \$6,100,000 General Obligation Refunding School Bonds, Series 2016, of School District Number 107, Cook County, Illinois, for the purpose of refunding certain outstanding bonds of said School District, providing for the levy of a direct annual tax sufficient to pay the principal and interest on said bonds, and authorizing the execution of a Bond Purchase Agreement with William Blair & Company, L.L.C., in connection with the proposed sale of said bonds.

a true, correct and complete copy of which said resolution as adopted at said meeting appears in the foregoing transcript of the minutes of said meeting.

I do further certify that the deliberations of the Board on the adoption of said resolution were conducted openly, that the vote on the adoption of said resolution was taken openly, that said meeting was called and held at a specified time and place convenient to the public, that notice of said meeting was duly given to all of the news media requesting such notice, that an agenda for said meeting was posted at the location where said meeting was held and at the principal office of the Board at least 144 hours in advance of the holding of said meeting, that at least one copy of said agenda was continuously available for public review during the entire 144-hour period preceding said meeting, that a true, correct and complete copy of said agenda as so posted is attached hereto as *Exhibit A*, that said meeting was called and held in strict compliance with the provisions of the Open Meetings Act of the State of Illinois, as amended, and with the provisions of the School Code of the State of Illinois, as amended, and that the Board has complied with all of the provisions of said Act and said Code and with all of the procedural rules of the Board.

IN WITNESS WHEREOF, I hereunto affix my official signature, this 17th day of February, 2016.

Secretary, Board of Education

STATE OF ILLINOIS)
) SS
COUNTY OF COOK)

FILING CERTIFICATE

I, the undersigned, do hereby certify that I am the duly qualified and acting County Clerk of The County of Cook, Illinois, and as such official I do further certify that on the ____ day of _____, 2016, there was filed in my office a duly certified copy of a resolution entitled:

RESOLUTION providing for the issue of not to exceed \$6,100,000 General Obligation Refunding School Bonds, Series 2016, of School District Number 107, Cook County, Illinois, for the purpose of refunding certain outstanding bonds of said School District, providing for the levy of a direct annual tax sufficient to pay the principal and interest on said bonds, and authorizing the execution of a Bond Purchase Agreement with William Blair & Company, L.L.C., in connection with the proposed sale of said bonds.

duly adopted by the Board of Education of School District Number 107, Cook County, Illinois, on the 17th day of February, 2016, and that the same has been deposited in the official files and records of my office.

IN WITNESS WHEREOF, I hereunto affix my official signature and the seal of said County, this ____ day of _____, 2016.

County Clerk of The County of Cook, Illinois

(SEAL)

STATE OF ILLINOIS)
) SS
COUNTY OF COOK)

FILING CERTIFICATE

I, the undersigned, do hereby certify that I am the duly qualified and acting School Treasurer who receives the taxes of School District Number 107, Cook County, Illinois (the “*District*”), and as such official I do further certify that on the 17th day of February, 2016, there was filed in my office a duly certified copy of a resolution entitled:

RESOLUTION providing for the issue of not to exceed \$6,100,000 General Obligation Refunding School Bonds, Series 2016, of School District Number 107, Cook County, Illinois, for the purpose of refunding certain outstanding bonds of said School District, providing for the levy of a direct annual tax sufficient to pay the principal and interest on said bonds, and authorizing the execution of a Bond Purchase Agreement with William Blair & Company, L.L.C., in connection with the proposed sale of said bonds.

duly adopted by the Board of Education of the District on the 17th day of February, 2016, and that the same has been deposited in the official files and records of my office.

I do further certify that the description of the outstanding General Obligation School Bonds, Series 2006, of the District set forth in the Escrow Agreement referred to in Section 12 of said resolution is accurate, and that said bonds are presently outstanding and unpaid and are binding and subsisting legal obligations of the District and have never been refunded by the District.

IN WITNESS WHEREOF, I hereunto affix my official signature, this 17th day of February, 2016.

School Treasurer

MINUTES of a regular public meeting of the Board of Education of School District Number 107, Cook County, Illinois, held in the District Administration Center, 7450 South Wolf Road, Burr Ridge, Illinois, in said School District at 7:00 o'clock P.M., on the 17th day of February, 2016.

* * *

The meeting was called to order by the President, and upon the roll being called, Mark Mirabile, the President, and the following members of the Board of Education were physically present at said location: _____

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

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

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

The President announced that the next item of business before the Board of Education was the consideration of a resolution transferring funds from the District's Transportation Fund to its School Bond and Interest Fund of 2006 and abating a portion of the tax heretofore levied for the year 2015 to pay the debt service on the District's outstanding General Obligation School Bonds, Series 2006.

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

RESOLUTION transferring funds from the Transportation Fund of School District Number 107, Cook County, Illinois, to the School Bond and Interest Fund of 2006 for the payment of principal of and interest on the General Obligation School Bonds, Series 2006, of said School District and abating a portion of the tax heretofore levied for the year 2015 to pay debt service on said bonds.

* * *

WHEREAS, the Board of Education (the "*Board*") of School District Number 107, Cook County, Illinois (the "*District*"), by resolution adopted on the 17th day of May, 2006 (the "*Resolution*"), did provide for the issue of \$9,685,000 General Obligation School Bonds, Series 2006 (the "*Bonds*"), and the levy of a direct annual tax sufficient to pay debt service on the Bonds; and

WHEREAS, on the 30th day of May, 2006, a duly certified copy of the Resolution was filed in the office of the County Clerk of Cook County, Illinois (the "*County Clerk*"); and

WHEREAS, the Board has determined and does hereby determine that the District has excess funds in the amount of \$500,000 (the "*Excess Funds*") in its Transportation Fund and it is necessary and in the best interests of the District to transfer the Excess Funds to the District's School Bond and Interest Fund of 2006 (the "*Bond Fund*") established pursuant to Section 10 of the Resolution for the purpose of paying the principal of and interest on the Bonds and to correspondingly abate a portion of the tax heretofore levied to pay the principal of and interest on the Bonds:

NOW, THEREFORE, Be It and It is Hereby Resolved by the Board of Education of School District Number 107, Cook County, as follows:

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

Section 2. Transfer of the Excess Funds. The School Treasurer of the District is hereby authorized and directed to forthwith transfer the Excess Funds from the Transportation Fund to the Bond Fund.

Section 3. Abatement of Tax. A portion of the tax heretofore levied for the year 2015 to pay the Bonds under the terms of the Resolution shall be abated by that amount of the Excess Funds, and the amount of tax currently on file for the year 2015 to pay the principal of and interest on the Bonds, the amount of the tax to be abated for said year, and the remainder of the tax levied which is to be extended for said year to pay principal of and interest on the Bonds are as follows:

SERIES 2006

| YEAR OF LEVY | TAX LEVIED IN BOND RESOLUTION | TAX TO BE ABATED | TAX TO BE EXTENDED |
|--------------------|-------------------------------------|---------------------|--------------------------|
| 2015 | \$1,551,927.50 | \$500,000 | \$1,051,927.50 |

Section 4. Filing of Resolution. Forthwith upon the adoption of this resolution, the Secretary of the Board shall file a certified copy hereof with the County Clerk, and it shall be the duty of the County Clerk to abate a portion of said tax levied for the year 2015 in accordance with the provisions hereof.

Section 5. Severability. If any section, paragraph, clause or provision of this Resolution shall be held to be invalid or unenforceable for any reason, the invalidity or unenforceability of such section, paragraph, clause or provision shall not affect any of the remaining provisions of this Resolution.

Section 6. Repeal. All resolutions or parts thereof in conflict herewith be and the same are hereby repealed, and this Resolution shall be in full force and effect forthwith upon its adoption.

Adopted February 17, 2016.

President, Board of Education

Secretary, Board of Education

Member _____ moved and Member _____
seconded the motion that said resolution as presented and read by title be adopted.

After a full discussion thereof, the President directed that the roll be called for a vote upon the motion to adopt said resolution.

Upon the roll being called, the following members voted AYE: _____

NAY: _____

Whereupon the President declared the motion carried and said resolution adopted, approved and signed the same in open meeting and directed the Secretary to record the same in the records of the Board of Education of School District Number 107, Cook County, Illinois, which was done.

Other business not pertinent to the adoption of said resolution was duly transacted at the meeting.

Upon motion duly made, seconded and carried, the meeting was adjourned.

Secretary, Board of Education

STATE OF ILLINOIS)
) SS
COUNTY OF COOK)

CERTIFICATION OF RESOLUTION AND MINUTES

I, the undersigned, do hereby certify that I am the duly qualified and acting Secretary of the Board of Education (the “*Board*”) of School District Number 107, Cook County, Illinois (the “*District*”), and as such official I am the keeper of the records and files of the District and the Board.

I do further certify that the foregoing constitutes a full, true and complete transcript of the minutes of the meeting of the Board held on the 17th day of February, 2016, insofar as same relates to the adoption of a resolution entitled:

RESOLUTION transferring funds from the Transportation Fund of School District Number 107, Cook County, Illinois, to the School Bond and Interest Fund of 2006 for the payment of principal of and interest on the General Obligation School Bonds, Series 2006, of said School District and abating a portion of the tax heretofore levied for the year 2015 to pay debt service on said bonds.

a true, correct and complete copy of which said resolution as adopted at said meeting appears in the foregoing transcript of the minutes of said meeting.

I do further certify that the deliberations of the Board on the adoption of said resolution were conducted openly, that the vote on the adoption of said resolution was taken openly, that said meeting was called and held at a specified time and place convenient to the public, that notice of said meeting was duly given to all of the news media requesting such notice, that an agenda for said meeting was posted at the location where said meeting was held and at the principal office of the Board at least 144 hours in advance of the holding of said meeting, that at least one copy of said agenda was continuously available for public review during the entire 144-hour period preceding said meeting, that said meeting was called and held in strict compliance with the provisions of the Open Meetings Act of the State of Illinois, as amended, and with the provisions of the School Code of the State of Illinois, as amended, and that the Board has complied with all of the provisions of said Act and said Code and with all of the procedural rules of the Board in the passage of said resolution.

IN WITNESS WHEREOF, I hereunto affix my official signature, this 17th day of February, 2016.

Secretary, Board of Education

STATE OF ILLINOIS)
) SS
COUNTY OF COOK)

FILING CERTIFICATE

I, the undersigned, do hereby certify that I am the duly qualified and acting County Clerk of The County of Cook, Illinois, and as such official I do further certify that on the ____ day of _____, 2016, there was filed in my office a duly certified copy of a resolution entitled:

RESOLUTION transferring funds from the Transportation Fund of School District Number 107, Cook County, Illinois, to the School Bond and Interest Fund of 2006 for the payment of principal of and interest on the General Obligation School Bonds, Series 2006, of said School District and abating a portion of the tax heretofore levied for the year 2015 to pay debt service on said bonds.

duly adopted by the Board of Education of School District Number 107, Cook County, Illinois, on the 17th day of February, 2016, and that the same has been deposited in the official files and records of my office.

I do further certify that a portion of the tax heretofore levied for the year 2015 for the payment of the General Obligation School Bonds, Series 2006, of said School District as described in said resolution will be abated as provided in said resolution.

IN WITNESS WHEREOF, I hereunto affix my official signature and the seal of said County, this ____ day of _____, 2016.

County Clerk

(SEAL)

STATE OF ILLINOIS)
) SS
COUNTY OF COOK)

FILING CERTIFICATE

I, the undersigned, do hereby certify that I am the duly qualified and acting School Treasurer who receives the taxes of School District Number 107, Cook County, Illinois (the “*District*”), and as such official I do further certify that on this 17th day of February, 2016, there was filed in my office a duly certified copy of a resolution entitled:

RESOLUTION transferring funds from the Transportation Fund of School District Number 107, Cook County, Illinois, to the School Bond and Interest Fund of 2006 for the payment of principal of and interest on the General Obligation School Bonds, Series 2006, of said School District and abating a portion of the tax heretofore levied for the year 2015 to pay debt service on said bonds.

duly adopted by the Board of Education of the District on the 17th day of February, 2016, and that the same has been deposited in the official files and records of my office.

IN WITNESS WHEREOF, I hereunto affix my official signature, this 17th day of February, 2016.

School Treasurer

Pleasantdale School District 107

Administrative Office • 7450 S. Wolf Road • Burr Ridge, IL 60527
(708) 784-2013 • Fax: (708) 246-0161 • www.d107.org

Summer professional work is an important part of the planning process for the upcoming school year. In the past, the Pleasantdale SD 107 curriculum council (comprised of teachers and administrators) has proposed and approved summer work. This year, the structure of curriculum council has changed to focus on a single curriculum review each year. This year's curriculum council focus is on math.

Due to this change, curriculum council is no longer the best venue to propose and/or approve summer professional work. Currently, a summer professional work application process is in development, and all projects will be approved by the district administrative team. The professional work performed this summer will focus on three main areas: professional development, district initiatives, and specific curriculum work. Our goal is to make summer professional work more meaningful to teachers, have a positive impact on students, and produce high quality products.

Professional Development

In the area of professional development, the district will seek to provide teachers with opportunities to expand their knowledge and understanding of best practice. Summer often affords teachers the opportunity to attend helpful workshops, classes, or seminars. While beneficial and helpful, these experiences are not required in order for the teacher to effectively do his/her job. In these cases, the district will cover only the registration fees for this professional learning opportunity and not pay the attending teachers the summer professional work rate. Additionally, we may encourage district recommended professional development sessions. If the professional development session is recommended, the staff member will receive the summer professional work rate for their attendance.

An example of a recommended professional development session might be a training session that enables the teacher to properly roll out a new curricular program (e.g. math training).

District Initiatives

Over the course of the 2015-16 school year, the district has rolled out several new initiatives. As such, we have made these district initiatives a focus for summer professional work. Technology has been a focus this year. Therefore, we will give priority to projects that help us integrate technology into our classrooms. Likewise, priority will be given to teachers who wish to plan professional development for their colleagues.

Specific Curriculum Work

Our third category for summer professional work will focus on specific curriculum work begun in the 2015-16 school year. This will include preparation of science units that align with the Next Generation Science Standards. Additionally, we will continue our deep dive into our math review process. Finally, we will focus on a continued refinement of the English Language Arts (ELA) units.

This refinement will specify standards that support each ELA unit and the essential questions that accompany each unit. This work will be completed by small teams and guided by Assistant Superintendent of Teaching and Learning, Candy Kramer.

Main takeaways:

- Summer professional work will fall into three categories: professional development, district initiatives, and curriculum work.
- Administration will approve all summer professional work projects
- The end result will be high quality products to enhance teaching and learning.

Mission

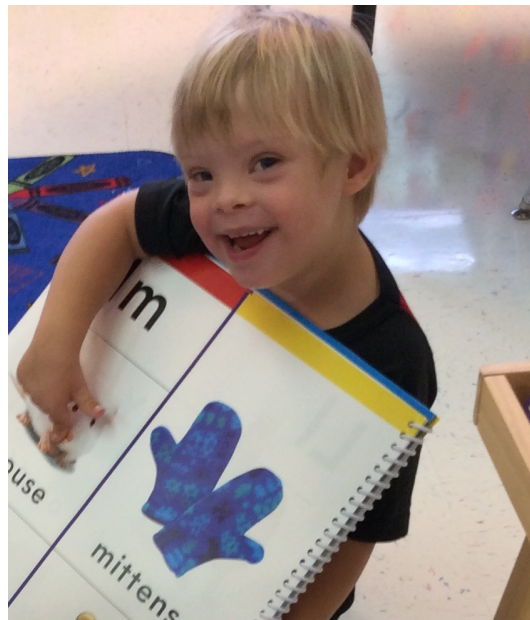
Ensure that each student is a passionate learner empowered with the Academic and social skills to responsibly choose and excel in life pursuits.

District Goals Update

Presented by Dave Palzet
2/17/16

The Purpose

- Provide guidance and direction
- Allows for measurable growth
- Builds a positive climate/ culture
- Builds leadership capacity in others



Teaching and Learning

- Student Growth
- Improved Professional Development
- Ensure high quality programs



Communication

- Online Resources
- Social Networks
- Email Communication
- Parent Information Events
 - 2nd Cup of Coffee
 - Google Parent Night
 - PCN Partnership



Finance & Facilities

- Communicate the District's Financial Position
- 5-year Facilities Plan
- Implement a Work-Order System
- Infrastructure Improvements



Culture & Climate

- Regular meetings between administration and association
- Build leadership capacity in staff
- Student and staff recognition
- Culture and Climate survey



School Board Governance

- Governance Team Operating Procedures (G-TOP)
- Superintendent evaluation process



| Category | Goal/Objective Statement | Deliverables | Measures |
|------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p align="center">Teaching & Learning</p> | <p>1. Ensure that D107 is prepared for and compliant for the student growth component of Performance Evaluation Reform Act.</p> <p>2. Enhance professional development so that teachers have the training and support to complete district initiatives with integrity.</p> <p>3. Provide standards-based curricular programs and services reflecting current research and best practice for all students.</p> | <p>1a. Convene a joint committee made up of teachers and administrators to implement student growth into the D107 evaluation system.</p> <p>2a. Establish a professional development committee made up of teachers and administrators to set the course for PD in the district.</p> <p>2b. Evolve Curriculum Council to have a refined focus for targeted curriculum development and PD</p> <p>2c. Create a map of professional development time for the school year</p> <p>2d. Create/develop a Professional Development Evaluation Tool</p> <p>3a. Implement a process to review the math curriculum to ensure that the district is Common Core State Standards (CCSS) aligned.</p> <p>3b. Restructure Wednesday meetings at the Elementary School to ensure that teachers are provided opportunity to focus on the new Illinois Learning Standards</p> | <p>80% of teachers will report that they fully understand and can implement the student growth model by the end of the 2015-16 school year. This will be measured by a professional development evaluation tool.</p> <p>The majority of teachers will rate professional development as meeting their needs based on a Professional Development evaluation tool.</p> |

| Category | Goal/Objective Statement | Deliverables | Measures |
|------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p style="text-align: center;">Technology (based on recommendations from the District Technology Committee)</p> | <p>1. Ensure that the district has the hardware and software to adequately instruct all students.</p> <p>2. Ensure that teachers and students have the tools they need to teach and learn in a modern educational environment.</p> | <p>1a. Inventory and catalog all hardware (servers, access points, switches, and computing devices).</p> <p>1b. Create a replacement cycle for district hardware. (based on the inventory in 1a.)</p> <p>1c. Create an inventory of all subscriptions and software that are currently being used within the district.</p> <p>1d. Create a process to implement new software/subscriptions.</p> <p>1e. Improve connectivity for all teachers/staff/students/guests in District 107</p> <p>2a. Recruit teachers at the Elementary School and Middle School to pilot the use of a cloud based computing system.</p> <p>2b. Provide teachers with professional development in the use of Google Apps for Education (GAFE)</p> <p>2c. Teachers will make recommendations to the Board of Education regarding a cloud based computing system.</p> <p>2d. Create a timeline for a broader technology integration plan.</p> | <p>Based on a 181 day school year both schools will have 181/181 days of internet connectivity.</p> <p>75% of piloting students will demonstrate an increased understanding of cloud based computing for an improved school experienced.</p> <p>Post-pilot interviews with teachers (focus groups) will reveal that the use of cloud based computing systems improved processes within their classrooms.</p> |

| Category | Goal/Objective Statement | Deliverables | Measures |
|----------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Communication | <ol style="list-style-type: none"> 1. Clearly communicate the impact the district is having on students. 2. Improve the District's online presence. 3. Identify a support/informational program for parents to support their children. 4. Investigate the use of a standard measure to assess the effectiveness of our communication. | <ol style="list-style-type: none"> 1a. Set baseline measures for the use of the STAR test and PARCC. 1b. Use all district assessments (PARCC, STAR, classroom assessments, and surveys) to provide a clear picture of student achievement. 1c. Develop "Beyond Measures" to communicate the full student experience. "Beyond Measures" may include student surveys, preparedness surveys, data on extracurricular activities, etc. 2a. Launch a new website. 2b. Investigate and launch an improved email communication system for parents. 2c. Investigate and utilize social networks to communicate with parents (Facebook, Twitter, Instagram, etc.) 3a. Promote local groups that meet regularly to support families in D107 (speakers, presentations, information). These may include LADSE, Parent Communication Network, Family Action Network, Kids Matter Naperville. 3b. Implement parent information nights on initiatives happening in the district (e.g. technology, math programs, NGSS, etc) | <p>80% of freshman respondents will report that they feel well prepared for the rigors of high school based on a freshman preparedness survey.</p> <p>Set baseline data for "Beyond Measures" during the 2015-16 school year.</p> <p>Set baseline data for the effectiveness of district communication (if a standardized measure is adopted).</p> |

| Category | Goal/Objective Statement | Deliverables | Measures |
|--------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------|
| <p style="text-align: center;">Finance/Facilities</p> | <ol style="list-style-type: none"> 1. Communicate the district's financial position to the D107 community. 2. Investigate ways to Involve the Board of Education in construction and life safety projects. 3. Ensure that building issues (as identified by building staff) are addressed in a timely manner. 4. Prioritize facility improvements and capital purchases. | <ol style="list-style-type: none"> 1a. Develop a district financial dashboard that will be linked to the district homepage. 2a. Establish a process for the BoE to provide input into district construction and life safety projects. 3a. Implement a work order system for maintenance. 3b. All maintenance issues will be responded to within 2 working days 3c. Develop and communicate a maintenance plan for regularly scheduled maintenance (vent filters, painting, etc.) 4. Develop a 5 year facilities/purchase plan-projections. | <p>Set baseline rates for response time to work orders.</p> |

| Category | Goal/Objective Statement | Deliverables | Measures |
|----------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p align="center">Culture/Climate</p> | <p>1. Establish a collaborative working environment that celebrates the work of our students and staff.</p> <p>2. Investigate the use of a standard measure to assess the effectiveness of our communication.</p> | <p>1a. Establish monthly meetings between staff leaders (TAP) and building/district administration.</p> <p>1b. Review existing data regarding culture and climate within our buildings and act on the concerns of respondents.</p> <p>1c. Enhance leadership opportunities for teachers within the buildings</p> <p>1d. Continue to recognize students and staff, seek new opportunities for recognition and celebrating successes</p> <p>2a. Identify/implement a tool to measure culture/climate that will report culture/climate at the building and district levels.</p> | <p>80% of staff will report a positive culture and climate within our schools.</p> <p>Set baseline data for the culture/climate of the district (if a standardized measure is adopted).</p> |

| Category | Goal/Objective Statement | Deliverables | Measures |
|---------------------------------------|--------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| <p>School Board Governance</p> | <p>1. Ensure that the Board of Education is an efficient and well run governing board.</p> | <p>1a. The full board will participate in a Board Governance session facilitated by IASB certified staff. 1b. Clearly define Board/Superintendent roles and responsibilities. 1c. Develop Board of Education operating procedures.</p> | |

Pleasantdale School District 107

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As our C⁴ (Communication, Collaboration, Critical Thinking, and Creativity) Learning Plan evolves, we seek to ensure that our students, teachers, and families have the tools they need to be successful.

This year, a group of teachers, administrators, and staff have been investigating learning management systems (LMS). A learning management system is a software application that allows teachers, students, and parents to present and access classroom materials, calendars, and grades in a “one stop shop” manner. This year our Google Apps for Education pilot teachers have been using Google Classroom as the learning management system. This program has provided our teachers with important exposure to the basic functions of an LMS.

However, Google Classroom does not provide our students and staff with the features of some of its competitors. Realizing this, our pilot teachers, along with members of our Technology Advisory Team, investigated two very robust LMS programs (Canvas and Schoology). After a careful review, this group has recommended Schoology to be the LMS that is used by students, staff, and parents in our schools. Among its many uses and benefits, Schoology is a central location for students to access and submit assignments, discuss ideas with their peers and teachers, and manage their homework calendars.

As an industry leader, Schoology will provide technical support to our teachers as well as our IT staff, and it will provide 24/7 phone and chat support to our students and parents. Additionally, professional development is part of our agreement with Schoology. We will follow a train-the-trainers model and will develop in-house experts that can work with our entire staff to fully utilize this tool in every classroom. The cost of Schoology is \$15,125 for the implementation year (see table for detail). This cost includes a \$10.00 per student fee which, in future years, will be applied to our district technology fee.

Table 1: Breakdown of Schoology Costs

| Description | Cost | Notes |
|--------------------|-----------|---------------------------------------|
| Per student cost | \$8000.00 | \$10 per student (preschool excluded) |
| Implementation fee | \$1875.00 | One time fee |

Mission

Ensure that each student is a passionate learner empowered with the Academic and social skills to responsibly choose and excel in life pursuits.

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| | | |
|---------------------------------|-----------|--------------------------------------------------------|
| Service Package | \$3000.00 | Provides phone/chat support to parents and IT support. |
| Onsite Professional Development | \$2250.00 | One time fee |

Main Takeaways:

- Fourth and Fifth grade teachers have piloted the use of a Learning Management System (Google Classroom).
- Based on the pilot, we need a more robust tool for our staff and students.
- A committee of teachers and staff recommended using Schoology for our Learning Management System.

Mission

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To: Pleasantdale SD 107 Board of Education

From: Dr. Dave Palzet

Re: 2016-17 Staffing Recommendations

Annually, the administration presents our staffing recommendations to the Board of Education. These recommendations reflect the projected enrollments at our schools as well as any new programs or initiatives that are planned for the upcoming school year. It is our goal to maintain a staffing level that meets our students needs in a fiscally responsible manner. Based on this through analysis the administration is recommending no changes to our current staffing levels. We believe that the staff we have in place are able to meet our students' needs and maintain the high level of service our families have come to expect. Please note that instructional aide at both buildings could change due to student needs and possible move ins or outs.

Mission

Ensure that each student is a passionate learner empowered with the Academic and social skills to responsibly choose and excel in life pursuits.

| Staffing Recommendations 2016-17 | | | | |
|-----------------------------------------|-------------------------------|-------------------------------|---------------------------|---------------------------|
| Certified Teachers | 2015-16 Elementary | 2016-17 Elementary | 2015-16 Middle | 2016-17 Middle |
| Kindergarten | 3.0 | 3.0 | | |
| Grade 1 | 4.0 | 4.0 | | |
| Grade 2 | 4.0 | 4.0 | | |
| Grade 3 | 4.0 | 4.0 | | |
| Grade 4 | 4.0 | 4.0 | | |
| Grade 5 | | | 4.0 | 4.0 |
| Grade 6 | | | 4.67 | 4.0 |
| Grades 7-8 | | | 8.0 | 8.67 |
| Art | 1.0 | 1.0 | 1.0 | 1.0 |
| Music | 1.0 | 1.0 | 2.0 | 2.0 |
| P.E. | 1.33 | 1.33 | 2.67 | 2.67 |
| IMC | 1.0 | 1.0 | 1.0 | 1.0 |
| Health | | | 1.0 | 1.0 |
| Mod Tech | | | 1.0 | 1.0 |
| Gifted | 1.0 | 1.0 | 1.0 | 1.0 |
| Spanish | 1.0 | 1.0 | 2.2 | 2.2 |
| ELL | .50 | .50 | .20 | .20 |
| Speech | 2.0 | 2.0 | LADSE | LADSE |
| Social Worker | 1.0 | 1.0 | 1.0 | 1.0 |
| Reading | 2.0 | 2.0 | 1.0 | 1.0 |
| Special Ed. | 4.0 | 4.0 | 4.0 | 4.0 |
| | | | | |
| Support Staff | 2015-16 Elementary | 2016-17 Elementary | 2015-16 Middle | 2016-17 Middle |
| Instructional Aides* | 15 | 15 | 5.0 | 5.0 |
| Lunchroom/Clerical Aides | 1.90 | 1.90 | .30 | .30 |
| Nurse | 1.0 | 1.0 | 1.0 | 1.0 |
| Secretary | 1.0 | 1.0 | 2.0 | 2.0 |
| Custodian | 1.0 | 1.0 | 1.0 | 1.0 |
| | | | | |
| Bright Beginnings | 2015-16 Elementary | 2016-17 Elementary | | |
| Teachers | 3.0 | 3.0 | | |
| Instructional Aides* | 4.5 | 4.5 | | |
| | | | | |
| District Custodial Personnel | | | 2015-16 | 2016-17 |
| Maintenance | | | 1 | 1 |

*The Superintendent has the authority to hire additional instructional aides necessary to meet special education student (IEP-individual education plan) requirements.

Pleasantdale School District 107

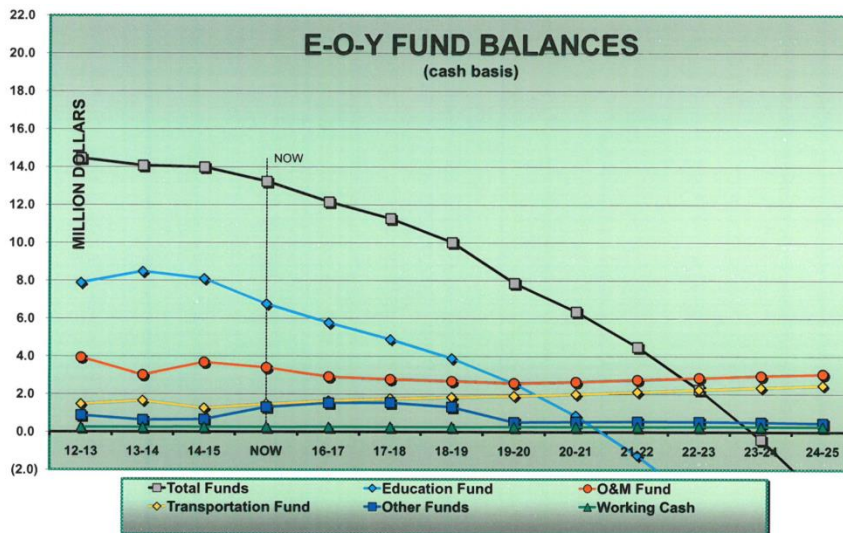
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It is the practice in Pleasantdale SD 107 to review our five-year projections in a public meeting annually. This review is done after a discussion about the district's financial health at the Finance Advisory Team meeting. The Finance Advisory Team met on January 11, 2016 to discuss the reasonable assumptions that will be used for the five year financial projections. Based on this input, the financial projections have been revised. The following assumptions were used:

- CPI estimated at 1%
- Earned interest estimated at 1%
- New EAV for 2016-2017 estimated at 4.0 million, for 2017-2020 at 3.5 million a year and thereafter at 3.0 million a year.
- Cost increases at proposed contractual commitments.
- \$520,000 for facilities projects in the next 5 years
- \$491,900 for technology projects in the next 5 years.

The presentation will include the proposed refunding of funds and \$500,000 debt service abatement from fund balance for the tax year 2015.

This financial forecasting allows Pleasantdale SD 107 to plan for the future and ensures that we are able to maintain our consistent level of service to our students. Likewise, presenting these data to the Board and the public provides a high level of transparency that our community has come to expect. Based on our conservative assumptions the district will reach a 50% fund balance by 2020. The district will continue to seek out ways to ensure the greatest educational value for our students and community.



Mission

Ensure that each student is a passionate learner empowered with the Academic and social skills to responsibly choose and excel in life pursuits.

School District Organization

School District Philosophy

The School District, in an active partnership with parents and community, will promote excellence in a caring environment in which all students learn and grow. This partnership shall empower all students to develop a strong self-esteem and to become responsible learners and decision-makers. The School District is committed to developing and using a visionary and innovative curriculum, a knowledgeable and dedicated staff, and sound fiscal and management practices.

ADOPTED:

Governance and Planning

Strategic Planning

Under the leadership of the Superintendent, the District will adopt and use a framework for ongoing strategic planning that includes the following components:

1. Input from a broad spectrum of stakeholders including parents, other members of the Pleasantdale community, Board of Education, District Administration and staff, and students.
2. Annual review of progress toward Strategic Objectives, revision of Plan components as necessary, and Board of Education reaffirmation of the Strategic Plan as a whole.
3. Explicit linkage with fiscal and policy planning initiatives.
4. Regular reporting to the community regarding progress toward strategic objectives.

ADOPTED: March 17, 2004

REVISED:

PROFESSIONAL AGREEMENT

**THE BOARD OF EDUCATION
SCHOOL DISTRICT NO. 107
COOK COUNTY, ILLINOIS**

and

**TEACHERS ASSOCIATION OF PLEASANTDALE
IEA/NEA**

2015-2020

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ARTICLE 1

RECOGNITION

1.1 Recognition

The Board of Education of Pleasantdale School District No. 107 (hereinafter “Board”) hereby recognizes the Teachers Association of Pleasantdale, hereinafter “Association,” affiliated with the Illinois Education Association and the National Education Association, as the exclusive and sole representative for all full-time and regularly employed part-time teachers and educational support personnel employed by Pleasantdale School District No. 107. Excluded are the Superintendent, Assistant Superintendent for Teaching and Learning, and building Principals, Secretary to the Superintendent, Bookkeeper, Business Manager, Director of Special Education, Technology Support Specialist, and all supervisory, confidential, managerial, and short-term employees as defined in the *Illinois Educational Labor Relations Act*.

1.2 Definitions

- A. The term “employee,” when used hereinafter in the Agreement, shall refer to all employees in the bargaining unit described in Section 1.1 above.
- B. The term “teacher,” when used hereinafter in this Agreement, shall refer to all employees of the District regularly required to be licensed under the provisions of Article 21 of *The School Code* relating to the licensure of teachers.
- C. A Work Day shall consist of 7.25 hours per day of attendance by all teachers within the hours of 8:15 a.m. and 3:30 p.m. unless otherwise agreed upon by the Association and Board. In addition to the 7.25 hours per day, all teachers shall be required to attend as and when directed by the Superintendent as an additional part of the Work Day, no more than an additional three (3) hours in a calendar month for purposes to be determined by the Superintendent. The times of these three (3) additional hours shall be set by the Superintendent on a Monday, Tuesday, or Wednesday with required attendance ending no later than 4:45 p.m. on any given day. Teachers can participate in non-mandatory meetings that may be scheduled by the administration at different times than mandatory meetings. Teachers will be provided with reasonable notice of mandatory meetings. In addition to the preceding required hours of attendance, the Work Day shall include two (2) evening parent teacher conferences and two (2) other evening events requiring teacher attendance which shall be scheduled annually by the Superintendent.
- D. Compensation for three (3) hours of attendance at the monthly mandatory meetings will be compensated at the prevailing curriculum rate (Section 6.5), paid not on a per diem basis but rather incorporated into a teacher’s base salary and

paid with their customary salary payments. Teacher attendance at any non-mandatory meetings approved by the administration shall be paid at the prevailing curriculum rate (Section 6.5).

- E. The term “educational support personnel” or “ESP,” when used hereinafter in this Agreement, includes all non-certified employees, including those who may have, but are not required to have, a teaching certificate by job description or actual duties.
- F. A “school year employee” refers to an ESP whose employment position requires him/her to work the teacher’s schedule or fewer days and whose employment follows the school calendar for students, rather than a fiscal or twelve month calendar.
- G. A “twelve-month employee” refers to an ESP whose employment position requires him/her to work on an annual fiscal or twelve-month basis, not related to the school calendar for students.
- H. The definition of “days,” when used in this Agreement, shall refer to the school days (employee workdays), unless otherwise stated. After the close of the school term, “days” shall mean weekdays (Monday through Friday, excluding legal holidays).
- I. The work year for full-time teachers shall consist of 182 days as scheduled on the official calendar. The first two (2) days of the work year shall be Institute Days.

ARTICLE II

NEGOTIATIONS PROCEDURE

2.1 Commencement of Negotiations

Negotiations shall begin no later than March 15, unless both parties agree to an alternate date. Meetings will be held as necessary at times and places agreed to by both parties.

2.2 Tentative Agreements

During negotiations, tentatively-agreed-upon material should be prepared for the Board and the Association and signed prior to adjournment of the meeting at which such tentative agreement was reached. When the Association and Board reach tentative agreement on all matters being negotiated, they will be reduced to writing and shall be submitted to the membership of the Association and to the Board for official approval or disapproval.

2.3 Mediation

It is agreed that the parties will jointly request the Federal Mediation and Conciliation Service (FMCS) if either party to this Agreement determines that the assistance of a mediator would be helpful. Should FMCS be unavailable, the parties shall immediately commence discussion as to a replacement. In the event the parties cannot agree upon a replacement, the Illinois Educational Labor Relations Board shall be notified.

2.4 Printing of Contract

Within thirty (30) days after the Agreement is signed, copies of this Agreement shall be printed, the expense of which shall be shared equally by the Board and the Association.

ARTICLE III

WORK DUTIES, RESPONSIBILITIES AND CONDITIONS

3.1 Teaching Assignments

All teachers shall be given written notice of their tentative teaching assignments for the forthcoming year no later than the last week of the current school year. Specialist teachers shall receive an estimate of their teaching assignment. This written notice shall include subject and/or grade level and building.

When a change in assignment becomes necessary after the school term ends, an attempt shall be made to contact the teacher whose assignment is changed within five (5) days of the decision to make a change in assignment. The administration shall attempt to notify the teacher by telephone and by certified letter informing him/her of the change, using the phone number and address on file in the school office. A copy of the correspondence shall be given to the Association.

3.2 Job Sharing Program

For the term of this 2015-2020 Agreement, the Board may implement a job sharing program for teachers in accordance with the agreed parameters indicated below.

Job sharing shall be subject to the following terms and conditions:

- A. Job sharing shall be defined as two (2) teachers sharing the responsibility of a single full time teaching position. Any teacher who wishes to participate in the program must find a job sharing partner that is a current teacher and that is acceptable to the Building Principal, Superintendent and the Board with approval of all three being necessary.
- B. Written notice of a desire to job share must be received by the Building Principal, Superintendent, and the Board by February 1 of the year preceding the intended job sharing arrangement. The notice must identify both teachers proposing to job share and include a detailed proposal for sharing teaching responsibilities. Approval or denial of the job sharing proposal shall be provided by May 1.
- C. The responsibilities of a shared teaching position, if approved by the Building Principal, Superintendent, and the Board, shall be divided according to the submitted plan of the job sharers, which proposal shall be reviewed with the Superintendent and revised as necessary to receive and maintain administrative approval. The plan will include, but not be limited to, specific instructional responsibilities, substitution procedures, schedule of work hours and/or days, and attendance at staff meetings, district meetings or institutes, other after-hours obligations, parent conferences, and field trips and any other duties and responsibilities deemed appropriate by the Building Principal, Superintendent, or the Board.

- D. Job sharing teachers shall share student responsibility for each school day as per their specific approved job sharing plan. As a non-precedential decision of the Superintendent, teachers may be approved to work hours in excess of those stipulated in the approved plan for a limited period of time and shall be compensated for the additional hours at their per diem rate.
- E. Teachers who desire and are approved for a job share arrangement acknowledge that the contractual continued service provisions of the *Illinois School Code* (Article 24) may affect their tenure status (if already tenured) or their acquisition of tenure (if nontenured). The Board makes no guarantee or assurance that tenure status will be unaffected by a teacher's participation in this program.
- F. Each participating teacher in a job sharing arrangement shall receive prorated salary as set forth in the Professional Agreement for part-time teachers. All participants in an approved job sharing program will be considered part-time employees.
- G. Teachers involved in job sharing shall not lose their seniority (if tenured), but shall receive pro rata seniority credit during the duration of the job sharing.
- H. Job share teachers shall make reasonable efforts to substitute for one another in situations where advance notice of an absence is given. In cases where no advance notice is given, compensation for substituting will be paid at the regular substitute rate of pay. If the substituting services exceed five (5) consecutive school days, the teacher shall be paid at his/her regular per diem rate of pay.
- I. The duration of any approved job sharing arrangement is for one (1) full school year only, unless otherwise approved by the Board.
- J. If job share teachers desire to continue in a job sharing arrangement beyond the original approved job sharing year, they must provide written notice to the Superintendent no later than February 1 and receive renewed approval as per this program.
- K. If one of the participating job share teachers resigns, requests a leave of absence, or otherwise cannot fulfill obligations after approval of the job share plan, the other job share teacher may be, in the sole discretion of the Superintendent, required to resume full-time employment at the regular per diem rate of pay. If such a request is necessary the affected job share teacher must return to the full-time position or resign.
- L. The decision to grant or deny a job sharing opportunity, or any extension of a job sharing arrangement beyond one (1) school year, shall be determined solely by the Building Principal, Superintendent and the Board, shall not create a precedent with respect to granting or denying such request, and shall not be subject to the contractual grievance procedure.
- M. The Board specifically states that there is no assurance that any job sharing proposal will be approved for any school year.

- N. Participant teachers will not receive any benefits while participating as part-time employees.

3.3 **Preparation Time**

A. **Teachers**

All teachers shall have a minimum of four hundred (400) minutes of duty-free preparation time per week. Each teacher shall have two (2) periods per day totaling a minimum of seventy (70) minutes. One of the daily preparation periods will be a minimum of forty (40) consecutive minutes, and the other will be at least (30) thirty consecutive minutes. One (1) planning period will be for cooperative planning and one (1) for individual planning. Part time staff will have their plan time pro-rated. If there is a schedule difficulty, the administration will contact the Association to find a mutually acceptable solution.

If a teacher shall be assigned classroom responsibilities during his/her preparation period, said teacher shall receive additional compensation on a per period basis of

| | | |
|-------------|---------|---------|
| School year | 2015-16 | \$34.36 |
| | 2016-17 | \$35.73 |
| | 2017-18 | \$36.80 |
| | 2018-19 | \$38.00 |
| | 2019-20 | \$39.52 |

Teachers shall be permitted to leave the building during their preparation time after their notifying the principal's office.

B. **ESP Instructional Aides**

Each full-time instructional aide shall receive one (1) preparation period per day.

If an instructional aide shall be assigned responsibilities during his/her preparation period, said instructional aide shall receive additional compensation on a per period basis of

| | | |
|-------------|---------|---------|
| School Year | 2015-16 | \$34.36 |
| | 2016-17 | \$35.73 |
| | 2017-18 | \$36.80 |
| | 2018-19 | \$38.00 |
| | 2019-20 | \$39.52 |

or at the substitute teacher rate if the assignment is for the day.

3.4 **Lunch Period**

A. **Teachers**

Each teacher shall have a forty (40) minute duty-free lunch. Teachers shall be permitted to leave the building after notifying the principal's office.

B. ESP's

Each full-time ESP shall have a minimum of thirty (30) minutes duty-free lunch. Educational support personnel shall be permitted to leave the building during their lunch period after notifying the principal's office.

3.5 Teacher Lunch Duty

Teachers who perform lunch duty will be paid a stipend based on the hourly rate designated for stipends in Appendix C. Teacher volunteers will be sought for these positions. Teachers who earn a stipend performing lunch duty will not be docked hourly pay if they are unable to perform such duty because of required participation involving out-of-district committee work or out-of-district training. If required committee work or training is conducted on premises, teachers will be allowed to perform lunch duty. If directed by the Superintendent to participate in in-district committee work or in-district training during lunch duty time, the lunch supervisor will not be docked. Hourly pay will be docked if teachers do not perform lunch duty because they elected to take a sick or personal day. Lunch duty supervisors will not be paid for lunch duty they did not perform because students are out-of-district on a field trip or other function.

3.6 School Calendar

Prior to January 31 of each school year, the Superintendent will confer with representative(s) of the Association regarding the proposed school calendar for the subsequent school year. The role of the Association shall be considered advisory.

3.7 Curriculum

Curriculum development and implementation is a collaborative process. Representative committees consisting of both staff and administration will develop new curricula and educational programs. Committee recommendations will be presented to the Board prior to formal adoption.

3.8 Vacancies and Voluntary Transfers

A notice of vacancies and new positions which the Board intends to fill, including vacancies in promotional positions, shall be publicized to employees and applications solicited pursuant to the following procedures:

- A. Such vacancies shall be publicized to employees by posting a written notice in a clearly designated place in each school as they occur.
- B. Such notice of vacancies may set forth the qualifications of the job and salary range thereof.
- C. Employees who desire to apply for such vacancies shall file their applications in writing with the person(s) authorized to receive such applications within the time limit specified in the notice.

- D. Action taken on a request for transfer will be submitted in writing to the applicant. If the applicant so requests, the reasons for the decision shall be provided in writing. The District's decision to select an employee to fill a new or vacant position shall not be subject to review under the grievance procedure of this Agreement, provided the District has complied with the procedural requirements of this section 3.7.
- E. If any vacancy occurs after the close of the school term and before the opening of the next school year, notices of such vacancies shall be mailed to the president of the Association. In addition, notice of any vacancies shall be mailed to the president of the Association.

3.9 ESP Workdays

Workdays shall be as set out below:

- Full-time Instructional Aides
The workday shall consist of a minimum of six (6) and three-fourth (3/4) hours. The work year shall consist of 180 days.
- Part-time Instructional Aides
The workday shall consist of less than six (6) and three-fourth (3/4) hours.
- Full-time Custodians
The workday shall consist of six to eight (6-8) hours.
- Full-time Maintenance
The workday shall consist of eight (8) hours.
- Lunch Room Aides/Clerical Aide
Clerical aides will work on student attendance days. Lunch room aides will work on student attendance days when lunch is served.
- Secretaries
The workday shall consist of eight (8) hours.
- Registered Nurse
The work day shall consist of a minimum of six (6) and one-half (1/2) hours). The work year shall consist of 185 days.

3.10 ESP Overtime

Overtime shall not violate the overtime pay provisions of the *Fair Labor Standards Act* (FLSA).

3.11 ESP Uniforms

The Board shall annually provide five (5) administration approved shirts and a \$50.00 allowance for purchase of approved safety shoes or pants for custodial and maintenance staff.

ARTICLE IV

ASSOCIATION AND EMPLOYEE RIGHTS

4.1 Student, Parent, Administrator Complaint

Any complaint received by an administrator and deemed serious enough to justify investigation shall be brought to the immediate attention of the employee involved. It is the intent of this section that employees learn of substantive complaints originating from students, parents, or administrators involving a questionable decision or action taken by the employee or alleged to have been taken. When judged appropriate by all parties involved, an employee/parent and/or employee/parent/administrator/supervision conference may be scheduled.

4.2 Adverse Criticism

Matters of adverse criticism relating to supervisor-employee, Board-employee, parent-employee, or employee-employee relationships shall not be discussed in the presence of students.

4.3 Personnel File

- A. Only one (1) official file shall be maintained. No complaints or other documents which will be used to evaluate or discipline an employee shall be placed in the file unless the employee has had an opportunity to read such material. After investigation, if a complaint is found to be credible, an employee will be afforded due process (i.e., notice and an opportunity to be heard) for the ensuing discipline. The employee shall acknowledge that he/she has read any complaints or other documents used to evaluate or discipline by affixing his/her signature on the copy to be filed. However, any documents related to evaluation or discipline which have not been reduced to writing within forty-five (45) calendar days following the date when the event or occurrence is known to the immediate supervisor may not be added to the file. Any materials not contained in the employee's personnel file may not be used to evaluate or discipline the employee in any manner.
- B. Within forty-five (45) calendar days following the date any material is entered into the employee's personnel file, the employee shall have the right to respond and his/her response shall be attached to the file. The immediate supervisor will sign the response acknowledging that he/she read the material. A copy of the response will be provided to the immediate supervisor.
- C. An employee shall have the right to examine his/her personnel file and to have a representative of the Association accompany him/her in such review. Each file shall contain a record indicating who has reviewed it, the date reviewed, and the reason for such review.
- D. Upon request of the employee, the Board will reproduce one (1) copy of any materials in his/her personnel file.

4.4 Board Meetings – Notification

The president of the Association or his/her designee shall be given electronic notice of any regular or special meeting of the Board together with a copy of the agenda or statement of purpose of such meeting at least twenty-four (24) hours prior to the scheduled time of such meeting, except in instances of emergency meetings in which case a phone call to the Association president shall be made.

4.5 Board Minutes - Association Copies

The president of the Association shall be provided with Board of Education minutes either electronically or through school mail after they have been approved.

4.6 Pertinent Information - Association

The Board shall from time to time, in response to reasonable written requests, furnish any information which may be necessary for the Association to process any grievance or complaint or otherwise perform its duties as the exclusive bargaining representative, except as otherwise provided by law.

4.7 Association Announcements

Announcements of Association business which have no impact on the student body may be read over the intercom system in each school building. Such announcements shall be made at the times regularly scheduled for announcements in each building and may also be placed on appropriate bulletin boards.

4.8 Withholding of Funds

Employees may authorize the Board to withhold funds from their individual employee salaries for the purpose of having such funds transferred to the Credit Union, tax-sheltered annuities approved by the Board, the Association and United Funds. Such procedure is optional on the part of the employee.

4.9 Right to Organize and Participate

Employees shall have the right to organize, join and assist the Association, to participate in negotiations with the Board through representatives of their own choosing, and to engage in other activities, individually or in concert, for the purpose of establishing, maintaining, protective or improving conditions of service and the quality of the educational environment.

4.10 Non-Discrimination

The Board shall not discriminate for reason of race, creed, religion, color, marital status, age, sex, or national origin against an employee or applicant.

4.11 Disciplinary Action

When any employee is required to appear before an administrator, a Board committee, or Board member concerning any matter which is disciplinary in nature, the employee shall be given reasonable prior written notice of the reasons for such meeting or interview and shall be entitled to have a representative of the Association present to advise him/her and represent him/her during such meeting or interview.

4.12 Disciplinary Suspensions

An employee shall be suspended without pay for a period in excess of ten (10) school days only for just cause. Unless charges of dismissal are approved by the Board, no disciplinary suspension shall exceed thirty (30) school days.

4.13 Rules and Regulations

All policies, regulations, and rules of the Board must be published and readily available to the Association upon request. Copies of employee handbooks shall be distributed to each employee on the first day of school. Changes in employee handbooks shall be given to each employee immediately preceding implementation.

4.14 Fair Share

No employee shall be required to join the Association as a condition of employment. However, each employee, on or before thirty (30) days from the date of commencement of duties or the effective date of this Agreement, whichever is later, shall join the Association or pay a fair share fee to the Association which shall be a proportionate amount of the dues required of members of the Association, including local, state and national dues.

- A. In the event that the employee does not pay his/her fair share fee directly to the Association, the Board shall deduct the fair share fee from the wages of the non-member in the same manner as the deductions are made for members.
- B. Such fee shall be paid to the Association by the Board no later than ten (10) days following the deduction.

The purpose of this fair share fee is for deferring the cost of services rendered by the Association to non-members. These costs include, but are not limited to, the negotiation and administration of this Agreement.

The Association shall, on a yearly basis, certify the amount of the fair share fee. The certification must be written and signed by the president of the Association and must include a financial breakdown of the fair share fee. No employee shall be required to pay the fee, nor shall the Board be required to deduct the fee, until the certification document is submitted. In addition, the Association shall certify to the Board that "Notice of Fair Share" has been given in accordance with the Illinois Educational Labor Relations Board (IELRB) rules and regulations. No payroll deductions of fair share fees shall be made by the Board until at least fourteen (14) days after such certification.

The following restrictions which are mandated by law shall be observed:

- A. The fair share fee shall not exceed the amount of dues normally charged to Association members.
- B. The fair share fee shall not include any costs or contributions related to elections or political purposes.
- C. The non-members who object to the fair share fee on bona fide religious grounds are excused from payment to the Association but must pay the amount of the fair share fee to a non-religious charitable organization mutually agreed upon by the non-members and the Association. If the non-member and the Association do not agree, the non-member shall select a charity from the list developed by the IELRB.

In the event of any legal action against the Board, its members, officers, agents, and teachers brought in a court or administrative agency because of compliance with this fair share provision, the Association agrees to defend such action, at its own expense and through its own counsel, provided:

- A. Except in actions filed with the IELRB, the Board shall give prompt notice of such action, in writing, to the Association, and permits the Association intervention as a party if it so desires, and
- B. In any action, no matter where filed, the Board shall give all reasonable cooperation to the Association and its counsel in securing and giving evidence, obtaining witnesses, and making relevant information available at both trial and all appellate levels, provided, however, that nothing set forth herein shall require the District to create information or release employees from work with pay.

The Association shall indemnify, defend, and hold harmless the Board, its members, officers, agents, and employees from and against any and all claims, demands, actions, complaints, suits, or other forms of liability or loss including, but not limited to, damages, attorneys' fees, and costs that shall arise out of or by reason of action taken by the Board for the purpose of complying with the above provisions of this clause, or in reliance on any list, notice, certification, affidavit, or assignment furnished under any such provisions. It is expressly understood that this save harmless provision will not apply to any claim, demand, suit, or other form of liability which may arise as a result of any type of willful misconduct by the Board.

ARTICLE V

REDUCTION IN FORCE

5.1 Employee Reduction

Before the Board makes any reduction in employees, the reduction shall be communicated to the Association in writing so the Association may prepare and present its position to the Board regarding such reductions. The role of the Association and the position presented shall be advisory only. This section shall not apply to reduction in teaching personnel due to resignations, retirement or other forms of attrition.

5.2 Teacher Seniority

Seniority for teachers shall be the length of consecutive, continuous full-time service as a teacher in Pleasantdale School District 107 calculated from the first day of employment, except as modified in the Job Sharing Program, Section 3.1(a). If seniority is equal between teachers, then seniority will be determined by lot.

5.3 Teacher Seniority List

A preliminary seniority list which ranks all tenured teachers in the District in order of seniority, i.e., service to the District, shall be developed and given to the Association's president, and e-mailed to each individual teacher, each year on or before January 15.

The listing shall provide the following information for each teacher:

- (A) Name
- (B) Current position
- (C) Total years of consecutive continuous service
- (D) Other qualifications for positions in the District

The individual teacher shall have until February 1 each year to file written objections with the Superintendent as to his/her seniority rank. The objection shall specify any alleged errors. Failure of the teacher to make a timely objection shall be deemed to be an acceptance of the seniority rank. Any challenge shall be prohibited thereafter until the filing of the next seniority list. No later than 75 days prior to the end of the school year, the Superintendent shall provide the Association President with a final seniority list, along with a list of the sequence of honorable dismissals.

5.4 Teacher Reduction

- A. In the event that the Board determines to decrease the number of teachers employed or to discontinue some particular type of teaching service, then written notice will be mailed to the teacher and also given either by certified mail, return receipt requested, or personal delivery with receipt at least 45 days before the end of the school term, together with a statement of honorable dismissal and the reason therefor. The sequence of dismissal shall be as provided in section B below.

- B. The sequence of dismissal shall be established each year by not less than 75 days before the end of the school term. A copy of the list of the sequence of honorable dismissals shall be given to the Association President. Each teacher will be categorized into one or more positions which the teacher is qualified to hold based upon legal qualifications and any other qualifications established by the District in a job description in place no later than May 10 of the prior school year. Within each position, the District shall establish four (4) groupings of teachers qualified to hold the position as follows, based upon their summative performance evaluation ratings:

Group 1 consist of non-tenured teachers who (a) have never received a performance evaluation rating by the District; or (b) who are employed for one school term or less to replace a teacher on leave; or (c) who are employed on a part-time basis (i.e., employed to teach less than a full-day, teacher workload or less than five (5) days of the normal student attendance week). A teacher is not considered employed on a part-time basis and is not included in Group 1 if (a) the teacher is employed full-time but actually is teaching for less than a school term; or (b) the teacher, in the immediately previous school term, was employed on a full-time basis and actually taught for 120 days or more. The District may move teachers from Group 1 into another group during the period of time from 75 days until 45 days before the end of the school term, with notice to the Association President.

Group 2 consists of teachers who received a Needs Improvement or Unsatisfactory evaluation rating on either of their last two (2) evaluations.

Group 3 consists of teachers who received at least Proficient ratings on both of their last two evaluations, if available, or on the teacher's last evaluation rating if only one rating is available.

Group 4 consists of teachers who either (1) received Excellent ratings on both of their last two evaluations or (2) received Excellent ratings on two of their last three evaluations and a Proficient rating on the third.

Among teachers qualified to hold a position, teachers must be dismissed in the order of their groups, with teachers in Group 1 dismissed first and teachers in Group 4 dismissed last. Within the various groups, the sequence of dismissal is as follows:

Group 1 – At the discretion of the Board.

Group 2 – By average of a teacher's last two evaluations, or one if only one rating is available, using the following numerical values: 4 for Excellent; 3 for Proficient; 2 for Needs Improvement; and 1 for Unsatisfactory. If the numerical averages are identical, the affected teachers are dismissed by seniority.

Group 3 – By seniority.

Group 4 – By seniority.

- C. Nothing in this Agreement shall be construed as limiting the right of the Board to dismiss non-tenured teachers as authorized under the Illinois *School Code*.

5.5 Teacher Recall Procedure

If a vacancy occurs during the school term following a reduction in force or within one (1) calendar year from the beginning of the following school term, the Board shall tender the vacant position to the honorably dismissed teacher in reverse order of reduction in force (i.e., by performance grouping and seniority, when applicable) who is legally qualified to hold the position. Any recalled teacher shall retain his or her accrued rights and all accumulated seniority; however, any period after the honorable dismissal during which the tenured teacher did not teach shall not be counted toward seniority.

To be eligible for recall, an honorably dismissed teacher must provide the Board in writing, prior to the last day of the school term of dismissal, with the address where the teacher may be reached. The teacher must also notify the Board in writing by fourteen (14) calendar days following receipt of the offer (or fourteen (14) calendar days after the offer is returned to the District non-delivered) sent by certified mail of the acceptance of any vacant position tendered to the teacher during the recall period. Failure to notify the Board of acceptance shall constitute rejection of the offer of employment. Any teacher who rejects an offer of a full-time vacant position (or a part-time vacant position equal in salary to the position from which the teacher was honorably dismissed) shall be deemed to have waived his or her recall rights and will no longer be eligible for any other vacant positions that become available within the recall period.

5.6 ESP Seniority

- A. Seniority shall accrue in categories of position for ESPs. Seniority shall begin with date of hire. No seniority shall accrue to a person employed as a substitute for an ESP on leave of absence for one year or less, unless that person continues the employment after the return of the ESP on leave. ESPs may accrue seniority in more than one category of position. In the event that more than one ESP has the same starting date of work, position on the seniority list shall be determined by drawing lots. ESPs continuously employed with the Board shall maintain seniority in all positions and classifications currently held.
- B. A seniority list shall be posted by February 1, current through that school year. The seniority list shall set forth the seniority of each ESP by category of position. The Association shall be given a copy of the list.

Within ten (10) days of the posting of the list, any ESP who believes his/her seniority is incorrectly shown shall submit to the Superintendent in writing an explanation of any claimed error, and shall have the right to meet with the administration to correct errors. Unless such claim is made within a ten (10) day period, seniority shall be deemed accurate for the end of that year.

- C. Once attained, seniority is not lost, except as set forth herein. Seniority is lost upon the following:

1. Resignation
2. Dismissal
3. Retirement

Seniority is not lost due to leaves approved by the Board, or as allowed under this Agreement.

- D. When an ESP is transferred from one category of position to another, either by ESP request or administrative or Board action, the ESP shall retain any accrued seniority in that category of position.

A qualified ESP subject to layoff shall have the right to bump another ESP who has less seniority in any category of position than the ESP subject to layoff.

Example: ESP A has worked five (5) years as lunchroom monitor and four (4) years as an instructional aide. The Board determines to RIF one aide, and A is the least senior aide. A has the right to “bump” into a lunchroom monitor position if a person in that category had less than five (5) years of seniority at the time of layoff.

- E. The following shall constitute categories of position for the purpose of this Agreement. However, this shall not preclude the Board from assigning an ESP to more than one category of position.

Lunchroom Aides
Clerical Aides
Full-time Custodians
Maintenance
Full-time Instructional Aides
Building Secretaries

5.7 Reduction of ESP's

ESP's subject to layoff shall receive notice thereof in such form as may be required by the *Illinois School Code* together with a statement of honorable dismissal and the reason therefore.

ESP's shall be dismissed on the basis of seniority within categories of position. The ESP with the shorter length of continuing service within the District, within the respective category of position, shall be dismissed first.

5.8 ESP Recall Procedures

- A. ESP's shall be subject to recall to any position which is open or newly created by the Board in a category of position in which the ESP has seniority and is qualified, and such position is open or created within one (1) calendar year from the commencement of the fall semester following layoff.
- B. An ESP subject to recall shall be notified in writing of the vacant position. Should an ESP refuse to accept a vacant position, equal in hours, within seven (7)

calendar days of receipt of notice, that employee's recall rights shall be terminated. The position shall be offered to the next ESP with recall rights who is qualified to fill the position. ESPs on layoff are obligated to advise the administration of their current address and telephone number so as to facilitate notice of recall.

- C. Recalled ESPs shall have the accumulated sick leave, salary schedule position, and seniority they had when honorably dismissed.

ARTICLE VI
COMPENSATION

6.1 Basic Compensation Schedule

A. Teachers

Teachers who have been employed by District No. 107 prior to the start of the 2015-2016 school year shall receive the following flat percentage salary increases (computed upon the salary amount paid to each teacher in the prior school year) during the term of this Agreement:

| | | |
|-------------|---------|-------|
| School Year | 2015-16 | 4% |
| | 2016-17 | 4% |
| | 2017-18 | 3% |
| | 2018-19 | 3.25% |
| | 2019-20 | 4% |

Teachers newly employed by District No. 107 for the 2015-2016 school year and in any subsequent year of this Agreement shall be paid on the salary matrix set forth in Appendix A. Any currently employed teacher who would receive less compensation in the 2015-2016 school year than a new teacher paid on the Appendix matrix shall have his/her salary adjusted to the higher amount.

B. ESP's

ESP's who have been employed by District No. 107 prior to the start of the 2015-2016 school year shall receive the following flat percentage salary increases (computed upon the salary amount paid to each ESP in the prior school year) during the term of this Agreement:

| | | |
|-------------|---------|-------|
| School Year | 2015-16 | 4% |
| | 2016-17 | 4% |
| | 2017-18 | 3% |
| | 2018-19 | 3.25% |
| | 2019-20 | 4% |

ESP's newly employed by District No. 107 for the 2015-2016 school year and in any subsequent year of this Agreement shall be paid on the salary matrix set forth in Appendix D.

C. Pension Deductions

Based upon the above compensation amounts the Board shall pay and remit for each eligible employee an amount no greater than a nine per cent (9%) contribution of the required pension contribution due to the Illinois Teachers' Retirement System or an amount no greater than the District's statutory obligation due the required pension contribution of Illinois Municipal Retirement Fund and

any required employer health plan contribution due the Teachers Health Insurance Security Fund.

6.2 Tuition Reimbursement and Horizontal Movement Credit

- A. All courses to be submitted for tuition reimbursement and/or horizontal lane advancement must be approved in advance by the Superintendent.
- B. Tuition for college courses which have been approved in advance by the Superintendent will be reimbursed pursuant to the following schedule:
 - (i) 75% if the grade is an A or its equivalent;
 - (ii) 50% if the grade is a B or its equivalent, and
 - (iii) 30% if the grade is a C or its equivalent.

For purposes of determining reimbursement pursuant to the above schedule, a maximum of \$300 per credit hour shall be paid, not to exceed the amount of actual cost. Pass/Fail courses will be considered B or F and be paid accordingly. A teacher shall not be paid more than \$5,000 annually in tuition reimbursement.

Full-time ESP's and part-time teachers may be eligible for tuition reimbursement at the discretion of the Superintendent.

- C. When the course has been completed and the transcript and paid bill is filed with the Superintendent, the tuition will be reimbursed. Reimbursement requests must be submitted within three (3) months of completion of the course. Any teacher who is not employed by the District at the start of a school year shall not be reimbursed for courses taken the preceding summer.
- D. Coursework approved in advance by the Superintendent for horizontal movement shall be completed by September 1, and the transcript submitted to the Superintendent by October 1, to be credited towards advancement on the compensation schedule at the beginning of the school year. To be eligible for a second semester lane movement, coursework must be completed by February 1 and the transcript submitted to the Superintendent by March 1. A teacher may move horizontally a maximum of two (2) lanes annually and shall receive the compensation amounts set forth in Appendix B. Only approved coursework completed after the acquisition of a Master's Degree shall be utilized for advancement to the lanes beyond the M.A.

6.3 Part-Time Employees

Part-time employees shall receive salary on a pro-rated basis.

6.4 In-District Workshop Credit

- A. Credit towards horizontal lane advancement may be earned by participation in workshops organized within District 107. Such local non-college credit

workshops may be given the equivalent of one (1) semester hour credit for each twelve (12) hours of attendance.

B. In order to secure credit towards horizontal lane advancement, the Superintendent shall first approve and evaluate all workshops prior to participation therein. Teachers who have reached the Masters 45 lane will receive the prevailing curriculum rate for in-District credit for up to twelve (12) hours of attendance annually.

C. Teachers/staff who instruct in-District workshops shall be compensated as follows:

1. Paid for their preparation time at the hourly rate of

| | | |
|-------------|---------|---------|
| School year | 2015-16 | \$42.43 |
| | 2016-17 | \$44.13 |
| | 2017-18 | \$45.45 |
| | 2018-19 | \$46.93 |
| | 2019-20 | \$48.81 |

and

2. Elect to receive the credit hour(s) being offered or payment for the presentation time at the rate stated in Article 6.4C1.

6.5 Payment for Planning, Inservice Work, and Summer Academy

A. Summer Professional Development and Planning Work

Teachers asked to do summer professional development and planning work will be paid at the hourly rate for the term of this Agreement.

| | | |
|-------------|---------|---------|
| School year | 2015-16 | \$42.43 |
| | 2016-17 | \$44.13 |
| | 2017-18 | \$45.45 |
| | 2018-19 | \$46.93 |
| | 2019-20 | \$48.81 |

B. Inservice Staff Development Curriculum Work

Teachers/staff asked to prepare staff development programs for district or building inservice days will be given their choice either to be paid at the hourly rate of

| | | |
|-------------|---------|---------|
| School year | 2015-16 | \$42.43 |
| | 2016-17 | \$44.13 |
| | 2017-18 | \$45.45 |
| | 2018-19 | \$46.93 |
| | 2019-20 | \$48.81 |

or to attend a comparable professional development workshop paid for by the District, subject to the Superintendent's pre-approval.

C. **Summer Academy**

Teachers with the District shall be given the first opportunity to fill summer academy positions. Summer Academy teachers will be paid at the hourly rate of

| | | |
|-------------|---------|---------|
| School year | 2015-16 | \$42.43 |
| | 2016-17 | \$44.13 |
| | 2017-18 | \$45.45 |
| | 2018-19 | \$46.93 |
| | 2019-20 | \$48.81 |

6.6 Merit Bonus Program

During the term of this 2015-2020 Agreement, the Board shall have the right at its sole discretion to create a merit bonus program which can financially reward selected employees of the Board. The Board in its sole discretion may develop any criteria that is utilized in such program. Further, the Board shall have the sole and final authority for all decisions and aspects of the program, including but not limited to: who if anyone receives any such bonus; the reason(s) for any such bonus given; the amount of any bonus given either individually or collectively to any employee(s); and all other details and specifics of any merit bonus program actually utilized by the Board.

Any financial or economic benefit which is given to any bargaining unit member under this program shall be in addition to and not in lieu of any other rights under this Agreement.

The Board shall notify the Association President no fewer than fourteen (14) days prior to any bonus being given, the following information: the name(s) of any employee(s) receiving any bonus; the amount of any bonus or financial consideration to be given any employee, and the time period within which said employee can reasonably expect to receive said bonus or financial consideration.

There is no representation by the Board as to: whether the program is actually utilized for any given year; whether any bonuses will actually be given; any criteria that might be used; the value of any bonus that might be given. The implementation of this Agreement shall not be deemed as individual negotiations or as any other unfair labor practice under the IELRA. Merit bonuses awarded, if any, shall not be subject to the grievance procedure (Article IX) of this Agreement.

6.7 National Board Certification

Full-time teachers attaining National Board certification through the National Board for Professional Teaching Standards will receive a \$1,000 payment each year for 5 years assuming continuous employment. This bonus shall not be added to the base pay of the teacher. Teachers must submit a notice of enrollment into the National Certification program and evidence of completion. Tuition reimbursement will not be applicable.

ARTICLE VII

FRINGE BENEFITS

7.1 Hospitalization and Life Insurance

- A. The Board agrees to pay for individual, full-time employees' health care insurance coverage premiums in the 2015-2016 school year up to:

HMO \$5,400
PPO \$6,600

Any health insurance costs or premiums in excess of these amounts shall be paid by the employee.

For a full-time employee's health care plus spouse or plus child coverage, the Board agrees to pay up to the following amounts in the 2015-2016 school year toward insurance coverage premiums:

HMO \$9,600
PPO \$11,400

The Board agrees to pay up to the following amounts in the 2015-2016 school year toward the cost of full-time employee family insurance coverage premiums :

HMO \$12,000
PPO \$14,400

- B. The Board and the Association agree that the District's total employee health insurance premium cost of \$823,913.00 for the 2015-2016 school year is the dollar amount on which the parties calculated the maximum annual increases shown below to the Board's base health insurance contribution. For each subsequent year of the Agreement, the Board's insurance premium contribution cost of \$604,200.00 for the 2015-2016 school year shall increase by the following amounts. In the event the premiums do not increase up to the following amounts, the Board shall pay the amount of the actual increase.

2016-17 school year = \$33,000
2017-18 school year = \$34,000
2018-19 school year = \$35,000
2019-20 school year = \$36,000

In any year of this Agreement where the insurance premium increases eight percent (8%) or more, the Insurance Committee shall meet to determine if any modifications could be made to the plan to control the increase; if agreement cannot be reached to modify the health plan, the Board and the participants shall share said increase 50%/50%, with the Board's share capped at \$10,000. (EXAMPLE: The Board's 2016-2017 maximum health insurance premium cost will not exceed \$604,200.00 + \$33,000.00 + \$10,000.00 = \$647,200.00).

- C. The above amounts in Sections A and B are maximum amounts to be paid by the Board. If the premiums for a school year are less than the amounts indicated, then only the actual premium shall be paid.

Those employees who elect dependent coverage as per the terms and conditions of the insurance plan on or before the first day of each school year may at that time elect that the Board remit--for him/her during said school year to the insurance carrier a sum equal to the premium for the dependent coverage elected. Said election shall be made on an annual basis.

The amount of gross wages due a teacher in the form of salary shall be the sum specified less the payment by the Board, paid in installments as otherwise provided herein, provided the Board shall deduct from said gross wages all sums as required by law or as authorized by the employee pursuant to the Agreement.

The employees shall have no right or claim to the funds so remitted. Once said election is made as provided above, it may not be rescinded except in the case of the death of the insured dependents.

- D. The Board shall provide a group dental insurance plan for full-time employees, who may elect either individual or family dental coverage. The Board shall contribute the following total amounts annually towards the employee premium costs for participation in the dental plan:

| | | |
|-------------|---------|----------|
| School year | 2015-16 | \$28,880 |
| | 2016-17 | \$30,035 |
| | 2017-18 | \$30,936 |
| | 2018-19 | \$31,941 |
| | 2019-20 | \$33,219 |

Any premium costs in excess of the above-stated Board contribution amounts shall be paid by the employees electing dental coverage.

- E. The hospital and major medical insurance plan and the dental insurance plan, either through a commercial carrier or self-fund plan, shall be determined by the Board for the life of this contract.
- F. The Board shall provide a life insurance policy in the amount of \$50,000 for each employee.
- G. The Board and the Association shall establish a committee with equal numbers of representatives to discuss insurance issues.

7.2 Flexible Benefit Plan

The Board shall establish and maintain a “flexible benefit plan” in compliance with Section 125 of the *Internal Revenue Code of 1986*. Prior to each plan year, an employee may elect to have the Board reduce his or her pay and contribute such amounts among the following non-taxable benefits, in accordance with plan document:

- A. Premiums for the District's health insurance plan which are not paid by the Board.
- B. Reimbursement for qualified dependent care assistance expenses, in accordance with Section 129 of the *Internal Revenue Code of 1986*.
- C. Reimbursement for the cost of medical and dental care, as defined in Section 213(d) of the *Internal Revenue Code of 1986*, to the extent not covered by insurance and incurred by the employee, the employee's spouse, and/or the employee's dependents, up to the amount allowed under the *Internal Revenue Code* per plan year.

In accordance with the *Internal Revenue Code*, any amounts remaining unpaid after processing all timely requests for reimbursement shall be forfeited and not otherwise paid to the employee or carried over to the following plan year. The Board shall pay the administrative costs and expenses for maintaining the plan.

- D. The Board does not warrant that the deduction made in the amounts as listed on the compensation schedule by the Board for the employee as set forth above are deemed excludable from the employees' gross wages, and as such, the Association and each individual employee shall and do hereby indemnify and hold harmless the Board, its members, its agents, and its employees from any and all claims, demands, actions, complaints, suits, assessments or deficiencies or other liability by reason of the payments of dependent insurance premiums to the provision of this section.

7.3 Travel Allowance

An automobile travel allowance will be granted to employees who must travel between buildings in the course of their day's assignments as authorized by the Superintendent. The travel allowance shall be the maximum allowed under applicable I.R.S. Regulations. The administration will notify employees of the applicable rate at the beginning of the school year and also when the I.R.S. changes such maximum allowance.

It is the responsibility of the employee to turn in mileage sheets at least twice per year, before Winter break and at the end of the year.

The same mileage reimbursement will also be applicable for employees traveling to and from approved conferences, but not including IEA-NEA activities. This mileage reimbursement will be calculated and paid with the conference reimbursement.

7.4 Compensation for Extra-Curricular Duties

When the Board authorizes extra-curricular service positions involving responsibilities beyond the normal teaching responsibilities, teachers who are qualified for the duty shall have the first opportunity to volunteer for such positions and will receive additional compensations according to the Extra-Curricular Compensation Schedule. If no teacher volunteers to fill such positions, the ESPs who are qualified for the duty shall be given an opportunity to volunteer. Those employees who hold an extra-curricular service position shall be paid the stipends listed on Appendix C.

Stipends for programs added during the life of this Agreement, shall be determined using the same rate as the existing stipends for that year.

In the event that any inactive, extra-curricular program is reactivated, the stipends listed will apply.

For any individual school year, upon recommendation by the Superintendent and the approval of the Board and the Association, a stipend can be created in any subject matter area to be given to an individual teacher whose assistance is deemed necessary for subject matter coordination.

Scorekeepers for home basketball and volleyball games shall be compensated per event at a rate of \$71.91.

Overnight field trip chaperones shall be compensated with the following amounts per night.

| | | |
|-------------|---------|----------|
| School year | 2015-16 | \$303.26 |
| | 2016-17 | \$315.39 |
| | 2017-18 | \$324.85 |
| | 2018-19 | \$335.41 |
| | 2019-20 | \$348.83 |

Supervision of students outside the contractual school day as requested by the administration shall be compensated at the hourly rate of \$24.08.

7.5 Supplemental Retirement Benefit

During the term of this 2015-2020 Agreement, at any time the Board may create a Supplemental Retirement Benefit (SRB) for teachers eligible to retire under the Teachers' Retirement System and for other bargaining unit employees eligible to retire under the Illinois Municipal Retirement Fund. An SRB, if created, shall be offered at the sole discretion of the Board. The manner and method of any SRB's creation, the terms of any given SRB, and the determination as to eligibility prerequisites for those employees offered the SRB all will be determined and set at the sole discretion of the Board. There is no requirement or understanding that any SRB will have any specific terms or that any SRB created by the Board will have similar or like terms as compared to any other SRB offered by the Board. The Board will notify any eligible employees by September 30 of each school year if it intends to offer an SRB for that school year. Eligible employees must notify the Board no later than November 30 of that year if they intend to retire and accept an SRB. Any employee offered an SRB by the Board shall not be compelled to accept any SRB so offered. Any specific SRB offered by the Board shall be given a title so as to identify it (i.e., 2015SRB, 2016SRB, etc.). All employees offered a specific SRB (i.e., 2015SRB) shall have the same percentage formula applied to their SRB offer. Because of differences in employee salary, it is understood that the total monetary benefit of individual employee SRB's offered pursuant to any specific SRB (i.e., 2015SRB) may differ from and vary from employee to employee.

ARTICLE VIII

LEAVES OF ABSENCE

8.1 Sick Leave

A. Teachers

All probationary teachers shall be granted a leave with full pay of ten (10) days per school year for personal illness. When a probationary teacher accumulates sick days after the first year of employment, the Board shall exchange one (1) sick day for a third personal leave day annually until the teacher attains tenure status. It is understood that no probationary teacher shall ever have more than three (3) accumulated personal leave days. All teachers who have entered upon contractual continued service shall be granted a leave with full pay of twelve (12) days per school year for personal illness. Unused sick leave days shall accumulate to a maximum of two hundred and forty (240) days. Sick days are not deemed to be accumulated until the last day of the school year. (**Note:** Any teacher who had accumulated unused sick days exceeding 180 as of March 1, 1997, shall be allowed to retain these excess days. No other teacher may accumulate unused sick leave days beyond 240 days.)

Sick leave for eligible part time teachers shall be prorated.

Sick leave shall be interpreted to mean personal illness, quarantine at home, serious illness or death in the immediate family or household, or birth, adoption, or placement for adoption. A teacher may use up to thirty (30) sick leave days directly following the birth of a child without having to provide the District with medical certification. Up to thirty (30) sick leave days may be used for adoption and placement for adoption. For purposes of this Section, "immediate family" shall include parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, domestic partners, and legal guardians.

A record of the accumulated sick leave days shall be kept by the Business Office and reported to all certified staff members each year on or before September 30.

The Board may require a physician's certificate, or if the treatment is by prayer or spiritual means, that of a spiritual adviser or practitioner of such person's faith, as a basis for pay during leave after an absence of three (3) days for personal illness, or as it may deem necessary in other cases. If the Board does require a physician's certificate or a certificate from a spiritual healer as a basis for pay during leave of less than three (3) days, the Board shall pay, from school funds, the expenses incurred by the teachers or other employees in obtaining the certificate.

A teacher who is absent because of disability or incapacity shall be deemed temporarily disabled, starting from the first day of disability, in accordance with the following:

| <u>Employed in District</u> | <u>Temporary Disability</u> |
|-----------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 0 thru 1 year - | 30 consecutive school days. |
| 2 thru 4 years - | 60 consecutive school days or the exhaustion of paid sick leave, whichever happens last. |
| 5 or more years - | less than 90 consecutive school days or for less than 90 out of 120 school days from the same illness or incapacity, or the exhaustion of paid sick leave, whichever happens last. |

If a temporarily disabled teacher does not have sufficient accumulated sick leave days or unpaid leave under the federal *Family and Medical Leave Act* to cover the duration of his/her absence, the Board shall grant the disabled teacher an unpaid leave of absence for the period of temporary disability, but not to exceed the number of days shown above as calculated from the onset of the disability. In its sole and non-grievable discretion, the Board may grant any teacher who remains incapacitated after the expiration of a temporary disability leave or the exhaustion of accumulated sick leave an extended unpaid leave of absence in accordance with the terms and conditions applicable to unpaid parental leaves as set forth in Section 8.5 of this Agreement.

Unused accumulated sick leave days not utilized for retirement purposes with the Teachers Retirement System shall be paid at the rate of \$25.00 a day. This payment is to be made as a post-retirement lump sum amount paid within thirty (30) days after the teacher's retirement from the District or as soon as the retiree provides TRS certification that the sick days were not used for service credit. The payment is not intended to be included in the teacher's creditable earnings for the school year preceding his/her retirement.

B. ESP's

Each ESP, who is scheduled to work more than six hundred (600) hours yearly, shall be granted sick leave in the following manner. Sick leave shall be interpreted to mean personal illness, quarantine at home, serious illness or death in the immediate family or household, or birth, adoption, or placement for adoption. An ESP may use up to thirty (30) sick leave days directly following the birth of a child without having to provide the District with medical certification. Up to thirty (30) sick leave days may be used for adoption and placement for adoption. For purposes of this Article, immediate family shall be defined as: parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, domestic partners, and legal guardians.

| <u>Sick Leave</u> | <u># Days</u> |
|--------------------|---------------|
| 12-Month Employees | 12 |
| 10-Month Employees | 10 |

Sick leave for eligible part-time ESPs shall be prorated.

When a 10-month employee accumulates sick days after the first year of employment, the Board shall exchange one (1) sick day for a third personal leave day annually. It is understood that no 10-month employee shall ever have more than three (3) accumulated personal leave days.

Unused sick leave shall accumulate up to a maximum of two hundred forty (240) days for IMRF purposes.

The Board may require a physician's certificate as a basis for pay for personal illness after an absence of three (3) days or as deemed necessary in other cases.

Each ESP shall be furnished a written statement setting forth the amount of sick leave available during the school term, or before September 30. Accumulative sick leave shall automatically terminate on the date that an ESP's resignation or termination becomes effective.

An ESP who is absent because of disability or incapacity shall be deemed temporarily disabled, starting from the first day of disability, in accordance with the following:

| <u>Employed in District</u> | <u>Temporary Disability</u> |
|-----------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 0 thru 1 year - | 30 consecutive work days. |
| 2 thru 10 years - | 60 consecutive work days or the exhaustion of paid sick leave, whichever happens last. |
| 10 or more years - | less than 90 consecutive work days or for less than 90 out of 120 work days from the same illness or incapacity, or the exhaustion of paid sick leave, whichever happens last. |

If a temporarily disabled ESP does not have sufficient accumulated sick leave days or unpaid leave under the federal *Family and Medical Leave Act* to cover the duration of his/her absence, the Board shall grant the disabled ESP an unpaid leave of absence for the period of temporary disability, but not to exceed the number of days shown above as calculated from the onset of the disability. In its sole and non-grievable discretion, the Board may grant any ESP who remains incapacitated after the temporary disability leave (or accumulated sick leave) expires an extended unpaid leave of absence under any terms and conditions deemed appropriate.

8.2 Sick Leave Bank

- A. The Board in cooperation with the Association shall establish a Sick Leave Bank for employees on a voluntary basis. The intent of establishing the Bank is to provide extended paid sick leave to those participants who incur a period of catastrophic illness or injury. The Sick Leave Bank will be administered by a joint committee consisting of two (2) members appointed by the Association and two

(2) members appointed by the Administration. This Sick Leave Bank Advisory Committee, facilitated by the Superintendent or designee, will review and approve requests for use of Sick Leave Bank days. Decisions will be made by consensus. If consensus is not reached, the Superintendent will make the final decision at his/her sole discretion.

- B. The Sick Leave Bank is available to participating employees who have exhausted all of their accumulated sick leave and suffer from a personal illness, disability, or injury of a catastrophic nature. The Bank shall be used only for the catastrophic illness or injury of a participating employee. Catastrophic refers to life-threatening or extraordinary medical conditions that have totally incapacitated an employee's physical or mental ability to work. Chronic conditions such as, but not limited to, cancer, AIDS, and residual effects of a stroke, may be considered catastrophic in the condition results in long-term absences. Generally, catastrophic medical conditions must be considered both long-term in nature and require long-term rehabilitation periods. Conditions which are short-term in nature (e.g., flu, measles, common illnesses or injuries, or normal pregnancies) are not considered catastrophic. The Bank shall not be used for cosmetic surgery or any surgical or other procedure which may be safely deferred until a vacation or recess period.
- C. An employee may enroll in the Sick Bank by signing an authorization form agreeing to contribute one (1) day of his/her accumulated sick leave to the Bank by September 30th of the school year. When the total number of days in the Bank equals twice the number of participants, no yearly contribution will be required until such time as the Bank is below fifty (50) days. Sick Bank days may fall below one half (1/2) at any point during the school year without adjustment. If the number of days in the Bank is less than half the number of participants the following school year, participants may either opt out of the program or contribute an additional one (1) day. Once an employee donates sick leave days to the Sick Leave Bank, the donation shall be irrevocable.
- D. An employee who is a current participant in the Bank and has a catastrophic illness or injury which requires continuous and prolonged absence from work shall be able to apply to Sick Leave Bank Advisory Committee to use days from the Bank after his/her own accrued sick leave and vacation days have been depleted. A physician's statement certifying that the medical condition is life-threatening or extraordinary must be submitted with the request to access the Sick Leave Bank. Included in the statement must be the nature of the condition and the anticipated length of the rehabilitation period. An employee requesting use of the Sick Leave Bank must comply with the reasonable requests of the Advisory Committee. The maximum number of Sick Leave Bank days usable by any participants shall be twenty (20) days annually. Sick Leave Bank days for eligible part-time employees shall be prorated. A participating employee is not eligible to request Sick Leave Bank days if he/she is on an unpaid leave of absence or is receiving benefits under the Workers' Compensation Act, the Workers' Occupational Diseases Act, IMRF, and/or TRS. An employee shall not be eligible to utilize the Sick Leave Bank in two (2) consecutive years unless he/she has been actively employed and working full-time for at least ninety (90) work days prior to drawing from the Bank in the second year.

- E. A participant, due to unusual circumstances, may request special consideration from the Advisory Committee for use of up to an additional twenty (20) paid sick leave days from the Bank in any year if the employee is unable to return to employment after exhausting the maximum twenty (20) days allotment. The decision to award additional days is in the sole discretion of the Advisory Committee and shall be non-precedential.

8.3 Personal Leave Days

The Board shall grant to all tenured teachers and 12-month ESP employees three (3) personal leave days per school year at full pay for the purpose of conducting business which cannot be accomplished on a non-school day. Probationary teachers and 10-month ESP employees shall be awarded two (2) personal leave days per school year, but shall exchange one accumulated sick day annually for a third personal leave day as set forth in Section 8.1 above. It is understood that no probationary teacher or 10-month ESP employee shall ever have more than three (3) accumulated personal leave days. Personal leave days for eligible part time teachers and ESP's shall be prorated.

Personal leave shall require in all cases, except unforeseen emergencies, at least three (3) school days advance notice to the principal or his/her designated representative. For example, a request for a personal day on a Friday must be submitted to the principal or his/her designated representative by the end of the work day of the previous Monday. The personal leave form will require only the employee's signature. Reasons need not be given when such leave is requested except in the case of unforeseen emergencies when less than three (3) school days advance notice is given, in which case a reason must be given and the personal leave may be denied at the sole and non-grievable discretion of the Superintendent.

Personal leave days shall not be used immediately before a holiday vacation period, on an institute/in-service day, or during the first or last five (5) days of the school year except in an extreme emergency.

This leave is not cumulative. However, unused personal leave days shall be transferred to any employee's cumulative sick leave.

8.4 Leave of Absence for Jury Duty

All employees shall be granted a leave of absence for jury duty service. When engaged in such service, an employee shall receive his/her regular salary, provided the employee reimburses the Board the fee received for such jury duty (meals and mileage excluded).

8.5 Association Leave

No more than four (4) days will be granted yearly to the Association for the purpose of conducting Association business. Four (4) Association members who conduct business on the same day constitutes the maximum annual allowance of four (4) days. The Association will reimburse the District the daily cost of substitutes resulting from such leave.

8.6 Teacher Parental Leave

- A. A leave of absence without pay shall be granted to a pregnant tenured teacher or a teacher adopting a child upon her written request for such leave. The request for absence shall be accompanied by a certificate of pregnancy signed by a qualified physician giving the expected day of delivery or by verification of a legal adoption. Application for parental leave shall be made in writing to the Superintendent at least one hundred twenty (120) calendar days prior to the anticipated birth of the child.

After consultation with the teacher, the Superintendent shall determine 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 begin such leave at the commencement of the school term or semester. Every effort shall be made to have such leave terminate immediately prior to the start of a new school term.

- B. Written notification of intent to return to work shall be provided by the tenured teacher to the Superintendent by February 20 of the year prior to return to work.
- C. Such leave shall be granted without loss of tenure or seniority status, if any, and accumulated sick leave shall be restored upon the tenured teacher's return to duty; however, the period of the leave shall not be counted toward seniority. Any teacher granted parental leave who has completed a full semester of the school term prior to her leave shall be considered to have completed a full year for purposes of advancement on the salary schedule.

It is anticipated that parental leave may span more than one (1) school year, as where a teacher commences a leave at the second semester of a school year and continues that leave for the first semester of the following year. In this event, said teacher shall be credited with one (1) year's advancement on the salary schedule where the teacher completes a full semester of the school term prior to her leave. Said teacher will receive no credit for purposes of advancement on the salary schedule for the remainder of the school year completed upon her return to service after the culmination of her leave.

- D. When the tenured teacher on parental leave returns to duty, she shall be assigned to a position covered within her licensure unless said teacher is the subject of a reduction-in-force program. Upon return to duty, the teacher shall be accorded those benefits which have accrued to her as of the time she had been granted such leave.
- E. A tenured teacher granted unpaid parental leave may make arrangements to continue major medical, group hospitalization, and life insurance coverage as provided for in this Agreement for the duration of the leave at the tenured teachers' expense, as approved by the insurance carrier.
- F. Anything in this section to the contrary notwithstanding, a teacher who has been

granted a parental leave of absence shall not become eligible for a subsequent parental leave unless and until such teacher has returned to full-time service for at least two (2) complete school terms, provided, however, that under exceptional circumstances the Board may grant such a leave in its sole, absolute and non-reviewable discretion. The granting or withholding of such leave shall be without precedential effect.

- G. Nothing in this section shall be construed as requiring any teacher to apply for a parental leave. A teacher not eligible for or not desiring such 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 leave of absence without pay or other benefits during such period of disability. Such teacher shall return to work following the period of actual disability, as certified by the teacher's physician, or if the Board chooses, a physician of the Board's choice.
- H. In lieu of a long-term unpaid leave of absence as provided in Paragraph A above, a tenured teacher adopting a child shall upon written application to the Superintendent be granted a paid leave of absence subject to the same terms and conditions applicable to a pregnant teacher as set forth in Paragraph G above. Such leave shall commence upon receipt of the child or on such date as the adoptive agency shall require, whichever shall first occur. Such application shall be made as soon as practicable, but in no event (except in an emergency) less than sixty (60) calendar days prior to the onset of the leave.
- I. A parental leave shall be granted to a male teacher subject to the same applicable conditions and provisions listed above.

8.7 Religious Observance Leave

Employees shall be afforded a leave of absence for purposes of religious holiday observance. Written notice of the need for such leave must be provided to the Superintendent or designee at least five (5) days prior to the leave day(s). Personal leave days shall be used by the employee for religious observance leave; if an employee has exhausted his/her personal leave, such religious observance days shall be unpaid.

8.8 Bereavement Leave

Up to two (2) paid bereavement leave days will be granted, per occurrence, for a death in the immediate family (as defined in Section 8.1 A above). Any additional bereavement days requested for death in the immediate family will be deducted from sick leave.

8.9 Emergency Days

An emergency day is defined as an occurrence that is out of an employee's control. These instances are defined as, but not limited to, floods, snow storms, accidents, etc., whereby the employee makes every attempt to get to work but is delayed because of an occurrence that is out of his/her control. The employee will be docked at the employee's per diem rate for time missed.

8.10 ESP Vacations

After six (6) months of continuous employment, each full-time, twelve (12) month ESP, shall be entitled to a vacation on the basis of complete fiscal quarter years worked. The vacation credited shall be two (2) and one-half (½) days per quarter of employment, except that it shall be three (3) and three-quarters (¾) days per quarter after five (5) years of employment, and five (5) days per quarter after fifteen (15) years of employment.

When an ESP completes six (6) months of employment, he/she shall receive credit for the vacation earned from the time of employment to the end of the first six (6) months of employment, at the proper number of days for each complete quarter worked. After an employee has worked six (6) months, he/she shall receive credit for vacation due at the end of each quarter, October 1, January 1, April 1 and July 1.

Vacation credit earned in one (1) fiscal year shall be used by the end of the following fiscal year or the ESP shall lose it, except upon the recommendation of the Superintendent and the approval of the Board.

ESPs terminating their employment shall be reimbursed for the amount of unused vacation earned to the date of termination, provided employment is terminated by action of the Board or by a two (2) week notice in writing by the ESP.

Requests for vacations shall be presented to the Superintendent for approval. Seniority of service shall be considered in determining the time for vacation.

8.11 ESP Holidays

All twelve (12) month ESPs shall be off the following holidays with no loss of pay, except as designated by the school calendar:

- Independence Day
- Labor Day
- Columbus Day (if designated by school calendar)
- Veterans Day
- Thanksgiving and Thanksgiving Friday
- Christmas Eve
- Christmas Day
- New Year's Eve Day
- New Year's Day
- Martin Luther King
- Presidents' Day
- Casimir Pulaski (if designated by school calendar)
- Good Friday (if designated by school calendar)
- Memorial Day

ARTICLE IX

GRIEVANCE PROCEDURE

9.1 Definitions

- A. A “grievance” shall mean a complaint by an individual employee or the Association, that there has been a violation, misinterpretation or misapplication of specific provisions of this Agreement.
- B. All time limits consist of school days, unless otherwise provided herein, 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 days on which the Superintendent’s office is regularly scheduled to be open.

9.2 Procedures

The parties hereto acknowledge that it is usually most desirable for an employee and his/her immediately involved superior to first resolve problems through free and informal communications. When requested by the employee, the building representative may accompany the employee to assist in the informal resolution of the problem. If, however, such informal processes fail to satisfy the employee, a grievance may be processed as follows:

- A. The grievant (Association or individual employee) shall present the grievance in writing to the principal or immediate supervisor, stating the article(s) and section(s) of other Agreement alleged to be violated and requested remedy, along with the employee’s signature, on the Grievance Form (Exhibit A), no later than twenty (20) school days after either the occurrence of the alleged claim or after the grievant becomes aware of the occurrence. The principal or immediate supervisor will arrange for a meeting to take place within ten (10) school days after receipt of the grievance. An Association representative selected by the aggrieved party, if said aggrieved party desires said assistance, the aggrieved party, the immediately involved supervisor and any person whose assistance he/she requests shall be present at the meeting. The principal or immediate supervisor will then, within ten (10) school days after the meeting, provide the aggrieved party and the Superintendent with a written memorandum setting forth the disposition of the grievance. Such memorandum shall contain reasons upon which the disposition of the matter was based.
- B. If the grievant (Association or individual employee) is not satisfied with the disposition of the grievance at Step A(1)), the grievant may then refer the grievance to the Superintendent within ten (10) school days thereafter. The Superintendent shall then arrange for a meeting with the same parties being present at Step A(1) within ten (10) school days. Each party to the grievance shall have the right to include in its representation a counselor if so desired. Each party

may present witnesses necessary to develop the facts pertaining to the grievance. Upon conclusion of the hearing on the grievance, the Superintendent shall have ten (10) school days in which to provide his/her written decision to the aggrieved party.

- C. If the grievant (Association or individual employee) is not satisfied with the disposition of the grievance at Step B(2), the grievant may then refer the grievance to the Board within thirty (30) days thereafter. The President of the Board shall then arrange for a meeting with the same parties being present at Step B(2) or for the purpose of reviewing written briefs prepared by the parties within ten (10) school days. The meeting (hearing) will be conducted by a quorum of the Board. Upon conclusion of the hearing on the grievance, the Board shall have ten (10) school days in which to provide their written decision to the aggrieved party.

- D. If the Association is not satisfied with the disposition of the grievance at Step C(3), there shall be available a fourth step of binding arbitration. The grievant may submit, in writing, a request to submit the grievance to arbitration to the Superintendent within ten (10) school days from receipt of the Step C(3) answer. If the parties cannot mutually agree on an arbitrator within seven (7) days of the Superintendent's receipt of the request the arbitrator shall be selected from the American Arbitration Association in accordance with the Voluntary Labor Arbitration Rules of said Association.
 - 1. Neither the Board, nor the Association shall be permitted to assert any grounds before the arbitrator which were not previously disclosed to the other party.
 - 2. Each party shall bear the full costs of its representation in the arbitration. The cost of the arbitrator and of the American Arbitration Association shall be divided equally between the Board and the Association.
 - 3. 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 Association.
 - 4. Either party may make public the findings or the recommendations of the arbitrator.
 - 5. The arbitrator's decision must be based solely and only upon his/her interpretation of the meaning or application of the express relevant language of the Agreement. The arbitrator shall have no power to alter, amend, nullify, or add to the terms of the Agreement.

9.3 Bypass of Step A

If the aggrieved party (Association or individual employee) and the Superintendent agree, Step A(1) of the grievance procedure may be bypassed and the grievance brought directly to Step B(2).

9.4 Association Participation

If requested by the employee, the Board acknowledges the right of the Association to have its grievance representative present to state its views at all formal stages of the grievance procedure, and no employee shall be required to discuss any grievance if the Association grievance representative is not present as requested.

9.5 Filing of Material

All documents, communication, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.

9.6 Grievance Withdrawn

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

9.7 Time Limits

Failure of any grievant to act on a grievance within the prescribed time limits will act as a ban to any further appeal and the administration's failure to give a written decision within the prescribed time limits shall permit the grievant to move to the next step.

9.8 No Reprisals

No reprisals of any kind shall be taken by the Board, the administration, or the Association against any employee because of his/her participation, or lack of participation, in this grievance procedure.

9.9 Extension of Time Limits

An extension of time limits may be granted if both parties mutually agree to such an extension.

9.10 Exclusion of Remedies

In the event an employee commences a proceeding in any state or federal court or administrative agency against the Board and/or Administration, charging the Board and/or Administration with an alleged violation of any of the terms of this Agreement, such remedy shall be exclusive and the said employee shall be barred from invoking any remedy by this grievance procedure.

ARTICLE X

MANAGEMENT RIGHTS

The Board retains and reserves the ultimate responsibility for proper management of the School District conferred upon and vested in it by the statutes and Constitutions of the State of Illinois and the United States, including, but not limited to, the responsibility for and the right:

- A. To maintain executive management and administrative control of the School District and its properties and facilities and the professional activities of its employees as related to the conduct of school affairs.
- B. To hire all employees and, subject to the provisions of the law, to determine their qualifications and conditions for their continued employment, dismissal, suspension or demotion, and to assign, promote or transfer all such employees.
- C. To establish programs and courses of instruction, including special programs, and to provide for athletic, recreational and social events for students, all as deemed necessary or advisable by the Board.
- D. To delegate authority through recognized administrative channels for the development and organization of the means and methods of instruction according to current written Board Policy or as the same may from time to time be amended, the selection of textbooks and other teaching materials, and the utilization of teaching aids of all kinds.
- E. To determine class schedules, the hours of instruction, and the duties, responsibilities, and assignments of teachers and other employees with respect thereto, and non-classroom assignments.

The exercise of the foregoing powers, rights, authorities, duties and responsibilities by the Board, and the adoption of policies, rules, regulations and practices in furtherance thereof, shall be limited by the specific and express terms of this Agreement.

ARTICLE XI

NO STRIKE

The Association agrees in accordance with Illinois law, not to strike, not to engage in work stoppage, and not to picket in a manner which disrupts the operation of any public school or the administrative offices of the District during the term of this Agreement.

ARTICLE XII

EFFECT OF AGREEMENT

12.1 Complete Understanding

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

12.2 Contractual Amendments

This Agreement shall constitute a binding obligation of both the Board and the Association and for the duration hereof may be altered, changed, added to, deleted from, or modified only through the voluntary, mutual consent of these parties in written and signed amendment to this Agreement.

12.3 Individual Contracts

Any individual contract between the Board and an employee heretofore executed shall be subject to and consistent with the terms and conditions of this Agreement. Any individual contract hereafter executed shall be expressly made subject to and consistent with the terms and conditions of this or subsequent agreements to be executed by the parties.

If an individual contract contains any language inconsistent with the Agreement, this Agreement, during its duration, shall be controlling.

12.4 Savings Clause

If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law; but all other provisions or applications shall be continued in full force and effect.

ARTICLE XIII

DURATION OF AGREEMENT

This Agreement shall be effective as of the first day of the 2015-2016 school year, and shall continue in effect until the first day of the 2020-2021 school year. This Agreement shall expire at such expiration date unless it is extended for a specific period or periods by mutual written agreement of the parties or if replaced by a successor agreement.

EDUCATION ASSOCIATION

BOARD OF EDUCATION

By _____
President

By _____
President

By _____
Secretary

By _____
Secretary

By _____
Negotiation Committee
Member

By _____
Negotiating Committee
Member

By _____
Negotiation Committee
Member

By _____
Negotiation Committee
Member

By _____
Negotiation Committee
Member

By _____
Negotiation Committee
Member

Date

APPENDIX A

TEACHER SALARIES

**Salary Matrix for 2015-2016
(Base)**

| Year | BA | BA12 | BA24 | MA | MA12 | MA24 | MA36 | MA45 |
|------|-------|-------|-------|-------|-------|-------|-------|-------|
| 1 | 36145 | 37591 | 39094 | 42222 | 43805 | 45448 | 47152 | 48567 |
| 2 | 37049 | 38531 | 40072 | 43278 | 44900 | 46584 | 48331 | 49781 |
| 3 | 37975 | 39494 | 41074 | 44359 | 46023 | 47749 | 49539 | 51026 |
| 4 | 38924 | 40481 | 42100 | 45468 | 47174 | 48943 | 50778 | 52301 |
| 5 | 39897 | 41493 | 43153 | 46605 | 48353 | 50166 | 52047 | 53609 |
| 6 | 40894 | 42531 | 44232 | 47770 | 49562 | 51420 | 53349 | 54949 |
| 7 | 41917 | 43594 | 45338 | 48965 | 50801 | 52706 | 54682 | 56323 |
| 8 | 42965 | 44684 | 46471 | 50189 | 52071 | 54023 | 56049 | 57731 |
| 9 | | | 47633 | 51694 | 53633 | 55644 | 57731 | 59463 |
| 10 | | | | 53245 | 55242 | 57313 | 59463 | 61247 |
| 11 | | | | 54843 | 56899 | 59033 | 61247 | 63084 |
| 12 | | | | 56488 | 58606 | 60804 | 63084 | 64976 |
| 13 | | | | 58324 | 60511 | 62780 | 65134 | 67088 |
| 14 | | | | 60219 | 62477 | 64820 | 67251 | 69269 |
| 15 | | | | 62176 | 64508 | 66927 | 69437 | 71520 |

**Salary Matrix for Initial Placement of New Teachers for 2016-2017
(Base)**

| Year | BA | BA12 | BA24 | MA | MA12 | MA24 | MA36 | MA45 |
|------|-------|-------|-------|-------|-------|-------|-------|-------|
| 1 | 36849 | 38323 | 39856 | 43044 | 44659 | 46333 | 48070 | 49513 |
| 2 | 37586 | 39070 | 40633 | 43884 | 45529 | 47237 | 49007 | 50478 |
| 3 | 38526 | 40047 | 41649 | 44981 | 46668 | 48418 | 50233 | 51740 |
| 4 | 39489 | 41048 | 42690 | 46105 | 47834 | 49628 | 51489 | 53034 |
| 5 | 40476 | 42074 | 43757 | 47258 | 49030 | 50869 | 52776 | 54360 |
| 6 | 41488 | 43126 | 44851 | 48439 | 50256 | 52140 | 54095 | 55719 |
| 7 | 42525 | 44204 | 45973 | 49650 | 51512 | 53444 | 55448 | 57112 |

Salary Matrix for Initial Placement of New Teachers for 2017-2018**(Base)**

| Year | BA | BA12 | BA24 | MA | MA12 | MA24 | MA36 | MA45 |
|------|-------|-------|-------|-------|-------|-------|-------|-------|
| 1 | 37031 | 38512 | 40053 | 43257 | 44879 | 46562 | 48308 | 49757 |
| 2 | 37753 | 39244 | 40814 | 44079 | 45732 | 47447 | 49226 | 50703 |
| 3 | 38697 | 40225 | 41834 | 45181 | 46875 | 48633 | 50457 | 51970 |
| 4 | 39664 | 41231 | 42880 | 46310 | 48047 | 49849 | 51718 | 53270 |
| 5 | 40656 | 42262 | 43952 | 47468 | 49248 | 51095 | 53011 | 54601 |
| 6 | 41672 | 43318 | 45051 | 48655 | 50479 | 52372 | 54336 | 55966 |
| 7 | 42714 | 44401 | 46177 | 49871 | 51741 | 53682 | 55695 | 57366 |

Salary Matrix for Initial Placement of New Teachers for 2018-2019**(Base)**

| Year | BA | BA12 | BA24 | MA | MA12 | MA24 | MA36 | MA45 |
|------|-------|-------|-------|-------|-------|-------|-------|-------|
| 1 | 37308 | 38800 | 40352 | 43581 | 45215 | 46910 | 48669 | 50130 |
| 2 | 37998 | 39518 | 41099 | 44387 | 46051 | 47778 | 49570 | 51057 |
| 3 | 38948 | 40506 | 42126 | 45496 | 47203 | 48973 | 50809 | 52333 |
| 4 | 39922 | 41519 | 43179 | 46634 | 48383 | 50197 | 52079 | 53642 |
| 5 | 40920 | 42557 | 44259 | 47800 | 49592 | 51452 | 53381 | 54983 |
| 6 | 41943 | 43621 | 45365 | 48995 | 50832 | 52738 | 54716 | 56357 |
| 7 | 42991 | 44711 | 46500 | 50220 | 52103 | 54057 | 56084 | 57766 |

Salary Matrix for Initial Placement of New Teachers for 2019-2020**(Base)**

| Year | BA | BA12 | BA24 | MA | MA12 | MA24 | MA36 | MA45 |
|------|-------|-------|-------|-------|-------|-------|-------|-------|
| 1 | 38054 | 39576 | 41159 | 44452 | 46119 | 47848 | 49643 | 51132 |
| 2 | 38758 | 40308 | 41921 | 45274 | 46972 | 48734 | 50561 | 52078 |
| 3 | 39514 | 41094 | 42738 | 46157 | 47888 | 49684 | 51547 | 53093 |
| 4 | 40502 | 42122 | 43807 | 47311 | 49085 | 50926 | 52836 | 54421 |
| 5 | 41515 | 43175 | 44902 | 48494 | 50312 | 52199 | 54157 | 55781 |
| 6 | 42552 | 44254 | 46024 | 49706 | 51570 | 53504 | 55510 | 57176 |
| 7 | 43616 | 45360 | 47175 | 50949 | 52859 | 54842 | 56898 | 58605 |

APPENDIX B

HORIZONTAL MOVEMENT 2015-2020

| BA + 12 | BA +24 | MA | MA +12 | MA +24 | MA +36 | MA +45 |
|---------|---------|---------|---------|---------|---------|---------|
| \$1,986 | \$1,986 | \$3,506 | \$1,986 | \$1,986 | \$1,986 | \$1,986 |

Appendix C

2015-2020

| Category – Stipends | | 2015-16 | 2016-17 | 2017-18 | 2018-19 | 2019-20 |
|---------------------|----------------------------------------------------------------------------------------------------------------------------------|----------|----------|----------|----------|----------|
| | | \$39.44 | \$41.02 | \$42.25 | \$43.62 | \$45.36 |
| | | 4% | 4% | 3% | 3.25% | 4% |
| 1 | Elem. Band and Orchestra (90 hrs) | \$3,550 | \$3,692 | \$3,803 | \$3,926 | \$4,082 |
| 2 | Elem. Extracurricular/Activities Pool (1397 hrs) | \$55,098 | \$57,305 | \$59,023 | \$60,937 | \$63,368 |
| 3 | Elem. Lead Teacher (8 @ 63 hrs) | \$19,878 | \$20,674 | \$21,294 | \$21,984 | \$22,861 |
| 4 | Elem Math Lab Instructors (4 @ 91 hrs) | \$14,356 | \$14,931 | \$15,379 | \$15,878 | \$16,511 |
| 5 | Elem. SST Coordinator (51 hrs) | \$2,011 | \$2,092 | \$2,155 | \$2,225 | \$2,313 |
| 6 | Elem. Yearbook Advisor (100 hrs.) | \$3,944 | \$4,102 | \$4,225 | \$4,362 | \$4,536 |
| 7 | MS 8th Grade Trip Coordinator (35 hrs) | \$1,380 | \$1,436 | \$1,479 | \$1,527 | \$1,588 |
| 8 | MS Advisory/SEL Coordinator (2 @ 100 hrs) | \$7,888 | \$8,204 | \$8,450 | \$8,724 | \$9,072 |
| 9 | MS Band and Orchestra (combine jazz band w/band & orchestra and combine w/hrs previously taken out of club for band & orchestra) | \$11,832 | \$12,306 | \$12,675 | \$13,086 | \$13,608 |
| 10 | MS Basketball 7th Grade–Girls (100 hrs) | \$3,944 | \$4,102 | \$4,225 | \$4,362 | \$4,536 |
| 11 | MS Basketball 8th Grade-Girls (100 hrs) | \$3,944 | \$4,102 | \$4,225 | \$4,362 | \$4,536 |
| 12 | MS Basketball Asst 7th Grade –Boys (100 hrs) | \$3,944 | \$4,102 | \$4,225 | \$4,362 | \$4,536 |
| 13 | MS Basketball Head 8th Grade –Boys (110 hrs) | \$4,338 | \$4,512 | \$4,648 | \$4,798 | \$4,990 |
| 14 | MS Cheerleading 7th Grade (65 hrs) | \$2,564 | \$2,666 | \$2,746 | \$2,835 | \$2,948 |
| 15 | MS Cheerleading 8th Grade (65 hrs) | \$2,564 | \$2,666 | \$2,746 | \$2,835 | \$2,948 |
| 16 | MS Chorus (125 hrs) | \$4,930 | \$5,128 | \$5,281 | \$5,453 | \$5,670 |
| 17 | MS Club/Activities Pool (613 hrs) | \$24,177 | \$25,145 | \$25,899 | \$26,739 | \$27,806 |
| 18 | MS Cross Country Asst. (40 hrs) | \$1,578 | \$1,641 | \$1,690 | \$1,745 | \$1,814 |
| 19 | MS Cross Country Head (45 hrs) | \$1,775 | \$1,846 | \$1,901 | \$1,963 | \$2,041 |
| 20 | MS Homework Assistance (3 @ 35 hrs) | \$4,141 | \$4,307 | \$4,436 | \$4,580 | \$4,763 |
| 21 | MS Intramural Activity Sponsors (max of 179 hrs) | \$7,060 | \$7,343 | \$7,563 | \$7,808 | \$8,119 |
| 22 | MS Intramural Coordinator (90 hours) | \$3,550 | \$3,692 | \$3,803 | \$3,926 | \$4,082 |
| 23 | Lunchroom Monitor (6 @ 172 hrs) | \$40,702 | \$42,333 | \$43,602 | \$45,016 | \$46,812 |
| 24 | MS Math Olympiad (24 hrs) | \$947 | \$984 | \$1,014 | \$1,047 | \$1,089 |
| 25 | MS Musical Director (2 @105 hrs) | \$8,282 | \$8,614 | \$8,873 | \$9,160 | \$9,526 |
| 26 | Open Library (1 @ 95 hrs) | \$3,747 | \$3,897 | \$4,014 | \$4,144 | \$4,309 |
| 27 | MS Outdoor Ed Coordinator (35 hrs) | \$1,380 | \$1,436 | \$1,479 | \$1,527 | \$1,588 |
| 28 | MS Scholastic Bowl (65 hrs) | \$2,564 | \$2,666 | \$2,746 | \$2,835 | \$2,948 |
| 29 | MS Soccer Asst Coach – Coed – 7th Grade (80 hrs) | \$3,155 | \$3,282 | \$3,380 | \$3,490 | \$3,629 |
| 30 | MS Soccer Head Coach-Coed – 8th Grade (90 hrs) | \$3,550 | \$3,692 | \$3,803 | \$3,926 | \$4,082 |
| 31 | MS Softball Grade 7 boys (60 hrs) | \$2,366 | \$2,461 | \$2,535 | \$2,617 | \$2,722 |
| 32 | MS Softball Grade 7 girls (80 hrs) | \$3,155 | \$3,282 | \$3,380 | \$3,490 | \$3,629 |
| 33 | MS Softball Grade 8 boys (60 hrs) | \$2,366 | \$2,461 | \$2,535 | \$2,617 | \$2,722 |
| 34 | MS Softball Grade 8 girls (80 hrs) | \$3,155 | \$3,282 | \$3,380 | \$3,490 | \$3,629 |
| 35 | MS Student Council Advisor (70 hrs) | \$2,761 | \$2,871 | \$2,958 | \$3,053 | \$3,175 |
| 36 | MS Team Leader (5 @ 75 hrs) | \$14,790 | \$15,383 | \$15,844 | \$16,358 | \$17,010 |
| 37 | MS Team Tigers Activity Pool (120 hrs) | \$4,733 | \$4,922 | \$5,070 | \$5,234 | \$5,443 |
| 38 | MS Volleyball Asst Coach-Boys 7th Grade (90 hrs) | \$3,550 | \$3,692 | \$3,803 | \$3,926 | \$4,082 |
| 39 | MS Volleyball Asst Coach-Girls 7th Grade (100 hrs) | \$3,944 | \$4,102 | \$4,225 | \$4,362 | \$4,536 |
| 40 | MS Volleyball Head Coach-Boys 8th Grade (95 hrs) | \$3,747 | \$3,897 | \$4,014 | \$4,144 | \$4,309 |
| 41 | MS Volleyball Head Coach-Girls 8th Grade (110 hrs) | \$4,338 | \$4,512 | \$4,648 | \$4,798 | \$4,990 |
| 42 | MS Yearbook Advisor (100 hrs) | \$3,944 | \$4,102 | \$4,225 | \$4,362 | \$4,536 |
| 43 | Rainbows Facilitators Pool (14 @ 21 hrs.) | \$11,595 | \$12,060 | \$12,422 | \$12,824 | \$13,336 |
| 44 | Subject Area Coordinator (x5 Dist) (120 hrs) | \$23,664 | \$24,612 | \$25,350 | \$26,172 | \$27,216 |
| 45 | Teacher Mentor (36 hrs. per mentor) | \$14,198 | \$14,767 | \$15,210 | \$15,703 | \$16,330 |
| 46 | Technology Coordinators (2 @ 125 hrs) | \$9,860 | \$10,255 | \$10,563 | \$10,905 | \$11,340 |

APPENDIX D

ESP Salary Schedule for Initial Placement of New Employees

| CATEGORY | 2015 - 2016 | 2016 - 2017 | 2017 - 2018 | 2018 - 2019 | 2019 - 2020 |
|---------------------|-------------|-------------|-------------|-------------|-------------|
| | | 2% | 1.5% | 1.625% | 2% |
| Clerical Aides | \$12.00 | \$12.24 | \$12.42 | \$12.62 | \$12.87 |
| Custodians(2) | \$14.00 | \$14.28 | \$14.49 | \$14.73 | \$15.02 |
| Instructional Aides | \$14.00 | \$14.28 | \$14.49 | \$14.73 | \$15.02 |
| Lunchroom Aides | \$12.00 | \$12.24 | \$12.42 | \$12.62 | \$12.87 |
| Maintenance (1) | \$23.50 | \$23.97 | \$24.33 | \$24.73 | \$25.22 |
| Nurse (2) | \$25.11 | \$25.61 | \$25.99 | \$26.41 | \$26.94 |
| Secretaries (2) | \$17.00 | \$17.34 | \$17.60 | \$17.89 | \$18.25 |

MEMO OF UNDERSTANDING

between the

**TEACHERS ASSOCIATION OF
PLEASANTDALE, IEA-NEA
and the
BOARD OF EDUCATION
School District #107
Cook County, Illinois**

NEW EMPLOYEE PLACEMENT FOR THE 2015-16 SCHOOL YEAR

Teachers employed at the beginning of the 2015 school year through the day the Board of Education ratifies the 2015-2020 Bargaining Agreement shall be entitled to:

1. The salaries on the 2015-16 New Teacher Matrix; and
2. Shall advance as per the Agreement effective for the 2016-2017 school year and thereafter.

Educational Support Personnel employed as of July 1, 2015, through the day the Board of Education ratifies the 2015-2020 Bargaining Agreement shall be paid at:

1. The 2014-15 ESP Salary Schedule rate, and
2. Shall advance as per the Agreement effective for the 2016-2017 school year and thereafter.
3. Employees hired after the day the Board of Education ratifies the 2015-2020 Bargaining Agreement shall be paid at the 2015-16 ESP Salary Schedule rate.

INSURANCE COMMITTEE

The Insurance Committee established under subsection G of Article 7.1, "Hospitalization and Life Insurance," shall start its work at the beginning of the 2016-17 school year.

SICK LEAVE BANK

It is agreed to by both parties that the Sick Leave Bank will be created and effective in the 2016-17 school year and thereafter as per Article 8.2, "Sick Leave Bank."

President, Teachers Association

President, Board of Education

Date

Date

hlerk#332951

Catherine Chang

From: Catherine Chang
Sent: Friday, January 15, 2016 3:19 PM
To: 'trey@onechanceillinois.org'
Subject: RE: Official FOIA Request 1.11.16

Dear Mr. Cobb,

Thank you for writing to Pleasantdale School District 107 with your request for information, dated and received by the District on January 11, 2016 pursuant to the Illinois Freedom of Information Act, 5 ILCS 140/1 et seq. Your specific requests, and the District's response to each request, are as follows:

- Whether your district has a gifted and talented program.

Yes, the District has a gifted program.

- If yes, in what areas of learning?

The gifted program is in the area of Math and Language Arts.

- If yes, how many students are enrolled?

There are a total of 187 students in the gifted program.

- If yes, how many students are enrolled by grade level?

The enrollment by grade level are:

Grade 4 - 19 students

Grade 5 - 30 students

Grade 6 - 40 students

Grade 7 - 45 students

Grade 8 - 53 students

- If yes, how many students are enrolled by race/ethnic classification?

The enrollment by race/ethnic classification are:

Hispanic - 6 students

White - 150 students

Asian - 21 students

American Indian - 1 student

Black/African American - 2 students

Multi-racial - 7 students

- If yes, how many students are enrolled by income classification?

There are 5 Free/Reduced Lunch students.

- If yes, how many students are enrolled by gender classification?

There are 91 male students and 96 female students.

- If yes, does your district provide a universal gifted assessment for students? If so, what grade levels?

No, the District does not have a universal gifted assessment for students.

Sincerely,
Catherine Chang
Freedom of Information Officer
Pleasantdale School District 107
708-784-2172

cc: Board of Education
Dr. Palzet, Superintendent

From: Trey Cobb <trey@onechanceillinois.org>
Subject: Official FOIA Request 1.11.16
Date: January 11, 2016 at 1:12:49 PM CST
To: undisclosed-recipients;

January 11, 2016

Dear Superintendent:

This is a request under the Freedom of Information Act for records showing the following information:

- Whether your district has a gifted and talented program.
- If yes, in what areas of learning?
- If yes, how many students are enrolled?
- If yes, how many students are enrolled by grade level?
- If yes, how many students are enrolled by race/ethnic classification?
- If yes, how many students are enrolled by income classification?
- If yes, how many students are enrolled by gender classification?
- If yes, does your district provide a universal gifted assessment for students? If so, what grade levels?

Please send me the records as an electronic Excel spreadsheet, or if that is not possible, in the electronic format in which you keep the records. If the records are only in paper format, please scan them into PDFs. Please email me the records, or if that is not possible, mail them to me on a CD. If you are unable to send the records in one of the formats I requested, please contact me to discuss alternatives. Please contact me for my authorization of any charge in excess of \$10. I am not making this request for a commercial purpose.

Thank you,

Trey Cobb

--

Trey Cobb | One Chance Illinois | Policy Associate
Kids only get one chance at a high quality education.
160 North Wacker Drive, 4th Floor, Chicago, IL 60606
[773.558.1494](tel:773.558.1494) | www.OneChanceIllinois.org



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