

AGENDA BOARD OF EDUCATION REGULAR MEETING

**MONDAY, DECEMBER 18, 2023
6:30 PM**

**HADLEY JR. HIGH SCHOOL,
240 HAWTHORNE BLVD,
GLEN ELLYN, IL 60137**

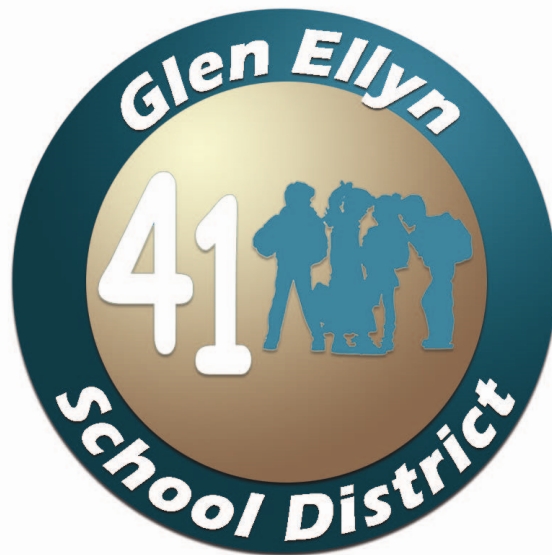
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|-------|--|-----|
| I. | Call to Order | |
| II. | Public Hearing on the 2023 Levy | |
| III. | Celebrations and Recognitions | |
| | A. District 41 at the Illinois Music Education Association (ILMEA) District 9 Students | |
| | B. Northshore Concert Band's 2024 Lifetime of Music Hadley Student Selection | |
| IV. | Presentations | |
| | A. FY 2023 Audit Presentation | 3 |
| | B. Student Attribute Presentation: Ben Franklin | 11 |
| | C. 2023 HumaneX Report | 33 |
| V. | Public Participation | |
| VI. | Reports | |
| | A. Superintendent's Report | |
| | 1. Newcomer Students Update | |
| | 2. Update on the Mental Health Grant | |
| | B. Board Reports | |
| | C. Student Board Reports | |
| VII. | Discussion | |
| VIII. | Action Items | |
| | A. Consent Agenda | |
| | 1. Personnel Report | 76 |
| | 2. Monthly Financial Reports | |
| | a. Disposal of Surplus Property | 77 |
| | b. Donation and Gifts | 80 |
| | c. Freedom of Information Act (FOIA) Report | 81 |
| | d. Investment Schedule | 83 |
| | e. Monthly Revenue/Expenditure Summary Report | 86 |
| | f. School District Payment Order | 88 |
| | g. Summary of Bills and Payroll | 95 |
| | h. Treasurer's Report | 96 |
| | i. Approve the FY 2023 Audit | 97 |
| | 3. Board Meeting Minutes | 266 |
| | • November 10, 2023, Special Meeting Minutes | |
| | • November 13, 2023, Regular Meeting Minutes | |

	<ul style="list-style-type: none"> • November 13, 2023, Closed Meeting Minutes • November 14, 15, 27, 2023, Series of Closed Meeting Minutes • November 16, 2023 Special Meeting Minutes • November 16, 2023 Closed Meeting Minutes • November 28, 2023, Special Meeting Minutes • November 28, 2023, Closed Meeting Minutes 	
B.	Recommendations	
	1. Approve the 2023 Levy	275
	2. Approve Service Agreement with RefferalGPS	282
	3. Approve Secondary Legal Counsel	284
	4. Approve Settlement Agreement	
	5. Approve Memorandum of Understanding (MOU) between Glen Ellyn District 41 and B.R. Ryall YMCA for School Gym and Summer Outdoor Space Use	285
	6. Approval of New Superintendent Employment Contract	289
IX.	Other/Board Governance - Learning Together	
X.	Upcoming Meetings	
	<ul style="list-style-type: none"> • Monday, January 8, 2024, Committee of the Whole Meeting, 6:30 PM • Monday, January 22, 2024, Regular Meeting, 6:30 PM • Monday, February 12, 2024, Regular Meeting, 6:30 PM 	
XI.	Adjourn to Closed Session	
XII.	Return to Open Session	
XIII.	Adjournment	

Superintendent Dr. Melissa Kaczowski

GLEN ELLYN SCHOOL DISTRICT 41,
ILLINOIS

MANAGEMENT LETTER



FOR THE FISCAL YEAR ENDED
JUNE 30, 2023

793 N Main Street
Glen Ellyn, IL 60137
Phone: 630.534.7220
Fax: 630.790.1867
www.d41.org



November 16, 2023

Members of the Board of Education
Glen Ellyn School District 41
Glen Ellyn, Illinois

In planning and performing our audit of the financial statements of the Glen Ellyn School District 41 (the District), Illinois, for the year ended June 30, 2023, we considered its internal control structure in order to determine our auditing procedures for the purpose of expressing our opinion on the financial statements and not to provide assurance on the internal control structure.

We do not intend to imply that our audit failed to disclose commendable aspects of your system and structure. For your consideration, we herein submit our comments and suggestions which are designed to assist in effecting improvements in internal controls and procedures. Those less-significant matters, if any, which arose during the course of the audit, were reviewed with management as the audit field work progressed.

The accompanying comments and recommendations are intended solely for the information and use of the Board of Education and senior management of the Glen Ellyn School District 41, Illinois.

We will review the status of these comments during our next audit engagement. We have already discussed many of these comments and suggestions with various District personnel. We would be pleased to discuss our comments and suggestions in further detail with you at your convenience, to perform any additional study of these matters, or to review the procedures necessary to bring about desirable changes.

We commend the finance department for the well prepared audit package and we appreciate the courtesy and assistance given to us by the entire District staff.

Lauterbach & Amen, LLP

LAUTERBACH & AMEN, LLP

CURRENT RECOMMENDATIONS

1. GASB STATEMENT NO. 100 ACCOUNTING CHANGES AND ERROR CORRECTIONS

Comment

In June 2022, the Governmental Accounting Standards Board (GASB) issued Statement No. 100, *Accounting Changes and Error Corrections*, which establishes accounting and financial reporting requirements for (a) accounting changes, and (b) the correction of an error in previously issued financial statements (error correction). Accounting changes are (a) changes in accounting principle, (b) changes in accounting estimates, or (c) changes to or within the financial reporting entity. Error corrections are (a) errors from mathematical mistakes, mistakes in the application of accounting principles, or oversight or misuse of facts that existed at the time the financial statements were issued, or (b) a change from (i) applying an accounting principle that is not generally accepted to transactions or other events that previously were significant to (ii) applying a generally accepted accounting principle to those transactions or other events is an error correction. GASB Statement No. 100 requires that (a) changes in accounting principal and error corrections are reported retroactively, (b) changes in accounting estimates are reported prospectively, and (c) changes to or within the financial reporting entity should be reported by adjusting the current reporting period's beginning net position, fund balance, or fund net position, as applicable, for the effect of the change as if the change occurred as of the beginning of the reporting period. GASB Statement No. 100, *Accounting Changes and Error Corrections* is applicable to the District's financial statements for the year ended June 30, 2024.

Recommendation

Lauterbach & Amen, LLP will work directly with the District to review any accounting changes or error corrections to determine the appropriate financial reporting for these activities under GASB Statement No. 100.

Management Response

Management acknowledges this comment and, if applicable, will work to implement it when required by GASB.

2. GASB STATEMENT NO. 101 COMPENSATED ABSENCES

Comment

In June 2022, the Governmental Accounting Standards Board (GASB) issued Statement No. 101, *Compensated Absences*, which establishes standards of accounting and financial reporting for (a) compensated absences, and (b) associated salary-related payments, including certain defined contribution pensions and defined contribution other post-employment benefits (OPEB). The statement requires that a liability should be recognized for any type of leave that has not been used at year-end if (a) The leave is attributable to services already rendered, (b) the leave accumulates, and (c) the leave is more likely than not to be used for time off or otherwise paid in cash or settled through noncash means. Examples of leave that should be reviewed, and potentially measured under GASB Statement No. 101 are vacation leave, paid time off leave, holiday leave, and sick leave. Examples of leave that are excluded from GASB Statement No. 101 are parental leave, military leave, and jury duty leave. GASB Statement No. 101, *Compensated Absences* is applicable to the District's financial statements for the year ended June 30, 2025.

CURRENT RECOMMENDATIONS - Continued

2. GASB STATEMENT NO. 101 COMPENSATED ABSENCES - Continued

Recommendation

Lauterbach & Amen, LLP will work directly with the District to review the new compensated absences and associated salary-related payments, including certain defined contribution pensions and defined contribution other post-employment benefits criteria to determine the appropriate financial reporting for these activities under GASB Statement No. 101.

Management Response

Management acknowledges this comment and, if applicable, will work to implement it when required by GASB.

3. CAPITAL ASSET APPRAISAL

Comment

During our current year-end audit procedures, we noted the District is in the process of having an appraisal of capital assets performed by an outside appraisal firm. This appraisal will be used to track capital assets. The benefits of an appraisal by an outside appraisal firm include but are not limited to 1) records for insurance purposes and 2) provide records of capital assets, including real property that the School District owns for financial reporting purposes.

Recommendation

We recommend that the District have an outside appraisal firm perform a physical inventory and valuation of all the District's capital assets. A periodic inspection of the assets should also be compared to this detail listing to ensure that all assets are accounted for on a regular basis. We further recommend that all capitalizable items be budgeted and charged to capital outlay accounts and that these accounts are reconciled each year to the total additions to capital assets.

Management Response

Management acknowledges this comment and will work to correct it in the coming year.

4. OUTSTANDING CHECK WRITE-OFF POLICY

Comment

During our current year-end audit procedures, we noted that the District does not have a formal policy for following up and processing old outstanding checks, which has resulted in several old outstanding checks being included in the bank reconciliations.

CURRENT RECOMMENDATIONS - Continued

4. **OUTSTANDING CHECK WRITE-OFF POLICY - Continued**

Recommendation

We recommend the District develop and implement an outstanding check policy that includes procedures to follow-up and subsequently how to process the outstanding checks. This policy should be in written form and should set specific instructions for these procedures including steps to be in compliance with State unclaimed property statutes. State unclaimed property statutes note that all checks that are greater than three years old are to be sent to the State of Illinois Treasurer along with the required forms.

Management Response

Management acknowledges this comment and will work to correct it in the coming year.

5. **FUNDS OVER BUDGET**

Comment

During our current year-end audit procedures, we noted that the following funds had an excess of actual expenditures over budget for the fiscal year:

<u>Fund</u>	<u>Excess</u>
Transportation	\$ 337,738
Debt Services	263,066
Capital Projects	497,829

Recommendation

We recommend the District investigate the causes of the funds over budget and adopt appropriate future funding measures.

Management Response

Management acknowledges this comment and will work to correct it in the coming year.

6. **DEFICIT FUND BALANCE**

Comment

During our current year-end audit procedures, we noted the following fund with deficit fund balance:

<u>Fund</u>	<u>Deficit</u>
Operations and Maintenance	\$ 610,982

CURRENT RECOMMENDATIONS - Continued

6. **DEFICIT FUND BALANCE - Continued**

Recommendation

We recommend the District investigate the causes of the deficit and adopt appropriate future funding measures.

Management Response

Management acknowledges this comment and will work to correct it in the coming year.

7. **FUND NOT IN COMPLIANCE WITH FUND BALANCE POLICY**

Comment

During our current year-end audit procedures, we noted the following fund with fund balance that was not in compliance with the Board approved fund balance policy:

	Per 2023 Budget	Fund Balance per Audit	Amount not in Compliance
Operations and Maintenance Fund Minimum			
Operating Expenditures	\$ 4,638,536		
X's 6 Months per Policy	25%		
	1,159,634	(610,982)	1,770,616

Recommendation

We recommend the District investigate the fund balance and adopt future budgets to address these items not in compliance.

Management Response

Management acknowledges this comment and will work to correct it in the coming year.

PRIOR RECOMMENDATIONS

1. **GASB STATEMENT NO. 96 SUBSCRIPTION-BASED INFORMATION TECHNOLOGY ARRANGEMENTS**

Comment

In May 2020, the Governmental Accounting Standards Board (GASB) issued Statement No. 96, Subscription-Based Information Technology Arrangements, which provides guidance regarding the information needs of financial statement users by improving accounting and financial reporting for Subscription-Based Information Technology Arrangements (SBITAs) by governments. It establishes uniform accounting and financial reporting requirements for SBITAs, improves the comparability of financial statements among governments that have entered into SBITAs, and enhances the understandability, reliability, relevance, and consistency of information about SBITAs. GASB Statement No. 96, Subscription-Based Information Technology Arrangements is applicable to the District's financial statements for the year ended June 30, 2023.

Recommendation

Lauterbach & Amen, LLP will work directly with the District to review the new SBITA criteria in conjunction with the District's current arrangements to determine the appropriate financial reporting for these activities under GASB Statement No. 96.

Status

As the District has no material SBITA's, there was no impact on the financial statements in the current year, therefore this comment is considered implemented. The District and Lauterbach & Amen will continue to monitor leases in the future to determine if additional reporting is required. This comment is implemented and will not be repeated.

2. **CAPITAL ASSET POLICY**

Comment

Previously and during our current year-end audit procedures, we noted the District does not have a formal capital asset policy to provide guidance on the financial aspects and stewardship of capital assets. With respect to the financial aspects, guidance should be provided on the minimum dollar amount and minimum useful life for an item to be capitalized as a capital asset. Stewardship issues include the physical custody of capital assets.

Recommendation

We recommended that the District adopt a capital asset policy, which addresses both financial, and stewardship issues. As part of developing the capital asset policy, a review of the current capitalization amount and estimated useful life should be performed for both financial reporting and stewardship. The capital asset policy should also establish standard depreciation methods and useful lives to be applied to specific categories of assets. With respect to stewardship, the policy should address location of assets, tagging, physical access and security and frequency of periodic inventories. Once the policy has been established, we recommended the District undertake a complete inventory and valuation of capital assets to create detail capital asset records that are in compliance with the new policy. Additionally, as part of this process we recommended land be inventoried and valued at its estimated fair value on the date donated.

PRIOR RECOMMENDATIONS - Continued

2. CAPITAL ASSET POLICY - Continued

Status

This comment has not been implemented and will be repeated in the future.

Management Response

Management acknowledges this comment and will work to correct it in the coming year.

Franklin School

–Expectations, Community & Belonging

December 18, 2023

Tone, Belonging, & Actions!

Curriculum Night Chats

Expected, unexpected

Class visits

Charts

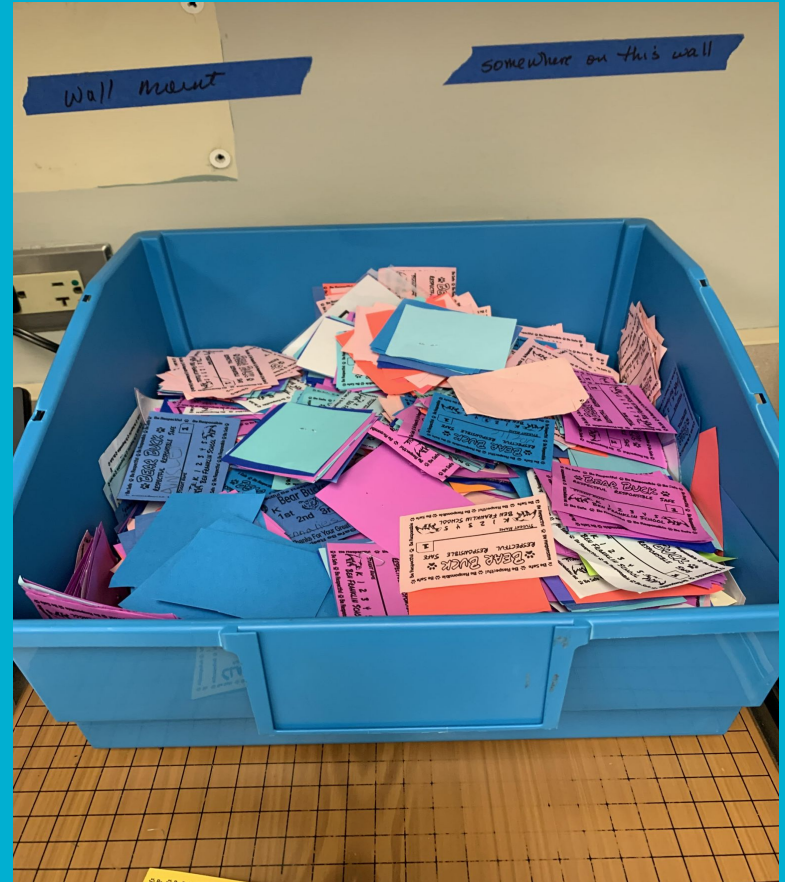
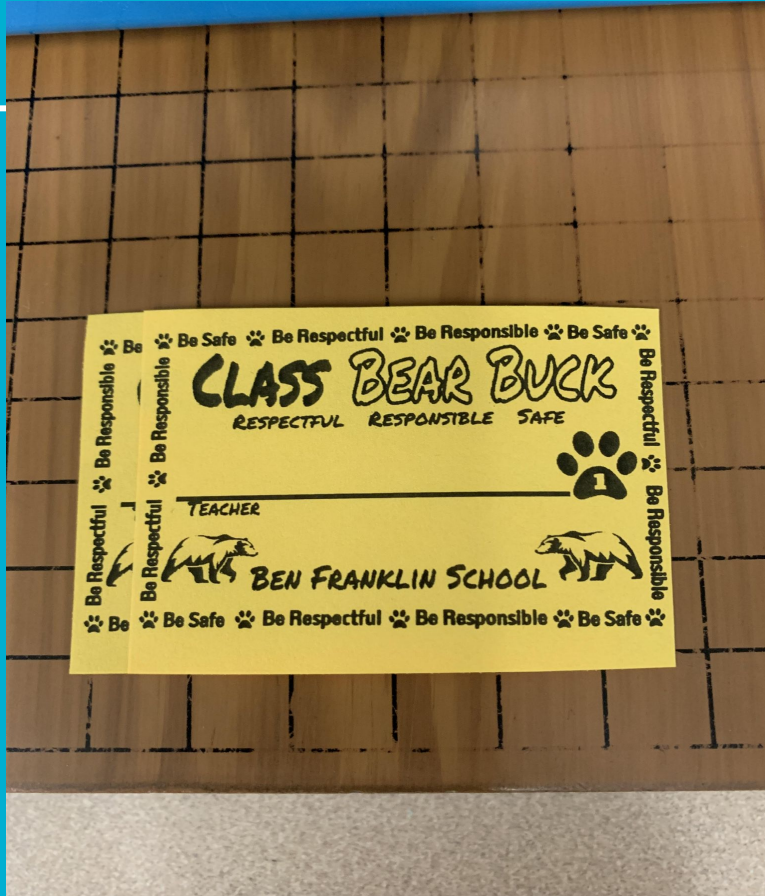
Three main themes

Big Emotions

Home vs school



Class Bear Bucks!



Class Rewards - recognized daily!

Mrs. Schremp's class has earned a Twin Day, where they get to dress like their friends, for meeting our class bear buck goal! They have worked hard to follow our Ben's B's around school. Keep it up, 1st graders!

Miss Isaacson's class earned their goal of 20 class bear bucks and will be playing a class kickball game against another class this afternoon! They worked very hard to earn bear bucks by demonstrating the ben's bees in specials and library check out time!

We earned our class reward of playing an outdoor class game. We are playing a kickball game against Ms. Isaacson's class this afternoon. Students did an awesome job of earning 15 class bear Buck by walking quietly in the hallway!

Can you please announce tomorrow that my class has met their Golden Bear Buck goal and will be celebrating with pajamas and snacks? Thanks!

Just wanted to tell you that my class has earned a golden bear buck reward. They have worked hard walking silently in the halls, as well as, focusing their attention at specials. I'm so proud of them. We will be celebrating with a pajama day, stuffy/movie day on Friday. The children¹⁴ voted on what they wanted to do. I think these golden bear bucks have really improved the behavior of the children throughout the school.

Franklin School Store



10



WATER BOTTLE STICKERS



PENCIL TOPPERS



PENCILS

BOOKMARKS



STRAWS

STICKER SHEET



STAMPER



20



RAINBOW PENS



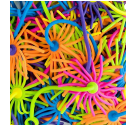
PLAYDOH

POP PENCILS



MOCHI

STRETCH YOYO



MINI PUTTY

NOTEPADS



50



PUTTY



FIDGET CUBE OR SNAKE



SOCCER SPINNER



SPIN BRACELETS



SLINKIES



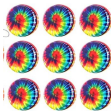
BOUNCY BALLS

POP TUBE KEYCHAINS

SALE! NEW PRICE 20

100

YOYO



STRETCH NOODLES

SALE! NEW PRICE 50

MINI PLUSHIES KEYCHAINS



200



MINI SQUISHMALLOW 5 IN

500



SQUISHMALLOW 8 IN

Choice Menu

Name _____ Teacher _____

Circle ONE choice and give this to your teacher.

★ **20** ★ YOU PICK ONE! →

Bear Buck School Store

Show and Tell
Bring an item from home to share with the class.



Makerspace
Take a trip to Makerspace (just you!) Ask for the secret Make n' Take craft bins if you want.



Choice Menu

Name _____ Teacher _____

Circle ONE choice and give this to your teacher.

★ **50** ★ YOU PICK ONE! →

Bear Buck School Store

Homework Pass
Use this pass to receive full credit on any assignment.



Makerspace
Take a trip to Makerspace with 2 friends! Ask for the secret Make n' Take craft bins if you want.



Choice Menu

Name _____ Teacher _____

Circle ONE choice and give this to your teacher.

★ **100** ★ YOU PICK ONE! →

Bear Buck School Store



Movie in Library
Eat your lunch in the library while watching a movie with ONE friend
Movie: Meet the Robinsons



Homework Pass
Use this pass for your whole class to receive full credit on any assignment.

“A full-time friend is your friend all the time, no breaks.”

Behavior Expectations	
<p>WANT TO SEE</p> <p>Examples Include!</p> <p>Tone - Friendly, kind, respectful</p> <p>Positive words</p> <p>Expression - eyes, smile</p> <p>Actions</p> <p>greetings, compliments, help, ask to play, ask to join, listen, ask your idea</p>	<p>Don't Want to See</p> <p>Non-Examples Excluding</p> <p>clubs, groups, interviews</p> <p>TONE - disrespectful, unkind</p> <p>Unkind - Body Language</p> <p>words, eyes</p> <p>Actions</p> <p>don't lend a hand, don't pick up after self</p>

Beyond Ben's Be's Expectations

<p>Expected</p> <p>what we hope to see</p> <p>Tone - kindly, softly, kindly, politely, nicely</p> <p>how you say it</p> <p>calmly</p> <p>Respectfully</p>	<p>Unexpected:</p> <p>we don't want to happen</p> <p>TONE - rudely, harshly, impatiently, unkindly, disrespectfully</p>
<p>Belong</p> <p>invite, include, enjoy, choose your friends</p> <p>Full-time Friends</p>	<p>Belong</p> <p>leave em out, ignore</p> <p>Part-time Friends</p> <p>don't let others choose for you</p>
<p>Actions</p> <p>offer help & comfort</p> <p>Physical - think about it</p>	<p>Actions</p> <p>17 too much</p> <p>ignore people in need</p>

Behaviors

Expected	Not Expected
<p>Include</p> <p>open to friends</p> <p>consistent friends</p> <p>choose your own friends</p>	<p>Exclude</p> <p>clubs - Not 28%</p> <p>leaving people out</p> <p>part-time friends</p> <p>others tell you who your friends are</p>
<p>TONE! how you say it!</p> <p>softly, nicely, calmly, politely</p> <p>(How you want people to talk to you)</p>	<p>TONE how you don't say it!</p> <p>-loud and loud</p> <p>-mean, rude, sassy</p>
<p>Actions</p> <p>play fairly, kindly</p> <p>kind hands, kind feet</p> <p>open / hold the door</p> <p>picking up</p> <p>help each other</p>	<p>Actions</p> <p>-lose their tempers</p> <p>-unkind hands & feet</p> <p>-throwing spitballs</p> <p>-being cocky with sports</p>

Expectations Update sent to parents 9/5/23

Behavior Expectation Chats Update: I'm continuing to make my way through each of the grade-level classrooms. I will soon again share the slideshow with additional information. My chats have focused on including friends, tone and how we treat each other, and how our actions affect others. Last week we had a few instances of students excluding peers from recess activities. I am VERY proud of our teachers who dealt with this head-on, talking to both the students and their parents. We will continue with our message that everyone is included at Franklin, and that we will not be forming clubs of any kind. One student asked me if he could form a club that included everyone. I told him I loved his thought, but something like that already exists- Franklin Elementary School! It was a great chat.

Expectations Update sent 9/5/23, cont.

Favor: Please continue to chat with your child/children about this very topic- Franklin is for everyone, we don't look to create any type of group or club that excludes anyone. Feel free to pepper the conversation with these talking points:

- It's more fun when we all belong.
- No one wants to be left out. How would you feel?
- How great is it, that friends want to play with us?
- Would my parents agree with my choices?

Honestly, we cannot hope for positive change or results without parallel conversations occurring at home. Together, we GOT this!

19

-Jeff

“If you see someone playing alone, ask them to play with you.”

"Behavior Expectations
"More than Ben's Be's"

<p>Expected Yes!</p> <p>TONES how you say it!</p> <p>Nice Polite Pleasant Friendly Kind</p>	<p>Unexpected Oh No!</p> <p>TONES how you say it!</p> <p>disrespectful impatient unfriendly rude unpleasant mean</p>
<p>BELONG choose friends full-time friends include, invite, enjoy</p>	<p>LEAVE OUT part-time friends No Clubs tell others who to be friends w/ Don't exclude</p>
<p>Actions offer comfort Kind hands offer help, kind act</p>	<p>Actions don't ignore others unfriendly hands</p>

Behavior Expectations

<p>Expected hope to see</p> <p>TONES how you say things kind polite nice friendly calm soft</p>	<p>Unexpected what we hope not to see</p> <p>TONES rude mean loud harsh unkind unfriendly</p>
<p>Include full time friend you make the choice BELONG Invite Enjoy</p>	<p>Left Out part-time friends don't let others choose for you CLUBS</p>
<p>Actions pick up offer help comfort</p>	<p>Actions leaving out laughing or ignoring friends in need harsh hands fret</p>

Behavior Expectations

<p>Expected Yes!</p> <p>TONES! how we say things kind nice polite respectful friendly patient</p>	<p>Unexpected Oh no!</p> <p>TONES! rude unkind mean disrespectful impatient</p>
<p>Belong full-time friends you make your choices invite, include, enjoy!</p>	<p>Left Out part-time friends someone tells you who your friends are ignore, exclude, not letting them join.</p>
<p>Actions offer comfort kind hands smile, wave</p>	<p>Actions ignore people in need unfriendly hands fret</p>

Expectations Update 11/8/23 sent to parents

Building Behaviors: I am literally smiling as I sit and type this note. We have seen a marked improvement in overall student behavior compared to the previous two to three years. When I say overall behavior, I am referring to behaviors displayed in lunch, recess, the hallways, bathrooms and classrooms.

I will be the first to say there is still work to do, in differentiating our support for specific student needs. I think back to the pandemic when someone said the students were weathering the storm, but in different boats. I feel the same with our student behaviors- different students, different needs, different supports and experiences outside of school, and different schooling experiences. There is a small group of specific students who "check in" with staff every day. We choose specific goals for the day, including positive relationships and actions with peers. These behaviors are modeled and practiced and when an incident does occur, we meet with the student to walk through their choices, a "think about it" moment. One Franklin parent commented last week, "You guys sure don't give up on kids!". It was such a great statement. We never will.

Expectations Update sent to parents, 11/8/23 cont.

Why do I think we've seen this improvement? A few reasons come instantly to mind.

- Jamie and I were able to visit every classroom at least once to discuss behavior expectations, using the themes of Belonging, Tone, and Actions. I've asked classroom teachers to share a photo with parents of their class' chart we created. Jamie and I continue to stop by classes everyday, we love it.
- We utilized our large group meetings with parents on both Fall Curriculum nights to discuss behavior expectations and "big emotions" students have displayed over the past few years. Parents offered such great, helpful feedback and asked very intuitive questions.
- Jamie and the Positive Behavior Intervention System Team (PBIS) ramped up the proactive approach for rewarding class-specific goals. This has been THE leading factor with our improved behavior. Once a class reaches their Class Bear Buck goal, they are rewarded with celebrations like Pajama Day, Class Kickball games, Stuffie Day, etc. The teachers are amazing, writing a short blurb for me to read over the announcements, congratulating their students on reaching their goal- it's been awesome!

Expectations update sent to parents, 11/8/23 cont.

How can our parents and guardians continue to support Franklin? It is very effective when our families have small chats about: **Tone** and how we say things; what it means for everyone to feel as if they **Belong**; and directing positive **Actions** (and words) towards peers and adults. This makes our home-school connection even stronger.

Thanks for reading this long note- very good things to report, while keeping a clear eye on continued improvement.

“Expected is what you hope to see us do every day.”

Behavior Expectations

Expected <i>what we want!</i>	Unexpected <i>what we don't want!</i>
Include Everybody's Allowed/Welcome Full-time Friends Choose your own friends	Exclude Not open to everyone
TONE - how we say things politely, kindly, soft, manners.	Clubs - Not at all! Not this year. part-time friends tell others who to be friends w/
Actions offer help! friendly hands offer support	Tone - how NOT to say things - loud / rude / harsh - accuse - insulting - sarcasm SASSY
Actions help up at whom hurt	Actions argue ignore kick out ignore in

Expectations

Every day!

Expected <i>we want to see!</i> or hear!	Unexpected <i>hope not to see!</i> or hear!
patiently softly Tone: how you say it friendly politely calmly kindly *phone call	impatiently loudly Tone: how not to say it rudely unkindly mean-spirited
Belong invite enjoy friend w/ them. Full-time friends Choose for your self!	Leave Peeps out! others choosing for you Part-time friends
Actions offer help! friendly hands offer support	Actions ignore others in mood laughing at someone upset hurtful feet elbow knees

Ben's Beis

AND more!

Expected <i>we want to see</i>	Unexpected <i>surprises us!</i>
TONE! how we say it nice friendly kind polite calm soft	TONE how not to say it rude loud angry mean unfriendly
Belong! friends love what we do "Our Place!" invite enjoy! full-time friends	Left Out! be Bad mood! ignore friends not part-time friends!
HANDS / FEET / ACTIONS wave bump help walk throw high-five write jump helping caring playing	HANDS / FEET / ACTIONS No hitting No scratching No stomping No tripping pinching kicking No-tipping pushing

Expectations Update sent to parents, 12/12/23

This week we have started to visit classrooms again for our behavior expectation check-ins. I think this is our third round, as we review previous talking points and examples for tone, actions, and belonging.

For this third trip around, our class chats have focused on "the little things"- class chatter, materials organization, and hallway transitions. I've been using a story about my Finn- he gets very excited to watch football at night. Watching last night's Monday Night Football games was contingent on three "little things"- showering after basketball practice, taking things back up to his₂₅ bedroom, and readying his backpack for today. Finn was 0 for 3!

Expectations Update sent to parents, 12/12/23

Today, I told the kids how those three little things became a big deal for Finn when he wasn't able to watch the games. Same goes for class here at Franklin- chatting with friends, looking for materials, and "bumpy" hallway transitions may be smaller issues on their own, but **when they present at the same time, or one after the other, it becomes a larger deal.** I love being able to push in to the classes to have these chats- a positive, proactive approach. We should be able to wrap up these visits by the middle of next week.

One more note- I will be presenting next Monday (12/18) at the school board meeting. Each school makes two board presentations a year. My presentation on Monday will be about our behavior expectation chats/visits, and I will share sample charts and talking points from these class visits.

26

Thanks again for your constant support and for holding follow-up conversations with your child.

Tone, Belonging, & Actions!

we should see the water too soon

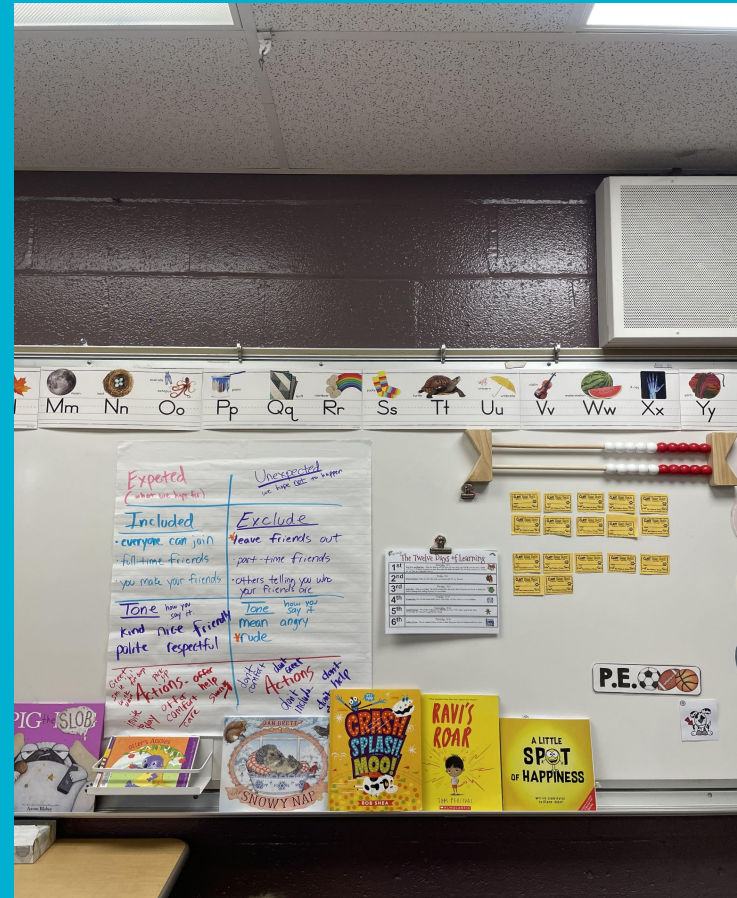
Behavior Expectations *not what we thought would happen*

Expected	Unexpected
<p>include friends</p> <ul style="list-style-type: none"> every day friends you choose your friends <p>Bon's Be's</p> <p>Tone! <i>how you say something</i></p> <ul style="list-style-type: none"> friendly, nice, polite, calm, soft, please/thanks, respectful! <p>Actions</p> <ul style="list-style-type: none"> offer help offer help or comfort mean behavior rude behavior 	<p>leave friends out!</p> <ul style="list-style-type: none"> part-time friends someone tells you who your friend is <p>mad mean rude</p> <p>Tone! <i>how you say something</i></p> <ul style="list-style-type: none"> harshly angry disrespectful <p>Actions</p> <ul style="list-style-type: none"> hurtful hand/feet no laughing when others are hurt

36 / 46

Expected	Unexpected
<p>Include</p> <ul style="list-style-type: none"> welcome everyone! choose your own friends consistent, everyday friends <p>Tone! <i>how you say it!</i></p> <ul style="list-style-type: none"> calmly kind answers manners polite friendly <p>Actions</p> <ul style="list-style-type: none"> help help hold the door say sorry when we need pick up things 	<p>Exclude</p> <p>NO CLUBS</p> <p>NO CLUBS</p> <ul style="list-style-type: none"> clubs! keeping friends out! telling others who to be friends with part-time friends <p>Tone! <i>how you say it!</i></p> <ul style="list-style-type: none"> rudely harsh give orders make demands refuse exclude <p>Actions</p> <ul style="list-style-type: none"> ignore exclude not so kind hand/feet

27



Tone, Belonging, & Actions! - Staff Input

Behavior Expectations

<p>Expected - we hope to see ^{*We would hope not to see}</p> <p>to each other / to each other</p> <p>Tone how you say it</p> <p>nice kind friendly respectful soft calm patient → ex. Dad Doooooah</p>	<p>Unexpected - hope not to see</p> <p>how not to say it</p> <p>TONES</p> <p>rude loud harsh unfriendly angry mean impatient</p>
<p>Belong</p> <p>Full Time Friends</p> <p>Choose - make more choices - friends</p> <p>Invite, include, enjoy</p>	<p>Left out</p> <p>part time friends</p> <p>- others tell you who to be friends with</p> <p>CLUBS</p>
<p>Actions</p> <p>offer comfort/help</p> <p>invite/offer friendship</p>	<p>Actions</p> <p>ignore someone in need</p> <p>leave out!</p>

Behavior Expectations

<p>Expected - we should see it!</p> <p>friendly</p> <p>Tone - politely</p> <p>respectfully</p> <p>how you say it!</p>	<p>Unexpected - we don't want</p> <p>impolitely, unfriendly</p> <p>TONE - rudely</p> <p>ugly way</p> <p>horribly disrespectfully</p>
<p>include invite enjoy</p> <p>Full-time Friends!</p> <p>choose your friends</p> <p>offer help</p> <p>offer comfort!</p> <p>friendly</p> <p>TEETH</p> <p>HANDS, FEET</p>	<p>leaving people out</p> <p>Part-time Friend</p> <p>kids don't choose friends for other</p> <p>laughing at others in pain</p> <p>harmful</p> <p>TEETH</p> <p>HANDS FEET</p>

<p>Expected</p> <p>Tone how you say it!</p> <p>nice kind respect</p> <p>thankful</p> <p>how you want to be spoken to</p>	<p>Unexpected</p> <p>Tone how you say it!</p> <p>harshly cold rudely</p> <p>mean toxic disrespectful</p> <p>interrupting sassy</p>
<p>Include</p> <ul style="list-style-type: none"> - Full time friend - choose your own friend! - more than 1 friend! - All APE welcome 	<p>*Exclude CLUBS</p> <ul style="list-style-type: none"> - tell others who to be friends w/ - part time friend
<p>Actions</p> <p>invite</p> <p>pick up</p> <p>pick up</p> <p>pick up</p> <p>pick up</p>	<p>Actions</p> <p>ignore others</p> <p>not helping</p> <p>not picking up</p> <p>not responsible</p>

Franklin's Draft SIP Goals and Action Steps

I. Student Growth Goal #1

Background: Based on Fall ISELs, 22/91 First Graders, or 24.176%, had not mastered Alphabet Recognition.

- Jump Start support implemented for 19 students, for a duration of 5 weeks; focus on both alphabet recognition and letter sounds.
- Jump Start Extension- support continued for 12 students, another cycle of 5 weeks.

Goal: By May 2024, 90% of Kindergarten Students (70/78) will have mastered 54/56 Alphabet Recognition, excluding “fancy letters” g and a.

Assessments: Fall, Winter, Spring ISELs.

Aligns to Strategic Plan:

- “Data Informed” is a D41 Foundational Pillar. By using the data provided by our ISELs assessments, we have been able to double-down on our Tier Supports for primary readers. The assessment data informs our response, or our action, to designing interventions for specific skills in need.
- As a district that identifies with Growth Focused Learning, our student growth goals and the action steps assigned to each goal depends on a robust and differentiated plan, one where skills are developed not just for the current grade level, but with a discerning eye towards continued growth and success.
- Not just looking at data in response to 1st or 2nd , but also going back to Kindergarten to accelerate growth-addressing gaps in each grade level.
- Adjust/study the effectiveness of our interventions on top of JumpStart support.

What needs to happen for things to change?

- Stronger approach for Alphabet Recognition Instruction/Practice, starting with increased parent awareness of the importance of this skill. This includes possibly hosting an early summer/late spring workshop for strategies parents may use at home. Also, make use of parent volunteers for a rotation of skill practice for recognition and sounds.
- Strengthen Tier One, Universal teaching practice for both letter recognition and letter sounds. What will this look like with our new literacy adoption? What are the possibilities for differentiated instruction?

- Continued Jump Start, including multiple rounds of support.
- Secondary data point District-created phonics three-times-a year check-in- a companion to the ISELs, part of Lucy check-in

Administrators will monitor by:

- Observations & Walk-throughs during the literacy block, including both the literacy and math “look for” checklists.
- Literacy Checklist Component: Teacher directed instruction around a specific word or phonics skill- anchor charts; student participation; clearly explained goal.

PLC Strategies:

- Robust conversations centering on student data relative to classroom performance.
- Collaborative approach for differentiated, Tier 2 support, as well as Tier 3 goals and strategies.

Post Observation Discussion & Questioning:

- How does your instruction/lesson connect to your intervention block?
- Describe types of Tier 2 support in place, and for whom.
- Give me an example of outliers in your class, and what differentiated instruction looks like for them.
- Discuss student engagement, what was observed in class, including participation.
- How are your small groups formed? What does this instruction look like? Strategies?
- What does your instructional continuum of support look like for a struggling reader/writer?
- If struggling- observe a colleague! Role models in the building. Coach would accompany the teacher on these observations, what did you see?

ELA Lesson Checklist:

- **Phonics/Word Study Tier 2 Component**
- **Use of small group instruction**

II.Student Growth Goal #2

Background: Literacy and Math growth on the IAR account for 50% of the Illinois School Report Card. Based on the IRC, Math and Literacy Growth data was as follows:

- Math Growth: 55.6%, 15.85/25 (weighted index), 63.4/100 (indicator score)
- Literacy Growth: 53.5%, 18.88/25 (weighted index), 75.53/100 (indicator score)

Goal: For the 2023/24 IAR, 4th and 5th Grade students will increase their Math Growth Indicator Score by 10 points.

Aligns to Strategic Plan:

- “Data Informed” is a D41 Foundational Pillar. By using the data provided by the IAR and Illinois School Report Cards, we have been able to identify a specific area for improved instruction. The assessment data informs our response, or our action, to designing interventions for specific skills in need.
- Students are in need of more experience when crafting extended responses to math problems- more experience with crafting, reasoning, and modeling their responses; they also need to become more familiar and adept at the platform used for math extended response on the IAR.
- As a district that identifies with Growth Focused Learning, our student growth goals and the action steps assigned to each goal depends on a robust and differentiated plan, one where skills are developed not just for the current grade level, but with a discerning eye towards continued growth and success.

What needs to happen for things to change?

- Stronger approach for Extended Math Response: afford 3rd, 4th, and 5th grade students the opportunity to craft responses to math problems- this includes the use of exit slips or created Google forms to serve as the platform for the practice of extended responses.
- Practice IAR extended response questions will be researched and utilized, if possible. Similar rubrics to those used to score IAR responses will also be used. Scaffolded, differentiated support will be provided as needed, based on the student's writing ability.
- “Modeling” is worth 23% of a student's overall Math score on the IAR.
- Strengthen Tier One, Universal teaching practice for both modeling and reasoning of math concepts within an extended response..

- Engage Tech TOSA/DLS for the technical aspect, creating a platform for practice of skills.

Administrators will monitor by:

- Observations & Walk-throughs during the math block, including both the literacy and math “look for” checklists.
- **Math Checklist Component:** “Problem Set” and “Land”: shows work and explains their thinking; refers to resources or information; reflect on their own thinking following analysis.

PLC Strategies:

- Robust conversations centering on student data relative to classroom performance.
- Collaborative approach for differentiated, Tier 2 support, as well as Tier 3 goals and strategies.
- Connect Literacy/Writing conferring to math, for the sake of scoring extended response with IAR-similar rubric.

Post Observation Discussion & Questioning:

- How does your instruction/lesson connect to your intervention block?
- Describe types of Tier 2 support in place, and for whom.
- Give me an example of outliers in your class, and what differentiated instruction looks like for them.
- Discuss student engagement, what was observed in class, including participation.
- How are your small groups formed?
- What does your instructional continuum of support look like for a struggling reader/writer?
- Coach chat- Eureka Rubrics- compared to IAR- Look for Gaps, are they closely aligned, Possible update to Eureka rubrics down the line

Culture & Climate Data

2023-24 Board of Education Report



Development of the Future

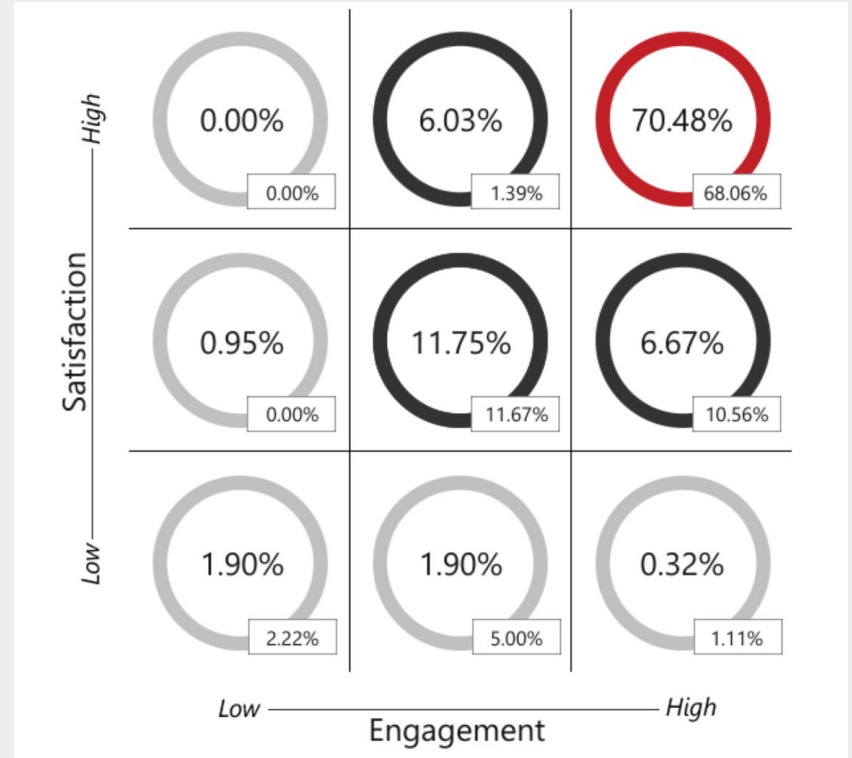
- Extended our relationship with Humanex
- Differentiated consulting work with Buildings
- Administration participated in TeamBlend+ experience
 - Individually and Team
 - Talent & Team Culture
- Attended Humanex Summit
- Continued consulting with Building Leadership Teams
- Alignments with Building Goals & Strategic Plan

Fortune is in the Follow Up

Fall 2023: INSIGHTeX Culture Snapshot

Participation Levels

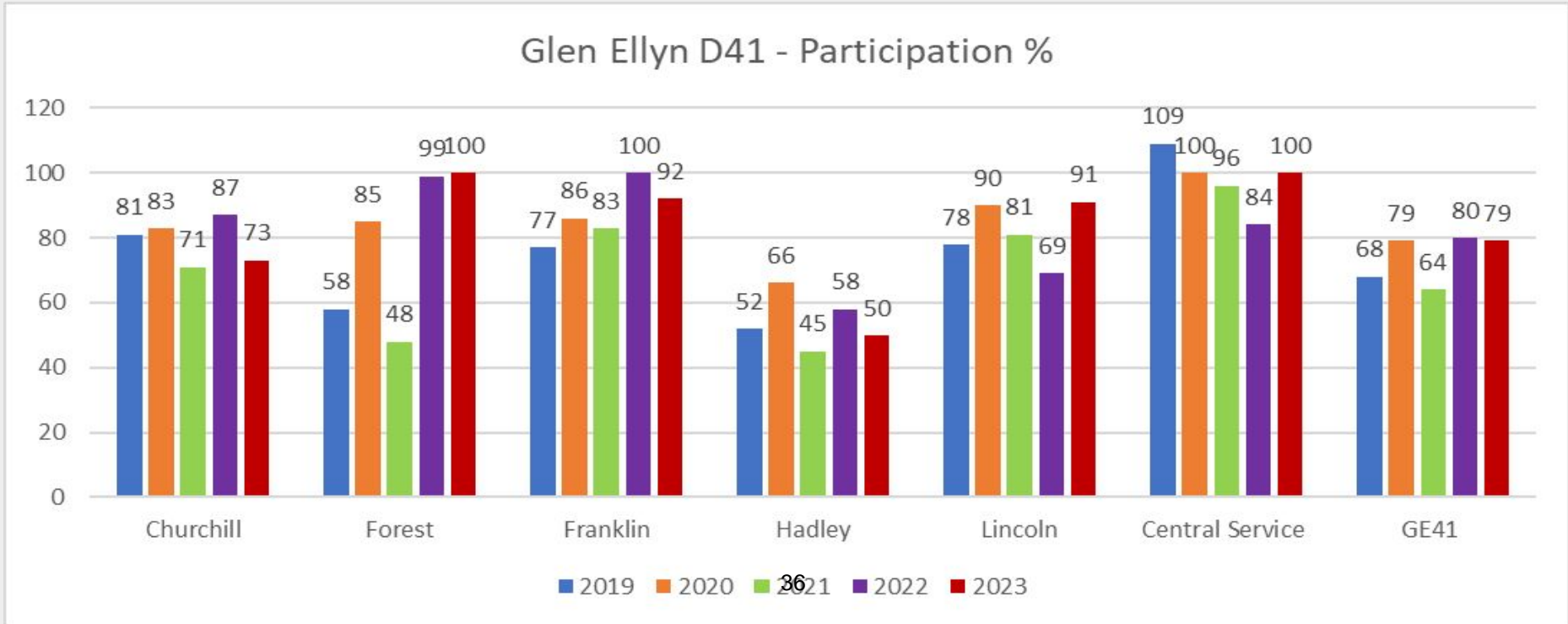
- Districtwide - 79%
- Hadley - 50%
- Franklin - 92%
- Lincoln - 91%
- Forest Glen - 100%
- Churchill 73%



35

n = 315

Fall 2023: INSIGHTeX Participation Rate



n = 315

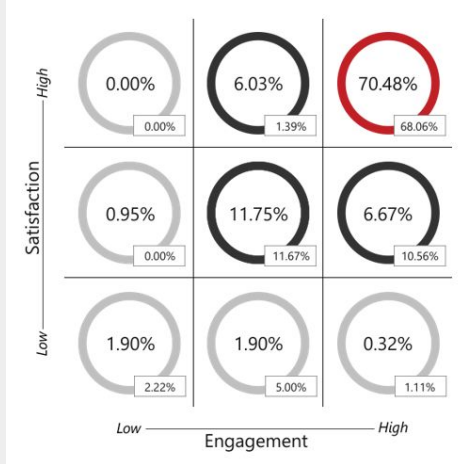
Current Realities

Fall 2023: Celebrations

Districtwide

Dreambox - **70.48%** (+2.42)

Dreambox & Inner L - **94.93%** (+3.25)



Glen Ellyn D41

Abraham Lincoln

- **Dreambox** – 76.47% | **Dreambox & Inner L** – 92.15%
- Only 5 Dimensions had scores lower than last year and only one was below a 4.0 mean at 3.96.
- Lowest Dimension score was in *Innovation*, which will be the focus this year

Ben Franklin

- **Dreambox** – 71.43% | **Dreambox & Inner L** – 95.92%
- Dreambox scores increased almost 7%
- 13/15 Dimensions are strength-based (4.0+ mean), with increase in *Pride, Engagement*, and a Positive Mindset
- Overall increase in feelings of support from district-provided trainings and materials

Churchill

- **Dreambox** – 77.59% | **Dreambox & Inner L** – 100%
- Dreambox scores increased 10%
- 12 of 15 Dimensions are strength-based (4.0+ mean) and almost all increased

Forest Glen

- **Dreambox** – 67.11% | **Dreambox & Inner L** – 96.05%
- 100% participation rate for 2nd year in a row
- 11/15 Dimensions increased, with *Pride, Quality*, and *Engage-Inspire* highest ranked

Hadley

- **Dreambox** – 64.81% | **Dreambox & Inner L** – 90.74%
- 10/15 Dimensions increased, with *Pride* and *Quality* highest ranked
- 4 Dimensions are strength-based (4.0+ mean), with *Communication* increasing .10

Fall 2023: Dimension Work

DIMENSIONS OF FOCUS	
ABRAHAM LINCOLN	Innovation
	Performance Planning
BEN FRANKLIN	Continuous Improvement
	Engage-Inspire
	Recognition
CHURCHILL	Quality
	Relationships
FOREST GLEN	Relationships
	Recognition
HADLEY	Relationships

Dimension	Mean	Change
Pride	4.37	+0.15
Quality	4.31	0.00
Engage-Inspire	4.26	-0.03
Satisfaction	4.21	+0.13
Relationships	4.13	+0.18
Communication	4.11	+0.20
Continuous Improvement	4.08	-0.21
Innovation	4.06	-0.05
Career Development	4.04	+0.22
Performance Planning	4.01	+0.16
Talent/Fit	4.00	+0.05
Recognition	3.99	+0.06
Training & Development	3.99	+0.26
Mission Conscious	3.86	+0.14
Support-Equip	3.84	+0.04

39

n=315

Where we are headed...

Fall 2023: Implementation & Next Steps

- Building Leadership Teams guide building-level work
 - Reflection on data and SIP plan goals
 - Supporting Administrators
 - Cycle of implementation
- Discussion at Staff and Administrative meeting(s)
- Connecting Building goals to Wellness Committee
- Ongoing.....

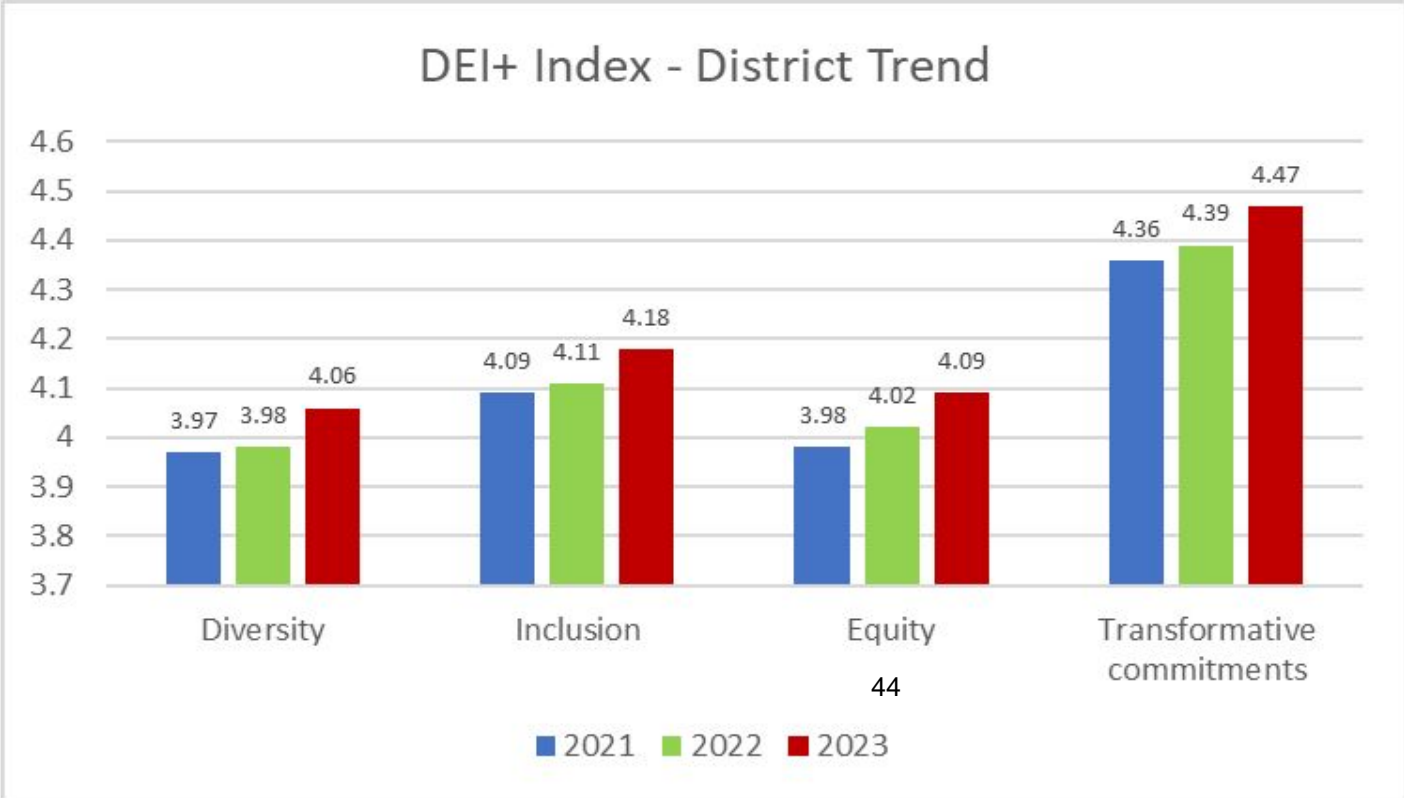
Diversity, Equity, Inclusion

“DEI”

DEI - Current Focus, Initiatives & Impact

- Glen Ellyn School District 41
 - Building capacity and understanding
 - Educating
 - Environment
 - Celebrate
 - I feel seen
 - I feel a sense of belonging
- Human Resources
 - Branding
 - Social media and print
 - Strategic Diversity Recruitment
 - Partnerships with multicultural professional associations
 - Our staff is our biggest megaphone
 - Bet on Talent
 - 30% hired last year

Fall 2023 INSIGHTeX - DEI Data



79% participation
n=315

#WeAreD41





INSIGHTeX Growth Mindset & DEI

Full Organization
Glen Ellyn SD 41

October 2023

Dimensions

Dimension	Mean
Pride	4.37 + 0.15
Quality	4.31 = 0.00
Engage-Inspire	4.26 -0.03
Satisfaction	4.21 + 0.13
Relationships	4.13 + 0.18
Communication	4.11 + 0.20
Continuous Improvement	4.08 -0.21
Innovation	4.06 -0.05
Career Development	4.04 + 0.22
Performance Planning	4.01 + 0.16
Talent/Fit	4.00 + 0.05
Recognition	3.99 + 0.06
Training & Development	3.99 + 0.26
Mission Conscious	3.86 + 0.14
Support-Equip	3.84 + 0.04

SD : Strongly Disagree **D** : Disagree **N** : Neutral **A** : Agree **SA** : Strongly Agree **NA** : Not Applicable

Pride

Question	Mean	Distribution					
4. I feel great pride in the work I do.	4.62 + 0.09	SD: 4 (1.27%)	D: 1 (0.32%)	N: 11 (3.49%)	A: 79 (25.08%)	SA: 219 (69.52%)	NA: 1 (0.32%)
45. I feel great pride in the team of which I am a part.	4.42 = 0.00	SD: 5 (1.59%)	D: 6 (1.90%)	N: 24 (7.62%)	A: 97 (30.79%)	SA: 183 (58.10%)	NA: 0 (0.00%)
78. I feel proud of and inspired by the success of others on my team.	4.35 ---	SD: 2 (0.63%)	D: 4 (1.27%)	N: 28 (8.89%)	A: 128 (40.63%)	SA: 153 (48.57%)	NA: 0 (0.00%)
14. I feel great pride in being a part of our organization.	4.10 + 0.07	SD: 3 (0.95%)	D: 18 (5.71%)	N: 46 (14.60%)	A: 124 (39.37%)	SA: 123 (39.05%)	NA: 1 (0.32%)

Quality

Question	Mean	Distribution					
92. I demonstrate effort in building a positive workplace culture.	4.51 ---	SD: 1 (0.32%)	D: 0 (0.00%)	N: 8 (2.54%)	A: 133 (42.22%)	SA: 173 (54.92%)	NA: 0 (0.00%)
43. My teammates demonstrate a commitment to quality work and excellence.	4.48 + 0.01	SD: 3 (0.95%)	D: 6 (1.90%)	N: 17 (5.40%)	A: 101 (32.06%)	SA: 188 (59.68%)	NA: 0 (0.00%)
47. I am on a team that encourages each member to surpass expectations.	4.27 -0.05	SD: 5 (1.59%)	D: 15 (4.76%)	N: 29 (9.21%)	A: 104 (33.02%)	SA: 160 (50.79%)	NA: 2 (0.63%)
71. Our organization is committed to quality work and excellence.	3.99 -0.15	SD: 6 (1.90%)	D: 25 (7.94%)	N: 43 (13.65%)	A: 131 (41.59%)	SA: 108 (34.29%)	NA: 2 (0.63%)

SD : Strongly Disagree **D** : Disagree **N** : Neutral **A** : Agree **SA** : Strongly Agree **NA** : Not Applicable

Engage-Inspire

Question	Mean	Distribution
2. I am fully engaged in the work that I do.	4.62 + 0.05	SD: 4 (1.27%) D: 2 (0.63%) N: 7 (2.22%) A: 83 (26.35%) SA: 218 (69.21%) NA: 1 (0.32%)
8. I am driven to contribute to the success of our organization.	4.52 + 0.08	SD: 4 (1.27%) D: 3 (0.95%) N: 13 (4.13%) A: 100 (31.75%) SA: 193 (61.27%) NA: 2 (0.63%)
12. I am highly committed to and energized by my work.	4.35 + 0.07	SD: 3 (0.95%) D: 5 (1.59%) N: 32 (10.16%) A: 114 (36.19%) SA: 159 (50.48%) NA: 2 (0.63%)
67. Our organization promotes a positive and engaging culture.	4.05 ---	SD: 2 (0.63%) D: 24 (7.62%) N: 43 (13.65%) A: 132 (41.90%) SA: 114 (36.19%) NA: 0 (0.00%)
76. I would recommend our organization to a friend as a great place to work.	3.78 + 0.04	SD: 12 (3.81%) D: 28 (8.89%) N: 58 (18.41%) A: 134 (42.54%) SA: 82 (26.03%) NA: 1 (0.32%)

Satisfaction

Question	Mean	Distribution
46. I am satisfied being a part of our team.	4.44 + 0.03	SD: 5 (1.59%) D: 8 (2.54%) N: 18 (5.71%) A: 97 (30.79%) SA: 187 (59.37%) NA: 0 (0.00%)
13. I am satisfied with my role/work.	4.30 + 0.24	SD: 3 (0.95%) D: 7 (2.22%) N: 29 (9.21%) A: 127 (40.32%) SA: 147 (46.67%) NA: 2 (0.63%)
87. Overall, I am very satisfied with our organization as a place to work.	4.10 + 0.19	SD: 3 (0.95%) D: 11 (3.49%) N: 52 (16.51%) A: 136 (43.17%) SA: 113 (35.87%) NA: 0 (0.00%)
20. I look forward to coming to work every day.	4.01 + 0.08	SD: 3 (0.95%) D: 21 (6.67%) N: 46 (14.60%) A: 144 (45.71%) SA: 101 (32.06%) NA: 0 (0.00%)

SD : Strongly Disagree **D** : Disagree **N** : Neutral **A** : Agree **SA** : Strongly Agree **NA** : Not Applicable

Relationships

Question	Mean	Distribution					
5. I have at least one close friend at work.	4.52 + 0.10	SD: 4 (1.27%)	D: 6 (1.90%)	N: 23 (7.30%)	A: 71 (22.54%)	SA: 209 (66.35%)	NA: 2 (0.63%)
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.51 ---	SD: 1 (0.32%)	D: 0 (0.00%)	N: 4 (1.27%)	A: 142 (45.08%)	SA: 168 (53.33%)	NA: 0 (0.00%)
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.31 = 0.00	SD: 4 (1.27%)	D: 12 (3.81%)	N: 27 (8.57%)	A: 111 (35.24%)	SA: 159 (50.48%)	NA: 2 (0.63%)
51. Our team has open and trusting relationships.	4.24 -0.01	SD: 6 (1.90%)	D: 15 (4.76%)	N: 28 (8.89%)	A: 115 (36.51%)	SA: 150 (47.62%)	NA: 1 (0.32%)
25. My supervisor cares about me as a person.	4.16 + 0.02	SD: 9 (2.86%)	D: 8 (2.54%)	N: 43 (13.65%)	A: 119 (37.78%)	SA: 136 (43.17%)	NA: 0 (0.00%)
68. Quality relationships are valued across our organization.	3.98 -0.10	SD: 5 (1.59%)	D: 26 (8.25%)	N: 39 (12.38%)	A: 144 (45.71%)	SA: 101 (32.06%)	NA: 0 (0.00%)
32. I have an open and trusting relationship with my supervisor.	3.89 = 0.00	SD: 15 (4.76%)	D: 21 (6.67%)	N: 55 (17.46%)	A: 115 (36.51%)	SA: 107 (33.97%)	NA: 2 (0.63%)
31. My supervisor inspires me to grow to new levels.	3.79 ---	SD: 13 (4.13%)	D: 27 (8.57%)	N: 62 (19.68%)	A: 119 (37.78%)	SA: 91 (28.89%)	NA: 3 (0.95%)
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.75 + 0.11	SD: 14 (4.44%)	D: 24 (7.62%)	N: 74 (23.49%)	A: 114 (36.19%)	SA: 87 (27.62%)	NA: 2 (0.63%)

SD : Strongly Disagree **D** : Disagree **N** : Neutral **A** : Agree **SA** : Strongly Agree **NA** : Not Applicable

Communication

Question	Mean	Distribution					
79. I feel "in on things" that are happening at our organization.	4.34 + 1.00	SD: 6 (1.90%)	D: 8 (2.54%)	N: 20 (6.35%)	A: 120 (38.10%)	SA: 161 (51.11%)	NA: 0 (0.00%)
		N		A		SA	
44. Our team effectively communicates with each other.	4.32 -0.02	SD: 5 (1.59%)	D: 10 (3.17%)	N: 31 (9.84%)	A: 103 (32.70%)	SA: 166 (52.70%)	NA: 0 (0.00%)
		N		A		SA	
24. My supervisor effectively communicates his/her expectations.	4.01 + 0.16	SD: 11 (3.49%)	D: 15 (4.76%)	N: 51 (16.19%)	A: 121 (38.41%)	SA: 116 (36.83%)	NA: 1 (0.32%)
		N		A		SA	
27. My supervisor and I have effective two-way communication.	4.01 + 0.04	SD: 8 (2.54%)	D: 20 (6.35%)	N: 45 (14.29%)	A: 129 (40.95%)	SA: 113 (35.87%)	NA: 0 (0.00%)
		D	N		A		SA
26. My supervisor gives me constructive feedback about my work performance.	3.88 + 0.06	SD: 8 (2.54%)	D: 25 (7.94%)	N: 54 (17.14%)	A: 133 (42.22%)	SA: 92 (29.21%)	NA: 3 (0.95%)
		D	N		A		SA

SD : Strongly Disagree **D** : Disagree **N** : Neutral **A** : Agree **SA** : Strongly Agree **NA** : Not Applicable

Continuous Improvement

Question	Mean	Distribution					
21. I am committed to a growth mindset to achieve my potential.	4.43 ---	SD: 1 (0.32%)	D: 2 (0.63%)	N: 16 (5.08%)	A: 139 (44.13%)	SA: 157 (49.84%)	NA: 0 (0.00%)
		A			SA		
52. I am on a team that continuously challenges me to grow and improve.	4.24 ---	SD: 3 (0.95%)	D: 14 (4.44%)	N: 36 (11.43%)	A: 111 (35.24%)	SA: 149 (47.30%)	NA: 2 (0.63%)
		N	A			SA	
69. I am part of an organization that continues to pursue excellence every day.	4.10 -0.02	SD: 3 (0.95%)	D: 15 (4.76%)	N: 44 (13.97%)	A: 138 (43.81%)	SA: 115 (36.51%)	NA: 0 (0.00%)
		N	A			SA	
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	3.81 ---	SD: 8 (2.54%)	D: 38 (12.06%)	N: 42 (13.33%)	A: 144 (45.71%)	SA: 83 (26.35%)	NA: 0 (0.00%)
		D	N	A		SA	
89. Our organization demonstrates the effective use of data to guide continuous improvement.	3.79 ---	SD: 9 (2.86%)	D: 30 (9.52%)	N: 48 (15.24%)	A: 153 (48.57%)	SA: 71 (22.54%)	NA: 4 (1.27%)
		D	N	A		SA	

Innovation

Question	Mean	Distribution					
16. I am continuously seeking ways to improve my overall productivity.	4.46 -0.02	SD: 1 (0.32%)	D: 2 (0.63%)	N: 13 (4.13%)	A: 132 (41.90%)	SA: 165 (52.38%)	NA: 2 (0.63%)
		A			SA		
42. Our team encourages innovation.	4.24 + 0.08	SD: 5 (1.59%)	D: 14 (4.44%)	N: 25 (7.94%)	A: 126 (40.00%)	SA: 142 (45.08%)	NA: 3 (0.95%)
		N	A			SA	
75. Our organization embraces an innovative mindset to maximize our potential.	3.78 ---	SD: 10 (3.17%)	D: 27 (8.57%)	N: 57 (18.10%)	A: 148 (46.98%)	SA: 73 (23.17%)	NA: 0 (0.00%)
		D	N	A		SA	
83. Our organization encourages innovation.	3.75 + 0.05	SD: 11 (3.49%)	D: 24 (7.62%)	N: 68 (21.59%)	A: 140 (44.44%)	SA: 70 (22.22%)	NA: 2 (0.63%)
		D	N	A		SA	

SD : Strongly Disagree **D** : Disagree **N** : Neutral **A** : Agree **SA** : Strongly Agree **NA** : Not Applicable

Career Development

Question	Mean	Distribution					
85. I am committed to achieving my potential through learning and growing.	4.53 ---	SD: 1 (0.32%)	D: 1 (0.32%)	N: 3 (0.95%)	A: 135 (42.86%)	SA: 175 (55.56%)	NA: 0 (0.00%)
		A			SA		
84. I would like to work at our organization long term.	4.21 + 0.18	SD: 3 (0.95%)	D: 12 (3.81%)	N: 42 (13.33%)	A: 115 (36.51%)	SA: 140 (44.44%)	NA: 3 (0.95%)
		N		A		SA	
72. Our organization provides the experience and development for me to further my career here.	3.84 + 0.04	SD: 12 (3.81%)	D: 27 (8.57%)	N: 53 (16.83%)	A: 124 (39.37%)	SA: 94 (29.84%)	NA: 5 (1.59%)
		D	N	A		SA	
73. My supervisor advocates for my role and career growth.	3.82 ---	SD: 12 (3.81%)	D: 32 (10.16%)	N: 61 (19.37%)	A: 98 (31.11%)	SA: 105 (33.33%)	NA: 7 (2.22%)
		D	N	A		SA	
74. I have the opportunity to express my career interests at our organization.	3.78 + 0.11	SD: 12 (3.81%)	D: 30 (9.52%)	N: 58 (18.41%)	A: 115 (36.51%)	SA: 88 (27.94%)	NA: 12 (3.81%)
		D	N	A		SA	

SD : Strongly Disagree **D** : Disagree **N** : Neutral **A** : Agree **SA** : Strongly Agree **NA** : Not Applicable

Performance Planning

Question	Mean	Distribution					
17. I have set the right goals for myself to excel in my role/position.	4.41 + 0.18	SD: 1 (0.32%)	D: 2 (0.63%)	N: 11 (3.49%)	A: 154 (48.89%)	SA: 147 (46.67%)	NA: 0 (0.00%)
49. Our team effectively sets goals to further enhance our performance.	4.16 + 0.02	SD: 3 (0.95%)	D: 18 (5.71%)	N: 39 (12.38%)	A: 120 (38.10%)	SA: 133 (42.22%)	NA: 2 (0.63%)
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	3.98 + 0.26	SD: 5 (1.59%)	D: 26 (8.25%)	N: 45 (14.29%)	A: 131 (41.59%)	SA: 106 (33.65%)	NA: 2 (0.63%)
37. My supervisor motivates me to achieve my goals.	3.90 + 0.11	SD: 9 (2.86%)	D: 23 (7.30%)	N: 56 (17.78%)	A: 126 (40.00%)	SA: 99 (31.43%)	NA: 2 (0.63%)
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.56 + 0.22	SD: 16 (5.08%)	D: 48 (15.24%)	N: 66 (20.95%)	A: 86 (27.30%)	SA: 79 (25.08%)	NA: 20 (6.35%)

SD : Strongly Disagree **D** : Disagree **N** : Neutral **A** : Agree **SA** : Strongly Agree **NA** : Not Applicable

Talent/Fit

Question	Mean	Distribution					
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.51 + 0.05	SD: 6 (1.90%)	D: 4 (1.27%)	N: 13 (4.13%)	A: 91 (28.89%)	SA: 201 (63.81%)	NA: 0 (0.00%)
		A		SA			
11. I am in a role that allows me to maximize my talents and strengths.	4.17 + 0.12	SD: 5 (1.59%)	D: 22 (6.98%)	N: 33 (10.48%)	A: 109 (34.60%)	SA: 144 (45.71%)	NA: 2 (0.63%)
		D	N	A	SA		
70. I feel our organization is a great fit for me.	4.17 + 0.07	SD: 3 (0.95%)	D: 6 (1.90%)	N: 49 (15.56%)	A: 132 (41.90%)	SA: 125 (39.68%)	NA: 0 (0.00%)
		N		A	SA		
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	3.85 = 0.00	SD: 14 (4.44%)	D: 17 (5.40%)	N: 64 (20.32%)	A: 117 (37.14%)	SA: 94 (29.84%)	NA: 9 (2.86%)
		N		A	SA		
86. Our organization selects highly talented individuals when hiring.	3.82 + 0.02	SD: 6 (1.90%)	D: 25 (7.94%)	N: 68 (21.59%)	A: 135 (42.86%)	SA: 80 (25.40%)	NA: 1 (0.32%)
		D	N	A	SA		
7. I have encouraged someone to apply at our organization.	3.77 + 0.06	SD: 12 (3.81%)	D: 35 (11.11%)	N: 53 (16.83%)	A: 94 (29.84%)	SA: 93 (29.52%)	NA: 28 (8.89%)
		D	N	A	SA	NA	
77. Our organization selects the right people for the right job.	3.66 + 0.02	SD: 8 (2.54%)	D: 32 (10.16%)	N: 78 (24.76%)	A: 136 (43.17%)	SA: 60 (19.05%)	NA: 1 (0.32%)
		D	N	A	SA		

SD : Strongly Disagree **D** : Disagree **N** : Neutral **A** : Agree **SA** : Strongly Agree **NA** : Not Applicable

Recognition

Question	Mean	Distribution					
18. I have provided meaningful recognition to others in the past 10 days.	4.43 + 0.24	SD: 2 (0.63%)	D: 0 (0.00%)	N: 11 (3.49%)	A: 148 (46.98%)	SA: 154 (48.89%)	NA: 0 (0.00%)
		A			SA		
48. Our team recognizes each other's efforts and impact.	4.31 -0.04	SD: 5 (1.59%)	D: 9 (2.86%)	N: 36 (11.43%)	A: 97 (30.79%)	SA: 166 (52.70%)	NA: 2 (0.63%)
		N	A		SA		
29. My supervisor recognizes me for a job well done.	3.88 + 0.02	SD: 10 (3.17%)	D: 23 (7.30%)	N: 58 (18.41%)	A: 126 (40.00%)	SA: 95 (30.16%)	NA: 3 (0.95%)
		D	N	A		SA	
80. Excellence is recognized in our organization.	3.86 + 0.12	SD: 9 (2.86%)	D: 23 (7.30%)	N: 59 (18.73%)	A: 135 (42.86%)	SA: 88 (27.94%)	NA: 1 (0.32%)
		D	N	A		SA	
9. I have received meaningful recognition in the past 10 days.	3.48 -0.03	SD: 29 (9.21%)	D: 55 (17.46%)	N: 48 (15.24%)	A: 100 (31.75%)	SA: 82 (26.03%)	NA: 1 (0.32%)
		SD	D	N	A		SA

SD : Strongly Disagree **D** : Disagree **N** : Neutral **A** : Agree **SA** : Strongly Agree **NA** : Not Applicable

Training & Development

Question	Mean	Distribution					
6. I am provided opportunities to further my growth and development.	4.54 + 0.84	SD: 3 (0.95%)	D: 2 (0.63%)	N: 10 (3.17%)	A: 107 (33.97%)	SA: 192 (60.95%)	NA: 1 (0.32%)
15. I am properly trained to achieve excellence in my work.	4.04 + 0.16	SD: 6 (1.90%)	D: 25 (7.94%)	N: 42 (13.33%)	A: 119 (37.78%)	SA: 121 (38.41%)	NA: 2 (0.63%)
35. My supervisor supports my personal and professional development.	4.01 + 0.01	SD: 10 (3.17%)	D: 9 (2.86%)	N: 54 (17.14%)	A: 136 (43.17%)	SA: 104 (33.02%)	NA: 2 (0.63%)
36. My supervisor builds a culture of learning and growth.	3.97 ---	SD: 14 (4.44%)	D: 19 (6.03%)	N: 41 (13.02%)	A: 128 (40.63%)	SA: 112 (35.56%)	NA: 1 (0.32%)
30. My supervisor encourages opportunities for my growth and development.	3.94 + 0.15	SD: 11 (3.49%)	D: 19 (6.03%)	N: 46 (14.60%)	A: 139 (44.13%)	SA: 97 (30.79%)	NA: 3 (0.95%)
81. Our organization provides the "right" training for me to excel in my role.	3.44 + 0.15	SD: 19 (6.03%)	D: 54 (17.14%)	N: 71 (22.54%)	A: 108 (34.29%)	SA: 61 (19.37%)	NA: 2 (0.63%)

SD : Strongly Disagree **D** : Disagree **N** : Neutral **A** : Agree **SA** : Strongly Agree **NA** : Not Applicable

Mission Conscious

Question	Mean	Distribution					
22. I am aware and knowledgeable about our organization's mission.	4.23 + 0.05	SD: 1 (0.32%)	D: 13 (4.13%)	N: 33 (10.48%)	A: 132 (41.90%)	SA: 136 (43.17%)	NA: 0 (0.00%)
41. My supervisor effectively communicates our organizational mission to me.	3.90 + 0.18	SD: 8 (2.54%)	D: 22 (6.98%)	N: 58 (18.41%)	A: 131 (41.59%)	SA: 94 (29.84%)	NA: 2 (0.63%)
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	3.82 + 0.12	SD: 3 (0.95%)	D: 29 (9.21%)	N: 61 (19.37%)	A: 149 (47.30%)	SA: 71 (22.54%)	NA: 2 (0.63%)
82. Business decisions made are consistent with our mission and core values.	3.47 + 0.18	SD: 16 (5.08%)	D: 46 (14.60%)	N: 80 (25.40%)	A: 109 (34.60%)	SA: 57 (18.10%)	NA: 7 (2.22%)

SD : Strongly Disagree **D** : Disagree **N** : Neutral **A** : Agree **SA** : Strongly Agree **NA** : Not Applicable

Support-Equip

Question	Mean	Distribution					
23. I have a supportive coaching relationship with my supervisor.	3.97 + 0.03	SD: 13 (4.13%)	D: 21 (6.67%)	N: 38 (12.06%)	A: 131 (41.59%)	SA: 111 (35.24%)	NA: 1 (0.32%)
34. My supervisor is actively responsive to my needs.	3.92 -0.04	SD: 10 (3.17%)	D: 23 (7.30%)	N: 55 (17.46%)	A: 120 (38.10%)	SA: 106 (33.65%)	NA: 1 (0.32%)
3. I am provided the core needs necessary for me to excel in my role.	3.91 + 0.11	SD: 10 (3.17%)	D: 26 (8.25%)	N: 43 (13.65%)	A: 138 (43.81%)	SA: 98 (31.11%)	NA: 0 (0.00%)
33. My supervisor supports me through challenges and failures in order to succeed.	3.88 ---	SD: 13 (4.13%)	D: 22 (6.98%)	N: 50 (15.87%)	A: 127 (40.32%)	SA: 96 (30.48%)	NA: 7 (2.22%)
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.71 + 0.21	SD: 18 (5.71%)	D: 35 (11.11%)	N: 53 (16.83%)	A: 124 (39.37%)	SA: 85 (26.98%)	NA: 0 (0.00%)
28. I am provided the opportunity to spend quality time with my supervisor.	3.63 + 0.06	SD: 16 (5.08%)	D: 41 (13.02%)	N: 71 (22.54%)	A: 97 (30.79%)	SA: 86 (27.30%)	NA: 4 (1.27%)

SD : Strongly Disagree **D** : Disagree **N** : Neutral **A** : Agree **SA** : Strongly Agree **NA** : Not Applicable

Top Items

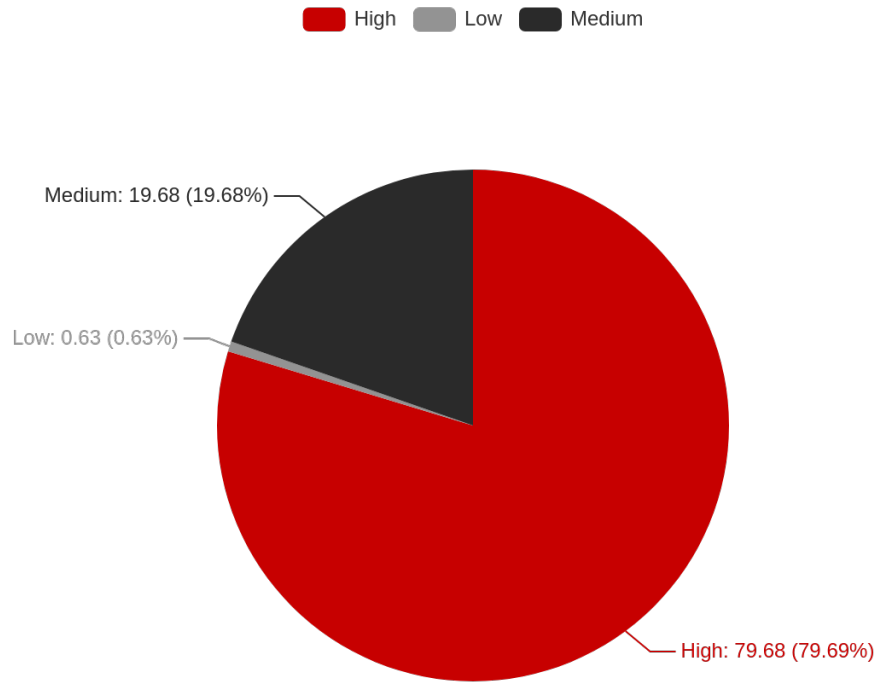
Question	Mean	Distribution					
4. I feel great pride in the work I do.	4.62 + 0.09	SD: 4 (1.27%)	D: 1 (0.32%)	N: 11 (3.49%)	A: 79 (25.08%)	SA: 219 (69.52%)	NA: 1 (0.32%)
2. I am fully engaged in the work that I do.	4.62 + 0.05	SD: 4 (1.27%)	D: 2 (0.63%)	N: 7 (2.22%)	A: 83 (26.35%)	SA: 218 (69.21%)	NA: 1 (0.32%)
6. I am provided opportunities to further my growth and development.	4.54 + 0.84	SD: 3 (0.95%)	D: 2 (0.63%)	N: 10 (3.17%)	A: 107 (33.97%)	SA: 192 (60.95%)	NA: 1 (0.32%)
85. I am committed to achieving my potential through learning and growing.	4.53 ---	SD: 1 (0.32%)	D: 1 (0.32%)	N: 3 (0.95%)	A: 135 (42.86%)	SA: 175 (55.56%)	NA: 0 (0.00%)
5. I have at least one close friend at work.	4.52 + 0.10	SD: 4 (1.27%)	D: 6 (1.90%)	N: 23 (7.30%)	A: 71 (22.54%)	SA: 209 (66.35%)	NA: 2 (0.63%)
8. I am driven to contribute to the success of our organization.	4.52 + 0.08	SD: 4 (1.27%)	D: 3 (0.95%)	N: 13 (4.13%)	A: 100 (31.75%)	SA: 193 (61.27%)	NA: 2 (0.63%)

SD : Strongly Disagree **D** : Disagree **N** : Neutral **A** : Agree **SA** : Strongly Agree **NA** : Not Applicable

Bottom Items

Question	Mean	Distribution					
81. Our organization provides the "right" training for me to excel in my role.	3.44 + 0.15	SD: 19 (6.03%)	D: 54 (17.14%)	N: 71 (22.54%)	A: 108 (34.29%)	SA: 61 (19.37%)	NA: 2 (0.63%)
		SD	D	N	A	SA	
82. Business decisions made are consistent with our mission and core values.	3.47 + 0.18	SD: 16 (5.08%)	D: 46 (14.60%)	N: 80 (25.40%)	A: 109 (34.60%)	SA: 57 (18.10%)	NA: 7 (2.22%)
			D	N	A	SA	
9. I have received meaningful recognition in the past 10 days.	3.48 -0.03	SD: 29 (9.21%)	D: 55 (17.46%)	N: 48 (15.24%)	A: 100 (31.75%)	SA: 82 (26.03%)	NA: 1 (0.32%)
		SD	D	N	A	SA	
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.56 + 0.22	SD: 16 (5.08%)	D: 48 (15.24%)	N: 66 (20.95%)	A: 86 (27.30%)	SA: 79 (25.08%)	NA: 20 (6.35%)
			D	N	A	SA	NA
28. I am provided the opportunity to spend quality time with my supervisor.	3.63 + 0.06	SD: 16 (5.08%)	D: 41 (13.02%)	N: 71 (22.54%)	A: 97 (30.79%)	SA: 86 (27.30%)	NA: 4 (1.27%)
			D	N	A	SA	

Current Growth Mindset Chart

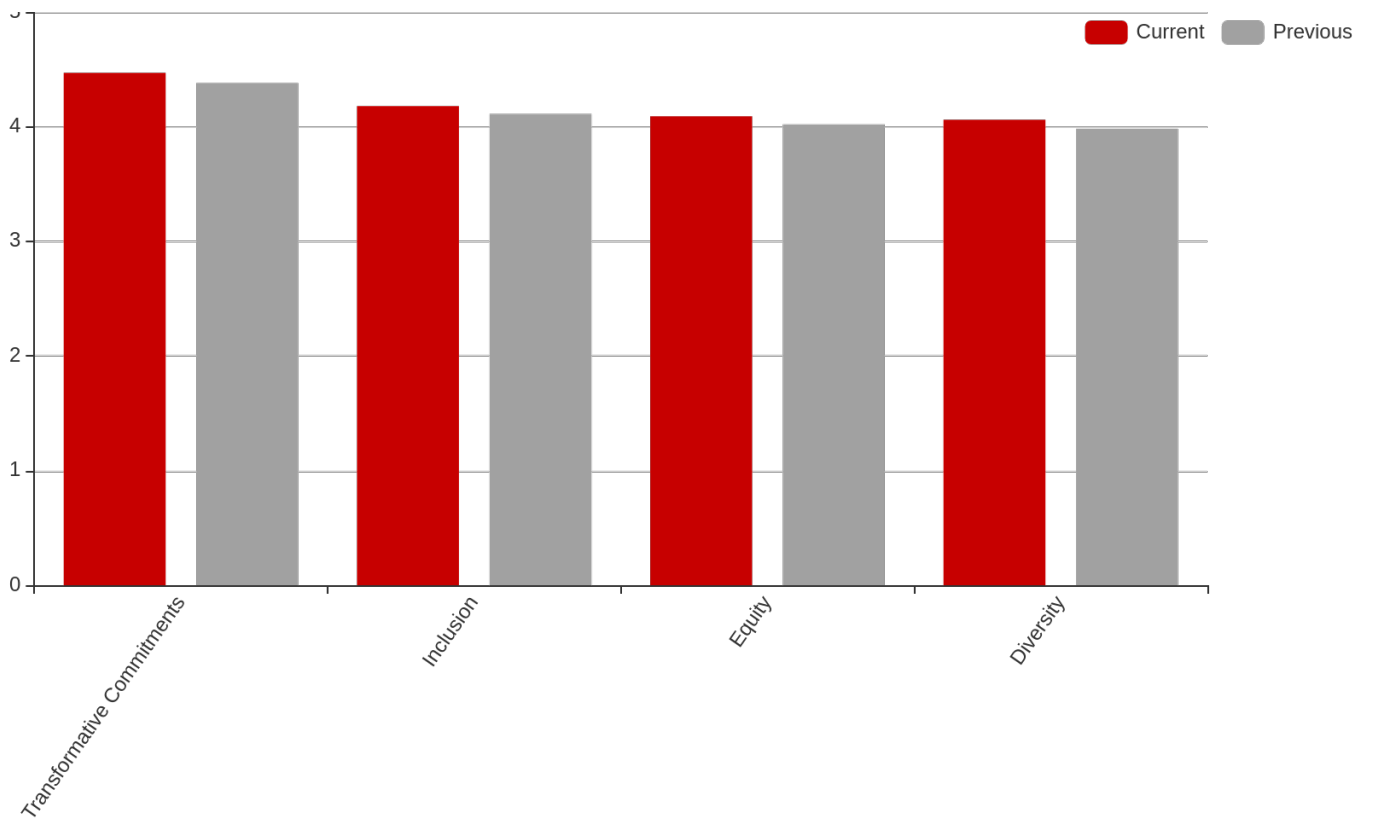


SD : Strongly Disagree **D** : Disagree **N** : Neutral **A** : Agree **SA** : Strongly Agree **NA** : Not Applicable

Growth Mindset Table

Question	Mean	Distribution					
6. I am provided opportunities to further my growth and development.	4.54 + 0.84	SD: 3 (0.95%)	D: 2 (0.63%)	N: 10 (3.17%)	A: 107 (33.97%)	SA: 192 (60.95%)	NA: 1 (0.32%)
85. I am committed to achieving my potential through learning and growing.	4.53 ---	SD: 1 (0.32%)	D: 1 (0.32%)	N: 3 (0.95%)	A: 135 (42.86%)	SA: 175 (55.56%)	NA: 0 (0.00%)
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.51 ---	SD: 1 (0.32%)	D: 0 (0.00%)	N: 4 (1.27%)	A: 142 (45.08%)	SA: 168 (53.33%)	NA: 0 (0.00%)
21. I am committed to a growth mindset to achieve my potential.	4.43 ---	SD: 1 (0.32%)	D: 2 (0.63%)	N: 16 (5.08%)	A: 139 (44.13%)	SA: 157 (49.84%)	NA: 0 (0.00%)
18. I have provided meaningful recognition to others in the past 10 days.	4.43 + 0.24	SD: 2 (0.63%)	D: 0 (0.00%)	N: 11 (3.49%)	A: 148 (46.98%)	SA: 154 (48.89%)	NA: 0 (0.00%)
17. I have set the right goals for myself to excel in my role/position.	4.41 + 0.18	SD: 1 (0.32%)	D: 2 (0.63%)	N: 11 (3.49%)	A: 154 (48.89%)	SA: 147 (46.67%)	NA: 0 (0.00%)
78. I feel proud of and inspired by the success of others on my team.	4.35 ---	SD: 2 (0.63%)	D: 4 (1.27%)	N: 28 (8.89%)	A: 128 (40.63%)	SA: 153 (48.57%)	NA: 0 (0.00%)
52. I am on a team that continuously challenges me to grow and improve.	4.24 ---	SD: 3 (0.95%)	D: 14 (4.44%)	N: 36 (11.43%)	A: 111 (35.24%)	SA: 149 (47.30%)	NA: 2 (0.63%)
36. My supervisor builds a culture of learning and growth.	3.97 ---	SD: 14 (4.44%)	D: 19 (6.03%)	N: 41 (13.02%)	A: 128 (40.63%)	SA: 112 (35.56%)	NA: 1 (0.32%)
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	3.81 ---	SD: 8 (2.54%)	D: 38 (12.06%)	N: 42 (13.33%)	A: 144 (45.71%)	SA: 83 (26.35%)	NA: 0 (0.00%)

DEI Chart



DEI Table

Dimension	Mean
Transformative Commitments	4.47 + 0.09
Inclusion	4.18 + 0.07
Equity	4.09 + 0.07
Diversity	4.06 + 0.08

Transformative Commitments

Question	Mean	Distribution
109. I am committed to being a positive contributor to a workplace culture of anti-bias, anti-hate, and anti-racism with equality for all.	4.69 + 0.06	SD: 2 (0.63%) D: 0 (0.00%) N: 6 (1.90%) A: 78 (24.76%) SA: 228 (72.38%) NA: 1 (0.32%)
105. I embrace our ideals and commitment of anti-bias, anti-hate, and anti-racism to promote what is right for all.	4.66 + 0.11	SD: 2 (0.63%) D: 1 (0.32%) N: 7 (2.22%) A: 81 (25.71%) SA: 223 (70.79%) NA: 1 (0.32%)
104. In my department or team, we demonstrate quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.41 + 0.07	SD: 3 (0.95%) D: 4 (1.27%) N: 20 (6.35%) A: 121 (38.41%) SA: 166 (52.70%) NA: 1 (0.32%)
103. Our organization demonstrates quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.11 + 0.09	SD: 8 (2.54%) D: 14 (4.44%) N: 34 (10.79%) A: 137 (43.49%) SA: 121 (38.41%) NA: 1 (0.32%)

SD : Strongly Disagree **D** : Disagree **N** : Neutral **A** : Agree **SA** : Strongly Agree **NA** : Not Applicable

Inclusion

Question	Mean	Distribution					
108. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.70 + 0.10	SD: 1 (0.32%)	D: 0 (0.00%)	N: 5 (1.59%)	A: 80 (25.40%)	SA: 227 (72.06%)	NA: 2 (0.63%)
96. I value the contributions of all team members.	4.55 + 0.11	SD: 1 (0.32%)	D: 2 (0.63%)	N: 10 (3.17%)	A: 112 (35.56%)	SA: 190 (60.32%)	NA: 0 (0.00%)
106. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone.	4.54 -0.01	SD: 3 (0.95%)	D: 4 (1.27%)	N: 15 (4.76%)	A: 89 (28.25%)	SA: 203 (64.44%)	NA: 1 (0.32%)
107. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	4.39 + 0.08	SD: 3 (0.95%)	D: 10 (3.17%)	N: 21 (6.67%)	A: 108 (34.29%)	SA: 171 (54.29%)	NA: 2 (0.63%)
111. Our organization is a safe place for people of color to work and be successful.	4.32 + 0.11	SD: 5 (1.59%)	D: 7 (2.22%)	N: 34 (10.79%)	A: 101 (32.06%)	SA: 162 (51.43%)	NA: 6 (1.90%)
91. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact.	4.32 + 0.09	SD: 2 (0.63%)	D: 4 (1.27%)	N: 25 (7.94%)	A: 142 (45.08%)	SA: 140 (44.44%)	NA: 2 (0.63%)
97. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives.	4.28 -0.04	SD: 2 (0.63%)	D: 9 (2.86%)	N: 37 (11.75%)	A: 119 (37.78%)	SA: 148 (46.98%)	NA: 0 (0.00%)
92. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.28 + 0.07	SD: 1 (0.32%)	D: 5 (1.59%)	N: 35 (11.11%)	A: 136 (43.17%)	SA: 137 (43.49%)	NA: 1 (0.32%)
110. Our team is comfortable addressing issues of race, racism, and bias in our workplace.	4.25 + 0.16	SD: 3 (0.95%)	D: 8 (2.54%)	N: 41 (13.02%)	A: 114 (36.19%)	SA: 142 (45.08%)	NA: 7 (2.22%)
112. We have a workplace that promotes a professional and inclusive culture, where all are respected, treated with dignity, and supported for success and potential to be realized.	4.24 + 0.08	SD: 2 (0.63%)	D: 14 (4.44%)	N: 33 (10.48%)	A: 123 (39.05%)	SA: 142 (45.08%)	NA: 1 (0.32%)
101. We are committed to a workplace culture where we value, respect, and learn from each other to achieve maximum success, happiness, and potential.	4.10 + 0.09	SD: 3 (0.95%)	D: 18 (5.71%)	N: 35 (11.11%)	A: 147 (46.67%)	SA: 112 (35.56%)	NA: 0 (0.00%)

SD : Strongly Disagree **D** : Disagree **N** : Neutral **A** : Agree **SA** : Strongly Agree **NA** : Not Applicable

Question	Mean	Distribution					
94. Our team embraces challenging, uniting, and inclusive opportunities to work together for quality outcomes.	4.08 + 0.09	SD: 3 (0.95%)	D: 17 (5.40%)	N: 39 (12.38%)	A: 145 (46.03%)	SA: 108 (34.29%)	NA: 3 (0.95%)
		D N		A		SA	
98. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.01 + 0.10	SD: 5 (1.59%)	D: 18 (5.71%)	N: 47 (14.92%)	A: 142 (45.08%)	SA: 102 (32.38%)	NA: 1 (0.32%)
		D	N	A		SA	
102. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	3.99 + 0.06	SD: 3 (0.95%)	D: 21 (6.67%)	N: 47 (14.92%)	A: 147 (46.67%)	SA: 96 (30.48%)	NA: 1 (0.32%)
		D	N	A		SA	
99. Our workplace culture demonstrates that everyone in every role is valued and supported for our collective success.	3.89 + 0.04	SD: 8 (2.54%)	D: 32 (10.16%)	N: 48 (15.24%)	A: 125 (39.68%)	SA: 102 (32.38%)	NA: 0 (0.00%)
		D	N	A		SA	
90. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.83 + 0.08	SD: 13 (4.13%)	D: 21 (6.67%)	N: 54 (17.14%)	A: 145 (46.03%)	SA: 81 (25.71%)	NA: 1 (0.32%)
		D	N	A		SA	
95. Our organization demonstrates quality efforts in building a culture of inclusion and equity, where individuals are treated fairly and respectfully, and provided access to resources and opportunities.	3.78 + 0.03	SD: 13 (4.13%)	D: 29 (9.21%)	N: 60 (19.05%)	A: 122 (38.73%)	SA: 89 (28.25%)	NA: 2 (0.63%)
		D	N	A		SA	
93. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	3.77 + 0.05	SD: 5 (1.59%)	D: 31 (9.84%)	N: 69 (21.90%)	A: 135 (42.86%)	SA: 74 (23.49%)	NA: 1 (0.32%)
		D	N	A		SA	

SD : Strongly Disagree **D** : Disagree **N** : Neutral **A** : Agree **SA** : Strongly Agree **NA** : Not Applicable

Equity

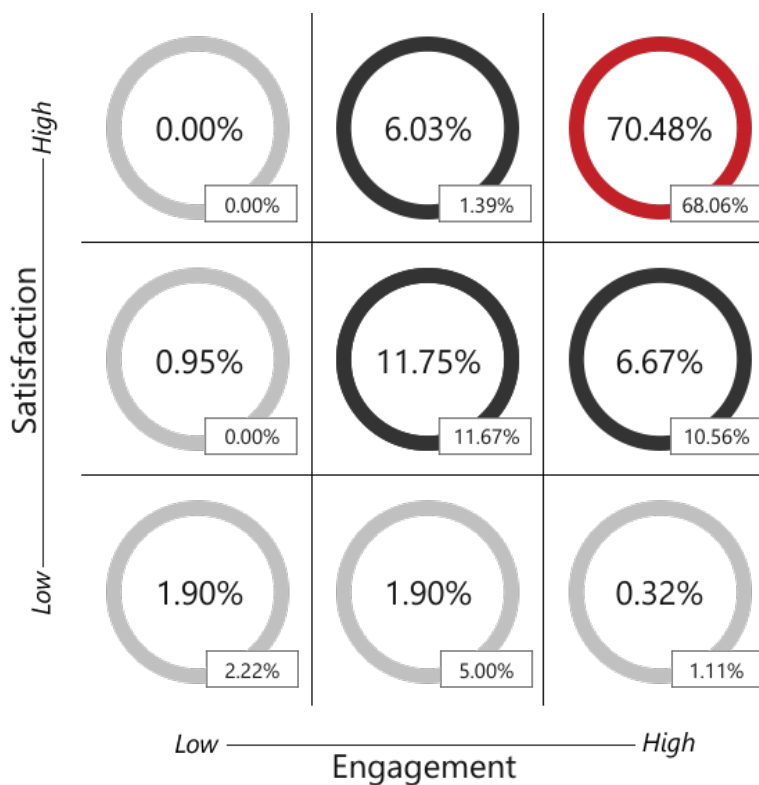
Question	Mean	Distribution					
108. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.70 + 0.10	SD: 1 (0.32%)	D: 0 (0.00%)	N: 5 (1.59%)	A: 80 (25.40%)	SA: 227 (72.06%)	NA: 2 (0.63%)
		A		SA			
98. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.01 + 0.10	SD: 5 (1.59%)	D: 18 (5.71%)	N: 47 (14.92%)	A: 142 (45.08%)	SA: 102 (32.38%)	NA: 1 (0.32%)
		D	N	A		SA	
100. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized.	3.88 + 0.07	SD: 9 (2.86%)	D: 22 (6.98%)	N: 59 (18.73%)	A: 133 (42.22%)	SA: 91 (28.89%)	NA: 1 (0.32%)
		D	N	A		SA	
95. Our organization demonstrates quality efforts in building a culture of inclusion and equity, where individuals are treated fairly and respectfully, and provided access to resources and opportunities.	3.78 + 0.03	SD: 13 (4.13%)	D: 29 (9.21%)	N: 60 (19.05%)	A: 122 (38.73%)	SA: 89 (28.25%)	NA: 2 (0.63%)
		D	N	A		SA	

SD : Strongly Disagree **D** : Disagree **N** : Neutral **A** : Agree **SA** : Strongly Agree **NA** : Not Applicable

Diversity

Question	Mean	Distribution					
108. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.70 + 0.10	SD: 1 (0.32%)	D: 0 (0.00%)	N: 5 (1.59%)	A: 80 (25.40%)	SA: 227 (72.06%)	NA: 2 (0.63%)
		A		SA			
92. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.28 + 0.07	SD: 1 (0.32%)	D: 5 (1.59%)	N: 35 (11.11%)	A: 136 (43.17%)	SA: 137 (43.49%)	NA: 1 (0.32%)
		N	A			SA	
102. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	3.99 + 0.06	SD: 3 (0.95%)	D: 21 (6.67%)	N: 47 (14.92%)	A: 147 (46.67%)	SA: 96 (30.48%)	NA: 1 (0.32%)
		D	N	A		SA	
90. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.83 + 0.08	SD: 13 (4.13%)	D: 21 (6.67%)	N: 54 (17.14%)	A: 145 (46.03%)	SA: 81 (25.71%)	NA: 1 (0.32%)
		D	N	A		SA	
89. Our organization demonstrates quality efforts in building a culture of diversity.	3.78 + 0.11	SD: 7 (2.22%)	D: 26 (8.25%)	N: 65 (20.63%)	A: 146 (46.35%)	SA: 70 (22.22%)	NA: 1 (0.32%)
		D	N	A		SA	
93. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	3.77 + 0.05	SD: 5 (1.59%)	D: 31 (9.84%)	N: 69 (21.90%)	A: 135 (42.86%)	SA: 74 (23.49%)	NA: 1 (0.32%)
		D	N	A		SA	

3x3



All Items

Question	Dimension	Mean
4. I feel great pride in the work I do.	Pride	4.62 + 0.09
2. I am fully engaged in the work that I do.	Engage-Inspire	4.62 + 0.05
6. I am provided opportunities to further my growth and development.	Training & Development	4.54 + 0.84
85. I am committed to achieving my potential through learning and growing.	Career Development	4.53 ---
5. I have at least one close friend at work.	Relationships	4.52 + 0.10
8. I am driven to contribute to the success of our organization.	Engage-Inspire	4.52 + 0.08
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	Relationships	4.51 ---
92. I demonstrate effort in building a positive workplace culture.	Quality	4.51 ---
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.51 + 0.05
43. My teammates demonstrate a commitment to quality work and excellence.	Quality	4.48 + 0.01
16. I am continuously seeking ways to improve my overall productivity.	Innovation	4.46 -0.02
46. I am satisfied being a part of our team.	Satisfaction	4.44 + 0.03
18. I have provided meaningful recognition to others in the past 10 days.	Recognition	4.43 + 0.24
21. I am committed to a growth mindset to achieve my potential.	Continuous Improvement	4.43 ---
45. I feel great pride in the team of which I am a part.	Pride	4.42 = 0.00
17. I have set the right goals for myself to excel in my role/position.	Performance Planning	4.41 + 0.18
12. I am highly committed to and energized by my work.	Engage-Inspire	4.35 + 0.07
78. I feel proud of and inspired by the success of others on my team.	Pride	4.35 ---

Question	Dimension	Mean
79. I feel "in on things" that are happening at our organization.	Communication	4.34 + 1.00
44. Our team effectively communicates with each other.	Communication	4.32 -0.02
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	Relationships	4.31 = 0.00
48. Our team recognizes each other's efforts and impact.	Recognition	4.31 -0.04
13. I am satisfied with my role/work.	Satisfaction	4.30 + 0.24
47. I am on a team that encourages each member to surpass expectations.	Quality	4.27 -0.05
52. I am on a team that continuously challenges me to grow and improve.	Continuous Improvement	4.24 ---
51. Our team has open and trusting relationships.	Relationships	4.24 -0.01
42. Our team encourages innovation.	Innovation	4.24 + 0.08
22. I am aware and knowledgeable about our organization's mission.	Mission Conscious	4.23 + 0.05
84. I would like to work at our organization long term.	Career Development	4.21 + 0.18
11. I am in a role that allows me to maximize my talents and strengths.	Talent/Fit	4.17 + 0.12
70. I feel our organization is a great fit for me.	Talent/Fit	4.17 + 0.07
49. Our team effectively sets goals to further enhance our performance.	Performance Planning	4.16 + 0.02
25. My supervisor cares about me as a person.	Relationships	4.16 + 0.02
14. I feel great pride in being a part of our organization.	Pride	4.10 + 0.07
69. I am part of an organization that continues to pursue excellence every day.	Continuous Improvement	4.10 -0.02

Question	Dimension	Mean
87. Overall, I am very satisfied with our organization as a place to work.	Satisfaction	4.10 + 0.19
67. Our organization promotes a positive and engaging culture.	Engage-Inspire	4.05 ---
15. I am properly trained to achieve excellence in my work.	Training & Development	4.04 + 0.16
20. I look forward to coming to work every day.	Satisfaction	4.01 + 0.08
24. My supervisor effectively communicates his/her expectations.	Communication	4.01 + 0.16
35. My supervisor supports my personal and professional development.	Training & Development	4.01 + 0.01
27. My supervisor and I have effective two-way communication.	Communication	4.01 + 0.04
71. Our organization is committed to quality work and excellence.	Quality	3.99 -0.15
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	Performance Planning	3.98 + 0.26
68. Quality relationships are valued across our organization.	Relationships	3.98 -0.10
23. I have a supportive coaching relationship with my supervisor.	Support-Equip	3.97 + 0.03
36. My supervisor builds a culture of learning and growth.	Training & Development	3.97 ---
30. My supervisor encourages opportunities for my growth and development.	Training & Development	3.94 + 0.15
34. My supervisor is actively responsive to my needs.	Support-Equip	3.92 -0.04
3. I am provided the core needs necessary for me to excel in my role.	Support-Equip	3.91 + 0.11
41. My supervisor effectively communicates our organizational mission to me.	Mission Conscious	3.90 + 0.18
37. My supervisor motivates me to achieve my goals.	Performance Planning	3.90 + 0.11

Question	Dimension	Mean
32. I have an open and trusting relationship with my supervisor.	Relationships	3.89 = 0.00
33. My supervisor supports me through challenges and failures in order to succeed.	Support-Equip	3.88 ---
26. My supervisor gives me constructive feedback about my work performance.	Communication	3.88 + 0.06
29. My supervisor recognizes me for a job well done.	Recognition	3.88 + 0.02
80. Excellence is recognized in our organization.	Recognition	3.86 + 0.12
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	Talent/Fit	3.85 = 0.00
72. Our organization provides the experience and development for me to further my career here.	Career Development	3.84 + 0.04
86. Our organization selects highly talented individuals when hiring.	Talent/Fit	3.82 + 0.02
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	Mission Conscious	3.82 + 0.12
73. My supervisor advocates for my role and career growth.	Career Development	3.82 ---
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	Continuous Improvement	3.81 ---
89. Our organization demonstrates the effective use of data to guide continuous improvement.	Continuous Improvement	3.79 ---
31. My supervisor inspires me to grow to new levels.	Relationships	3.79 ---
74. I have the opportunity to express my career interests at our organization.	Career Development	3.78 + 0.11
76. I would recommend our organization to a friend as a great place to work.	Engage-Inspire	3.78 + 0.04
75. Our organization embraces an innovative mindset to maximize our potential.	Innovation	3.78 ---

Question	Dimension	Mean
7. I have encouraged someone to apply at our organization.	Talent/Fit	3.77 + 0.06
83. Our organization encourages innovation.	Innovation	3.75 + 0.05
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	3.75 + 0.11
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	Support-Equip	3.71 + 0.21
77. Our organization selects the right people for the right job.	Talent/Fit	3.66 + 0.02
28. I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	3.63 + 0.06
40. In the past three months, my supervisor has discussed my successes and progress with me.	Performance Planning	3.56 + 0.22
9. I have received meaningful recognition in the past 10 days.	Recognition	3.48 -0.03
82. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.47 + 0.18
81. Our organization provides the "right" training for me to excel in my role.	Training & Development	3.44 + 0.15

Board Report

Date: December 18, 2023
Title: Personnel Report- Final
Contact: David Bruno, Assistant Superintendent for Human Resource

Strategic Priority Goal Area 1: Growth Focused Learning: The District 41 community of learners, educators and stakeholders cultivate students who are actively engaged and committed to their own learning. District 41 provides a guaranteed rigorous and differentiated learning environment where all students can demonstrate high levels of growth and success. District 41 uses data to form a detailed profile of student, school and district performance; illuminate successes; and identify opportunities for improvement.

Employment Recommendations:

Name	School	Position	Placement /Salary	Effective Date	Budget/Funding
Benke, Boglarka	Forest Glen Elementary	Early Childhood Special Education Paraprofessional	\$20.47 per hour	December 18, 2023	Forest Glen Elementary Early Childhood Paraprofessional Salary Account
Burgess, Cherie	Churchill Elementary	Lunchroom/Play ground Supervisor	\$22.50 per hour	November 27, 2023	Churchill Elementary Lunchroom/Playground Supervisor Salary Account
Hannah, James	Hadley Jr High	Wrestling Coach- Double Season	\$3,9600.00 Group II, Step I	December 18, 2023	District wide Supplemental Pay Salary Account
Jackson, Jakyra	Churchill Elementary	Special Education Paraprofessional	\$17.00 per hour	January 08, 2024	Churchill Elementary Special Education Paraprofessional Salary Account
Long, Cricia	Benjamin Franklin Elementary	Hard to Fill Long Term Substitute Teacher	\$285.00 per day	01/08/2024-4/10/2024	District wide Substitute Salary Account
Skoda, Trevor	Hadley Jr High	Wrestling Coach- Double Season	\$3,9600.00 Group II, Step I	November 27, 2023	District wide Supplemental Pay Salary Account

Resignations:

Name	School	Position	Effective Date
Piatkowski, Adrienne	Churchill Elementary	Reading/Math Assistant	December 08, 2023

Recommendation: It is recommended that the Board accept the actions included in this Personnel Report as presented.

Board Report

Date: December 18, 2023

Title: Disposal of Surplus Property

Submitted by: Eric DePorter - Assistant Superintendent Finance, Facilities and Operations

Strategic Priority Goal Area 6: Community Partnerships & Engagement: District 41 is dedicated to creating and sustaining community partnerships that enhance education and provide social, emotional and academic support for our students. By creating strong connections with community partners and engaging with all five communities we serve, District 41 prepares each student for a successful future.

Background: Periodically, district administration requests board approval for disposal of equipment which is obsolete or not in working order. The assets are then donated or disposed of upon said approval.

Discussion: See attached spreadsheet for listing of assets for disposal.

Other Information: None at this time.

Budgetary Funding: N/A

Recommendation: The administration recommends approval of the resolution of disposal of surplus property.

Glen Ellyn School District 41 Assets for Disposal December 2023

Asset Tag	Current Location	Originating School Site	Description (Make, Model, etc.)	Serial Number	QTY	Working Order	Obsolete Y/N?	Disposal
n/a	CSO	AL	Dell Chromebook 3100 2 in 1	GT38ZW2	1	N	N	Disposal
n/a	CSO	HA	Epson Projector	GM9G5711368F	1	N	N	Disposal
n/a	CSO	HA	Epson Projector	KM3F943873L	1	N	N	Disposal
n/a	CSO	BF	Acer N18Q8 Chromebook	NXH99AA0080270595C7611	1	N	N	Disposal
n/a	CSO	HA	Cisco IP Phone 7912 Series	INM082329D7	1	Y	Y	Disposal
n/a	CSO	FG	Dell Chromebook 3100 2 in 1	67PTZW2	1	N	N	Disposal
n/a	CSO	HA	Dell Chromebook 3100 2 in 1	8KLLZW2	1	N	N	Disposal
n/a	CSO	HA	Dell Chromebook 3100 2 in 1	JT6KL63	1	N	N	Disposal
n/a	CSO	HA	Dell Chromebook 3100 2 in 1	21SHL63	1	N	N	Disposal
n/a	CSO	FG	Dell Chromebook Charger	N/A	1	N	N	Disposal
n/a	CSO	HA	Dell Chromebook 11	FSCBK42	1	Y	Y	Disposal
22000257	CSO	HA	Chrome Asus model CX22N	L6NXCV12R14025C	1	N	N	Disposal
n/a	CSO	HA	Acer Model N18Q8	NXH99AA00802704FC47611	1	N	N	Disposal
n/a	CSO	AL	Dell Chromebook 3100 2 in 1	524DZW2	1	N	N	Disposal
n/a	CSO	AL	Dell Chromebook 3100 2 in 1	J2FRZW2	1	N	N	Disposal
n/a	CSO	AL	Dell Chromebook 3100 2 in 1	156PZW2	1	N	N	Disposal
n/a	CSO	AL	Dell Chromebook 3100 2 in 1	H4NNZW2	1	N	N	Disposal
n/a	CSO	BF	Dell Chromebook 3100 2 in 1	4F8NZW2	1	N	N	Disposal
n/a	CSO	BF	Dell Chromebook 3100 2 in 1	D34JZW2	1	N	N	Disposal
n/a	CSO	HA	Dell Chromebook 3100 2 in 1	HVnkZW2	1	N	N	Disposal
22000252	CSO	HA	Asus CX22N	L6NXCV12R310254	1	N	N	Disposal
n/a	CSO	AL	Dell Chromebook 3100 2 in 1	4Z9JZW2	1	N	N	Disposal
n/a	CSO	CSO	HP COMPAQ LE2002X Monitor	CNC2080S9B	1	Y	Y	Disposal
n/a	CSO	BF	Dell Chromebook 3100 2 in 1	C04KZW2	1	N	N	Disposal

**RESOLUTION FOR THE DISPOSAL
OF SURPLUS PERSONAL PROPERTY**

WHEREAS, the Board of Education of Glen Ellyn School District 41, DuPage County, Illinois, declares that there is surplus personal property in the School District; and

WHEREAS, such property is described in the attached document; and

WHEREAS, this personal property is no longer needed for school purposes and/or is not functioning; and

NOW, THEREFORE, Be It Resolved, by the Board of Education, as follows:

1. That the Superintendent is hereby authorized to properly dispose of the property listed on the attachment.

ADOPTED this 18th day of December, 2023, by roll call vote as follows:

YES _____

NO _____

ABSENT _____

Board of Education
Glen Ellyn School District 41
DuPage County, Illinois

President

ATTEST:

Secretary

Board Report

Date: December 18, 2023

Title: Donations and Gifts

Submitted by: Eric DePorter, Assistant Superintendent of Finance, Facilities and Operations

Strategic Priority Goal Area 6: Community Partnerships & Engagement: District 41 is dedicated to creating and sustaining community partnerships that enhance education and provide social, emotional and academic support for our students. By creating strong connections with community partners and engaging with all five communities we serve, District 41 prepares each student for a successful future.

Background: District 41 occasionally accepts donated funds and equipment from outside sources, provided the items are in working condition and meet the needs of the District. In accordance with board policy 8:80 regarding public gifts to the district, monetary donations or non-monetary donations and gifts with a value equal to or greater than \$500 shall be reviewed by the Superintendent and approved by the Board. Donations are reviewed and vetted by building and district administration in order to make the biggest impact and be consistent with district adopted curriculum or goals.

Discussion: Below are donations received.

Individual/Organization	Amount/Item	Purpose	Building
Ben Franklin PTA	\$391.78	❖ Library Enrichment	Ben Franklin
Churchill PTA	\$600.00	❖ Broadcast Club Field Trip Transportation	Churchill

The District 41 administration and staff are appreciative of the donations, as it will positively impact the students in all schools.

Recommendation: The administration recommends that the Board formally accept this generous donation.

**Glen Ellyn School District 41
FOIA Report
November 2023**

Date Received	Date of Response	Request Summary	FOIA Officer Time	Admin Time	Attorney Contacted
10.26.2023	11.01.2023	Charles Prochaska requested: <ul style="list-style-type: none"> Any and all electronic writings created by Jason Loebach at the September 26, 2023 Board of Education meeting during the public comment portion of the meeting. 	1 hr	NA	Yes
10.26.2023	11.01.2023	Kurt Buchholz requested: <ul style="list-style-type: none"> requesting (as my earlier FOIA also requested) the communication that evening [September 26, 2023] between the "board member" and Dr. Kaczkowski that the Glen Ellyn Police reference in their FOIA response. 	1 hr	30 mins	Yes
11.01.2023	11.08.2023	Stephanie Clark requested: <ul style="list-style-type: none"> detailed invoices sent to D41 from the Village of Glen Ellyn and any attachments included dated from August 2023 to current day 	1 hr	1 hr	No
11.03.2023	11.10.2023	Mikayla Lukasiewicz requested: <ul style="list-style-type: none"> Copy of current regular, sped, and out-of-district school transportation contracts Copy of current regular, sped, and out-of-district school transportation extension contracts Copies of all school transportation invoices for May 2023, August 2023, and September 2023. 	1 hr	1 hr	No

10.27.2023 11.01.2023 (amended request)	11.03.2023 extended 11.20.2023 response	Helen Bosacki requested: <ul style="list-style-type: none"> Literacy curriculum review committee meeting minutes, any data collections that's already been done so far, and presentations from the March meeting to date. Any form of communication related to the current process of choosing our new curriculum and the pilots that are underway. - <i>amended to</i> - mails and/or communications to or from Dr. Kris Webster about "moving from the Lucy Calkins Units of Student curriculum to a new curriculum" since March of 2023 Survey results that I believe teachers took. 	8 hours	2.5 hrs	Yes
11.14.2023	11.20.2023	Helen Bosacki requested <ul style="list-style-type: none"> the 2016 literacy review. Any presentations or documents related to that process 	1.5 hrs	2.0 hr	No
11.20.2023	11.21.2023	Kristin Fiasche requested <ul style="list-style-type: none"> Literacy Pilot Survey, that it did not send me a copy of my responses. Can you please copy and paste my comments... 	1 hr	30 min	Yes
11.28.2023	12.4.2023	Patrick Lee requested..... <ul style="list-style-type: none"> latest IAQ and Environmental Testing for your schools. I am seeking the actual report that includes mold spore sampling data for each of your schools..... 	1 hr	1 hr	No



ISDLAF+ Monthly Statement

Glen Ellyn School District #41

Current Portfolio

11/30/2023

Type	Code	Holding Id	Trade Date	Settle Date	Maturity Date	Description	Cost	Rate	NAV	Face/Par	Market Value
LIQ				11/30/2023		LIQ Account Balance	\$732,200.39	5.325%	\$1.000	\$732,200.39	\$732,200.39
MAX				11/30/2023		MAX Account Balance	\$33,013,924.72	5.339%	\$1.000	\$33,013,924.72	\$33,013,924.72
LTD				11/30/2023		LTD Account Balance			\$10.357		\$10,357,000.00
							\$33,746,125.11			\$33,746,125.11	\$44,103,125.11

Time and Dollar Weighted Average Portfolio Yield: n/a

Weighted Average Portfolio Maturity: n/a

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

Portfolio Summary

Type	Allocation (%)	Allocation (\$)	Description
LIQ	1.660%	\$732,200.39	LIQ Account
MAX	74.856%	\$33,013,924.72	MAX Account
LTD	23.484%	\$10,357,000.00	LTD Account

Index

Cost is comprised of the total amount you paid for the investment including any fees and commissions.

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

Face/Par is the amount received at maturity for fixed rate investments.

Market Value reflects the market value as reported by an independent third-party pricing service. Certificates of Deposit and other assets for which market pricing is not readily available from a third-party pricing service are listed at "Cost".



Report: Accounting Report
Account: 53-Glen Ellyn SD #41 (96403)
As of: 11/30/2023

Settle Date	CUSIP	Description	Coupon Rate	Final Maturity	Coupon Frequency	Face Amount
---	CCYUSD	Receivable	0.000	11/30/2023	---	2,296.65
---	608919809	FEDERATED HRMS GV O CAP	5.140	11/30/2023	---	619,459.34
03/01/2021	91282CBM2	UNITED STATES TREASURY	0.125	02/15/2024	Semi-Annual	500,000.00
03/31/2021	066519QU6	BankUnited, National Association	0.450	04/01/2024	Monthly	245,000.00
04/15/2021	183036GA4	CLAWSON MICH	3.350	05/01/2024	Semi-Annual	500,000.00
04/29/2021	91282CBV2	UNITED STATES TREASURY	0.375	04/15/2024	Semi-Annual	1,000,000.00
06/03/2021	3135G06E8	FEDERAL NATIONAL MORTGAGE ASSOCIATION	0.420	11/18/2024	Semi-Annual	300,000.00
07/02/2021	912828YV6	UNITED STATES TREASURY	1.500	11/30/2024	Semi-Annual	500,000.00
07/15/2021	3130AN4Y3	FEDERAL HOME LOAN BANKS	0.625	10/15/2024	Semi-Annual	500,000.00
07/30/2021	88241TL57	Texas Exchange Bank	0.500	07/30/2024	Monthly	245,000.00
08/26/2021	91282CCT6	UNITED STATES TREASURY	0.375	08/15/2024	Semi-Annual	500,000.00
09/10/2021	87165HC73	Synchrony Bank	0.600	09/10/2024	Semi-Annual	245,000.00
09/10/2021	89235MLN9	Toyota Financial Savings Bank	0.650	09/09/2024	Semi-Annual	245,000.00
09/16/2021	3130ANTP5	FEDERAL HOME LOAN BANKS	0.500	09/16/2024	Semi-Annual	400,000.00
11/16/2021	91282CDH1	UNITED STATES TREASURY	0.750	11/15/2024	Semi-Annual	500,000.00
11/16/2021	91282CBA8	UNITED STATES TREASURY	0.125	12/15/2023	Semi-Annual	500,000.00
11/22/2021	3130APQ73	FEDERAL HOME LOAN BANKS	1.000	11/22/2024	Semi-Annual	250,000.00
12/10/2021	3130APXC4	FEDERAL HOME LOAN BANKS	1.100	12/10/2024	Semi-Annual	250,000.00
12/29/2021	947547NT8	WebBank	1.000	12/30/2024	Semi-Annual	245,000.00
12/29/2021	32110YVD4	First National Bank of America	0.700	12/29/2023	Monthly	245,000.00
01/05/2022	91282CDN8	UNITED STATES TREASURY	1.000	12/15/2024	Semi-Annual	250,000.00
01/05/2022	91282CDR9	UNITED STATES TREASURY	0.750	12/31/2023	Semi-Annual	250,000.00
01/12/2022	912828Z52	UNITED STATES TREASURY	1.375	01/31/2025	Semi-Annual	250,000.00
01/12/2022	9128286Z8	UNITED STATES TREASURY	1.750	06/30/2024	Semi-Annual	250,000.00
01/20/2022	91282CDS7	UNITED STATES TREASURY	1.125	01/15/2025	Semi-Annual	250,000.00
01/26/2022	3130AQHX4	FEDERAL HOME LOAN BANKS	1.000	07/26/2024	Semi-Annual	250,000.00
01/26/2022	91282CCG4	UNITED STATES TREASURY	0.250	06/15/2024	Semi-Annual	250,000.00
01/27/2022	3130AQMR1	FEDERAL HOME LOAN BANKS	1.250	01/27/2025	Semi-Annual	300,000.00
01/27/2022	400316FE0	GRUNDY CNTY ILL SCH DIST NO 054 MORRIS	1.100	12/01/2023	Semi-Annual	320,000.00
01/28/2022	3130AQJM6	FEDERAL HOME LOAN BANKS	1.250	01/28/2025	Semi-Annual	250,000.00
02/04/2022	269479JT9	EAGLE CNTY COLO SCH DIST RE 50 JT WITH GARFIELD &	0.560	12/01/2024	Semi-Annual	200,000.00
02/11/2022	91282CDV0	UNITED STATES TREASURY	0.875	01/31/2024	Semi-Annual	250,000.00
02/15/2022	91282CDZ1	UNITED STATES TREASURY	1.500	02/15/2025	Semi-Annual	400,000.00
02/18/2022	3130AQPT4	FEDERAL HOME LOAN BANKS	1.500	02/18/2025	Semi-Annual	250,000.00
02/24/2022	3130AQQP1	FEDERAL HOME LOAN BANKS	1.350	02/24/2025	Semi-Annual	250,000.00
02/28/2022	3130AQY49	FEDERAL HOME LOAN BANKS	2.000	02/27/2025	Semi-Annual	250,000.00
03/11/2022	3130AQPY3	FEDERAL HOME LOAN BANKS	2.000	02/14/2025	Semi-Annual	500,000.00
03/18/2022	198504C42	COLUMBIA S C WTRWKS & SWR SYS REV	0.778	02/01/2025	Semi-Annual	400,000.00
03/31/2022	38150ALP8	GOLDMAN SACHS GROUP INC	3.300	03/31/2025	Semi-Annual	500,000.00
04/06/2022	9128284F4	UNITED STATES TREASURY	2.625	03/31/2025	Semi-Annual	1,000,000.00
04/18/2022	101029WW2	BOSTON MASS WTR & SWR COMMN REV IAM COML PAPER 3/A	0.718	11/01/2024	Semi-Annual	215,000.00
04/28/2022	3130ARP39	FEDERAL HOME LOAN BANKS	4.000	04/28/2025	Semi-Annual	250,000.00
05/18/2022	06740KQH3	Barclays Bank Delaware	2.850	05/20/2024	Semi-Annual	245,000.00
05/18/2022	254673D86	Discover Bank	3.050	05/19/2025	Semi-Annual	245,000.00
05/19/2022	581850QH0	MC LEAN & WOODFORD CNTYS ILL CMNTY UNIT SCH DIST N	3.250	02/01/2025	Semi-Annual	500,000.00
06/15/2022	91282CEU1	UNITED STATES TREASURY	2.875	06/15/2025	Semi-Annual	600,000.00
07/25/2022	32022RRW9	1st Financial Bank USA	3.050	07/25/2025	Monthly	245,000.00
07/28/2022	95001DC40	WELLS FARGO & CO	4.500	07/28/2025	Semi-Annual	250,000.00
08/17/2022	14042RTQ4	Capital One, National Association	3.300	08/18/2025	Semi-Annual	245,000.00
08/17/2022	14042TJL2	Capital One Bank (USA), National Association	3.300	08/18/2025	Semi-Annual	245,000.00
08/31/2022	48133MBT6	JPMORGAN CHASE FINANCIAL COMPANY LLC	4.150	08/30/2024	Semi-Annual	250,000.00
09/02/2022	91282CFE6	UNITED STATES TREASURY	3.125	08/15/2025	Semi-Annual	250,000.00
09/06/2022	592647KS9	METROPOLITAN WASH D C ARPTS AUTH ARPT SYS REV	0.600	10/01/2024	Semi-Annual	225,000.00
09/15/2022	17330RAA3	CITIGROUP GLOBAL MARKETS HOLDINGS INC	4.600	09/15/2025	Semi-Annual	250,000.00
09/28/2022	3130ATAV9	FEDERAL HOME LOAN BANKS	4.000	03/28/2024	Semi-Annual	250,000.00
09/28/2022	91282CEQ0	UNITED STATES TREASURY	2.750	05/15/2025	Semi-Annual	500,000.00
10/17/2022	3133ENS43	FEDERAL FARM CREDIT BANKS FUNDING CORP	4.375	10/17/2024	Semi-Annual	500,000.00
10/20/2022	3134GX3Z5	FEDERAL HOME LOAN MORTGAGE CORP	5.000	10/20/2025	Semi-Annual	250,000.00
10/20/2022	3133ENU32	FEDERAL FARM CREDIT BANKS FUNDING CORP	4.500	10/20/2025	Semi-Annual	500,000.00
12/05/2022	3134GX2U7	FEDERAL HOME LOAN MORTGAGE CORP	4.625	09/29/2025	Semi-Annual	500,000.00
12/06/2022	419792ZK5	HAWAII ST	0.802	10/01/2024	Semi-Annual	480,000.00
12/19/2022	3130AU2Q6	FEDERAL HOME LOAN BANKS	5.000	12/19/2023	Semi-Annual	500,000.00
01/18/2023	795451CR2	Sallie Mae Bank	4.400	01/20/2026	Semi-Annual	245,000.00
01/19/2023	90355GAM8	UBS Bank USA	4.350	01/20/2026	Monthly	245,000.00
01/20/2023	27002YFL5	EagleBank	4.500	07/21/2025	Monthly	245,000.00
01/26/2023	3134GYED0	FEDERAL HOME LOAN MORTGAGE CORP	5.150	01/26/2026	Semi-Annual	250,000.00
02/02/2023	61768ENY5	Morgan Stanley Private Bank, National Association	4.250	02/02/2026	Semi-Annual	245,000.00
02/02/2023	61690UY20	Morgan Stanley Bank, N.A.	4.250	02/02/2026	Semi-Annual	245,000.00
02/08/2023	3130ATUR6	FEDERAL HOME LOAN BANKS	4.625	12/13/2024	Semi-Annual	500,000.00
02/08/2023	3130AURS5	FEDERAL HOME LOAN BANKS	4.250	03/14/2025	Semi-Annual	500,000.00
02/08/2023	3130ATUC9	FEDERAL HOME LOAN BANKS	4.500	12/12/2025	Semi-Annual	500,000.00
02/08/2023	3130AUU28	FEDERAL HOME LOAN BANKS	5.000	02/08/2024	Semi-Annual	500,000.00
02/09/2023	3130ATVD6	FEDERAL HOME LOAN BANKS	4.875	09/13/2024	Semi-Annual	500,000.00
02/13/2023	3133EPAQ8	FEDERAL FARM CREDIT BANKS FUNDING CORP	4.125	02/13/2026	Semi-Annual	500,000.00
02/14/2023	3134GYJ29	FEDERAL HOME LOAN MORTGAGE CORP	5.150	02/14/2025	Semi-Annual	250,000.00
02/27/2023	3130AUUP7	FEDERAL HOME LOAN BANKS	5.125	08/27/2025	Semi-Annual	250,000.00
03/10/2023	15987UAT5	Charles Schwab Bank, SSB	5.200	09/16/2024	Semi-Annual	245,000.00

03/14/2023	800364EX5	Sandy Spring Bank	4.900	03/16/2026	Semi-Annual	245,000.00
03/17/2023	949764AF1	Wells Fargo Bank, National Association	5.250	03/17/2025	Monthly	245,000.00
03/17/2023	564759SD1	Manufacturers and Traders Trust Company	4.950	03/17/2026	Semi-Annual	245,000.00
03/17/2023	05580AW91	BMW Bank of North America	4.950	03/17/2026	Semi-Annual	245,000.00
03/17/2023	66736ACE7	Northwest Bank	5.000	03/17/2026	Monthly	245,000.00
03/20/2023	11373QKR8	Brookline Bank	5.250	09/04/2024	Monthly	245,000.00
03/23/2023	02007GM42	Ally Bank	5.050	03/23/2026	Semi-Annual	245,000.00
03/24/2023	82669LKF9	Signature Bank of Arkansas	5.100	09/24/2025	Monthly	245,000.00
03/24/2023	12547CAU2	CIBC Bank USA	5.000	03/24/2026	Semi-Annual	245,000.00
03/24/2023	23204HNP9	Customers Bancorp, Inc.	5.050	03/24/2026	Semi-Annual	245,000.00
03/27/2023	3134GYN73	FEDERAL HOME LOAN MORTGAGE CORP	5.600	03/27/2026	Semi-Annual	500,000.00
03/27/2023	37312PDE6	Georgia Banking Company	5.150	03/27/2025	Semi-Annual	245,000.00
03/30/2023	910286GB3	United Fidelity Bank, Fsb	5.000	03/30/2026	Monthly	185,000.00
04/14/2023	29483ABG6	Ergo Bank	4.500	04/14/2025	Monthly	245,000.00
04/18/2023	45332WAU7	InBank	4.450	04/21/2025	Monthly	245,000.00
04/19/2023	064455AU2	Bank of Pontiac	4.500	04/20/2026	Semi-Annual	245,000.00
04/19/2023	73317ABZ4	Popular Bank New York Branch	4.500	04/16/2026	Quarterly	245,000.00
04/21/2023	549104D38	Luana Savings Bank	4.450	10/21/2025	Semi-Annual	245,000.00
05/08/2023	72345SLN9	Pinnacle Bank	4.600	05/08/2026	Semi-Annual	245,000.00
05/09/2023	05600XQB9	BMO BANK NATIONAL ASSOCIATION	4.600	05/08/2026	Semi-Annual	245,000.00
05/10/2023	065427AE6	Bank of Utah	4.500	05/11/2026	Monthly	100,000.00
05/11/2023	32116QBJ4	First National Bank of Middle Tennessee	4.500	05/11/2026	Semi-Annual	245,000.00
07/21/2023	174178AC7	The Citizens Bank of Philadelphia	4.750	07/21/2026	Monthly	240,000.00
07/26/2023	43708WKG8	Home Federal Savings Bank	4.750	07/27/2026	Semi-Annual	200,000.00
09/20/2023	02589AF31	American Express Bank, FSB	5.000	09/21/2026	Semi-Annual	245,000.00
09/21/2023	32026UZ58	First Foundation Bank	5.000	09/21/2026	Semi-Annual	245,000.00
09/22/2023	8562853R0	State Bank of India - New York Branch	5.050	09/22/2026	Semi-Annual	245,000.00
09/26/2023	227563EA7	Cross River Bank	5.000	09/28/2026	Semi-Annual	245,000.00
09/27/2023	024263DB8	American Bank & Trust Company Inc.	5.150	03/27/2026	Semi-Annual	245,000.00
09/29/2023	061785FM8	The Bank of Deerfield	5.000	09/29/2026	Monthly	245,000.00
09/29/2023	501798VG4	Milestone Bank	5.000	09/29/2026	Semi-Annual	245,000.00
09/29/2023	319267LD0	First Bank Richmond	5.150	03/30/2026	Semi-Annual	245,000.00
10/04/2023	59013KXD3	Merrick Bank Corporation	5.000	10/05/2026	Monthly	245,000.00
10/16/2023	68405VAV1	Optum Bank, Inc.	5.150	04/16/2026	Semi-Annual	245,000.00
10/20/2023	666613MJ0	Northpointe Bank	5.100	10/20/2026	Monthly	245,000.00
11/30/2023	65344AAC9	NexTier Bank, NA	5.000	12/01/2025	Monthly	245,000.00
12/06/2023	02519ACD7	American Commercial Bank & Trust, National Associa	5.000	12/08/2025	Monthly	245,000.00
12/08/2023	76883EAM3	Rivers Edge Bank	5.050	12/08/2025	Monthly	245,000.00
12/15/2023	320055CY0	First Credit Bank	5.000	06/13/2025	Once at Maturity	100,000.00

36,536,755.99

Monthly Summary Report Overview Revenue & Expenditures November 2023

Attached please find an updated spreadsheet demonstrating the current year's month and fiscal year to date revenues and expenditures versus the previous fiscal year. This updated presentation will hopefully provide the board with greater clarity when reviewing the monthly results of operations. The results will be summarized below.

Revenues:

To date, expressed as a percent of the district budget, revenues received year to date are 51.28% versus 48.64% of the budget from a year ago.

Revenues are greater in the areas of:

- Food Services (33.54% versus 28.26%)
- Donations/Misc Revenue (116.79% versus 107.01%)
- Federal Funds (46.33% versus 39.60%)

Revenues are less in the areas of:

- Property Taxes (45.90% versus 46.47%)
- Personal Property Taxes (38.92% versus 41.46%)
- Tuition (44.71% versus 69.53%)
- Field Trip/Bus Fees (100.00% versus 100.00%)
- Interest Earnings (84.81% versus 186.61%)
- Student Fees (85.68% versus 86.65%)
- Unrestricted State Funds (36.36% versus 36.36%)
- Restricted State Funds (38.94% versus 41.89%)
- Fund Transfers (100.00% versus 100.00%)

Expenditures:

To date, expressed as a percent of the district budget, expenditures year to date are 40.96% versus 36.69% of the budget from a year ago.

Expenditures are greater in the areas of:

- Salaries (31.56% versus 28.35%)
- Benefits (32.49% versus 31.60%)
- Capital Outlay (75.95% versus 42.33%)
- Tuition (48.82% versus 46.62%)

Expenditures are less in the areas of:

- Purchased Services (27.16% versus 44.59%)
- Supplies/Materials (37.21% versus 53.70%)
- Dues & Fees (33.07% versus 44.02%)
- Principal/Interest payments (20.17% versus 21.59%)
- Fund Transfers (100.00% versus 100.00%)

Glen Ellyn School District 41
Monthly Revenue/Expenditure Summary Report
Comparing November 2022 Fiscal Year to Date to November 2023

Revenues

Function	Category	November-22	Fiscal Year to Date November 2022	Revenue Budget 2022-2023	Percent of Budget Received	November-23	Fiscal Year to Date November 2023	Revenue Budget 2023-2024	Percent of Budget Received
All Funds									
1100	Property Taxes	\$578,490	\$24,440,297	\$52,594,566	46.47%	\$424,629	\$25,369,429	\$55,267,947	45.90%
1200	Personal Property Taxes	\$0	\$1,359,484	\$3,278,674	41.46%	\$0	\$1,104,210	\$2,837,216	38.92%
1300	Tuition	\$7,250	\$34,764	\$50,000	69.53%	\$8,100	\$29,063	\$65,000	44.71%
1400	Field Trip/Bus Fees	\$0	\$0	\$0	100.00%	\$0	\$0	\$0	100.00%
1500	Interest Earnings	\$232,366	\$592,578	\$317,550	186.61%	\$291,722	\$1,377,590	\$1,624,400	84.81%
1600	Food Services	\$35,612	\$190,745	\$675,000	28.26%	\$33,936	\$176,067	\$525,000	33.54%
1700	Student Fees	\$3,416	\$293,294	\$338,500	86.65%	\$3,318	\$298,046	\$347,875	85.68%
1900	Donations/Misc Revenue	\$5,127	\$86,411	\$80,750	107.01%	\$242	\$163,289	\$139,812	116.79%
3000	Unrestricted State Funds	\$239,406	\$957,624	\$2,633,466	36.36%	\$239,670	\$958,680	\$2,636,360	36.36%
3100	Restricted State Funds	\$0	\$655,931	\$1,565,801	41.89%	\$0	\$598,489	\$1,537,013	38.94%
4000	Federal Funds	\$666,047	\$1,158,978	\$2,927,076	39.60%	\$0	\$837,896	\$1,808,593	46.33%
7000	Fund Transfers	\$0	\$3,085,000	\$3,085,000	100.00%	\$0	\$6,850,000	\$6,850,000	100.00%
Grand Total		\$1,767,715	\$32,855,104	\$67,546,383	48.64%	\$1,001,617	\$37,762,757	\$73,639,216	51.28%

Expenditures

Object		November-22	Fiscal Year to Date November 2022	Expenditure Budget 2022-2023	Percent of Budget Expended	November-23	Fiscal Year to Date November 2023	Expenditure Budget 2023-2024	Percent of Budget Expended
All Funds									
100	Salaries	\$2,958,230	\$10,055,150	\$35,467,866	28.35%	\$3,107,994	\$11,396,478	\$36,112,364	31.56%
200	Benefits	\$640,645	\$2,310,443	\$7,311,045	31.60%	\$694,928	\$2,553,330	\$7,858,183	32.49%
300	Purchased Services	\$518,814	\$2,826,867	\$6,338,994	44.59%	\$386,078	\$2,352,203	\$8,660,792	27.16%
400	Supplies/Materials	\$162,183	\$1,759,202	\$3,275,897	53.70%	\$128,089	\$1,188,774	\$3,194,458	37.21%
500	Capital Outlay	\$391,539	\$2,795,238	\$6,602,862	42.33%	\$64,719	\$3,282,133	\$4,321,164	75.95%
640-642	Dues & Fees	\$2,996	\$30,059	\$68,287	44.02%	\$2,801	\$25,612	\$77,447	33.07%
610/620	Principal/Interest Payments	\$0	\$379,956	\$1,759,913	21.59%	\$0	\$354,956	\$1,759,912	20.17%
670/690	Tuition	\$328,712	\$983,593	\$2,110,000	46.62%	\$402,533	\$1,195,591	\$2,449,000	48.82%
660	Fund Transfers	\$0	\$3,085,000	\$3,085,000	100.00%	\$0	\$6,850,000	\$6,850,000	100.00%
Grand Total		\$5,003,120	\$24,225,508	\$66,019,864	36.69%	\$4,787,142	\$29,199,078	\$71,283,321	40.96%

School District Payment Order

The Treasurer of Glen Ellyn School District 41 in DuPage County, has paid or shall pay to the order of the attached list of vendors for accounts payable and payroll liability checks the sum of \$1,944,740.69 for the period of November 9, 2023 through December 18, 2023.

This order authorizes the Treasurer to pay board-approved bills before the meeting minutes are officially approved.

By order of the School Board of Glen Ellyn District 41.

Order Date: December 18, 2023

President

Secretary

CHECK CHECK			INVOICE	
NUMBER	DATE	VENDOR	AMOUNT	DESCRIPTION
557991	11/15/2023	AFSCME	1,603.41	Multiple Invoices
557992	11/30/2023	AFSCME	1,603.41	Multiple Invoices
564863	11/30/2023		102.85	FEE REFUND
564866	11/30/2023	AMAZON CAPITAL SERVI	4,737.88	Multiple Invoices
564867	11/30/2023	ASSOC OF ILLINOIS MI	600.00	Multiple Invoices
564868	11/30/2023	AT&T	44.10	630- Z99-0236 10/17-11/16/23
564869	11/30/2023	BLUE CHIP ATHLETIC I	3,603.25	New Wrestling singlets
564870	11/30/2023	BOB'S DAIRY SERVICE	1,561.35	Multiple Invoices
564871	11/30/2023	BOLLINGER ENVIRONMEN	875.00	CHURCHILL SITE WORK
564872	11/30/2023	BOOKSTORE LTD, THE	99.93	Books from the Glen Ellyn Bookstore
564873	11/30/2023	BRIDGES FOR LANGUAGE	3,236.56	Invoice#7709 - D41 Handbook Translation
564874	11/30/2023	BSN SPORTS	413.97	SUPPLIES
564875	11/30/2023	BUSINESS SOLVER	33.75	November service fees
564876	11/30/2023	CAROLINA BIOLOGICAL	102.57	Hadley Science
564877	11/30/2023	CLIC/SCHOOL BOARD LE	13,806.50	Multiple Invoices
564878	11/30/2023	COMCAST	37.56	WIFI 11/5-12/4/23
564879	11/30/2023	COMMONWEALTH EDISON	159.52	Multiple Invoices
564880	11/30/2023	COMMUNITY UNIT SCHL	937.50	HOMELESSS TRANSPORTATION
564881	11/30/2023	CONNECTIONS DAY SCHO	500.84	Outplacement Tuition
564882	11/30/2023	CORRECT ELECTRIC	13,555.24	Multiple Invoices
564883	11/30/2023	CORRECT MONITORING S	2,700.00	MONITORING SERVICES - 1/1/24-3/31/24
564884	11/30/2023	DELEO, MARK	90.00	Basketball ref 11/10
564885	11/30/2023	DEMCO	71.55	Demco Order incl. Non Fiction stickers
564886	11/30/2023	DIAZ GROUP LLC	1,452.04	OCTOBER BILLING
564887	11/30/2023		452.08	Outplacement Transportatin
564888	11/30/2023	DIRECT ENERGY BUSINE	19,788.09	Multiple Invoices
564889	11/30/2023	DUPAGE FEDERATION ON	3,215.11	Translator Services for conferences
564890	11/30/2023	DUPAGE IASBO	30.00	DUES & FEES - E. DEPORTER
564891	11/30/2023	DUPAGE IASBO	30.00	DUES & FEES - A. CURTIN
564892	11/30/2023	DUPAGE ROE	704.00	Invoice #79803269 - Threat Assessment Team Meeting - July 2023
564893	11/30/2023	ECRA GROUP, INC	5,000.00	State Report Analysis
564894	11/30/2023	EFMLA INC	1,595.00	eFMLA Implementation
564895	11/30/2023	FIRM SYSTEMS	489.50	Verify fingerprints 10/23
564896	11/30/2023	FOLLETT CONTENT SOLU	670.62	Multiple Invoices
564897	11/30/2023	FOX VALLEY FIRE & SA	1,395.00	Replaced faulty gas valve on Hadley kitchen equipment
564898	11/30/2023	FROST, BARBARA	200.00	Piano accompaniment for the following performances: Halloween Rehearsal 10/24/23 Halloween Concert 10/26/23 Halloween Concert for 8th grade class 10/31/23
564899	11/30/2023	FUN AND FUNCTION	211.92	Special Education Supplies
564900	11/30/2023	GLENBARD TWP HS DIST	450.00	PSAT REFUND
564901	11/30/2023	GREAT MINDS PBC	145.63	Math Materials
564902	11/30/2023		293.96	Outplacement Transportation
564903	11/30/2023	HOYNER, FRANK	90.00	Basketball ref 11/15
564904	11/30/2023	HYDE PARK DAY SCHOOL	23,480.52	Outplacement Tuition
564905	11/30/2023	IAASE	1,675.00	Professional Development

CHECK CHECK			INVOICE	
NUMBER	DATE	VENDOR	AMOUNT	DESCRIPTION
564906	11/30/2023	IDENTITY GRAPHICS, L	6,519.04	Multiple Invoices
564907	11/30/2023	INNOVENTION SYSTEM L	160.00	Interpreter Services
564908	11/30/2023	JW PEPPER & SONS INC	1,063.17	Multiple Invoices
564909	11/30/2023	KAGAN & GAINES INC	545.00	Multiple Invoices
564910	11/30/2023	KAGAN PROFESSIONAL D	219.00	Kagan Workshop Registraion 8/15/23
564911	11/30/2023	LAKESHORE LEARNING M	57.49	Classroom Supplies
564912	11/30/2023	LANGUAGE TESTING INT	4,945.00	Multiple Invoices
564913	11/30/2023	LANGUAGE LINE SERVIC	432.50	Translator Services
564914	11/30/2023	LARSON EQUIPMENT & F	3,420.00	Room whiteboard partitions for CH
564915	11/30/2023	LAUTERBACH & AMEN LL	6,000.00	AUDIT SERVICES - FY22-23
564916	11/30/2023	LEND	40.00	LEND Breakfast Meeting Bruno/Syed Nov 18, 2023
564917	11/30/2023	LEXIA LEARNING SYSTE	1,000.00	Reading PD
564918	11/30/2023	LOGISOFT	12,000.00	Adobe Licensing Renewal Quote# 118212
564919	11/30/2023	MARATHON SPORTSWEAR	358.80	Band Materials
564920	11/30/2023	MARQUARDT SCHOOL DIS	184.50	Multiple Invoices
564921	11/30/2023	MIDLAND PAPER	6,950.40	Multiple Invoices
564922	11/30/2023	MOGK, NANCY	39.62	superintendent search dinner
564923	11/30/2023	MUSIC IS ELEMENTARY	955.53	music equipment
564924	11/30/2023	NCS PEARSON	478.11	Speech - Testing Kits
564925	11/30/2023	NICOR GAS	2,531.47	Multiple Invoices
564926	11/30/2023	O'BRYAN, CHRISTINA	140.00	Soccer ref 10/3
564927	11/30/2023	OFFICE DEPOT	1,093.06	Multiple Invoices
564928	11/30/2023	OLIVE GROVE LANDSCAP	45,353.69	Multiple Invoices
564929	11/30/2023	ORIENTAL TRADING CO	279.92	Prize Bin Prizes
564930	11/30/2023	ORKIN LLC	540.00	Multiple Invoices
564931	11/30/2023	OTIS ELEVATOR INC	327.45	MAINTENANCE SERVICE 11/1/23-1/31/24
564932	11/30/2023	OVERDRIVE	387.00	Ebooks
564933	11/30/2023	PACKEY WEBB FORD	399.89	VEHICLE REPAIRS
564934	11/30/2023	PEERLESS NETWORK, IN	3,679.96	PHONE SERVICE Account #: GLENELLY5428
564935	11/30/2023	PLANK ROAD PUBLISHIN	152.45	Music materials
564936	11/30/2023	QUEST FOOD MANAGEMEN	78,739.35	OCT - MONTHLY FOOD SERVICE
564937	11/30/2023	QUINLAN & FABISH MUS	215.95	Multiple Invoices
564938	11/30/2023	READING WITH TLC	158.35	9/25/23 Speech
564939	11/30/2023	REALLY GOOD STUFF	103.36	Book Bags
564940	11/30/2023	RIVERSIDE INSIGHTS	284.35	Psychologist Testing Materials and Booklets
564941	11/30/2023	ROSCOE CO	709.60	Multiple Invoices
564942	11/30/2023	RUSH DAY SCHOOL	11,531.55	Multiple Invoices
564943	11/30/2023	SCHOOL SPECIALTY, LL	2,481.18	Multiple Invoices
564944	11/30/2023	SECRETARY OF STATE I	15.00	cost for Notary Application
564945	11/30/2023	SHI INTERNATIONAL CO	6,173.00	Virtru Annual Renewal Quote# 24071845
564946	11/30/2023	SUPERIOR SERVICE SOL	83.00	WINDOW CLEANING
564947	11/30/2023	SUR-SEAL	3,950.00	Asphalt patching at CSO from the water main break
564948	11/30/2023	SWEETWATER	199.66	Recording Interface for Music
564949	11/30/2023	T-MOBILE	537.18	CELL PHONES 10/21-11/20/23
564950	11/30/2023	TEXTHELP INC	18,928.16	Texthelp suite renewal Quote# DJ40942
564951	11/30/2023	THE GRAPHIC EDGE LLC	1,206.53	Multiple Invoices

CHECK CHECK			INVOICE	
NUMBER	DATE	VENDOR	AMOUNT	DESCRIPTION
564952	11/30/2023	THE POSITIVITY PROJE	3,995.00	Hadley Materials
564953	11/30/2023	THERMOSYSTEMS	674.70	HVAC REPAIRS
564954	11/30/2023	TIESMAN, TERRY	90.00	Basketball ref 11/15
564955	11/30/2023	TLC SWAG LLC	2,558.72	CUSTODIAL PATCHES
564956	11/30/2023	TOUCHMATH	35,157.72	Manipulatives and licenses for each elementary school
564957	11/30/2023	TRIFONE, JOHN	90.00	Basketball ref 11/10
564958	11/30/2023	VICTOR, MOLLY	222.70	Mileage Reimbursement - Leadership Conference
564959	11/30/2023	VILLAGE OF GLEN ELLY	4,630.02	Multiple Invoices
564960	11/30/2023	VIVACITY TECH PBC	1,305.00	Chromebook chargers
564961	11/30/2023	VOYAGER SOPRIS LEARN	6,504.30	Online Access to Teacher Resources
564962	11/30/2023	VT SERVICES INC	850.00	Multiple Invoices
564963	11/30/2023	WAREHOUSE DIRECT	5,714.15	Multiple Invoices
564964	11/30/2023	WASTE MANAGEMENT WES	1,914.88	DISPOSAL SERVICES
564965	11/30/2023	WEST MUSIC CO	1,576.00	Purchase guitar rack for Abe Lincoln Westmusic 1-800-397-9378
564966	11/30/2023	WEX HEALTH INC	208.25	MONTHLY FEE - OCT
564967	11/30/2023	WIGHT & COMPANY	79,835.58	Multiple Invoices
564968	11/30/2023	WILLIAM H. SADLIER,	1,075.75	Multiple Invoices
564969	11/30/2023	WILSON LANGUAGE TRAI	54.00	Literacy
564970	11/30/2023	WPS PUBLISHING	193.60	Speech Department Supplies
564971	12/13/2023	A RELIABLE PRINTING	47.00	Tier check in sheets DO NOT ORDER These order has been completed. Already picked them up.
564972	12/13/2023	ACCO BRANDS USA LLC	451.00	Laminating Film
564973	12/13/2023	ACQUA CONTRACTORS CO	15,355.52	CSO emergency waterline repair
564988	12/13/2023	AMAZON CAPITAL SERVI	25,839.39	Multiple Invoices
564989	12/13/2023	AMERICAN TAXI DISPAT	9,501.20	TRANSPORTATION - HOMELESS & STUDENT SERVICES
564990	12/13/2023	ARTHUR J GALLAGHER	20.00	Notary Bond
564991	12/13/2023	ASTOUND	10.68	B&G UTILITY FEE ACCT #0201-4167628-01
564992	12/13/2023	AT&T	3,133.53	ACCESS 11/22-12/21
564993	12/13/2023	AT&T	1,281.03	831-0003789-083 10/25-11/24
564994	12/13/2023	AUTOMATIC BUILDING C	3,204.00	Annual agreement for BAS system, semi-annual billing
564995	12/13/2023	BARR MECHANICAL SALE	287.26	PARTS & SHIPPING
564996	12/13/2023	BLICK, DICK	618.68	Multiple Invoices
564997	12/13/2023	BOB'S DAIRY SERVICE	1,016.40	Multiple Invoices
564998	12/13/2023	BOOKS DEL SUR	266.37	PK Spanish Book
564999	12/13/2023	BOWLING, TOM	500.00	Guest Conductor, Clinician, Performer for Winter Orchestra Concert November 29, 2023 Funded by the Du Page Foundation JCS GRANT
565000	12/13/2023	CAMPBELL, DEBORAH	87.70	MILEAGE REIMBURSEMENT
565001	12/13/2023	CLARE WOODS ACADEMY	6,684.30	Outplacement Tuition
565002	12/13/2023	COKER SERVICE INC	1,339.38	REPAIR AT HADLEY
565003	12/13/2023	COMCAST	39.80	WIFI 12/05-01/04/24
565004	12/13/2023	CORRECT ELECTRIC	9,591.37	Motion sensors installed at Hadley, new lighting entrance

CHECK CHECK			INVOICE	
NUMBER	DATE	VENDOR	AMOUNT	DESCRIPTION
565005	12/13/2023	CORRECT MONITORING S	720.00	area of Hadley vestibule ANNUAL MONITORING 01/24-12/24 - CSO
565006	12/13/2023	CUMMINS SALES AND SE	1,176.08	Generator service for 2024 at Hadley, Cummins Sales and Service
565007	12/13/2023	DEMCO	57.37	general supplies
565008	12/13/2023	DIRECT ENERGY BUSINE	5,956.26	Multiple Invoices
565009	12/13/2023	EXTRA SPACE STORAGE	997.00	STORAGE RENTAL #1019
565010	12/13/2023	EXTRA SPACE STORAGE	774.00	STORAGE RENTAL #1033
565011	12/13/2023	FITNESS FINDERS	59.24	Fitness finders replacement order some where discontinued
565012	12/13/2023	FRANCZEK RADELET	12,810.00	October Billing
565013	12/13/2023	GIANT STEPS	5,870.61	Outplacement Tuition
565014	12/13/2023	HLAVACEK, CATHERINE	210.00	Piano accompanist for Winter Hadley Orchestra Concert: November 29, 32023
565015	12/13/2023	INSIGHT PUBLIC SECTO	1,912.67	FortiPhish - Subscription License (3 years)
565016	12/13/2023	IP, ALEX	90.00	B-BALL REF
565017	12/13/2023	JENNY & JOHN'S EMBRO	335.00	Cheerleading shirts
565018	12/13/2023	KAGAN & GAINES INC	939.09	Multiple Invoices
565019	12/13/2023	KAGAN PROFESSIONAL D	349.00	Kagan Training
565020	12/13/2023	KAHLFELDT, STEVEN	90.00	B-BALL REF
565021	12/13/2023	KING, DAVID	90.00	B-BALL REF
565022	12/13/2023	KONICA MINOLTA BUSIN	415.00	COPIER MAINTENANCE
565023	12/13/2023	KOZAK CUSTOM LANDSCA	2,720.00	Snow plowing salting services for 11-18-2023
565024	12/13/2023	KWIATKOWSKI, JOSEPH	90.00	B-BALL REF
565025	12/13/2023	LANGUAGE TESTING INT	180.00	AAPL Testing
565026	12/13/2023	LAUREATE DAY SCHOOL	8,886.57	Outplacement Tuition
565027	12/13/2023	MARENEM INC	165.55	Multiple Invoices
565028	12/13/2023	MCGAVOCK, DEBORAH	22.79	MILEAGE REIMBURSEMENT
565029	12/13/2023	MIDLAND PAPER	3,475.20	Multiple Invoices
565030	12/13/2023	NICOR GAS	283.58	Multiple Invoices
565031	12/13/2023	OFFICE DEPOT	39.11	Multiple Invoices
565032	12/13/2023	OPENTEXT	108.38	OpenText Nov 2023 Invoice# 2312870717
565033	12/13/2023	PEERLESS NETWORK, IN	4,904.19	PHONE SERVICE Account #: GLENELLY5428
565034	12/13/2023	PERFORMANCE SERVICES	110,044.30	Multiple Invoices
565035	12/13/2023	PITNEY BOWES GLOBAL	872.31	EQUIPMENT LEASE
565036	12/13/2023	PLURALSIGHT, LLC	693.00	Pluralsight Annual Renewal Invoice# INV12300942
565037	12/13/2023	PUSHCOIN	2,467.60	MONTHLY FEE - NOV
565038	12/13/2023	QUEST FOOD MANAGEMEN	67,513.33	FOOD SERVICE - NOV
565040	12/13/2023	QUINLAN & FABISH MUS	1,513.60	Multiple Invoices
565041	12/13/2023	RENAISSANCE LEARNING	11,095.00	Staff Training and Consulting Fees
565042	12/13/2023	RINGCENTRAL INC.	437.83	PHONE SERVICE
565043	12/13/2023	ROBERTS, WILLIAM	37.07	MILEAGE REIMBURSEMENT
565044	12/13/2023	ROSCOE CO	773.08	Multiple Invoices
565045	12/13/2023	SASED	14,593.95	Outplacement Tuition
565046	12/13/2023	SCHOOL SPECIALTY, LL	34.77	supplies
565047	12/13/2023	SEAL OF ILLINOIS	4,829.53	Outplacement Tuition
565048	12/13/2023	SHRED-IT	1,507.06	DISPOSAL

CHECK CHECK			INVOICE	
NUMBER	DATE	VENDOR	AMOUNT	DESCRIPTION
565049	12/13/2023	SPECIAL EDUCATION SE	3,524.22	Outplacement Tuition
565050	12/13/2023	STAPLES ADVANTAGE	362.70	Multiple Invoices
565051	12/13/2023	THE GRAPHIC EDGE LLC	1,767.76	Staff polo shirts
565052	12/13/2023	THERMOSYSTEMS	1,386.92	HADLEY
565053	12/13/2023	TPRS BOOKS	25.00	FLES Teacher Supplies
565054	12/13/2023	TRANE	11,562.31	Three visits for Trans issues, second and third floor, replaced rooftop compressor. Third floor is still not working properly
565055	12/13/2023	VANGUARD ENERGY SERV	2,602.64	GAS 10/1-10/31/23
565056	12/13/2023	VILLAGE OF GLEN ELLY	200.00	Multiple Invoices
565057	12/13/2023	VT SERVICES INC	340.00	Chromebook repairs Invoice# 205804
565058	12/13/2023	WAREHOUSE DIRECT	8,475.03	Multiple Invoices
565059	12/13/2023	WEST MUSIC CO	1,664.44	Multiple Invoices
565060	12/13/2023	WHEATON NORTH HIGH S	140.00	County Wide Institute Regristation
202300121	11/15/2023	GLEN ELLYN EDUCATION	18,017.71	Payroll accrual
202300122	11/15/2023	ILL MUNICIPAL RETIRE	37,884.19	Multiple Invoices
202300123	11/15/2023	ILLINOIS DEPT OF REV	63,253.08	Multiple Invoices
202300124	11/15/2023	INTERNAL REV SERVICE	209,789.54	Multiple Invoices
202300125	11/15/2023	T H I S	20,405.49	Multiple Invoices
202300126	11/15/2023	TEACHERS RETIREMENT	125,558.09	Multiple Invoices
202300127	11/15/2023	OMNI	43,674.06	Multiple Invoices
202300128	11/15/2023	EXPERT PAY	1,327.01	Payroll accrual
202300129	11/15/2023	WEX HEALTH INC	4,479.08	Multiple Invoices
202300130	11/15/2023	TEACHERS RETIREMENT	3,578.27	Multiple Invoices
202300131	11/10/2023	CSG FORTE PAYMENTS,	1,398.63	MONTHLY FEE
202300132	11/30/2023	GLEN ELLYN EDUCATION	18,017.71	Payroll accrual
202300133	11/30/2023	ILL MUNICIPAL RETIRE	38,940.31	Multiple Invoices
202300134	11/30/2023	ILLINOIS DEPT OF REV	61,202.58	Multiple Invoices
202300135	11/30/2023	INTERNAL REV SERVICE	203,881.06	Multiple Invoices
202300136	11/30/2023	T H I S	19,565.79	Multiple Invoices
202300137	11/30/2023	TEACHERS RETIREMENT	120,268.37	Multiple Invoices
202300138	11/30/2023	OMNI	43,408.66	Multiple Invoices
202300139	11/30/2023	EXPERT PAY	1,327.01	Payroll accrual
202300140	11/30/2023	WEX HEALTH INC	4,479.01	Multiple Invoices
202300141	11/30/2023	TEACHERS RETIREMENT	3,785.00	Multiple Invoices
202300156	11/30/2023	ILL MUNICIPAL RETIRE	644.51	Multiple Invoices
202300157	11/30/2023	ILLINOIS DEPT OF REV	156.90	Payroll accrual
202300158	11/30/2023	INTERNAL REV SERVICE	680.71	Multiple Invoices
202300159	11/28/2023	TASC	585.28	MONTHLY FEE
202300160	11/30/2023	BMO MASTERCARD	24,530.07	BMO STATEMENT - 09/21/2023-10/20/2023
202300171	12/05/2023	RELIANCE STANDARD LI	409.46	DEC - VOL LONG TERM DISABILITY
202300172	12/05/2023	RELIANCE STANDARD LI	3,955.27	DEC - LONG TERM DISABILTIY
202300173	11/30/2023	T H I S	4,008.24	EMPLOYER PAID HEALTH INSURANCE
Totals for checks			1,944,740.69	

FUND SUMMARY

<u>FUND</u>	<u>DESCRIPTION</u>	<u>BALANCE SHEET</u>	<u>REVENUE</u>	<u>EXPENSE</u>	<u>TOTAL</u>
10	Education Fund	884,507.55	102.85	484,943.63	1,369,554.03
20	Operations & Maintenance Fund	43,164.73	0.00	205,674.40	248,839.13
40	Transportation Fund	81.84	0.00	11,369.24	11,451.08
50	Social Security/Medicare Fund	76,272.03	0.00	0.00	76,272.03
51	Ill Municipal Retirement Fund	47,869.54	0.00	0.00	47,869.54
60	Capital Projects Fund	0.00	0.00	190,754.88	190,754.88
***	Fund Summary Totals ***	1,051,895.69	102.85	892,742.15	1,944,740.69

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

**Glen Ellyn School District 41
Summary of Bills and Payroll
November 2023**

Fund	Expenditures	Payroll	Total Expenditures
Education	\$ 724,010	\$ 3,474,824	\$4,198,834
Operations & Maintenance	136,278	203,290	339,568
Debt Service	-	-	-
Transportation	7,421	667	8,088
Social Security	-	76,272	76,272
IMRF	-	47,870	47,870
Capital Projects	116,511	-	116,511
Working Cash	-	-	-
Tort	-	-	-
TOTAL	\$ 984,220	\$ 3,802,922	4,787,142

Glen Ellyn School District 41
Treasurer's Report - Statement of Cash & Investments
November 2023

FUND	<i>*Cash & Investment Balance</i>	<i>Revenues</i>	<i>Revenues</i>	<i>Expenditures</i>	<i>Expenditures</i>	<i>Transfers & Adjustments</i>	<i>Cash & Investment Balance</i>	<i>Investments at Cost (Information Only)</i>
	<i>FY23 Beginning Balance</i>	<i>November</i>	<i>July - June</i>	<i>November</i>	<i>July - June</i>	<i>YTD</i>	<i>11/30/2023</i>	
Education	\$60,170,484	\$885,439	\$26,401,339	\$4,198,834	\$16,663,404	(\$7,788,168)	\$62,120,252	\$45,682,000
Operations and Maintenance	\$444,242	\$21,306	\$798,725	\$339,568	\$1,991,056	\$2,992,147	\$2,244,057	\$0
Debt Service	\$1,398,740	\$21,565	\$1,378,002	\$0	\$675,204	\$0	\$2,101,538	\$0
Transportation	\$3,385,095	\$30,255	\$1,287,418	\$8,088	\$285,534	\$0	\$4,386,979	\$0
Social Security	\$1,193,061	\$13,994	\$543,013	\$76,272	\$292,719	\$0	\$1,443,354	\$0
IMRF	\$1,091,396	\$10,100	\$448,359	\$47,870	\$196,604	\$0	\$1,343,151	\$0
Capital Projects	\$2,800,633	\$16,342	\$42,375	\$116,511	\$2,244,557	\$3,850,000	\$4,448,451	\$0
Working Cash	\$671,424	\$2,525	\$12,432	\$0	\$0	\$0	\$683,856	\$0
Tort	\$20,376	\$91	\$1,094	\$0	\$0	\$0	\$21,470	\$0
Totals	\$71,175,450	\$1,001,617	\$30,912,757	\$4,787,142	\$22,349,078	(\$946,021)	\$78,793,108	\$45,682,000

**Unaudited Cash & Investment Balances (with adjustments for payable accruals)*

GLEN ELLYN SCHOOL DISTRICT 41
ANNUAL FINANCIAL REPORT



**FOR THE FISCAL YEAR ENDED
JUNE 30, 2023**

793 N Main Street
Glen Ellyn, IL 60137
Phone: 630.534.7220
Fax: 630.790.1867
www.d41.org

TABLE OF CONTENTS

PAGE

INTRODUCTORY SECTION

Transmittal Letter	1
Board of Education	8
Organizational Chart	9

FINANCIAL SECTION

INDEPENDENT AUDITORS' REPORT	12
-------------------------------------	--------------------

MANAGEMENT'S DISCUSSION AND ANALYSIS	16
---	--------------------

BASIC FINANCIAL STATEMENTS

Government-Wide Financial Statements	
Statement of Net Position	27
Statement of Activities	29
Fund Financial Statements	
Balance Sheet - Governmental Funds	31
Reconciliation of Total Governmental Fund Balance to the Statement of Net Position - Governmental Activities	33
Statement of Revenues, Expenditures and Changes in Fund Balances - Governmental Funds	35
Reconciliation of the Statement of Revenues, Expenditures and Changes in Fund Balances to the Statement of Activities - Governmental Activities	37
Notes to Financial Statements	38

REQUIRED SUPPLEMENTARY INFORMATION

Schedule of Changes in the Employer's Total OPEB Liability	
Retirement Health Program	78
Schedule of Employer Contributions	
Teacher's Health Insurance Security Fund	80
Notes to the Schedule of Employer Contributions	
Teacher's Health Insurance Security Fund	81
Schedule of the Employer's Proportionate Share of the Collective Net OPEB Liability	
Teacher's Health Insurance Security Fund	82

TABLE OF CONTENTS

PAGE

FINANCIAL SECTION - Continued

REQUIRED SUPPLEMENTARY INFORMATION - Continued

Schedule of the Employer's Proportionate Share of the Net Pension Liability and Employer Contributions Teachers' Retirement System	<u>84</u>
Schedule of Employer Contributions Illinois Municipal Retirement Fund	<u>86</u>
Schedule of Changes in the Employer's Net Pension Liability Illinois Municipal Retirement Fund	<u>88</u>
Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual General Fund	<u>90</u>
Operations and Maintenance - Special Revenue Fund	<u>100</u>
Transportation Fund - Special Revenue Fund	<u>101</u>
Municipal Retirement/Social Security - Special Revenue Fund	<u>102</u>

OTHER SUPPLEMENTARY INFORMATION

Combining Balance Sheet - General Fund - by Accounts	<u>106</u>
Combining Statement of Revenues, Expenditures and Changes in Fund Balance General Fund - by Accounts	<u>107</u>
Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual General Fund by Account	
Education Accounts	<u>108</u>
Tort Immunity and Judgement Accounts	<u>118</u>
Working Cash Accounts	<u>119</u>
Debt Service Fund	<u>120</u>
Capital Projects Fund	<u>121</u>
Consolidated Year-End Financial Report	<u>122</u>

INDEPENDENT AUDITOR'S REPORT ON INTERNAL CONTROL OVER FINANCIAL AND ON COMPLIANCE AND OTHER MATTERS BASED ON AN AUDIT OF FINANCIAL STATEMENTS PERFORMED IN ACCORDANCE WITH GOVERNMENTAL AUDITING STANDARDS	<u>123</u>
---	----------------------------

SUPPLEMENTAL SCHEDULES

Long-Term Debt Requirements General Obligation School Bonds of 2017	<u>126</u>
Debt Certificate of 2014	<u>127</u>

TABLE OF CONTENTS

PAGE

STATISTICAL SECTION (Unaudited)

Net Position by Component - Last Ten Fiscal Years	130
Changes in Net Position - Last Ten Fiscal Years	132
Fund Balances of Governmental Funds - Last Ten Fiscal Years	134
Governmental Funds Revenues - Last Ten Fiscal Years	136
Governmental Funds Expenditures and Debt Service Ratio - Last Ten Fiscal Years	138
Other Financing Sources and Uses and Net Change in Fund Balances - Last Ten Fiscal Years	140
Assessed Valuation and Estimated Actual Value of Taxable Property - Last Ten Tax Levy Years	142
Property Tax Rates - All Direct and Overlapping Governments - Last Ten Tax Levy Years	144
Principal Property Tax Payers - Current Tax Levy Year and Nine Tax Levy Years Ago	146
Property Tax Levies and Collections - Last Ten Fiscal Years	147
Ratio of Outstanding Debt by Type - Last Ten Fiscal Years	148
Ratios of General Bonded Debt Outstanding - Last Ten Fiscal Years	149
Direct and Overlapping General Obligation Bonded Debt	150
Legal Debt Margin - Last Ten Fiscal Years	152
Demographic and Economic Statistics - Last Ten Fiscal Years	154
Principal Employers - Current Fiscal Year and Nine Fiscal Years Ago	155
Staffing Information by Function - Last Ten Fiscal Years	156
Operating Indicators by Function - Last Ten Fiscal Years	158
School Building Information - Last Ten Fiscal Years	160
Enrollment Statistics - Last Ten Fiscal Years	162
General Information	163
Operating Costs and Tuition Charges	164

INTRODUCTORY SECTION

This section includes miscellaneous data regarding the District including: Letter of Transmittal, Board of Education, and Organizational Chart.

November 16, 2023

President, Members of the Board of Education and the Citizens of Glen Ellyn School District 41
Glen Ellyn, Illinois

The Annual Comprehensive Financial Report of Glen Ellyn School District 41 (the District), Glen Ellyn, DuPage County, Illinois, for the fiscal year ended June 30, 2023, is submitted for your review. To the best of our knowledge and belief, the enclosed data are accurate in all material aspects and present fairly the financial position and results of operations of the various funds and account groups of the District. All disclosures necessary to enable the reader to gain an understanding of the District's financial activities have been included. The management of Glen Ellyn School District 41 accepts full responsibility for the contents of the Annual Comprehensive Financial Report.

Generally Accepted Accounting Principles (GAAP) requires that management provide a narrative introduction, overview, and analysis to accompany the basic financial statements in the form of Management's Discussion and Analysis (MD&A). The letter of transmittal is designed to complement the MD&A and to be read in conjunction with it. The District's MD&A can be found immediately following the report of the independent auditors.

THE REPORTING ENTITY

The District defines its reporting entity by applying the criteria set forth in Governmental Accounting Standards Board (GASB) 61 to potential component units. In summary, a component unit is an organization for which the District is financially accountable or other organizations that, because of the nature of their relationship with the District, might cause the District's financial statements to be misleading or incomplete if they were omitted from the reporting entity. These criteria are discussed in more detail in Note 1 to the Financial Statements.

Using these criteria, management has determined that the District has no component units, nor is it a component unit of any other organization.

BASIS OF ACCOUNTING AND REPORTING

The Annual Comprehensive Financial Report (ACFR) is presented in three sections:

1. *The Introductory Section* includes this transmittal letter, the District's organizational chart, and a list of principal officials.
1. *The Financial Section* includes the basic financial statements and the combining and individual fund financial statements and schedules, as well as the independent auditors' report.
1. *The Statistical Section* includes a number of tables of non-audited data depicting the financial history of the District for the past ten years, demographics, and other miscellaneous information.

This report includes all funds of the District. For all governmental fund types, the District reports are prepared on a modified accrual basis of accounting, which is applied to the District's budget and account records. The notes to the Basic Financial Statements describe the modified accrual basis as well as the District's accounting policies and procedures. In FY2003 the District converted to the new model of financial reporting under GASB 34. Lauterbach & Amen, LLP audited all District funds for the 2022-2023 fiscal year.

SERVICE AREA

Glen Ellyn School District 41 comprises an area of approximately eight square miles, located twenty-five miles west of Chicago's Loop in central DuPage County. Services are provided to residents from a large portion of the Village of Glen Ellyn and smaller unincorporated parts of Wheaton, Lombard, Carol Stream and Glendale Heights. The District's general boundaries are (1) North: North Avenue, (2) South: Roosevelt Road, (3) East: Route 53 and (4) West: President Street and Lorraine Road.

The District is primarily residential with a well-developed commercial district including banking and retail facilities. Many of the employed residents commute to Chicago. Growth within the District has been steady and homes are well kept. The District is served by the Union Pacific (West Line) Railroad, Illinois Highway 38 (Roosevelt Road), U.S. Highway 64 (North Avenue), Illinois Route 53, and Illinois Tollway 355. O'Hare Airport is approximately 20 minutes away.

ECONOMIC OUTLOOK

The District has a tax base comprising primarily residential (91.9%), commercial (7.3%), and industrial, railroad and farm property (0.8%). The 2021 total current equalized assessed valuation (EAV) of properties within the District is \$1,524,926,924. The median family income for the Village of Glen Ellyn is \$124,754 according to the United States Census Bureau.

Studies of land use and enrollment growth within the District prepared in 1997 by the DuPage County Department of Planning and Development indicate that 653 new housing units were built in the District between 1990 and 1995. Between 1995 and 2000, 384 new housing units were built. Approximately 400 housing units were in stages of the planning process with various planning jurisdictions with projected occupancy dates starting in 2006. This included multi-family units such as condominiums and townhouses. According to the 2022-2023 Fall Housing Report, enrollment increased by 9 from the fall housing Report for 2021-2022, from 3,499 students to 3,508 students. A demographic study done by Dr. John Kasarda in 2012 and updated in 2016 indicates stable enrollment of students between 3,500 and 3,600. Dr. Kasarda again updated his report during the 2021-2022 school year and his report indicated that we may experience a slight increase in students moving forward assuming positive economic conditions persist.

In 1992, the Illinois General Assembly enacted property tax limitation legislation on Cook County and the collar counties including DuPage County. The legislation limits the tax levy increase to the lesser of 5% or the Consumer Price Index for all Urban Consumers for the month of December, prior to the levy year. For the 2022 levy, the CPI factor available to be used was 5.0% and for the 2021 levy, the CPI factor available to be used was 1.4%. The legislation permits exclusion of equalized assessed valuation attributable to new construction each year. When the final EAV is known in late spring, the District is allowed a one-week window of opportunity to adjust individual levies, not to exceed individual maximum tax rates, original levy or the aggregate levy allowed under the tax limitation calculation.

The District was below its maximum tax rates when property tax limitation legislation was enacted. On April 3, 2001, voters approved a rate increase of \$0.55 per \$100 of equalized assessed valuation in the Educational Fund. The Board of Education included the increase in the 2000 levy request and ratified this request following a successful rate election. The Board of Education subsequently phased in the 2001 referendum over five years in accordance with the law.

In 1996, the Village of Glendale Heights approved a tax increment-financing (TIF) District that includes a small portion of the District. In 2012, the Village of Glen Ellyn approved a downtown TIF district which lies within the District.

BOARD LEADERSHIP

As of June 2023, the Board leadership team consists of President Robert Bruno (2025), Vice President Jason Loebach (2025), Secretary Jessica Buttimer (2027), Edward “Ted” Estes (2027), Julie Hill (2027), Chris Martelli (2025), and Tayyaba Syed (2025).

ADMINISTRATIVE LEADERSHIP

The administrative leadership supports the work within the comprehensive Long-Range Plan (LRP). The LRP guides the work of the district and aligns resources to achieve the Strategic Priorities set by the Board of Education. The plan publicly proclaims the District’s commitment to these priorities and the measures by which the administrative leadership is held accountable.

Strategic Priorities, Indicators of Success, Key Performance Indicators, and Action Steps are used to establish work and budget priorities each year and will serve as the framework to determine the success of the District. The Action Steps continuously evolve into more detailed School Improvement Plans and are monitored annually.

COLLECTIVE BARGAINING

On February 20, 2018, the Board of Education approved and the Association of Federal, State, County and Municipal Employees (AFSCME) retroactively ratified a four-year contract effective July 1, 2017, providing for salary increases of 3.0% for the 2017-2018 and 2018-2019 school years. For the 2019-2020 and 2020-2021 school years increases will be equivalent to $0.8\% \times \text{CPI} + 1.5\%$. On February 22, 2021 another two-year extension was agreed upon extending the current contract to June 30, 2023. Increases will be equivalent to $0.8\% \times \text{CPI} + 1.5\%$. On June 5, 2023, the Board of Education approved and the Association of Federal, State, County and Municipal Employees (AFSCME) ratified a four-year contract effective July 1, 2023. This contract provides the following: For the 2023-2024 school year returning employees will receive a \$4.00 increase to their hourly wage. For the 2024-2025 school year returning employees will receive a 5.0% increase on their hourly wage, plus an additional \$1.00 per hour. For the 2025-2026 and 2026-2027 school year increases will be equivalent to $0.8 \times \text{CPI} + 1.5$, so long as the increase resulting from this formula is within a range of 1.75% and 5.0%.

In February 2013, the Board of Education approved and the Glen Ellyn Education Association (GEEA) ratified a four-year contract retroactive to July 1, 2012, providing for salary increases of 3%, 3.8%, 3% and 2.06% respectively. A Memorandum of Understanding extended the GEEA agreement until June 2018. Salary changes for the two-year extension followed the language in the most recent contract and resulted in 2.14% and 2.06% increases. On February 20, 2018, another two-year extension was agreed upon extending the current contract to June 30, 2020. Increases will be equivalent to $0.8\% \times \text{CPI} + 1.5\%$ for each of the two years. On January 13, 2020, another two-year extension was agreed upon extending the current contract to June 30, 2022. Increases will be equivalent to $0.8\% \times \text{CPI} + 1.5\%$. On June 20, 2022, the Board of Education approved and the Glen Ellyn Education Association (GEEA) ratified a four-year contract effective July 1, 2022, providing for salary increases of 3.0% for the 2022-2023 and 2023-2024 school years. For the 2024-2025 and 2025-2026 school years increases will be equivalent to $0.8\% \times \text{CPI} + 1.5\%$

On July 1, 2010, the District moved its medical insurance from a fully insured medical plan with Blue Cross/Blue Shield to a self-insured plan with EBC, Educational Benefit Cooperative. The plan is made up of school districts throughout Illinois and managed by Arthur J. Gallagher. As part of the existing contracts, premium sharing arrangements had been negotiated with both GEEA and AFSCME as a tiered structure based on level of coverage, employee only to family. Both negotiated agreements include a structure called an Insurance Review Team. These teams are charged with consistently reviewing the plan and current health plan trends to make recommended changes to the association leadership and Board of Education to ensure the most effective and cost-effective plan is in place for the employees.

As of the writing of this update, seven teachers have given notice to retire effective June 2024 under the current GEEA contract incentives.

IMPROVEMENT TO FACILITIES

In planning for its capital projects, the District has relied in part on data provided by a storm water study, a safety audit, a facility-usage study, and paved-surfaces and roof analyses. The Capital Improvement Plan addresses issues that were not included in previous building projects. The plan is continually changing as projects are completed and others are added. The Board of Education with the administration annually reviews the Capital Improvement Plan.

Historically, using funds from the Operations and Maintenance Fund, the District has spent on average \$1.0-\$1.5 million each summer in building improvement projects. The District had their decennial Health Life Safety Plan updated during the fiscal 2016-17 school year. Starting during the summer of 2017, a number of the items identified within the Health Life Safety update have been addressed.

During the summer of 2023, the Board of Education authorized administration to begin a project to add full day kindergarten. The project will involve adding an approximately 35,000 square foot addition to Churchill Elementary school, funded from existing fund reserves. Once completed the addition will include 12 classrooms as well as multipurpose and flexible use spaces. Completion of the project is projected to occur during the summer of 2025, in time to open for the 2025-2026 school year.

BACKGROUND ON DISTRICT FACILITIES

Over the last 10 years, enrollment has continued to average approximately 3,500-3,600 students. The changes in programs and instruction have affected space utilization and needs in the District. Since 2001, the district has installed 32 portable classrooms. In April 2007 a \$40 million facilities referendum to restructure and renovate all schools and build a new 5-6 school was defeated; since then, facilities have been a constant focus of the district with stakeholder groups involved in creating a master plan.

During the 2013-2014 school year, the Board of Education adopted Phase I of the Master Facility Plan and made the decision to reduce the district's reliance on portables. The District has replaced all portable classrooms at each of the elementary buildings with permanent classroom additions. Hadley Junior High was the only site with remaining portable classrooms.

In April 2017, the district passed a facilities referendum of \$24.2 million, in which a portion was used to replace the portable classrooms at Hadley Junior High with a new addition, as well as a number of Health Life Safety and ADA items related to bathroom spaces. The construction work connected to the referendum commenced in the early part of 2018 and was completed late 2019. As of June 30, 2019, all portable classrooms had been removed from the District.

INTERGOVERNMENTAL PARTNERSHIPS

Glen Ellyn Park District

In 1998, the Board of Education entered into a partnership with the Glen Ellyn Park District to construct two large gyms as part of the renovations and expansions authorized by the 1997 bond referendum. The gyms are located at Churchill and Franklin elementary schools. The Glen Ellyn Park District made payments for the construction of the gyms beyond the standard elementary size. The school district operates and maintains the gyms and the park district has access to the gyms during after-school hours and weekends. Each entity provides assorted other services to enhance the partnership. The District also houses the before-and-after school program, Adventure Time at two elementary schools.

School District 87/Spalding Field

In June of 1998, the Board approved an Intergovernmental Agreement with Glenbard High School District 87 for its use of the District's Spalding field for fall and spring sports practice. The Intergovernmental Agreement provides protection for both District 41 and District 87, and maintenance of the grounds by District 87 provides an additional benefit to the District.

Glen Ellyn Children's Resource Center

The Glen Ellyn Children's Resource Center (GECRC) is a community-based support organization for low income and English as a Second Language students who are at risk of academic failure. Identified students residing in the District and neighboring District 89 are eligible for the programs offered by GECRC. The District began hosting both a summer program and an after-school program for GECRC at one of its facilities in summer 2004.

Glenbard Associated Districts Initiative

This group is made up of Glenbard High School District 87 and feeder districts 15, 16, 41, 44, 89 and 93. In order to achieve high levels of success, the Glenbard school districts are jointly focusing their efforts on collaboration, communication, professional development, and accountability for all students. This group was established in the spring of 2007 to ensure that all students within this area are successful upon entering high school and beyond and to develop where possible aligned curricula, common expectations and processes and articulation between the elementary and high school programs.

Glen Ellyn Public Library

The library maintains sets of textbooks for families to use. The library also coordinates reference materials with teachers in conjunction with cyclical school curricular topics. The library also offers non-Glen Ellyn district students that are on low-income waivers use of the library facilities at no charge. This is supported by grant programs the library receives. The library frequently collaborates with the district on classroom and parent involvement activities. The District supported the summer reading programs offered by the library to district students by coordinating the transportation with the district contract carrier, First Student.

Village of Glen Ellyn

The Village and District continue to collaborate on many capital projects involving school sites.

FINANCIAL MANAGEMENT CONTROLS

- It is a goal of the School Board to adopt a balanced annual budget.
- The School Board shall act on:
 - All contracts more than \$10,000
 - All inter-fund loans and inter-fund transfers
- As part of the District's monthly financial packet, the board receives fund balances, a list of bills payable, check registry, a summary of investments and the district's current cash position as well as year-to-date and month-to-date budget to actual figures.
- The district maintains an online Financial Dashboard and an online Transparency Project page to make its finances easily available to the public
- The District maintains a long-term capital projects plan.
- The District prepares a long-term financial plan.
- The District's auditor attends the Board of Education meeting to address any questions the Board may have regarding the audit and questions they may have in regard to audit findings.
- Multi-year replacement schedules for long-life assets have been developed at the District level to allocate annual costs and assist in projecting future needs.

INTERNAL CONTROL STRUCTURE

District management is responsible for establishing and maintaining an internal control structure designed to ensure that the assets of the District are protected from loss, theft or misuse. Management must also ensure that adequate accounting data are compiled to allow for the preparation of financial statements in conformity with generally accepted accounting principles. The internal control structure is designed to provide reasonable, but not absolute, assurance that these objectives are met. The concept of reasonable assurance recognizes that: (1) the cost of a control should not exceed the benefits likely to be derived and (2) the valuation of costs and benefits requires estimates and judgments by management.

In the spring of 2008 the district hired Virchow Krause, now known as Baker Tilly Virchow Krause, LLP to conduct an Internal Control study. The results of this study confirmed that the district had good practices in place for the purposes of internal control.

BUDGETARY CONTROLS

The objective of budgetary controls is to ensure compliance with legal provisions embodied in the annual budget approved by the Board of Education. Activities of the General Fund, Special Revenue Funds, Debt Service Fund and Expendable Trust - Working Cash Fund are included in the annual budget.

For budgetary purposes and to protect cash liquidity, the District excludes a portion of revenue from appropriation. The District considers the first installment of the current tax levy to be designated in all applicable funds for expenditures of the subsequent fiscal year. The 2022 tax levy was designated for the 2023-2024 fiscal year. Specific levies are designated for specific funds.

District funds are organized as separate accounting entities called funds. District resources are allocated to and accounted for in individual funds as required by the State of Illinois. Each fund has a specific purpose for which its resources are to be expended. A detailed explanation of the funds maintained by the District may be found in the Notes to the Financial Statements. The waiver the District received in FY2005 consolidated three of these funds to one General Fund. These consolidated Funds were Education, Operations and Maintenance and Transportation Funds. Effective with the 2008-2009 Budget the District has returned to the segregated Funds of Education, Operations and Maintenance and Transportation.

Management is authorized to transfer budget amounts, provided funds are transferred between the same function and object codes. The Board of Education is authorized to transfer up to a legal level of 10% of the total budget between functions within any fund. Any revisions that alter the total expenditures of any fund must be approved by the Board of Education, after following the public hearing process mandated by law. There were no supplemental appropriations during the year. All outstanding encumbered amounts are cancelled at year-end. Monthly financial reports are prepared showing the activity of each line item compared to budget.

DEBT ADMINISTRATION

Total general long-term debt at June 30, 2023, was \$22,656,000. The outstanding debt consists of the following: Series 2017 General Obligation School Refunding Bonds date July 20, 2017, are due in annual installments through January 2037 with a carrying value of \$19,220,000; Capital borrowing in the form of debt certificates, dated March 26, 2014, are due in annual installment through April 1, 2029 in the carrying amount of \$3,436,000 from Fifth Third Bank associated with the construction of the elementary school additions.

INDEPENDENT AUDIT

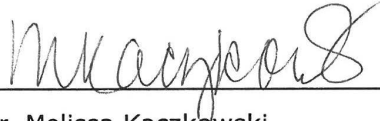
The School Code of Illinois and the District's adopted policy require an annual audit of the financial records and transactions of all funds of the District. The audit is performed by independent certified public accountants selected by the District's Board of Education. The independent auditors' opinion has been included in the Financial Section of this report.

ACKNOWLEDGMENTS


It is our belief that this Annual Comprehensive Financial Report will provide the Board of Education, the District's management, outside investors and interested residents with a meaningful financial presentation. We hope all readers will obtain a clear and concise understanding of the District's financial condition as of June 30, 2023.

We extend our appreciation to the Members of the Board of Education for their interest and support in planning and conducting the financial operations of the District in a responsible and progressive manner. We commend the Business Office staff on their exemplary performance in maintaining the financial records of the District.

Respectfully submitted,



Dr. Melissa Kaczowski
Superintendent of Schools



Eric DePorter
Assistant Superintendent for Finance, Facilities and Operations

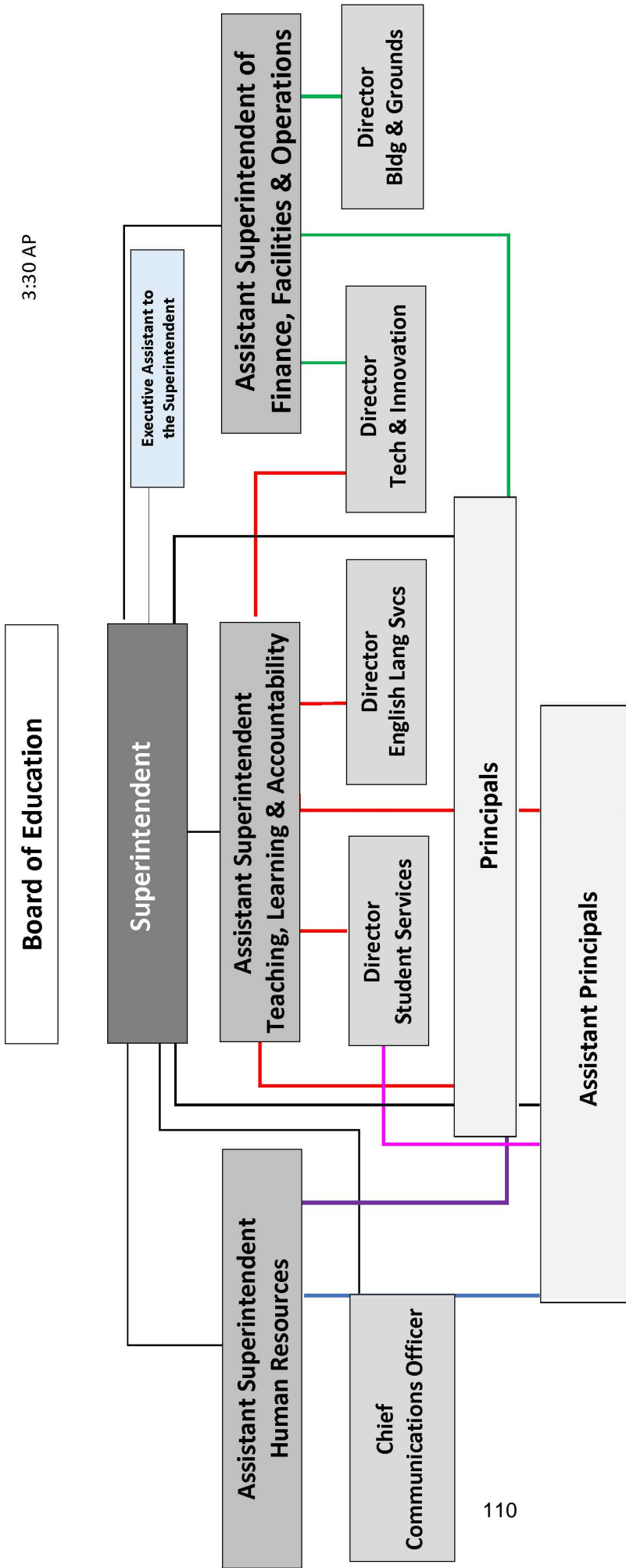
GLEN ELLYN SCHOOL DISTRICT 41

Board of Education

June 30, 2023

Board of Education Members

Robert Bruno	President	2025
Jason Loebach	Vice President	2025
Jessica Buttimer	Secretary	2023
Edward "Ted" Estes	Member	2023
Julie Hill	Member	2023
Chris Martelli	Member	2025
Tayyaba Syed	Member	2025



FINANCIAL SECTION

This section includes:

- Independent Auditors' Report
- Management's Discussion and Analysis
- Basic Financial Statements
- Required Supplementary Information
- Other Supplementary Information
- Supplemental Schedules

INDEPENDENT AUDITORS' REPORT

This section includes the opinion of the District's independent auditing firm.



INDEPENDENT AUDITORS' REPORT

November 16, 2023

Members of the Board of Education
Glen Ellyn School District 41
Glen Ellyn, Illinois

Report on the Audit of the Financial Statements

Opinion

We have audited the accompanying financial statements of the governmental activities, each major fund, and the aggregate remaining fund information of Glen Ellyn School District 41, (the District), Illinois as of and for the year ended June 30, 2023, and the related notes to the financial statements, which collectively comprise the District's basic financial statements as listed in the table of contents.

In our opinion, the financial statements referred to above present fairly, in all material respects, the respective financial position of the governmental activities, each major fund, and the aggregate remaining fund information of the District, as of June 30, 2023, and the respective changes in financial position, and, for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinions

We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the District, and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the District's ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards and *Government Auditing Standards*, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the District's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the District's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis, the budgetary comparison schedules, and required pension and other post-employment benefit (OPEB) schedules, as listed in the table of contents, be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board, who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Supplementary Information

Our audit was conducted for the purpose of forming opinions on the financial statements that collectively comprise Glen Ellyn School District 41, Illinois' basic financial statements. The other supplementary information and supplemental schedules are presented for purposes of additional analysis and are not a required part of the basic financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the basic financial statements. The information has been subjected to the auditing procedures applied in the audit of the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, other supplementary information and supplemental schedules are fairly stated, in all material respects, in relation to the basic financial statements as a whole.

Other Information

Management is responsible for the other information included in the annual report. The other information comprises the introductory and statistical sections but does not include the basic financial statements and our auditor's report thereon. Our opinions on the basic financial statements do not cover the other information, and we do not express an opinion or any form of assurance thereon.

In connection with our audit of the basic financial statements, our responsibility is to read the other information and consider whether a material inconsistency exists between the other information and the basic financial statements, or the other information otherwise appears to be materially misstated. If, based on the work performed, we conclude that an uncorrected material misstatement of the other information exists, we are required to describe it in our report.

Other Reporting Required by Government Auditing Standards

In accordance with *Government Auditing Standards*, we have also issued our report dated November 16, 2023, on our consideration of the District's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the District's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the District's internal control over financial reporting and compliance.

Lauterbach & Amen, LLP

LAUTERBACH & AMEN, LLP

MANAGEMENT'S DISCUSSION AND ANALYSIS

GLEN ELLYN SCHOOL DISTRICT 41

Management Discussion and Analysis

June 30, 2023

The discussion and analysis of Glen Ellyn School District 41 (the "District") financial performance provides an overall review of the District's financial activities as of and for the year ended June 30, 2023. The management of the District encourages readers to consider the information presented herein in conjunction with the basic financial statements to enhance their understanding of the District's financial performance. Certain comparative information between the current year and the prior is required to be presented in the Management's Discussion and Analysis (the "MD&A").

FINANCIAL HIGHLIGHTS

- In total, Government-wide net position increased by \$8,758,971.
- General revenues accounted for \$59,153,305 in revenue or 74.2% of all revenues. Program specific revenues in the form of charges for services and fees and grants accounted for \$20,530,976 or 25.8% of total revenues of \$79,684,281.
- The District had \$70,925,310 in expenses related to government activities. However, only \$20,530,976 of these expenses were offset by program specific charges and grants.
- Revenues for fiscal year 2023 (FY23), as reported on the Statement of Revenues, Expenditures and Changes in Fund Balances, were \$79,690,868, inclusive of on-behalf payments to the Teacher's Retirement System (TRS) and Teachers Health Insurance Security Fund (THIS). Expenditures for FY23 were \$78,759,728, also inclusive on State of Illinois payments to the TRS and THIS.
- The Illinois TRS and THIS receive on-behalf pension and post-retirement health insurance programs from the State of Illinois for District 41 certified staff. In FY23, \$16,133,614 was included in the total revenues and expenditures of District 41 representing the State of Illinois contributions.
- Actual revenues received in FY23 for the General Fund, exclusive of the State of Illinois on-behalf payment to the TRS and THIS, was \$54,894,344. Actual expenditures exclusive of on-behalf contributions were \$46,559,677 in FY23.
- The District decreased the total outstanding long-term debt by 7.1%. As of June 30, 2023, total outstanding debt was \$22,656,000.

USING THIS ANNUAL REPORT

This annual report consists of a series of financial statements. The Statement of Net Position and the Statement of Activities provide information about the activities of the District as a whole and present a longer-term view of the District's finances. For governmental activities, these statements tell how these services were financed in the short term as well as what remains for future spending. Fund financial statements also report the District's operations in more detail than the government-wide statements by providing information about the District's most significant funds. The remaining statements provide financial information about activities for which the District acts solely as a trustee or agent for the benefit of those outside of the government.

Government-Wide Financial Statements

The government-wide financial statements provide readers with a broad overview of the District's finances, in a matter similar to a private-sector business.

The Statement of Net Position reports information on all of the District's assets/deferred outflows and liabilities/deferred inflows, with the difference between the two reported as net position. Over time, increases or decreases in net position may serve as a useful indicator of whether the financial position of the District is improving or deteriorating. Consideration of other nonfinancial factors, such as changes in the District's property tax base and the condition of the District's infrastructure, is needed to assess the overall health of the District.

Management Discussion and Analysis

June 30, 2023

USING THIS ANNUAL REPORT - Continued

Government-Wide Financial Statements - Continued

The Statement of Activities presents information showing how the government's net position changed during the most recent fiscal year. All changes in net position are reported as soon as the underlying event giving rise to the change occurs, regardless of the timing of related cash flows. Thus, revenues and expenses are reported in this statement for some items that will only result in cash flows in future fiscal periods (e.g., uncollected taxes and earned but unused vacation leave).

Fund Financial Statements

A fund is a grouping of related accounts that is used to maintain control over resources that have been segregated for specific activities or objectives. The District, like other local governments, uses fund accounting to ensure and demonstrate compliance with finance-related legal requirements. The District only maintains governmental funds.

Governmental Funds

Governmental funds are used to account for essentially the same functions reported as governmental activities in the government-wide financial statements. However, governmental fund financial statements focus on near-term inflows and outflows of spendable resources, as well as on balances of spendable resources available at the end of the fiscal year. Such information may be useful in evaluating the District's near-term financing requirements.

Because the focus of governmental funds is narrower than that of the government-wide financial statements, it is useful to compare the information presented for governmental funds with similar information presented for governmental activities in the government-wide financial statements. By doing so, readers may better understand the long-term impact of the government's near-term financing decisions. Both the governmental fund balance sheet and the governmental fund statement of revenues, expenditures, and changes in fund balances provide a reconciliation to facilitate the comparison between governmental funds and governmental activities.

The District maintains six individual governmental funds. Information is presented separately in the governmental fund balance sheet and in the governmental fund statement of revenues, expenditures, and changes in fund balances for the General Fund, Operations and Maintenance Fund, Transportation Fund, Municipal Retirement/Social Security Fund, Debt Service Fund, and Capital Projects Fund, all of which are considered to be major funds.

The District adopts an annual appropriated budget for all of the governmental funds. A budgetary comparison schedule for these funds has been provided to demonstrate compliance with this budget.

Notes to the Financial Statements

The notes provide additional information that is essential to a full understanding of the data provided in the government-wide and fund financial statements.

Other Information

In addition to the basic financial statements and accompanying notes, this report also presents certain required supplementary information concerning the District's Post-Retirement Health Plan, Teacher's Health Insurance Security Fund, Teacher's Retirement and I.M.R.F employee pension obligations and budgetary comparison schedules for the General Fund and major special revenue funds.

GLEN ELLYN SCHOOL DISTRICT 41

Management Discussion and Analysis

June 30, 2023

GOVERNMENT-WIDE FINANCIAL ANALYSIS

Net position may serve over time as a useful indicator of a government's financial position. The following tables show that in the case of the District, assets/deferred outflows exceeded liabilities/deferred inflows by \$54,510,562.

	Net Position	
	2023	2022
Current/Other Assets	\$ 101,439,089	97,922,837
Capital Assets	71,490,005	68,922,042
Total Assets	172,929,094	166,844,879
Deferred Outflows	2,390,828	3,160,388
Total Assets/Deferred Outflows	175,319,922	170,005,267
Long-Term Debt	35,804,557	50,278,730
Other Liabilities	6,567,035	5,861,474
Total Liabilities	42,371,592	56,140,204
Deferred Inflows	78,437,768	68,113,472
Total Liabilities/Deferred Inflows	120,809,360	124,253,676
Net Position		
Net Investment in Capital Assets	47,786,426	43,405,002
Restricted	5,203,340	8,619,580
Unrestricted (Deficit)	1,520,796	(6,272,991)
Total Net Position	54,510,562	45,751,591

A large portion of the District's net position, \$47,786,426, reflects its investment in capital assets (for example, land, construction in progress, buildings, building improvements, equipment, vehicles, leased assets), less any related debt used to acquire those assets that is still outstanding. The District uses these capital assets to provide services to citizens; consequently, these assets are not available for future spending. Although the District's investment in its capital assets is reported net of related debt, it should be noted that the resources needed to repay this debt must be provided from other sources, since the capital assets themselves cannot be used to liquidate these liabilities.

An additional portion, \$5,203,340, of the District's net position represents resources that are subject to external restrictions on how they may be used. The remaining \$1,520,796, represents unrestricted net position and may be used to meet the government's ongoing obligations to citizens and creditors.

GLEN ELLYN SCHOOL DISTRICT 41

Management Discussion and Analysis

June 30, 2023

GOVERNMENT-WIDE FINANCIAL ANALYSIS - Continued

	<u>Change in Net Position</u>	
	<u>2023</u>	<u>2022</u>
Revenues		
Program Revenues		
Charges for Services	\$ 931,999	448,883
Operating Grants/ Contributions	19,598,977	19,924,013
General Revenues		
Taxes	55,242,773	57,169,294
General State Aid	2,636,610	2,649,640
Other General Revenues	1,273,922	(414,129)
Total Revenues	<u>79,684,281</u>	<u>79,777,701</u>
Expenses		
Instruction	32,435,074	33,066,449
Support Services	21,463,366	19,939,715
Community Services	83,890	89,307
Interest and Fees	809,366	883,524
State Retirement Contribution	16,133,614	14,574,632
Total Expenses	<u>70,925,310</u>	<u>68,553,627</u>
Change in Net Position	8,758,971	11,224,074
Net Position - Beginning	<u>45,751,591</u>	<u>34,527,517</u>
Net Position - Ending	<u><u>54,510,562</u></u>	<u><u>45,751,591</u></u>

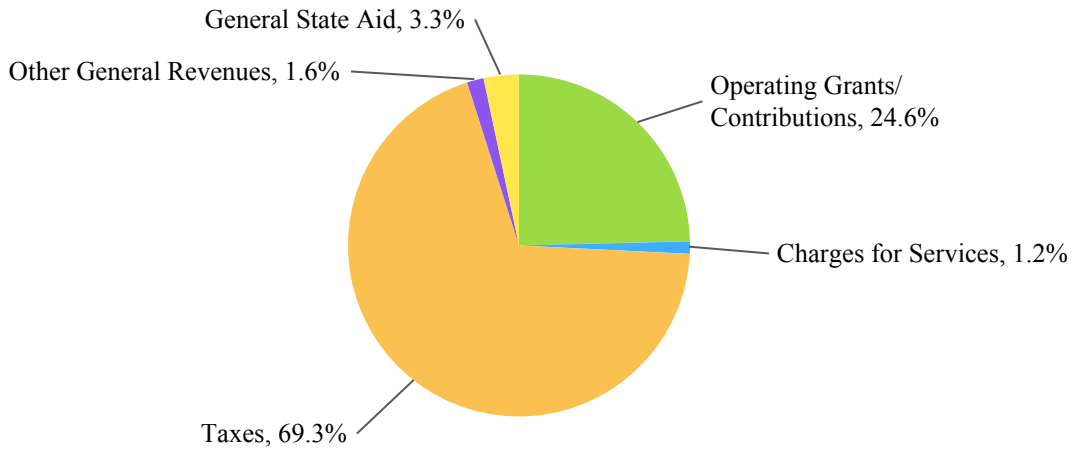
Net position of the District's governmental activities increased by 19.1% (\$45,751,591 in 2022 compared to \$54,510,562 in 2023). Unrestricted net position, the part of net position that can be used to finance day-to-day operations without constraints, totaled \$1,520,796 at June 30, 2023.

Management Discussion and Analysis

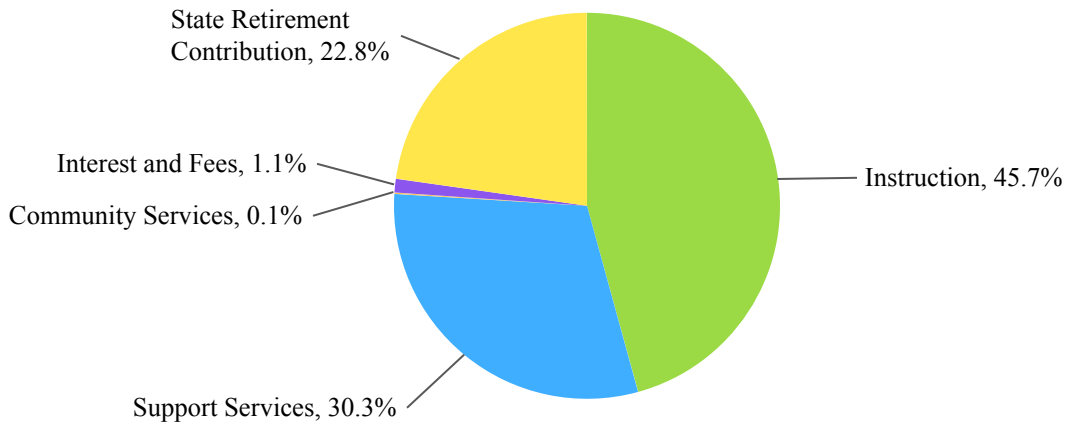
June 30, 2023

GOVERNMENT-WIDE FINANCIAL ANALYSIS - Continued

District-Wide Revenues by Source



District-Wide Expenses by Function



Revenues for governmental activities totaled \$79,684,281, while the cost of all governmental functions totaled \$70,925,310. This results in an increase of \$8,758,971, or 19.1%. In 2022, revenues of \$79,777,701 exceeded expenses of \$68,553,627, resulting in a surplus of \$11,224,074.

Management Discussion and Analysis

June 30, 2023

FINANCIAL ANALYSIS OF THE GOVERNMENT'S FUNDS

As noted earlier, the District uses fund accounting to ensure and demonstrate compliance with finance-related legal requirements.

Governmental Funds

The focus of the District's governmental funds is to provide information on near-term inflows, outflows, and balances of spendable resources. In particular, unassigned fund balance may serve as a useful measure of a government's net resources available for spending at the end of the fiscal year.

The District's governmental funds reported combining ending fund balances of \$42,286,838, which is an increase of \$931,140, or 2.3 percent, from last year's total of \$41,355,698. Of the \$42,286,838 total, \$36,694,010, or 86.8 percent, of the fund balance constitutes unassigned fund balance.

Actual revenues, excluding on-behalf payments, for FY23 were \$63,557,254 and actual expenditures, excluding on-behalf payments, totaled \$62,626,114. Expenditures were monitored closely during the year, which resulted in no fund having expenditures above budgeted expenditures. Property taxes accounted for the largest portion of the District's revenues, contributing 81.4 percent of total revenues. The remainder of revenues came from other local, state, and federal grant sources.

The General Fund increased \$4,986,551 for an ending fund balance of \$37,372,326, due to an increase in property and replacement taxes for the current fiscal year. The Operations and Maintenance Fund decreased \$2,288,232, due to less property tax revenues directed into the fund during the current fiscal year. The Transportation Fund increased \$246,779 due to an increase in property taxes that were directed into the fund for the current fiscal year. The Municipal Retirement/Social Security Fund increased \$452,618. The increase was due to more property tax revenues directed into the fund during the current fiscal year. The Debt Service Fund decreased \$62,900 for an ending fund balance of \$528,391. This decrease was connected to debt service payments exceeding the revenue directed to the fund. The Capital Projects Fund decreased \$2,403,676 due to a transfer of \$3,085,000 from the General Fund in the fiscal year. Part of the transfer to the Capital Projects Fund is intended to cover future property acquisition costs.

The District uses capital improvement and replacement schedule for curriculum, facility improvement and technology. Each schedule allows for replacement of instructional materials and equipment as necessary so the District does not experience deferred maintenance or replacement issues.

GENERAL FUND BUDGETARY HIGHLIGHTS

The General Fund is the District's largest budgeted fund and consists of the Educational, Tort Immunity and Judgement, and Working Cash accounts. The General Fund's budgeted revenues, exclusive of on behalf payments, were less than actual revenues, exclusive of on behalf payments, of \$54,894,344 by \$882,634. Actual expenditures, exclusive of on behalf payments, of \$46,559,677, were less than budgeted expenditures, exclusive of on behalf payments, of \$47,366,865 by \$807,188.

GLEN ELLYN SCHOOL DISTRICT 41

Management Discussion and Analysis

June 30, 2023

CAPITAL ASSETS AND DEBT ADMINISTRATION

Capital Assets

The District's investment in capital assets for its governmental type activities as of June 30, 2023 was \$71,490,005 (net of accumulated depreciation/amortization). This investment in capital assets includes land, construction in progress, buildings, building improvements, equipment, vehicles, and leased assets.

	Capital Assets - Net of Depreciation/Amortization	
	2023	2022
Land	\$ 3,211,800	149,300
Construction in Progress	1,717,673	1,120,343
Buildings	60,855,924	61,202,785
Building Improvements	1,367,344	1,500,488
Equipment	4,233,592	4,614,979
Vehicles	103,672	80,913
Leased Assets	—	253,234
Total	<u>71,490,005</u>	<u>68,922,042</u>

This year's major additions included:

Land	\$ 3,062,500
Construction in Progress	2,397,731
Buildings	387,803
Equipment	241,735
Vehicles	<u>44,825</u>
	<u>6,134,594</u>

Additional information on the District's capital assets can be found in Note 3 of this report.

GLEN ELLYN SCHOOL DISTRICT 41

Management Discussion and Analysis

June 30, 2023

CAPITAL ASSETS AND DEBT ADMINISTRATION - Continued

Debt Administration

The District decreased debt by \$1,735,373 during the fiscal year with a total outstanding debt of \$22,656,000. At the end of FY23, the District had a debt limit of \$108,489,167.

	Long-Term Debt Outstanding	
	2023	2022
Lease Payable	\$ —	256,373
General Obligation Bonds	19,220,000	20,220,000
Debt Certificates Payable	3,436,000	3,915,000
	<u>22,656,000</u>	<u>24,391,373</u>

Additional information on the District’s long-term debt can be found in Note 3 of this report.

ECONOMIC FACTORS AND NEXT YEAR’S BUDGET AND RATES

At the time these financial statements were prepared and audited, the District was aware of the following circumstances that will significantly affect financial operations in the future:

Local property taxes are the primary revenue source for the District. The annual increase in property tax is generally limited to the lesser of 5% or the increase in the CPI from the preceding year. Based on the December 2022 CPI, the District property tax increase for the 2023 levy will be limited to a 5.0% increase (consistent with the December 2022 levy), or approximately \$2,635,000 in new tax dollars.

At the local level and moving forward into next fiscal year, interest income is projected to increase as market rates continue to recover from COVID-19 and return to normal levels. CPPRT projections indicate revenue will fall back to traditional levels after being higher for the fiscal years ended June 2022 and June 2023.

During the summer of 2023, the Board of Education authorized administration to begin a project to add full day kindergarten. The project will involve adding an approximately 35,000 square foot addition to Churchill Elementary school, funded from existing fund reserves. Once completed the addition will include 12 classrooms as well as multipurpose and flexible use spaces. Completion of the project is projected to occur during the summer of 2025, in time to open for the 2025-2026 school year.

We continue to watch the impact of changes to state funding and will closely follow legislative decisions which may impact the District moving forward.

District 41 staff continue to work collaboratively to improve student achievement through identifying learning targets linked to Illinois Learning Standards and the District Strategic Plan, integrate technology as an effective learning tool, provide effective professional development for staff, and redesign teaching methods to provide a wider variety of instruction focused on meeting individual students learning needs.

GLEN ELLYN SCHOOL DISTRICT 41

Management Discussion and Analysis

June 30, 2023

REQUESTS FOR INFORMATION

This financial report is designed to provide a general overview of the District's finances for all those with an interest in the government's finances. Questions concerning any of the information provided in this report or requests for additional information should be directed to Business Office, Glen Ellyn School District #41, 793 North Main Street, Glen Ellyn, Illinois 60137.

BASIC FINANCIAL STATEMENTS

The basic financial Statements include integrated sets of financial statements as required by the GASB. The sets of statements include:

- Government-Wide Financial Statements
- Fund Financial Statements
 - Governmental Funds

In addition, the notes to the financial statements are included to provide information that is essential to a user's understanding of the basic financial statements.

GLEN ELLYN SCHOOL DISTRICT 41

Statement of Net Position

June 30, 2023

See Following Page

GLEN ELLYN SCHOOL DISTRICT 41

Statement of Net Position

June 30, 2023

	<u>Governmental Activities</u>
ASSETS	
Current Assets	
Cash and Investments	\$ 72,289,948
Receivables - Net of Allowances	
Property Taxes	28,120,235
Intergovernmental	<u>1,028,906</u>
Total Current Assets	<u>101,439,089</u>
Noncurrent Assets	
Capital Assets	
Nondepreciable	4,929,473
Depreciable/Amortizable	119,039,526
Accumulated Depreciation/Amortization	<u>(52,478,994)</u>
Total Noncurrent Assets	<u>71,490,005</u>
Total Assets	<u>172,929,094</u>
DEFERRED OUTFLOWS OF RESOURCES	
Deferred Items - RHP	49,804
Deferred Items - THIS	207,689
Deferred Items - TRS	204,936
Deferred Items - IMRF	<u>1,928,399</u>
Total Deferred Outflows of Resources	<u>2,390,828</u>
Total Assets and Deferred Outflows of Resources	<u>175,319,922</u>

	Governmental Activities
LIABILITIES	
Current Liabilities	
Accounts Payable	\$ 2,419,783
Accrued Payroll	2,100,864
Other Payables	24,812
Accrued Interest Payable	389,488
Current Portion of Long-Term Debt	1,632,088
Total Current Liabilities	<u>6,567,035</u>
Noncurrent Liabilities	
Total OPEB Liability - RHP	865,999
Total OPEB Liability - THIS	7,047,594
Net Pension Liability - TRS	2,328,293
Net Pension Liability - IMRF	3,491,180
General Obligation Bonds Payable - Net	19,139,491
Debt Certificates Payable	2,932,000
Total Noncurrent Liabilities	<u>35,804,557</u>
Total Liabilities	<u>42,371,592</u>
DEFERRED INFLOWS OF RESOURCES	
Property Taxes	54,540,176
Other Deferred Revenues	66,616
Deferred Items - RHP	329,562
Deferred Items - THIS	22,916,384
Deferred Items - TRS	516,379
Deferred Items - IMRF	68,651
Total Deferred Inflows of Resources	<u>78,437,768</u>
Total Liabilities and Deferred Inflows of Resources	<u>120,809,360</u>
NET POSITION	
Net Investment in Capital Assets	47,786,426
Restricted	
Tort Immunity	19,614
Student Activities	47,720
Transportation	2,556,421
Retirement Benefits	1,225,670
Debt Service	138,903
Capital Projects	1,215,012
Unrestricted	<u>1,520,796</u>
Total Net Position	<u>54,510,562</u>

GLEN ELLYN SCHOOL DISTRICT 41

Statement of Activities

For the Fiscal Year Ended June 30, 2023

	Expenses	Program Revenues		(Expenses)/
		Charges for Services	Operating Grants/ Contributions	Revenues Governmental Activities
Governmental Activities				
Instruction				
Regular Programs	\$ 19,990,822	507,926	—	(19,482,896)
Special Programs	8,178,272	—	2,790,848	(5,387,424)
Other Instructional Programs	4,265,980	—	45,167	(4,220,813)
State Retirement Contributions	16,133,614	—	16,133,614	—
Support Services				
Pupils	3,501,708	—	—	(3,501,708)
Instructional Staff	1,291,322	—	104,098	(1,187,224)
General Administration	2,038,902	—	—	(2,038,902)
School Administration	2,231,632	—	—	(2,231,632)
Business	2,134,660	424,073	1,255	(1,709,332)
Transportation	2,382,539	—	523,995	(1,858,544)
Operations and Maintenance	3,860,899	—	—	(3,860,899)
Central	4,021,704	—	—	(4,021,704)
Community Services	83,890	—	—	(83,890)
Interest and Fees	809,366	—	—	(809,366)
Total Governmental Activities	70,925,310	931,999	19,598,977	(50,394,334)
General Revenues				
Taxes				
Real Estate Taxes, Levied for General Purposes				43,879,593
Real Estate Taxes, Levied for Specific Purposes				6,071,059
Real Estate Taxes, Levied for Debt Service				1,775,929
Personal Property Replacement Taxes				3,516,192
State Aid-Formula Grants				2,636,610
Earnings on Investments				1,273,922
				<u>59,153,305</u>
Change in Net Position				8,758,971
Net Position - Beginning				<u>45,751,591</u>
Net Position - Ending				<u><u>54,510,562</u></u>

GLEN ELLYN SCHOOL DISTRICT 41

Balance Sheet - Governmental Funds

June 30, 2023

See Following Page

GLEN ELLYN SCHOOL DISTRICT 41

Balance Sheet - Governmental Funds

June 30, 2023

	General	Special Operations and Maintenance
ASSETS		
Cash and Investments	\$ 62,478,416	201,947
Receivables - Net of Allowances		
Property Taxes	24,484,418	864,976
Intergovernmental	898,826	—
Total Assets	<u>87,861,660</u>	<u>1,066,923</u>
LIABILITIES		
Accounts Payable	834,162	—
Salaries and Wages Payable	2,100,175	254
Other Current Liabilities	—	—
Total Liabilities	<u>2,934,337</u>	<u>254</u>
DEFERRED INFLOWS OF RESOURCES		
Property Taxes	47,488,381	1,677,651
Other Deferred Revenues	66,616	—
Total Deferred Inflows of Resources	<u>47,554,997</u>	<u>1,677,651</u>
Total Liabilities and Deferred Inflows of Resources	<u>50,489,334</u>	<u>1,677,905</u>
FUND BALANCES		
Restricted	67,334	—
Unassigned	37,304,992	(610,982)
Total Fund Balances	<u>37,372,326</u>	<u>(610,982)</u>
Total Liabilities, Deferred Inflows of Resources and Fund Balances	<u>87,861,660</u>	<u>1,066,923</u>

Revenue				
Transportation	Municipal Retirement/ Social Security	Debt Service	Capital Projects	Totals
3,330,853	2,088,287	1,389,812	2,800,633	72,289,948
936,314	917,669	916,858	—	28,120,235
130,080	—	—	—	1,028,906
4,397,247	3,005,956	2,306,670	2,800,633	101,439,089
—	—	—	1,585,621	2,419,783
—	435	—	—	2,100,864
24,812	—	—	—	24,812
24,812	435	—	1,585,621	4,545,459
1,816,014	1,779,851	1,778,279	—	54,540,176
—	—	—	—	66,616
1,816,014	1,779,851	1,778,279	—	54,606,792
1,840,826	1,780,286	1,778,279	1,585,621	59,152,251
2,556,421	1,225,670	528,391	1,215,012	5,592,828
—	—	—	—	36,694,010
2,556,421	1,225,670	528,391	1,215,012	42,286,838
4,397,247	3,005,956	2,306,670	2,800,633	101,439,089

GLEN ELLYN SCHOOL DISTRICT 41

Reconciliation of the Total Governmental Fund Balance to the Statement of Net Position - Governmental Activities

June 30, 2023

Total Governmental Fund Balances	\$ 42,286,838
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Amounts reported for Governmental Activities in the Statement of Net Position are different because:

Capital assets used in Governmental Activities are not financial resources and therefore, are not reported in the funds.	71,490,005
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Deferred Outflows/Inflows of Resources related to the retirement plans not reported in the funds.

Deferred Items - RHP	(279,758)
Deferred Items - THIS	(22,708,695)
Deferred Items - TRS	(311,443)
Deferred Items - IMRF	1,859,748

Long-term liabilities are not due and payable in the current period and therefore are not reported in the funds.

Total OPEB Liability - RHP	(865,999)
Total OPEB Liability - THIS	(7,047,594)
Net Pension Liability - TRS	(2,328,293)
Net Pension Liability - IMRF	(3,491,180)
General Obligation Bonds Payable - Net	(20,267,579)
Debt Certificates Payable	(3,436,000)
Accrued Interest Payable	(389,488)

Net Position of Governmental Activities	<u>54,510,562</u>
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GLEN ELLYN SCHOOL DISTRICT 41

**Statement of Revenues, Expenditures and Changes in Fund Balances - Governmental Funds
For the Fiscal Year Ended June 30, 2023**

See Following Page

GLEN ELLYN SCHOOL DISTRICT 41

**Statement of Revenues, Expenditures and Changes in Fund Balances - Governmental Funds
For the Fiscal Year Ended June 30, 2023**

	General	Special Operations and Maintenance
Revenues		
Local Sources		
Property Taxes	\$ 44,514,724	1,861,223
Personal Property Replacement Taxes	3,401,274	—
Earnings on Investments	980,745	27,112
Other Revenue from Local Sources	931,999	—
State Sources	2,886,202	—
Federal Sources	2,179,400	—
On-Behalf Payments - State of Illinois	16,133,614	—
Total Revenues	<u>71,027,958</u>	<u>1,888,335</u>
Expenditures		
Instruction		
Regular Programs	20,826,423	—
Special Programs	5,782,491	—
Other Instructional Programs	4,193,993	—
Support Services		
Pupils	3,403,895	—
Instructional Staff	1,255,535	—
General Administration	1,867,505	—
School Administration	2,161,565	—
Business	1,736,846	—
Transportation	—	—
Operations and Maintenance	16,750	4,176,567
Central	3,893,838	—
Community Services	80,599	—
Payments to Other Districts and Govt. Units	1,340,237	—
Debt Service		
Principal Retirement	—	—
Interest and Fiscal Charges	—	—
On-Behalf Expenditures	16,133,614	—
Total Expenditures	<u>62,693,291</u>	<u>4,176,567</u>
Excess (Deficiency) of Revenues Over (Under) Expenditures	<u>8,334,667</u>	<u>(2,288,232)</u>
Other Financing Sources (Uses)		
Transfers In	—	—
Transfers Out	(3,348,116)	—
	<u>(3,348,116)</u>	<u>—</u>
Net Change in Fund Balances	4,986,551	(2,288,232)
Fund Balances - Beginning	<u>32,385,775</u>	<u>1,677,250</u>
Fund Balances - Ending	<u><u>37,372,326</u></u>	<u><u>(610,982)</u></u>

Revenue				
Transportation	Municipal Retirement/ Social Security	Debt Service	Capital Projects	Totals
2,015,055	1,559,650	1,775,929	—	51,726,581
—	114,918	—	—	3,516,192
90,268	49,911	31,733	94,153	1,273,922
—	—	—	—	931,999
523,995	—	518,963	—	3,929,160
—	—	—	—	2,179,400
—	—	—	—	16,133,614
2,629,318	1,724,479	2,326,625	94,153	79,690,868
—	249,352	—	—	21,075,775
—	243,777	—	—	6,026,268
—	71,987	—	—	4,265,980
—	97,813	—	—	3,501,708
—	35,787	—	—	1,291,322
—	31,650	—	—	1,899,155
—	70,067	—	—	2,231,632
—	340,271	—	—	2,077,117
2,382,539	—	—	—	2,382,539
—	—	—	5,582,829	9,776,146
—	127,866	—	—	4,021,704
—	3,291	—	—	83,890
—	—	—	—	1,340,237
—	—	1,735,373	—	1,735,373
—	—	917,268	—	917,268
—	—	—	—	16,133,614
2,382,539	1,271,861	2,652,641	5,582,829	78,759,728
246,779	452,618	(326,016)	(5,488,676)	931,140
—	—	263,116	3,085,000	3,348,116
—	—	—	—	(3,348,116)
—	—	263,116	3,085,000	—
246,779	452,618	(62,900)	(2,403,676)	931,140
2,309,642	773,052	591,291	3,618,688	41,355,698
2,556,421	1,225,670	528,391	1,215,012	42,286,838

GLEN ELLYN SCHOOL DISTRICT 41

**Reconciliation of the Statement of Revenues, Expenditures and Changes in Fund Balances of the Governmental Funds to the Statement of Activities - Governmental Activities
For the Fiscal Year Ended June 30, 2023**

Net Change in Fund Balances - Total Governmental Funds \$ 931,140

Amounts reported for Governmental Activities in the Statement of Activities are different because:

Governmental Funds report capital outlays as expenditures. However, in the Statement of Activities the cost of those assets is allocated over their estimated useful lives and reported as depreciation expense.

Capital Outlays	6,134,594
Depreciation Expense	(3,566,631)

Some revenues not collected as of the year end are not considered available revenues in the governmental funds. These are the amounts that were not considered available in the current year. (6,587)

Changes in Deferred Items Related to Pensions

RHP	38,358
THIS	(12,908,825)
TRS	350,892
IMRF	4,159,072

The issuance of long-term debt provides current financial resources to Governmental Funds, while the repayment of the principal on long-term debt consumes the current financial resources of the governmental funds.

Change in Total OPEB Liability - RHP	(16,386)
Change in Total OPEB Liability - THIS	16,217,898
Change in Net Pension Liability - TRS	53,665
Change in Net Pension Liability/(Asset) - IMRF	(4,471,494)
Retirement of Long-Term Debt	1,735,373
Amortization on Bond Premium	78,088

Changes to accrued interest on long-term debt in the Statement of Activities does not require the use of current financial resources and, therefore, are not reported as expenditures in the governmental funds. 29,814

Changes in Net Position of Governmental Activities 8,758,971

GLEN ELLYN SCHOOL DISTRICT 41

Notes to the Financial Statements

June 30, 2023

NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Glen Ellyn School District 41 (the “District”) operates as a public school system governed by a seven-member board. The District is organized under the School Code of the State of Illinois, as amended.

The government-wide financial statements are prepared in accordance with generally accepted accounting principles (GAAP). The Governmental Accounting Standards Board (GASB) is responsible for establishing GAAP for state and local governments through its pronouncements (Statements and Interpretations). The more significant of the District’s accounting policies established under GAAP and used by the District are described below.

REPORTING ENTITY

In determining the financial reporting entity, the District complies with the provisions of GASB Statement No. 61, “The Financial Reporting Omnibus - an Amendment of GASB Statements No. 14 and No. 34” and includes all component units that have a significant operational or financial relationship with the District. Based upon the criteria set forth in the GASB Statement No. 61, there are no component units included in the reporting entity.

BASIS OF PRESENTATION

Government-Wide Statements

The District’s basic financial statements include both government-wide (reporting the District as a whole) and fund financial statements (reporting the District’s major funds). Both the government-wide and fund financial statements categorize primary activities as either governmental or business-type. The District’s operating activities are all considered governmental activities, that is, activities normally supported by taxes and intergovernmental revenues. The District has no operating activities that would be considered business-type activities. The District first utilizes restricted resources to finance qualifying activities.

The government-wide Statement of Activities reports both the gross and net cost of each of the District’s functions (instruction, support services, community services, etc.). The functions are supported by general government revenues (property and personal property replacement taxes, interest income, etc.). The Statement of Activities reduces gross expenses (including depreciation) by related program revenues, which include 1) charges to customers or applicants who purchase, use or directly benefit from goods, services or privileges provided by a given function or segment and 2) grants and contributions that are restricted to meeting the operational or capital requirements of a particular function or segment.

The net costs (by function) are normally covered by general revenue (property and personal property replacement taxes, interest income, etc.).

This government-wide focus is more on the sustainability of the District as an entity and the change in the District’s net position resulting from the current year’s activities.

GLEN ELLYN SCHOOL DISTRICT 41

Notes to the Financial Statements

June 30, 2023

NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES - Continued

BASIS OF PRESENTATION - Continued

Fund Financial Statements

The financial transactions of the District are reported in individual funds in the fund financial statements. Each fund is accounted for by providing a separate set of self-balancing accounts that comprise its assets/deferred outflows, liabilities/deferred inflows, fund equity, revenues and expenditures/expenses. An emphasis is placed on major funds within the governmental category. A fund is considered major if it is the primary operating fund of the District or meets the following criteria:

Total assets/deferred outflows, liabilities/deferred inflows, revenues, or expenditures/expenses of that individual governmental fund are at least 10 percent of the corresponding total for all funds of that category or type.

The various funds are reported by generic classification within the financial statements. The following fund types are used by the District:

Governmental Funds

The focus of the governmental funds' measurement (in the fund statements) is upon determination of financial position and changes in financial position (sources, uses, and balances of financial resources) rather than upon net income. The following is a description of the governmental funds of the District:

General Fund is the general operating fund of the District. It accounts for all financial resources except those required to be accounted for in another fund. This fund is primarily used for most of the instructional and administrative aspects of the District's operations. Revenues consist largely of local property taxes and state government aid. The General Fund is a major fund and is comprised of three subfunds, the Educational, the Tort Immunity and Judgement, and the Working Cash Accounts.

Special Revenue Funds are used to account for the proceeds of specific revenue sources that are legally restricted or committed to expenditures for specified purposes, other than those accounted for in the Debt Service Fund, Capital Projects Funds or Fiduciary Funds. The District maintains three major special revenue funds. The Operations and Maintenance Fund is used to account for expenditures made for repair and maintenance of the District's buildings and land. Revenue consists primarily of local property taxes, tax increment financing district monies, and personal property replacement taxes. The Transportation Fund is used to account for all revenue and expenditures made for student transportation. Revenue is derived primarily from local property taxes and state reimbursement grants. The Municipal Retirement/Social Security Fund is used to account for the District's portion of pension contributions to the Illinois Municipal Retirement Fund, payments to Medicare, and payments to the Social Security System for non-certified employees. Revenue to finance the contributions is derived primarily from local property taxes and personal property replacement taxes.

Debt Service Fund is used to account for the accumulation of resources that are restricted, committed, or assigned for, and the payment of, long-term debt principal, interest and related costs. The primary revenue source is local property taxes levied specifically for debt service. The Debt Services Fund is a major fund.

Notes to the Financial Statements

June 30, 2023

NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES - Continued

BASIS OF PRESENTATION - Continued

Governmental Funds - Continued

Capital Projects Funds are used to account for the financial resources that are restricted, committed, or assigned to be used for the acquisition or construction of, and/or additions to, major capital facilities. The District maintains one major capital projects fund. The Capital Projects Fund is used to account for financial resources to be used for the acquisition or construction of major capital facilities. Revenues are derived from transfers from other funds.

MEASUREMENT FOCUS AND BASIS OF ACCOUNTING

Measurement focus is a term used to describe “which” transactions are recorded within the various financial statements. Basis of accounting refers to “when” transactions are recorded, regardless of the measurement focus applied.

Measurement Focus

On the government-wide Statement of Net Position and the Statement of Activities, the governmental activities are presented using the economic resources measurement focus as defined below. In the fund financial statements, the “current financial resources” measurement focus is used.

All governmental funds utilize a “current financial resources” measurement focus. Only current financial assets/deferred outflows and liabilities/deferred inflows are generally included on their balance sheets. Their operating statements present sources and uses of available spendable financial resources during a given period. These funds use fund balance as their measure of available spendable financial resources at the end of the period.

The accounting objectives of the “economic resources” measurement focus is the determination of operating income, changes in net position (or cost recovery), financial position, and cash flows. All assets/deferred outflows, liabilities/deferred inflows (whether current or noncurrent) associated with their activities are reported.

Basis of Accounting

In the government-wide Statement of Net Position and Statement of Activities, the governmental activities are presented using the accrual basis of accounting. Under the accrual basis of accounting, revenues are recognized when earned and expenses are recorded when the liability/deferred inflow is incurred or economic asset used. Revenues, expenses, gains, losses, assets/deferred outflows, and liabilities/deferred inflows resulting from exchange and exchange-like transactions are recognized when the exchange takes place.

Notes to the Financial Statements

June 30, 2023

NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES - Continued

MEASUREMENT FOCUS AND BASIS OF ACCOUNTING - Continued

Basis of Accounting - Continued

In the fund financial statements, governmental funds are presented on the modified accrual basis of accounting. Under this modified accrual basis of accounting, revenues are recognized when “measurable and available.” Measurable means that the amount of the transaction can be determined, and “available” means collectible within the current period or soon enough thereafter to pay liabilities of the current period. For this purpose, the District considers all revenues available if they are collected within 60 days after year-end, except for state aid. State aid payments received after 60 days are being considered as available as historically, state aid collected within 60 days has represented all state aid expected to be collected. The state is currently behind on payments to local government agencies, which is a highly unusual circumstance, resulting in current year state aid collections after 60 days of year-end. Expenditures are recorded when the related fund liability is incurred. However, expenditures for unmatured principal and interest on general long-term debt are recognized when due; and certain compensated absences, claims and judgments are recognized when the obligations are expected to be liquidated with expendable available financial resources.

On-behalf payments (payments made by a third party for the benefit of the District, such as payments made by the state to the Teachers’ Retirement System) have been recognized in the financial statements. Property taxes, replacement taxes, certain state and federal aid, and interest on investments are susceptible to accrual. Other receipts become measurable and available when cash is received by the District and are recognized as revenue at that time. Grant funds are considered to be earned to the extent of expenditures made under the provisions of the grant. Accordingly, when such funds are received, they are recorded as unearned revenues until earned.

ASSETS/DEFERRED OUTFLOWS, LIABILITIES/DEFERRED INFLOWS, AND NET POSITION OR EQUITY

Cash and Investments

For the purpose of the Statement of Net Position, cash and cash equivalents are considered to be cash on hand, demand deposits, and cash with fiscal agent.

Investments are generally reported at fair value. Short-term investments are reported at cost, which approximates fair value. For investments, the District categorizes its fair value measurements within the fair value hierarchy established by generally accepted accounting principles. The hierarchy is based on the valuation inputs used to measure the fair value of the asset. Level 1 inputs are quoted prices in active markets for identical assets; Level 2 inputs are significant other observable inputs; Level 3 inputs are significant unobservable inputs.

Interfund Receivables, Payables and Activity

Interfund activity is reported as loans, services provided, reimbursements or transfers. Loans are reported as interfund receivables and payables as appropriate and are subject to elimination upon consolidation. Services provided, deemed to be at market or near market rates, are treated as revenues and expenditures/expenses. Reimbursements are when one fund incurs a cost, charges the appropriate benefiting fund and reduces its related cost as a reimbursement. All other interfund transactions are treated as transfers.

Notes to the Financial Statements

June 30, 2023

NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES - Continued

ASSETS/DEFERRED OUTFLOWS, LIABILITIES/DEFERRED INFLOWS, AND NET POSITION OR EQUITY - Continued

Capital Assets

Capital assets purchased or acquired with an original cost of \$5,000 or more and an estimated life greater than one year, are reported at historical cost or estimated historical cost. Contributed assets are reported at acquisition value as of the date received. Additions, improvements and other capital outlays that significantly extend the useful life of an asset are capitalized/amortized. Other costs incurred for repairs and maintenance are expensed as incurred.

The accounting and financial reporting treatment applied to a fund is determined by its measurement focus. General capital assets are long-lived assets of the District as a whole. When purchased, such assets are recorded as expenditures in the governmental funds and capitalized/amortized. The valuation basis for general capital assets are historical cost, or where historical cost is not available, estimated historical cost based on replacement costs.

Depreciation/amortization on all assets is computed and recorded using the straight-line method of depreciation/amortization over the following estimated useful lives:

Buildings	7 - 50 Years
Building Improvements	20 - 50 Years
Equipment	5 - 30 Years
Vehicles	8 Years
Leased Assets	4 Years

Deferred Outflows/Inflows of Resources

Deferred outflow/inflow of resources represents a consumption/acquisition of net assets that applies to a future period and therefore will not be recognized as an outflow of resources (expense)/inflow of resources (revenue) until that future time.

Long-Term Obligations

In the government-wide financial statements, long-term debt and other long-term obligations are reported as liabilities in the Statement of Net Position. Bond premiums and discounts are deferred and amortized over the life of the bonds using the effective interest method. Bonds payable are reported net of the applicable bond premium or discount. Bond issuance costs are reported as expenses at the time of issuance.

In the fund financial statements, governmental fund types recognize bond premiums and discounts, as well as bond issuance costs, during the current period. The face amount of debt issued is reported as other financing sources. Premiums received on debt issuances are reported as other financing sources while discounts on debt issuances are reported as other financing uses. Issuance costs, whether or not withheld from the actual debt proceeds received, are reported as debt service expenditures.

Notes to the Financial Statements

June 30, 2023

NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES - Continued

ASSETS/DEFERRED OUTFLOWS, LIABILITIES/DEFERRED INFLOWS, AND NET POSITION OR EQUITY - Continued

Net Position

In the government-wide financial statements, equity is classified as net position and displayed in three components:

Net Investment in Capital Assets - Consists of capital assets, including restricted capital assets, net of accumulated depreciation, and reduced by the outstanding balances of any bonds, mortgages, notes or other borrowings that are attributable to the acquisition, construction, or improvement of those assets.

Restricted - Consists of net position with constraints placed on the use either by (1) external groups such as creditors, grantors, contributors, or laws or regulations of other governments; or (2) law through constitutional provisions or enabling legislations.

Unrestricted - All other net position balances that do not meet the definition of “restricted” or “net investment in capital assets.”

NOTE 2 - STEWARDSHIP, COMPLIANCE AND ACCOUNTABILITY

BUDGETARY INFORMATION

Except for the exclusion of on-behalf payments from other governments, discussed below, the budgeted amounts for the Governmental Funds are adopted on the modified accrual basis, which differs from the accounting principles generally accepted in the United States of America.

The Board of Education follows these procedures in establishing the budgetary data reflected in the general purpose financial statements:

1. The Administration submits to the Board of Education a proposed operating budget for the fiscal year commencing July 1. The operating budget includes proposed expenditures and the means of financing them.
2. Public hearings are conducted and the proposed budget is available for inspection to obtain taxpayer comments.
3. Prior to September 30, the budget is legally adopted through passage of a resolution. By the last Tuesday in December, a tax resolution is filed with the county clerk to obtain tax revenues.
4. Management is authorized to transfer budget amounts, provided funds are transferred between the same function and object codes. The Board of Education is authorized to transfer up to a legal level of 10% of the total budget between functions within any fund; however, any revisions that alter the total expenditures of any fund must be approved by the Board of Education, after following the public hearing process mandated by law.
5. Formal budgetary integration is employed as a management control device during the year for all governmental funds.
6. All budget appropriations lapse at the end of the fiscal year.

GLEN ELLYN SCHOOL DISTRICT 41

Notes to the Financial Statements

June 30, 2023

NOTE 2 - STEWARDSHIP, COMPLIANCE AND ACCOUNTABILITY - Continued

EXCESS OF ACTUAL EXPENDITURES OVER BUDGET IN INDIVIDUAL FUNDS

The following funds had an excess of actual expenditures over budget as of the date of this report:

Fund	Excess
Transportation	\$ 337,738
Debt Services	263,066
Capital Projects	497,829

DEFICIT FUND BALANCE

The following fund had deficit fund balance as of the date of this report:

Fund	Deficit
Operations and Maintenance	\$ 610,982

NOTE 3 - DETAIL NOTES ON ALL FUNDS

DEPOSITS AND INVESTMENTS

Under State law, limits are imposed as to investments in commercial paper, corporate bonds, and mutual funds in which the District may invest, as well as the Illinois School District Liquid Asset Fund Plus (ISDLAF+).

The ISDLAF+ is a non-profit investment trust formed pursuant to the Illinois Municipal Code and managed by a Board of Trustees elected from participating members. It is not registered with the SEC as an investment company. Investments are sold valued at share price, which is the price for which the investment could be sold.

Interest Rate Risk, Credit Risk, Custodial Credit Risk, and Concentration Risk

Deposits. At year-end, the carrying amount of the District's deposits for governmental activities totaled \$10,167,205 and the bank balances totaled \$10,167,012.

GLEN ELLYN SCHOOL DISTRICT 41

Notes to the Financial Statements

June 30, 2023

NOTE 3 - DETAIL NOTES ON ALL FUNDS - Continued

DEPOSITS AND INVESTMENTS - Continued

Interest Rate Risk, Credit Risk, Custodial Credit Risk, and Concentration Risk - Continued

Investments. At year-end, the District has the following investments and maturities:

Investment Type	Fair Value	Investment Maturities (in Years)			
		Less Than 1	1-5	6-10	More Than 10
U.S. Treasury Securities \$	7,910,849	—	7,910,849	—	—
U.S. Agency Securities	11,455,868	—	11,455,868	—	—
Corporate Bonds	1,202,390	—	1,202,390	—	—
Municipal Bonds	3,766,505	—	3,766,505	—	—
ISDLAF+	37,787,131	37,787,131	—	—	—
Totals	62,122,743	37,787,131	24,335,612	—	—

The District has the following recurring fair value measurements as of June 30, 2023:

- U.S. Treasury Securities of \$7,910,849 are valued using a matrix pricing model (Level 1 inputs)
- U.S. Agency Securities of \$11,455,868 are valued using a matrix pricing model (Level 2 inputs)
- Corporate Bonds of \$1,202,390 are valued using a matrix pricing model (Level 2 inputs)
- Municipal Bonds of \$3,766,505 are valued using a matrix pricing model (Level 2 inputs)
- ISDLAF+ of \$37,787,131 are measured at the net asset value per share as determined by the pool

Debt Securities classified in Level 2 of the fair value hierarchy are valued using a matrix pricing technique. Matrix pricing is used to value securities based on the securities' relationship to benchmark quoted prices.

Interest Rate Risk. Interest rate risk is the risk that changes in interest rates will adversely affect the value of an investment. The District's investment policy does not limit investment maturities as a means of managing its exposure to fair value losses arising from increasing interest rates. However, the policy requires the District's investment portfolio to be sufficiently liquid to enable the District to meet all operating requirements as they come due.

Credit Risk. Credit risk is the risk that an issuer or other counterparty to an investment will not fulfill its obligations. To limit its exposure, the District's investment policy prefers investments shall be undertaken in a manner that seeks to ensure the preservation of capital in the overall portfolio. At year- and, the District's investment in the U.S. agency securities were rated Aaa/AA+ by Moody's and Standard & Poor's, the corporate bonds were rated A2/BBB+ by Moody's and Standard & Poor's, ISDLAF+ was rated AAAM by Standard & Poor's and the municipal bonds were rated Aa2 - AAA by Moody's and Standard and Poor's.

GLEN ELLYN SCHOOL DISTRICT 41

Notes to the Financial Statements

June 30, 2023

NOTE 3 - DETAIL NOTES ON ALL FUNDS - Continued

DEPOSITS AND INVESTMENTS - Continued

Interest Rate Risk, Credit Risk, Custodial Credit Risk, and Concentration Risk - Continued

Custodial Credit Risk - Deposits. With respect to deposits, custodial credit risk refers to the risk that, in the event of a bank failure, the District's deposits may not be returned to it. The District's investment policy limits the exposure to deposit custodial credit risk by requiring all deposits in excess of FDIC insurable limits to be secured by collateral in the event of default or failure of the financial institution holding the funds. As of June 30, 2023, the bank balance of the District's deposits with financial institutions totaled \$10,167,012; this entire amount was insured through FDIC insurance and additional letter of credit.

Custodial Credit Risk - Investments. For an investment, this is the risk that in the event of the failure of the counterparty, the District will not be able to recover the value of its investments or collateral securities that are in the possession of an outside party. The District's investment policy limits the exposure to investment custodial credit risk by requiring all investments be with financial institutions in excess of any insurance limit shall be collateralized in accordance with the Public Funds Investment Act, 30 ILCS 235. At year end, the District investment in ISDLAF+ was not subject to custodial credit risk.

Concentration of Credit Risk. Concentration of credit risk is the risk of loss attributed to the magnitude of the District's investment in a single issuer. The District's investment policy requires diversification of the investment portfolio to minimize risk of loss resulting from over-concentration in a particular type of security, risk factor, issuer, or maturity. The policy requires diversification strategies to be determined and revised periodically by the District's Investment Officer to meet the District's ongoing need for safety, liquidity, and rate of return. At year-end, the District does not have any investments over 5 percent of the total cash and investment portfolio (other than investments issued or explicitly guaranteed by the U.S. government and investments in mutual funds, external investment pools, and other pooled investments).

PERSONAL PROPERTY REPLACEMENT TAXES

Personal property replacement taxes are first allocated to the Municipal Retirement/Social Security Fund, and the balance is allocated to the remaining funds at the discretion of the District.

PROPERTY TAXES

The District must file its tax levy resolution by the last Tuesday in December of each year. The District's 2022 levy resolution was approved during the December 2022 board meeting. The District's property tax is levied each year on all taxable real property located in the District and it becomes a lien on the property on January 1 of that year. The owner of the real property on January 1 in any years is liable for taxes of that year.

The tax rate ceilings are applied at the fund level. These ceilings are established by state law subject to change only by the approval of the voters of the District.

The PTELA limitation is applied in the aggregate to the total levy (excluding certain levies for the repayment of debt). PTELA limits the increase in total taxes billed to the lesser of 5% or the percentage increase in the Consumer Price Index (CPI) for the preceding year. The amount can be exceeded to the extent there is "new growth" in the District's tax base. The new growth consists of new construction, annexations and tax increment finance district property becoming eligible for taxation. 147

GLEN ELLYN SCHOOL DISTRICT 41

Notes to the Financial Statements

June 30, 2023

NOTE 3 - DETAIL NOTES ON ALL FUNDS - Continued

PROPERTY TAXES - Continued

Property taxes are considered to be measurable when they have been collected by DuPage County. The District recognizes property tax revenue in the fiscal year for which they were levied - intended to finance operations. Based on the historical tax collection cycle, the District has intended to finance its operations with portions of both the 2022 and 2021 property tax levies. The property tax revenue in the current fiscal year financial statements represents the collections of the first half of the 2022 tax levy, the second half of the 2021 tax levy and minimal amounts from prior year levies.

The 2022 property tax levy is recognized as a receivable in the fiscal year 2023, net of estimated uncollectible amounts approximating 1% and less amounts already received. The District considers that the first installment of the 2022 levy is to be used to finance operations in fiscal year 2023. The District has determined that the second installment of the 2022 levy is to be used to finance operations in fiscal year 2023 and has included the corresponding receivable as a deferred inflow of resources.

INTERFUND TRANSFERS

Interfund transfers for the year consisted of the following:

Transfer In	Transfer Out	Amount
Debt Service	General - Education Account	\$ 263,116
Capital Projects	General - Education Account	<u>3,085,000</u>
		<u><u>3,348,116</u></u>

Transfers are used to move unrestricted revenues collected in the General Fund to finance various programs accounted for in other funds in accordance with budgetary authorizations.

GLEN ELLYN SCHOOL DISTRICT 41

Notes to the Financial Statements

June 30, 2023

NOTE 3 - DETAIL NOTES ON ALL FUNDS - Continued

CAPITAL ASSETS

Governmental Activities

Governmental capital asset activity for the year was as follows:

	Beginning Balances	Increases	Decreases	Ending Balances
Nondepreciable Capital Assets				
Land	\$ 149,300	3,062,500	—	3,211,800
Construction in Progress	1,120,343	2,397,731	1,800,401	1,717,673
	<u>1,269,643</u>	<u>5,460,231</u>	<u>1,800,401</u>	<u>4,929,473</u>
Depreciable/Amortizable Capital Assets				
Buildings	102,469,602	2,188,204	—	104,657,806
Building Improvements	2,788,716	—	—	2,788,716
Equipment	10,027,350	241,735	—	10,269,085
Vehicles	342,472	44,825	—	387,297
Leased Assets	936,622	—	—	936,622
	<u>116,564,762</u>	<u>2,474,764</u>	<u>—</u>	<u>119,039,526</u>
Less Accumulated Depreciation/Amortization				
Buildings	41,266,817	2,535,065	—	43,801,882
Building Improvements	1,288,228	133,144	—	1,421,372
Equipment	5,412,371	623,122	—	6,035,493
Vehicles	261,559	22,066	—	283,625
Leased Assets	683,388	253,234	—	936,622
	<u>48,912,363</u>	<u>3,566,631</u>	<u>—</u>	<u>52,478,994</u>
Total Net Depreciable/Amortizable Capital Assets	<u>67,652,399</u>	<u>(1,091,867)</u>	<u>—</u>	<u>66,560,532</u>
Total Net Capital Assets	<u>68,922,042</u>	<u>4,368,364</u>	<u>1,800,401</u>	<u>71,490,005</u>

GLEN ELLYN SCHOOL DISTRICT 41

Notes to the Financial Statements

June 30, 2023

NOTE 3 - DETAIL NOTES ON ALL FUNDS - Continued

CAPITAL ASSETS - Continued

Governmental Activities - Continued

Depreciation/amortization expense was charged to governmental activities as follows:

Regular Programs	\$ 2,338,227
Special Programs	811,767
General Administration	139,747
Business	57,543
Operations and Maintenance	<u>219,347</u>
	<u><u>3,566,631</u></u>

LONG-TERM DEBT

General Obligation Bonds

General Obligation bonds are direct obligations and pledge the full faith and credit of the District. General obligation bonds currently outstanding are as follows:

Issue	Beginning Balances	Issuances	Retirements	Ending Balances
General Obligation School Bonds of 2017 - Due in annual installments of \$820,000 to \$1,700,000 plus semi-annual interest at 3.00% - 5.00% through January 1, 2037.	<u>\$ 20,220,000</u>	—	1,000,000	<u>19,220,000</u>

Debt Certificates

The District issues debt certificates to provide funds for the acquisition and construction of major capital facilities. Debt certificates have been issued for governmental activities. Debt certificates currently outstanding are as follows:

Issue	Beginning Balances	Issuances	Retirements	Ending Balances
Debt Certificates of 2014 - Due in quarterly installments of \$80,500 to \$161,250 plus quarterly interest at 4.02% through April 1, 2029.	<u>\$ 3,950,000</u>	—	479,000	<u>3,436,000</u>

GLEN ELLYN SCHOOL DISTRICT 41

Notes to the Financial Statements

June 30, 2023

NOTE 3 - DETAIL NOTES ON ALL FUNDS - Continued

LONG-TERM DEBT - Continued

Leases Payable

The District has entered into a master equipment lease agreement during fiscal year 2005. Under this agreement the District entered into various counter part leases of which call for for annual payments plus interests from 0.00% to 3.09% payable from the Debt Service Fund through transfers from the Educational Account of the General Fund. The leases currently extended into fiscal year 2023. Total assets received under the lease amount to \$936,222. As of June 30, 2023, there are no future minimum lease obligations.

Long-Term Liabilities Activity

Changes in long-term liabilities during the fiscal year were as follows:

Type of Debt	Beginning Balances	Additions	Deductions	Ending Balances	Amounts Due within One Year
Governmental Activities					
Total OPEB Liability					
Retiree's Health Plan	\$ 849,613	16,386	—	865,999	—
THIS	23,265,492	—	16,217,898	7,047,594	—
Net Pension Liability/(Asset)					
TRS	2,381,958	—	53,665	2,328,293	—
IMRF	(980,314)	4,471,494	—	3,491,180	—
General Obligation Bonds	20,220,000	—	1,000,000	19,220,000	1,050,000
Plus: Unamortized Premium	1,125,667	—	78,088	1,047,579	78,088
Debt Certificates Payable	3,915,000	—	479,000	3,436,000	504,000
Lease Payable	256,373	—	256,373	—	—
	<u>51,033,789</u>	<u>4,487,880</u>	<u>18,085,024</u>	<u>37,436,645</u>	<u>1,632,088</u>

For governmental activities, the total OPEB liability for RBP, the total OPEB liability for THIS, and the net pension liability for TRS will be repaid from the General Fund (Educational Accounts). The Municipal Retirement/Social Security Fund liquidates the net pension liability/(asset) for IMRF. The general obligation bonds, debt certificates payable, and leases payable are being paid from the Debt Service Fund.

GLEN ELLYN SCHOOL DISTRICT 41

Notes to the Financial Statements

June 30, 2023

NOTE 3 - DETAIL NOTES ON ALL FUNDS - Continued

LONG-TERM DEBT - Continued

Legal Debt Margin

The District is subject to the Illinois School Code, which limits the amount of certain indebtedness to 6.9% of the most recent available equalized assessed valuation of the District. At year-end the legal debt margin is as follows:

Assessed Valuation - 2022	<u>\$ 1,572,306,765</u>
Legal Debt Limit - 6.9% of Assessed Value	108,489,167
Amount of Debt Applicable to Limit	<u>19,220,000</u>
Legal Debt Margin	<u><u>89,269,167</u></u>

Debt Service Requirements to Maturity

The annual debt service requirements to maturity, including principal and interest, are as follows:

Fiscal Year	General Obligation Bonds		Debt Certificates	
	Principal	Interest	Principal	Interest
2024	\$ 1,050,000	709,913	504,000	130,529
2025	1,100,000	657,413	530,000	109,877
2026	1,155,000	602,413	557,000	88,164
2027	1,210,000	544,663	585,000	65,350
2028	1,275,000	484,163	615,000	41,381
2029	1,310,000	445,913	645,000	16,206
2030	1,350,000	406,613	—	—
2031	1,390,000	366,113	—	—
2032	1,435,000	320,938	—	—
2033	1,485,000	274,300	—	—
2034	1,535,000	224,181	—	—
2035	1,585,000	172,375	—	—
2036	1,640,000	116,900	—	—
2037	1,700,000	59,500	—	—
Totals	<u>19,220,000</u>	<u>5,385,398</u>	<u>3,436,000</u>	<u>451,507</u>

GLEN ELLYN SCHOOL DISTRICT 41

Notes to the Financial Statements

June 30, 2023

NOTE 3 - DETAIL NOTES ON ALL FUNDS - Continued

NET POSITION CLASSIFICATIONS

Net investment in capital assets was comprised of the following as of June 30, 2023:

Governmental Activities	
Capital Assets - Net of Accumulated Depreciation	\$ 71,490,005
Less Capital Related Debt:	
General Obligation School Bonds of 2017	(19,220,000)
Unamortized Premium	(1,047,579)
Debt Certificates of 2014	<u>(3,436,000)</u>
Net Investment in Capital Assets	<u><u>47,786,426</u></u>

FUND BALANCE CLASSIFICATIONS

In the governmental fund financial statements, the District considers restricted amounts to have been spent when an expenditure is incurred for purposes for which both restricted and unrestricted fund balance is available. The District first utilizes committed, then assigned and then unassigned fund balance when an expenditure is incurred for purposes for which all three unrestricted fund balances are available.

Nonspendable Fund Balance. Consists of resources that cannot be spent because they are either: a) not in a spendable form; or b) legally or contractually required to be maintained intact.

Restricted Fund Balance. Consists of resources that are restricted to specific purposes, that is, when constraints placed on the use of resources are either: a) externally imposed by creditors (such as through debt covenants), grantors, contributors, or laws or regulations of other governments; or b) imposed by law through constitutional provisions or enabling legislation.

Committed Fund Balance. Consists of resources constrained (issuance of an ordinance) to specific purposes by the government itself, using its highest level of decision-making authority, the Board of Education; to be reported as committed, amounts cannot be used for any other purpose unless the government takes the same highest-level action to remove or change the constraint.

GLEN ELLYN SCHOOL DISTRICT 41

Notes to the Financial Statements

June 30, 2023

NOTE 3 - DETAIL NOTES ON ALL FUNDS - Continued

FUND BALANCE CLASSIFICATIONS - Continued

Assigned Fund Balance. Consists of amounts that are constrained by the Board of Education’ intent to be used for specific purposes but are neither restricted nor committed. Intent is expressed by a) the Board of Education itself or b) a body or official to which the Board of Education has delegated the authority to assign amounts to be used for specific purposes. The District’s highest level of decision-making authority is the Board of Education, who is authorized to assign amounts to a specific purpose.

Unassigned Fund Balance. Consists of residual net resources of a fund that has not been restricted, committed, or assigned within the General Fund and deficit fund balances of other governmental funds.

Minimum Fund Balance Policy. The District's policy manual states that the General Fund should maintain a minimum fund balance equal to 25% of the expenditures. The following is a schedule of fund balance classifications for the governmental funds as of the date of this report:

	Special Revenue						Totals
	General	Operations and Maintenance	Transportation	Municipal Retirement/ Social Security	Debt Service	Capital Projects	
Fund Balances							
Restricted							
Tort Immunity	\$ 19,614	—	—	—	—	—	19,614
Student Activities	47,720	—	—	—	—	—	47,720
Transportation	—	—	2,556,421	—	—	—	2,556,421
Retirement Benefits	—	—	—	1,225,670	—	—	1,225,670
Debt Service	—	—	—	—	528,391	—	528,391
Capital Projects	—	—	—	—	—	1,215,012	1,215,012
	<u>67,334</u>	<u>—</u>	<u>2,556,421</u>	<u>1,225,670</u>	<u>528,391</u>	<u>1,215,012</u>	<u>5,592,828</u>
Unassigned	37,304,992	(610,982)	—	—	—	—	36,694,010
Total Fund Balances	<u>37,372,326</u>	<u>(610,982)</u>	<u>2,556,421</u>	<u>1,225,670</u>	<u>528,391</u>	<u>1,215,012</u>	<u>42,286,838</u>

Notes to the Financial Statements

June 30, 2023

NOTE 4 - OTHER INFORMATION

RISK MANAGEMENT

The District is exposed to various risks of loss related to employee health benefits; workers' compensation claims; theft of, damage to, and destruction of assets; and natural disasters. To protect the District from workers' compensation risks, the District participates in the following public entity risk pool: Collective Liability Insurance Cooperative. The District pays annual premiums to the pool for insurance coverage. The arrangements with the pool provides that it will be self-sustaining through member premiums and will reinsure through commercial companies for claims in excess of certain levels established by the pool. There have been no significant reductions in insurance coverage from coverage in any of the past three fiscal years.

The District continues to carry commercial insurance for all other risks of loss, including general liability and health insurance. Premiums have been recorded as expenditures in the appropriate funds. There have been no significant reductions in insurance coverage from coverage in the prior years. Settled claims resulting from these risks have not exceeded commercial insurance coverage in any of the past three fiscal years.

CONTINGENT LIABILITIES

Litigation

The District is a defendant in various lawsuits. Although the outcome of these lawsuits is not presently determinable, in the opinion of the District's attorney, the resolution of these matters will not have a material adverse effect on the financial condition of the District.

State and Federal Contingencies

The District has received federal and state grants for specific purposes that are subject to review and audit by the grantor agencies. Such audits could lead to requests for reimbursements to the grantor agency for expenditures disallowed under the terms of the grant. Management believes such disallowance, if any, would be immaterial.

JOINT VENTURES

The District is a member of CASE (The Cooperative Association for Special Education) and DIEC (DuPage Intermediate Educational Cooperative), joint agreements that provide certain special education services to residents of many school districts. The District believes that because it does not control the selection of the governing authorities, and because of the control over employment of management personnel, operations, scope of public service, and special financing relationships exercised by the joint agreements' governing boards, these are not included as component units of the District.

Notes to the Financial Statements

June 30, 2023

NOTE 4 - OTHER INFORMATION - Continued

OTHER POST-EMPLOYMENT BENEFITS

Retiree Health Program

General Information about the OPEB Plan

Plan Description. The District's defined benefit OPEB plan, Retiree Health Program (RHP), provides OPEB for all permanent full-time employees of the District. RHP is a single-employer defined benefit OPEB plan administered by the District. Article 11 of the State Compiled Statutes grants the authority to establish and amend the benefit terms and financing requirements to the District Board. No assets are accumulated in a trust that meets the criteria in paragraph 4 of Statement 75.

Benefits Provided. RHP provides health insurance contributions for eligible retirees, spouses, and their dependents through the District's group health insurance plan which covers both active and retired members. Benefit provisions are established through collective bargaining agreements. Employees may continue coverage into retirement on the District medical plan on a pay-all basis. Dependents may also continue coverage on a pay-all basis. Coverage may continue for as long as required contributions are paid. TRS employees are not eligible for the plan and must seek outside coverage such as that offered through THIS. Retirees are eligible to be on the District's health insurance until the first month of Medicare.

Plan Membership. As of June 30, 2023, the measurement date, the following employees were covered by the benefit terms:

Inactive Plan Members Currently Receiving Benefits	27
Inactive Plan Members Entitled to but not yet Receiving Benefits	—
Active Plan Members	<u>435</u>
Total	<u><u>462</u></u>

Total OPEB Liability

The District's total OPEB liability was measured as of June 30, 2023, and was determined by an actuarial valuation as of that date.

Actuarial Assumptions and Other Inputs. The total OPEB liability in the June 30, 2023 actuarial valuation was determined using the following actuarial assumptions and other inputs, applied to all periods included in the measurement, unless otherwise specified:

Inflation	3.00%
Salary Increases	4.00%
Discount Rate	4.13%
Healthcare Cost Trend Rates	
Initial	Blue Advantage HMO Plan & HMO Illinois Plan - 4.50%, PPO Plan - 6.50%
Ultimate	Blue Advantage HMO Plan & HMO Illinois Plan - 4.50%, PPO Plan - 4.50%
Retirees' Share of Benefit-Related Costs	100% of projected health insurance premiums for retirees

GLEN ELLYN SCHOOL DISTRICT 41

Notes to the Financial Statements

June 30, 2023

NOTE 4 - OTHER INFORMATION - Continued

OTHER POST-EMPLOYMENT BENEFITS - Continued

Retiree Health Program - Continued

Total OPEB Liability - Continued

Actuarial Assumptions and Other Inputs - Continued. Mortality rates were based on the following:

Active IMRF follows PubG.H-2010(B) Mortality Table – General (below-median income) with future mortality improvement using Scale MP-2020

Retirees follows PubG.H-2010(B) Mortality Table – General (below-median income), Male adjusted 106% and Female adjusted 105% tables, with future mortality improvement using scale MP-2020.

Active and Retiree TRS Mortality follows the Sex Distinct Raw Rates as Developed in the PubT-2010 Study, with Employee Mortality Adjustment. These Rates are Improved Generationally using MP-2020 Improvement Rates and Weighted Based on the TRS June 30, 2021 Actuarial Valuation.

Change in the Total OPEB Liability

	<u>Total OPEB Liability</u>
Balance at June 30, 2022	<u>\$ 849,613</u>
Changes for the Year:	
Service Cost	51,367
Interest on the Total OPEB Liability	33,387
Changes of Benefit Terms	—
Difference Between Expected and Actual Experience	—
Changes of Assumptions or Other Inputs	(1,780)
Benefit Payments	(66,588)
Other Changes	—
Net Changes	<u>16,386</u>
Balance at June 30, 2023	<u><u>865,999</u></u>

Notes to the Financial Statements

June 30, 2023

NOTE 4 - OTHER INFORMATION - Continued

OTHER POST-EMPLOYMENT BENEFITS - Continued

Retiree Health Program - Continued

Sensitivity of the Total OPEB Liability to Changes in the Discount Rate

The following presents the total OPEB liability, calculated using a Single Discount Rate of 4.13%, while the prior valuation used 4.09%. The following presents the total OPEB liability, calculated using the discount rate, as well as what the OPEB liability would be if it were calculated using a Single Discount Rate that is one percentage point lower or one percentage point higher than the current discount rate:

		Current Discount Rate (4.13%)	1% Increase (5.13%)
	1% Decrease (3.13%)		
Total OPEB Liability	\$ 911,939	865,999	822,904

Sensitivity of the Total OPEB Liability to Changes in the Healthcare Cost Trend Rates

The following presents the total OPEB liability, calculated using variable Healthcare Trend Rates, as well as what the total OPEB liability would be if it were calculated using variable Healthcare Trend Rates that are one percentage point lower or one percentage point higher:

	1% Decrease (Varies)	Healthcare Cost Trend Rates (Varies)	1% Increase (Varies)
Total OPEB Liability	\$ 844,173	865,999	890,746

GLEN ELLYN SCHOOL DISTRICT 41

Notes to the Financial Statements

June 30, 2023

NOTE 4 - OTHER INFORMATION - Continued

OTHER POST-EMPLOYMENT BENEFITS - Continued

Retiree Health Program - Continued

OPEB Expense and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB

For the year ended June 30, 2023, the District recognized OPEB expense of \$44,616. At June 30, 2023, the District reported deferred outflows of resources and deferred inflows of resources related to OPEB from the following sources:

	Deferred Outflows of Resources	Deferred Inflows of Resources	Totals
Difference Between Expected and Actual Experience	\$ —	(193,450)	(193,450)
Change in Assumptions	49,804	(136,112)	(86,308)
Net Difference Between Projected and Actual Earnings on Pension Plan Investments	—	—	—
Totals	<u>49,804</u>	<u>(329,562)</u>	<u>(279,758)</u>

Amounts reported as deferred outflows of resources and deferred inflows of resources related to OPEB will be recognized in OPEB expense as follows:

Fiscal Year	Net Deferred (Inflows) of Resources
2024	\$ (40,138)
2025	(40,138)
2026	(40,138)
2027	(35,883)
2028	(32,538)
Thereafter	<u>(90,923)</u>
Total	<u>(279,758)</u>

Notes to the Financial Statements

June 30, 2023

NOTE 4 - OTHER INFORMATION - Continued

OTHER POST-EMPLOYMENT BENEFITS - Continued

Teachers' Health Insurance Security Fund

Plan Description

The District participates in the Teacher Health Insurance Security (THIS) Fund, a cost-sharing, multiple-employer defined benefit post-employment healthcare plan that was established by the Illinois legislature for the benefit of retired Illinois public school teachers employed outside the City of Chicago. THIS health coverage includes provisions for medical, prescription drug, and behavioral health benefits, but does not provide vision, dental, or life insurance benefits. Annuitants not enrolled in Medicare may participate in the state-administered participating provider option plan or choose from several managed care options. Beginning February 1, 2015, annuitants who were enrolled in Medicare Parts A and B may be eligible to enroll in Medicare Advantage Plans.

Benefits Provided. The State Employees Group Insurance Act of 1971 (5 ILCS 375) outlines the benefit provisions of the THIS Fund and amendments to the plan can be made only by legislative action with the Governor's approval. The plan is administered by Illinois Department of Central Management Services (CMS) with the cooperation of TRS. Section 6.6 of the State Employees Group Insurance Act of 1971 required all active contributors to TRS, who are not employees of the State, to contribute to the THIS Fund.

The percentage of employer required contributions in the future will not exceed 105 percent of the percentage of salary actually required to be paid in the previous fiscal year.

On Behalf Contributions to THIS Fund. The State of Illinois makes employer retiree health insurance contributions on behalf of the District. State contributions are intended to match contributions to THIS Fund from active members which were 0.90 percent of pay during the year ended June 30, 2023. State of Illinois contributions were \$269,077, and the District recognized revenues and expenditures of this amount during the year.

Employer Contributions to THIS Fund. The District also makes contributions to THIS Fund. The employer THIS Fund contribution was 0.67 percent during the year ended June 30, 2023. For the year ended June 30, 2023 the District paid \$200,313 to the THIS Fund, which was 100 percent of the required contribution.

Further Information on the THIS Fund. The publicly available financial report of the THIS Fund may be found on the website of the Illinois Auditor General: <https://www.auditor.illinois.gov/Audit-Reports/ABC-List.asp>. The current reports are listed under "Central Management Services." Prior reports are available under "Healthcare and Family Services."

Actuarial Assumptions. The total OPEB liability was determined by an actuarial valuation as of June 30, 2021, using the following actuarial assumptions, applied to all periods included in the measurement, unless otherwise specified.

Notes to the Financial Statements

June 30, 2023

NOTE 4 - OTHER INFORMATION - Continued

OTHER POST-EMPLOYMENT BENEFITS - Continued

Teachers' Health Insurance Security Fund - Continued

Plan Description - Continued

Actuarial Assumptions - Continued

Inflation:	2.25%
Salary Increases:	Depends on service and ranges from 8.50% at 1 year of service to 3.50% at 20 or more years of service.
Investment Rate of Return:	2.75%, net of OPEB plan investment expense, including inflation, for all plan years.
Healthcare Cost Trend Rates:	Trend rates for plan year 2023 are based on actual premium increases. For non-medicare costs, trend rates start at 8.00% for plan year 2024 and decrease gradually to an ultimate rate of 4.25% in 2039. For MAPD costs, trend rates are 0% in 2024 to 2028, 19.42% in 2029 to 2033 and 5.81% in 2034, declining gradually to an ultimate rate of 4.25% in 2039.

Mortality rates for retirement and beneficiary annuitants were based on the PubT-2010 Retiree Mortality Table, adjusted for TRS experience. For disabled annuitants mortality rates were based on the PubNS2010 Non-Safety Disabled Retiree Table. Mortality rates for pre-retirement were based on the PubT2010 Employee Mortality Table. All tables reflect future mortality improvements using Projection Scale MP-2020.

The actuarial assumptions used in the June 30, 2021 valuation were based on the results of an actuarial experience study for the period July 1, 2017 through June 30, 2020.

Single Discount Rate

Projected benefit payments were discounted to their actuarial present value using a Single Discount Rate that reflects (1) a long-term expected rate of return on OPEB plan investments (to the extent that the plan's fiduciary net position is projected to be sufficient to pay benefits), and (2) tax-exempt municipal bond rate based on an index of 20-year general obligation bond with an average AA credit rating as of the measurement date (to the extent that the contributions for use with the long-term expected rate of return are not met).

Since TRIP is financed on a pay-as-you-go basis, a discount rate consistent with fixed-income municipal bonds with 20 years to maturity that include only federally tax exempt municipal bonds as reported in Fidelity's index's "20-year Municipal GO AA Index" has been selected. The discount rates are 3.69% as of June 30, 2022, and 1.92% as of June 30, 2021.

Notes to the Financial Statements

June 30, 2023

NOTE 4 - OTHER INFORMATION - Continued

OTHER POST-EMPLOYMENT BENEFITS - Continued

Teachers' Health Insurance Security Fund - Continued

Sensitivity of the Employer's Proportionate Share of the Collective Net OPEB Liability to Changes in the Discount Rate

The following presents the District's proportionate share of the collective net OPEB liability, as well as what the District's proportionate share of the collective net OPEB liability would be if it were calculated using a discount rate that is one percentage point lower or one percentage point higher than the current discount rate:

	1% Decrease (4.69%)	Current Discount Rate (3.69%)	1% Increase (2.69%)
Employer's Proportionate Share of the OPEB Liability	\$ 7,832,429	7,047,594	6,241,154

Sensitivity of the Employer's Proportionate Share of the Collective Net OPEB Liability to Changes in the Healthcare Cost Trend Rates

The following table shows the plan's net OPEB liability as of June 30, 2022, using current trend rates and sensitivity trend rates that are either one percentage point higher or lower. The current claims trend rates are 8.00% in plan year end 2024, decreasing to an ultimate trend rate of 4.25% in plan year end 2039.

	1% Decrease	Healthcare Cost Trend Rates	1% Increase
Employer's Proportionate Share of the OPEB Liability	\$ 5,955,391	7,047,594	8,246,213

GLEN ELLYN SCHOOL DISTRICT 41

Notes to the Financial Statements

June 30, 2023

NOTE 4 - OTHER INFORMATION - Continued

OTHER POST-EMPLOYMENT BENEFITS - Continued

Teachers' Health Insurance Security Fund - Continued

OPEB Liabilities, OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB

At June 30, 2023, the District reported a liability for its proportionate share of the net OPEB liability that reflected a reduction for State OPEB support provided to the District. The collective net OPEB liability was measured as of June 30, 2022, and the total OPEB liability used to calculate the collective net OPEB liability was determined by an actuarial valuation as of that date. The District's proportion of the collective net OPEB liability was based on a projection of the District's long-term share of contributions to the OPEB plan relative to the projected contributions of the District, actuarially determined. At June 30, 2022, the District's proportion was 0.102964 percent, which was a decrease of 0.002523 from its proportion measured in the prior year. The State's support and total are for disclosure purposes only. The amount recognized by the District as its proportionate share of the net OPEB liability, the related State support, and the total portion of the net OPEB liability that was associated with the District were as follow:

Employer's Proportionate Share of the Net OPEB Liability	\$ 7,047,594
State's Proportionate Share of the Net OPEB Liability Associated with the Employer	<u>9,587,582</u>
Total	<u><u>16,635,176</u></u>

For the year ending June 30, 2023, the District recognized OPEB revenue and expense of \$269,077 for support provided by the State. For the year ending June 30, 2023, the District recognized OPEB revenue of \$3,108,760. At June 30, 2023, the District reported deferred outflows of resources and deferred inflows of resources related to OPEB from the following sources:

	Deferred Outflows of Resources	Deferred Inflows of Resources	Totals
Differences Between Expected and Actual Experience	\$ —	(4,609,473)	(4,609,473)
Net Difference Between Projected and Actual Earnings on Pension Investments	6,358	(17,384,540)	(17,378,182)
Changes of Assumptions	1,018	(161)	857
Changes in Proportion and Differences Between Employer Contributions and Proportionate Share of Contributions	—	(922,210)	(922,210)
Total Pension Expense to be Recognized in Future Periods	<u>7,376</u>	<u>(22,916,384)</u>	<u>(22,909,008)</u>
Employer Contributions Subsequent to the Measurement Date	200,313	—	200,313
Totals	<u><u>207,689</u></u>	<u><u>(22,916,384)</u></u>	<u><u>(22,708,695)</u></u>

Notes to the Financial Statements

June 30, 2023

NOTE 4 - OTHER INFORMATION - Continued

OTHER POST-EMPLOYMENT BENEFITS - Continued

Teachers' Health Insurance Security Fund - Continued

OPEB Liabilities, OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB - Continued

\$200,313 reported as deferred outflows of resources related to OPEB resulting from District contributions subsequent to the measurement date and before the end of the fiscal year will be included as a reduction of the collective net OPEB liability in the year ending June 30, 2024. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to OPEB will be recognized in the District's OPEB expense as follows:

Fiscal Year	Net Deferred (Inflows) of Resources
2024	\$ (3,758,891)
2025	(3,508,128)
2026	(3,130,285)
2027	(3,030,803)
2028	(2,992,419)
Thereafter	<u>(6,488,482)</u>
Total	<u><u>(22,909,008)</u></u>

RETIREMENT SYSTEMS

The retirement plans of the District include the Teachers' Retirement System of the State of Illinois (TRS) and the Illinois Municipal Retirement Fund (IMRF). Most funding for TRS is provided through payroll withholdings of certified employees and contributions made by the State of Illinois on-behalf of the District. IMRF is funded through property taxes and a perpetual lien of the District's corporate personal property replacement tax. Each retirement system is discussed below.

Teachers' Retirement System (TRS)

Plan Descriptions, Provisions and Funding Policies

The District participates in the Teachers' Retirement System of the State of Illinois (TRS). TRS is a cost-sharing multiple-employer defined benefit pension plan that was created by the Illinois legislature for the benefit of Illinois public school teachers employed outside the City of Chicago. TRS members include all active non-annuitants who are employed by a TRS-covered employer to provide services for which teacher licensure is required. The Illinois Pension Code outlines the benefit provisions of TRS, and amendments to the plan can only be made by legislative action with the Governor's approval. The TRS Board of Trustees is responsible for TRS's administration.

Notes to the Financial Statements

June 30, 2023

NOTE 4 - OTHER INFORMATION - Continued

RETIREMENT SYSTEMS - Continued

Teachers' Retirement System (TRS) - Continued

Plan Descriptions, Provisions and Funding Policies - Continued

TRS issues a publicly available financial report that can be obtained at <https://www.trsil.org/financial/acfrs>; by writing to TRS at 2815 W. Washington, PO Box 19253, Springfield, IL 62794; or by calling 888-678-3675, option 2.

Benefits Provided

TRS provides retirement, disability, and death benefits. Tier 1 members have TRS or reciprocal system service prior to January 1, 2011. Tier 1 members qualify for retirement benefits at age 62 with five years of service, at age 60 with 10 years, or age 55 with 20 years. The benefit is determined by the average of the four highest consecutive years of creditable earnings within the last 10 years of creditable service and the percentage of average salary to which the member is entitled. Most members retire under a formula that provides 2.2 percent of final average salary up to a maximum of 75 percent with 34 years of service.

Tier 2 members qualify for retirement benefits at age 67 with 10 years of service, or a discounted annuity can be paid at age 62 with 10 years of service. Creditable earnings for retirement purposes are capped and the final average salary is based on the highest consecutive eight years of creditable service rather than the highest four. Disability provisions for Tier 2 are identical to those of Tier 1. Death benefits are payable under a formula that is different than Tier 1.

Essentially all Tier 1 retirees receive an annual 3 percent increase in the current retirement benefit beginning January 1 following the attainment of age 61 or on January 1 following the member's first anniversary in retirement, whichever is later. Tier 2 annual increases will be the lesser of three percent of the original benefit or one-half percent of the rate of inflation beginning January 1 following attainment of age 67 or on January 1 following the member's first anniversary in retirement, whichever is later.

Public Act 100-0023, enacted in 2017, creates an optional Tier 3 hybrid retirement plan, but it has not yet gone into effect. Public Act 100-0587, enacted in 2018, requires TRS to offer two temporary benefit buyout programs that expire on June 30, 2026. One program allows retiring Tier 1 members to receive a partial lump-sum payment in exchange for accepting a lower, delayed annual increase. The other allows inactive vested Tier 1 and 2 members to receive a partial lump-sum payment in lieu of a retirement annuity. Both programs began in 2019 and are funded by bonds issued by the State of Illinois.

Contributions

The State of Illinois maintains the primary responsibility for funding TRS. The Illinois Pension Code, as amended by Public Act 88-0593 and subsequent acts, provides that for years 2010 through 2045, the minimum contribution to the System for each fiscal year shall be an amount determined to be sufficient to bring the total assets of the System up to 90 percent of the total actuarial liabilities of the System by the end of fiscal year 2045.

Notes to the Financial Statements

June 30, 2023

NOTE 4 - OTHER INFORMATION - Continued

RETIREMENT SYSTEMS - Continued

Teachers' Retirement System (TRS) - Continued

Contributions - Continued

Contributions from active members and TRS contributing employers are also required by the Illinois Pension Code. The contribution rates are specified in the pension code. The active member contribution rate for the year ended June 30, 2022, was 9.0 percent of creditable earnings. The member contribution, which may be paid on behalf of employees by the employer, is submitted to TRS by the employer.

On Behalf Contributions to TRS. The State of Illinois makes employer pension contributions on behalf of the employer. For the year ended June 30, 2023, State of Illinois contributions recognized by the employer were based on the State's proportionate share of the collective net pension liability associated with the employer, and the employer recognized revenue and expenditures of \$15,864,537 in pension contributions from the State.

2.2 Formula Contributions. Employers contribute 0.58 percent of total creditable earnings for the 2.2 formula change. The contribution rate is specified by statute. Contributions for the year ended June 30, 2023 were \$173,405 and are deferred because they were paid after the June 30, 2023 measurement date.

Federal and Special Trust Fund Contributions. When TRS members are paid from federal and special trust funds administered by the employer, there is a statutory requirement for the employer to pay an employer pension contribution from those funds. Under Public Act 100-0340, the federal and special trust fund contribution rate is the total employer normal cost beginning with the year ended June 30, 2018.

Previously, employer contributions for employees paid from federal and special trust funds were at the same rate as the state contribution rate to TRS and were much higher.

For the fiscal year ended June 30, 2023, the employer pension contribution was 10.49 percent of salaries paid from federal and special trust funds. For the fiscal year ended June 30, 2022, the employer pension contribution was 10.31 percent of salaries paid from those funds. For the fiscal year ended June 30, 2023, salaries totaling \$133,322 were paid from federal and special trust funds that required employer contributions of \$13,985, which was equal to the District's actual contributions. These contributions are deferred because they were paid after the June 30, 2022 measurement date.

Employer Retirement Cost Contributions. Under GASB Statement No. 68, contributions that an employer is required to pay because of a TRS member retiring are categorized as specific liability payments. The employer is required to make a one-time contribution to TRS for members granted salary increases over 6 percent if those salaries are used to calculate a retiree's final average salary.

Notes to the Financial Statements

June 30, 2023

NOTE 4 - OTHER INFORMATION - Continued

RETIREMENT SYSTEMS - Continued

Teachers' Retirement System (TRS) - Continued

Contributions - Continued

A one-time contribution is also required for members granted sick leave days in excess of the normal annual allotment if those days are used as TRS service credit. For the year ended June 30, 2023, the employer paid \$0 to TRS for employer contributions due on salary increases in excess of 6 percent, \$8,626 for salary increases in excess of 3 percent and \$0 for sick leave days granted in excess of the normal annual allotment.

Pension Liabilities, Pension Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions

At June 30, 2022, the employer reported a liability for its proportionate share of the net pension liability (first amount shown below) that reflected a reduction for state pension support provided to the employer. The state's support and total are for disclosure purposes only. The amount recognized by the employer as its proportionate share of the net pension liability, the related state support and the total portion of the net pension liability that was associated with the employer follows below:

Employer's Proportionate Share of the Net Pension Liability	\$ 2,328,293
State's Proportionate Share of the Net Pension Liability Associated with the Employer	<u>201,963,973</u>
Total	<u><u>204,292,266</u></u>

The net pension liability was measured as of June 30, 2022, and the total pension liability used to calculate the net pension liability was determined by an actuarial valuation as of June 30, 2022. The employer's proportion of the net pension liability was based on the employer's share of contributions to TRS for the measurement year ended June 30, 2022, relative to the contributions of all participating TRS employers and the state during that period. At June 30, 2022, the employer's proportion was 0.277700%, which was a decrease of 0.027600% from its proportion measured as of June 30, 2021.

For the year ended June 30, 2023, the employer recognized pension expense of \$15,864,537 and revenue of \$15,864,537 for support provided by the state. At June 30, 2023, the employer reported deferred outflows of resources and deterred inflows of resources related to pension from the following sources:

GLEN ELLYN SCHOOL DISTRICT 41

Notes to the Financial Statements

June 30, 2023

NOTE 4 - OTHER INFORMATION - Continued

RETIREMENT SYSTEMS - Continued

Teachers' Retirement System (TRS) - Continued

Pension Liabilities, Pension Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions - Continued

	Deferred Outflows of Resources	Deferred Inflows of Resources	Totals
Differences Between Expected and Actual Experience	\$ 4,680	(12,837)	(8,157)
Net Difference Between Projected and Actual Earnings on Pension Investments	2,130	—	2,130
Changes of Assumptions	10,736	(4,445)	6,291
Changes in Proportion and Differences Between Employer Contributions and Proportionate Share of Contributions	—	(499,097)	(499,097)
Total Pension Expense to be Recognized in Future Periods	17,546	(516,379)	(498,833)
Employer Contributions Subsequent to the Measurement Date	187,390	—	187,390
Totals	<u>204,936</u>	<u>(516,379)</u>	<u>(311,443)</u>

\$187,390 reported as deferred outflows of resources related to pensions resulting from employer contributions subsequent to the measurement date will be recognized as a reduction of the net pension liability in the reporting year ended June 30, 2024. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to pensions will be recognized in pension expense as follows:

Fiscal Year	Net Deferred (Inflows) of Resources
2024	\$ (231,703)
2025	(104,469)
2026	(120,385)
2027	(24,049)
2028	(18,227)
Thereafter	—
Total	<u>(498,833)</u>

Notes to the Financial Statements

June 30, 2023

NOTE 4 - OTHER INFORMATION - Continued

RETIREMENT SYSTEMS - Continued

Teachers' Retirement System (TRS) - Continued

Actuarial Assumptions

The total pension liability in the June 30, 2022 actuarial valuation was determined using the following actuarial assumptions, applied to all periods included in the measurement:

Inflation: 2.50 Percent

Salary Increases: Varies by Amount of Service Credit

Investment Rate of Return: 7.00 Percent, Net of Pension Plan Investment Expense, Including Inflation

In the June 30, 2022 actuarial valuation, mortality rates were based on the PubT -2010 Table with appropriate adjustments for TRS experience. The rates are based on a fully-generational basis using projection table MP-2020. In the June 30, 2021 actuarial valuation, mortality rates were based on the PubT-2010 White Collar Table with appropriate adjustments for TRS experience. The rates were used on a fully-generational basis using projection table MP-2020.

The long-term (20-year) expected rate of return on pension plan investments was determined using a building-block method in which best-estimate ranges of expected future real rates of return (expected returns, net of pension plan investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation. The target allocation and best estimates of arithmetic real rates of return for each major asset class that were used by the actuary are summarized in the following table:

GLEN ELLYN SCHOOL DISTRICT 41

Notes to the Financial Statements

June 30, 2023

NOTE 4 - OTHER INFORMATION - Continued

RETIREMENT SYSTEMS - Continued

Teachers' Retirement System (TRS) - Continued

Actuarial Assumptions - Continued

Asset Class	Target Allocation	Long-Term Expected Real Rate of Return
U.S. Large Cap	16.3%	5.7%
U.S. Small/Mid Cap	1.9%	6.8%
International Equities Developed	14.1%	6.6%
Emerging Market Equities	4.7%	8.6%
U.S. Bonds Core	6.9%	1.2%
Cash Equivalents	1.2%	(0.3%)
TIPS	0.5%	0.3%
International Debt Developed	1.2%	6.6%
Emerging International Debt	3.7%	3.8%
Real Estate	16.0%	5.4%
Private Debt	12.5%	5.3%
Hedge Funds	4.0%	3.5%
Private Equity	15.0%	10.0%
Infrastructure	2.0%	5.9%
Total	100.0%	

Discount Rate

At June 30, 2022, the discount rate used to measure the total pension liability was 7.0 percent, which was the same as the June 30, 2021 rate. The projection of cash flows used to determine the discount rate assumed that employee contributions, employer contributions and state contributions will be made at the current statutorily-required rates.

Based on those assumptions, TRS's fiduciary net position at June 30, 2022 was projected to be available to make all projected future benefit payments to current active and inactive members and all benefit recipients. Tier 1's liability is partially funded by Tier 2 members, as the Tier 2 member contribution is higher than the cost of Tier 2 benefits. Due to this subsidy, contributions from future members in excess of the service cost are also included in the determination of the discount rate. All projected future payments were covered, so the long-term expected rate of return on TRS investments was applied to all periods of projected benefit payments to determine the total pension liability.

Notes to the Financial Statements

June 30, 2023

NOTE 4 - OTHER INFORMATION - Continued

RETIREMENT SYSTEMS - Continued

Teachers' Retirement System (TRS) - Continued

Sensitivity of the Employer's Proportionate Share of the Net Pension Liability to Changes in the Discount Rate

The following presents the employer's proportionate share of the net pension liability calculated using the discount rate of 7.00 percent, as well as what the employer's proportionate share of the net pension liability would be if it were calculated using a discount rate that is one percentage-point lower or one percentage-point higher than the current rate.

	1% Decrease (8.00%)	Current Discount Rate (7.00%)	1% Increase (6.00%)
Employer's Proportionate Share of the OPEB Liability	\$ 2,847,523	2,328,293	1,897,730

TRS Fiduciary Net Position

Detailed information about the TRS's fiduciary net position as of June 30, 2022 is available in the separately issued TRS *Annual Comprehensive Financial Report*.

Illinois Municipal Retirement Fund (IMRF)

Plan Descriptions

Plan Administration. The District's defined benefit pension plan for regular employees provides retirement and disability benefits, post-retirement increases, and death benefits to plan members and beneficiaries. The District's plan is managed by the Illinois Municipal Retirement Fund (IMRF), the administrator of a defined benefit agent multi-employer public pension fund. A summary of IMRF's pension benefits is provided in the "Benefits Provided" section of this document. Details of all benefits are available from IMRF. Benefit provisions are established by statute and may only be changed by the General Assembly of the State of Illinois. IMRF issues a publicly available Annual Comprehensive Financial Report that includes financial statements, detailed information about the pension plan's fiduciary net position, and required supplementary information. The report is available for download at www.imrf.org.

Benefits Provided. IMRF has three benefit plans. The vast majority of IMRF members participate in the Regular Plan (RP). The Sheriff's Law Enforcement Personnel (SLEP) plan is for sheriffs, deputy sheriffs, and selected police chiefs. Counties could adopt the Elected County Official (ECO) plan for officials elected prior to August 8, 2011 (the ECO plan was closed to new participants after that date).

GLEN ELLYN SCHOOL DISTRICT 41

Notes to the Financial Statements

June 30, 2023

NOTE 4 - OTHER INFORMATION - Continued

RETIREMENT SYSTEMS - Continued

Illinois Municipal Retirement Fund (IMRF) - Continued

Plan Descriptions - Continued

Benefits Provided - Continued. All three IMRF benefit plans have two tiers. Employees hired *before* January 1, 2011, are eligible for Tier 1 benefits. Tier 1 employees are vested for pension benefits when they have at least eight years of qualifying service credit. Tier 1 employees who retire at age 55 (at reduced benefits) or after age 60 (at full benefits) with eight years of service are entitled to an annual retirement benefit, payable monthly for life, in an amount equal to 1-2/3% of the final rate of earnings for the first 15 years of service credit, plus 2% for each year of service credit after 15 years to a maximum of 75% of their final rate of earnings. Final rate of earnings is the highest total earnings during any consecutive 48 months within the last 10 years of service, divided by 48. Under Tier 1, the pension is increased by 3% of the original amount on January 1 every year after retirement.

Employees hired on or after January 1, 2011, are eligible for Tier 2 benefits. For Tier 2 employees, pension benefits vest after ten years of service. Participating employees who retire at age 62 (at reduced benefits) or after age 67 (at full benefits) with ten years of service are entitled to an annual retirement benefit, payable monthly for life, in an amount equal to 1-2/3% of the final rate of earnings for the first 15 years of service credit, plus 2% for each year of service credit after 15 years to a maximum of 75% of their final rate of earnings. Final rate of earnings is the highest total earnings during any 96 consecutive months within the last 10 years of service, divided by 96. Under Tier 2, the pension is increased on January 1 every year after retirement, upon reaching age 67, by the lesser of:

- 3% of the original pension amount, or
- 1/2 of the increase in the Consumer Price Index of the original pension amount.

Plan Membership. As of December 31, 2022, the measurement date, the following employees were covered by the benefit terms:

Inactive Plan Members Currently Receiving Benefits	201
Inactive Plan Members Entitled to but not yet Receiving Benefits	404
Active Plan Members	<u>134</u>
Total	<u><u>739</u></u>

Contributions. As set by statute, the District's Regular Plan Members are required to contribute 4.50% of their annual covered salary. The statute requires employers to contribute the amount necessary, in addition to member contributions, to finance the retirement coverage of its own employees. For the year-ended June 30, 2023, the District's contribution was 9.35% of covered payroll.

Net Pension Liability. The District's net pension liability was measured as of December 31, 2022. The total pension liability used to calculate the net pension liability was determined by an actuarial valuation as of that date.

GLEN ELLYN SCHOOL DISTRICT 41

Notes to the Financial Statements

June 30, 2023

NOTE 4 - OTHER INFORMATION - Continued

RETIREMENT SYSTEMS - Continued

Illinois Municipal Retirement Fund (IMRF) - Continued

Plan Descriptions - Continued

Actuarial Assumptions. The total pension liability was determined by an actuarial valuation performed, as of December 31, 2022, using the following actuarial methods and assumptions:

Actuarial Cost Method	Entry Age Normal
Asset Valuation Method	Fair Value
Actuarial Assumptions	
Interest Rate	7.25%
Salary Increases	2.85% to 13.75%
Cost of Living Adjustments	2.75%
Inflation	2.25%

For nondisabled retirees, the Pub-2010, Amount-Weighted, below-median income, General, Retiree, Male (adjusted 106%) and Female (adjusted 105%) tables, and future mortality improvements projected using scale MP-2020. For disabled retirees, the Pub-2010, Amount-Weighted, below-median income, General, Disabled Retiree, Male and Female (both unadjusted) tables, and future mortality improvements projected using scale MP-2020. For active members, the Pub-2010, Amount-Weighted, below-median income, General, Employee, Male and Female (both unadjusted) tables, and future mortality improvements projected using scale MP-2020.

The long-term expected rate of return on pension plan investments was determined using a building-block method in which best-estimate ranges of expected future real rates of return (expected returns, net of pension plan investment expense, and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return to the target asset allocation percentage and adding expected inflation. The target allocation and best estimates of geometric real rates of return for each major asset class are summarized in the following table:

GLEN ELLYN SCHOOL DISTRICT 41

Notes to the Financial Statements

June 30, 2023

NOTE 4 - OTHER INFORMATION - Continued

RETIREMENT SYSTEMS - Continued

Illinois Municipal Retirement Fund (IMRF) - Continued

Plan Descriptions - Continued

Actuarial Assumptions - Continued.

Asset Class	Target	Long-Term Expected Real Rate of Return
Fixed Income	25.50%	4.90%
Domestic Equities	35.50%	6.50%
International Equities	18.00%	7.60%
Real Estate	10.50%	6.20%
Blended	9.50%	6.25% - 9.90%
Cash and Cash Equivalents	1.00%	4.00%

Discount Rate

The discount rate used to measure the total pension liability was 7.25%, the same as the prior valuation. The projection of cash flows used to determine the discount rate assumed that member contributions will be made at the current contribution rate and that District contributions will be made at rates equal to the difference between the actuarially determined contribution rates and the member rate. Based on those assumptions, the Fund's fiduciary net position was projected to be available to make all project future benefit payments of current plan members. Therefore, the long-term expected rate of return on pension plan investments was applied to all period of projected benefit payments to determine the total pension liability.

Discount Rate Sensitivity

The following is a sensitivity analysis of the net pension liability to changes in the discount rate. The table below presents the net pension liability of the District calculated using the discount rate as well as what the District's net pension liability would be if it were calculated using a discount rate that is one percentage point lower or one percentage point higher than the current rate:

	1% Decrease (6.25%)	Current Discount Rate (7.25%)	1% Increase (8.25%)
Net Pension Liability	\$ 6,050,088	3,491,180	1,390,072

GLEN ELLYN SCHOOL DISTRICT 41

Notes to the Financial Statements

June 30, 2023

NOTE 4 - OTHER INFORMATION - Continued

RETIREMENT SYSTEMS - Continued

Illinois Municipal Retirement Fund (IMRF) - Continued

Changes in the Net Pension Liability/(Asset)

	Total Pension Liability (A)	Plan Fiduciary Net Position (B)	Net Pension Liability/ (Asset) (A) - (B)
Balances at December 31, 2021	\$ 24,047,412	25,027,726	(980,314)
Changes for the Year:			
Service Cost	523,629	—	523,629
Interest on the Total Pension Liability	1,716,281	—	1,716,281
Changes of Benefit Terms	—	—	—
Difference Between Expected and Actual Experience of the Total Pension Liability	(172,478)	—	(172,478)
Changes of Assumptions	—	—	—
Contributions - Employer	—	507,576	(507,576)
Contributions - Employees	—	231,406	(231,406)
Net Investment Income	—	(3,044,899)	3,044,899
Benefit Payments, Including Refunds of Employee Contributions	(1,272,758)	(1,272,758)	—
Other (Net Transfer)	—	(98,145)	98,145
Net Changes	794,674	(3,676,820)	4,471,494
Balances at December 31, 2022	24,842,086	21,350,906	3,491,180

Pension Expense, Deferred Outflows of Resources, and Deferred Inflows of Resources Related to Pensions

For the year ended June 30, 2023, the District recognized pension expense of \$790,435. At June 30, 2023, the District reported deferred outflows or resources and deferred inflows of resources related to pensions from the following sources:

GLEN ELLYN SCHOOL DISTRICT 41

Notes to the Financial Statements

June 30, 2023

NOTE 4 - OTHER INFORMATION - Continued

RETIREMENT SYSTEMS - Continued

Illinois Municipal Retirement Fund (IMRF) - Continued

Pension Expense, Deferred Outflows of Resources, and Deferred Inflows of Resources Related to Pensions - Continued

	Deferred Outflows of Resources	Deferred Inflows of Resources	Totals
Differences Between Expected and Actual Experience	\$ —	(68,651)	(68,651)
Changes of Assumptions	—	—	—
Net Difference Between Projected and Actual Earnings on Pension Plan Investments	1,691,053	—	1,691,053
Total Pension Expense to be Recognized in Future Periods	1,691,053	(68,651)	1,622,402
Pension Contributions Made Subsequent to the Measurement Date	237,346	—	237,346
Totals	<u>1,928,399</u>	<u>(68,651)</u>	<u>1,859,748</u>

\$237,346 reported as deferred outflows of resources related to pensions resulting from employer contributions subsequent to the measurement date will be recognized as a reduction of the net pension liability in the reporting year ended June 30, 2024. Amounts reported as deferred outflows of resources and deferred inflows of resources related to pensions will be recognized in pension expense in future periods as follows:

Fiscal Year	Net Deferred Outflows/(Inflows) of Resources
2024	\$ (177,666)
2025	277,187
2026	555,579
2027	967,302
2028	—
Thereafter	—
Total	<u>1,622,402</u>

REQUIRED SUPPLEMENTARY INFORMATION

Required supplementary information includes financial information and disclosures that are required by the GASB but are not considered a part of the basic financial statements. Such information includes:

- Schedule of Changes in the Employer's Total OPEB Liability
Retiree Health Program
- Schedule Employer Contributions
Teacher's Health Insurance Security Fund
- Schedule of Employer's Proportionate Share of the Collective Net OPEB Liability
Teacher's Health Insurance Security Fund
- Schedule of Employer's Proportionate Share of the Net Pension Liability and Employer Contributions
Teachers' Retirement System
- Schedule Employer Contributions
Illinois Municipal Retirement Fund
- Schedule of Changes in the Employer's Net Pension Liability/(Asset)
Illinois Municipal Retirement Fund
- Budgetary Comparison Schedules
General Fund
Operations and Maintenance - Special Revenue Fund
Transportation - Special Revenue Fund
Municipal Retirement/Social Security - Special Revenue Fund

Notes to the Required Supplementary Information

Budgetary Information - Budgets are adopted on a basis consistent with generally accepted accounting principles.

GLEN ELLYN SCHOOL DISTRICT 41

Retirement Health Program

Schedule of Changes in the Employer's Total OPEB Liability

June 30, 2021

See Following Page

GLEN ELLYN SCHOOL DISTRICT 41

Retirement Health Program

Schedule of Changes in the Employer's Total OPEB Liability

June 30, 2023

	<u>6/30/18</u>
Total OPEB Liability	
Service Cost	\$ 60,064
Interest	34,006
Changes in Benefit Terms	—
Differences Between Expected and Actual	
Experience	(65,550)
Change of Assumptions or Other Inputs	(8,776)
Benefit Payments	(99,712)
Other	—
Net Change in Total OPEB Liability	<u>(79,968)</u>
Total OPEB Liability - Beginning	<u>1,256,397</u>
Total OPEB Liability - Ending	<u><u>1,176,429</u></u>
Covered-Employee Payroll	\$ 28,390,598
Total OPEB Liability as a Percentage of Covered-Employee Payroll	4.14%

Notes:

This schedule is intended to show information for ten years. Information for additional years will be displayed as it becomes available.

No assets are accumulated in a trust that meets the criteria in paragraph 4 of Statement 75.

Changes of Assumptions. Changes in assumptions related to the discount rate were made in 2018 - 2023.

6/30/19	6/30/20	6/30/21	6/30/22	6/30/23
56,663	52,726	51,859	62,953	51,367
33,315	30,945	24,944	21,622	33,387
—	—	—	—	—
—	(98,472)	—	(133,474)	(1,780)
10,601	(69,379)	28,244	(68,241)	—
(116,975)	(99,749)	(51,770)	(50,149)	—
(1,023)	(11,456)	—	—	(66,588)
(17,419)	(195,385)	53,277	(167,289)	16,386
1,176,429	1,159,010	963,625	1,016,902	849,613
1,159,010	963,625	1,016,902	849,613	865,999
28,390,598	28,231,540	28,231,540	31,346,879	32,556,353
4.08%	3.41%	3.60%	2.71%	2.66%

GLEN ELLYN SCHOOL DISTRICT 41

**Teacher's Health Insurance Security Fund
Schedule of Employer Contributions
June 30, 2023**

Fiscal Year	Actuarially Determined Contribution	Contributions in Relation to the Actuarially Determined Contribution	Contribution Excess/ (Deficiency)	Covered Payroll	Contributions as a Percentage of Covered Payroll
2018	\$ 224,097	\$ 224,097	\$ —	\$ 24,526,340	0.91%
2019	240,023	240,023	—	25,465,572	0.94%
2020	245,612	245,612	—	26,696,957	0.92%
2021	251,945	251,945	—	27,385,311	0.92%
2022	190,378	190,378	—	28,414,621	0.67%
2023	200,313	200,313	—	29,897,428	0.67%

Note:

This schedule is intended to show information for ten years. Information for additional years will be displayed as it becomes available.

GLEN ELLYN SCHOOL DISTRICT 41

**Teacher's Health Insurance Security Fund
Schedule of Employer Contributions - Continued
June 30, 2023**

Notes to the Schedule of Employer Contributions

Valuation Date	June 30, 2021
Measurement Date	June 30, 2022
Sponsor's Fiscal Year End	June 30, 2023

Methods and Assumptions Used to Determine Actuarial Liability and Contributions:

Actuarial Cost Method	Entry Age Normal, used to measure the Total OPEB Liability
Contribution Policy	Benefits are financed on a pay-as-you go basis. Contribution rates are defined by statute. For fiscal year end June 30, 2022, contribution rates are 0.90% of pay for active members, 0.67% of pay for school districts and 0.90% of pay for the State. Retired members contribute a percentage of premium rates. The goal of the policy is to finance current year costs plus a margin for incurred but not paid plan costs.
Asset Valuation Method	Fair Value
Investment Rate of Return	2.75%, net of OPEB plan investment expense, including inflation for all plan years.
Inflation	2.25%
Salary Increases	Depends on service and ranges from 8.50% at 1 year of service to 3.50% at 20 or more years of service.
Retirement Age	Experience-based table of rates that are specific to the type of eligibility condition. Last updated for the actuarial valuation as of June 30, 2021.
Mortality	Retirement and Beneficiary Annuitants: PubT-2010 Retiree Mortality Table, adjusted for TRS experience. Disabled Annuitants: PubNS-2010 Non-Safety Disabled Retiree Table. PreRetirement: PubT-2010 Employee Mortality Table. All tables reflect future mortality improvements using Projection Scale MP-2020.
Healthcare Cost Trend Rates	Trend rates for plan year 2023 are based on actual premium increases. For non-medicare costs, trend rates start at 8.00% for plan year 2024 and decrease gradually to an ultimate rate of 4.25% in 2039. For MAPD costs, trend rates are 0% in 2024 to 2028, 19.42% in 2029 to 2033 and 5.81% in 2034, declining gradually to an ultimate rate of 4.25% in 2039.
Aging Factors	Based on the 2013 SOA Study "Health Care Costs - From Birth to Death".
Expenses	Health administrative expenses are included in the development of the per capita claims costs. Operating expenses are included as a component of the Annual OPEB Expense.

GLEN ELLYN SCHOOL DISTRICT 41

Teacher's Health Insurance Security Fund

Schedule of the Employer's Proportionate Share of the Collective Net OPEB Liability

June 30, 2023

	<u>6/30/18</u>
Employer's Proportion of the Net OPEB Liability	0.112734%
Employer's Proportionate Share of the Net OPEB Liability	\$ 29,253,933
State's Proportionate Share of the Net OPEB Liability Associated with the Employer	<u>38,417,683</u>
Total	<u><u>67,671,616</u></u>
Employer's Covered Payroll	\$ N/A
Employer's Proportionate Share of the Net OPEB Liability as a % of its Covered Payroll	N/A
Plan Fiduciary Net Position as a Percentage of the Total OPEB Liability	(0.17%)

Notes:

The amounts presented were determined as of the prior fiscal-year end.

This schedule is intended to show information for ten years. Information for additional years will be displayed as it becomes available.

N/A - Not Available

6/30/19	6/30/20	6/30/21	6/30/22	6/30/23
0.108590%	0.100457%	0.105444%	0.105487%	0.102964%
28,608,970	27,803,871	28,191,518	23,265,492	7,047,594
38,415,677	37,649,959	38,191,824	31,544,657	9,587,582
67,024,647	65,453,830	66,383,342	54,810,149	16,635,176
24,526,340	25,465,572	26,696,957	27,385,311	28,414,621
116.65%	109.18%	105.60%	84.96%	24.80%
(0.07%)	0.25%	0.70%	1.40%	5.24%

GLEN ELLYN SCHOOL DISTRICT 41

Teachers' Retirement System

**Schedule of the Employer's Proportionate Share of the Net Pension Liability and Employer Contributions
June 30, 2023**

	6/30/15	6/30/16
Employer's Proportion of the Net Pension Liability	0.003913%	0.004518%
Employer's Proportionate Share of the Net Pension Liability	\$ 2,381,414	2,959,718
State's Proportionate Share of the Net Pension Liability Associated with the Employer	132,094,587	162,328,767
Total	134,476,001	165,288,485
Employer's Covered Payroll	\$ N/A	24,307,482
Employer's Proportionate Share of the Net Pension Liability as a % of its Covered-Employee Payroll	N/A	N/A
Plan Fiduciary Net Position as a Percentage of the Total Pension Liability	43.00%	41.50%
Contractually-Required Contribution	\$ 153,586	197,996
Contributions in Relation to the Contractually Required Contribution	159,373	197,996
Contribution Deficiency (Excess)	(5,787)	—
Employer's Covered Payroll	\$ N/A	N/A
Contributions as a % of Covered Payroll	N/A	N/A

Notes:

The amounts presented were determined as of the prior fiscal-year end.

This schedule is intended to show information for ten years. Information for additional years will be displayed as it becomes available.

For the 2022 measurement year, the assumed investment rate of return was of 7.0 percent, including an inflation rate of 2.50 percent and a real return of 4.50 percent. Salary increases were assumed to vary by service credit. These actuarial assumptions were based on an experience study dated September 30, 2021.

For the 2021-2017 measurement years, the assumed investment rate of return was 7.0, including an inflation rate of 2.25 percent and a real return of 4.75 percent. Salary increases were assumed to vary by service credit. The assumptions used for the 2020-2018 and 2017-2016 measurement years were based on an experience study dated September 18, 2018 and August 13, 2015, respectively.

For the 2015 measurement year, the assumed investment rate of return was 7.5 percent, including an inflation rate of 3.0 percent and a real return of 4.5 percent. Salary increases were assumed to vary by service credit. Various other changes in assumptions were adopted based on the experience analysis for the three year period ending June 30, 2014.

For the 2014 measurement year, the assumed investment rate of return was also 7.5 percent, including an inflation rate of 3.0 percent and a real return of 4.5 percent. However, salary increases were assumed to vary by age.

6/30/17	6/30/18	6/30/19	6/30/20	6/30/21	6/30/22	6/30/23
0.005279%	0.006161%	0.002996%	0.003740%	0.003174%	0.305300%	0.277056%
4,167,281	4,707,121	2,335,256	3,033,205	2,736,093	2,381,958	2,328,293
203,120,786	189,862,200	159,974,799	215,869,887	214,305,022	199,633,377	201,963,973
207,288,067	194,569,321	162,310,055	218,903,092	217,041,115	202,015,335	204,292,266
24,814,128	24,526,340	25,465,572	26,696,957	27,385,311	28,414,621	29,897,428
16.79%	19.19%	9.17%	11.36%	9.99%	8.38%	7.79%
36.40%	39.30%	40.00%	39.60%	37.80%	45.10%	42.80%
239,125	158,509	173,678	178,117	180,130	217,318	187,390
260,915	173,428	175,953	179,498	181,136	210,408	187,239
(21,790)	(14,919)	(2,275)	(1,381)	(1,006)	6,910	151
24,307,482	24,814,128	24,526,340	25,465,572	26,696,957	27,385,311	28,414,621
1.07%	0.70%	0.72%	0.70%	0.68%	0.77%	0.66%

GLEN ELLYN SCHOOL DISTRICT 41

**Illinois Municipal Retirement Fund
Schedule of Employer Contributions
June 30, 2023**

Fiscal Year	Actuarially Determined Contribution	Contributions in Relation to the Actuarially Determined Contribution	Contribution Excess/ (Deficiency)	Covered Payroll	Contributions as a Percentage of Covered Payroll
2015	\$ 503,371	\$ 502,330	\$ (1,041)	\$ 4,373,334	11.49%
2016	479,580	479,579	(1)	4,225,373	11.35%
2017	484,961	484,961	—	4,148,511	11.69%
2018	513,022	520,054	7,032	4,314,733	12.05%
2019	555,649	557,236	1,587	4,742,809	11.75%
2020	516,705	516,705	—	4,807,488	10.75%
2021	600,313	600,313	—	5,167,246	11.62%
2022	548,938	548,938	—	5,119,624	10.72%
2023	478,013	478,013	—	5,110,865	9.35%

Notes to the Required Supplementary Information:

Actuarial Cost Method	Entry Age Normal
Amortization Method	Level % Pay (Closed)
Remaining Amortization Period	21 Years
Asset Valuation Method	5-Year Smoothed Fair Value
Inflation	2.25%
Salary Increases	2.85% to 13.75%, Including Inflation
Investment Rate of Return	7.25%
Retirement Age	See the Notes to the Financial Statements
Mortality	For non-disabled retirees, the Pub-2010, Amount-Weighted, below-median income, General, Retiree, Male (adjusted 106%) and Female (adjusted 105%) tables, and future mortality improvements projected using scale MP-2020. For disabled retirees, the Pub-2010, Amount-Weighted, below-median income, General, Disabled Retiree, Male and Female (both unadjusted) tables, and future mortality improvements projected using scale MP-2020. For active members, the Pub-2010, Amount-Weighted, below-median income, General, Employee, Male and Female (both unadjusted) tables, and future mortality improvements projected using scale MP-2020.

Note:

This schedule is intended to show information for ten years. Information for additional years will be displayed as it becomes available.

GLEN ELLYN SCHOOL DISTRICT 41

Illinois Municipal Retirement Fund

Schedule of Changes in the Employer's Net Pension Liability/(Asset)

June 30, 2023

See Following Page

GLEN ELLYN SCHOOL DISTRICT 41

Illinois Municipal Retirement Fund

Schedule of Changes in the Employer's Net Pension Liability/(Asset)

June 30, 2023

	12/31/14	12/31/15
Total Pension Liability		
Service Cost	\$ 516,324	510,323
Interest	1,183,675	1,333,210
Changes in Benefit Terms	—	—
Differences Between Expected and Actual Experience	277,372	(48,931)
Change of Assumptions	880,888	(660,359)
Benefit Payments, Including Refunds of Member Contributions	(752,204)	(1,044,129)
Net Change in Total Pension Liability	2,106,055	90,114
Total Pension Liability - Beginning	15,900,274	18,006,329
Total Pension Liability - Ending	18,006,329	18,096,443
Plan Fiduciary Net Position		
Contributions - Employer	\$ 502,330	479,579
Contributions - Members	196,388	190,142
Net Investment Income	912,452	79,099
Benefit Payments, Including Refunds of Member Contributions	(752,204)	(875,650)
Other (Net Transfer)	78,889	98,233
Net Change in Plan Fiduciary Net Position	937,855	(28,597)
Plan Net Position - Beginning	14,984,966	15,922,821
Plan Net Position - Ending	15,922,821	15,894,224
Employer's Net Pension Liability/(Asset)	\$ 2,083,508	2,202,219
Plan Fiduciary Net Position as a Percentage of the Total Pension Liability	88.43%	87.83%
Covered Payroll	\$ 4,373,334	4,225,373
Employer's Net Pension Liability/(Asset) as a Percentage of Covered Payroll	47.64%	52.12%

Note: This schedule is intended to show information for ten years. Information for additional years will be displayed as it becomes available.

Changes of Assumptions. Changes in assumptions related to the discount rate were made in 2014 through 2018 and 2020. Changes in assumptions related to the demographics were made in 2014 and 2017.

12/31/16	12/31/17	12/31/18	12/31/19	12/31/20	12/31/21	12/31/22
475,524	481,362	453,610	507,156	511,419	515,559	523,629
1,406,311	1,485,644	1,494,898	1,494,682	1,571,564	1,617,096	1,716,281
—	—	—	—	—	—	—
157,754	75,146	(656,991)	203,558	(103,393)	463,980	(172,478)
(85,993)	41,461	524,724	—	(170,622)	—	—
(954,449)	(875,650)	(1,196,767)	(1,120,610)	(1,173,562)	(1,192,442)	(1,272,758)
999,147	1,207,963	619,474	1,084,786	635,406	1,404,193	794,674
18,096,443	19,095,590	20,303,553	20,923,027	22,007,813	22,643,219	24,047,412
19,095,590	20,303,553	20,923,027	22,007,813	22,643,219	24,047,412	24,842,086
484,961	520,054	557,236	461,420	572,303	605,826	507,576
197,191	198,746	213,660	211,876	222,401	234,010	231,406
1,091,273	2,930,396	(1,062,120)	3,133,641	2,788,740	3,624,391	(3,044,899)
(954,449)	(1,044,129)	(1,196,767)	(1,120,610)	(1,173,562)	(1,192,442)	(1,272,758)
165,307	(376,392)	(838,973)	62,884	(148,317)	(35,053)	(98,145)
984,283	2,228,675	(2,326,964)	2,749,211	2,261,565	3,236,732	(3,676,820)
15,894,224	16,878,507	19,107,182	16,780,218	19,529,429	21,790,994	25,027,726
16,878,507	19,107,182	16,780,218	19,529,429	21,790,994	25,027,726	21,350,906
2,217,083	1,196,371	4,142,809	2,478,384	852,225	(980,314)	3,491,180
88.39%	94.11%	80.20%	88.74%	96.24%	104.08%	85.95%
4,148,511	4,314,733	4,742,809	4,708,363	4,938,984	5,200,231	5,132,218
53.44%	27.73%	87.35%	52.64%	17.26%	(18.85%)	68.02%

GLEN ELLYN SCHOOL DISTRICT 41

General Fund

Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual

For the Fiscal Year Ended June 30, 2023

	Budget		Actual	Variance with Final Budget
	Original	Final		
Revenues				
Local Sources				
General Levy	\$ 44,666,267	44,666,267	43,879,593	(786,674)
Tort Immunity Levy	1,548	1,548	1,523	(25)
Special Education Levy	643,727	643,727	633,608	(10,119)
Personal Property				
Replacement Taxes	3,163,756	3,163,756	3,401,274	237,518
Regular Tuition	50,000	50,000	81,500	31,500
Earnings on Investments	300,050	300,050	980,745	680,695
Sales to Pupils - Lunch	675,000	675,000	424,073	(250,927)
Fees	248,000	248,000	239,693	(8,307)
Book Store Sales	90,500	90,500	69,903	(20,597)
Contributions and Donations from				
Private Sources	750	750	—	(750)
Student Activity Fund	—	—	24,591	24,591
Other Local Sources	80,000	80,000	92,239	12,239
	<u>49,919,598</u>	<u>49,919,598</u>	<u>49,828,742</u>	<u>(90,856)</u>
State Sources				
Evidence Based Funding Formula	2,114,503	2,114,503	2,114,839	336
Special Education				
Private Facility Tuition	275,000	275,000	244,760	(30,240)
Orphanage - Individual	25,000	25,000	5,960	(19,040)
State Free Lunch & Breakfast	1,500	1,500	627	(873)
Early Childhood	511,418	511,418	517,208	5,790
Other State Sources	2,883	2,883	2,808	(75)
	<u>2,930,304</u>	<u>2,930,304</u>	<u>2,886,202</u>	<u>(44,102)</u>

GLEN ELLYN SCHOOL DISTRICT 41

General Fund

**Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual - Continued
For the Fiscal Year Ended June 30, 2023**

	Budget		Actual	Variance with Final Budget
	Original	Final		
Revenues - Continued				
Federal Sources				
National School Lunch Program	\$ 128,629	128,629	628	(128,001)
Special Milk Program	3,000	3,000	—	(3,000)
Title I - Low Income	160,030	160,030	171,552	11,522
Federal Special Education				
Preschool Flow-Through	46,535	46,535	34,136	(12,399)
IDEA - Flow-Through	922,336	922,336	747,469	(174,867)
Title III - Immigrant Education Program	42,500	42,500	45,167	2,667
Title II - Teacher Quality	108,578	108,578	104,098	(4,480)
Medicaid Matching Funds				
Administrative Outreach	47,500	47,500	77,536	30,036
Fee-For-Service Program	200,000	200,000	116,459	(83,541)
Other Federal Grants	1,267,968	1,267,968	882,355	(385,613)
	<u>2,927,076</u>	<u>2,927,076</u>	<u>2,179,400</u>	<u>(747,676)</u>
On-Behalf Payments	—	—	16,133,614	16,133,614
Total Revenues	<u>55,776,978</u>	<u>55,776,978</u>	<u>71,027,958</u>	<u>15,250,980</u>
Expenditures				
Instruction				
Regular Programs				
Salaries	17,691,707	17,691,707	17,722,171	(30,464)
Employee Benefits	2,508,517	2,508,517	2,583,392	(74,875)
Purchased Services	107,555	114,517	88,413	26,104
Supplies and Materials	519,620	509,509	432,068	77,441
Capital Outlay	700	700	—	700
Other Objects	1,900	1,700	379	1,321
	<u>20,829,999</u>	<u>20,826,650</u>	<u>20,826,423</u>	<u>227</u>

GLEN ELLYN SCHOOL DISTRICT 41

General Fund

**Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual - Continued
For the Fiscal Year Ended June 30, 2023**

	Budget		Actual	Variance with Final Budget
	Original	Final		
Expenditures - Continued				
Instruction - Continued				
Pre-K Programs				
Salaries	\$ 412,346	412,346	377,116	35,230
Employee Benefits	77,948	77,948	76,452	1,496
Supplies and Materials	34,056	34,056	12,231	21,825
	<u>524,350</u>	<u>524,350</u>	<u>465,799</u>	<u>58,551</u>
Special Education Programs				
Salaries	3,471,371	3,471,371	3,240,319	231,052
Employee Benefits	595,252	595,252	660,154	(64,902)
Purchased Services	7,250	7,250	8,358	(1,108)
Supplies and Materials	10,500	10,500	1,849	8,651
	<u>4,084,373</u>	<u>4,084,373</u>	<u>3,910,680</u>	<u>173,693</u>
Special Education Programs Pre-K				
Salaries	368,307	368,307	362,384	5,923
Employee Benefits	68,353	68,353	121,676	(53,323)
	<u>436,660</u>	<u>436,660</u>	<u>484,060</u>	<u>(47,400)</u>
Remedial and Supplemental Programs K-12				
Salaries	397,278	397,278	340,471	56,807
Employee Benefits	89,290	89,290	100,516	(11,226)
	<u>486,568</u>	<u>486,568</u>	<u>440,987</u>	<u>45,581</u>
Interscholastic Programs				
Salaries	125,000	125,000	126,997	(1,997)
Employee Benefits	1,563	1,563	1,311	252
Purchased Services	9,600	9,100	9,804	(704)
Supplies and Materials	12,500	10,978	9,957	1,021
Other Objects	3,625	3,697	2,747	950
	<u>152,288</u>	<u>150,338</u>	<u>150,816</u>	<u>(478)</u>

GLEN ELLYN SCHOOL DISTRICT 41

General Fund

**Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual - Continued
For the Fiscal Year Ended June 30, 2023**

	Budget		Actual	Variance with Final Budget
	Original	Final		
Expenditures - Continued				
Instruction - Continued				
Summer School Programs				
Salaries	\$ 3,000	3,000	7,110	(4,110)
Employee Benefits	—	—	89	(89)
	<u>3,000</u>	<u>3,000</u>	<u>7,160</u>	<u>(4,160)</u>
Gifted Programs				
Salaries	547,512	547,512	537,521	9,991
Employee Benefits	58,644	58,644	59,196	(552)
	<u>606,156</u>	<u>606,156</u>	<u>596,717</u>	<u>9,439</u>
Bilingual Programs				
Salaries	2,576,894	2,576,894	2,490,209	86,685
Employee Benefits	413,005	413,005	425,773	(12,768)
Purchased Services	24,850	26,146	22,346	3,800
Supplies and Materials	15,540	14,244	6,044	8,200
Other Objects	240	240	892	(652)
	<u>3,030,529</u>	<u>3,030,529</u>	<u>2,945,264</u>	<u>85,265</u>
Special Education Program K-12 - Private Tuition				
Other Objects	735,000	735,000	946,764	(211,764)
Student Activity Fund				
Other Objects	—	—	28,237	(28,237)
Total Instruction	<u>30,888,923</u>	<u>30,883,624</u>	<u>30,802,907</u>	<u>80,717</u>
Support Services				
Pupils				
Attendance and Social Work Services				
Salaries	914,058	914,058	881,031	33,027
Employee Benefits	145,302	145,302	199,233	(53,931)
Purchased Services	156	156	113	43
Supplies and Materials	1,000	1,000	193	807
	<u>1,060,516</u>	<u>1,060,516</u>	<u>1,080,570</u>	<u>(20,054)</u>

GLEN ELLYN SCHOOL DISTRICT 41

General Fund

**Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual - Continued
For the Fiscal Year Ended June 30, 2023**

	Budget		Actual	Variance with Final Budget
	Original	Final		
Expenditures - Continued				
Support Services - Continued				
Pupils - Continued				
Guidance Services				
Salaries	\$ 265,179	265,179	262,592	2,587
Employee Benefits	34,106	34,106	52,329	(18,223)
Purchased Services	—	—	36,000	(36,000)
	<u>299,285</u>	<u>299,285</u>	<u>350,921</u>	<u>(51,636)</u>
Health Services				
Salaries	454,894	454,894	431,149	23,745
Employee Benefits	60,271	60,271	57,853	2,418
Purchased Services	88,128	88,128	26,006	62,122
Supplies and Materials	16,750	16,750	10,646	6,104
	<u>620,043</u>	<u>620,043</u>	<u>525,654</u>	<u>94,389</u>
Psychological Services				
Salaries	466,615	466,615	458,687	7,928
Employee Benefits	54,092	54,092	69,489	(15,397)
Purchased Services	15,000	12,000	4,940	7,060
Supplies and Materials	3,400	6,400	3,686	2,714
	<u>539,107</u>	<u>539,107</u>	<u>536,802</u>	<u>2,305</u>
Speech Pathology and Audiology Services				
Salaries	858,372	858,372	808,152	50,220
Employee Benefits	94,051	94,051	100,192	(6,141)
Supplies and Materials	1,600	1,600	1,604	(4)
	<u>954,023</u>	<u>954,023</u>	<u>909,948</u>	<u>44,075</u>
Total Pupils	<u>3,472,974</u>	<u>3,472,974</u>	<u>3,403,895</u>	<u>69,079</u>
Instructional Staff				
Improvement of Instruction Services				
Salaries	322,675	322,675	295,708	26,967
Employee Benefits	70,129	70,129	72,665	(2,536)
Purchased Services	119,388	124,688	108,958	15,730
Supplies and Materials	3,100	3,100	648	2,452
Other Objects	500	500	159	341
	<u>515,792</u>	<u>521,092</u>	<u>478,138</u>	<u>42,954</u>

GLEN ELLYN SCHOOL DISTRICT 41

General Fund

**Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual - Continued
For the Fiscal Year Ended June 30, 2023**

	Budget		Actual	Variance with Final Budget
	Original	Final		
Expenditures - Continued				
Support Services - Continued				
Instructional Staff - Continued				
Educational Media Services				
Salaries	\$ 605,004	605,004	597,696	7,308
Employee Benefits	122,763	122,763	119,797	2,966
Purchased Services	250	—	—	—
Supplies and Materials	39,943	40,193	36,659	3,534
	<u>767,960</u>	<u>767,960</u>	<u>754,152</u>	<u>13,808</u>
Assessment and Testing				
Purchased Services	45,000	45,000	23,245	21,755
Total Instructional Staff	<u>1,328,752</u>	<u>1,334,052</u>	<u>1,255,535</u>	<u>78,517</u>
General Administration				
Board of Education Services				
Employee Benefits	100,000	100,000	82,970	17,030
Purchased Services	794,703	794,703	646,312	148,391
Supplies and Materials	10,000	10,000	9,852	148
Other Objects	12,000	12,000	12,445	(445)
	<u>916,703</u>	<u>916,703</u>	<u>751,579</u>	<u>165,124</u>
Executive Administration Services				
Salaries	323,604	323,604	328,787	(5,183)
Employee Benefits	85,135	85,135	88,389	(3,254)
Purchased Services	15,000	15,000	10,160	4,840
Supplies and Materials	6,000	6,000	4,144	1,856
Other Objects	4,500	4,500	4,205	295
	<u>434,239</u>	<u>434,239</u>	<u>435,685</u>	<u>(1,446)</u>
Special Area Administration Services				
Salaries	340,445	340,445	340,022	423
Employee Benefits	112,286	112,286	125,830	(13,544)
Purchased Services	194,188	194,188	168,387	25,801
Supplies and Materials	3,000	3,000	42,008	(39,008)
Capital Outlay	500	500	—	500
Other Objects	1,500	1,500	3,994	(2,494)
	<u>651,919</u>	<u>651,919</u>	<u>680,241</u>	<u>(28,322)</u>
Total General Administration	<u>2,002,861</u>	<u>2,002,861</u>	<u>1,867,505</u>	<u>135,356</u>

GLEN ELLYN SCHOOL DISTRICT 41

General Fund

**Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual - Continued
For the Fiscal Year Ended June 30, 2023**

	Budget		Actual	Variance with Final Budget
	Original	Final		
Expenditures - Continued				
Support Services - Continued				
School Administration				
Office of the Principal Services				
Salaries	\$ 1,629,913	1,629,913	1,604,202	25,711
Employee Benefits	539,999	539,999	552,921	(12,922)
Purchased Services	4,050	4,050	2,143	1,907
Supplies and Materials	950	950	450	500
Other Objects	5,400	5,400	1,849	3,551
Total School Administration	2,180,312	2,180,312	2,161,565	18,747
Business				
Direction of Business Support Services				
Salaries	180,836	180,836	180,836	—
Employee Benefits	44,715	44,715	47,209	(2,494)
Purchased Services	1,000	1,000	414	586
Other Objects	650	650	1,140	(490)
Total Business Support Services	227,201	227,201	229,599	(2,398)
Fiscal Services				
Salaries	223,987	223,986	235,644	(11,658)
Employee Benefits	48,636	48,636	49,800	(1,164)
Purchased Services	29,000	29,000	12,993	16,007
Supplies and Materials	6,500	6,500	5,593	907
Capital Outlay	750	750	—	750
Other Objects	23,000	23,000	5,605	17,395
Total Fiscal Services	331,873	331,872	309,635	22,237
Operations and Maintenance of Plant Services				
Purchased Services	16,000	16,000	16,750	(750)

GLEN ELLYN SCHOOL DISTRICT 41

General Fund

**Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual - Continued
For the Fiscal Year Ended June 30, 2023**

	Budget		Actual	Variance with Final Budget
	Original	Final		
Expenditures - Continued				
Support Services - Continued				
Business - Continued				
Food Services				
Salaries	\$ 440,400	440,400	399,802	40,598
Employee Benefits	1,135	1,135	1,794	(659)
Purchased Services	1,150,500	1,150,500	792,747	357,753
Supplies and Materials	2,500	2,500	144	2,356
Capital Outlay	35,000	35,000	—	35,000
Other Objects	3,000	3,000	3,125	(125)
	<u>1,632,535</u>	<u>1,632,535</u>	<u>1,197,612</u>	<u>434,923</u>
Internal Services				
Purchased Services	200	200	—	200
	<u>2,207,809</u>	<u>2,207,808</u>	<u>1,753,596</u>	<u>454,212</u>
Central				
Planning, Research, Development, and Evaluation Services				
Salaries	4,000	4,000	4,140	(140)
Employee Benefits	—	—	45	(45)
Purchased Services	36,500	36,500	11,121	25,379
Supplies and Materials	38,700	38,700	12,259	26,441
	<u>79,200</u>	<u>79,200</u>	<u>27,565</u>	<u>51,635</u>
Information Services				
Salaries	219,180	219,180	220,730	(1,550)
Employee Benefits	39,291	39,291	45,556	(6,265)
Purchased Services	31,000	29,791	29,634	157
Supplies and Materials	4,500	5,709	4,263	1,446
Other Objects	2,000	2,000	2,005	(5)
	<u>295,971</u>	<u>295,971</u>	<u>302,188</u>	<u>(6,217)</u>

GLEN ELLYN SCHOOL DISTRICT 41

General Fund

**Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual - Continued
For the Fiscal Year Ended June 30, 2023**

	Budget		Actual	Variance with Final Budget
	Original	Final		
Expenditures - Continued				
Support Services - Continued				
Central - Continued				
Staff Services				
Salaries	\$ 401,508	401,508	386,137	15,371
Employee Benefits	66,877	66,877	73,321	(6,444)
Purchased Services	84,500	84,500	39,006	45,494
Supplies and Materials	21,600	21,600	23,584	(1,984)
Other Objects	10,000	10,000	6,107	3,893
	<u>584,485</u>	<u>584,485</u>	<u>528,155</u>	<u>56,330</u>
Data Processing Services				
Salaries	491,561	491,561	499,200	(7,639)
Employee Benefits	92,759	92,759	97,214	(4,455)
Purchased Services	540,050	446,441	138,603	307,838
Supplies and Materials	1,598,000	1,691,609	1,701,845	(10,236)
Capital Outlay	185,000	185,000	173,391	11,609
Other Objects	100	100	2,611	(2,511)
Non-Capitalized Equipment	—	—	423,066	(423,066)
	<u>2,907,470</u>	<u>2,907,470</u>	<u>3,035,930</u>	<u>(128,460)</u>
Total Central	<u>3,867,126</u>	<u>3,867,126</u>	<u>3,893,838</u>	<u>(26,712)</u>
Total Support Services	<u>15,059,834</u>	<u>15,065,133</u>	<u>14,335,934</u>	<u>729,199</u>
Community Services				
Salaries	25,015	25,015	61,847	(36,832)
Employee Benefits	63	63	10,542	(10,479)
Purchased Services	8,780	8,780	241	8,539
Supplies and Materials	9,250	9,250	7,969	1,281
Total Community Services	<u>43,108</u>	<u>43,108</u>	<u>80,599</u>	<u>(37,491)</u>

GLEN ELLYN SCHOOL DISTRICT 41

General Fund

**Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual - Continued
For the Fiscal Year Ended June 30, 2023**

	Budget		Actual	Variance with Final Budget
	Original	Final		
Expenditures - Continued				
Payments to Other Districts and Governmental Units				
Payments for Special Education Programs				
Other Objects	\$ 1,375,000	1,375,000	1,340,237	34,763
Total Direct Expenditures	47,366,865	47,366,865	46,559,677	807,188
On-Behalf Payments	—	—	16,133,614	(16,133,614)
Total Expenditures	47,366,865	47,366,865	62,693,291	(15,326,426)
Excess (Deficiency) Of Revenues Over Over(Under) Expenditures	8,410,113	8,410,113	8,334,667	(75,446)
Other Financing (Uses)				
Transfers Out	(3,085,000)	(3,085,000)	(3,348,116)	(263,116)
Net Change in Fund Balance	<u>5,325,113</u>	<u>5,325,113</u>	4,986,551	<u>(338,562)</u>
Fund Balances - Beginning			<u>32,385,775</u>	
Fund Balance - Ending			<u><u>37,372,326</u></u>	

GLEN ELLYN SCHOOL DISTRICT 41

Operations and Maintenance - Special Revenue Fund

Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual

For the Fiscal Year Ended June 30, 2023

	Budget		Actual	Variance with Final Budget
	Original	Final		
Revenues				
Local Sources				
Taxes				
General Levy	\$ 1,890,947	1,890,947	1,861,223	(29,724)
Earnings on Investments	3,500	3,500	27,112	23,612
Total Revenues	<u>1,894,447</u>	<u>1,894,447</u>	<u>1,888,335</u>	<u>(6,112)</u>
Expenditures				
Support Services				
Business				
Food Services				
Purchased Services	7,500	7,500	3,996	3,504
Supplies and Materials	—	—	127	(127)
Capital Outlay	15,000	15,000	8,932	6,068
	<u>22,500</u>	<u>22,500</u>	<u>13,055</u>	<u>9,445</u>
Operation and Maintenance of Plant Services				
Salaries	1,701,917	1,701,917	1,663,462	38,455
Employee Benefits	375,763	375,763	379,944	(4,181)
Purchased Services	1,054,856	1,054,856	1,097,202	(42,346)
Supplies and Materials	831,750	831,750	653,462	178,288
Capital Outlay	651,750	651,750	369,442	282,308
	<u>4,616,036</u>	<u>4,616,036</u>	<u>4,163,512</u>	<u>452,524</u>
Total Expenditures	<u>4,638,536</u>	<u>4,638,536</u>	<u>4,176,567</u>	<u>461,969</u>
Net Change in Fund Balance	<u>(2,744,089)</u>	<u>(2,744,089)</u>	<u>(2,288,232)</u>	<u>455,857</u>
Fund Balance - Beginning			<u>1,677,250</u>	
Fund Balance - Ending			<u>(610,982)</u>	

GLEN ELLYN SCHOOL DISTRICT 41

**Transportation - Special Revenue Fund
 Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual
 For the Fiscal Year Ended June 30, 2023**

	Budget		Actual	Variance with Final Budget
	Original	Final		
Revenues				
Local Sources				
Taxes				
General Levy	\$ 2,047,236	2,047,236	2,015,055	(32,181)
Earnings on Investments	3,500	3,500	90,268	86,768
	<u>2,050,736</u>	<u>2,050,736</u>	<u>2,105,323</u>	<u>54,587</u>
State Sources				
Transportation - Regular/Vocational	75,000	75,000	22,814	(52,186)
Transportation - Special Education	625,000	625,000	501,181	(123,819)
	<u>700,000</u>	<u>700,000</u>	<u>523,995</u>	<u>(176,005)</u>
Total Revenues	<u>2,750,736</u>	<u>2,750,736</u>	<u>2,629,318</u>	<u>(121,418)</u>
Expenditures				
Support Services				
Business				
Pupil Transport Services				
Salaries	5,288	5,288	5,413	(125)
Employee Benefits	1,013	1,013	1,013	—
Purchased Services	2,036,500	2,036,500	2,376,113	(339,613)
	<u>2,042,801</u>	<u>2,042,801</u>	<u>2,382,539</u>	<u>(339,738)</u>
Other				
Purchased Services	2,000	2,000	—	2,000
Total Support Services	<u>2,044,801</u>	<u>2,044,801</u>	<u>2,382,539</u>	<u>(337,738)</u>
Total Expenditures	<u>2,044,801</u>	<u>2,044,801</u>	<u>2,382,539</u>	<u>(337,738)</u>
Net Change in Fund Balance	<u>705,935</u>	<u>705,935</u>	246,779	<u>(459,156)</u>
Fund Balance - Beginning			<u>2,309,642</u>	
Fund Balance - Ending			<u>2,556,421</u>	

GLEN ELLYN SCHOOL DISTRICT 41

Municipal Retirement/Social Security - Special Revenue Fund

Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual

For the Fiscal Year Ended June 30, 2023

	Budget		Actual	Variance with Final Budget
	Original	Final		
Revenues				
Local Sources				
Taxes				
General Levy	\$ 1,584,557	1,584,557	1,559,650	(24,907)
Personal Property				
Replacement Taxes	114,918	114,918	114,918	—
Earnings on Investments	3,000	3,000	49,911	46,911
Total Revenues	1,702,475	1,702,475	1,724,479	22,004
Expenditures				
Instruction				
Regular Programs	242,898	242,898	249,352	(6,454)
Pre-K Programs	5,979	5,979	5,052	927
Special Education Programs	212,309	212,309	151,161	61,148
Special Education Programs Pre-K	53,919	53,919	45,975	7,944
Remedial and Supplemental Programs	57,534	57,534	46,641	10,893
Interscholastic Programs	2,600	2,600	3,037	(437)
Summer School Programs	—	—	103	(103)
Gifted Programs	7,938	7,938	7,606	332
Bilingual Programs	64,949	64,949	56,189	8,760
	648,126	648,126	565,116	83,010
Support Services				
Pupil				
Attendance and Social Work Services	23,997	23,997	22,308	1,689
Guidance Services	3,845	3,845	3,480	365
Health Services	59,952	59,952	54,587	5,365
Psychological Services	6,766	6,766	6,198	568
Speech Pathology and Audiology Service	12,446	12,446	11,240	1,206
	107,006	107,006	97,813	9,193
Instructional Staff				
Improvement of Instruction Services	13,322	13,322	11,617	1,705
Educational Media Services	27,844	27,844	24,170	3,674
	41,166	41,166	35,787	5,379

GLEN ELLYN SCHOOL DISTRICT 41

Municipal Retirement/Social Security - Special Revenue Fund

Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual - Continued

For the Fiscal Year Ended June 30, 2023

	Budget		Actual	Variance with Final Budget
	Original	Final		
Expenditures - Continued				
Support Services - Continued				
General Administration				
Executive Administration Services	\$ 16,733	16,733	19,442	(2,709)
Special Area Administration Services	13,106	13,106	12,208	898
	<u>29,839</u>	<u>29,839</u>	<u>31,650</u>	<u>(1,811)</u>
School Administration				
Office of the Principal Services	76,675	76,675	70,067	6,608
Business				
Direction of Business Support Services	2,622	2,622	2,599	23
Fiscal Services	39,045	39,045	38,404	641
Operations and Maintenance of Plant Services	294,529	294,529	275,663	18,866
Pupil Transportation Services	—	—	911	(911)
Food Services	33,691	33,691	22,694	10,997
	<u>369,887</u>	<u>369,887</u>	<u>340,271</u>	<u>29,616</u>
Central				
Planning, Research, Development and Evaluation Services	—	—	150	(150)
Information Services	43,591	43,591	38,047	5,544
Staff Services	26,310	26,310	25,317	993
Data Processing Services	63,227	63,227	64,352	(1,125)
	<u>133,128</u>	<u>133,128</u>	<u>127,866</u>	<u>5,262</u>
Total Support Services	<u>757,701</u>	<u>757,701</u>	<u>703,454</u>	<u>54,247</u>
Community Services	4,260	4,260	3,291	969
Total Expenditures	<u>1,410,087</u>	<u>1,410,087</u>	<u>1,271,861</u>	<u>138,226</u>
Net Change in Fund Balance	<u>292,388</u>	<u>292,388</u>	452,618	<u>160,230</u>
Fund Balance - Beginning			<u>773,052</u>	
Fund Balance - Ending			<u>1,225,670</u>	

OTHER SUPPLEMENTARY INFORMATION

Other supplementary information includes financial statements and schedules not required by the GASB, nor a part of the basic financial statements, but are presented for purposes of additional analysis.

Such statements and schedules include:

- Combining Statements - General Fund - by Accounts
- Budgetary Comparison Schedules - Major Governmental Funds
- Consolidated Year-End Financial Report

INDIVIDUAL FUND DESCRIPTIONS

GENERAL FUND

The General Fund is used to account for all financial resources except those required to be accounted for in another fund. The General Fund includes the Educational, Tort Immunity and Judgement, and Working Cash Accounts.

SPECIAL REVENUE FUNDS

The Special Revenue Funds are used to account for the proceeds of specific revenue sources (other than fiduciary funds or capital project funds) that are legally restricted to expenditure for specified purposes.

Operations and Maintenance Fund

The Operations and Maintenance Fund is used to account for expenditures made for repair and maintenance of the District's buildings and land. Revenue consists primarily of local property taxes, tax increment financing district monies, and personal property replacement taxes.

Transportation Fund

The Transportation Fund is used to account for all revenue and expenditures made for student transportation. Revenue is derived primarily from local property taxes and state reimbursement grants.

Municipal Retirement/Social Security

The Municipal Retirement/Social Security Fund is used to account for the District's portion of pension contributions to the Illinois Municipal Retirement Fund, payments to Medicare, and payments to the Social Security System for non-certified employees. Revenue to finance the contributions is derived primarily from local property taxes and personal property replacement taxes.

DEBT SERVICE FUND

The Debt Service Fund is used to account for the accumulation of resources that are restricted, committed, or assigned for, and the payment of, long-term debt principal, interest and related costs. The primary revenue source is local property taxes levied specifically for debt service.

CAPITAL PROJECTS FUND

The Capital Projects Fund is used to account for financial resources that are restricted, committed, or assigned to be used for the acquisition or construction of, and/or additions to, major capital facilities.

GLEN ELLYN SCHOOL DISTRICT 41

General Fund - by Accounts

Combining Balance Sheet

June 30, 2023

	Educational Accounts	Tort Immunity and Judgement Accounts	Working Cash Accounts	Totals
ASSETS				
Cash and Investments	\$ 61,786,618	20,375	671,423	62,478,416
Receivables - Net of Allowances				
Property Taxes	24,482,796	811	811	24,484,418
Intergovernmental	898,826	—	—	898,826
Total Assets	<u>87,168,240</u>	<u>21,186</u>	<u>672,234</u>	<u>87,861,660</u>
LIABILITIES				
Accounts Payable	834,162	—	—	834,162
Salaries and Wages Payable	2,100,175	—	—	2,100,175
Total Liabilities	<u>2,934,337</u>	<u>—</u>	<u>—</u>	<u>2,934,337</u>
DEFERRED INFLOWS OF RESOURCES				
Property Taxes	47,485,237	1,572	1,572	47,488,381
Other Deferred Revenues	66,616	—	—	66,616
Total Deferred Inflows of Resources	<u>47,551,853</u>	<u>1,572</u>	<u>1,572</u>	<u>47,554,997</u>
Total Liabilities and Deferred Inflows of Resources	<u>50,486,190</u>	<u>1,572</u>	<u>1,572</u>	<u>50,489,334</u>
FUND BALANCES				
Restricted	47,720	19,614	—	67,334
Unassigned	36,634,330	—	670,662	37,304,992
Total Fund Balances	<u>36,682,050</u>	<u>19,614</u>	<u>670,662</u>	<u>37,372,326</u>
Total Liabilities, Deferred Inflows of Resources and Fund Balances	<u>87,168,240</u>	<u>21,186</u>	<u>672,234</u>	<u>87,861,660</u>

GLEN ELLYN SCHOOL DISTRICT 41

General Fund - by Accounts

Combining Statement of Revenues, Expenditures and Changes in Fund Balances

For the Fiscal Year Ended June 30, 2023

	Educational Accounts	Tort Immunity and Judgement Accounts	Working Cash Accounts	Totals
Revenues				
Local Sources				
Property Taxes	\$ 44,511,678	1,523	1,523	44,514,724
Personal Property Replacement Taxes	3,401,274	—	—	3,401,274
Earnings on Investments	963,237	498	17,010	980,745
Other Local Sources	931,999	—	—	931,999
State Sources	2,886,202	—	—	2,886,202
Federal Sources	2,179,400	—	—	2,179,400
Total Direct Revenues	54,873,790	2,021	18,533	54,894,344
On-Behalf Payments - State of Illinois	16,133,614	—	—	16,133,614
Total Revenues	71,007,404	2,021	18,533	71,027,958
Expenditures				
Instruction				
Regular Programs	20,826,423	—	—	20,826,423
Special Programs	5,782,491	—	—	5,782,491
Other Instructional Programs	4,193,993	—	—	4,193,993
Support Services				
Pupils	3,403,895	—	—	3,403,895
Instructional Staff	1,255,535	—	—	1,255,535
General Administration	1,867,505	—	—	1,867,505
School Administration	2,161,565	—	—	2,161,565
Business	1,736,846	—	—	1,736,846
Operations and Maintenance	16,750	—	—	16,750
Central	3,893,838	—	—	3,893,838
Community Services	80,599	—	—	80,599
Payments to Other Districts and Government Units	1,340,237	—	—	1,340,237
Total Direct Expenditures	46,559,677	—	—	46,559,677
On-Behalf Expenditures	16,133,614	—	—	16,133,614
Total Expenditures	62,693,291	—	—	62,693,291
Excess (Deficiency) of Revenues Over (Under) Expenditures	8,314,113	2,021	18,533	8,334,667
Other Financing (Uses)				
Transfers Out	(3,348,116)	—	—	(3,348,116)
Net Change in Fund Balance	4,965,997	2,021	18,533	4,986,551
Fund Balances - Beginning	31,716,053	17,593	652,129	32,385,775
Fund Balances - Ending	36,682,050	19,614	670,662	37,372,326

GLEN ELLYN SCHOOL DISTRICT 41

Educational Accounts - General Fund

Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual

For the Fiscal Year Ended June 30, 2023

	Budget		Actual	Variance with Final Budget
	Original	Final		
Revenues				
Local Sources				
Taxes				
General Levy	\$ 44,664,719	44,664,719	43,878,070	(786,649)
Special Education Levy	643,727	643,727	633,608	(10,119)
Personal Property				
Replacement Taxes	3,163,756	3,163,756	3,401,274	237,518
Regular Tuition	50,000	50,000	81,500	31,500
Earnings on Investments	300,000	300,000	963,237	663,237
Sales to Pupils - Lunch	675,000	675,000	424,073	(250,927)
Fees	248,000	248,000	239,693	(8,307)
Book Store Sales	90,500	90,500	69,903	(20,597)
Contributions and Donations				
from Private Sources	750	750	—	(750)
Student Activity Fund	—	—	24,591	24,591
Other Local Revenues	80,000	80,000	92,239	12,239
	<u>49,916,452</u>	<u>49,916,452</u>	<u>49,808,188</u>	<u>(108,264)</u>
State Sources				
General State Aid	2,114,503	2,114,503	2,114,839	336
Special Education				
Private Facility Tuition	275,000	275,000	244,760	(30,240)
Orphanage - Individual	25,000	25,000	5,960	(19,040)
State Fee Lunch and Breakfast	1,500	1,500	627	(873)
Early Childhood - Block Grant	511,418	511,418	517,208	5,790
Other Restricted Revenue from State Sources	2,883	2,883	2,808	(75)
	<u>2,930,304</u>	<u>2,930,304</u>	<u>2,886,202</u>	<u>(44,102)</u>

GLEN ELLYN SCHOOL DISTRICT 41

Educational Accounts - General Fund

Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual - Continued

For the Fiscal Year Ended June 30, 2023

	Budget		Actual	Variance with Final Budget
	Original	Final		
Revenues - Continued				
Federal Sources				
National School Lunch Program	\$ 128,629	128,629	628	(128,001)
Special Milk Program	3,000	3,000	—	(3,000)
Title I - Low Income	160,030	160,030	171,552	11,522
Federal - Special Education				
Preschool Flow-Through	46,535	46,535	34,136	(12,399)
Federal - Special Education				
IDEA Flow-Through	922,336	922,336	747,469	(174,867)
Title III - Immigrant Education				
Program	42,500	42,500	45,167	2,667
Title II - Teacher Quality	108,578	108,578	104,098	(4,480)
Medicaid Matching Funds				
Administrative Outreach	47,500	47,500	77,536	30,036
Fee-For-Service Program	200,000	200,000	116,459	(83,541)
Other Restricted Revenue from				
Federal Grants	1,267,968	1,267,968	882,355	(385,613)
	<u>2,927,076</u>	<u>2,927,076</u>	<u>2,179,400</u>	<u>(747,676)</u>
 Total Direct Revenues	 55,773,832	 55,773,832	 54,873,790	 (900,042)
 On-Behalf Payments	 —	 —	 16,133,614	 16,133,614
 Total Revenues	 <u>55,773,832</u>	 <u>55,773,832</u>	 <u>71,007,404</u>	 <u>15,233,572</u>

GLEN ELLYN SCHOOL DISTRICT 41

Educational Accounts - General Fund

Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual - Continued

For the Fiscal Year Ended June 30, 2023

	Budget		Actual	Variance with Final Budget
	Original	Final		
Expenditures				
Instruction				
Regular Programs				
Salaries	\$ 17,691,707	17,691,707	17,722,171	(30,464)
Employee Benefits	2,508,517	2,508,517	2,583,392	(74,875)
Purchased Services	107,555	114,517	88,413	26,104
Supplies and Materials	519,620	509,509	432,068	77,441
Capital Outlay	700	700	—	700
Other Objects	1,900	1,700	379	1,321
	<u>20,829,999</u>	<u>20,826,650</u>	<u>20,826,423</u>	<u>227</u>
Pre-K Programs				
Salaries	412,346	412,346	377,116	35,230
Employee Benefits	77,948	77,948	76,452	1,496
Supplies and Materials	34,056	34,056	12,231	21,825
	<u>524,350</u>	<u>524,350</u>	<u>465,799</u>	<u>58,551</u>
Special Education Programs				
Salaries	3,471,371	3,471,371	3,240,319	231,052
Employee Benefits	595,252	595,252	660,154	(64,902)
Purchased Services	7,250	7,250	8,358	(1,108)
Supplies and Materials	10,500	10,500	1,849	8,651
	<u>4,084,373</u>	<u>4,084,373</u>	<u>3,910,680</u>	<u>173,693</u>
Special Education Programs Pre-K				
Salaries	368,307	368,307	362,384	5,923
Employee Benefits	68,353	68,353	121,676	(53,323)
	<u>436,660</u>	<u>436,660</u>	<u>484,060</u>	<u>(47,400)</u>
Remedial and Supplemental Programs K-12				
Salaries	397,278	397,278	340,471	56,807
Employee Benefits	89,290	89,290	100,516	(11,226)
	<u>486,568</u>	<u>486,568</u>	<u>440,987</u>	<u>45,581</u>

GLEN ELLYN SCHOOL DISTRICT 41

Educational Accounts - General Fund

Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual - Continued

For the Fiscal Year Ended June 30, 2023

	Budget		Actual	Variance with Final Budget
	Original	Final		
Expenditures - Continued				
Instruction - Continued				
Interscholastic Programs				
Salaries	\$ 125,000	125,000	126,997	(1,997)
Employee Benefits	1,563	1,563	1,311	252
Purchased Services	9,600	9,100	9,804	(704)
Supplies and Materials	12,500	10,978	9,957	1,021
Other Objects	3,625	3,697	2,747	950
	<u>152,288</u>	<u>150,338</u>	<u>150,816</u>	<u>(478)</u>
Summer School Programs				
Salaries	3,000	3,000	7,110	(4,110)
Employee Benefits	—	—	89	(89)
Supplies and Materials	—	—	(39)	39
	<u>3,000</u>	<u>3,000</u>	<u>7,160</u>	<u>(4,160)</u>
Gifted Programs				
Salaries	547,512	547,512	537,521	9,991
Employee Benefits	58,644	58,644	59,196	(552)
	<u>606,156</u>	<u>606,156</u>	<u>596,717</u>	<u>9,439</u>
Bilingual Programs				
Salaries	2,576,894	2,576,894	2,490,209	86,685
Employee Benefits	413,005	413,005	425,773	(12,768)
Purchased Services	24,850	26,146	22,346	3,800
Supplies and Materials	15,540	14,244	6,044	8,200
Other Objects	240	240	892	(652)
	<u>3,030,529</u>	<u>3,030,529</u>	<u>2,945,264</u>	<u>85,265</u>
Special Education Programs Pre - K				
Private Tuition				
Other Objects	735,000	735,000	946,764	(211,764)
Student Activity Fund				
Other Objects	—	—	28,237	(28,237)
	<u>—</u>	<u>—</u>	<u>28,237</u>	<u>(28,237)</u>
Total Instruction	<u>30,888,923</u>	<u>30,883,624</u>	<u>30,802,907</u>	<u>80,717</u>

GLEN ELLYN SCHOOL DISTRICT 41

Educational Accounts - General Fund

Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual - Continued

For the Fiscal Year Ended June 30, 2023

	Budget		Actual	Variance with Final Budget
	Original	Final		
Expenditures - Continued				
Support Services				
Pupils				
Attendance and Social Work Services				
Salaries	\$ 914,058	914,058	881,031	33,027
Employee Benefits	145,302	145,302	199,233	(53,931)
Purchased Services	156	156	113	43
Supplies and Materials	1,000	1,000	193	807
	<u>1,060,516</u>	<u>1,060,516</u>	<u>1,080,570</u>	<u>(20,054)</u>
Guidance Services				
Salaries	265,179	265,179	262,592	2,587
Employee Benefits	34,106	34,106	52,329	(18,223)
Purchased Services	—	—	36,000	(36,000)
	<u>299,285</u>	<u>299,285</u>	<u>350,921</u>	<u>(51,636)</u>
Health Services				
Salaries	454,894	454,894	431,149	23,745
Employee Benefits	60,271	60,271	57,853	2,418
Purchased Services	88,128	88,128	26,006	62,122
Supplies and Materials	16,750	16,750	10,646	6,104
	<u>620,043</u>	<u>620,043</u>	<u>525,654</u>	<u>94,389</u>
Psychological Services				
Salaries	466,615	466,615	458,687	7,928
Employee Benefits	54,092	54,092	69,489	(15,397)
Purchased Services	15,000	12,000	4,940	7,060
Supplies and Materials	3,400	6,400	3,686	2,714
	<u>539,107</u>	<u>539,107</u>	<u>536,802</u>	<u>2,305</u>
Speech Pathology and Audiology Services				
Salaries	858,372	858,372	808,152	50,220
Employee Benefits	94,051	94,051	100,192	(6,141)
Supplies and Materials	1,600	1,600	1,604	(4)
	<u>954,023</u>	<u>954,023</u>	<u>909,948</u>	<u>44,075</u>
Total Pupils	<u>3,472,974</u>	<u>3,472,974</u>	<u>3,403,895</u>	<u>69,079</u>

GLEN ELLYN SCHOOL DISTRICT 41

Educational Accounts - General Fund

Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual - Continued

For the Fiscal Year Ended June 30, 2023

	Budget		Actual	Variance with Final Budget
	Original	Final		
Expenditures - Continued				
Support Services - Continued				
Instructional Staff				
Improvement of Instructional Services				
Salaries	\$ 322,675	322,675	295,708	26,967
Employee Benefits	70,129	70,129	72,665	(2,536)
Purchased Services	119,388	124,688	108,958	15,730
Supplies and Materials	3,100	3,100	648	2,452
Other Objects	500	500	159	341
	<u>515,792</u>	<u>521,092</u>	<u>478,138</u>	<u>42,954</u>
Educational Media Services				
Salaries	605,004	605,004	597,696	7,308
Employee Benefits	122,763	122,763	119,797	2,966
Purchased Services	250	—	—	—
Supplies and Materials	39,943	40,193	36,659	3,534
	<u>767,960</u>	<u>767,960</u>	<u>754,152</u>	<u>13,808</u>
Assessment and Testing				
Purchased Services	45,000	45,000	23,245	21,755
	<u>1,328,752</u>	<u>1,334,052</u>	<u>1,255,535</u>	<u>78,517</u>
General Administration				
Board of Education Services				
Employee Benefits	100,000	100,000	82,970	17,030
Purchased Services	794,703	794,703	646,312	148,391
Supplies and Materials	10,000	10,000	9,852	148
Other Objects	12,000	12,000	12,445	(445)
	<u>916,703</u>	<u>916,703</u>	<u>751,579</u>	<u>165,124</u>

GLEN ELLYN SCHOOL DISTRICT 41

Educational Accounts - General Fund

Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual - Continued

For the Fiscal Year Ended June 30, 2023

	Budget		Actual	Variance with Final Budget
	Original	Final		
Expenditures - Continued				
Support Services - Continued				
General Administration - Continued				
Executive Administration Services				
Salaries	\$ 323,604	323,604	328,787	(5,183)
Employee Benefits	85,135	85,135	88,389	(3,254)
Purchased Services	15,000	15,000	10,160	4,840
Supplies and Materials	6,000	6,000	4,144	1,856
Other Objects	4,500	4,500	4,205	295
	<u>434,239</u>	<u>434,239</u>	<u>435,685</u>	<u>(1,446)</u>
Special Area Administration Services				
Salaries	340,445	340,445	340,022	423
Employee Benefits	112,286	112,286	125,830	(13,544)
Purchased Services	194,188	194,188	168,387	25,801
Supplies and Materials	3,000	3,000	42,008	(39,008)
Capital Outlay	500	500	—	500
Other Objects	1,500	1,500	3,994	(2,494)
	<u>651,919</u>	<u>651,919</u>	<u>680,241</u>	<u>(28,322)</u>
Total General Administration	<u>2,002,861</u>	<u>2,002,861</u>	<u>1,867,505</u>	<u>135,356</u>
School Administration				
Office of the Principal Services				
Salaries	1,629,913	1,629,913	1,604,202	25,711
Employee Benefits	539,999	539,999	552,921	(12,922)
Purchased Services	4,050	4,050	2,143	1,907
Supplies and Materials	950	950	450	500
Other Objects	5,400	5,400	1,849	3,551
	<u>2,180,312</u>	<u>2,180,312</u>	<u>2,161,565</u>	<u>18,747</u>

GLEN ELLYN SCHOOL DISTRICT 41

Educational Accounts - General Fund

Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual - Continued

For the Fiscal Year Ended June 30, 2023

	Budget		Actual	Variance with Final Budget
	Original	Final		
Expenditures - Continued				
Support Services - Continued				
Business				
Direction of Business Support Services				
Salaries	\$ 180,836	180,836	180,836	—
Employee Benefits	44,715	44,715	47,209	(2,494)
Purchased Services	1,000	1,000	414	586
Other Objects	650	650	1,140	(490)
	<u>227,201</u>	<u>227,201</u>	<u>229,599</u>	<u>(2,398)</u>
Fiscal Services				
Salaries	223,987	223,986	235,644	(11,658)
Employee Benefits	48,636	48,636	49,800	(1,164)
Purchased Services	29,000	29,000	12,993	16,007
Supplies and Materials	6,500	6,500	5,593	907
Capital Outlay	750	750	—	750
Other Objects	23,000	23,000	5,605	17,395
	<u>331,873</u>	<u>331,872</u>	<u>309,635</u>	<u>22,237</u>
Operations and Maintenance of Plant Services				
Purchased Services	16,000	16,000	16,750	(750)
Food Services				
Salaries	440,400	440,400	399,802	40,598
Employee Benefits	1,135	1,135	1,794	(659)
Purchased Services	1,150,500	1,150,500	792,747	357,753
Supplies and Materials	2,500	2,500	144	2,356
Capital Outlay	35,000	35,000	—	35,000
Other Objects	3,000	3,000	3,125	(125)
	<u>1,632,535</u>	<u>1,632,535</u>	<u>1,197,612</u>	<u>434,923</u>
Internal Services				
Purchased Services	200	200	—	200
Total Business	<u>2,207,809</u>	<u>2,207,808</u>	<u>1,753,596</u>	<u>454,212</u>

GLEN ELLYN SCHOOL DISTRICT 41

Educational Accounts - General Fund

Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual - Continued

For the Fiscal Year Ended June 30, 2023

	Budget		Actual	Variance with Final Budget
	Original	Final		
Expenditures - Continued				
Support Services - Continued				
Central				
Planning, Research, Development and Evaluation Services				
Salaries	\$ 4,000	4,000	4,140	(140)
Employee Benefits	—	—	45	(45)
Purchased Services	36,500	36,500	11,121	25,379
Supplies and Materials	38,700	38,700	12,259	26,441
	<u>79,200</u>	<u>79,200</u>	<u>27,565</u>	<u>51,635</u>
Information Services				
Salaries	219,180	219,180	220,730	(1,550)
Employee Benefits	39,291	39,291	45,556	(6,265)
Purchased Services	31,000	29,791	29,634	157
Supplies and Materials	4,500	5,709	4,263	1,446
Other Objects	2,000	2,000	2,005	(5)
	<u>295,971</u>	<u>295,971</u>	<u>302,188</u>	<u>(6,217)</u>
Staff Services				
Salaries	401,508	401,508	386,137	15,371
Employee Benefits	66,877	66,877	73,321	(6,444)
Purchased Services	84,500	84,500	39,006	45,494
Supplies and Materials	21,600	21,600	23,584	(1,984)
Other Objects	10,000	10,000	6,107	3,893
	<u>584,485</u>	<u>584,485</u>	<u>528,155</u>	<u>56,330</u>
Data Processing Services				
Salaries	491,561	491,561	499,200	(7,639)
Employee Benefits	92,759	92,759	97,214	(4,455)
Purchased Services	540,050	446,441	138,603	307,838
Supplies and Materials	1,598,000	1,691,609	1,701,845	(10,236)
Capital Outlay	185,000	185,000	173,391	11,609
Other Objects	100	100	2,611	(2,511)
Non-Capitalized Equipment	—	—	423,066	(423,066)
	<u>2,907,470</u>	<u>2,907,470</u>	<u>3,035,930</u>	<u>(128,460)</u>
Total Central	<u>3,867,126</u>	<u>3,867,126</u>	<u>3,893,838</u>	<u>(26,712)</u>
Total Support Services	<u>15,059,834</u>	<u>15,065,133</u>	<u>14,335,934</u>	<u>729,199</u>

GLEN ELLYN SCHOOL DISTRICT 41

Educational Accounts - General Fund

Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual - Continued

For the Fiscal Year Ended June 30, 2023

	Budget		Actual	Variance with Final Budget
	Original	Final		
Expenditures - Continued				
Community Services				
Salaries	\$ 25,015	25,015	61,847	(36,832)
Employee Benefits	63	63	10,542	(10,479)
Purchased Services	8,780	8,780	241	8,539
Supplies and Materials	9,250	9,250	7,969	1,281
Total Community Services	43,108	43,108	80,599	(37,491)
Payments to Other Districts and Governmental Units				
Payments for Special Education Programs				
Purchased Services	1,375,000	1,375,000	1,340,237	34,763
Total Payments to Other Districts and Governmental Units	1,375,000	1,375,000	1,340,237	34,763
Total Direct Expenditures	47,366,865	47,366,865	46,559,677	807,188
On Behalf Payments	—	—	16,133,614	(16,133,614)
Total Expenditures	47,366,865	47,366,865	62,693,291	(15,326,426)
Excess (Deficiency) of Revenues Over (Under) Expenditures	8,406,967	8,406,967	8,314,113	(92,854)
Other Financing (Uses)				
Transfers Out	(3,085,000)	(3,085,000)	(3,348,116)	(263,116)
Net Change in Fund Balance	5,321,967	5,321,967	4,965,997	(355,970)
Fund Balance - Beginning			31,716,053	
Fund Balance - Ending			36,682,050	

GLEN ELLYN SCHOOL DISTRICT 41

Tort Immunity and Judgement Accounts - General Fund

Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual

For the Fiscal Year Ended June 30, 2023

	Budget		Actual	Variance with Final Budget
	Original	Final		
Revenues				
Local Sources				
Taxes				
General Levy	\$ 1,548	1,548	1,523	(25)
Earnings on Investments	50	50	498	448
Total Revenues	1,598	1,598	2,021	423
Expenditures	—	—	—	—
Net Change in Fund Balance	1,598	1,598	2,021	423
Fund Balance - Beginning			17,593	
Fund Balance - Ending			19,614	

GLEN ELLYN SCHOOL DISTRICT 41

Working Cash Accounts - General Fund

Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual

For the Fiscal Year Ended June 30, 2023

	Budget		Actual	Variance with Final Budget
	Original	Final		
Revenues				
Taxes				
General Levy	\$ 1,548	1,548	1,523	(25)
Earnings on Investments	—	—	17,010	17,010
Total Revenues	<u>1,548</u>	<u>1,548</u>	<u>18,533</u>	<u>16,985</u>
Expenditures	<u>—</u>	<u>—</u>	<u>—</u>	<u>—</u>
Net Change in Fund Balance	<u>1,548</u>	<u>1,548</u>	18,533	<u>16,985</u>
Fund Balance - Beginning			<u>652,129</u>	
Fund Balance - Ending			<u>670,662</u>	

GLEN ELLYN SCHOOL DISTRICT 41

Debt Service Fund

Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual

For the Fiscal Year Ended June 30, 2023

	Budget		Actual	Variance with Final Budget
	Original	Final		
Revenues				
Local Sources				
Taxes				
General Levy	\$ 1,760,284	1,760,284	1,775,929	15,645
Earnings on Investments	1,500	1,500	31,733	30,233
Total Local Sources	<u>1,761,784</u>	<u>1,761,784</u>	<u>1,807,662</u>	<u>45,878</u>
State Sources				
Evidence Based Funding	518,963	518,963	518,963	—
Total Revenues	<u>2,280,747</u>	<u>2,280,747</u>	<u>2,326,625</u>	<u>45,878</u>
Expenditures				
Debt Service				
Principal Retirement	1,479,000	1,479,000	1,735,373	(256,373)
Interest and Fiscal Charges	910,575	910,575	917,268	(6,693)
Total Expenditures	<u>2,389,575</u>	<u>2,389,575</u>	<u>2,652,641</u>	<u>(263,066)</u>
Excess (Deficiency) of Revenues Over (Under) Expenditures	(108,828)	(108,828)	(326,016)	(217,188)
Other Financing Sources				
Transfers In	—	—	263,116	263,116
Net Change in Fund Balance	<u>(108,828)</u>	<u>(108,828)</u>	(62,900)	<u>45,928</u>
Fund Balance - Beginning			<u>591,291</u>	
Fund Balance - Ending			<u>528,391</u>	

GLEN ELLYN SCHOOL DISTRICT 41

Capital Projects Fund

Schedule of Revenues, Expenditures and Changes in Fund Balance - Budget and Actual

For the Fiscal Year Ended June 30, 2023

	Budget		Actual	Variance with Final Budget
	Original	Final		
Revenues				
Local Sources				
Earnings on Investments	\$ 6,000	6,000	94,153	88,153
Expenditures				
Support Services				
Business				
Facilities and Acquisition and Construction Services				
Capital Outlay	3,000,000	3,000,000	3,063,500	(63,500)
Operations and Maintenance of Plant Services				
Capital Outlay	2,085,000	2,085,000	2,519,329	(434,329)
Total Expenditures	5,085,000	5,085,000	5,582,829	(497,829)
Excess (Deficiency) of Revenues Over (Under) Expenditures	(5,079,000)	(5,079,000)	(5,488,676)	(409,676)
Other Financing Sources				
Transfers In	3,085,000	3,085,000	3,085,000	—
Net Change in Fund Balance	<u>(1,994,000)</u>	<u>(1,994,000)</u>	(2,403,676)	<u>(409,676)</u>
Fund Balance - Beginning			<u>3,618,688</u>	
Fund Balance - Ending			<u><u>1,215,012</u></u>	

GLEN ELLYN SCHOOL DISTRICT 41

**Consolidated Year-End Financial Report
June 30, 2023**

CSFA #	Program Name	State	Federal	Other	Totals
478-00-0251	Medical Assistance Program	\$ —	77,536	—	77,536
586-18-0054	ARP - LEA and COOP American Rescue Plan (ESSER III)	—	818,571	—	818,571
586-18-0299	American Rescue Plan - Homeless Children and Youth Grant	—	12,401	—	12,401
586-18-0407	National School Lunch Program	—	628	—	628
586-18-0428	Title III Lang Inst Program-Limited Eng LIPLEP	—	45,167	—	45,167
586-18-0652	ARP - LEA - IDEA	—	51,383	—	51,383
586-18-0868	Early Childhood Block Grant	517,208	—	—	517,208
586-44-0414	Title I Grants to Local Educational Agencies	—	171,552	—	171,552
586-47-0430	Title II - Teacher Quality	—	104,098	—	104,098
586-57-0420	Special Education - IDEA Pre-School Flow Through	—	34,136	—	34,136
586-64-0417	Special Education - IDEA Flow Through	—	747,469	—	747,469
	All Other Costs Not Allocated	—	—	68,345,161	68,345,161
	Totals	517,208	2,062,941	68,345,161	70,925,310



**INDEPENDENT AUDITOR’S REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING
AND ON COMPLIANCE AND OTHER MATTERS BASED ON AN AUDIT OF FINANCIAL
STATEMENTS PERFORMED IN ACCORDANCE WITH GOVERNMENTAL AUDITING STANDARDS**

November 16, 2023

Members of the Board of Education
Glen Ellyn School District 41
Glen Ellyn, Illinois

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of the governmental activities, each major fund, and the aggregate remaining fund information of the Glen Ellyn School District 41 (the District), Illinois, as of and for the year ended June 30, 2023, and the related notes to the financial statements, which collectively comprise the District’s basic financial statements, and have issued our report thereon dated November 16, 2023.

Report on Internal Control Over Financial Reporting

In planning and performing our audit of the financial statements, we considered the District’s internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinions on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the District’s internal control. According, we do not express an opinion on the effectiveness of the District’s internal control.

A deficiency in internal control exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements, on a timely basis. *A material weakness* is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the District’s financial statements will not be prevented, or detected and corrected, on a timely basis. *A significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or, significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses or significant deficiencies may exist that were not identified.

Report on Compliance and Other Matters

As part of obtaining reasonable assurance about whether the District’s financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

Glen Ellyn School District 41, Illinois
November 16, 2023

Purpose of this Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the District's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the District's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

Lauterbach & Amen, LLP

LAUTERBACH & AMEN, LLP

SUPPLEMENTAL SCHEDULES

GLEN ELLYN SCHOOL DISTRICT 41

**Long-Term Debt Requirements
General Obligation School Bonds of 2017
June 30, 2023**

Date of Issue	July 20, 2017
Date of Maturity	January 1, 2037
Authorized Issue	\$23,755,000
Denomination of Bonds	\$5,000
Interest Rates	3.00% - 5.00%
Interest Dates	July 1 and January 1
Principal Maturity Date	January 1
Payable at	Zions Bancorporation, National Association

CURRENT AND LONG-TERM PRINCIPAL AND INTEREST REQUIREMENTS

Fiscal Year	Principal	Interest	Totals
2024	\$ 1,050,000	709,913	1,759,913
2025	1,100,000	657,413	1,757,413
2026	1,155,000	602,413	1,757,413
2027	1,210,000	544,663	1,754,663
2028	1,275,000	484,163	1,759,163
2029	1,310,000	445,913	1,755,913
2030	1,350,000	406,613	1,756,613
2031	1,390,000	366,113	1,756,113
2032	1,435,000	320,938	1,755,938
2033	1,485,000	274,300	1,759,300
2034	1,535,000	224,181	1,759,181
2035	1,585,000	172,375	1,757,375
2036	1,640,000	116,900	1,756,900
2037	1,700,000	59,500	1,759,500
	19,220,000	5,385,398	24,605,398

GLEN ELLYN SCHOOL DISTRICT 41

Long-Term Debt Requirements

Debt Certificate of 2014

June 30, 2023

Date of Issue	March 26, 2014
Date of Maturity	April 1, 2029
Authorized Issue	\$7,000,000
Interest Rate	4.02%
Interest Dates	July 1, October 1, January 1, and April 1
Principal Maturity Date	April 1
Payable at	Fifth Third Bank, National Association

CURRENT AND LONG-TERM PRINCIPAL AND INTEREST REQUIREMENTS

Fiscal Year	Principal	Interest	Totals
2024	\$ 504,000	130,529	634,529
2025	530,000	109,877	639,877
2026	557,000	88,164	645,164
2027	585,000	65,350	650,350
2028	615,000	41,381	656,381
2029	645,000	16,206	661,206
	<u>3,436,000</u>	<u>451,507</u>	<u>3,887,507</u>

STATISTICAL SECTION (Unaudited)

This part of the annual financial report presents detailed information as a context for understanding what the information in the financial statements, note disclosures, and required supplementary information says about the District's overall financial health.

Financial Trends

These schedules contain trend information to help the reader understand how the District's financial performance and well-being have changed over time.

Revenue Capacity

These schedules contain information to help the reader assess the District's most significant local revenue sources.

Debt Capacity

These schedules present information to help the reader assess the affordability of the District's current levels of outstanding debt and the government's ability to issue additional debt in the future.

Demographic and Economic Information

These schedules offer demographic and economic indicators to help the reader understand the environment within which the District's financial activities take place.

Operating Information

These schedules contain service and infrastructure data to help the reader understand how the information in the District's financial report relates to the services the District provides and the activities it performs.

GLEN ELLYN SCHOOL DISTRICT 41

Net Position by Component - Last Ten Fiscal Years*
June 30, 2023 (Unaudited)

See Following Page

GLEN ELLYN SCHOOL DISTRICT 41

Net Position by Component - Last Ten Fiscal Years*
June 30, 2023 (Unaudited)

	2014 (1)	2015	2016	2017
Governmental Activities				
Net Investment in Capital Assets	\$ 26,625,691	31,567,588	37,265,827	40,347,158
Restricted	2,261,936	3,057,580	2,039,540	1,926,302
Unrestricted (Deficit)	12,687,003	7,295,807	7,120,845	12,000,761
Total Governmental Activities Net Position	41,574,630	41,920,975	46,426,212	54,274,221

* Accrual Basis of Accounting

(1) Fiscal Year 2014 ending net position was restated in fiscal year 2015 due to the implementation of GASB 68 and 71. Fiscal year 2014 and prior year balances presented have not been adjusted for the effect of this restatement.

(2) In 2018 the District implemented GASB Statement 75, Accounting and Financial Reporting for Post-employment Benefits Other than Pensions. The implementation of this accounting statement resulted in a restatement of beginning net position for fiscal year 2018.

2018 (2)	2019	2020	2021	2022	2023
40,529,586	40,582,098	43,362,604	42,957,837	43,405,002	47,786,426
5,942,122	9,844,051	6,715,970	6,818,595	8,619,580	5,203,340
(18,694,264)	(16,761,222)	(16,440,424)	(15,249,150)	(6,272,991)	1,520,796
27,777,444	33,664,927	33,638,150	34,527,282	45,751,591	54,510,562

GLEN ELLYN SCHOOL DISTRICT 41

Changes in Net Position - Last Ten Fiscal Years*
June 30, 2023 (Unaudited)

	2014	2015	2016	2017
Expenses				
Instruction				
Regular Programs	\$ 19,316,096	19,543,703	20,619,860	20,844,968
Special Programs	6,931,607	6,701,903	6,102,737	6,585,422
Other Instructional Programs	2,674,809	2,454,294	2,307,601	2,875,586
State Retirement Contributions	8,666,895	10,882,953	13,564,853	20,222,394
Support Services:				
Pupils	2,120,368	2,185,824	2,587,380	2,426,341
Instructional Staff	1,390,348	1,232,578	1,210,971	1,122,625
General Administration	1,515,583	1,454,717	1,320,021	1,377,421
School Administration	1,937,324	1,982,845	2,106,160	2,201,902
Business	1,613,066	1,772,473	1,715,210	1,913,424
Transportation	1,444,652	1,333,631	1,276,757	1,590,220
Operations and Maintenance	4,453,514	3,879,625	4,120,225	2,579,452
Central	2,776,550	3,027,857	2,955,374	2,504,067
Other Supporting Services	15,822	—	—	12,999
Community Services	177,574	396,670	463,289	61,513
Interest and Fees	749,420	817,084	727,902	525,535
Total Expenses	55,783,628	57,666,157	61,078,340	66,843,869
Program Revenues				
Charges for Services				
Instruction:				
Regular Programs	429,240	508,619	745,281	740,686
Special Programs	19,072	302,237	336,372	—
Other Instructional Programs	—	—	—	—
Support Services				
Business	308,928	261,297	266,118	308,442
Transportation	38,642	37,723	25,126	17,719
Operations and Maintenance	—	120	120	120
Operating Grants and Contributions	11,522,185	13,834,693	16,505,417	23,589,334
Capital Grants and Contributions	26,610	28,784	14,244	20,323
Total Program Revenues	12,344,677	14,973,473	17,892,678	24,676,624
Net (Expense)/Revenue	(43,438,951)	(42,692,684)	(43,185,662)	(42,167,245)
General Revenues				
Taxes:				
Real Estate Taxes, levied for general purposes	35,279,803	35,457,008	37,169,910	37,848,702
Real Estate Taxes, levied for specific purposes	4,881,135	5,679,423	5,149,500	5,247,355
Real Estate Taxes, levied for debt service	2,857,821	2,859,386	2,870,613	2,921,865
Personal Property Replacement Taxes	1,060,856	1,110,382	892,122	1,265,665
State Aid - Formula Grants	1,328,398	1,394,647	1,457,338	1,516,878
Investment Earnings	51,455	76,176	71,795	139,477
Miscellaneous	26,719	19,164	79,621	1,075,312
Total General Revenues	45,486,187	46,596,186	47,690,899	50,015,254
Change in Net Position	2,047,236	3,903,502	4,505,237	7,848,009

* Accrual Basis of Accounting

2018	2019	2020	2021	2022	2023
22,372,484	21,019,613	22,788,092	21,772,312	21,242,593	19,990,822
7,139,326	6,626,276	7,912,264	8,166,560	7,792,941	8,178,272
3,327,903	3,558,327	3,671,253	3,771,254	4,030,915	4,265,980
18,985,822	17,098,592	23,769,129	23,163,203	14,574,632	16,133,614
3,130,521	3,076,381	2,851,064	3,607,802	3,213,875	3,501,708
1,266,558	1,200,027	1,240,115	1,142,997	1,133,644	1,291,322
1,559,503	1,420,102	1,576,016	1,764,985	1,987,717	2,038,902
2,087,853	1,819,065	1,997,567	2,069,764	2,126,086	2,231,632
1,742,179	1,803,444	1,945,784	1,757,916	2,515,293	2,134,660
1,971,243	1,754,668	1,531,282	1,774,159	2,165,273	2,382,539
3,632,041	3,397,787	6,913,420	4,225,109	3,648,925	3,860,899
2,559,077	2,492,187	2,898,060	3,395,031	3,143,286	4,021,704
—	165	—	25,018	5,616	—
87,032	81,879	80,907	83,027	89,307	83,890
1,842,549	1,069,394	996,949	934,657	883,524	809,366
71,704,091	66,417,907	80,171,902	77,653,794	68,553,627	70,925,310
417,108	537,955	520,928	378,582	443,414	507,926
7,120	71,559	—	—	—	—
1,500	7,013	6,680	—	—	—
294,803	335,764	279,976	(1,205)	5,469	424,073
7,094	11,432	—	3	—	—
—	—	—	—	—	—
21,045,632	19,793,279	26,904,108	27,563,199	19,924,013	19,598,977
—	—	—	—	—	—
21,773,257	20,757,002	27,711,692	27,940,579	20,372,896	20,530,976
(49,930,834)	(45,660,905)	(52,460,210)	(49,713,215)	(48,180,731)	(50,394,334)
37,111,136	37,560,570	38,098,092	39,204,392	45,502,047	43,879,593
6,832,909	7,382,242	7,556,808	6,805,369	6,720,900	6,071,059
3,101,886	1,647,335	1,706,550	1,763,189	1,835,483	1,775,929
950,165	1,027,905	1,125,177	1,427,171	3,110,864	3,516,192
2,618,961	2,623,001	2,626,974	2,632,077	2,649,640	2,636,610
1,018,129	1,119,960	1,296,439	91,264	(674,722)	1,273,922
1,222,348	187,375	43,761	30,242	260,593	—
52,855,534	51,548,388	52,453,801	51,953,704	59,404,805	59,153,305
2,924,700	5,887,483	(6,409)	2,240,489	11,224,074	8,758,971

GLEN ELLYN SCHOOL DISTRICT 41

**Fund Balances of Governmental Funds - Last Ten Fiscal Years
June 30, 2023 (Unaudited)**

	2014	2015	2016	2017
General Fund				
Restricted	\$ 6,158	7,305	8,410	9,645
Unassigned	14,517,096	9,131,240	12,048,322	17,269,726
Total General Fund	14,523,254	9,138,545	12,056,732	17,279,371
All Other Governmental Funds				
Assigned	—	3,191,575	—	—
Unassigned	—	—	—	(23,039)
Restricted, Reported in				
Special Revenue Funds	1,715,013	3,088,731	1,485,494	1,031,534
Debt Service Funds	735,566	752,453	773,322	789,625
Capital Project Funds	6,499,444	—	551,114	1,356,893
Total All Other Governmental Funds	8,950,023	7,032,759	2,809,930	3,155,013
Total Fund Balances	23,473,277	16,171,304	14,866,662	20,434,384

Data Source: The District's Annual Financial Report

2018	2019	2020	2021	2022	2023
11,203	12,776	14,538	68,490	68,959	67,334
19,825,657	22,589,678	23,864,865	25,031,865	32,316,816	37,304,992
19,836,860	22,602,454	23,879,403	25,100,355	32,385,775	37,372,326
—	—	—	—	—	—
—	—	—	—	—	(610,982)
2,497,420	4,485,834	6,016,438	5,344,191	4,759,944	3,782,091
957,085	864,794	734,556	623,379	591,291	528,391
22,600,873	10,599,300	425,059	1,230,170	3,618,688	1,215,012
26,055,378	15,949,928	7,176,053	7,197,740	8,969,923	4,914,512
45,892,238	38,552,382	31,055,456	32,298,095	41,355,698	42,286,838

GLEN ELLYN SCHOOL DISTRICT 41

**Governmental Funds Revenues - Last Ten Fiscal Years
June 30, 2023 (Unaudited)**

	2014	2015	2016	2017
Local Sources				
Property Taxes	\$ 43,018,759	43,995,817	45,190,023	46,017,922
Replacement Taxes	1,060,856	1,110,382	892,122	1,265,665
Tuition	74,625	341,208	420,459	273,542
Earnings on Investments	51,455	76,176	71,795	139,477
Other Local Sources	774,586	816,736	829,320	2,106,163
Total Local Sources	44,980,281	46,340,319	47,403,719	49,802,769
State Sources				
Evidence Based Funding/General State Aid	1,328,398	1,394,647	1,457,338	1,516,878
Other State Aid	10,658,827	13,104,372	15,008,748	22,146,187
Total State Sources	11,987,225	14,499,019	16,466,086	23,663,065
Federal Sources	755,548	885,254	923,713	1,351,029
Total	57,723,054	61,724,592	64,793,518	74,816,863

Data Source: The District's Annual Financial Report

2018	2019	2020	2021	2022	2023
47,045,931	46,590,147	47,361,450	47,772,950	54,058,430	51,726,581
950,165	1,027,905	1,125,177	1,427,171	3,110,864	3,516,192
46,725	128,784	—	—	—	—
663,881	1,234,536	1,543,236	91,264	(674,722)	1,273,922
1,903,248	1,022,314	851,345	407,622	709,476	931,999
50,609,950	50,003,686	50,881,208	49,699,007	57,204,048	57,448,694
2,618,961	2,623,001	4,023,854	3,882,534	4,125,501	3,929,160
20,324,706	13,299,593	23,769,129	23,163,203	14,574,632	16,133,614
22,943,667	15,922,594	27,792,983	27,045,737	18,700,133	20,062,774
1,104,635	1,216,306	1,699,704	3,149,626	3,905,777	2,179,400
74,658,252	67,142,586	80,373,895	79,894,370	79,809,958	79,690,868

GLEN ELLYN SCHOOL DISTRICT 41

**Governmental Funds Expenditures and Debt Service Ratio - Last Ten Fiscal Years
June 30, 2023 (Unaudited)**

	2014	2015	2016	2017
Instruction				
Regular Programs	\$ 18,074,475	18,222,440	19,272,069	19,208,644
Special Programs	4,923,233	4,860,306	4,749,611	5,037,292
Other Instructional Programs	2,674,529	2,443,256	2,277,163	2,852,113
State Retirement Contributions	8,666,895	10,882,953	13,564,853	20,222,394
Total Instruction	34,339,132	36,408,955	39,863,696	47,320,443
Supporting Services				
Pupils	2,120,573	2,178,029	2,561,226	2,407,881
Instructional Staff	1,390,348	1,220,814	1,181,288	1,137,207
General Administration	1,426,368	1,351,977	1,217,420	1,297,745
School Administration	1,937,324	1,974,021	2,037,585	2,046,716
Business	1,568,870	1,707,773	1,615,981	1,787,268
Transportation	1,444,652	1,333,631	1,276,757	1,583,616
Operations and Maintenance	4,216,330	3,510,524	3,880,179	3,354,131
Central	2,766,098	2,882,311	2,748,581	2,502,884
Other Supporting Services	15,822	—	483,559	12,999
Total Supporting Services	16,886,385	16,159,080	17,002,576	16,130,447
Community Services	177,574	387,558	441,138	95,700
Nonprogrammed Charges	1,386,024	1,208,247	685,426	940,955
	52,789,115	54,163,840	57,992,836	64,487,545
Other				
Debt Service:				
Principal	2,816,362	3,102,032	3,209,156	3,303,187
Interest	342,639	545,901	444,502	345,343
Capital Outlay	3,079,409	11,214,792	4,451,666	1,580,366
Total Other	6,238,410	14,862,725	8,105,324	5,228,896
Total Expenditures	59,027,525	69,026,565	66,098,160	69,716,441
Debt Service as a Percentage of Noncapital Expenditures	5.64%	5.53%	5.96%	5.23%

Data Source: The District's Annual Financial Report

2018	2019	2020	2021	2022	2023
18,922,880	19,162,403	19,627,452	19,724,812	20,706,760	21,075,775
5,373,996	5,507,145	5,564,455	6,107,774	5,683,267	6,026,268
3,191,253	3,537,488	3,671,253	3,771,254	4,030,915	4,265,980
18,985,822	11,540,383	23,769,129	23,163,203	14,574,632	16,133,614
46,473,951	39,747,419	52,632,289	52,767,043	44,995,574	47,501,637
2,980,396	3,056,163	2,851,064	3,607,802	3,213,875	3,501,708
1,196,095	1,200,682	1,240,115	1,142,997	1,133,644	1,291,322
1,411,038	1,303,740	1,439,792	1,641,157	1,852,687	1,899,155
1,957,872	1,971,238	1,997,567	2,069,764	2,126,086	2,231,632
1,693,592	1,740,205	1,889,692	1,706,928	2,459,692	2,077,117
1,969,020	1,751,725	1,531,282	1,774,159	2,165,273	2,382,539
4,730,013	5,131,108	17,279,983	6,768,378	5,596,187	9,776,146
2,521,419	2,408,290	2,978,601	3,395,031	3,143,286	4,021,704
—	165	—	25,018	5,616	—
18,459,445	18,563,316	31,208,096	22,131,234	21,696,346	27,181,323
90,372	74,925	80,907	83,027	89,307	83,890
1,000,775	345,133	1,556,511	1,339,494	1,325,309	1,340,237
66,024,543	58,730,793	85,477,803	76,320,798	68,106,536	76,107,087
3,498,708	1,213,000	1,273,000	1,339,000	1,655,874	1,735,373
1,276,130	1,156,751	1,099,650	1,039,731	989,945	917,268
3,172,386	13,381,898	—	—	—	—
7,947,224	15,751,649	2,372,650	2,378,731	2,645,819	2,652,641
73,971,767	74,482,442	87,850,453	78,699,529	70,752,355	78,759,728
6.45%	3.94%	3.07%	3.13%	3.86%	3.65%

GLEN ELLYN SCHOOL DISTRICT 41

**Other Financing Sources and Uses and Net Change in Fund Balances - Last Ten Fiscal Years
June 30, 2023 (Unaudited)**

	2014	2015	2016	2017
Excess of Revenues Over (Under) Expenditures	\$ (1,301,471)	(7,301,973)	(1,304,642)	5,100,422
Other Financing Sources (Uses)				
Principal on Debt Certificates/Bonds Sold	7,000,000	—	—	—
Premium on Bonds Sold	—	—	—	467,300
Capital Lease Value	242,580	—	—	—
Transfers In	318,001	12,105,008	2,456,191	2,192,760
Transfers Out	(318,001)	(12,105,008)	(2,456,191)	(2,192,760)
	<u>7,242,580</u>	<u>—</u>	<u>—</u>	<u>467,300</u>
Net Change in Fund Balances	<u>5,941,109</u>	<u>(7,301,973)</u>	<u>(1,304,642)</u>	<u>5,567,722</u>

Data Source: The District's Annual Financial Report

2018	2019	2020	2021	2022	2023
686,485	(7,339,856)	(7,476,558)	1,194,841	9,057,603	931,140
23,755,000	—	—	—	—	—
1,016,369	—	—	—	—	—
—	—	—	—	—	—
2,404,070	1,810,000	3,151,000	2,990,000	4,223,116	3,348,116
(2,404,070)	(1,810,000)	(3,151,000)	(2,990,000)	(4,223,116)	(3,348,116)
24,771,369	—	—	—	—	—
25,457,854	(7,339,856)	(7,476,558)	1,194,841	9,057,603	931,140

GLEN ELLYN SCHOOL DISTRICT 41

**Assessed Valuation and Estimated Actual Value of Taxable Property - Last Ten Tax Levy Years
June 30, 2023 (Unaudited)**

Tax Levy Year	Residential Property	Farm	Commercial Property	Industrial Property	Railroad	Total Assessed Value	Total Direct Tax Rate
2013	\$ 1,057,137,818	\$ 1,610	\$ 96,272,934	\$ 7,085,070	\$ 798,731	\$ 1,161,296,163	3.8034
2014	1,054,168,853	1,773	93,325,708	6,415,460	830,674	1,154,742,468	3.9236
2015	1,121,843,134	2,110	99,355,955	6,514,650	989,438	1,228,705,287	3.7579
2016	1,194,672,084	2,495	100,089,797	6,786,470	1,005,517	1,302,556,363	3.6171
2017	1,257,096,569	2,746	102,654,499	7,206,840	1,024,558	1,367,985,212	3.4080
2018	1,318,672,898	2,670	104,867,685	7,488,860	1,097,706	1,432,129,819	3.3384
2019	1,348,327,461	2,090	105,956,273	8,981,600	1,194,639	1,464,462,063	3.3558
2020	1,387,394,762	2,290	106,818,376	9,268,030	1,243,454	1,504,726,912	3.3574
2021	1,400,796,898	2,525	111,465,227	11,312,520	1,349,754	1,524,926,924	3.4017
2022	1,446,987,529	2,780	112,501,746	11,337,630	1,477,080	1,572,306,765	3.4688

Source: DuPage County Clerk

Note: The county assesses property at approximately 33.3% of actual value for all types of real property. Estimated actual value is calculated by dividing assessed value by that percentage. Tax rates are per \$100 of assessed value. This Total Direct Rate includes Bond and Interest Fund.

GLEN ELLYN SCHOOL DISTRICT 41

**Property Tax Rates - All Direct and Overlapping Governments - Last Ten Tax Levy Years
June 30, 2023 (Unaudited)**

See Following Page

GLEN ELLYN SCHOOL DISTRICT 41

**Property Tax Rates - All Direct and Overlapping Governments - Last Ten Tax Levy Years
June 30, 2023 (Unaudited)**

	2013	2014	2015
District Direct Rates			
Educational	\$ 3.0400	3.2014	3.0660
Tort Immunity	0.0001	0.0001	0.0001
Operations and Maintenance	0.3196	0.2750	0.2634
Special Education	0.0252	0.0258	0.0248
Bond and Interest	0.2472	0.2492	0.2386
Transportation	0.0757	0.0774	0.0742
Working Cash	0.0001	0.0001	0.0001
Illinois Municipal Retirement	0.0336	0.0344	0.0330
Social Security	0.0619	0.0602	0.0577
Total Direct	<u>3.8034</u>	<u>3.9236</u>	<u>3.7579</u>
Overlapping Rates			
Taxing Districts			
School District Number 41	3.8034	3.9236	3.7579
DuPage County	0.2040	0.2057	0.1971
DuPage County Forest Preserve	0.1657	0.1691	0.1622
DuPage Airport Authority	0.0178	0.0169	0.0188
Bloomington Township	0.1060	0.1069	0.0911
Bloomington Road District	0.1147	0.1205	0.1180
Bloomington Special Police	0.0300	0.0398	0.0419
Milton Township	0.0468	0.0484	0.0475
Milton Township Road District	0.0767	0.0793	0.0778
Milton Township Special Police	0.0357	0.0379	0.0406
Milton Township Mosquito District	0.0212	0.0219	0.0229
Municipalities			
Village of Carol Stream & Library	0.3287	0.3400	0.3252
Village of Glen Ellyn & Library	0.9182	0.9315	0.8943
Village of Glendale Heights	1.2675	1.3899	1.3995
Village of Lombard	0.6742	0.6917	0.6747
City of Wheaton	1.0347	1.0341	1.0342
Fire Protection Districts			
Bloomington Fire District	0.7237	0.7604	0.7475
Carol Stream Fire District	0.8578	0.8998	0.8750
Glenside Fire District	1.0817	1.1904	1.2087
Public Library Districts			
Glenside Library District	0.6070	0.6398	0.6504
Miscellaneous Districts			
Glen Ellyn Mosquito Abatement	0.0111	0.0115	0.0111
Wheaton Mosquito Abatement	0.0194	0.0188	0.0156
DuPage County SSA #38	3.0444	3.0648	3.0288
Glen Ellyn SSA #13	0.1250	0.1250	0.1250
Glen Ellyn SSA #14	0.1250	0.1250	0.1250
Glen Ellyn SSA #16	0.1250	0.1250	0.1250
Glen Ellyn SSA #18	0.0961	0.1107	0.0854
Park Districts			
Carol Stream Park District	0.6087	0.6570	0.6562
Glen Ellyn Park District	0.4377	0.4534	0.4435
Glen Ellyn Countryside Park District	0.1435	0.1481	0.1520
Wheaton Park District	0.8104	0.8442	0.8275
School Districts			
High School District Number 87	2.4877	2.5824	2.5173
Community College District 502	0.2956	0.2975	0.2786

Source: DuPage County Clerk
Note: Tax rates are per \$100 of assessed value

2016	2017	2018	2019	2020	2021	2022
2.8288	2.7250	2.6668	2.7397	2.8280	2.8864	2.9696
0.0001	0.0001	0.0001	0.0001	0.0001	0.0001	0.0001
0.3674	0.3729	0.3325	0.2669	0.1548	0.1222	0.1067
0.0238	0.0225	0.0221	0.0258	0.0324	0.0416	0.0505
0.2385	0.1205	0.1194	0.1213	0.1180	0.1166	0.1131
0.0713	0.0845	0.1164	0.1217	0.1411	0.1323	0.1155
0.0001	0.0001	0.0001	0.0001	0.0001	0.0001	0.0001
0.0317	0.0300	0.0295	0.0301	0.0335	0.0414	0.0422
0.0554	0.0524	0.0515	0.0501	0.0494	0.0610	0.0710
3.6171	3.4080	3.3384	3.3558	3.3574	3.4017	3.4688

3.6171	3.4080	3.3384	3.3558	3.3574	3.4017	3.4688
0.1848	0.1749	0.1673	0.1655	0.1609	0.1587	0.1428
0.1514	0.1306	0.1278	0.1242	0.1205	0.1177	0.1130
0.0176	0.0166	0.0146	0.0141	0.0148	0.0144	0.0139
0.0833	0.0984	0.0910	0.0868	0.0691	0.0783	0.0799
0.1112	0.1056	0.0966	0.0946	0.0852	0.0822	0.0793
0.0390	0.0360	0.0356	0.0370	0.0378	0.0392	0.0388
0.0457	0.0449	0.0442	0.0408	0.0434	0.0596	0.0606
0.0748	0.0734	0.0722	0.0722	0.0725	0.0734	0.0744
0.0411	0.0415	0.0425	0.0438	0.0454	0.0472	0.0481
0.0228	0.0225	0.0225	0.0124	0.0122	0.0127	0.0131
0.3046	0.2880	0.2938	0.5671	0.5578	0.5466	0.5274
0.8555	0.8347	0.8124	0.8146	0.7847	0.8063	0.8089
1.3086	1.2891	1.1956	1.0681	1.0411	1.0519	0.9862
0.6453	0.6250	0.6151	0.6043	0.5971	0.5976	0.6042
0.9960	0.9631	0.9338	0.9123	0.8913	0.8771	0.8379
0.7063	0.6422	0.6664	0.6799	0.6866	0.6816	0.6735
0.8366	0.8085	0.7903	0.7694	0.7764	0.7757	0.7799
1.1143	0.9975	0.9433	0.8512	0.8429	0.8368	0.8304
0.6125	0.5857	0.5243	0.4512	0.4496	0.4426	0.4262
0.0107	0.0106	0.0105	0.0000	0.0000	0.0000	0.0000
0.0136	0.0165	0.0161	0.0160	0.0157	0.0154	0.0148
2.8336	2.6694	2.6483	2.4065	2.3991	2.4435	2.3000
0.1250	0.1250	0.1250	0.1250	0.1250	0.1250	0.1250
0.1250	0.1250	0.1250	0.1250	0.1250	0.1252	0.1250
0.1250	0.1250	0.1250	0.1250	0.1250	0.1250	0.1250
0.1333	0.1367	0.1857	0.0928	0.1250	0.1089	0.0959
0.6395	0.6306	0.6292	0.6170	0.5991	0.6465	0.6427
0.3981	0.3090	0.3025	0.3057	0.3043	0.3064	0.3756
0.1418	0.1307	0.1207	0.1078	0.1048	0.0999	0.0939
0.7892	0.7670	0.7469	0.7425	0.7403	0.7201	0.5705
2.4030	2.3402	2.2834	2.2296	2.2255	2.2284	2.2216
0.2626	0.2431	0.2317	0.2112	0.2114	0.2037	0.1946

GLEN ELLYN SCHOOL DISTRICT 41

**Principal Property Taxpayers - Current Tax Levy Year and Nine Tax Levy Years Ago
June 30, 2023 (Unaudited)**

Taxpayer	2022			2013		
	Taxable Assessed Valuation	Rank	Percentage of Total District Taxable Assessed Value	Taxable Assessed Valuation	Rank	Percentage of Total District Taxable Assessed Value
TLC Management Company	\$ 10,138,340	1	0.63%			
Brookdale	8,229,530	2	0.51%			
Market Plaza 450 LLC	8,195,020	3	0.51%	\$ 11,428,580	1	0.96%
Baker Hill Station LLC	7,512,200	4	0.46%	6,854,440	4	0.58%
DuPage Medical Group	5,978,840	5	0.37%			
SIM Briar Street LLC	5,771,820	6	0.36%			
Avere on Duane LLC	5,489,050	7	0.34%			
NICOR Gas	4,496,850	8	0.28%			
SIM Parkside II LLC	3,716,820	9	0.23%			
T J Adam Company	3,667,600	10	0.23%			
AH IL Owner Ltd Partners				8,333,330	2	0.70%
Arbors of Glen Ellyn				8,066,660	3	0.68%
DMG Real Estate LLC				6,086,610	5	0.51%
Glen Hill North LLC				6,033,160	6	0.51%
Northern Illinois Gas Co.				3,852,850	7	0.32%
Central DuPage Health Systems				3,803,390	8	0.32%
Madison Corp Group Eilers				3,575,120	9	0.30%
Healthtrack Sports & Wellness				3,500,370	10	0.29%
	<u>63,196,070</u>		<u>3.92%</u>	<u>61,534,510</u>		<u>5.17%</u>

Source: Offices of the DuPage County Clerk, Assessor and Bloomingdale and Milton Township Assessors

GLEN ELLYN SCHOOL DISTRICT 41

**Property Tax Levies and Collections - Last Ten Fiscal Years
June 30, 2023 (Unaudited)**

Fiscal Year	Tax Levy Year	Taxes Levied for the Fiscal Year	Collected within the Fiscal Year of the Levy		Collections in Subsequent Years	Total Collections to Date	
			Total Collections	Percentage of Levy		Amount	Percentage of Levy
2014	2013	\$ 44,168,738	\$ 21,617,727	48.94%	\$ 22,376,568	\$ 43,994,295	99.61%
2015	2014	45,307,475	22,032,081	48.63%	23,157,939	45,190,020	99.74%
2016	2015	46,173,516	22,745,277	49.26%	23,273,481	46,018,758	99.66%
2017	2016	47,114,766	23,857,542	50.64%	23,188,389	47,045,931	99.85%
2018	2017	46,610,712	26,117,470	56.03%	20,455,844	46,573,314	99.92%
2019	2018	47,810,222	24,070,384	50.35%	23,644,366	47,714,750	99.80%
2020	2019	49,144,418	24,504,428	49.86%	24,519,776	49,024,204	99.76%
2021	2020	50,519,701	24,566,754	48.63%	25,784,923	50,351,677	99.67%
2022	2021	51,873,440	27,109,715	52.26%	24,701,417	51,811,132	99.88%
2023	2022	54,540,176	28,404,277	52.08%	—	28,404,277	52.08%

Source: DuPage County Levy, Rate and Extension Reports for 2013 - 2022

GLEN ELLYN SCHOOL DISTRICT 41

**Ratios of Outstanding Debt by Type - Last Ten Fiscal Years
June 30, 2023 (Unaudited)**

Fiscal Year	Governmental Activities			Total Primary Government	Percentage of Personal Income (1)	Per Capita (1)
	General Obligation Bonds	Leases	Debt Certificates			
2014	\$ 10,230,958	\$ 559,083	\$ 7,000,000	\$ 17,790,041	2.72%	\$ 617
2015	7,933,916	374,051	6,678,000	14,985,967	2.32%	520
2016	5,511,727	182,895	6,340,000	12,034,622	1.83%	417
2017	2,910,033	49,708	5,985,000	8,944,741	1.24%	300
2018	23,755,000	—	5,611,000	29,366,000	4.00%	988
2019	22,935,000	—	5,218,000	28,153,000	3.70%	936
2020	23,356,843	—	4,805,000	28,161,843	3.39%	1,004
2021	22,373,755	—	4,371,000	26,744,755	3.16%	965
2022	21,345,667	256,373	3,915,000	25,517,040	2.93%	885
2023	20,267,579	—	3,436,000	23,703,579	2.62%	836

Data Source: District Records

(1) See the Schedule of Demographic and Economic Statistics for personal income and population data.

Note: Details regarding the District's outstanding debt can be found in the notes to the financial statements.

GLEN ELLYN SCHOOL DISTRICT 41

**Ratios of General Bonded Debt Outstanding - Last Ten Fiscal Years
June 30, 2023 (Unaudited)**

Fiscal Year	General Bonded Debt	Less: Amounts Available for Debt Service	Total	Percentage of Total Taxable Assessed Value of Property (1)	Per Capita (2)
2014	\$ 10,230,958	\$ 735,566	\$ 9,495,392	0.82%	\$ 329
2015	7,933,916	752,453	7,181,463	0.62%	249
2016	5,511,727	773,322	4,738,405	0.39%	164
2017	2,910,033	789,625	2,120,408	0.16%	71
2018	23,755,000	957,085	22,797,915	1.67%	767
2019	22,935,000	864,794	22,070,206	1.54%	733
2020	23,356,843	259,935	23,096,908	1.58%	824
2021	22,373,755	175,744	22,198,011	1.48%	801
2022	21,345,667	171,989	21,173,678	1.39%	734
2023	20,267,579	138,903	20,128,676	1.28%	710

Data Source: District Records

(1) See the Schedule of Assessed Value and Actual Value of Taxable Property for property value data.

(2) See the Schedule of Demographic and Economic Statistics for population data.

Note: Details regarding the District's outstanding debt can be found in the notes to the financial statements.

GLEN ELLYN SCHOOL DISTRICT 41

**Direct and Overlapping General Obligation Bonded Debt
June 30, 2023 (Unaudited)**

	Outstanding Bonds	Applicable to District	
		Percent	Amount
DuPage County	\$ 93,885,000 (1)(3)	3.59%	3,370,472
DuPage County Forest Preserve	76,365,000 (2)	3.59%	2,741,504
Municipalities:			
Village of Glen Ellyn	30,952,033	75.14%	23,257,358
Village of Glendale Heights	22,453,849	11.16%	2,505,850
Village of Lombard	— (1)	1.60%	—
City of Wheaton	56,459,659	3.19%	1,801,063
Miscellaneous:			
Glenside Fire Protection District	— (1)	9.99%	—
Glenside Library District	1,900,000	100.00%	1,900,000
DuPage Co. Special Service Area #38	—	0.26%	—
Wheaton Sanitary District	50,198,700 (3)	5.48%	2,750,889
Park Districts:			
Carol Stream	75,393,008 (2)	0.75%	565,448
Glen Ellyn	—	80.34%	—
Wheaton	7,277,011 (1)	0.31%	22,559
School Districts:			
High School District #87	44,455,000 (1)(3)	25.15%	11,180,433
Community College District #502	123,615,000 (1)	3.19%	3,943,319
Total Overlapping General Obligation Bonded Debt			54,038,895
DuPage School District Number 41	23,703,579	100.00%	23,703,579
Total Direct and Overlapping General Obligation Bonded Debt			<u>77,742,474</u>

(1) Excludes principal amounts of outstanding General Obligation Alternate Revenue Source Bonds which are expected to be paid from sources other than general taxation.

(2) Includes original principal amounts of outstanding General Obligation Capital Appreciation Bonds.

(3) Excludes outstanding Certificates of Indebtedness and/or notes.

Source: DuPage County Clerk's Office

Tax boundaries divided by the total assessed value for each overlapping government. This ratio is then applied to the total outstanding bonds to determine the amount of outstanding bonds from each overlapping government that is allocated to the District' assessed valuation.

GLEN ELLYN SCHOOL DISTRICT 41

**Schedule of Legal Debt Margin - Last Ten Fiscal Years
June 30, 2023 (Unaudited)**

See Following Page

GLEN ELLYN SCHOOL DISTRICT 41

**Schedule of Legal Debt Margin - Last Ten Fiscal Years
June 30, 2023 (Unaudited)**

	2014	2015	2016	2017
Legal Debt Limit	\$ 80,129,435	79,677,230	84,780,665	89,876,389
Total Net Debt Applicable to Limit	14,823,270	12,318,894	10,564,773	7,737,009
Legal Debt Margin	65,306,165	67,358,336	74,215,892	82,139,380
Total Net Debt Applicable to the Limit as a Percentage of Debt Limit	18.50%	15.46%	12.46%	8.61%

Data Source: The District's Annual Financial Report

2018	2019	2020	2021	2022	2023
94,370,280	98,816,958	101,047,882	103,826,157	105,219,958	108,489,167
29,366,000	28,153,000	26,880,000	25,541,000	20,220,000	19,220,000
65,004,280	70,663,958	74,167,882	78,285,157	84,999,958	89,269,167
31.12%	28.49%	26.60%	24.60%	19.22%	17.72%

Legal Debt Margin Calculation for Fiscal Year 2023

Assessed Value	<u>\$ 1,572,306,765</u>
Bonded Debt Limit - 6.9% of Assessed Value	108,489,167
Amount of Debt Applicable to Limit	<u>(19,220,000)</u>
Legal Debt Margin	<u>127,709,167</u>

GLEN ELLYN SCHOOL DISTRICT 41

Demographic and Economic Statistics - Last Ten Fiscal Years

June 30, 2023 (Unaudited)

Fiscal Year	Population	Personal Income	Personal Income (Median Household Income)	Per Capita Income (Family of 4)	Unemployment Rate
2013	28,833	\$ 653,355,780	\$ 90,640	\$ 50,590	8.2%
2014	28,833	645,037,460	97,039	49,126	4.5%
2015	28,833	656,318,371	91,051	52,486	4.6%
2016	29,772	722,261,277	97,039	49,126	4.5%
2017	29,727	734,866,304	98,882	51,087	4.0%
2018	30,091	761,061,572	101,168	52,079	3.1%
2019	28,042	829,734,738	118,356	59,178	2.7%
2020	27,714	846,932,430	110,678	61,180	7.4%
2021	28,846	872,340,403	118,208	65,328	4.5%
2022	28,364	905,491,269	124,754	69,566	3.5%

Data Sources:

Population and Per Capita Personal Income obtained from US Census Bureau's American Community 5-Year Survey 2013-2017 Profile published by National Center of Educational Statistics' Edge (Education, Demographic and Geographic Estimates)

Illinois Department of Employment Security

GLEN ELLYN SCHOOL DISTRICT 41

**Principal Employers - Current Fiscal Year and Nine Fiscal Years Ago
June 30, 2023 (Unaudited)**

Employer	2023			2014		
	Employees	Rank	Percentage of Total District Employment	Employees	Rank	Percentage of Total District Employment
College of DuPage	3,949	1	13.92%	2,749	1	9.94%
School District 41	549	2	1.94%	400	6	1.45%
School District 87	518	3	1.83%	901	2	3.26%
Village of Glen Ellyn	454	4	1.60%	200	9	0.72%
School District 89	245	5	0.86%	261	8	0.94%
Duly Health and Care	275	6	0.97%			
Walmart Supercenter	250	7	0.88%			
Innovative Systems Group	220	8	0.78%			
First Student	205	9	0.72%			
Nicor	200	10	0.71%			
Health Track Sports & Wellness	200	10	0.71%			
Glen Ellyn Park District				732	3	2.65%
Grade School District 44				464	4	1.68%
DuPage Medical Group				414	5	1.50%
M & R Printing				400	7	1.45%
B.R. Ryall YMCA				170	10	0.61%
	<u>7,065</u>		<u>24.92%</u>	<u>6,691</u>		<u>24.20%</u>

Data Sources:

Village of Glen Ellyn

GLEN ELLYN SCHOOL DISTRICT 41

**Staffing Information by Function - Last Ten Fiscal Years
June 30, 2023 (Unaudited)**

Function	2014	2015	2016
Administration			
Superintendent	1.00	1.00	1.00
Assistant Superintendent	2.00	3.00	3.00
District Administrators	8.00	7.00	7.00
Principals and Assistants	11.00	11.00	11.00
Total Administration	22.00	22.00	22.00
Teachers			
Elementary & Middle School, Regular Education Grades Pre-K - 8	128.50	131.50	126.85
Specialists - K-5: Art, Music, PE, K-8 Literacy, Math, Gifted, ENL, BI-Lingual Resource. Inclusion, Speech Therapists, Band & Orchestra, JH Exploratories	94.90	100.70	108.99
Special Education Self-Contained Programs: ECE, MIP, GIP, EBD	10.00	9.00	9.50
Psychologists, Social Worker, Nurses, Counselors	20.60	18.60	18.76
Total Teachers	254.00	259.80	264.10
Other Supporting Staff			
Other Support Staff	34.48	43.12	40.22
Aides - Classroom, Program, Learning Center, Technology, Health Maintenance, Custodians, Courier	74.00	76.96	63.08
Total Support Staff	29.67	27.00	26.37
Total Staff	414.15	428.88	415.77

Source: District 41 Personnel

2017	2018	2019	2020	2021	2022	2023
1.00	1.00	1.00	1.00	1.00	1.00	1.00
3.00	3.00	3.00	3.00	3.00	3.00	3.00
7.00	7.00	7.00	8.00	8.00	9.00	10.00
11.00	11.00	11.00	11.00	11.00	11.00	11.00
22.00	22.00	22.00	23.00	23.00	24.00	25.00
128.64	125.00	125.00	131.00	133.69	132.88	132.69
115.13	125.14	125.29	137.46	135.20	138.52	136.49
9.50	9.50	10.00	0.00	0.00	0.00	0.00
23.40	22.76	18.60	22.54	21.53	22.35	18.60
276.67	282.40	278.89	291.00	290.42	293.75	287.78
41.13	36.30	31.43	25.49	33.24	32.95	29.00
61.96	66.50	69.77	72.00	68.35	65.24	60.62
26.43	26.67	24.65	26.46	30.57	32.59	33.04
129.52	129.47	125.85	123.95	132.16	130.78	122.66
428.19	433.87	426.74	437.95	445.58	448.53	435.44

GLEN ELLYN SCHOOL DISTRICT 41

**Operating Indicators by Function - Last Ten Fiscal Years
June 30, 2023 (Unaudited)**

Fiscal Year	Enrollment (ADA)	Operating Expenditures	Cost Per Pupil	Percentage Change (in Operating Cost/Pupil of ADA)	Expenses	Cost Per Pupil	Percentage Change	Teaching Staff	Pupil-Teacher Ratio (1)	Percentage of Students Receiving Free or Reduced Meals (2)
2014	3,182	\$ 41,147,470	\$ 12,931	2.28%	\$ 39,537,765	\$ 12,425	4.06%	254	12.5	26.3%
2015	3,025	40,575,201	13,413	3.73%	38,108,402	12,598	1.39%	260	11.6	20.9%
2016	2,970	41,440,011	13,953	4.02%	40,471,646	13,627	8.17%	264	11.3	N/A
2017	3,114	41,794,811	13,422	(3.81%)	40,282,242	12,936	(5.07%)	277	11.2	N/A
2018	3,158	44,677,215	14,147	5.41%	42,995,640	13,615	5.25%	282	11.2	N/A
2019	3,137	44,632,376	14,228	0.57%	45,038,076	14,357	5.45%	279	11.2	N/A
2020	3,485	45,131,509	12,950	(8.98%)	44,308,176	12,714	(11.44%)	291	12.0	N/A
2021	3,058	47,796,761	15,630	20.69%	46,026,113	15,051	18.38%	290	10.5	N/A
2022	3,040	49,691,360	16,346	4.58%	46,607,468	15,331	1.86%	294	10.3	N/A
2023	3,071	50,921,681	16,581	1.44%	50,500,302	16,444	7.26%	288	10.7	N/A

(1) Based on ADA

(2) Illinois Interactive Report Cards at www.iirc.niu.edu and Illinois School Report Cards, District Low Income Rate

N/A - Not Available

GLEN ELLYN SCHOOL DISTRICT 41

**School Building Information - Last Ten Fiscal Years
June 30, 2023 (Unaudited)**

See Following Page

GLEN ELLYN SCHOOL DISTRICT 41

**School Building Information - Last Ten Fiscal Years
June 30, 2023 (Unaudited)**

	2014	2015	2016	2017
Abraham Lincoln School (1961)				
Square Feet, Main Building	55,525	55,525	59,275	59,275
Sq. Ft, Portables (6 Classrooms)	3,325	3,325	—	—
Capacity (Students)	—	—	—	—
Enrollment - Fall Housing	582	547	582	526
Benjamin Franklin School (1928)				
Square Feet, Main Building	55,632	55,632	61,876	61,876
Sq. Ft, Portables (4 Classrooms)	3,808	3,808	—	—
Capacity (Students)	—	—	—	—
Enrollment - Fall Housing	572	546	559	553
Churchill School (1957)				
Square Feet, Main Building	54,615	54,615	63,295	63,295
Sq. Ft, Portables (8 Classrooms)	7,360	7,360	—	—
Capacity (Students)	—	—	—	—
Enrollment - Fall Housing	650	625	645	591
Forest Glen School (1949)				
Square Feet, Main Building	49,221	49,221	53,184	53,184
Sq. Ft, Portables (4 Classrooms)	3,372	3,372	—	—
Capacity (Students)	—	—	—	—
Enrollment - Fall Housing	565	608	578	631
Hadley Junior High School (1954)				
Square Feet, Main Building	158,741	158,741	158,741	158,741
Sq. Ft, Portables (6 Classrooms)	8,736	8,736	8,736	8,736
Capacity (Students)	—	—	—	—
Enrollment - Fall Housing	1,201	1,175	1,139	1,145

Data Source: District Building Plans and Annual ISBE Fall Housing Reports

2018	2019	2020	2021	2022	2023
59,275	59,275	59,275	59,275	59,275	59,275
—	—	—	—	—	—
—	—	—	—	—	—
553	543	572	503	532	530
61,876	618,760	61,876	61,876	61,876	61,876
—	—	—	—	—	—
—	—	—	—	—	—
547	518	552	509	562	568
63,295	63,295	63,295	63,295	63,295	63,295
—	—	—	—	—	—
—	—	—	—	—	—
665	673	661	624	649	620
53,184	53,184	53,184	53,184	53,184	53,184
—	—	—	—	—	—
—	—	—	—	—	—
650	656	694	539	645	651
158,741	158,741	181,241	181,241	181,241	181,241
8,736	8,736	—	—	—	—
—	—	—	—	—	—
1,148	1,159	1,143	1,147	1,111	1,139

GLEN ELLYN SCHOOL DISTRICT 41

**Enrollment Statistics - Last Ten Fiscal Years
June 30, 2023 (Unaudited)**

Fiscal Year	Fall Housing Total Enrollment*	Difference	% Increase/ (Decrease)
2014	3,570	(59)	(1.63%)
2015	3,501	(69)	(1.93%)
2016	3,503	2	0.06%
2017	3,574	71	2.03%
2018	3,563	(11)	(0.31%)
2019	3,549	(14)	(0.39%)
2020	3,622	73	2.06%
2021	3,545	(77)	(2.13%)
2022	3,499	(46)	(1.30%)
2023	3,508	9	0.26%

* Enrollment from annual September 30 Fall Housing Reports, including K-8, Early Childhood SE, and Pre-K

GLEN ELLYN SCHOOL DISTRICT 41

General Information

June 30, 2023 (Unaudited)

Location:	25 miles due west of the Chicago Loop in central DuPage County
Date of Organization:	1849
Number of Schools:	5
Area Served:	North side of Glen Ellyn (mostly north of Roosevelt Road), plus sections of Wheaton, Lombard, Glendale Heights, and Carol Stream), located approximately 23 miles west of downtown Chicago
Median Home Value:	\$465,200 According to the U.S. Census Bureau
Student Enrollment:	3,508
Certified Teaching Staff:	288
Pupil/Teacher Ratio:	12.19

GLEN ELLYN SCHOOL DISTRICT 41

**Operating Cost and Tuition Charge
For the Fiscal Year Ended June 30, 2023**

	2023	2022
Operating Cost Per Pupil		
Average Daily Attendance (ADA)	3,071	3,040
Operating Costs:		
Educational	\$ 46,531,440	44,700,846
Operations and Maintenance	4,176,567	4,000,951
Debt Service	2,652,641	2,645,819
Transportation	2,382,539	2,170,889
Municipal Retirement/Social Security	1,271,861	1,327,977
Subtotal	57,015,048	54,846,482
Less Revenues/Expenditures of Nonregular Programs		
Transportation	—	—
Tuition	946,764	—
Pre-K Programs	1,000,886	1,409,945
Summer School	7,263	23,766
Capital Outlay	978,954	650,921
Debt Principal Retired	1,735,373	1,655,874
Community Services	83,890	89,307
Payments to Other Districts and Governmental Units	1,340,237	1,325,309
Subtotal	6,093,367	5,155,122
Operating Costs	50,921,681	49,691,360
Operating Costs Per Pupil - Based on ADA	16,581	16,346
Tuition Charge		
Operating Costs	50,921,681	49,691,360
Less Revenues from Specific Programs, Such as Special Education or Lunch Programs	4,030,729	6,283,846
Net Operating Cost	46,890,952	43,407,514
Depreciation Allowance	3,609,350	3,199,954
Allowable Tuition Costs	50,500,302	46,607,468
Tuition Charge Per Pupil - Based on ADA	16,444	15,331

**Special Board Meeting Minutes
Central Services Office
793 N Main St, Glen Ellyn
November 10, 2023**

Call to Order

Vice President of the Board of Education Jason Loebach served as President Pro-Tem of the special meeting in Dr Bruno's absence. The meeting was called to order at 9:00 am.

Roll Call

The following Board members were in attendance: Steve Miko, Ted Estes, Jason Loebach, Tayyaba Syed, Julie Hill. Dr. Robert Bruno and Jessica Buttimer were absent.

Public Participation

No public participation.

Approval of a series of closed session meetings for the purpose of conducting interviews of, and considering, superintendent candidates pursuant to Section 2a of the Illinois Open Meetings Act: Mr. Loebach noted that the Board is planning to schedule a series of closed session meetings under Section 2a of the Illinois Open Meetings Act in order to conduct interviews of, and consider, candidates to become the District's new Superintendent when Dr. Kaczowski retires at the end of this school year. This will permit greater efficiency in calling and conducting the meetings, which would otherwise have been conducted in closed session as individual special meetings.

Board members Hill motioned and Estes seconded to schedule and hold, pursuant to Illinois Open Meetings Act, a series of closed session special meetings to be held on Tuesday, November 14, 2023, Wednesday, November 15, 2023 and Monday November 27, 2023. All of the meetings will begin at 5 p.m. at the District's Central Services Offices, 793 North Main Street, Glen Ellyn, Illinois, 60137.

Roll Call

Aye: Buttimer, Hill, Estes, Loebach, Syed,

Nay: None

Absent: Bruno, Buttimer

Motion passed

Adjournment Board members Loebach motioned and Buttimer seconded to adjourn the November 10, 2023 Special Board meeting at 9:03 am. Motion carried by unanimous voice vote.

Respectfully submitted,

Nancy Mogk, Board Recording Secretary

Dr. Robert Bruno, Board President

Jessica Buttimer, Board Secretary

Minutes approved: October 16, 2023

Regular Board Meeting Minutes Hadley Jr. High School

November 13, 2023

Call to Order

The November 16, 2023 regular board meeting was called to order at 5:30 p.m.

Roll Call

The following Board members were in attendance: Jason Loebach, Steve Miko, Ted Estes, Tayyaba Syed, Julie Hill, Jessica Buttimer, and Dr. Robert Bruno.

Adjourn to Closed Session

Board members Loebach motioned and Hill seconded to adjourn to closed session to confidentially discuss section Section 2(c) 1 The appointment, employment, compensation, discipline, performance, or dismissal of specific employees, including hearing testimony on a complaint lodged against an employee to determine its validity section.

Roll Call

Aye: Loebach, Syed, Hill, Estes, Miko, Buttimer and Bruno

Nay: None

Motion passed

Return to Open Session

The board returned to open session at 6:30 p.m.

Upon the return to open session the board members were in attendance. Jason Loebach, Steve Miko, Ted Estes, Tayyaba Syed, Julie Hill, Jessica Buttimer, and Dr. Robert Bruno.

Student Board Members: Keira Boynton, Evelyn Carle, Carlos Quintero were in attendance.

Also in Attendance: Superintendent Dr. Melissa Kaczowski, Assistant Superintendent of Human Resources Dr. David Bruno, Assistant Superintendent of Teaching, Learning and Accountability Dr. Kristine Webster, Assistant Superintendent of Finance, Facilities and Operations Eric DePorter, Director of Language Programs Juan Suarez, Executive Director of Student Services Molly Victor, Chief Communications Officer Erika Krehbiel, and Director of Innovation and Technology Andrew Peterman.

Public Hearing on E-Learning Plan: Dr. Bruno opened the public hearing on the District's E-Learning plan. The board is required to hold a public hearing for approval of the district e-learning program. The Board will be taking action later in the meeting on the Plan. A legal notice for this public hearing was published in Glen Ellyn Suburban Life on October 27, 2023 and to date no public input has been received. No public comment was submitted.

At 6:36 p.m. Board members Loebach motioned and Buttimer seconded to close the public hearing on the ELearning plan. Motion passed by unanimous voice vote.

Celebrations and Recognitions

Recognition Board Members: Dr. Kaczowski recognized the Board for their service to the District and congratulated Mr. Estes and Mrs. Buttimer for their board leadership accomplishments.

Presentations

ECRA State Percentile Analysis Report: Dr. Webster shared information on the district's proficiency and growth on IAR. She noted how this report highlights how District 41 students are performing across the state as compared to others performing at the same rate. ECRA is an organization that completes data analysis. They analyze the data but do not report for any particular purpose. The report can be found [here](#).

Benjamin Franklin School Improvement Plan/Data Presentation: Ben Franklin Principal Jeff Burke and Assistant Principal Jamie Mahan-Linder presented the Board with their academic data for the last school year. They reviewed both MAP and IAR data for the overall school population who take those assessments with a focus on several sub-groups. Mr. Burke shared additional information on Franklin's performance on the KIDS readiness. Ms. Linder shared information on staffing and scheduling structures. Board members asked questions of Mr. Burke and Ms. Linder related to their presentation and thanked them for sharing the information.

Public Participation

Amy Becker addressed the Board with information on the D41 Kids Foundation Dolly Parton Imagination Library fundraiser.

Superintendent's Report

- **District 41 2023 School Report Cards:** Dr. Kaczowski notified the Board and community that the 2023 School Report cards are now posted and can be found on our [website](#) and the [IRC website](#).
- **Mental Health Resources Update:** Dr. Kaczowski introduced consultants Terry Murphy and Brenda Huber who gave an update on the Mental Health Resources in District 41. Dr. Kaczowski shared that Mr. Murphy and Ms. Huber have been working with district in rolling out the mental health supports funded by the Mental Health Services for Students & Families - Federal Congressionally Funded Community Grant.

Board Reports

- Mr. Loebach reported on his attendance district band concerns and the Churchill PTA meeting and his participation in building tours with principals.
- Mr. Estes reported on his attendance at the Ben Franklin PTA meeting and Forest Glen talent show. He noted his appreciation to the PTAs for their generous donations throughout the year.
- Mrs. Syed reported on her attendance at the Abraham Lincoln PTA meeting, the Churchill Drama production and her participation in the refugee simulation experience at COD.
- Dr. Miko reported on his participation in building tours with principals and his attendance at district band concerts.
- Mrs. Hill reported on her attendance at the Hadley PTA and PEP meetings, Hadley's chorus concert and her participation in the refugee simulation experience at COD.
- Mrs. Buttimer reported on her attendance at a district chorus concert.
- Dr. Bruno reported on his attendance at PTA Council meetings and his participation in building tours with principals.

Student Board Reports

Student Board members reported on grade level events including award ceremonies, parent-teacher conferences, field trips and extracurricular activities.

Dr. Kaczowski shared information on the Glenbard feeder district superintendent visits and the participation of the student board members last month.

Discussion

School Maintenance Grant: Administration presented the Board with information on the school maintenance project grant. This grant is a dollar-for-dollar state matching grant program providing awards up to \$50,000 to grantees exclusively for the maintenance or upkeep of buildings or structures for educational purposes. A project may involve different types of work on a single building or structure or may involve a single type of work (e.g., new roofing or windows) on several buildings or structures. There is no limit to the cost of a project; however, grant awards shall not exceed \$50,000 per grant award, and applicants shall provide a match from local funds equal to the grant amount requested. Administration has identified the upcoming Forest Glen Elementary HVAC project as an appropriate project to use to apply toward this grant opportunity. The grant award of \$50,000 would help offset the total cost, which is estimated at approximately \$1,300,000. Requirements of the grant require Board approval which will occur later in the meeting.

Special Education Transportation - First Alt: Currently the District is contracted with Hopewell (owned by First Student) to provide transportation services for special education students. Due to hiring challenges, Hopewell has struggled to meet the needs of the district. Special education transportation needs often change and while Hopewell is a good partner, there have been numerous occasions where they have been unable to pivot quickly enough to transport all of our students. In looking for an alternative solution, administration contacted FirstAlt to determine if they might be a good fit to address the areas that Hopewell is unable to. FirstAlt is a new division of First Student. FirstAlt service started in early 2023 as a solution to the industry-wide struggle to meet the transportation needs of school districts. FirstAlt operates very much like rideshare companies utilizing privately owned vehicles. These vehicles are inspected and approved for use by FirstAlt before being used. Drivers are put through training and background checks similar to what is expected of currently employed drivers of First Student and Hopewell. Administration has reached out to several local districts currently using FirstAlt to supplement their existing transportation arrangements and have been satisfied with the positive feedback. The number of students affected by this change is minimal (less than five) and administration is satisfied with the fee structure. The board discussed the proposal and thanked staff for their efforts in finding alternate solutions. The full report can be found [here](#).

2023 FY Levy: Mr. DePorter provided the Board with a review of the fiscal year 2023 Levy. He reviewed his estimated calculations for 2023 and noted the details of 2023 Levy. One critical variable in this calculation is the estimated new property growth. Mr. DePorter explained the guidelines and process of determining the new property growth estimate and recommended an estimate for new property growth included in the proposed levy be set at \$20,000,000. Mr. DePorter provided an explanation of the estimated tax extension (with the new property valuation) to be \$57,782,625 which is 6.27% or a \$3,150,650 increase over the 2022 levy. He reiterated that PTELL limitations would apply and the district would only collect this amount if new property were equal to or greater than \$20,000,000. If new property actually exceeded \$20,000,000 the district will forfeit future taxing capacity for the amount above the \$20,000,000. He also provided an overview of the requirements and purpose of a public hearing related to the annual levy and shared that the District will hold its public hearing on December 18, 2023.

Action Items

Consent Agenda: Board members Loebach motioned and Buttimer seconded to approve the consent agenda which included the a Memorandum of Understand with AFSCME on staff title changes, a Memorandum of Understanding with GEEA on the District Elearning Plan, the personnel report which includes employment recommendations, leave requests, resignations and retirements and terminations, the October 2023 financial reports, and the open and closed meeting minutes of October 13, 2023 as presented.

Roll Call

Aye: Loebach, Syed, Hill, Estes, Miko, Buttimer and Bruno

Nay: None

Motion passed

Recommendations

Approve Special Education Transportation - FirstAlt: Board members Syed motioned and Estes seconded to authorize Assistant Superintendent of Finance, Facilities and Operations Eric DePorter to enter into an agreement with FirstAlt for transportation services through the end of the current school year as presented.

Mr. Loebach thanked Mr. DePorter and Mrs. Victor for seeking a solution and negotiating these arrangements on behalf of the district.

Roll Call

Aye: Loebach, Syed, Hill, Estes, Miko, Buttimer and Bruno

Nay: None

Motion passed

Approve School Maintenance Grant Application Board members Loebach motioned and Buttimer seconded to approve the School Maintenance Project Grant (SMPG) application to the Illinois State Board of Education for the HVAC project at Forest Glen Elementary as outlined in the Board report.

Roll Call

Aye: Loebach, Syed, Hill, Estes, Miko, Buttimer and Bruno

Nay: None

Motion passed

Approve Resolution of District 41 E-Learning Plan: Board members Loebach motioned and Buttimer seconded to adopt the eLearning program for implementation district-wide in accordance with relevant statutes and/or regulatory action(s)/guidance in place currently, anticipated, or put into place during implementation.

Roll Call

Aye: Loebach, Syed, Hill, Estes, Miko, Buttimer and Bruno

Nay: None

Motion passed

Approval to Place the 2024 Levy on Display: Board members Loebach motioned and Buttimer seconded to approve placing the 2023 preliminary levy on display on November 14, 2023, set the date and time of the Truth in Taxation Public Hearing and approve the publishing of the notice of public hearing in accordance with the Truth in Taxation Act in the Glen Ellyn Suburban Life newspaper as detailed in the board report.

Roll Call

Aye: Loebach, Syed, Hill, Estes, Miko, Buttimer and Bruno

Nay: None

Motion passed

Other

Mr. Loebach thanked the students from Glenbard West who attended the meeting.

Upcoming Meetings

- Monday, December 18, 2023, Public Hearing & Regular Board Meeting, Hadley Jr. High School, 6:30 p.m.
- Monday, January 8, 2024, Committee of the Whole, Hadley Jr. High School, 6:30 pm
- Monday, January 22, 2024, Regular Board Meeting, Hadley Jr. High School, 6:30 pm

Adjourn to Closed Session

Board members Loebach motioned and Hill seconded to adjourn to closed session to confidentially discuss section Section 2(c) 1 The appointment, employment, compensation, discipline, performance, or dismissal of specific employees, including hearing testimony on a complaint lodged against an employee to determine its validity section.

Roll Call

Aye: Loebach, Syed, Hill, Estes, Miko, Buttimer and Bruno

Nay: None

Motion passed

Return to Open Session

The board returned to open session at 9:13 p.m.

Adjournment

At 9:13 p.m.. Board members Estes motioned and Buttimer seconded to adjourn the November 13, 2023 regular meeting. Motion carried by unanimous voice vote.

Respectfully submitted,

Nancy Mogk
Board Recording Secretary

Bob Bruno, Board President

Jess Buttimer, Board Secretary

Approved: December 18, 2023

**Special Board Meeting Minutes
Central Services Office
793 N Main St, Glen Ellyn
November 16, 2023**

Call to Order

Dr. Bruno called the meeting to order at 8:06 am.

Roll Call

The following Board members were in attendance: Steve Miko, Ted Estes, Julie Hill, and Robert Bruno. Jessica Buttimer, Tayyaba Syed and Jason Loebach were absent.

Adjourn to Closed Session

Board members Estes motioned and Miko seconded to adjourn to closed session to confidentially discuss the Section (c) 11 Litigation, when an action against, affecting or on behalf of the school board has been filed and is pending before a court or administrative tribunal, or when the school board finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting.

Roll Call

Aye: Miko, Hill, Estes, Bruno

Nay: None

Motion passed

Return to Open Session

The Board returned to open session at 8:21 p.m.

Possible Action: Approve Settlement Agreement

The Board did not take any action.

Public Participation

No public participation.

Adjournment

Board members Hill motioned and Miko seconded to adjourn the November 16, 2023 Special Board meeting at 8:22 a.m. Motion carried by unanimous voice vote.

Respectfully submitted,

Nancy Mogk, Board Recording Secretary

Dr. Robert Bruno, Board President

Jessica Buttimer, Board Secretary

Minutes approved: December 18, 2023

**Special Board Meeting Minutes
Central Services Office
793 N Main St, Glen Ellyn
November 28, 2023**

Call to Order

Dr. Bruno called the meeting to order at 7:30 p.m. Mr. Loebach led in the pledge of allegiance.

Roll Call

The following Board members were in attendance: Steve Miko, Jessica Buttimer, Ted Estes, Jason Loebach, Tayyaba Syed, Julie Hill, and Robert Bruno.

Public Participation

No public participation.

Adjourn to Closed Session: Board members Loebach motioned and Estes seconded to adjourn to closed session to confidentially discuss the Section (c) 1 The appointment, employment, compensation, discipline, performance, or dismissal of specific employees, including hearing testimony on a complaint lodged against an employee to determine its validity.

Roll Call

Aye: Miko, Hill, Estes, Loebach, Syed, Bruno, Buttimer

Nay: None

Motion passed

Return to Open Session: The Board returned to open session at 9:32 p.m.

Adjournment Board members Loebach motioned and Syed seconded to adjourn the November 28, 2023 Special Board meeting at 9:33 p.m. Motion carried by unanimous voice vote.

Respectfully submitted,
Nancy Mogk, Board Recording Secretary

Dr. Robert Bruno, Board President

Jessica Buttimer, Board Secretary

Minutes approved: December 18, 2023

ILLINOIS STATE BOARD OF EDUCATION

School Business Services Department

217-785-8779

Original:

X

Amended:

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CERTIFICATE OF TAX LEVY

A copy of this Certificate of Tax Levy shall be filed with the county clerk of each county in which the school district is located on or before the last Tuesday of December.

District Name Glen Ellyn School District 41	District Number 19-022-0410-02	County DuPage
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Amount of Levy

Educational	\$ 49,321,247	Fire Prevention & Safety *	\$ 1,572
Operations & Maintenance	\$ 1,677,651	Tort Immunity	\$ 992,519
Transportation	\$ 2,088,416	Special Education	\$
Working Cash	\$ 1,572	Leasing	\$
Municipal Retirement	\$ 696,689	Other	\$
Social Security	\$ 1,227,972	Other	\$
		Total Levy	\$ 56,007,638

* Includes Fire Prevention, Safety, Energy Conservation, Disabled Accessibility, School Security, and Specified Repair Purposes.

See explanation on reverse side.

Note: Any district proposing to adopt a levy must comply with the provisions set forth in the Truth in Taxation Law.

We hereby certify that we require:

the sum of 49,321,247 dollars to be levied as a special tax for educational purposes; and
 the sum of 1,677,651 dollars to be levied as a special tax for operations and maintenance purposes; and
 the sum of 2,088,416 dollars to be levied as a special tax for transportation purposes; and
 the sum of 1,572 dollars to be levied as a special tax for a working cash fund; and
 the sum of 696,689 dollars to be levied as a special tax for municipal retirement purposes; and
 the sum of 1,227,972 dollars to be levied as a special tax for social security purposes; and
 the sum of 0 dollars to be levied as a special tax for fire prevention, safety, energy conservation, disabled accessibility, school security and specified repair purposes; and
 the sum of 1,572 dollars to be levied as a special tax for tort immunity purposes; and
 the sum of 992,519 dollars to be levied as a special tax for special education purposes; and
 the sum of 0 dollars to be levied as a special tax for leasing of educational facilities or computer technology or both, and temporary relocation expense purposes; and
 the sum of 0 dollars to be levied as a special tax for _____; and
 the sum of 0 dollars to be levied as a special tax for _____
 on the taxable property of our school district for the year _____.

Signed this 18 day of December 2023 . _____
 (President)

 (Clerk or Secretary of the School Board of Said School District)

When any school is authorized to issue bonds, the school board shall file a certified copy of the resolution in the office of the county clerk of each county in which the district is situated to provide for the issuance of the bonds and to levy a tax to pay for them. The county clerk shall extend the tax for bonds and interest as set forth in the certified copy of the resolution, each year during the life of the bond issue. Therefore to avoid a possible duplication of tax levies, the school board should not include a levy for bonds and interest in the district's annual tax levy.

Number of bond issues of said school district that have not been paid in full 1 .

(Detach and Return to School District)

This is to certify that the Certificate of Tax Levy for School District No. 41 , DuPage County, Illinois, on the equalized assessed value of all taxable property of said school district for the year 2023 , was filed in the office of the County Clerk of this County on _____ .

In addition to an extension of taxes authorized by levies made by the Board of Education (Directors), an additional extension(s) will be made, as authorized by resolution(s) on file in this office, to provide funds to retire bonds and pay interest thereon.

The total levy, as provided in the original resolution(s), for said purposes for the year 2023 , is \$ _____ .

 (Signature of County Clerk)

 (Date)

 (County)

ISBE Form 50-02 (07-2023) CTL2023.xlsx

Calculating the December 2023 Tax Levy

Step 1: Increase the extended 2022 tax levy by the CPI				
	2022 Actual Levy			
Operating Funds	extended	Tax Rate		Notes:
Education	46,631,474	2.9658		
Tort	1,572	0.0001		
Special Education	794,015	0.0505		
Op & Maintenance	1,677,651	0.1067		
Transportation	1,816,014	0.1155		
IMRF	663,513	0.0422		
Life Safety	0	0.0000		
Social Security	1,116,338	0.0710		
Working Cash	1,572	0.0001		
Subtotal	<u>52,702,150</u>	3.3519		
x 5.0% CPI (Dec 2022)	1.05		\$2,635,108	New tax dollars for FY25
Tax revenue base for 2023 levy	\$55,337,258			
Step 2: Estimate new property				
Tax Year	New Property EAV	Percent increase		
2008	\$28,952,650	16.26%		
2009	\$9,488,570	-67.23%		
2010	\$13,310,030	40.27%		
2011	\$9,120,910	-31.47%		
2012	\$6,294,264	-30.99%		
2013	\$8,382,250	33.17%		
2014	\$13,151,520	56.90%		
2015	\$13,420,420	2.04%		
2016	\$13,692,270	2.03%		
2017	\$11,142,270	-18.62%		
2018	\$11,462,140	2.87%		
2019	\$12,097,350	5.54%		
2020	\$8,840,230	-26.92%		
2021	\$9,693,190	9.65%		
2022	\$8,171,350	-15.70%		
Estimated 2023	\$20,000,000			Based on property development trends
Step 3: Calculate the taxes related to different estimates of new property growth				
New Property Value Estimate	Estimated new property tax dollars	Estimated total tax levy dollars	Estimated Percent increase over 2022 levy	Dollar impact on new property development
\$6,000,000	\$201,114	\$57,313,359	5.20%	
\$9,000,000	\$301,671	\$57,413,916	5.38%	
\$12,000,000	\$402,228	\$57,514,473	5.57%	
\$15,000,000	\$502,785	\$57,615,030	5.75%	
\$18,000,000	\$603,342	\$57,715,587	5.94%	
\$21,000,000	\$703,899	\$57,816,144	6.12%	
\$24,000,000	\$804,456	\$57,916,701	6.31%	
\$27,000,000	\$905,013	\$58,017,258	6.49%	
\$30,000,000	\$1,005,570	\$58,117,815	6.68%	
\$33,000,000	\$1,106,127	\$58,218,372	6.86%	
Step 4: Estimate value of new property in tax revenue				
New EAV divided by 100, times last year's tax rate				
New property	\$200,000			
2022 tax rate (2023 bills) x	<u>3.3519</u>			
New property tax revenue	\$670,380			Additional dollars from new property improvements
Step 5: Estimate tax revenue for 2023 levy				
Tax revenue base for 2023 levy	\$55,337,258			Increase over prior year
New property tax revenue	<u>\$670,380</u>			
Estimated 2023 levy revenue (all but B&I)	\$56,007,638			
add estimated Bond & Interest levy	\$1,774,987			Based on bond schedule
Estimated 2023 levy revenue	\$57,782,625			
Step 6: Determine if Proposed 2023 levy is greater than 5% above the 2022 levy				
2022 levy	\$54,480,429			
Estimated 2023 levy	\$57,782,625			
Truth in Taxation Test	6.27%			If above 5%, community must be notified in newspaper
Overall percent difference (including B & I)	6.06%			Year over year change

Board Report

Date: December 18, 2023

Title: Approval of 2023 Levy

Submitted by: Eric DePorter, Assistant Superintendent Finance, Facilities and Operations

Strategic Priority Goal Area 6: Community Partnerships & Engagement: District 41 is dedicated to creating and sustaining community partnerships that enhance education and provide social, emotional and academic support for our students. By creating strong connections with community partners and engaging with all five communities we serve, District 41 prepares each student for a successful future.

Background: The Truth in Taxation Act stipulates the requirements of the Board in adopting the levy. That is, a levy estimate must be approved not less than 20 days prior to adoption. The taxing district must give notice and hold a public hearing if the levy estimate is greater than a 5% increase over the prior year's tax extension. The notice must be published in the local newspaper between 7 and 14 days prior to the scheduled public hearing date. The public hearing can be held at any time other than the time of the Board's budget hearing.

Discussion: The 2023 Property Tax Levy will support the fiscal year 2024-2025 budget. The Property Tax Extension Limitation Act (PTELL), which is based on the Consumer Price Index (CPI) or 5% whichever is less, will limit the actual levy extension. For 2023, the limitation is 5.0% (exclusive of new property growth adjustment), based on the December 2022 CPI of 6.5%. The 5.0% PTELL limit would therefore be used in the calculation of the maximum tax extension.

PTELL was enacted as a tool to limit levy request increases made by school districts. The 2023 levy will be the second time, since the inception of PTELL in 1992, that school districts are restricted to an increase (5.0%) which is less than the CPI increase (6.5%) for the year.

The other critical variable in this calculation is the estimated new property growth for 2023. To determine the new property growth estimate, we contacted both the Milton Township and Bloomingdale Township Assessors. Each Assessor provided an estimate of the total new property growth values they expect for their respective township property within District 41's boundary.

After analyzing the responses we received, and also taking into account historical new growth activity the recommended estimate for new property growth included in the proposed levy is set at \$20,000,000. If this estimate is higher than actual new growth the county clerk will automatically lower our estimated number to the appropriate actual number. In no situation would the District be issued a tax extension above the amount permitted by PTELL.

The estimated tax extension with a new property valuation of \$20,000,000 is estimated to be \$56,007,638 plus \$1,774,987 for Bond and Interest payments for a total levy request of \$57,782,625. This is a 6.06% or \$3,302,196 increase over the 2022 levy. Again, the PTELL limitations would apply and the district would only collect this amount if new property were equal to or greater than \$20,000,000. If new property actually exceeded \$20,000,000 the district would forfeit future taxing capacity for the amount above the \$20,000,000.

Other Information: Public Act 102-0895 which was passed in May of 2022 requires school districts to disclose "certain cash reserve balances." Included within each regular board meeting agenda is the Treasurer's Report which includes the required information.

Budgetary Funding: This recommendation will impact the FY 2024-2025 budget.

Recommendation: The administration recommends that the Board of Education approves and adopts the 2023 Tax Levy Resolution. Upon adoption, the 2023 levy will be filed with the DuPage County Clerk's office.

Attachments: Tax Levy Worksheet
Certificate of Tax Levy (ISBE 50-02)
Tax Levy Resolution
Certificate Regarding Compliance with the Truth-in-Taxation Law

STATE OF ILLINOIS)
) SS
COUNTY OF DUPAGE)

**CERTIFICATE OF COMPLIANCE WITH
THE TRUTH-IN-TAXATION LAW**

I DO HEREBY CERTIFY that I am the presiding officer of the Board of Education of Glen Ellyn School District 41, DuPage County, Illinois.

I DO HEREBY CERTIFY that the 2023 real estate tax levy resolution of Glen Ellyn School District 41, DuPage County, Illinois, attached hereto, was adopted pursuant to and in full compliance with the provisions of Sections 18-60 through 18-85 of the Illinois Property Tax Code (35 ILCS 200/18-60 to 18-85), also known as the “Truth in Taxation Law.”

IN WITNESS THEREOF, I have placed my official signature this 18th day of December, 2023.

President, Board of Education
Glen Ellyn School District 41
DuPage County, Illinois

ATTEST:

Board Secretary

RESOLUTION APPROVING 2023 TAX LEVY

WHEREAS, the Board of Education of Glen Ellyn School District No. 41, DuPage County, Illinois, has determined the amount of money that is necessary to be raised by taxation for the year 2023; and

WHEREAS, the Board of Education has heretofore adopted a Budget Resolution for the District for the fiscal year commencing July 1, 2023 and ending June 30, 2024; and

WHEREAS, the Board of Education disclosed at a public meeting its intention to adopt a levy; and

WHEREAS, the Board of Education provided notice of its intent to adopt a levy.

NOW, THEREFORE, BE IT AND IT IS HEREBY RESOLVED by the Board of Education of Glen Ellyn School District No. 41, DuPage County, Illinois, as follows:

1. That there shall be and there is hereby levied by the Board the amounts set forth on Exhibit A attached hereto and made a part of this Resolution, which is the Certificate of Tax Levy for the year 2023.

2. That the Board President and Board Secretary are hereby authorized to execute the Certificate of Tax Levy and supporting forms and Certifications and the District Administration is hereby authorized and directed to file the Certificate of Tax Levy and all supporting forms and Certifications with the County Clerk of DuPage County, Illinois.

A motion was made by _____ and seconded by _____

that the Resolution Approving the 2023 Tax Levy be adopted as presented.

Upon roll call the following members answered:

AYES: _____

NAYS: _____

ABSENT: _____

The President declared the motion carried and the Resolution adopted.

President, Board of Education
Glen Ellyn School District No. 41
DuPage County, Illinois

ATTEST:

Secretary, Board of Education
Glen Ellyn School District 41
DuPage County, Illinois

Board Report

Date: December 18, 2023

Title: Approve Service Agreement with ReferralGPS
Mental Health Svcs for Students & Families - Federal Congressionally Funded Community Grant

By: Dr. Melissa Kaczowski, Superintendent

Strategic Priority Goal Area 3: Social Emotional Learning: The District 41 community of learners, educators and stakeholders cultivate resourceful resilient citizens by teaching social emotional and academic skills in a nurturing learning environment. District 41 connects, engages, educates and problem-solves with community partners, families and caregivers to promote the social emotional needs of all diverse learners.

Strategic Priority Goal Area 6: Community Partnerships & Engagement: District 41 is dedicated to creating and sustaining community partnerships that enhance education and provide social, emotional and academic support for our students. By creating strong connections with community partners and engaging with all five communities we serve, District 41 prepares each student for a successful future.

Background: During the 2022-2023 school year, the District applied for and was awarded a \$250,000 grant through the Community Project Fund Grant for the 6th District submitted by Congressman Sear Casten. The goal of the Mental Health Services for Students and Families is to provide expanded access to mental health supports to D41 students and families outside of the school day, decrease the amount of instructional time lost due to the need to access mental health supports during the school day to minimize the stigma associated with mental health issues and increase voluntary participation in programs and supports offered. Superintendent Melissa Kaczowski, Assistant Superintendent of Teaching, Learning and Accountability. Kris Webster, Executive Director of Student Services Molly Victor and Chief Communications Officer Erika Krehbiel collaborate weekly with a number of experts and consultants in the area of mental health to monitor the current menu of supports available and to develop new supports. In October the Board approved agreements with a number of vendors who provide these services.

Discussion: Through this journey of implementation we have identified additional supports which would be beneficial to our school community.

ReferralGPS: is a web-based service focused on assisting our students, staff, and community in finding local mental-health and substance use related treatment. The service compliments the district's existing systems of support as a tool for student service teams and families to connect with treatment. Along with a searchable database of treatment options, ReferralGPS provides Care Navigation to assist families in triage, appointment setting, and follow up care. This service can be accessed through contacting District staff or search for treatment resources or connect with a Care Navigator anonymously online. ReferralGPS is completely confidential and secure and takes into account all types of private and public insurance. It is available for use by district students, staff, and families at no cost. In January, we will bring to you a part 2 for Referral GPS which will include funds that will be used for direct treatment services to students/families.

The following are expenses that we are seeking approval on related to the Federal Congressionally Funded Community Grant. We will continue to expand offerings as we move forward this year and update the Board and community as that information becomes available.

Name of Provider	Amount	Information
ReferralGPS	\$14,000	<ul style="list-style-type: none"> ● Database access; ● Research Team access; and ● Care Navigation access. ● No limit to Authorized Users or Care Navigation requests ● Annual increase of 3% beginning in the 2024-2025 school year <p>Also included with the Services are:</p> <ul style="list-style-type: none"> ● Two (2) Professional Service hours (annually) <ul style="list-style-type: none"> ● On-site or remote training for Authorized Users (2) ● Administrative Awareness Training ● Administrative Usage Reports

Other Information: In January, Referral GPS will do an awareness building presentation for the Board regarding Referral GPS, specifically the treatment supports.

Budgetary Funding: This initiative is funded with the \$250,000 Federal Congressionally Funded- Community Project Fund Grant for the 6th District. It is important to note that we are required to follow separate and significant procedures through www.grants.gov because these are federal funds. We have a federal grant consultant who oversees, approves and monitors our expenditures. This is a reimbursement grant so the district funds the expenditures and then the Finance Department draws down the funds to reimburse the district.

Recommendation: The administration recommends the Board authorize Dr. Melissa Kaczowski to engage and execute the appropriate agreements as presented and outlined in this Board Report

Board Report

Date: December 18, 2023

Title: Secondary Legal Counsel for Special Education Services

Submitted by: Dr. Melissa Kaczowski, Superintendent

Strategic Priority Goal Area 6: Community Partnerships & Engagement: District 41 is dedicated to creating and sustaining community partnerships that enhance education and provide social, emotional and academic support for our students. By creating strong connections with community partners and engaging with all five communities we serve, District 41 prepares each student for a successful future.

Background: District 41 currently has a model of utilizing a single law firm for all legal matters. District administration has recognized a need to increase our options as we do with other services such as architectural support. This is the model utilized by many public school districts particularly when it comes to legal counsel for special education matters.

Discussion: District administration met with representative of Engler Callaway Baasten & Sraga, (ECB&S) LLC to discuss options for secondary counsel. ECB&S is a well-established and highly respected school law firm whose members have provided service to school districts, special education cooperatives, and other public sector clients. They currently provide legal services to 63 school districts and 14 special education cooperatives throughout Illinois, including Marquardt School District 15, Hinsdale Township High School District 86, Community High School District 94 and the Cooperative Association for Special Education (CASE). ECB&S also serves as approved legal panel counsel for school board insurance carriers, including CLIC.

Budgetary Funding: Secondary counsel does not require a retainer for services. Fees are only assessed when services are utilized.

Recommendation: The administration recommends that the Board of Education authorize Superintendent Melissa Kaczowski to engage with Engler Callaway Baasten & Sraga, LLC for secondary counsel as needed and outlined in this report.

Memorandum of Understanding
Between
Glen Ellyn School District 41 and B. R. Ryall YMCA
for the Use of District Gyms and
Summer Use of Abraham Lincoln & Benjamin Franklin Outdoor Space

This is a Memorandum of Understanding (“MOU”) between Glen Ellyn School District 41 by and through its authorized representative, and the B.R. Ryall YMCA, an Illinois non-profit corporation.

WHEREAS, the B.R. Ryall YMCA has a School Age Childcare Program that desires to temporarily use school gyms in all District 41 buildings and outdoor summer space at Abraham Lincoln during their construction; and **WHEREAS**, the School District desires to allow the B.R. Ryall YMCA to temporarily use school gyms in all District 41 buildings and summer use of outdoor space at Abraham Lincoln during their construction; and **NOW THEREFORE**, for and in consideration of the mutual promises recited herein, the parties agree as follows;

GENERAL TERMS

Place and Times of Usage. The District will permit the B.R. Ryall YMCA to use the District's gyms during the remainder of the 2023-2024 academic School Year on a mutually identified basis in the evenings or Saturdays. Further The District will permit the B.R. Ryall YMCA to use the outdoor space at Abraham Lincoln and Benjamin Franklin beginning June 1, 2024 until August 9, 2024.

Facilities: Basketball: The District will provide gym space in Abraham Lincoln, Benjamin Franklin, Churchill, Forest Glen and Hadley Jr. High School for the YMCA Basketball program based on availability of the gyms, The District will provide access to the District's facilities from 6:00 pm until 8:30 pm, Monday through Friday, and from 8:00 am until 6:00 pm on Saturday. Additional building access may be provided by the District upon request of a responsible party for the B.R. Ryall; building usage on Sunday or a Holiday is subject to facility and custodial fees. The District will Provide limited space at the discretion of District 41 personnel in the D41 facilities to properly store equipment used in our program area. There will be no facilities rental charge for the Monday through Saturday basketball program.

Abraham Lincoln and Benjamin Franklin Outdoor Space (Summer): The District will provide outdoor space at Abraham Lincoln and Benjamin Franklin for the YMCA Summer Camp Program, The District will provide access to the Abraham Lincoln and Benjamin Franklin Outdoor space from 6:30 am until 6:15 pm, Monday through Friday. Additional building access may be provided by the District upon request of a responsible party for the B.R. Ryall.. The District will provide limited space at the discretion of District 41 personnel in the D41 facilities to properly store equipment used in our program area. There will be no facilities rental charge for the Summer Camp Outdoor space.

On-site Representatives. To maintain order and safety, the B.R. Ryall YMCA will have one person as an on-site representative of the B.R. Ryall YMCA at all times of usage. The District will provide a contact person for each school for the program. The district additionally agrees to provide a mailbox for each school personnel to leave a message for B.R. Ryall YMCA staff.

Term and Termination. The MOU will apply for a period of one (1) year, commencing on the date of this executed MOU. Thereafter, this MOU shall only renew after agreement of both Parties. Either party may cancel this MOU only upon the provision of ninety (90) day prior written notice.

Emergency Information. The B.R. Ryall YMCA agrees to maintain on-site emergency information for each child enrolled in either program.

Compliance with Law. The B.R. Ryall YMCA agrees to comply in all respects, and will remain in compliance with all applicable, federal, state, regional, county, and local laws, statutes, rules, regulations, ordinances, and codes. The B.R. Ryall YMCA represents and agrees that he B.R. Ryall YMCA has procured all licenses, permits or like permission required by law to conduct or engage in the activity taking place in the District's facilities. Any special services that may be required by the Americans with Disabilities Act (ADA) and all other legal requirements that apply to the use of the District's facilities are the sole responsibility of the B.R. Ryall YMCA. The responsibility for the proper supervision of the activity lies solely with the B.R. Ryall YMCA, and the B.R. Ryall YMCA has sole responsibility for the conduct of the Safe and Sound Program before and after school program;

Non-Discrimination. The B.R. Ryall YMCA agrees to refrain from any activity in relation to and use of the District's facilities that discriminates against any person or persons based upon race, color, creed, national origin, religion, gender, or other characteristic that is currently protected by applicable law.

Employee Background Checks. The B.R. Ryall YMCA agrees to perform criminal background checks and fingerprinting on all employees of the B.R. Ryall YMCA to meet state and federal guidelines.

List of Responsible Parties: The B.R. Ryall YMCA agrees to provide a list of the names and phone numbers of all officers and all other persons who will be in charge of the activities engaged in by the YMCA during the use of the District's facilities.

Schedule of Activity. The B.R. Ryall YMCA will deliver a schedule of activities to District 41 before the first scheduled week of activities.

INSURANCE AND INDEMNIFICATION

Indemnification. It is expressly understood, agreed upon the specific intent of this Agreement, that the District, its officers, trustees, agents and employees will at no time assume the responsibility or liability for the actions of the persons using this facility under this Agreement. The B.R. Ryall YMCA agrees to fully defend, indemnify and hold harmless the District, its officers, trustees, agents and employees from and against all claims, damages, losses and expenses, including attorney's fees, arising, growing out of or resulting directly or indirectly from the B.R. Ryall YMCA's use of the District's facilities and the performance of or the failure to perform the services and obligations under this Agreement, whether said claims, demands, or causes of action are covered in whole part by insurance.

Attorney Fees and Payment of Judgment. In the event that the District and/or its officers, trustees, agents and/or employees is/are named as a defendant(s) in any lawsuit arising or growing out of or resulting directly or indirectly from B.R. Ryall YMCA's use of the District's facilities or from the performance or failure to perform the services and obligations under this Agreement by the B.R. Ryall YMCA, any subcontractor, anyone directly or indirectly employed by any of them, or anyone for whose acts any of them may be liable, the District and its officers, trustees, agents, and employees shall have the right to choose the attorney(s) who represent(s) them in said lawsuit, and the costs, expenses and fees associated with said attorney(s) in relation to said lawsuit shall be paid immediately by the B.R. Ryall YMCA pursuant to the indemnification provisions herein. The B.R. Ryall YMCA shall pay, promptly upon entry, any non-appealable order, judgment or other final resolution of any claim or dispute arising out of the matters to be indemnified under this Agreement and shall pay promptly when due any fines, penalties, or agreed settlements arising out of the matters to be indemnified under this Agreement.²⁸⁶

Right to Suit and Prior Consent for Settlement. In the event that the B.R. Ryall YMCA fails or refuses to comply with this or any other provision in this Agreement, the District, at its sole discretion, may proceed to file suit against the B.R. Ryall YMCA to compel such compliance or payment. The B.R. Ryall YMCA also agrees that it will not settle or compromise any claim, suit, action or proceeding without the District's prior written consent, which consent shall not be unreasonably withheld.

Insurance Requirements. The B.R. Ryall YMCA Commercial General Liability Policy shall meet or exceed the following requirements:

- a) Minimum combined single limit of \$1,000,000 per occurrence for bodily injury and property damage.
- b) The District, its officials, employees, and volunteers are to be added as "Additional Insured" to the General Liability policy. The coverage shall contain no special limitations on the scope of protection afforded to the District, its officials, employees, or volunteers.
- c) The insurance carrier shall be licensed and admitted to do business in the State of Illinois
- d) Deductibles shall be listed on the Certificate of insurance and are acceptable only on a "per occurrence" basis.
- e) "Claims Made" policies will not be acceptable.
- f) The insurance policy shall be endorsed to that coverage shall not be suspended, voided, canceled, or reduced in coverage or limits except after (30) days prior written notice, by certified mail return receipt requested, has been given to the district.
- g) Upon request, certified copies of the policy shall be furnished to the District

Damages Related to Use. The B.R. Ryall YMCA agrees to be solely responsible for any and all damages related to or arising out of the use of the District's facilities during the term of the Agreement, when the facilities are being used by the B.R. Ryall YMCA. This includes, but not limited to, any and all persons associated with the B.R. Ryall YMCA who uses the facility during the term of the Agreement. The B.R. Ryall YMCA agrees to be solely responsible for all repairs and costs to repairs to the school facilities for any and all damages.

Notice of Suit. In the event that any claim, action, suit or proceeding is brought against the B.R. Ryall YMCA in connection with or that in any way refers or relates to this Agreement, it shall within 48 hours have written notice of that fact given to the District by certified mail.

ADDITIONAL TERMS

Governing Law This agreement has been made under and shall be governed by the laws of the State of Illinois. The parties agree that, for the purpose of any litigation relative to this Agreement and its enforcement, venue shall be in the Circuit Court of DuPage County, Illinois and the parties consent to the in personam jurisdiction of said Court for any such action or proceeding.

Entire Agreement. This document embodies the entire agreement between the parties hereto with respect to the use of the District's facilities and supersedes any and all prior agreements and understandings whether written or oral, and whether formal or informal. No extensions, changes, modifications, or amendments to this agreement, of any kind whatsoever shall be made or claimed by either party to this Agreement shall have any force or effect whatsoever unless the same shall be endorsed in writing and fully signed by both parties.

Severability. In the event any term or provision of this Agreement shall be held illegal, invalid, unenforceable, or inoperative as a matter of law, the remaining terms and provisions of this Agreement

shall not be affected thereby, but each such term and provision shall be valid and shall remain in full force and *effect* .

Notices. All notices by either party pursuant to this Agreement shall be in writing and be either hand delivered or mailed to the other party at the addresses indicated below

IN WITNESS WHEREOF, the parties have executed this MOU effective as of the date first written below.

B..R. Ryall YMCA Liaison:

NAME:

PHONE:

EMAIL:

B..R. Ryall YMCA

49 Deicke Dr.

Glen Ellyn, IL 60137

Glen Ellyn SD #41 Liaison:

NAME:

PHONE:

EMAIL:

Glen Ellyn School District 41

793 N Main St

Glen Ellyn, IL 60137

B.R. RYALL YMCA

GLEN ELLYN SCHOOL DISTRICT 41

Signature

Signature

Name: _____

Name: _____

Title: _____

Title: _____

Date: _____

Date: _____

PERFORMANCE BASED SUPERINTENDENT’S CONTRACT
(July 1, 2024 through June 30, 2027)

THIS AGREEMENT is made by and between the Board of Education (the “Board”) of Glen Ellyn School District 41, DuPage County, Illinois (the “School District”) and Dr. Jeff McHugh (the “Superintendent”).

In consideration of the mutual promises herein contained, the Board and the Superintendent agree as follows:

1. **EMPLOYMENT.** In accordance with the provisions of Section 10-23.8 of the School Code of Illinois (105 ILCS 5/10-23.8), the Superintendent is hereby employed under this multi-year performance-based contract for the period beginning July 1, 2024, and extending through June 30, 2027. The contract year under this contract is July 1 through the immediately following June 30.

This is a performance-based contract, the initial goals of which are set forth in the attached Exhibit A. Achievement of the goals will enhance student performance and achieve academic improvement.

By no later than October 31, 2024, and given the Superintendent’s greater understanding by such time of the needs of the District and the vision of the Board, the Superintendent will recommend, for review and approval by the Board, refined and/or additional goals and a program for achievement of the goals within a recommended period of time. The program for achievement of the goals will also refine and identify in greater detail the indicators of student performance and academic improvement. It is expected that the Board will complete its review of the Superintendent’s recommendations and approve any modifications by no later than December 15, 2024, and that all of the goals will be achieved within the period of time as established by the Board in consultation with the Superintendent.

Each contract year, at least as part of the annual evaluation of the Superintendent's performance, the Board shall determine the degree of progress made toward achievement of the goals. At the request of the Superintendent and/or the Board and as the business of the Board permits, the Board and the Superintendent will also have the option each contract year of conducting an informal interim review of the Superintendent's performance, including progress toward achievement of the goals. If the Board determines, as part of the annual evaluation that the goals have been achieved and student academic performance improved, the Board may, in its sole discretion, consider and approve an extension or rollover of this contract, although nothing prevents the entry into a new contract or terminating this contract, at the end of the term of this contract.

The Board and the Superintendent recognize that achievement of the goals and improvement of student academic performance is dependent on continued Board support of the goals and the provision of adequate financial support within available resources. The Board and the Superintendent also recognize that circumstances beyond the control of the Board and/or the Superintendent may prevent attainment, or require modification, of any of the goals. In such circumstances or where the Board is unwilling or unable to support the goals, either financially or in principle, the Board, in consultation with the Superintendent, may modify or delete any of the goals as appropriate. The modified goals, if any, shall be signed and dated by the Board President and Secretary and placed in the Superintendent's personnel file. A copy shall also be given to the Superintendent.

2. **DUTIES**. The duties of the Superintendent shall be those duties prescribed by the laws and regulations of the State of Illinois and by the policies, regulations and directions of the

Board, all of the foregoing as may be amended or modified from time to time, and as are reasonably incidental to the position of Superintendent.

3. **EVALUATION**. Provided the Superintendent notifies the Board during the month of December of each contract year of the Board's evaluation obligations, the Board shall thereafter, at such time as the business of the Board reasonably permits, meet with the Superintendent to review the Superintendent's performance, including the progress toward achievement of the performance goals as provided in paragraph 1 of this contract, assess the working relationship of the Superintendent with the Board, the faculty, the staff, students and the community and consider salary and benefit adjustments for subsequent years. The Board shall make a good faith effort to begin the evaluation process in February each contract year and complete the process by June 30 of the same contract year; provided, however, in the last year of this contract, the Superintendent shall notify the Board by October 1 and the Board shall complete the process by January 15.

The Board may terminate or non-renew this contract even if the evaluation requirements of this contract have not been satisfied.

4. **SALARY AND BENEFIT INCREASES, DECREASES AND MODIFICATIONS**. The Board may not unilaterally reduce the Superintendent's annual salary below the annual salary for the immediately preceding contract year. Without entering into a new contract or modifying the term of this contract, the Board reserves the right, in its discretion, to: 1) increase the annual salary and other compensation and benefit items; and 2) modify or decrease, effective at the beginning of any contract year or benefit plan year, those items of compensation or benefits that are linked in this contract to the compensation or benefits of another group, such as 12-month administrators, teachers or certified central office

administrators. Any such modification or decrease shall be made for the Superintendent on the same basis as made for the group to which the compensation or benefits are linked in this contract.

5. **SALARY**. The Board, as compensation for the duties set forth in this contract, will pay the Superintendent an annual salary of TWO HUNDRED TWENTY-FIVE THOUSAND AND NO/100 (\$225,000.00) DOLLARS for the 2024-2025 contract year. The annual salary shall be payable in equal installments in the same manner as the salaries of other certified central office administrators in the School District are paid.

6. **BENEFITS**

A. **TRS Contribution**. In addition to the salary and any other Illinois Teachers' Retirement System ("TRS") creditable earnings, the Board shall pick up and pay on the Superintendent's behalf, the Superintendent's entire contribution to TRS as required by Section 16-152.1 of the Illinois Pension Code at the contribution rate established by law for Tier I participants in TRS. The Board shall also pick up and pay on the Superintendent's behalf, the Superintendent's contribution to the Illinois Teachers' Health Insurance Security Fund (THIS) on the same basis as for central office administrators. Although designated by the Illinois Pension Code as employee contributions, the amounts herein required to be picked up by the Board shall be paid by the Board in lieu of contributions by the Superintendent.

It is the intention of the parties to qualify all such payments picked up and paid by the Board on the Superintendent's behalf as employer payments pursuant to Section 414(h) of the Internal Revenue Code of 1986, as amended. The Superintendent shall not have the option of choosing to receive directly the amounts contributed to TRS

by the Board on the Superintendent's behalf, nor any right or claim to the contributions to TRS except as such may subsequently become available pursuant to the provisions of the Pension Code and TRS rules and regulations.

However, if legislation is enacted that limits the Board's ability to perform its obligations or otherwise reduces its obligations under this paragraph, the Board shall pay the difference to the Superintendent as salary to the extent the Board's total cost for salary and pick up of the TRS and THIS contribution equals the Board's total cost before enactment of such legislation. The Board's and Superintendent's implementation herein shall be in implementation of this provision of this Contract and shall not constitute or require an amendment to this Contract.

B. **Sick, Personal and Other Leave.** The Superintendent shall be provided with sick, personal and other leave on the same basis as is provided to certified central office administrators, including accumulation rights. In addition to the Superintendent's normal annual allotment, the Superintendent shall be provided a one-time grant of thirty (30) sick days on July 1, 2024.

C. **Disability.** Should the Superintendent become physically or mentally disabled from performing any substantial duty permanently or for a period of ninety (90) calendar days after the exhaustion of sick, personal and vacation leave days in any 180 calendar-day period, the Board may, at its option, terminate the Superintendent's employment upon thirty (30) days' written notice to the Superintendent and the opportunity for a hearing before the Board on the issues of disability and performance. Upon termination for this reason, the Board shall pay the Superintendent for any accumulated but unused sick leave, up to a maximum amount of TWENTY THOUSAND

AND NO/100 (\$20,000.00) DOLLARS, and, if permitted by the District's health and life insurance program, continue such insurance at its expense for a period of one hundred eighty (180) days after termination. This 180-day period shall be included in the calculation of the time period available for continuation coverage (commonly referred to as COBRA coverage) under the Internal Revenue Code of 1986.

D. **Vacation.** The Superintendent shall receive twenty (20) days of paid vacation, exclusive of holidays, each contract year on the same basis as other certified central office administrators. The Board President, or Vice President in the absence of the President, shall be advised in advance of all vacations, and prior approval of the Board President, or Vice President in the absence of the President, is required for all vacations which are more than three (3) consecutive working days in length. The Superintendent may carry over until October 1 of the second contract year up to five (5) days of unused vacation from the first contract year. The Superintendent may also exchange up to five (5) unused vacation days for a payment at the Superintendent's per diem rate for each unused vacation day prior to June 30 each contract year. Unless carried over or exchanged for pay as provided herein, any vacation not used in the contract year earned will be lost and not compensated, unless otherwise approved by the Board.

E. **Deferred Compensation.** The Superintendent may elect that a portion of the salary set forth in paragraph 5 above be paid into a tax sheltered annuity pursuant to the Board's Section 403(b) Plan. The cost of the contribution to the annuity or plan shall be deducted from the Superintendent's annual compensation and shall not require an

expenditure of funds by the Board above the amount paid to the Superintendent in the form of salary.

F. **Professional Memberships, Expenses and Periodicals.** Membership fees in Board-approved community service organizations, the Illinois Association of School Administrators, the American Association of School Administrators as well as other organizations and associations to which the Superintendent is expected to belong, shall be paid by the Board, to the extent provided for in the Board's annual budget or as otherwise approved by the Board.

The Superintendent shall be expected to attend appropriate professional meetings at the local, state and national levels. To the extent provided in the Board's annual budget or as otherwise approved in advance by the Board, the reasonable and necessary costs of attendance shall be paid by the Board.

The Board shall pay, or reimburse the Superintendent for, reasonable expenses approved by the Board and incurred by Superintendent in the continuing performance of the Superintendent's duties.

The Board shall provide the Superintendent with professional periodicals to the extent provided in the Board's annual budget or as otherwise approved by the Board.

The Superintendent shall inform the Board in writing each contract year of professional memberships, conferences attended, and professional periodicals purchased at the Board's expense.

G. **Insurance Benefits.** The Board shall provide the Superintendent with the long-term disability insurance, life insurance, health, medical and dental insurance on the

same basis as provided for certified central office administrators; provided, however, the life insurance benefit shall be not less than two times the Superintendent's base annual salary, and the Board shall pay the full premium cost for family health insurance coverage.

H. **Medical Examination.** The Superintendent shall submit to a comprehensive health examination before February 1, 2024, and thereafter by January 15 of each contract year. The examination shall be performed by doctor(s) approved by the Board in consultation with the Superintendent. Such health examination shall include tests deemed necessary by the doctor or required by the Board. The cost of such health examination in excess of the cost covered by the Board's health benefit program or by the Superintendent's current health insurer shall be borne by the Board up to a maximum amount of SEVEN HUNDRED AND NO/100 (\$700.00) DOLLARS or such greater amount as is necessary to meet the cost of the examination required by the Board. A report as to the Superintendent's health, in a form satisfactory to the Board, shall be presented to the Board, filed separately from the Superintendent's personnel file, and treated as confidential information by the Board. The Superintendent shall further submit to, and furnish the Board with reports of, such health examinations as the Board may from time to time require at its expense. This contract is contingent on the initial health certification demonstrating the Superintendent's fitness, with reasonable accommodation to the extent required by law, to perform fully under this contract.

I. **Automobile/Travel Expenses.** The Board shall reimburse the Superintendent for automobile and other transportation costs on the same basis as for

other certified central office administrators and within the constraints established by the annual budget of the Board.

J. **Electronic Work and Communications Equipment and Service.** The Board shall provide, and retain ownership of, a laptop or tablet computer with appropriate data and broadband access services to facilitate the Superintendent's work and business communications. The Board shall also provide the Superintendent with a cell phone stipend of FIFTY AND NO/100 (\$50.00) DOLLARS monthly for a business purpose. The Board has determined that, by virtue of the Superintendent's job duties, the Superintendent needs to be immediately reachable by the Board and other District administrators and staff in the event of emergencies outside normal work hours and/or when the Superintendent is away from the District. The Superintendent's use of the laptop or tablet computer and the cell phone shall be subject to the Board's electronic network policy, except that personal use of the computer and the cell phone are permitted.

7. **LICENSURE**. The Superintendent shall furnish to the Board, before beginning employment under this contract, a valid and appropriate license to act as Superintendent of Schools. Such license shall be maintained at all times during the term of this contract.

8. **OUTSIDE ACTIVITIES**. The Superintendent shall confine professional and employment activities to the business of the School District, except as provided in this paragraph or as otherwise approved by the Board. On an occasional, short-term basis approved by the Board President, the Superintendent shall be permitted to undertake writing, teaching and speaking engagements. Any consulting work undertaken by the Superintendent for compensation must be accomplished on the Superintendent's vacation days, holidays or other

non-duty days. The Board's President shall be notified of the nature of the consulting activities, which shall not interfere with the performance of the Superintendent's duties.

9. **RESIDENCY IN DISTRICT 41.** The Superintendent shall maintain residency in reasonable proximity to the School District sufficient to establish a strong presence, and to be an active participant, in school and community activities. Thirty (30) miles or fewer shall be considered reasonable proximity to the School District.

10. **TENURE.** By accepting this contract, the Superintendent waives any rights to acquire tenure in the School District under Sections 24-11 through 24-16 of the Illinois School Code, as may be amended from time to time.

11. **BACKGROUND INVESTIGATION.** This contract is contingent on completion by no later than January 12, 2024, and, thereafter, from time to time as designated by the Board, of the background investigation required of all public school employees by Section 10-21.9 of the School Code of Illinois, Faith's Law and of any other background investigation required by law, such as a DCFS, or equivalent, pending investigation or indicated finding check. If the investigation discloses information which would prohibit employment or call into question the Superintendent's fitness to serve the School District as the role model required by Section 27-12 of the School Code, the Board may, in its sole discretion, terminate this contract on ten (10) days' written notice to the Superintendent.

12. **TERMINATION**

A. **Termination for Cause During the Term of the Contract.** In the event the Board intends to terminate this contract before its expiration for just cause, the Board or its designee shall give the Superintendent written notice of such intention, together with a statement of the reasons for termination. Within five (5) days after receipt of such

notice, the Superintendent may request in writing a hearing before the Board, which shall be in closed session. The Superintendent is entitled to a hearing if requested. If no hearing is timely requested, the termination shall become effective on the date specified in the Board's notice. Pending any hearing requested by the Superintendent, the Board may suspend the Superintendent with or without pay. At the conclusion of any hearing, the Board shall determine whether to terminate this contract and the Superintendent's employment.

If the Board and the Superintendent enter into a severance agreement in resolution of a dispute under this subparagraph A., the salary and any benefits provided for in such agreement shall be limited to twenty (20) weeks from the date of termination in accordance with the Illinois Government Severance Pay Act (the "Act"). No such salary and benefits shall be provided by the Board if the termination is for misconduct as defined in the Act.

B. Non-Renewal Without Cause at the End of the Term of the Contract. In the event the Board or the Superintendent decides not to renew this contract at the end of its term, notice of such intention and an opportunity for a closed session hearing shall be given by April 1 of the last year of this contract in accordance with Section 10-21.4 of the Illinois School Code; provided, however, if the Superintendent notifies the Board in writing by no later than December 15 of the last year of this contract of the Board's obligations under Section 10-21.4, then the date in the last year of this contract by which the Board shall give the Superintendent notice of such intention shall be February 15. Otherwise, the Superintendent shall notify the Board of its obligations by March 1, and the Board shall give notice of intention not to renew this contract by

April 1, of the last year of this contract. If the Superintendent timely gives notice of the Board's obligations and the Board then fails to give the Superintendent timely notice in accordance with this paragraph, this contract shall be automatically extended for one additional year as provided in Section 10-21.4.

C. **Unilateral Termination by Board of Education.** The Board may, at its option, and by a minimum of ninety (90) days' notice to the Superintendent, unilaterally terminate this contract during its term without cause effective no earlier than the close of the second contract year. In the event of such termination, the Board shall pay to the Superintendent the equivalent of a remedy for breach of contract which equates to the remaining salary and providing the Superintendent and eligible dependents the same health insurance as provided herein for one year from the date of termination or from the date of termination to the end of the contract term, whichever is less. The payment by the Board under this paragraph shall be the Superintendent's exclusive remedy for any claims of breach of this contract due to the Board's unilateral termination.

D. **Unilateral Termination by the Superintendent.** The Superintendent may unilaterally terminate this contract during its term, subject to the following conditions. In the event of unilateral termination with at least one-hundred-eighty (180) days' notice to the Board and an effective date at the end of the second contract year, the Superintendent shall pay to the Board FIFTEEN THOUSAND AND NO/100 (\$15,000.00) DOLLARS, which relates to some of the aggregate costs to the Board of the search to obtain the Superintendent's successor and any interim replacement. In the event of unilateral termination with less than one-hundred-eighty (180) days' notice, an effective date not at the end of the school year or an effective date earlier than the end of

the second contract year, the Superintendent shall pay to the Board, as liquidated damages, THIRTY THOUSAND AND NO/100 (\$30,000.00) DOLLARS, which relates to much of the aggregate costs to the Board of the search to obtain the Superintendent's successor and any interim replacement. The payment of liquidated damages by the Superintendent under this paragraph shall be the Board's exclusive remedy for any claims of breach of this contract due to the Superintendent's unilateral termination. However, this paragraph does not apply in the event that the parties mutually agree to end this contract or to termination for disability which qualifies the Superintendent for disability benefits from TRS.

13. **MISCELLANEOUS**

A. **Notice.** Any notice or communication permitted or required under this contract shall be made in writing and shall become effective on the day of service thereof by personal service or by first class mail, registered or certified, return receipt requested, postage prepaid, sent to the parties at their respective addresses listed below, or at such other addresses as the parties may from time to time advise in writing. Service by mail, as provided above, shall be deemed made upon deposit in the mail.

If to the Board:

President, Board of Education
Glen Ellyn School District 41
793 North Main Street
Glen Ellyn, IL 60137

With a copy to:

President, Board of Education
Glen Ellyn School District 41
[at his or her last known home address]

If to the Superintendent:

Dr. Jeff McHugh
Superintendent
Glen Ellyn School District 41
793 North Main Street
Glen Ellyn, IL 60137

With a copy to:

Dr. Jeff McHugh
[at his last known home address]

B. This contract has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.

C. Paragraph headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between any such headings or numbers and the text of this contract, the text shall control.

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

E. If any provision of this contract is subsequently declared by the proper legislative or judicial authority to be unlawful or unenforceable, all other provisions of the contract shall remain in full force and effect.

F. This contract contains all the terms and benefits agreed upon by the parties with respect to the subject matter of this contract and supersedes all prior agreements, arrangements and communications between the parties concerning such subject matter whether oral or written. No modification or amendment of this contract shall be valid or binding on the parties unless it is in writing and executed by the Board and Superintendent.

G. This contract shall become effective and be deemed dated as of the date
the last of the parties signs this contract as set forth below.

BOARD OF EDUCATION
GLEN ELLYN SCHOOL DISTRICT 41,
DuPage County, Illinois

SUPERINTENDENT

By: _____
President

Dr. Jeff McHugh

Attest: _____
Secretary

Dated: _____

Dated: _____

EXHIBIT A
TO THE JULY 1, 2024 THROUGH JUNE 30, 2027
PERFORMANCE-BASED SUPERINTENDENT'S CONTRACT BETWEEN THE
BOARD OF EDUCATION OF GLEN ELLYN SCHOOL DISTRICT 41
AND DR. JEFF MeHUGH

SUPERINTENDENT GOALS AND INDICATORS

Implementation of the 2022-27 Strategic Plan

- The Superintendent will develop and apply SMART Goals to each domain of the 2022-27 Strategic Plan to promote the district's progress toward meeting the goals.

Diversity, Equity, and Inclusion Initiative

- The Superintendent will conduct a comprehensive district wide equity assessment to identify any structural and behavioral elements that are associated with the equitable treatment of all students and academic outcomes and to determine how different racial and ethnic groups will likely be affected by a proposed district action or decision.
- The Superintendent will recommend a plan to make the necessary changes derived from the equity assessment to ensure that all structural conditions and/or behavioral practices foster a culture of inclusion and an inclusive educational environment.

Growth Focused Learning

- The Superintendent will assess and make recommendations for ensuring that the district is providing consistent and effective implementation of a student-centered Multi-Tiered System of Supports across all schools.
- The Superintendent will develop and implement a plan to meaningfully reduce the achievement/opportunity gaps between student groups.

Early Learning Programs and Facilities

- The Superintendent will demonstrate a robust implementation of the district's Full Day Kindergarten Program.
- The Superintendent will propose a plan to expand the district's PreK program.

Future Ready Skills and Innovation

- The Superintendent will assess and report on the status of using inquiry and/or problem-based learning in the classroom and recommend strategies for advancing student skills to think critically and creatively.

- The Superintendent will assess and report on the use of classroom instructional technologies to determine their educational value.

Community Partnerships and Engagement

- The Superintendent will strengthen and expand community partnerships, such as those with non-profit groups, service clubs, businesses, non-English speaking community partnerships and other organizations to mobilize resources enhance learning opportunities for students.
- The Superintendent will conduct a needs assessment and an asset map to identify how the community can help support student success.
- The Superintendent will lead the district cabinet in the development of high impact, visually compelling presentations, and public messaging to effectively communicate the story of the district's work.