Northwestern Illinois Association

http://www.thenia.org

Executive Board Meeting

Regular Board Meeting with Closed Session

Wednesday, June 17, 2026 4:00 PM Central

Ogle County Education Center, 417 N Colfax St, Byron, Illinois 61010

1. Call to Order
   1. Roll Call
2. Approval of the Agenda
3. Public Participation
4. Acknowledgment of FOIA Requests
5. Consent Agenda
   1. Approval of Open Session Minutes of February 18th, 2026 — 3
   2. Approval and Ratification of Personnel Report for February 2026 - May 2026 — 16
   3. Approval and Ratification of Accounts Payable Report for February 2026 - May 2026 — 21
   4. Approval and Ratification of Contracts for February 2026 - May 2026 — 90
   5. Approval and Ratification of Treasurer's Report for February 2026 - May 2026 — 96
   6. Approval and Ratification of Health Plan Fund Report for February 2026 - May 2026 — 100
6. Chief Executive's Report
7. Action Items
   1. Approval of FY27 Board Ballot — 104
   2. Approval of FY27 Executive Board Regular Meeting Schedule — 110
   3. Approval of the FY27 Tentative Budget — 111
   4. Approval of the FY26 Version 4.0 Salary and Compensation Guide and the FY27 Version 2.0 Salary and Compensation Guide. — 118
   5. Approval of the FY26 CEO Evaluation. — 169
   6. Approval of Policy Changes as Presented — 170
   7. Approval of the Lease and Services Agreements with Freeport #145 to establish an NIA DHH Tuition Program option for EC students. — 240
8. Executive Board Announcements
9. Adjournment

Meeting Minutes
Northwestern Illinois Association
http://www.thenia.org
Executive Board Meeting
Regular Board Meeting
Wednesday, February 18, 2026 4:00 PM Central
Ogle County Education Center, 417 N Colfax St, Byron, Illinois 61010

Attendance Taken at 4:02 PM.

Tracy Dahl:	Present
Francine Eggleston:	Present
Steve Fiorentino:	Absent
Daniel Holder:	Present
David Lombardo:	Present
Christine Lynde:	Absent
Sarah Moore:	Present
Nick Reineck:	Present
Christan Schrader:	Present
Corena Steinmeyer:	Present
Diane Tyrrell:	Present
Matt Zilm:	Present

Also in attendance: Jon Malone CEO, Kelly Anderson Finance Director, Jennifer Eubanks Board Secretary

1. **Call to Order**
   1.1. Roll Call
2. **Approval of the Agenda**

Action(s):
Motion to approve the Agenda as described. This motion, made by Matt Zilm and seconded by Tracy Dahl, Passed.
Voting Detail:

Tracy Dahl:	Yea
Francine Eggleston:	Yea
Steve Fiorentino:	Absent
Daniel Holder:	Yea
David Lombardo:	Yea
Christine Lynde:	Absent
Sarah Moore:	Yea
Nick Reineck:	Yea
Christan Schrader:	Yea
Corena Steinmeyer:	Yea
Diane Tyrrell:	Yea
Matt Zilm:	Yea

Voting Summary: Yea: 10, Nay: 0, Absent: 2

3. Public Participation

Discussion: None

4. Acknowledgment of FOIA Requests

Discussion:
- One FOIA request from **CT Mills** was noted. The request concerned board policies on spending authority and pay thresholds. Administration directed the requester to the existing board policy. No action required.

5. Consent Agenda

Action(s):
Motion to approve the Consent Agenda reports as described. This motion, made by Matt Zilm and seconded by Tracy Dahl, Passed.
Voting Detail:

Tracy Dahl:	Yea
Francine Eggleston:	Yea
Steve Fiorentino:	Absent
Daniel Holder:	Yea
David Lombardo:	Yea
Christine Lynde:	Absent
Sarah Moore:	Yea
Nick Reineck:	Yea
Christan Schrader:	Yea
Corena Steinmeyer:	Yea
Diane Tyrrell:	Yea
Matt Zilm:	Yea

Voting Summary: Yea: 10, Nay: 0, Absent: 2

1. Approval of Open Session Minutes of August 20, 2025
2. Approval and Ratification of Personal Reports for August 2025 - January 2026
3. Approval and Ratification of Accounts Payable Reports for August 2025 - January 2026.
4. Approval and Ratification of Contracts for August 2025 - January 2026.
5. Approval and Ratification of Treasurer's Report for July 2025 - January 2026.
6. Approval and Ratification of Health Plan Fund Reports for July 2025 - January 2026.

6. Chief Executive's Report

Discussion:

Budget Cycle

1. Daily Rates
2. Needs/Assessment/District/ Purchasing Decision
3. June Tentative Budget
4. August Final Budget
5. Fiscal Year Happens
6. Financial Audit/Audited Financials
7. Autopsy

The CEO presented a detailed overview of the agency's budget cycle, emphasizing that daily rates are established far in advance and require significant forecasting. Daily rates determine what member districts are charged per service day, and districts make purchasing decisions shortly after rates are approved.

FY25 Financial Audit: Results

Ending Fund Balance: $6,053,538 (FY24) → $4,958,112 (FY25)

Audited Financial Data	FY21	FY22	FY23	FY24	FY25
Net Change	149,060.16	(314,781)	225,678	(434,482)	(1,095,426)

The board reviewed FY25 audited financial results, which reflected a total operating deficit of approximately $1.1 million. About half of this deficit was planned, as the agency intentionally adopted a deficit budget to phase in significant salary increases for therapy staff. The remaining deficit was attributed primarily to the health insurance fund, which experienced a loss of approximately $587,000.

Operating Rate Review Results for FY25

Service Line	FY25 Board Rate	FY25 Op. Rate	FY25 Net Income	FY26 Board Rate (Set)
04 - DHH Supervision	$795	$839.47	($11,509)	$795
06 - Audiology	$747	$800.60	($51,933)	$795
07 - Vision Supervision	$824	$941.99	($37,265)	$850
09 - Speech (SLP)	$670	$652.05	$33,085	$675
10 - Therapy (OT/PT)	$638	$677.92	($851,543)	$670
11 - BCBA	$795	$651.43	$84,876	$795
17 - Interpreter	$472	$524.08	($88,501)	$530
23 - DHH Itin. Teaching	$640	$700.24	($57,511)	$685
24 - Vision Teaching/O&M	$640	$678.70	($140,069)	$670
29 - Autism	$1,025	$1,122.70	($6,801)	$1,050
Psych (TBD)	$795	N/A	-	$800
31 - Social Work	$795	$674.81	$32,572	$800

Administration reviewed cost center performance, noting that only a few cost centers broke even. The most significant variance was an approximately $850,000 loss in the OT/PT cost center, reflecting that services were underpriced relative to actual costs. While this resulted in savings to member districts, administration emphasized that continued undercharging is not financially sustainable.

Budgeting Tool History

Improving Over Time

The Tool currently has two full years of operating data (FY24–FY25). As it accumulates more history, both inputs improve:

Volume Forecasts Get Sharper

More years of enrollment and referral data let the Tool better predict seasonal patterns, growth trends, and service demand. FY26 will be year 3.

Cost Modeling Gets More Precise

Each year of actual cost data refines the Tool's understanding of how salaries, benefits, and overhead scale with volume. The cost-per-day calculations become more reliable.

	FY24 (Year 1)	FY25 (Year 2)	FY26 (Year 3)	FY27+ (Future)
Data Available	1 year	2 years	3 years	4+ years
Tool Status	First test	Track record building	Adoption recommended	Continuous refinement
Confidence Level	Low	Moderate	Strong	High

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Malone discussed the development and increasing reliability of a budget modeling tool that forecasts daily rates based on projected service volume and costs. Retrospective analysis showed that if the tool's recommendations had been fully adopted in prior years, losses would have been reduced by approximately $878,000.

Operating Rate Review: Budget Tool vs Approved Rates

KEY FINDINGS (FY24–FY25)

Lost by Not Trusting Tool (Tool rate minus Board rate over 2 yrs)	Actual Net Loss (Board Rates) (FY24 + FY25 under rates the Board set)	If Used Tool Rates (FY24 + FY25 if Tool rates had been charged)	Forecast Accuracy (How closely Tool predicted sold days)
878,034	-1,527,967	-649,933	90% / 95%
savings if Tool was trusted	*actual 2-year result*	*hypothetical with Tool rates*	*service-level / aggregate accuracy*

Forecast accuracy for service volume was reported at approximately 95% overall and around 90% when averaged by cost center. Administration emphasized that while accurate volume forecasting is important, accurate cost modeling is critical to financial stability.

FY25 Financial Audit: Fund Balance

Audit Year	Annual Expenditures
FY25	$32,939,136

Est. Expenditures	35,191,261
Per Month	2,932,605
2 Month Reserve	5,865,210
3 Month Reserve	**8,797,815**

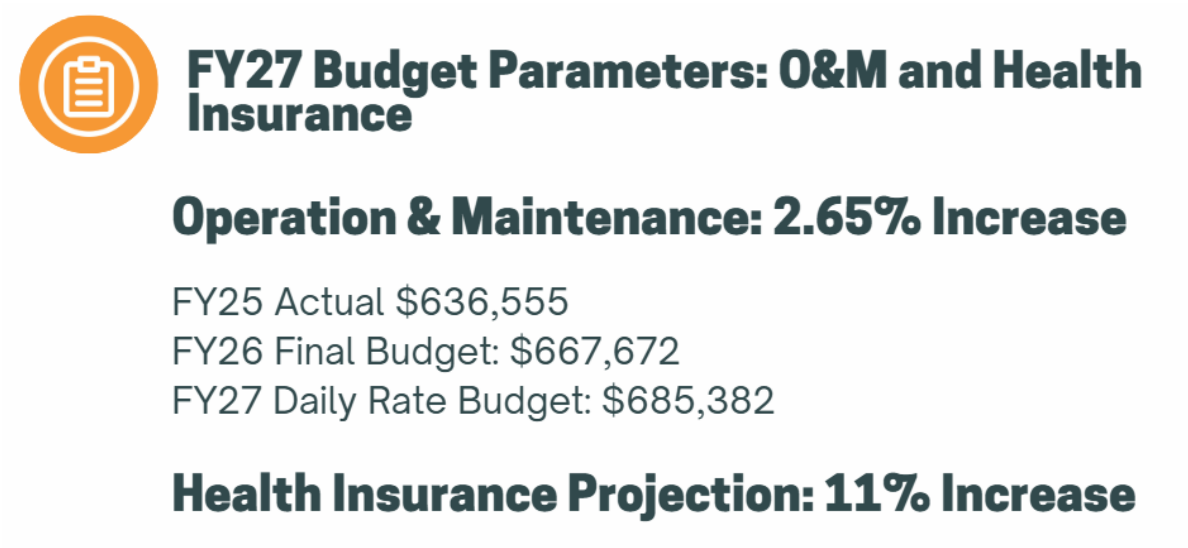
To maintain organizational health and stability, how many months of annual expenditures should we maintain in the Fund Balance?

FY25 Fund Balance: $4,958,112

Recommendation: Work toward having 3 months of funds in reserve (25%).

Administration explained that the agency's FY27 projected expenditures are approximately $35 million, requiring about $3 million in operating cash per month. Following FY25 audited results, the fund balance stands at approximately $5 million. Given quarterly billing cycles, administration recommended maintaining a minimum reserve equal to three months of operating expenses to ensure payroll and operational stability.

To rebuild reserves, administration emphasized the need to adopt budgets that generate modest surpluses, including incorporating a margin above tool-generated rates.



Key FY27 assumptions were reviewed, including:

- A 2.65% increase in operations and maintenance costs, largely related to HVAC replacement at the Rockford office
- An 11% projected increase in health insurance costs due to market conditions and prior-year high claims

7. Action Items

7.1. Acknowledgment of the FY25 Audit Report and the Operational Fund Expenditure Report

Action(s):
I move that the board formally acknowledge the FY25 Audit Report and the Operational Fund Expenditure Report. This motion, made by Matt Zilm and seconded by Diane Tyrrell, Passed.

Voting Detail:

Tracy Dahl:	Yea
Francine Eggleston:	Yea
Steve Fiorentino:	Absent
Daniel Holder:	Yea
David Lombardo:	Yea
Christine Lynde:	Absent
Sarah Moore:	Yea
Nick Reineck:	Yea
Christan Schrader	Yea

Corena Steinmeyer:	Yea
Diane Tyrrell:	Yea
Matt Zilm:	Yea

Voting Summary: Yea: 10, Nay: 0, Absent: 2

Discussion: CEO noted that the operational fund expenditure report is a new legal requirement and consists of historical audited data previously reviewed by the board. No new concerns were raised.

7.2. Approval of the Daily Rates for FY27.

Action(s):
I move to approve the FY27 Daily Rates as described in the supporting document. This motion, made by Matt Zilm and seconded by Diane Tyrrell, Passed.

Voting Detail:

Tracy Dahl:	Yea
Francine Eggleston:	Yea
Steve Fiorentino:	Absent
Daniel Holder:	Yea
David Lombardo:	Yea
Christine Lynde:	Absent
Sarah Moore:	Yea
Nick Reineck:	Yea
Christan Schrader:	Yea
Corena Steinmeyer:	Yea
Diane Tyrrell:	Yea
Matt Zilm:	Yea

Voting Summary: Yea: 10, Nay: 0, Absent: 2

Discussion:

Approval of the Daily Rates for FY27

Service Line	FY27 Budget Tool Rate	FY27 Tool + 3%	FY27 Proposed
04 - DHH Supervision	$815	$840	**$850**
06 - Audiology	$835	$861	**$836**
07 - Vision Supervision	$803	$828	**$850**
09 - Speech (SLP)	$705	$727	**$710**
10 - Therapy (OT/PT)	$727	$749	**$731**
11 - BCBA	$762	$785	**$800**
17 - Interpreter	$534	$551	**$581**
23 - DHH Itin. Teaching	$729	$751	**$732**
24 - Vision Teaching/O&M	$677	$698	**$690**
29 - Autism	$1,195	$1,231	**$1,195**
Psych (TBD)	$726	N/A	**$800**
31 - Social Work	$786	N/A	**$808**

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Discussion focused on:

- Use of the budget tool plus a modest margin to generate a projected surplus
- Variability in rate increases by service area
- Autism services: higher increase due to low volume and specialized staffing
- Approximately 9% increase in therapy rates
- Competitiveness of rates compared to contract agencies, with board members noting NIA's turnkey and managed-service model
- Confirmation that the projected surplus (~$505,000) aligns with long-term fiscal stability goals

7.3. Approval of the new 2026-2027 Salary and Compensation Guide

Action(s):
I move to approve the new 2026-2027 Salary and Compensation Guide. This motion, made by Matt Zilm and seconded by Daniel Holder, Passed.

Voting Detail:

Tracy Dahl:	Yea
Francine Eggleston:	Yea
Steve Fiorentino:	Absent
Daniel Holder:	Yea
David Lombardo:	Yea
Christine Lynde:	Absent

Sarah Moore:	Yea
Nick Reineck:	Yea
Christan Schrader	Yea
Corena Steinmeyer:	Yea
Diane Tyrrell:	Yea
Matt Zilm:	Yea

Voting Summary: Yea: 10, Nay: 0, Absent: 2

Discussion:

Approval of the 2026-2027 Compensation Guide

Variable Market Adjustments:
- Teachers
- BCBA
- Psych/Social Work/SLP - also moved 7.5 hour day at 180
- OT/PT
- Interpreters -also added lanes based on ISBE licensure
- New Position: Technology Specialist
- Technology Manager

Flat Increase: 1.5% to Grid
- Audiology
- Executive Leaders
- Program Supervisors
- Office Professionals and Administrative Assistants
- HR Coordinator

Stipend Adjustments:
- Hard-to-Fill increased to $4K
- Hard-to-Fill Bilingual SLP to $4K
- Highly Qualified IEP Interpreter $2k

CEO/Board reviewed:

- Market adjustments for high-volume roles (teachers, therapists, social workers)
- Administrative and leadership salary adjustments
- Stipend increases for hard-to-fill and bilingual positions
- Addition of a highly qualified IEP interpreter stipend
- Creation of a Technology Specialist position through reclassification

Salary comparisons using statewide and customer-district data were discussed, with administration emphasizing that proposed increases were modest and aimed at retention rather than market leadership.

7.4. Approval of the Revised 2025-2026 Salary and Compensation Guide

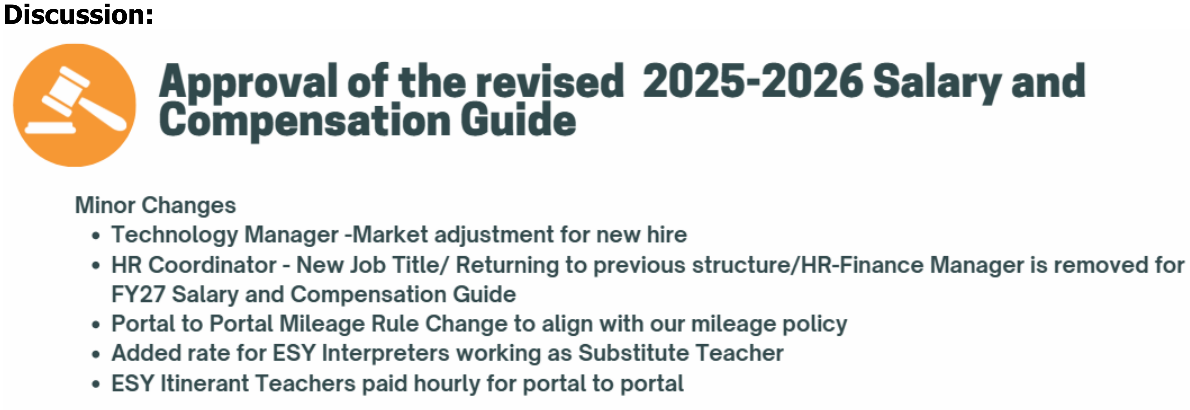
Action(s):
I move to approve the revised 2025-2026 Salary and Compensation Guide. This motion, made by Matt Zilm and seconded by Corena Steinmeyer, Passed.

Voting Detail:

Tracy Dahl:	Yea
Francine Eggleston:	Yea
Steve Fiorentino:	Absent
Daniel Holder:	Yea
David Lombardo:	Yea
Christine Lynde:	Absent
Sarah Moore:	Yea
Nick Reineck:	Yea
Christan Schrader:	Yea
Corena Steinmeyer:	Yea
Diane Tyrrell:	Yea
Matt Zilm:	Yea

Voting Summary: Yea: 10, Nay: 0, Absent: 2

Discussion:



The board approved revisions to the FY25-FY26 salary and compensation guide to address immediate staffing needs. Changes included:

- Early market adjustment for a Technology Manager position
- Reestablishment of the HR Coordinator position and separation of HR and finance duties
- Updates to mileage language to align with IRS rules by assigning employees to the nearest office for reimbursement purposes
- Adjustments to ESY interpreter and itinerant teacher pay to reflect travel demands and recruitment challenges

Administration emphasized that these revisions were necessary to maintain staffing continuity and compliance.

7.5. Approval of Policy Changes as Described in the Draft Document.

Action(s):
I move to approve Policy Changes as described in the Draft Document. This motion, made by Matt Zilm and seconded by Tracy Dahl, Passed.

Voting Detail:

Tracy Dahl:	Yea
Francine Eggleston:	Yea
Steve Fiorentino:	Absent
Daniel Holder:	Yea
David Lombardo:	Yea
Christine Lynde:	Absent
Sarah Moore:	Yea
Nick Reineck:	Yea
Christan Schrader:	Yea
Corena Steinmeyer:	Yea
Diane Tyrrell:	Yea
Matt Zilm:	Yea

Voting Summary: Yea: 10, Nay: 0, Absent: 2

Discussion: Policy updates included routine PRESS recommendations and a revision to the vacation policy. Administration explained the intent to standardize vacation allotments for certain job categories and simplify prior tiered systems. Proration for part-time or partial-year employees was clarified.

7.6. Approval of the Recommendation for the Destruction of Audio Recordings of Past Closed Session Minutes -18 Months or older: April 3, 2024; May 15, 2024; and June 12, 2024.

Action(s):
I move to destroy audio recordings of past closed sessions for the dates listed. This motion, made by Matt Zilm and seconded by Diane Tyrrell, Passed.

Voting Detail:

Tracy Dahl:	Yea
Francine Eggleston:	Yea
Steve Fiorentino:	Absent
Daniel Holder:	Yea
David Lombardo:	Yea
Christine Lynde:	Absent
Sarah Moore:	Yea
Nick Reineck:	Yea
Christan Schrader:	Yea

Corena Steinmeyer:	Yea
Diane Tyrrell:	Yea
Matt Zilm:	Yea

Voting Summary: Yea: 10, Nay: 0, Absent: 2

Discussion: CEO confirmed the listed recordings met statutory retention requirements and were eligible for destruction. No objections were raised.

7.7. Consideration and Approval of the Semi-Annual Release of Closed Session Minutes: April 3, 2024; May 15, 2024; June 12, 2024.

Action(s):
I move to not release any Closed Session Minutes at this time. This motion, made by Matt Zilm and seconded by Corena Steinmeyer, Passed.

Voting Detail:

Tracy Dahl:	Yea
Francine Eggleston:	Yea
Steve Fiorentino:	Absent
Daniel Holder:	Yea
David Lombardo:	Yea
Christine Lynde:	Absent
Sarah Moore:	Yea
Nick Reineck:	Yea
Christan Schrader:	Yea
Corena Steinmeyer:	Yea
Diane Tyrrell:	Yea
Matt Zilm:	Yea

Voting Summary: Yea: 10, Nay: 0, Absent: 2

Discussion: The board reviewed the status of closed session minutes and agreed that none were appropriate for release at this time, consistent with the administrative recommendation.

8. Executive Board Announcements

Discussion: No board member comments or announcements were made.

9. Adjournment

Action(s):
Motion to Adjourn the meeting. This motion, made by Matt Zilm and seconded by Diane Tyrrell, Passed.

Voting Detail:

Tracy Dahl:	Yea
Francine Eggleston:	Yea
Steve Fiorentino:	Absent
Daniel Holder:	Yea
David Lombardo:	Yea
Christine Lynde:	Absent
Sarah Moore:	Yea
Nick Reineck:	Yea
Christan Schrader:	Yea
Corena Steinmeyer:	Yea
Diane Tyrrell:	Yea
Matt Zilm:	Yea

Voting Summary: Yea: 10, Nay: 0, Absent: 2

Personnel Report

February 2026

Personnel Changes

Name	Position	Employee Type	Action	Rate of Pay	Effective Date
Sarah Metze	OT	Agency	Onboarded	$81/hr	3/3/26
Corey Lage	Tech Manager	NIA	Onboarded	$108071.00/yr	3/17/26
Lamont Parrott	OT	Agency	Offboarded		3/2/26
Anna Pace	COTA	NIA	Offboarding		5/27/26

Leave of Absence

Name	Position	Type of Leave	Length of Leave	Notes
Kelly Baitmen	Social Worker	FMLA	4/15/26-05/04/26	

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Personnel Report

March 2026

Personnel Changes

Name	Position	Employee Type	Action	Base Rate of Pay	Effective Date
Latrena Holden	OT	Agency	Onboarding	$85.00/hr	4/7/26
Dean Simoncelli	BCBA	Agency to NIA	Onboarding	$65,851.24/yr	4/21/26
Maya Christopher	DHH Supervisor	Agency	Onboarding	$93,755.00/yr	6/16/26
Lorna Woodall	PT	Agency	Offboarding		3/16/2026
Sara Ellena	OT	Agency	Offboarding		3/20/2026
Jennifer Melton	Interpreter	Independent Contractor	Offboarding		3/31/26
Susan Beckman	OT	NIA	Onboarding		5/29/26

Leave of Absence

Name	Position	Type of Leave	Length of Leave	Notes
Megan Saltijeral	OT	FMLA	3/11/26-4/8/26	Intermittent
Michelle Perry	DHH Teacher	FMLA	3/19/26-4/7/26	Continuous
Brittney Carter	AA for Technology	FMLA	3/16/26-3/15/27	Intermittent
Laurie Eder	Interpreter	FMLA	3/16-5/30/26	Intermittent
Jennifer Eubanks	AA for Finance	FMLA	4/15/26-5/25/26	Intermittent

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Personnel Report

APRIL 2026

Personnel Changes

Name	Position	Employee Type	Action	Base Rate of Pay	Effective Date
Allison Poegel	Clerk	NIA	Onboarding	$16/hr	4/21/2026
Abby Pierce	ESY DHH Teacher	NIA	Onboarding	$53,537.62	4/28/2026
Alexi Harvey	ESY DHH Teacher	NIA	Onboarding	$57,233.34	4/28/2026
Mary Flores	ESY DHH Teacher	NIA	Onboarding	$64, 910.27	4/28/2026
Michelle Flaskamp	Nurse	Independent Contractor	Onboarding	$32.40/hr	4/28/2026
Megan Saltijeral	OT	NIA	Offboarding		5/22/26
Shannon Regan	BCBA	Agency	Offboarding		5/1/26
Nancy Beechy	OT	NIA	Offboarding		5/19/26

Leave of Absence

Name	Position	Type of Leave	Length of Leave	Notes
Stacey Thomas	OT	FMLA	4/06/27- 5/21/26	intermittent
Melissa Bruder	PT	FMLA	4/13/26 - 9/07/26	intermittent
Corinne Leonard	Audiologist	FMLA	4/06/26-6/30/26	Continuous
Chloe Ferguson	Paraprofessional	ADA	4/29/26-5/06/26	Continuous
Christine Fiorito	Program Supervisor	FMLA	5/04/26-4/30/27	intermittent

Personnel Report

May 2026

Personnel Changes

Name	Position	Employee Type	Action	Base Rate of Pay	Effective Date
Angela Slusarski	OT	Agency	Offboarding		5/12/2026
Angela Scott	Social Worker	Agency	Offboarding		5/22/2026
Cynthia Sandoval	DHH Teacher	NIA	Offboarding		5/21/2026
Kathryn Reuter	DHH Supervisor	NIA	Offboarding		5/12/2026
Pooja Wasson	PT	Agency	Offboarding		5/29/2026
Lexis Rich	OT	Agency	Offboarding		5/29/2026
Quang Tran	OT	Agency	Offboarding		5/29/2026
Larissa Harima	OT	Agency	Offboarding		5/22/2026
Latrena Holden	OT	Agency	Offboarding		5/29/2026
Matti Rivotto	BCBA	BCBA	Offboarding		5/22/2026
Susan Beckman	OT	NIA	Offboarding		5/29/2026
Anna Pace	COTA	NIA	Offboarding		5/27/2026
Harry Ostrov	TVI	NIA	Offboarding		5/21/2026
Jill Mccue	DHH Teacher	NIA	Offboarding		5/21/2026
Theresa Westland	OT	Agency	Offboarding		5/22/2026
Keyenna Altizer	COTA	Agency	Offboarding		5/21/2026

Catherine Barker	COTA	Agency	Offboarding		5/21/2026
Geneva Todd	Interpreter	Agency	Offboarding		5/29/2026
Megan Valdivieso	OT	NIA	Offboarding		5/22/2026

Leave of Absence

Name	Position	Type of Leave	Length of Leave	Notes

NORTHESTERN ILLINOIS ASSOCIATION
FEBRUARY 2026 CHECKS PAID

CHECK #	DATE	PAYEE	AMOUNT	
144690	02/04/2026	AEQUOR HEALTHCARE SERVICES, LLC	$	21,257.92
144691	02/04/2026	AHS STAFFING LLC	$	48,398.00
144692	02/04/2026	AMN HEALTHCARE	$	21,525.00
144693	02/04/2026	ANTHROMED, LLC	$	5,280.00
144694	02/04/2026	BACK OFFICE STAFFING SOLUTION, LLC c/o REV CAPITAL	$	13,027.50
144695	02/04/2026	BUTTERFIELD VILLAGE, LLC	$	5,001.84
144696	02/04/2026	COMMUNITY THERAPY CORP	$	44,715.00
144697	02/04/2026	COMPHEALTH	$	14,595.00
144698	02/04/2026	CORE MEDICAL GROUP	$	13,072.50
144699	02/04/2026	HELM SERVICES	$	354.00
144700	02/04/2026	HODGES LOIZZI EISENHAMMER	$	1,246.56
144701	02/04/2026	IAER VISION CONFERENCE	$	6,370.00
144702	02/04/2026	IEP THERAPY	$	10,410.00
144703	02/04/2026	INVO HEALTHCARE ASSOCIATES, LLC	$	8,400.00
144704	02/04/2026	JACKSON THERAPY PARTNERS LLC	$	4,849.10
144705	02/04/2026	JENSEN, W THOMAS	$	1,831.00
144706	02/04/2026	KMK GLOBAL INVESTMENTS LLC	$	13,496.39
144707	02/04/2026	MCGRAW HILL EDUCATION	$	723.21
144708	02/04/2026	MED-EL CORPORATION	$	329.00
144709	02/04/2026	NATIONAL STAFFING SOLUTIONS, INC	$	12,306.00
144710	02/04/2026	NATUS SENSORY, INC	$	2,203.00
144711	02/04/2026	SONOVA USA INC	$	4,169.52
144712	02/04/2026	PRAIRIE PROFESSIONAL PARK, LLC	$	4,849.75
144713	02/04/2026	PROCARE THERAPY INC	$	28,318.88
144714	02/04/2026	PURI, SUNIL	$	7,989.10
144715	02/04/2026	EF fbo SELECT SAVVY, LLC	$	26,560.00
144716	02/04/2026	SIGN LANGUAGE INTERPRETERS INC	$	8,138.00
144717	02/04/2026	SOFT WATER CITY INC	$	102.00
144718	02/04/2026	SOLIANT HEALTH	$	20,902.50
144719	02/04/2026	SPOTTER STAFFING, LLC	$	5,859.00
144720	02/04/2026	STEPPING STONES GROUP, LLC	$	24,231.00
144721	02/04/2026	SUNBELT STAFFING	$	26,023.57
144722	02/04/2026	THE PARTNERSHIP FOR EXCELLENCE	$	500.00
144723	02/04/2026	THERAPY CARE	$	12,075.00
144724	02/04/2026	TRUST CLEANING CO.	$	879.00
144725	02/04/2026	UNIQUE CLEANING SERVICES	$	200.00
144726	02/04/2026	WESTONE LABORATORIES INC.	$	304.82
144727	02/11/2026	NCPERS GROUP LIFE INS.	$	240.00
144728	02/25/2026	NCPERS GROUP LIFE INS.	$	240.00
144729	02/19/2026	AEQUOR HEALTHCARE SERVICES, LLC	$	16,890.00
144730	02/19/2026	AHS STAFFING LLC	$	56,645.50
144731	02/19/2026	AMN HEALTHCARE	$	22,277.75
144732	02/19/2026	ANTHROMED, LLC	$	6,600.00
144733	02/19/2026	BACK OFFICE STAFFING SOLUTION, LLC c/o REV CAPITAL	$	11,392.50
144734	02/19/2026	COLLEGE OF DUPAGE	$	1,120.00

NORTHESTERN ILLINOIS ASSOCIATION
FEBRUARY 2026 CHECKS PAID

CHECK #	DATE	PAYEE	AMOUNT	
144735	02/19/2026	COMPHEALTH	$	16,800.00
144736	02/19/2026	CORE MEDICAL GROUP	$	12,450.00
144737	02/19/2026	CRISIS PREVENTION INSTITUTE	$	2,499.00
144738	02/19/2026	COMMUNITY UNIT SCHOOL DIST 300	$	60,114.90
144739	02/19/2026	E-THERAPY INTERMEDIATE, INC	$	25,394.00
144740	02/19/2026	FIRM SYSTEMS	$	519.00
144741	02/19/2026	GORDON FLESCH CO	$	4,144.32
144742	02/19/2026	E3 DIAGNOSTICS	$	22,007.47
144743	02/19/2026	IMAGE ONE FACILITY SOLUTIONS	$	460.00
144744	02/19/2026	JACKSON THERAPY PARTNERS LLC	$	6,025.90
144745	02/19/2026	KMK GLOBAL INVESTMENTS LLC	$	1,027.53
144746	02/19/2026	MAGIC WAND CLEANING SERVICE	$	750.00
144747	02/19/2026	NATIONAL STAFFING SOLUTIONS, INC	$	16,132.50
144748	02/19/2026	OPG-3, INC	$	141.42
144749	02/19/2026	WELLNOW URGENT CARE	$	765.00
144750	02/19/2026	PROCARE THERAPY INC	$	61,027.89
144751	02/19/2026	EF fbo SELECT SAVVY, LLC	$	30,574.50
144752	02/19/2026	SIGN LANGUAGE INTERPRETERS INC	$	43,106.59
144753	02/19/2026	SOLIANT HEALTH	$	21,326.30
144754	02/19/2026	SPOTTER STAFFING, LLC	$	6,510.00
144755	02/19/2026	STEPPING STONES GROUP, LLC	$	20,917.50
144756	02/19/2026	SUNBELT STAFFING	$	26,293.03
144757	02/19/2026	THERAPY CARE	$	10,102.50
144758	02/19/2026	VISTA LEARNING NFP	$	99.75
144759	02/19/2026	WESTONE LABORATORIES INC.	$	184.88
144760	02/25/2026	BRANDWEIN, DONNA REITER	$	1,500.00
		71	**$**	**926,772.89**

NORTHESTERN ILLINOIS ASSOCIATION
FEBRUARY 2026 ACH PAID

CHECK #	DATE	PAYEE		AMOUNT
54757	02/11/2026	ANDERSON, MICHELE	$	2,859.00
54758	02/11/2026	ANDERSON, REBECCA W	$	46.19
54759	02/11/2026	BARTHEL, SARAH	$	979.32
54760	02/11/2026	BEECHY, NANCY	$	31.03
54761	02/11/2026	BEGUN, MARISSA L	$	88.90
54762	02/11/2026	BLOOM, AJ	$	627.10
54763	02/11/2026	BROEGE, ANGELICA	$	839.79
54764	02/11/2026	BROSSO, DANA P	$	204.97
54765	02/11/2026	CACCIATORE, LEANDRA	$	14.71
54766	02/11/2026	CARTER, BRITTNEY N	$	23.49
54767	02/11/2026	CORTELLASSI, NATALIE	$	123.35
54768	02/11/2026	CUEVAS, LISA C	$	223.30
54769	02/11/2026	CURTIS, JENNIFER E	$	22.51
54770	02/11/2026	CURTIS, STEPHANIE M	$	133.03
54771	02/11/2026	DECONINCK, KARALYN M	$	1,795.52
54772	02/11/2026	EDER, LAURIE A	$	40.60
54773	02/11/2026	ELSTON, CODY S	$	1,070.67
54774	02/11/2026	ERDMANN, KIARA K	$	109.93
54775	02/11/2026	EUBANKS, JENNIFER M	$	18.48
54776	02/11/2026	FISHER, KELLY M	$	234.00
54777	02/11/2026	FITZANKO, TARA M	$	61.77
54778	02/11/2026	GAMON, KLAIRE M	$	54.53
54779	02/11/2026	GAYDURGIS HOLLY	$	5,783.00
54780	02/11/2026	GORICK, CARLY R	$	29.00
54781	02/11/2026	GRAEBNER, KATIE M	$	82.05
54782	02/11/2026	HARDBARGER, KELLY A	$	33.15
54783	02/11/2026	HUNSICKER, MEREDITH J	$	372.70
54784	02/11/2026	JOHNSON, COURTNEY M	$	794.00
54785	02/11/2026	KANTOLA, CLAUDIA G	$	291.16
54786	02/11/2026	KEEGAN, ASHLEY A	$	495.11
54787	02/11/2026	KOSTECKI, KRISTEN IRENE	$	22.55
54788	02/11/2026	LASH, PAULA S	$	234.00
54789	02/11/2026	LEONARD, CORINNE N	$	55.91
54790	02/11/2026	LINDSAY, TIFFANY L	$	66.64
54791	02/11/2026	LINDSEY, LAURA	$	253.81
54792	02/11/2026	LITAVECZ, NATALIE A	$	51.42
54793	02/11/2026	LOWRANCE, AMY M	$	553.87
54794	02/11/2026	MACHEN, TERESA A	$	209.41

NORTHESTERN ILLINOIS ASSOCIATION
FEBRUARY 2026 ACH PAID

CHECK #	DATE	PAYEE		AMOUNT
54795	02/11/2026	MACKENZIE, KATHLEEN	$	9.29
54796	02/11/2026	MALONE, JON C	$	2,065.52
54797	02/11/2026	MARKS, SARAH T	$	25.68
54798	02/11/2026	MATHIS, MEGAN L	$	268.90
54799	02/11/2026	MCCUE, JILL M	$	72.50
54800	02/11/2026	MCKEVITT, AMANDA J	$	18.64
54801	02/11/2026	MCLAIN, NATALI M	$	295.43
54802	02/11/2026	MILEWSKI, MICHELLE	$	29.08
54803	02/11/2026	MOTT, EMILY R	$	398.39
54804	02/11/2026	MUCHALA, EDWARD J	$	1,319.52
54805	02/11/2026	NAWRACAJ, CAROLE A	$	167.91
54806	02/11/2026	NEKOLA, KYLIE	$	28.13
54807	02/11/2026	OSTROV, HARRY	$	154.88
54808	02/11/2026	OTT, ERIC J	$	293.79
54809	02/11/2026	OZEHOWSKI, TARA B	$	430.10
54810	02/11/2026	PACZKO, ELLEN H	$	132.86
54811	02/11/2026	PAHR, JULIE	$	361.12
54812	02/11/2026	PEARSON, DARLA LYNN	$	993.17
54813	02/11/2026	PEPLANSKY, KELLY A	$	171.79
54814	02/11/2026	PERRY, MICHELLE M	$	1,157.11
54815	02/11/2026	PETERS, ALLISON	$	654.00
54816	02/11/2026	REIDY, LEANNA O	$	9.86
54817	02/11/2026	ROSSIAKY, ELIZABETH	$	160.18
54818	02/11/2026	SAFRANEK, ABIGAIL A	$	112.97
54819	02/11/2026	SALLEY, LYNN A	$	56.55
54820	02/11/2026	SCHMIDT, CARON T	$	90.01
54821	02/11/2026	SEWARD, TISHA M	$	473.61
54822	02/11/2026	SHIELDS, ROXANNE M	$	52.57
54823	02/11/2026	SIMONOVICH, LESLIE	$	964.29
54824	02/11/2026	SMITH, DARIUS	$	15.66
54825	02/11/2026	STRAIT, HEATHER	$	340.25
54826	02/11/2026	SZEWC, CAROLINE MARIKA	$	13.64
54827	02/11/2026	SZUMNY, AMY L	$	1,765.24
54828	02/11/2026	VENEZIA, PAUL D	$	93.42
54829	02/11/2026	WARREN, SEAN M	$	39.28
54830	02/11/2026	ZUTTER, STEPHANIE H	$	566.33
54831	02/25/2026	ANDERSON, KELLY M	$	44.08
54832	02/25/2026	BAITMAN, KELLY C	$	244.60
54833	02/25/2026	BROSSO, DANA P	$	46.40
54834	02/25/2026	BRUDER, MELISSA A	$	78.59
54835	02/25/2026	CACCIATORE, LEANDRA	$	95.00

NORTHESTERN ILLINOIS ASSOCIATION
FEBRUARY 2026 ACH PAID

CHECK #	DATE	PAYEE		AMOUNT
54836	02/25/2026	CARTER, BRITTNEY N	$	30.46
54837	02/25/2026	CHARLTON, REBECCA	$	93.55
54838	02/25/2026	DAHL, TRACY	$	74.68
54839	02/25/2026	DECONINCK, KARALYN M	$	165.02
54840	02/25/2026	GALLANO, MARIE ANN C	$	47.56
54841	02/25/2026	GORICK, CARLY R	$	52.20
54842	02/25/2026	GRANT, HALEY M	$	29.00
54843	02/25/2026	HALDEMAN, LORI M	$	86.57
54844	02/25/2026	HARBECK, KENDRA N	$	31.90
54845	02/25/2026	KEEGAN, ASHLEY A	$	28.72
54846	02/25/2026	KINNEY, HEIDI L	$	15.52
54847	02/25/2026	LEWIS, GINNA	$	260.00
54848	02/25/2026	LINDQUIST, WHITNEY	$	806.71
54849	02/25/2026	MATHIS, MEGAN L	$	88.39
54850	02/25/2026	NEKOLA, KYLIE	$	17.97
54851	02/25/2026	NEW, NOELLE R	$	469.39
54852	02/25/2026	PERKINS, JENNIFER YESAITIS	$	116.00
54853	02/25/2026	SEWARD, TISHA M	$	286.41
54854	02/25/2026	SIMONOVICH, LESLIE	$	595.80
54855	02/25/2026	STRAIT, HEATHER	$	52.20
54856	02/25/2026	SZUMNY, AMY L	$	46.40
54857	02/25/2026	THOMPSON, MARISSA	$	669.91
54858	02/25/2026	THOMS, MEGAN E	$	320.00
54859	02/25/2026	TYRRELL, DIANE	$	74.89
		103	**$**	**37,699.56**

NORTHWESTERN ILLINOIS ASSOCIATION
FEBRUARY 2026 HEALTH FUND EXPENDITURES

DATE	TYPE	DESCRIPTION	AMOUNT
2/25/2026	WIRE	DELTA DENTAL CLAIMS FOR JANUARY	$ 783.18
2/23/2026	WIRE	BLUE CROSS CLAIMS FOR JANUARY	$ 93,409.72
2/24/2026	WIRE	MUTUAL OF OMAHA FEB 2026 PREMIUM	$ 2,959.67
2/24/2026	WIRE	MEDCOM PMT	$ 239.40
2/25/2026	WIRE	DELTA DENTAL CLAIMS FOR JANUARY	$ 8,504.20
2/23/2026	WIRE	BLUE CROSS CLAIMS FOR JANUARY	$ 208,577.07
2/23/2026	WIRE	WIRE TO VSP FOR MARCH	$ 1,505.94
2/23/2026	WIRE	WIRE TO VSP FOR MARCH	$ 21.27
			$ 316,000.45

BMO

Statement

Account Name:	ONE CARDS	**Card Number:**	xxxx-xxxx-xxxx-6852
Company Name:	THE NORTHWESTERN IL ASSOCIATION	**Account Limit:**	$ 75,000.00
Employee ID:	BillingAccts	**Available Credit:**	$ 58,313.38
Statement Date (MM/DD/YYYY):	02/05/2026	**Currency:**	U.S. DOLLAR
Payment Due Date (MM/DD/YYYY):	03/04/2026		

Statement Summary:

Report any items which do not agree with your records within 30 days of the statement date.

Previous Balance:	$ 12,096.33
Payments:	$ -12,096.33
Adjustments:	$ 0.00
Net Purchases:	$ 16,686.62
Cash Advance:	$ 0.00
Fees:	$ 0.00
Other Charges:	$ 0.00
New Account Balance:	$ 16,686.62

Transaction Summary:

Trans Date	Posting Date Trans ID	Description	Pre-Tax Amount Auth #	Total Tax	Trans Amount
Card Number xxxx-xxxx-xxxx-6852 ONE CARDS					
01/12	01/12 630632132	AUTOMATIC PYMT RECEIVED	$ -12,096.33	$ 0.00	$ -12,096.33
		TOTAL CREDITS	**xxxx-xxxx-xxxx-6852**		**$ -12,096.33**
		TOTAL DEBITS	**xxxx-xxxx-xxxx-6852**		**$ 0.00**
Card Number xxxx-xxxx-xxxx-1520 AGUSTIN, TIFFANY					
01/11	01/12 630942741	DOCHUB SITE LICENSE BROOKLINE MA	$ 200.00 030106	$ 0.00	$ 200.00
01/14	01/15 631450993	CCSI EFAX LOS ANGELES CA	$ 100.00 012034	$ 0.00	$ 100.00
01/15	01/16 631592335	DOCHUB.COM: FAX LINE BROOKLINE MA	$ 9.99 095375	$ 0.00	$ 9.99
01/17	01/19 631840920	MSFT E0100YID8I MSBILL.INFO	$ 201.19 075728	$ 0.00	$ 201.19
01/20	01/21 632343160	DOCHUB.COM: FAX LINE BROOKLINE MA	$ 9.99 093295	$ 0.00	$ 9.99
01/20	01/21 632343161	DOCHUB.COM: FAX LINE BROOKLINE MA	$ 9.99 044289	$ 0.00	$ 9.99
01/23	01/26 633212195	SMARTSHEET INC. BELLEVUE WA	$ 1,368.00 051688	$ 0.00	$ 1,368.00
01/25	01/26 633212119	DOCUSIGN INC. WILMINGTON DE	$ 300.00 032084	$ 0.00	$ 300.00

01/28	01/29 633738437	AMAZON MARK LM4CW0QN3 SEATTLE WA	$ 16.99 040836	$ 0.00	$ 16.99
02/02	02/03 634508129	DOCHUB.COM: FAX LINE BROOKLINE MA	$ 9.99 006313	$ 0.00	$ 9.99
02/03	02/04 634567480	CCSI EFAX LOS ANGELES CA	$ 18.99 033444	$ 0.00	$ 18.99

TOTAL CREDITS	**xxxx-xxxx-xxxx-1520**	**$ 0.00**
TOTAL DEBITS	**xxxx-xxxx-xxxx-1520**	**$ 2,245.13**

Card Number xxxx-xxxx-xxxx-8172 CUEVAS, LISA

01/05	01/06 630013847	AMAZON RETA L77UG33M3 SEATTLE WA	$ 26.03 025801	$ 0.00	$ 26.03
01/06	01/07 630116485	AMAZON RETA NV7Z51YV3 SEATTLE WA	$ 47.58 079478	$ 0.00	$ 47.58
01/06	01/07 630116486	AMAZON MARK AZ7LH7CW3 SEATTLE WA	$ 110.67 064172	$ 0.00	$ 110.67
01/06	01/07 630116487	AMAZON RETA 2N17X0563 SEATTLE WA	$ 58.46 003762	$ 0.00	$ 58.46
01/07	01/08 630350694	AMAZON MARK W41W80DH3 SEATTLE WA	$ 59.76 059787	$ 0.00	$ 59.76
01/08	01/09 630488145	ILLINOIS ASSOCIATION O DEKALB IL	$ 189.81 076190	$ 15.19	$ 205.00
01/09	01/12 630942662	AMAZON MKTPL N308V3KU3 SEATTLE WA	$ 178.08 022333	$ 0.00	$ 178.08
01/11	01/12 630942664	AMAZON RETA JP4O733J3 SEATTLE WA	$ 149.99 017153	$ 0.00	$ 149.99
01/11	01/12 630942663	AMAZON RETA DY9HO7MJ3 SEATTLE WA	$ 18.24 049226	$ 0.00	$ 18.24
01/11	01/12 630942665	AMAZON MARK JY4FV6F23 SEATTLE WA	$ 18.95 003453	$ 0.00	$ 18.95
01/11	01/12 630942666	AMAZON MARK AW7CS4UF3 SEATTLE WA	$ 189.23 010728	$ 0.00	$ 189.23
01/12	01/12 630942740	AMAZON MARK BO8PG1UW1 SEATTLE WA	$ 18.84 025625	$ 0.00	$ 18.84
01/14	01/15 631450911	AMAZON MARK G61268T73 SEATTLE WA	$ 15.19 043943	$ 0.00	$ 15.19
01/15	01/15 631450990	AMAZON RETA 9003B2ZT3 SEATTLE WA	$ 48.15 070999	$ 0.00	$ 48.15
01/15	01/15 631450912	AMAZON MARK 4N5EY3N93 SEATTLE WA	$ 19.99 046415	$ 0.00	$ 19.99
01/15	01/15 631450989	AMAZON MARK QO0UM2MZ3 SEATTLE WA	$ 29.98 024130	$ 0.00	$ 29.98
01/15	01/15 631450991	AMAZON MARK ZM51V6Z13 SEATTLE WA	$ 28.49 011621	$ 0.00	$ 28.49
01/15	01/15 631450913	AMAZON MARK KH0LD1MB3 SEATTLE WA	$ 9.49 048471	$ 0.00	$ 9.49
01/20	01/21 632343083	AMAZON MARK RX5S37DT3 SEATTLE WA	$ 9.90 090795	$ 0.00	$ 9.90
01/20	01/21 632343084	AMAZON MARK EL18O2IP3 SEATTLE WA	$ 62.92 033198	$ 0.00	$ 62.92

01/20	01/21 632343082	AMAZON MKTPL M014X1OY3 SEATTLE WA	$ 80.00 088256	$ 0.00	$ 80.00
01/22	01/22 632609678	AMAZON MARK UP6CG7Q03 SEATTLE WA	$ 437.06 064086	$ 0.00	$ 437.06
01/22	01/23 632749661	AMAZON MARK D48PS7VI3 SEATTLE WA	$ 204.23 038808	$ 0.00	$ 204.23
01/26	01/26 633212116	AMAZON MARK J37BQ1UV3 SEATTLE WA	$ 34.96 093199	$ 0.00	$ 34.96
01/27	01/28 633543667	AMAZON MARK 8C03S5OQ3 SEATTLE WA	$ 51.14 069402	$ 0.00	$ 51.14
01/27	01/28 633543589	AMAZON MKTPL HB4KV8W43 SEATTLE WA	$ 41.22 046055	$ 0.00	$ 41.22
01/27	01/28 633543666	AMAZON MARK L26D14VB3 SEATTLE WA	$ 49.99 067330	$ 0.00	$ 49.99
01/27	01/28 633543591	AMAZON RETA FQ7TK3Q73 SEATTLE WA	$ 53.25 059152	$ 0.00	$ 53.25
01/27	01/28 633543668	AMAZON MARK 8A9MM96I3 SEATTLE WA	$ 24.99 088322	$ 0.00	$ 24.99
01/27	01/28 633543665	AMAZON MARK 0W66H33T3 SEATTLE WA	$ 7.99 043349	$ 0.00	$ 7.99
01/27	01/28 633543590	AMAZON RETA Z99BP6TQ3 SEATTLE WA	$ 92.47 096179	$ 0.00	$ 92.47
01/27	01/28 633543669	AMAZON MARK NR2ZN1MV3 SEATTLE WA	$ 22.67 044322	$ 0.00	$ 22.67
01/28	01/29 633738436	AMAZON RETA W16AV1GS3 SEATTLE WA	$ 87.06 054437	$ 0.00	$ 87.06
01/31	02/02 634322497	AMAZON MARK UV9I872T3 SEATTLE WA	$ 78.00 003658	$ 0.00	$ 78.00
02/01	02/02 634322498	AMAZON MARK UL6704HN3 SEATTLE WA	$ 47.66 026807	$ 0.00	$ 47.66
02/04	02/05 634776981	AMAZON MKTPL 9B8IK4XO3 SEATTLE WA	$ 87.96 034282	$ 0.00	$ 87.96
02/04	02/05 634776982	AMAZON MARK 5M9G49K83 SEATTLE WA	$ 27.71 014269	$ 0.00	$ 27.71
02/05	02/05 634776985	AMAZON MARK RN1ML2B53 SEATTLE WA	$ 155.73 097939	$ 0.00	$ 155.73
02/05	02/05 634776984	AMAZON MARK 2P7288ZF3 SEATTLE WA	$ 46.71 082937	$ 0.00	$ 46.71
02/05	02/05 634776983	AMAZON MARK 949W85VN3 SEATTLE WA	$ 24.18 001739	$ 0.00	$ 24.18

TOTAL CREDITS	**xxxx-xxxx-xxxx-8172**	**$ 0.00**
TOTAL DEBITS	**xxxx-xxxx-xxxx-8172**	**$ 2,959.92**

Card Number xxxx-xxxx-xxxx-6275 EUBANKS, JENNIFER

01/05	01/06 630013848	SECOND PLATFORM LLC SCOTTSDALE AZ	$ 41.67 046322	$ 0.00	$ 41.67
01/06	01/08 630350765	KELLYMAHLER 7174685446 PA	$ 140.38 046129	$ 0.00	$ 140.38
01/07	01/08 630350766	VERSARE SOLUTIONS, LLC 8008300210 MN	$ 183.68 002916	$ 0.00	$ 183.68

01/07	01/08 630350767	WPS PUBLISH TORRANCE CA	$ 385.00 078084	$ 0.00	$ 385.00
01/09	01/12 630942742	WWW.JOHNSONTHERAPEUTIC SUSSEX WI	$ 83.20 018989	$ 0.00	$ 83.20
01/13	01/13 631059769	QUADIENT INC ORACLE MILFORD CT	$ 104.97 063451	$ 0.00	$ 104.97
01/13	01/13 631059768	QUADIENT INC ORACLE MILFORD CT	$ 104.97 068224	$ 0.00	$ 104.97
01/15	01/15 631451068	AWL PEARSON EDUCATION UPPER SADDLE NJ	$ 1,788.78 021032	$ 0.00	$ 1,788.78
01/16	01/19 631840922	OAKTREE 6365301664 MO	$ 143.20 066975	$ 8.95	$ 152.15
01/16	01/19 631840921	OAKTREE 6365301664 MO	$ 173.84 027437	$ 10.86	$ 184.70
01/23	01/23 632749662	AWL PEARSON EDUCATION UPPER SADDLE NJ	$ 300.00 063211	$ 0.00	$ 300.00
01/28	01/29 633738438	SQ MELINS LOCK AND KE DEKALB IL	$ 67.36 012406	$ 5.23	$ 72.59
01/28	01/30 633880295	PAYPAL JILLZWICKER 7786781280 BC	$ 36.16 097033	$ 2.26	$ 38.42
01/29	01/29 633738439	AWL PEARSON EDUCATION UPPER SADDLE NJ	$ 112.00 097993	$ 0.00	$ 112.00
01/29	01/29 633738440	AWL PEARSON EDUCATION UPPER SADDLE NJ	$ 695.84 047452	$ 0.00	$ 695.84
02/01	02/02 634322573	AWL PEARSON EDUCATION UPPER SADDLE NJ	$ 205.64 008524	$ 0.00	$ 205.64
02/04	02/05 634777061	PRO-ED, INC. 15124513246 TX	$ 319.00 059660	$ 0.00	$ 319.00

TOTAL CREDITS xxxx-xxxx-xxxx-6275 $ 0.00
TOTAL DEBITS xxxx-xxxx-xxxx-6275 $ 4,912.99

Card Number xxxx-xxxx-xxxx-6510 MALONE, JON

01/14	01/15 631450992	ZOOM.COM 888-799-9666 SAN JOSE CA	$ 90.00 055315	$ 0.00	$ 90.00
01/23	01/26 633212117	PORTILLOS HOT DOGS#29O SYCAMORE IL	$ 447.91 090999	$ 40.79	$ 488.70
02/02	02/03 634508128	ANTHROPIC SAN FRANCISCO CA	$ 5.00 063996	$ 0.00	$ 5.00
02/04	02/04 634567407	JOBTARGET 8604400635 CT	$ 1,500.00 022111	$ 0.00	$ 1,500.00
02/04	02/04 634567478	JOBTARGET 8604400635 CT	$ 1,500.00 018083	$ 0.00	$ 1,500.00
02/04	02/05 634777060	JOBTARGET 8604400635 CT	$ -1,500.00 000000	$ 0.00	$ -1,500.00

TOTAL CREDITS xxxx-xxxx-xxxx-6510 $ -1,500.00
TOTAL DEBITS xxxx-xxxx-xxxx-6510 $ 3,583.70

Card Number xxxx-xxxx-xxxx-6806 MOODY, REBECCA

01/06	01/07 630116406	UBER TRIP 8005928996 CA	$ 31.13 053318	$ 0.00	$ 31.13

01/06	01/07 630116409	UBER TRIP 8005928996 CA	$ 16.85 076904	$ 0.00	$ 16.85
01/06	01/07 630116408	UBER TRIP 8005928996 CA	$ 19.72 032821	$ 0.00	$ 19.72
01/06	01/07 630116407	UBER TRIP 8005928996 CA	$ 27.12 051906	$ 0.00	$ 27.12
01/07	01/08 630350692	UBER TRIP 8005928996 CA	$ 32.63 052859	$ 0.00	$ 32.63
01/07	01/08 630350615	UBER TRIP 8005928996 CA	$ 22.44 015028	$ 0.00	$ 22.44
01/07	01/08 630350693	UBER TRIP 8005928996 CA	$ 16.23 056534	$ 0.00	$ 16.23
01/07	01/08 630350690	UBER TRIP 8005928996 CA	$ 31.64 061538	$ 0.00	$ 31.64
01/07	01/08 630350691	UBER TRIP 8005928996 CA	$ 20.69 033639	$ 0.00	$ 20.69
01/08	01/09 630487904	UBER TRIP 8005928996 CA	$ 2.95 096424	$ 0.00	$ 2.95
01/08	01/09 630488144	UBER TRIP 8005928996 CA	$ 31.67 042599	$ 0.00	$ 31.67
01/08	01/09 630488064	UBER TRIP 8005928996 CA	$ 4.89 008509	$ 0.00	$ 4.89
01/08	01/09 630488066	UBER TRIP 8005928996 CA	$ 3.36 022557	$ 0.00	$ 3.36
01/08	01/09 630487907	UBER TRIP 8005928996 CA	$ 4.71 040684	$ 0.00	$ 4.71
01/08	01/09 630489092	UBER TRIP 8005928996 CA	$ 4.67 023987	$ 0.00	$ 4.67
01/08	01/09 630488067	UBER TRIP 8005928996 CA	$ 31.41 000793	$ 0.00	$ 31.41
01/08	01/09 630488143	UBER TRIP 8005928996 CA	$ 22.81 063974	$ 0.00	$ 22.81
01/08	01/09 630487906	UBER TRIP 8005928996 CA	$ 3.67 006918	$ 0.00	$ 3.67
01/08	01/09 630487983	UBER TRIP 8005928996 CA	$ 26.54 063773	$ 0.00	$ 26.54
01/08	01/09 630487985	UBER TRIP 8005928996 CA	$ 4.07 044678	$ 0.00	$ 4.07
01/08	01/09 630487987	UBER TRIP 8005928996 CA	$ 3.10 045148	$ 0.00	$ 3.10
01/08	01/09 630487908	UBER TRIP 8005928996 CA	$ 3.98 092690	$ 0.00	$ 3.98
01/08	01/09 630488063	UBER TRIP 8005928996 CA	$ 3.16 040586	$ 0.00	$ 3.16
01/08	01/09 630487986	UBER TRIP 8005928996 CA	$ 2.52 097147	$ 0.00	$ 2.52
01/08	01/09 630488065	UBER TRIP 8005928996 CA	$ 4.74 082058	$ 0.00	$ 4.74
01/08	01/09 630487905	UBER TRIP 8005928996 CA	$ 2.43 041437	$ 0.00	$ 2.43

01/08	01/09 630487984	UBER TRIP 8005928996 CA	$ 24.48 042373	$ 0.00	$ 24.48
01/13	01/14 631178421	UBER TRIP 8005928996 CA	$ 23.45 000853	$ 0.00	$ 23.45
01/13	01/14 631178423	UBER TRIP 8005928996 CA	$ 30.15 091996	$ 0.00	$ 30.15
01/13	01/14 631178422	UBER TRIP 8005928996 CA	$ 42.73 026080	$ 0.00	$ 42.73
01/14	01/15 631450835	UBER TRIP 8005928996 CA	$ 29.85 040559	$ 0.00	$ 29.85
01/14	01/15 631450910	UBER TRIP 8005928996 CA	$ 27.37 072214	$ 0.00	$ 27.37
01/14	01/15 631450833	USPS PO 1669480174 SAINT CHARLES IL	$ 7.47 026569	$ 0.00	$ 7.47
01/14	01/15 631450834	UBER TRIP 8005928996 CA	$ 11.48 020456	$ 0.00	$ 11.48
01/14	01/15 631450909	UBER TRIP 8005928996 CA	$ 20.13 010818	$ 0.00	$ 20.13
01/14	01/15 631450836	UBER TRIP 8005928996 CA	$ 31.34 047549	$ 0.00	$ 31.34
01/15	01/16 631592258	UBER TRIP 8005928996 CA	$ 20.16 003776	$ 0.00	$ 20.16
01/15	01/16 631592259	UBER TRIP 8005928996 CA	$ 26.31 060321	$ 0.00	$ 26.31
01/15	01/16 631592257	UBER TRIP 8005928996 CA	$ 26.45 044321	$ 0.00	$ 26.45
01/15	01/16 631592334	UBER TRIP 8005928996 CA	$ 27.69 092232	$ 0.00	$ 27.69
01/15	01/19 631840919	ISU CONFERENCES NORMAL IL	$ 2,291.00 070250	$ 0.00	$ 2,291.00
01/17	01/19 631840765	UBER TRIP HELP.UBER.C 8005928996 CA	$ 3.52 022549	$ 0.00	$ 3.52
01/17	01/19 631840688	UBER TRIP HELP.UBER.C 8005928996 CA	$ 7.69 068477	$ 0.00	$ 7.69
01/17	01/19 631840766	UBER TRIP 8005928996 CA	$ 3.94 067220	$ 0.00	$ 3.94
01/17	01/19 631840689	UBER TRIP HELP.UBER.C 8005928996 CA	$ 4.52 061430	$ 0.00	$ 4.52
01/17	01/19 631840842	UBER TRIP 8005928996 CA	$ 3.02 076999	$ 0.00	$ 3.02
01/17	01/19 631840843	UBER TRIP 8005928996 CA	$ 4.15 093903	$ 0.00	$ 4.15
01/17	01/19 631840845	UBER TRIP 8005928996 CA	$ 4.11 020691	$ 0.00	$ 4.11
01/17	01/19 631840844	UBER TRIP 8005928996 CA	$ 3.96 066981	$ 0.00	$ 3.96
01/17	01/19 631840767	UBER TRIP 8005928996 CA	$ 3.01 069692	$ 0.00	$ 3.01
01/17	01/19 631840768	UBER TRIP 8005928996 CA	$ 1.72 044092	$ 0.00	$ 1.72

01/17	01/19 631840769	UBER TRIP 8005928996 CA	$ 4.48 003259	$ 0.00	$ 4.48
01/17	01/19 631840841	UBER TRIP 8005928996 CA	$ 4.70 087710	$ 0.00	$ 4.70
01/21	01/22 632609675	UBER TRIP 8005928996 CA	$ 32.09 009837	$ 0.00	$ 32.09
01/21	01/22 632609674	UBER TRIP 8005928996 CA	$ 27.31 091545	$ 0.00	$ 27.31
01/21	01/22 632609598	UBER TRIP 8005928996 CA	$ 5.72 033817	$ 0.00	$ 5.72
01/21	01/22 632609677	UBER TRIP 8005928996 CA	$ 5.01 008814	$ 0.00	$ 5.01
01/21	01/22 632609597	UBER TRIP 8005928996 CA	$ 4.81 049491	$ 0.00	$ 4.81
01/21	01/22 632609676	UBER TRIP 8005928996 CA	$ 4.09 055087	$ 0.00	$ 4.09
01/21	01/22 632609595	UBER TRIP 8005928996 CA	$ 38.17 003932	$ 0.00	$ 38.17
01/21	01/22 632609596	UBER TRIP 8005928996 CA	$ 33.42 071870	$ 0.00	$ 33.42
01/22	01/23 632749660	UBER TRIP 8005928996 CA	$ 26.98 022191	$ 0.00	$ 26.98
01/27	01/28 633543587	UBER TRIP 8005928996 CA	$ 21.98 013711	$ 0.00	$ 21.98
01/27	01/28 633543588	UBER TRIP 8005928996 CA	$ 4.04 072933	$ 0.00	$ 4.04
01/27	01/28 633543514	UBER TRIP 8005928996 CA	$ 47.97 075285	$ 0.00	$ 47.97
01/28	01/29 633738363	UBER TRIP 8005928996 CA	$ 21.98 005608	$ 0.00	$ 21.98
01/28	01/29 633738360	UBER TRIP 8005928996 CA	$ 3.29 026121	$ 0.00	$ 3.29
01/28	01/29 633738362	UBER TRIP 8005928996 CA	$ 24.98 086136	$ 0.00	$ 24.98
01/28	01/29 633738365	UBER TRIP 8005928996 CA	$ 31.97 098217	$ 0.00	$ 31.97
01/28	01/29 633738366	ISU CONFERENCES NORMAL IL	$ 250.00 040716	$ 0.00	$ 250.00
01/28	01/29 633738361	UBER TRIP 8005928996 CA	$ 38.98 052588	$ 0.00	$ 38.98
01/28	01/29 633738364	UBER TRIP 8005928996 CA	$ 32.98 045985	$ 0.00	$ 32.98
01/29	01/30 633880217	UBER TRIP 8005928996 CA	$ 40.98 038113	$ 0.00	$ 40.98
01/29	01/30 633880215	UBER TRIP 8005928996 CA	$ 4.34 010748	$ 0.00	$ 4.34
01/29	01/30 633880294	UBER TRIP 8005928996 CA	$ 28.99 085310	$ 0.00	$ 28.99
01/29	01/30 633880218	UBER TRIP 8005928996 CA	$ 23.98 049915	$ 0.00	$ 23.98

01/29	01/30 633880216	UBER TRIP 8005928996 CA	$ 3.59 059064	$ 0.00	$ 3.59
02/02	02/03 634508051	UBER TRIP 8005928996 CA	$ 53.99 058378	$ 0.00	$ 53.99
02/02	02/03 634508052	UBER TRIP 8005928996 CA	$ 30.00 047560	$ 0.00	$ 30.00
02/02	02/03 634508050	UBER TRIP 8005928996 CA	$ 3.59 067495	$ 0.00	$ 3.59
02/02	02/03 634508049	UBER TRIP 8005928996 CA	$ 6.15 090506	$ 0.00	$ 6.15
02/02	02/03 634508053	UBER TRIP 8005928996 CA	$ 28.97 055722	$ 0.00	$ 28.97
02/03	02/04 634567406	UBER TRIP 8005928996 CA	$ 7.35 061107	$ 0.00	$ 7.35
02/03	02/04 634567405	UBER TRIP 8005928996 CA	$ 48.98 059554	$ 0.00	$ 48.98
02/03	02/04 634567403	UBER TRIP 8005928996 CA	$ 4.35 027488	$ 0.00	$ 4.35
02/03	02/04 634567404	UBER TRIP 8005928996 CA	$ 27.99 046309	$ 0.00	$ 27.99
02/04	02/05 634776902	UBER TRIP 8005928996 CA	$ 4.19 027136	$ 0.00	$ 4.19
02/04	02/05 634776906	UBER TRIP 8005928996 CA	$ 51.97 060764	$ 0.00	$ 51.97
02/04	02/05 634776905	UBER TRIP 8005928996 CA	$ 15.98 042078	$ 0.00	$ 15.98
02/04	02/05 634776903	UBER TRIP 8005928996 CA	$ 32.97 069429	$ 0.00	$ 32.97
02/04	02/05 634776904	UBER TRIP 8005928996 CA	$ 40.99 061741	$ 0.00	$ 40.99
02/04	02/05 634776826	UBER TRIP 8005928996 CA	$ 20.97 054579	$ 0.00	$ 20.97

TOTAL CREDITS	**xxxx-xxxx-xxxx-6806**	**$ 0.00**
TOTAL DEBITS	**xxxx-xxxx-xxxx-6806**	**$ 4,204.10**

Card Number xxxx-xxxx-xxxx-5143 TAYLOR, MEHGAN

01/23	01/26 633212118	CE AUDIOLOGYONLINE.COM AUSTIN TX	$ 129.00 013770	$ 0.00	$ 129.00
01/26	01/27 633274117	EB PAYIN FOR EVENT 8014137200 CA	$ 1.79 094598	$ 0.00	$ 1.79
02/03	02/04 634567479	PESI EAU CLAIRE WI	$ 149.99 057771	$ 0.00	$ 149.99

TOTAL CREDITS	**xxxx-xxxx-xxxx-5143**	**$ 0.00**
TOTAL DEBITS	**xxxx-xxxx-xxxx-5143**	**$ 280.78**

BMO

Statement

Account Name:	DEPARTMENT CARDS	**Card Number:**	xxxx-xxxx-xxxx-6860
Company Name:	THE NORTHWESTERN IL ASSOCIATION	**Account Limit:**	$ 75,000.00
Employee ID:	BillingAccts	**Available Credit:**	$ 57,540.13
Statement Date (MM/DD/YYYY):	02/05/2026	**Currency:**	U.S. DOLLAR
Payment Due Date (MM/DD/YYYY):	03/04/2026		

Statement Summary:

Report any items which do not agree with your records within 30 days of the statement date.

Previous Balance:	$ 16,116.67
Payments:	$ -16,116.67
Adjustments:	$ 0.00
Net Purchases:	$ 17,459.87
Cash Advance:	$ 0.00
Fees:	$ 0.00
Other Charges:	$ 0.00
New Account Balance:	$ 17,459.87

Transaction Summary:

Trans Date	Posting Date Trans ID	Description	Pre-Tax Amount Auth #	Total Tax	Trans Amount
Card Number xxxx-xxxx-xxxx-6860		**DEPARTMENT CARDS**			
01/12	01/12 630632133	AUTOMATIC PYMT RECEIVED	$ -16,116.67	$ 0.00	$ -16,116.67
		TOTAL CREDITS	**xxxx-xxxx-xxxx-6860**		**$ -16,116.67**
		TOTAL DEBITS	**xxxx-xxxx-xxxx-6860**		**$ 0.00**
Card Number xxxx-xxxx-xxxx-9726		**CEDILLO, MARICELA**			
01/15	01/16 631592336	WM SUPERCENTER #1420 STREAMWOOD IL	$ 104.52 069386	$ 0.00	$ 104.52
01/15	01/16 631592337	WM SUPERCENTER #1420 STREAMWOOD IL	$ 2.91 027625	$ 0.00	$ 2.91
01/27	01/28 633543738	WAL-MART #4641 HUNTLEY IL	$ 15.40 058690	$ 0.00	$ 15.40
		TOTAL CREDITS	**xxxx-xxxx-xxxx-9726**		**$ 0.00**
		TOTAL DEBITS	**xxxx-xxxx-xxxx-9726**		**$ 122.83**
Card Number xxxx-xxxx-xxxx-5116		**OFFICE, BUSINESS**			
01/06	01/07 630116405	ATT BILL PAYMENT DALLAS TX	$ 188.46 099308	$ 0.00	$ 188.46
01/08	01/09 630489090	NICOR GAS BILL ATLANTA GA	$ 237.57 066654	$ 12.50	$ 250.07
01/08	01/09 630489091	NICOR GAS BILL ATLANTA GA	$ 57.54 058828	$ 3.02	$ 60.56

01/09	01/12 630942591	COMED PAYMENT 8003347661 IL	$ 119.89 052268	$ 0.00	$ 119.89
01/09	01/12 630942589	NICOR GAS BILL ATLANTA GA	$ 139.18 028585	$ 7.32	$ 146.50
01/09	01/12 630942590	COMED PAYMENT 8003347661 IL	$ 351.48 013394	$ 0.00	$ 351.48
01/12	01/13 631059695	ATT BILL PAYMENT DALLAS TX	$ 188.46 063773	$ 0.00	$ 188.46
01/12	01/13 631059694	CINTAS CORP MASON OH	$ 105.44 011639	$ 0.00	$ 105.44
01/14	01/15 631450832	COMED PAYMENT 8003347661 IL	$ 96.43 021226	$ 0.00	$ 96.43
01/20	01/21 632343081	ATT BILL PAYMENT DALLAS TX	$ 13,720.50 090248	$ 320.44	$ 14,040.94
01/22	01/23 632749584	COMED PAYMENT 8003347661 IL	$ 80.39 096912	$ 0.00	$ 80.39
01/23	01/26 633212115	CULLIGAN OF DIXON DIXON IL	$ 14.00 014970	$ 0.00	$ 14.00
01/23	01/26 633212038	NICOR GAS BILL ATLANTA GA	$ 306.44 065251	$ 16.12	$ 322.56
01/24	01/26 633212039	COMCAST / XFINITY SCHAUMBURG IL	$ 185.35 063164	$ 0.00	$ 185.35
01/26	01/27 633274116	COMED PAYMENT 8003347661 IL	$ 210.33 046753	$ 0.00	$ 210.33
01/30	02/02 634322495	NICOR GAS BILL ATLANTA GA	$ 178.98 007004	$ 9.41	$ 188.39
01/30	02/02 634322496	COMED PAYMENT 8003347661 IL	$ 111.84 043487	$ 0.00	$ 111.84
02/02	02/03 634507972	WCI AURORA AUROROA IL	$ 116.88 028288	$ 0.12	$ 117.00
02/03	02/03 634507973	COMCAST / XFINITY SCHAUMBURG IL	$ 235.21 090366	$ 0.00	$ 235.21
02/04	02/05 634776825	COMED PAYMENT 8003347661 IL	$ 323.74 016533	$ 0.00	$ 323.74

TOTAL CREDITS	**xxxx-xxxx-xxxx-5116**	**$ 0.00**
TOTAL DEBITS	**xxxx-xxxx-xxxx-5116**	**$ 17,337.04**

NORTHESTERN ILLINOIS ASSOCIATION
MARCH 2026 CHECKS PAID

CHECK #	DATE	PAYEE	AMOUNT	
144761	03/11/2026	IN-HOUSE COUNSEL FOR PLAINTIFF MIDLAND FUNDING LLC	$	599.86
144762	03/11/2026	NCPERS GROUP LIFE INS.	$	240.00
144763	03/06/2026	AEQUOR HEALTHCARE SERVICES, LLC	$	17,239.00
144764	03/06/2026	AHS STAFFING LLC	$	73,290.50
144765	03/06/2026	AMN HEALTHCARE	$	12,037.50
144766	03/06/2026	ANTHROMED, LLC	$	8,580.00
144767	03/06/2026	BACK OFFICE STAFFING SOLUTION, LLC c/o REV CAPITAL	$	13,837.50
144768	03/06/2026	BENJAMIN CONSULTING SERVICES LLC	$	2,500.00
144769	03/06/2026	BUTTERFIELD VILLAGE, LLC	$	5,001.84
144770	03/06/2026	CDW GOVERNMENT INC	$	9,453.81
144771	03/06/2026	CHRIS WENGER	$	312.90
144772	03/06/2026	COMMUNITY THERAPY CORP	$	39,217.50
144773	03/06/2026	COMPHEALTH	$	13,860.00
144774	03/06/2026	CORE MEDICAL GROUP	$	11,827.50
144775	03/06/2026	DEEP SEAS, LLC	$	15,705.60
144776	03/06/2026	E-THERAPY INTERMEDIATE, INC	$	11,610.00
144777	03/06/2026	IEP THERAPY	$	18,550.00
144778	03/06/2026	INVO HEALTHCARE ASSOCIATES, LLC	$	10,800.00
144779	03/06/2026	JACKSON THERAPY PARTNERS LLC	$	3,012.60
144780	03/06/2026	JENSEN, W THOMAS	$	1,831.00
144781	03/06/2026	MAHLER, KELLY	$	7,900.00
144782	03/06/2026	KMK GLOBAL INVESTMENTS LLC	$	7,536.86
144783	03/06/2026	NATIONAL STAFFING SOLUTIONS, INC	$	8,977.50
144784	03/06/2026	PERSPECTIVES EAP	$	1,284.00
144785	03/06/2026	SONOVA USA INC	$	944.98
144786	03/06/2026	PRAIRIE PROFESSIONAL PARK, LLC	$	4,800.19
144787	03/06/2026	PROCARE THERAPY INC	$	20,896.63
144788	03/06/2026	PURI, SUNIL	$	7,989.10
144789	03/06/2026	SCHOLASTIC	$	250.27
144790	03/06/2026	EF fbo SELECT SAVVY, LLC	$	12,665.00
144791	03/06/2026	SOFT WATER CITY INC	$	240.00
144792	03/06/2026	SOLIANT HEALTH	$	28,012.50
144793	03/06/2026	SPOTTER STAFFING, LLC	$	8,463.00
144794	03/06/2026	STEPPING STONES GROUP, LLC	$	23,079.50
144795	03/06/2026	STUDIO232 INC	$	500.00
144796	03/06/2026	SUNBELT STAFFING	$	34,840.03
144797	03/06/2026	T MOBILE	$	496.46
144798	03/06/2026	TRUST CLEANING CO.	$	774.00
144799	03/06/2026	UNIQUE CLEANING SERVICES	$	200.00
144800	03/06/2026	WESTONE LABORATORIES INC.	$	530.54
144801	03/13/2026	BI COUNTY SPECIAL EDUCATION	$	3,252.97
144802	03/13/2026	DIXON CUSD 170	$	6,654.47
144803	03/13/2026	EASTLAND SCHOOL DISTRICT 308	$	858.11
144804	03/13/2026	ERIE CUSD 1	$	2,137.79
144805	03/13/2026	LEE COUNTY SPECIAL EDUCATION	$	2,061.18

NORTHESTERN ILLINOIS ASSOCIATION
MARCH 2026 CHECKS PAID

CHECK #	DATE	PAYEE	AMOUNT	
144806	03/13/2026	MONTMORENCY CC SCH DIST 145	$	470.97
144807	03/13/2026	MORRISON CUSD DIST 6	$	756.62
144808	03/13/2026	PAW PAW SCHOOL DIST 271	$	169.50
144809	03/13/2026	PROPHETSTOWN LYNDON TAMPICO	$	1,641.62
144810	03/13/2026	ROCK FALLS H S DIST 301	$	781.51
144811	03/13/2026	ROCK FALLS ELEM SD 13	$	4,441.03
144812	03/13/2026	SOMONAUK SCHOOL DIST 432	$	1,906.69
144813	03/13/2026	STERLING CUSD #5	$	1,305.50
144814	03/13/2026	SYCAMORE CUSD #427	$	6,903.07
144815	03/20/2026	IN-HOUSE COUNSEL FOR PLAINTIFF MIDLAND FUNDING LLC	$	599.86
144816	03/20/2026	NCPERS GROUP LIFE INS.	$	240.00
144817	03/20/2026	AEQUOR HEALTHCARE SERVICES, LLC	$	6,372.50
144818	03/20/2026	AHS STAFFING LLC	$	54,238.75
144819	03/20/2026	AMN HEALTHCARE	$	24,015.00
144820	03/20/2026	ANTHROMED, LLC	$	5,940.00
144821	03/20/2026	BACK OFFICE STAFFING SOLUTION, LLC c/o REV CAPITAL	$	6,000.00
144822	03/20/2026	STEPHANIE BORON	$	750.00
144823	03/20/2026	COMPHEALTH	$	16,275.00
144824	03/20/2026	CORE MEDICAL GROUP	$	8,466.00
144825	03/20/2026	FIRM SYSTEMS	$	394.00
144826	03/20/2026	HELM SERVICES	$	30,817.00
144827	03/20/2026	HODGES LOIZZI EISENHAMMER	$	2,779.32
144828	03/20/2026	IEP THERAPY	$	9,810.00
144829	03/20/2026	JACKSON THERAPY PARTNERS LLC	$	8,550.80
144830	03/20/2026	AKJ CONSULTING	$	300.00
144831	03/20/2026	KMK GLOBAL INVESTMENTS LLC	$	969.59
144832	03/20/2026	NATIONAL STAFFING SOLUTIONS, INC	$	12,405.00
144833	03/20/2026	PERKINS SCHOOL FOR THE BLIND - CVI CENTER	$	3,500.00
144834	03/20/2026	SONOVA USA INC	$	13,761.21
144835	03/20/2026	WELLNOW URGENT CARE	$	465.00
144836	03/20/2026	PROCARE THERAPY INC	$	58,323.14
144837	03/20/2026	EF fbo SELECT SAVVY, LLC	$	57,808.25
144838	03/20/2026	SOLIANT HEALTH	$	25,129.00
144839	03/20/2026	SPOTTER STAFFING, LLC	$	6,138.00
144840	03/20/2026	STEPPING STONES GROUP, LLC	$	20,473.50
144841	03/20/2026	SUNBELT STAFFING	$	41,691.03
144842	03/20/2026	THERAPY CARE	$	22,935.00
144843	03/20/2026	VITAL RECORDS CONTROL	$	65.00
144844	03/20/2026	WESTONE LABORATORIES INC.	$	169.15
		84	**$**	**912,609.80**

NORTHESTERN ILLINOIS ASSOCIATION
MARCH 2026 ACH PAID

CHECK #	DATE	PAYEE	AMOUNT	
54860	03/11/2026	ANDERSON, KELLY M	$	151.10
54861	03/11/2026	ANDERSON, MICHELE	$	1,715.40
54862	03/11/2026	ANDERSON, REBECCA W	$	18.86
54863	03/11/2026	ANDREWS, JENNIFER	$	12.33
54864	03/11/2026	BARTHEL, SARAH	$	1,039.58
54865	03/11/2026	BEGUN, MARISSA L	$	87.36
54866	03/11/2026	BLOOM, AJ	$	377.94
54867	03/11/2026	BROEGE, ANGELICA	$	1,031.26
54868	03/11/2026	BROSSO, DANA P	$	684.31
54869	03/11/2026	BRUDER, MELISSA A	$	56.70
54870	03/11/2026	BURLISON, JODI CAY	$	50.03
54871	03/11/2026	CASTELLANI, LINDA J	$	9.21
54872	03/11/2026	CLOUSER, DENISE	$	224.26
54873	03/11/2026	CONTRERAS, MEGAN M	$	12.33
54874	03/11/2026	CORTELLASSI, NATALIE	$	242.26
54875	03/11/2026	CRITTENDEN, DEBORAH A	$	201.64
54876	03/11/2026	CUEVAS, LISA C	$	191.40
54877	03/11/2026	CURTIS, JENNIFER E	$	31.07
54878	03/11/2026	CURTIS, STEPHANIE M	$	81.59
54879	03/11/2026	DAVENPORT, CHERYL L	$	26.54
54880	03/11/2026	DECONINCK, KARALYN M	$	786.17
54881	03/11/2026	DUCKINS, SANDRA	$	155.44
54882	03/11/2026	ELSTON, CODY S	$	1,231.24
54883	03/11/2026	ERDMANN, KIARA K	$	58.52
54884	03/11/2026	ESPE, DIANE K	$	43.50
54885	03/11/2026	FITZANKO, TARA M	$	43.21
54886	03/11/2026	FROEHLING, ANNA C	$	712.60
54887	03/11/2026	GALLANO, MARIE ANN C	$	57.50
54888	03/11/2026	GAMON, KLAIRE M	$	58.81
54889	03/11/2026	GRAEBNER, KATIE M	$	77.35
54890	03/11/2026	KANTOLA, CLAUDIA G	$	371.23
54891	03/11/2026	KEEGAN, ASHLEY A	$	421.63
54892	03/11/2026	KOSTECKI, KRISTEN IRENE	$	44.38
54893	03/11/2026	LAWRENCE, ALESANDRA V	$	341.67
54894	03/11/2026	LEONARD, CORINNE N	$	170.63
54895	03/11/2026	LEWIS, GINNA	$	130.00
54896	03/11/2026	LINDSAY, TIFFANY L	$	70.56
54897	03/11/2026	LITAVECZ, NATALIE A	$	12.48

NORTHESTERN ILLINOIS ASSOCIATION
MARCH 2026 ACH PAID

CHECK #	DATE	PAYEE	AMOUNT	
54898	03/11/2026	LOEF, LAUREN C	$	15.52
54899	03/11/2026	MACHEN, TERESA A	$	210.16
54900	03/11/2026	MACKENZIE, KATHLEEN	$	46.42
54901	03/11/2026	MARIANI, WHITNEY E	$	120.00
54902	03/11/2026	MARKS, SARAH T	$	12.84
54903	03/11/2026	MCCUE, JILL M	$	36.25
54904	03/11/2026	MCKEVITT, AMANDA J	$	20.53
54905	03/11/2026	MCLAIN, NATALI M	$	66.50
54906	03/11/2026	MILEWSKI, MICHELLE	$	15.38
54907	03/11/2026	MOTT, EMILY R	$	341.56
54908	03/11/2026	MUCHALA, EDWARD J	$	1,066.50
54909	03/11/2026	NADEEM, SARA	$	19.24
54910	03/11/2026	NEW, NOELLE R	$	669.19
54911	03/11/2026	OZEHOWSKI, TARA B	$	490.98
54912	03/11/2026	PACZKO, ELLEN H	$	210.91
54913	03/11/2026	PAHR, JULIE	$	672.94
54914	03/11/2026	PEARSON, DARLA LYNN	$	1,039.51
54915	03/11/2026	PEPLANSKY, KELLY A	$	117.48
54916	03/11/2026	PERKINS, JENNIFER YESAITIS	$	36.49
54917	03/11/2026	PERRY, MICHELLE M	$	1,107.34
54918	03/11/2026	PETERS, ALLISON	$	841.10
54919	03/11/2026	PINS, JULIE L	$	60.21
54920	03/11/2026	RIDLER, SHARON C	$	29.81
54921	03/11/2026	ROSSIAKY, ELIZABETH	$	192.12
54922	03/11/2026	SAFRANEK, ABIGAIL A	$	81.58
54923	03/11/2026	SCHMIDT, CARON T	$	50.68
54924	03/11/2026	SCHUTTROW, MEGAN E	$	77.20
54925	03/11/2026	SEWARD, TISHA M	$	71.48
54926	03/11/2026	SHIELDS, ROXANNE M	$	228.26
54927	03/11/2026	SMALL, ALAYNA D	$	24.00
54928	03/11/2026	STRAIT, HEATHER	$	300.85
54929	03/11/2026	SZEWC, CAROLINE MARIKA	$	4.94
54930	03/11/2026	SZUMNY, AMY L	$	871.70
54931	03/11/2026	TAIKA TRANSLATIONS LLC	$	860.00
54932	03/11/2026	TAYLOR, MEHGAN C	$	105.75
54933	03/11/2026	THOMPSON, MARISSA	$	550.34
54934	03/11/2026	VENEZIA, PAUL D	$	61.68
54935	03/11/2026	WILTSHIRE, CAROL A	$	85.02
54936	03/11/2026	WOLF, CARA	$	435.00
54937	03/11/2026	ZUTTER, STEPHANIE H	$	75.57
54938	03/20/2026	ANDERSON, KELLY M	$	50.76
54939	03/20/2026	ARRIOLA, ELIZABETH	$	250.00
54940	03/20/2026	CAITLIN BELTRAN	$	300.00

NORTHESTERN ILLINOIS ASSOCIATION
MARCH 2026 ACH PAID

CHECK #	DATE	PAYEE	AMOUNT	
54941	03/20/2026	DIVELEY, LAURA	$	130.00
54942	03/20/2026	EUBANKS, JENNIFER M	$	88.07
54943	03/20/2026	HARDBARGER, KELLY A	$	58.59
54944	03/20/2026	LAGE, JENNIFER F	$	93.79
54945	03/20/2026	LINDQUIST, WHITNEY	$	881.83
54946	03/20/2026	LINDSEY, LAURA	$	38.78
54947	03/20/2026	MALONE, JON C	$	819.51
54948	03/20/2026	MCCUE, JILL M	$	36.25
54949	03/20/2026	NEW, NOELLE R	$	29.23
54950	03/20/2026	PAWLOWSKI, RACHEL R	$	30.88
54951	03/20/2026	REIDY, LEANNA O	$	1.52
54952	03/20/2026	WILLIAMS, MELANIE D	$	262.40
		93	**$**	**25,426.73**

NORTHWESTERN ILLINOIS ASSOCIATION
MARCH 2026 HEALTH FUND EXPENDITURES

DATE	TYPE	DESCRIPTION	AMOUNT
3/24/2026		BLUE CROSS CLAIMS FOR FEBRUARY	$ 95,035.46
3/24/2026		DELTA DENTAL CLAIMS FOR FEBRUARY	$ 783.18
3/25/2026		MUTUAL OF OMAHA MAR 2026 PREMIUM	$ 2,968.03
3/25/2026		MEDCOM PMT	$ 239.40
3/24/2026		BLUE CROSS CLAIMS FOR FEBRUARY	$ 222,668.49
3/24/2026		DELTA DENTAL CLAIMS FOR FEBRUARY	$ 7,786.36
3/24/2026		WIRE TO VSP FOR APRIL	$ 1,511.67
			$ 330,992.59

BMO

Statement

Account Name:	DEPARTMENT CARDS	**Card Number:**	xxxx-xxxx-xxxx-6860
Company Name:	THE NORTHWESTERN IL ASSOCIATION	**Account Limit:**	$ 75,000.00
Employee ID:	BillingAccts	**Available Credit:**	$ 58,058.68
Statement Date (MM/DD/YYYY):	03/05/2026	**Currency:**	U.S. DOLLAR
Payment Due Date (MM/DD/YYYY):	04/01/2026		

Statement Summary:

Report any items which do not agree with your records within 30 days of the statement date.

Previous Balance:	$ 17,459.87
Payments:	$ -17,459.87
Adjustments:	$ 0.00
Net Purchases:	$ 16,941.32
Cash Advance:	$ 0.00
Fees:	$ 0.00
Other Charges:	$ 0.00
New Account Balance:	$ 16,941.32

Transaction Summary:

Trans Date	Posting Date Trans ID	Description	Pre-Tax Amount Auth #	Total Tax	Trans Amount
Card Number xxxx-xxxx-xxxx-6860		**DEPARTMENT CARDS**			
02/12	02/12 635952634	AUTOMATIC PYMT RECEIVED	$ -17,459.87	$ 0.00	$ -17,459.87
		TOTAL CREDITS	**xxxx-xxxx-xxxx-6860**		**$ -17,459.87**
		TOTAL DEBITS	**xxxx-xxxx-xxxx-6860**		**$ 0.00**
Card Number xxxx-xxxx-xxxx-9726		**CEDILLO, MARICELA**			
02/05	02/06 635135783	WM SUPERCENTER #4641 HUNTLEY IL	$ 129.68 059447	$ 0.00	$ 129.68
02/06	02/09 635565998	WAL-MART #5060 ALGONQUIN IL	$ 17.96 038384	$ 0.00	$ 17.96
02/23	02/24 638077648	TEACHERSPAYTEACHERS.CO 6465880910 CA	$ 191.40 085148	$ 0.00	$ 191.40
02/24	02/25 638241242	SP TOYTIME AT GRAND BL KANSAS CITY MO	$ 59.94 092851	$ 0.00	$ 59.94
		TOTAL CREDITS	**xxxx-xxxx-xxxx-9726**		**$ 0.00**
		TOTAL DEBITS	**xxxx-xxxx-xxxx-9726**		**$ 398.98**
Card Number xxxx-xxxx-xxxx-5116		**OFFICE, BUSINESS**			
02/05	02/06 635135620	WWP READY PEST CONTROL LOVES PARK IL	$ 100.00 008190	$ 0.00	$ 100.00
02/05	02/06 635135621	ATT BILL PAYMENT DALLAS TX	$ 188.46 094465	$ 0.00	$ 188.46

02/09	02/10 635687315	NICOR GAS BILL ATLANTA GA	$ 145.75 020186	$ 7.67	$ 153.42
02/09	02/10 635687390	NICOR GAS BILL ATLANTA GA	$ 101.15 096216	$ 5.32	$ 106.47
02/09	02/10 635687391	NICOR GAS BILL ATLANTA GA	$ 232.17 097172	$ 12.21	$ 244.38
02/09	02/10 635687392	ATT BILL PAYMENT DALLAS TX	$ 188.46 053020	$ 0.00	$ 188.46
02/11	02/12 636072163	CINTAS CORP MASON OH	$ 105.44 085448	$ 0.00	$ 105.44
02/13	02/16 636849665	COMED PAYMENT 8003347661 IL	$ 97.43 044077	$ 0.00	$ 97.43
02/19	02/20 637527208	COMED PAYMENT 8003347661 IL	$ 73.90 077277	$ 0.00	$ 73.90
02/19	02/20 637527209	COMED PAYMENT 8003347661 IL	$ 211.15 058494	$ 0.00	$ 211.15
02/20	02/23 637884054	ATT BILL PAYMENT DALLAS TX	$ 13,523.99 010965	$ 293.64	$ 13,817.63
02/23	02/24 638077574	NICOR GAS BILL ATLANTA GA	$ 340.15 002621	$ 17.90	$ 358.05
02/24	02/24 638077575	COMCAST / XFINITY SCHAUMBURG IL	$ 185.35 034024	$ 0.00	$ 185.35
03/02	03/03 639376602	COMED PAYMENT 8003347661 IL	$ 128.23 042784	$ 0.00	$ 128.23
03/02	03/03 639376524	WCI AURORA AUROROA IL	$ 117.87 079022	$ 0.12	$ 117.99
03/02	03/03 639376523	NICOR GAS BILL ATLANTA GA	$ 219.24 064701	$ 11.53	$ 230.77
03/03	03/03 639376601	COMCAST / XFINITY SCHAUMBURG IL	$ 235.21 059556	$ 0.00	$ 235.21

TOTAL CREDITS	**xxxx-xxxx-xxxx-5116**	**$ 0.00**
TOTAL DEBITS	**xxxx-xxxx-xxxx-5116**	**$ 16,542.34**

BMO

Statement

Account Name:	ONE CARDS	**Card Number:**	xxxx-xxxx-xxxx-6852
Company Name:	THE NORTHWESTERN IL ASSOCIATION	**Account Limit:**	$ 75,000.00
Employee ID:	BillingAccts	**Available Credit:**	$ 54,463.50
Statement Date (MM/DD/YYYY):	03/05/2026	**Currency:**	U.S. DOLLAR
Payment Due Date (MM/DD/YYYY):	04/01/2026		

Statement Summary:

Report any items which do not agree with your records within 30 days of the statement date.

Previous Balance:	$ 16,686.62
Payments:	$ -16,686.62
Adjustments:	$ 0.00
Net Purchases:	$ 20,536.50
Cash Advance:	$ 0.00
Fees:	$ 0.00
Other Charges:	$ 0.00
New Account Balance:	$ 20,536.50

Transaction Summary:

Trans Date	Posting Date Trans ID	Description	Pre-Tax Amount Auth #	Total Tax	Trans Amount
Card Number xxxx-xxxx-xxxx-6852	**ONE CARDS**				
02/12	02/12 635952633	AUTOMATIC PYMT RECEIVED	$ -16,686.62	$ 0.00	$ -16,686.62
		TOTAL CREDITS	**xxxx-xxxx-xxxx-6852**		**$ -16,686.62**
		TOTAL DEBITS	**xxxx-xxxx-xxxx-6852**		**$ 0.00**
Card Number xxxx-xxxx-xxxx-1520	**AGUSTIN, TIFFANY**				
02/05	02/06 635135782	CC CRUMBL DEKALB LINDON UT	$ 96.09 041482	$ 0.00	$ 96.09
02/08	02/09 635565997	AMAZON MARK 7M00Z7RP3 SEATTLE WA	$ 469.91 015096	$ 0.00	$ 469.91
02/11	02/12 636072321	DOCHUB SITE LICENSE BROOKLINE MA	$ 200.00 070931	$ 0.00	$ 200.00
02/15	02/16 636736875	DOCHUB.COM: FAX LINE BROOKLINE MA	$ 9.99 095834	$ 0.00	$ 9.99
02/17	02/18 637076042	MSFT E0100YRMJD MSBILL.INFO	$ 200.47 001520	$ 0.00	$ 200.47
02/20	02/23 637884132	CCSI EFAX LOS ANGELES CA	$ 100.00 042109	$ 0.00	$ 100.00
02/20	02/23 637884133	DOCHUB.COM: FAX LINE BROOKLINE MA	$ 9.99 062901	$ 0.00	$ 9.99
02/20	02/23 637884134	DOCHUB.COM: FAX LINE BROOKLINE MA	$ 9.99 039184	$ 0.00	$ 9.99

02/23	02/24 638077647	ZOOM.COM 888-799-9666 SAN JOSE CA	$ 102.07 069943	$ 0.00	$ 102.07
02/23	02/24 638077646	CVENT LASERFICHE EMPO TYSONS CORNER VA	$ 975.08 041796	$ 0.00	$ 975.08
02/24	02/25 638241241	AMAZON MARK QL2V60SN3 SEATTLE WA	$ 103.45 088567	$ 0.00	$ 103.45
02/24	02/25 638241161	UBIQUITI INC. NEW YORK NY	$ 99.00 077076	$ 0.00	$ 99.00
02/24	02/25 638241162	UBIQUITI INC. NEW YORK NY	$ 99.00 079958	$ 0.00	$ 99.00
02/24	02/25 638241163	UBIQUITI INC. NEW YORK NY	$ 99.00 025920	$ 0.00	$ 99.00
02/24	02/25 638241165	UBIQUITI INC. NEW YORK NY	$ 99.00 035858	$ 0.00	$ 99.00
02/24	02/25 638241164	UBIQUITI INC. NEW YORK NY	$ 99.00 066755	$ 0.00	$ 99.00
03/02	03/03 639376678	DOCHUB.COM: FAX LINE BROOKLINE MA	$ 9.99 058952	$ 0.00	$ 9.99
03/03	03/04 639446429	CCSI EFAX LOS ANGELES CA	$ 18.99 022054	$ 0.00	$ 18.99
03/04	03/04 639446430	AMAZON MARK BP8R55TK2 SEATTLE WA	$ 25.99 098188	$ 0.00	$ 25.99

TOTAL CREDITS xxxx-xxxx-xxxx-1520 $ 0.00

TOTAL DEBITS xxxx-xxxx-xxxx-1520 $ 2,827.01

Card Number xxxx-xxxx-xxxx-8172 CUEVAS, LISA

02/06	02/09 635565917	AMAZON MKTPL LJ0RE2L03 SEATTLE WA	$ 152.99 007946	$ 0.00	$ 152.99
02/09	02/09 635565918	AMAZON MARK 9S7BP3M43 SEATTLE WA	$ 25.19 094065	$ 0.00	$ 25.19
02/09	02/10 635687393	AMAZON RETA 554OV7ZY3 SEATTLE WA	$ 84.18 059623	$ 0.00	$ 84.18
02/11	02/11 635931721	AMAZON MARK ZV5A36713 SEATTLE WA	$ 150.45 012927	$ 0.00	$ 150.45
02/11	02/11 635931795	AMAZON MARK K11FY7IN3 SEATTLE WA	$ 96.91 098569	$ 0.00	$ 96.91
02/12	02/13 636283618	AMAZON MKTPL MB7S76Y33 SEATTLE WA	$ 50.04 011246	$ 0.00	$ 50.04
02/13	02/16 636850062	AMAZON MKTPL 381WG34T3 SEATTLE WA	$ 69.00 020289	$ 0.00	$ 69.00
02/14	02/16 636850063	AMAZON RETA RB7744AM3 SEATTLE WA	$ 48.94 067932	$ 0.00	$ 48.94
02/15	02/16 636850066	AMAZON MARK X65LB9CF3 SEATTLE WA	$ 28.49 093147	$ 0.00	$ 28.49
02/15	02/16 636850064	AMAZON RETA 7Y2U144R3 SEATTLE WA	$ 66.74 021849	$ 0.00	$ 66.74
02/15	02/16 636850065	AMAZON MARK J38MJ3BV3 SEATTLE WA	$ 33.99 042104	$ 0.00	$ 33.99
02/16	02/17 636901408	AMAZON MKTPL X76MS8PU3 SEATTLE WA	$ 93.99 048148	$ 0.00	$ 93.99

02/16	02/17 636901486	AMAZON MARK LQ64C4773 SEATTLE WA	$ 142.35 065873	$ 0.00	$ 142.35
02/16	02/17 636901409	AMAZON MARK VG0VB2M53 SEATTLE WA	$ 9.99 082091	$ 0.00	$ 9.99
02/16	02/17 636901485	AMAZON MARK B127S0R42 SEATTLE WA	$ 109.96 002443	$ 0.00	$ 109.96
02/17	02/17 636901487	AMAZON MARK B140R8WJ2 SEATTLE WA	$ 104.97 062094	$ 0.00	$ 104.97
02/17	02/18 637076040	AMAZON MARK B92ZF9CS2 SEATTLE WA	$ 18.77 052940	$ 0.00	$ 18.77
02/17	02/18 637076041	AMAZON MARK 0S9AR9033 SEATTLE WA	$ 410.16 084986	$ 0.00	$ 410.16
02/19	02/20 637527286	AMAZON MARK GZ35L96E3 SEATTLE WA	$ 270.90 070456	$ 0.00	$ 270.90
02/20	02/20 637527287	AMAZON MARK YJ94V3YY3 SEATTLE WA	$ 7.49 070893	$ 0.00	$ 7.49
02/22	02/23 637884055	AMAZON MARK B16E94W81 SEATTLE WA	$ 34.97 079998	$ 0.00	$ 34.97
02/23	02/24 638077578	AMAZON MKTPL F82524CN3 SEATTLE WA	$ 17.98 070296	$ 0.00	$ 17.98
02/24	02/25 638241084	SYMPLICITY CORP ARLINGTON VA	$ 325.00 057137	$ 0.00	$ 325.00
02/24	02/25 638241085	AMAZON RETA BE5GR8NN2 SEATTLE WA	$ 15.47 011902	$ 0.00	$ 15.47
03/02	03/03 639376603	AMAZON RETA B906K4S90 SEATTLE WA	$ 89.80 060123	$ 0.00	$ 89.80
03/02	03/03 639376604	AMAZON MARK BE6XW6JQ1 SEATTLE WA	$ 20.14 080546	$ 0.00	$ 20.14
03/03	03/03 639376605	AMAZON MARK BE5WI1AX1 SEATTLE WA	$ 27.39 082816	$ 0.00	$ 27.39
03/03	03/04 639446428	AMAZON RETA BP3AS2NP2 SEATTLE WA	$ 551.31 078979	$ 0.00	$ 551.31
03/03	03/04 639446359	AMAZON MKTPL BP8190342 SEATTLE WA	$ 57.94 048793	$ 0.00	$ 57.94
03/04	03/05 639656584	AMAZON RETA BE26454B0 SEATTLE WA	$ 279.65 068839	$ 0.00	$ 279.65
03/04	03/05 639656585	AMAZON RETA BP1J821C2 SEATTLE WA	$ 15.99 027325	$ 0.00	$ 15.99
03/04	03/05 639656509	AMAZON MKTPL BP36P50C2 SEATTLE WA	$ 14.15 046577	$ 0.00	$ 14.15
03/05	03/05 639656586	AMAZON RETA BE9OX8ZI0 SEATTLE WA	$ 78.93 018748	$ 0.00	$ 78.93

TOTAL CREDITS	**xxxx-xxxx-xxxx-8172**	**$ 0.00**
TOTAL DEBITS	**xxxx-xxxx-xxxx-8172**	**$ 3,504.22**

Card Number xxxx-xxxx-xxxx-6275 EUBANKS, JENNIFER

02/05	02/06 635135860	JJ KELLER & ASSOCIATES NEENAH WI	$ 183.48 083601	$ 0.00	$ 183.48
02/05	02/06 635135784	THERAPY SHOPPE CEDAR SPRINGS MI	$ 91.94 083063	$ 0.00	$ 91.94

02/06	02/06 635135785	AWL PEARSON EDUCATION UPPER SADDLE NJ	$ 1,186.60 094811	$ 0.00	$ 1,186.60
02/06	02/09 635565999	LAKESHORE LEARNING MAT CARSON CA	$ 10.48 066433	$ 0.00	$ 10.48
02/10	02/11 635931796	WPS PUBLISH TORRANCE CA	$ 316.00 009306	$ 0.00	$ 316.00
02/12	02/12 636072322	WF WAYFAIR3620085669 8662638325 MA	$ 213.98 075909	$ 18.19	$ 232.17
02/12	02/13 636283694	PRO-ED, INC. 15124513246 TX	$ 271.70 027329	$ 0.00	$ 271.70
02/12	02/13 636283695	MAXI AIDS INC FARMINGDALE NY	$ 206.35 071121	$ 0.00	$ 206.35
02/13	02/16 636736876	MAXI AIDS INC FARMINGDALE NY	$ 94.50 009801	$ 0.00	$ 94.50
02/13	02/16 636736952	SECOND PLATFORM LLC SCOTTSDALE AZ	$ 8.33 033509	$ 0.00	$ 8.33
02/17	02/17 636901564	AWL PEARSON EDUCATION UPPER SADDLE NJ	$ 519.29 004739	$ 0.00	$ 519.29
02/17	02/18 637076043	THERAPY SHOPPE CEDAR SPRINGS MI	$ 464.04 046120	$ 0.00	$ 464.04
02/17	02/18 637076044	IN THE DIGITAL SLP, L ATLANTIC BEAC FL	$ 433.80 077234	$ 0.00	$ 433.80
02/20	02/20 637527288	AWL PEARSON EDUCATION UPPER SADDLE NJ	$ 196.00 069743	$ 0.00	$ 196.00
02/20	02/23 637884135	VERSARE SOLUTIONS, LLC 8008300210 MN	$ 2,067.89 083600	$ 0.00	$ 2,067.89
02/23	02/24 638077650	WPS PUBLISH TORRANCE CA	$ 440.00 009231	$ 0.00	$ 440.00
02/23	02/24 638077717	LS&S LLC. BUFFALO NY	$ 477.45 037696	$ 0.00	$ 477.45
02/23	02/24 638077649	WALMART.COM 8009256278 BENTONVILLE AR	$ 41.50 079473	$ 0.00	$ 41.50
02/27	03/02 638932626	SCREENCASTIFY UNLIMITE CHICAGO IL	$ 630.00 058789	$ 0.00	$ 630.00

TOTAL CREDITS xxxx-xxxx-xxxx-6275 $ 0.00

TOTAL DEBITS xxxx-xxxx-xxxx-6275 $ 7,871.52

Card Number xxxx-xxxx-xxxx-6510 MALONE, JON

02/06	02/09 635565919	PANERA BREAD #204007 O DEKALB IL	$ 227.71 061672	$ 0.00	$ 227.71
02/08	02/09 635565996	VERCEL INC. COVINA CA	$ 20.00 021592	$ 0.00	$ 20.00
02/09	02/10 635687394	ANTHROPIC SAN FRANCISCO CA	$ 95.03 009604	$ 0.00	$ 95.03
02/11	02/12 636072320	CLAUDE.AI SUBSCRIPTION SAN FRANCISCO CA	$ 154.90 080420	$ 0.00	$ 154.90
02/14	02/16 636736874	SUPABASE SINGAPORE	$ 25.00 007469	$ 0.00	$ 25.00
02/14	02/16 636736872	ZOOM.COM 888-799-9666 SAN JOSE CA	$ 90.00 000141	$ 0.00	$ 90.00

02/15	02/16 636736873	TWILIO INC SAN FRANCISCO CA	$ 50.00 073280	$ 0.00	$ 50.00
02/16	02/17 636901563	ANTHROPIC SAN FRANCISCO CA	$ 200.00 038935	$ 0.00	$ 200.00
02/16	02/17 636901488	ANTHROPIC SAN FRANCISCO CA	$ 100.00 094408	$ 0.00	$ 100.00
02/16	02/17 636901489	ANTHROPIC SAN FRANCISCO CA	$ 200.01 096138	$ 0.00	$ 200.01
02/18	02/19 637260851	ANTHROPIC SAN FRANCISCO CA	$ 95.63 009387	$ 0.00	$ 95.63
03/02	03/03 639376676	JOBTARGET 8604400635 CT	$ 1,500.00 071112	$ 0.00	$ 1,500.00
03/02	03/03 639376677	ANTHROPIC SAN FRANCISCO CA	$ 95.66 038161	$ 0.00	$ 95.66

TOTAL CREDITS xxxx-xxxx-xxxx-6510 $ 0.00

TOTAL DEBITS xxxx-xxxx-xxxx-6510 $ 2,853.94

Card Number xxxx-xxxx-xxxx-6806 MOODY, REBECCA

02/05	02/06 635135700	UBER TRIP 8005928996 CA	$ 51.99 032874	$ 0.00	$ 51.99
02/05	02/06 635135702	UBER TRIP 8005928996 CA	$ 16.98 048388	$ 0.00	$ 16.98
02/05	02/06 635135701	UBER TRIP 8005928996 CA	$ 33.98 041719	$ 0.00	$ 33.98
02/05	02/06 635135703	UBER TRIP 8005928996 CA	$ 4.95 054180	$ 0.00	$ 4.95
02/05	02/06 635135623	UBER TRIP 8005928996 CA	$ 3.15 076574	$ 0.00	$ 3.15
02/05	02/06 635135622	UBER TRIP 8005928996 CA	$ 6.15 075125	$ 0.00	$ 6.15
02/05	02/06 635135781	UBER TRIP 8005928996 CA	$ 5.10 006362	$ 0.00	$ 5.10
02/05	02/06 635135704	UBER TRIP 8005928996 CA	$ 2.39 070441	$ 0.00	$ 2.39
02/05	02/06 635135624	UBER TRIP 8005928996 CA	$ 7.80 003406	$ 0.00	$ 7.80
02/10	02/11 635931719	UBER TRIP 8005928996 CA	$ 40.97 071825	$ 0.00	$ 40.97
02/10	02/11 635931720	UBER TRIP 8005928996 CA	$ 16.98 047489	$ 0.00	$ 16.98
02/11	02/12 636072242	UBER TRIP 8005928996 CA	$ 39.98 039986	$ 0.00	$ 39.98
02/11	02/12 636072239	UBER TRIP 8005928996 CA	$ 38.99 085169	$ 0.00	$ 38.99
02/11	02/12 636072319	UBER TRIP 8005928996 CA	$ 2.54 067118	$ 0.00	$ 2.54
02/11	02/12 636072241	UBER TRIP 8005928996 CA	$ 26.97 003800	$ 0.00	$ 26.97
02/11	02/12 636072243	UBER TRIP 8005928996 CA	$ 35.97 073355	$ 0.00	$ 35.97

02/11	02/12 636072240	UBER TRIP 8005928996 CA	$ 22.99 083089	$ 0.00	$ 22.99
02/14	02/16 636849667	UBER TRIP 8005928996 CA	$ 5.39 036402	$ 0.00	$ 5.39
02/14	02/16 636849666	UBER TRIP HELP.UBER.C 8005928996 CA	$ 5.99 003109	$ 0.00	$ 5.99
02/23	02/24 638077576	UBER TRIP 8005928996 CA	$ 49.97 015841	$ 0.00	$ 49.97
02/23	02/24 638077577	UBER TRIP 8005928996 CA	$ 32.98 036613	$ 0.00	$ 32.98
02/24	02/25 638241082	UBER TRIP 8005928996 CA	$ 43.99 048085	$ 0.00	$ 43.99
02/24	02/25 638241083	UBER TRIP 8005928996 CA	$ 24.73 028814	$ 0.00	$ 24.73
02/25	02/26 638506743	UBER TRIP 8005928996 CA	$ 7.47 028007	$ 0.00	$ 7.47
02/25	02/26 638506824	UBER TRIP 8005928996 CA	$ 54.98 000332	$ 0.00	$ 54.98
02/25	02/26 638506820	UBER TRIP 8005928996 CA	$ 20.98 087017	$ 0.00	$ 20.98
02/25	02/26 638506746	UBER TRIP 8005928996 CA	$ 4.94 054850	$ 0.00	$ 4.94
02/25	02/26 638506668	UBER TRIP 8005928996 CA	$ 3.70 065586	$ 0.00	$ 3.70
02/25	02/26 638506821	UBER TRIP 8005928996 CA	$ 16.98 000926	$ 0.00	$ 16.98
02/25	02/26 638506669	UBER TRIP 8005928996 CA	$ 6.59 052597	$ 0.00	$ 6.59
02/25	02/26 638506747	UBER TRIP 8005928996 CA	$ 44.98 086300	$ 0.00	$ 44.98
02/25	02/26 638506744	UBER TRIP 8005928996 CA	$ 3.14 061485	$ 0.00	$ 3.14
02/25	02/26 638506822	UBER TRIP 8005928996 CA	$ 2.54 084346	$ 0.00	$ 2.54
02/25	02/26 638506823	UBER TRIP 8005928996 CA	$ 29.97 070445	$ 0.00	$ 29.97
02/25	02/26 638506745	UBER TRIP 8005928996 CA	$ 6.65 096607	$ 0.00	$ 6.65
02/26	02/27 638652475	UBER TRIP 8005928996 CA	$ 47.99 062719	$ 0.00	$ 47.99
02/26	02/27 638652552	UBER TRIP 8005928996 CA	$ 47.98 055935	$ 0.00	$ 47.98
02/26	02/27 638652476	UBER TRIP 8005928996 CA	$ 28.98 068157	$ 0.00	$ 28.98
03/03	03/04 639446355	UBER TRIP 8005928996 CA	$ 4.49 043514	$ 0.00	$ 4.49
03/03	03/04 639446358	UBER TRIP 8005928996 CA	$ 24.99 001567	$ 0.00	$ 24.99
03/03	03/04 639446356	UBER TRIP 8005928996 CA	$ 8.24 042369	$ 0.00	$ 8.24

03/03	03/04 639446357	UBER TRIP 8005928996 CA	$ 3.74 058911	$ 0.00	$ 3.74
03/03	03/04 639446284	UBER TRIP 8005928996 CA	$ 4.34 061033	$ 0.00	$ 4.34
03/03	03/04 639446285	UBER TRIP 8005928996 CA	$ 7.19 049898	$ 0.00	$ 7.19
03/03	03/04 639446286	UBER TRIP 8005928996 CA	$ 46.98 008783	$ 0.00	$ 46.98
03/04	03/05 639656508	UBER TRIP 8005928996 CA	$ 30.98 030655	$ 0.00	$ 30.98
03/04	03/05 639656505	UBER TRIP 8005928996 CA	$ 30.97 064504	$ 0.00	$ 30.97
03/04	03/05 639656507	UBER TRIP 8005928996 CA	$ 17.98 095846	$ 0.00	$ 17.98
03/04	03/05 639656506	UBER TRIP 8005928996 CA	$ 31.97 061961	$ 0.00	$ 31.97
03/04	03/05 639656429	UBER TRIP 8005928996 CA	$ 20.98 030683	$ 0.00	$ 20.98

TOTAL CREDITS	**xxxx-xxxx-xxxx-6806**	**$ 0.00**
TOTAL DEBITS	**xxxx-xxxx-xxxx-6806**	**$ 1,081.65**

Card Number xxxx-xxxx-xxxx-5143 TAYLOR, MEHGAN

02/21	02/23 637884131	PANERA BREAD #204095 O SOUTH ELGIN IL	$ 43.16 017580	$ 0.00	$ 43.16
02/27	03/02 638932550	ISU CONFERENCES NORMAL IL	$ 245.00 077995	$ 0.00	$ 245.00
02/27	03/02 638932548	ECC FACILITIES RENTAL ELGIN IL	$ 2,010.00 067813	$ 0.00	$ 2,010.00
02/27	03/02 638932549	DEKALB CO COMM FDN SYCAMORE IL	$ 100.00 002335	$ 0.00	$ 100.00

TOTAL CREDITS	**xxxx-xxxx-xxxx-5143**	**$ 0.00**
TOTAL DEBITS	**xxxx-xxxx-xxxx-5143**	**$ 2,398.16**

NORTHESTERN ILLINOIS ASSOCIATION
APRIL 2026 CHECKS PAID

CHECK #	DATE	PAYEE	AMOUNT	
144845	04/03/2026	AEQUOR HEALTHCARE SERVICES, LLC	$	11,035.00
144846	04/03/2026	AHS STAFFING LLC	$	25,857.00
144847	04/03/2026	AMN HEALTHCARE	$	9,487.50
144848	04/03/2026	ANTHROMED, LLC	$	5,940.00
144849	04/03/2026	BACK OFFICE STAFFING SOLUTION, LLC c/o REV CAPITAL	$	13,963.77
144850	04/03/2026	BUTTERFIELD VILLAGE, LLC	$	5,001.84
144851	04/03/2026	COMPHEALTH	$	15,750.00
144852	04/03/2026	CORE MEDICAL GROUP	$	8,403.75
144853	04/03/2026	GORDON FLESCH CO	$	4,144.32
144854	04/03/2026	IEP THERAPY	$	10,900.00
144855	04/03/2026	IMAGE ONE FACILITY SOLUTIONS	$	2,124.55
144856	04/03/2026	JACKSON THERAPY PARTNERS LLC	$	5,450.50
144857	04/03/2026	JENSEN, W THOMAS	$	1,831.00
144858	04/03/2026	KMK GLOBAL INVESTMENTS LLC	$	7,585.48
144859	04/03/2026	LAUBENSTEIN, MARY BETH	$	240.00
144860	04/03/2026	MAGIC WAND CLEANING SERVICE	$	600.00
144861	04/03/2026	AMANDA MOORE	$	3,004.40
144862	04/03/2026	EVERWAY LLC	$	8,776.66
144863	04/03/2026	NATIONAL STAFFING SOLUTIONS, INC	$	13,665.00
144864	04/03/2026	PROCARE THERAPY INC	$	41,267.63
144865	04/03/2026	PURI, SUNIL	$	7,989.10
144866	04/03/2026	SAVI SOLUTIONS PBC	$	45.00
144867	04/03/2026	EF fbo SELECT SAVVY, LLC	$	15,053.75
144868	04/03/2026	SIGN LANGUAGE INTERPRETERS INC	$	37,918.75
144869	04/03/2026	SOFT WATER CITY INC	$	102.00
144870	04/03/2026	SOLIANT HEALTH	$	16,456.70
144871	04/03/2026	SPOTTER STAFFING, LLC	$	3,255.00
144872	04/03/2026	STEPPING STONES GROUP, LLC	$	24,164.50
144873	04/03/2026	SUNBELT STAFFING	$	24,264.50
144874	04/03/2026	TRUST CLEANING CO.	$	843.00
144875	04/10/2026	IN-HOUSE COUNSEL FOR PLAINTIFF MIDLAND FUNDING	$	599.86
144876	04/10/2026	NCPERS GROUP LIFE INS.	$	240.00
144877	04/14/2026	AEQUOR HEALTHCARE SERVICES, LLC	$	3,075.00
144878	04/14/2026	AHS STAFFING LLC	$	35,282.75
144879	04/14/2026	AMN HEALTHCARE	$	12,675.00
144880	04/14/2026	BACK OFFICE STAFFING SOLUTION, LLC c/o REV CAPITAL	$	5,392.50
144881	04/14/2026	COCHLEAR AMERICAS	$	37.00
144882	04/14/2026	COMMUNITY THERAPY CORP	$	36,854.25
144883	04/14/2026	COMPHEALTH	$	5,775.00
144884	04/14/2026	CORE MEDICAL GROUP	$	6,474.00
144885	04/14/2026	E-THERAPY INTERMEDIATE, INC	$	22,230.00
144886	04/14/2026	EFMLA, INC	$	1,095.00
144887	04/14/2026	HODGES LOIZZI EISENHAMMER	$	3,547.29
144888	04/14/2026	IEP THERAPY	$	9,810.00
144889	04/14/2026	INVO HEALTHCARE ASSOCIATES, LLC	$	12,000.00

NORTHESTERN ILLINOIS ASSOCIATION
APRIL 2026 CHECKS PAID

CHECK #	DATE	PAYEE	AMOUNT	
144890	04/14/2026	JACKSON THERAPY PARTNERS LLC	$	3,005.60
144891	04/14/2026	KMK GLOBAL INVESTMENTS LLC	$	272.47
144892	04/14/2026	NATIONAL STAFFING SOLUTIONS, INC	$	9,157.50
144893	04/14/2026	SONOVA USA INC	$	238.99
144894	04/14/2026	WELLNOW URGENT CARE	$	255.00
144895	04/14/2026	PRAIRIE PROFESSIONAL PARK, LLC	$	4,842.74
144896	04/14/2026	PROCARE THERAPY INC	$	20,622.69
144897	04/14/2026	EF fbo SELECT SAVVY, LLC	$	2,737.50
144898	04/14/2026	SOLIANT HEALTH	$	2,160.00
144899	04/14/2026	SPOTTER STAFFING, LLC	$	5,208.00
144900	04/14/2026	STEPPING STONES GROUP, LLC	$	20,624.50
144901	04/14/2026	SUNBELT STAFFING	$	18,500.00
144902	04/14/2026	TOBII DYNAVOX	$	1,611.90
144903	04/14/2026	UNIQUE CLEANING SERVICES	$	300.00
144904	04/14/2026	WESTONE LABORATORIES INC.	$	102.50
144905	04/24/2026	IN-HOUSE COUNSEL FOR PLAINTIFF MIDLAND FUNDING	$	577.87
144906	04/24/2026	NCPERS GROUP LIFE INS.	$	240.00
		62	**$**	**570,665.61**

NORTHESTERN ILLINOIS ASSOCIATION
APRL 2026 ACH PAID

CHECK #	DATE	PAYEE		AMOUNT
54953	04/10/2026	ANDERSON, REBECCA W	$	42.28
54954	04/10/2026	BAITMAN, KELLY C	$	226.20
54955	04/10/2026	BARTHEL, SARAH	$	754.74
54956	04/10/2026	BEGUN, MARISSA L	$	59.10
54957	04/10/2026	BLOOM, AJ	$	404.21
54958	04/10/2026	BROEGE, ANGELICA	$	1,259.67
54959	04/10/2026	BROSSO, DANA P	$	561.07
54960	04/10/2026	CRITTENDEN, DEBORAH A	$	150.62
54961	04/10/2026	CUEVAS, LISA C	$	191.40
54962	04/10/2026	CURTIS, JENNIFER E	$	22.91
54963	04/10/2026	CURTIS, STEPHANIE M	$	53.10
54964	04/10/2026	DAVENPORT, CHERYL L	$	24.82
54965	04/10/2026	DECONINCK, KARALYN M	$	766.44
54966	04/10/2026	DUCKINS, SANDRA	$	98.74
54967	04/10/2026	ELSTON, CODY S	$	1,128.00
54968	04/10/2026	ERDMANN, KIARA K	$	38.72
54969	04/10/2026	FITZANKO, TARA M	$	53.52
54970	04/10/2026	FROEHLING, ANNA C	$	490.10
54971	04/10/2026	GALLANO, MARIE ANN C	$	30.44
54972	04/10/2026	GAMON, KLAIRE M	$	87.08
54973	04/10/2026	GORICK, CARLY R	$	31.19
54974	04/10/2026	GRAEBNER, KATIE M	$	95.20
54975	04/10/2026	HALDEMAN, LORI M	$	71.48
54976	04/10/2026	HARDBARGER, KELLY A	$	41.40
54977	04/10/2026	KANTOLA, CLAUDIA G	$	305.13
54978	04/10/2026	KEEGAN, ASHLEY A	$	380.07
54979	04/10/2026	KINCAIDE, JULIE T	$	37.47
54980	04/10/2026	KINNEY, HEIDI L	$	15.52
54981	04/10/2026	KOSTECKI, KRISTEN IRENE	$	24.66
54982	04/10/2026	KRUEGER, ROCHELLE L	$	120.76
54983	04/10/2026	LAGE, COREY	$	717.62
54984	04/10/2026	LAGE, JENNIFER F	$	350.11
54985	04/10/2026	LEONARD, CORINNE N	$	122.89
54986	04/10/2026	LINDQUIST, WHITNEY	$	981.16
54987	04/10/2026	LINDSAY, TIFFANY L	$	60.32
54988	04/10/2026	LINDSEY, LAURA	$	520.59
54989	04/10/2026	LINDSTROM, MELISSA D	$	52.87
54990	04/10/2026	LITAVECZ, NATALIE A	$	33.64

NORTHESTERN ILLINOIS ASSOCIATION
APRL 2026 ACH PAID

CHECK #	DATE	PAYEE		AMOUNT
54991	04/10/2026	LOWRANCE, AMY M	$	1,439.81
54992	04/10/2026	MACHEN, TERESA A	$	315.24
54993	04/10/2026	MACKENZIE, KATHLEEN	$	47.28
54994	04/10/2026	MALONE, JON C	$	6,509.98
54995	04/10/2026	MARKS, SARAH T	$	9.07
54996	04/10/2026	MATHIS, MEGAN L	$	127.32
54997	04/10/2026	MCCUE, JILL M	$	36.25
54998	04/10/2026	MCKEVITT, AMANDA J	$	20.17
54999	04/10/2026	MCLAIN, NATALI M	$	30.02
55000	04/10/2026	MILEWSKI, MICHELLE	$	21.03
55001	04/10/2026	MOODY, REBECCA HANSON	$	226.56
55002	04/10/2026	MOSKAL BUCKLEY, MARY E	$	27.05
55003	04/10/2026	MOTT, EMILY R	$	136.19
55004	04/10/2026	MUCHALA, EDWARD J	$	1,318.05
55005	04/10/2026	NICHOLSON, THERESA A	$	185.10
55006	04/10/2026	OSTROV, HARRY	$	157.79
55007	04/10/2026	OZEHOWSKI, TARA B	$	378.20
55008	04/10/2026	PACZKO, ELLEN H	$	107.23
55009	04/10/2026	PAHR, JULIE	$	637.36
55010	04/10/2026	PEARSON, DARLA LYNN	$	1,030.36
55011	04/10/2026	PEPLANSKY, KELLY A	$	94.07
55012	04/10/2026	PERKINS, JENNIFER YESAITIS	$	1,250.00
55013	04/10/2026	PERRY, MICHELLE M	$	696.83
55014	04/10/2026	PETERS, ALLISON	$	787.44
55015	04/10/2026	PINS, JULIE L	$	44.45
55016	04/10/2026	POEGEL, CYNTHIA K	$	720.37
55017	04/10/2026	REIDY, LEANNA O	$	4.79
55018	04/10/2026	RIDLER, SHARON C	$	11.97
55019	04/10/2026	ROSSIAKY, ELIZABETH	$	332.74
55020	04/10/2026	SAFRANEK, ABIGAIL A	$	112.97
55021	04/10/2026	SANDOVAL, CYNTHIA M	$	230.00
55022	04/10/2026	SCHMIDT, CARON T	$	93.77
55023	04/10/2026	SEWARD, TISHA M	$	252.31
55024	04/10/2026	SHIELDS, ROXANNE M	$	233.43
55025	04/10/2026	SIMONOVICH, LESLIE	$	1,202.93
55026	04/10/2026	SMALL, ALAYNA D	$	225.42
55027	04/10/2026	STRAIT, HEATHER	$	311.67
55028	04/10/2026	SZEWC, CAROLINE MARIKA	$	13.64
55029	04/10/2026	SZUMNY, AMY L	$	999.96
55030	04/10/2026	THOMPSON, MARISSA	$	697.36
55031	04/10/2026	VENEZIA, PAUL D	$	136.94

NORTHESTERN ILLINOIS ASSOCIATION
APRL 2026 ACH PAID

CHECK #	DATE	PAYEE		AMOUNT
55032	04/10/2026	WILLIAMS, MELANIE D	$	441.61
55033	04/10/2026	WILTSHIRE, CAROL A	$	20.54
55034	04/10/2026	WOLF, CARA	$	160.90
55035	04/24/2026	ANDERSON, MICHELE	$	1,286.55
55036	04/24/2026	CACCIATORE, LEANDRA	$	109.18
55037	04/24/2026	CASTELLANI, LINDA J	$	37.48
55038	04/24/2026	CLOUSER, DENISE	$	235.52
55039	04/24/2026	CORTELLASSI, NATALIE	$	146.51
55040	04/24/2026	FIORITO, CHRISTINE A	$	165.02
55041	04/24/2026	GRANT, HALEY M	$	90.77
55042	04/24/2026	HARBECK, KENDRA N	$	32.77
55043	04/24/2026	HUNSICKER, MEREDITH J	$	550.37
55044	04/24/2026	INGENITO, JESSICA B	$	40.31
55045	04/24/2026	KANTOLA, CLAUDIA G	$	309.32
55046	04/24/2026	KOSTECKI, KRISTEN IRENE	$	11.68
55047	04/24/2026	MALONE, JON C	$	299.15
55048	04/24/2026	MATHIS, MEGAN L	$	71.14
55049	04/24/2026	MCCUE, JILL M	$	145.00
55050	04/24/2026	AMANDA MOORE	$	422.80
55051	04/24/2026	NEW, NOELLE R	$	559.26
55052	04/24/2026	OSTROV, HARRY	$	157.71
55053	04/24/2026	PERKINS, JENNIFER YESAITIS	$	701.00
55054	04/24/2026	ROSSIAKY, ELIZABETH	$	530.72
55055	04/24/2026	SALLEY, LYNN A	$	79.00
55056	04/24/2026	SEWARD, TISHA M	$	185.85
55057	04/24/2026	SHIELDS, ROXANNE M	$	125.00
55058	04/24/2026	SZEWC, CAROLINE MARIKA	$	200.00
55059	04/24/2026	ZUTTER, STEPHANIE H	$	125.00
		107	**$**	**38,858.52**

NORTHWESTERN ILLINOIS ASSOCIATION
APRIL 2026 HEALTH FUND EXPENDITURES

DATE	TYPE	DESCRIPTION	AMOUNT
4/22/2026		DELTA DENTAL CLAIMS FOR MARCH	$ 787.76
4/22/2026		BLUE CROSS CLAIMS FOR MARCH	$ 93,133.51
4/23/2026		MUTUAL OF OMAHA APR 2026 PREMIUM	$ 2,962.59
4/23/2026		MEDCOM PMT	$ 239.40
4/22/2026		DELTA DENTAL CLAIMS FOR MARCH	$ 4,661.68
4/22/2026		BLUE CROSS CLAIMS FOR MARCH	$ 192,486.45
			$ 294,271.39

BMO

Statement

Account Name:	ONE CARDS	**Card Number:**	xxxx-xxxx-xxxx-6852
Company Name:	THE NORTHWESTERN IL ASSOCIATION	**Account Limit:**	$ 75,000.00
Employee ID:	BillingAccts	**Available Credit:**	$ 57,155.03
Statement Date (MM/DD/YYYY):	04/05/2026	**Currency:**	U.S. DOLLAR
Payment Due Date (MM/DD/YYYY):	05/02/2026		

Statement Summary:

Report any items which do not agree with your records within 30 days of the statement date.

Previous Balance:	$ 20,536.50
Payments:	$ -19,985.19
Adjustments:	$ 0.00
Net Purchases:	$ 17,293.66
Cash Advance:	$ 0.00
Fees:	$ 0.00
Other Charges:	$ 0.00
New Account Balance:	$ 17,844.97

Transaction Summary:

Trans Date	Posting Date Trans ID	Description	Pre-Tax Amount Auth #	Total Tax	Trans Amount
Card Number xxxx-xxxx-xxxx-6852	**ONE CARDS**				
03/12	03/12 640778289	AUTOMATIC PYMT RECEIVED	$ -19,985.19	$ 0.00	$ -19,985.19
		TOTAL CREDITS	**xxxx-xxxx-xxxx-6852**		**$ -19,985.19**
		TOTAL DEBITS	**xxxx-xxxx-xxxx-6852**		**$ 0.00**
Card Number xxxx-xxxx-xxxx-1520	**AGUSTIN, TIFFANY**				
03/11	03/12 640899430	DOCHUB SITE LICENSE BROOKLINE MA	$ 200.00 054120	$ 0.00	$ 200.00
03/14	03/16 641342387	ZOOM.COM 888-799-9666 SAN JOSE CA	$ 90.00 013635	$ 0.00	$ 90.00
03/15	03/16 641342388	DOCHUB.COM: FAX LINE BROOKLINE MA	$ 9.99 024767	$ 0.00	$ 9.99
03/17	03/17 641659608	MSFT E0100Z0CHM MSBILL.INFO	$ 198.00 050352	$ 0.00	$ 198.00
03/20	03/23 642819984	DOCHUB.COM: FAX LINE BROOKLINE MA	$ 9.99 088592	$ 0.00	$ 9.99
03/20	03/23 642819983	DOCHUB.COM: FAX LINE BROOKLINE MA	$ 9.99 026486	$ 0.00	$ 9.99
03/21	03/23 642819982	AMAZON MARK BG1IK3OD2 SEATTLE WA	$ 12.99 005863	$ 0.00	$ 12.99
03/24	03/24 642894589	AMAZON MARK BD7RF9R20 SEATTLE WA	$ 6.80 000995	$ 0.00	$ 6.80

03/26	03/27 643545126	CCSI EFAX LOS ANGELES CA	$ 100.00 087039	$ 0.00	$ 100.00
03/29	03/30 644134318	PADDLE.NET COCOFAX NEW YORK NY	$ 599.88 006729	$ 52.49	$ 652.37
04/02	04/03 644844535	DOCHUB.COM: FAX LINE BROOKLINE MA	$ 9.99 056405	$ 0.00	$ 9.99

TOTAL CREDITS	**xxxx-xxxx-xxxx-1520**	**$ 0.00**
TOTAL DEBITS	**xxxx-xxxx-xxxx-1520**	**$ 1,300.12**

Card Number xxxx-xxxx-xxxx-8172 CUEVAS, LISA

03/05	03/06 639877188	AMAZON MARK BP6502VR2 SEATTLE WA	$ 98.92 023983	$ 0.00	$ 98.92
03/06	03/09 640258004	AMAZON RETA BP3AS2NP2 SEATTLE WA	$ -551.31 000000	$ 0.00	$ -551.31
03/07	03/09 640258003	AMAZON MARK BE8YL1V50 SEATTLE WA	$ 63.95 014692	$ 0.00	$ 63.95
03/08	03/09 640258080	AMAZON MARK BP7495WV2 SEATTLE WA	$ 95.24 064526	$ 0.00	$ 95.24
03/08	03/09 640258005	AMAZON MARK BP5H217H2 SEATTLE WA	$ 44.44 023605	$ 0.00	$ 44.44
03/08	03/09 640258081	AMAZON MARK BP0037WI2 SEATTLE WA	$ 77.96 095044	$ 0.00	$ 77.96
03/08	03/09 640258006	AMAZON MARK BP8XP1LM1 SEATTLE WA	$ 69.34 030346	$ 0.00	$ 69.34
03/09	03/10 640566158	AMAZON RETA BP7F57AJ1 SEATTLE WA	$ 75.70 005443	$ 0.00	$ 75.70
03/10	03/10 640566156	AMAZON MKTPL BE06J0U80 SEATTLE WA	$ 22.81 008710	$ 0.00	$ 22.81
03/10	03/10 640566157	AMAZON MKTPL BE55U3UZ0 SEATTLE WA	$ 18.42 092207	$ 0.00	$ 18.42
03/10	03/11 640627821	AMAZON MKTPL BD7SV93Q2 SEATTLE WA	$ 21.98 029256	$ 0.00	$ 21.98
03/10	03/11 640627822	AMAZON RETA BP6V631F1 SEATTLE WA	$ 95.33 091888	$ 0.00	$ 95.33
03/12	03/12 640899353	AMAZON RETA BP7I18NM0 SEATTLE WA	$ 878.90 020571	$ 0.00	$ 878.90
03/13	03/16 641342233	AMAZON MARK BP5AP7I11 SEATTLE WA	$ 69.99 062097	$ 0.00	$ 69.99
03/15	03/16 641342311	AMAZON RETA B51421LS2 SEATTLE WA	$ 24.99 000023	$ 0.00	$ 24.99
03/15	03/16 641342309	AMAZON MARK BP4IT1B10 SEATTLE WA	$ 60.96 030413	$ 0.00	$ 60.96
03/15	03/16 641342310	AMAZON RETA B576J3452 SEATTLE WA	$ 327.59 027034	$ 0.00	$ 327.59
03/17	03/18 641943135	SOCIETYFORHUMANRESOURC ALEXANDRIA VA	$ 299.00 040105	$ 0.00	$ 299.00
03/18	03/18 641943138	AMAZON MARK BD6VU8O70 SEATTLE WA	$ 97.86 064774	$ 0.00	$ 97.86
03/18	03/18 641943136	AMAZON MARK BD0MW2XK1 SEATTLE WA	$ 25.28 041097	$ 0.00	$ 25.28

03/18	03/18 641943137	AMAZON MARK BD2FA6XH1 SEATTLE WA	$ 19.98 070871	$ 0.00	$ 19.98
03/18	03/19 642146650	AMAZON MARK B56BZ4QG2 SEATTLE WA	$ 9.49 046888	$ 0.00	$ 9.49
03/18	03/19 642146651	AMAZON MARK BD9AM5ZA0 SEATTLE WA	$ 21.80 019511	$ 0.00	$ 21.80
03/18	03/20 642351944	AMAZON RETA B576J3452 SEATTLE WA	$ -327.59 000000	$ 0.00	$ -327.59
03/19	03/19 642146652	AMAZON MARK B523U7DT2 SEATTLE WA	$ 37.38 040124	$ 0.00	$ 37.38
03/19	03/20 642351865	AMAZON MKTPL B564K5SK2 SEATTLE WA	$ 156.90 069204	$ 0.00	$ 156.90
03/19	03/20 642351945	AMAZON MARK BD14E4AJ0 SEATTLE WA	$ 99.92 000718	$ 0.00	$ 99.92
03/19	03/20 642351867	AMAZON MARK BD60P38W1 SEATTLE WA	$ 32.12 039518	$ 0.00	$ 32.12
03/19	03/20 642351868	AMAZON MARK BD10Z63A0 SEATTLE WA	$ 25.64 046353	$ 0.00	$ 25.64
03/19	03/20 642351946	AMAZON RETA BD2EB0A70 SEATTLE WA	$ 59.98 069174	$ 0.00	$ 59.98
03/20	03/20 642352024	AMAZON MARK BD0GB32N1 SEATTLE WA	$ 98.46 001406	$ 0.00	$ 98.46
03/20	03/20 642351947	AMAZON MARK BD9T05SX1 SEATTLE WA	$ 53.95 030546	$ 0.00	$ 53.95
03/20	03/20 642351948	AMAZON MARK BD6234EN0 SEATTLE WA	$ 112.41 057241	$ 0.00	$ 112.41
03/20	03/20 642351866	AMAZON MKTPL BD7B95DX1 SEATTLE WA	$ 48.95 046683	$ 0.00	$ 48.95
03/21	03/23 642821137	AMAZON MARK BG1FY8FP2 SEATTLE WA	$ 117.27 024168	$ 0.00	$ 117.27
03/22	03/23 642819981	AMAZON MARK B50UJ2LP1 SEATTLE WA	$ 362.99 000403	$ 0.00	$ 362.99

TOTAL CREDITS	**xxxx-xxxx-xxxx-8172**	**$ -878.90**
TOTAL DEBITS	**xxxx-xxxx-xxxx-8172**	**$ 3,725.90**

Card Number xxxx-xxxx-xxxx-6275 EUBANKS, JENNIFER

03/05	03/06 639877190	ESPECIAL NEEDS 3146922424 MO	$ 348.00 030498	$ 0.00	$ 348.00
03/05	03/06 639877263	WPS PUBLISH TORRANCE CA	$ 400.00 073325	$ 0.00	$ 400.00
03/06	03/06 639877262	AWL PEARSON EDUCATION UPPER SADDLE NJ	$ 202.30 016940	$ 0.00	$ 202.30
03/06	03/06 639877261	AWL PEARSON EDUCATION UPPER SADDLE NJ	$ 312.14 034540	$ 0.00	$ 312.14
03/06	03/06 639877260	AWL PEARSON EDUCATION UPPER SADDLE NJ	$ 822.36 098857	$ 0.00	$ 822.36
03/09	03/10 640566159	SCHOOL SPECIALTY ECOMM GREENVILLE WI	$ 100.49 063815	$ 0.00	$ 100.49
03/10	03/11 640627824	IN EZ FULFILLMENT LLC LAKE MILLS WI	$ 243.80 096642	$ 0.00	$ 243.80

03/10	03/11 640627900	IN EZ FULFILLMENT LLC LAKE MILLS WI	$ 163.87 057632	$ 0.00	$ 163.87
03/16	03/17 641659684	SECOND PLATFORM LLC SCOTTSDALE AZ	$ 16.67 037525	$ 0.00	$ 16.67
03/17	03/18 641943213	BT ADAPTIVE TECH 19186377390 OK	$ 71.59 083140	$ 0.00	$ 71.59
03/17	03/18 641943214	THERAPYSHOPPE INC CEDAR SPRINGS MI	$ 38.97 011964	$ 0.00	$ 38.97
03/19	03/20 642352025	PAYPAL THERADAPT 4029357733 WI	$ 132.14 054564	$ 8.26	$ 140.40
03/21	03/23 642819985	QUADIENT INC ORACLE MILFORD CT	$ 251.94 026904	$ 0.00	$ 251.94
03/25	03/26 643394207	WPS PUBLISH TORRANCE CA	$ 200.00 000527	$ 0.00	$ 200.00
03/26	03/30 644134319	OTC BRANDS OTC BRAND OMAHA NE	$ 19.48 039503	$ 0.00	$ 19.48
04/02	04/03 644844536	AWL PEARSON EDUCATION UPPER SADDLE NJ	$ 633.15 026420	$ 0.00	$ 633.15
04/02	04/03 644844537	WF WAYFAIR3620085669 8662638325 MA	$ -116.09 000000	$ 0.00	$ -116.09

TOTAL CREDITS **xxxx-xxxx-xxxx-6275** **$ -116.09**

TOTAL DEBITS **xxxx-xxxx-xxxx-6275** **$ 3,965.16**

Card Number xxxx-xxxx-xxxx-6510 MALONE, JON

03/08	03/09 640258082	VERCEL INC. COVINA CA	$ 225.82 027678	$ 0.00	$ 225.82
03/11	03/12 640899354	CLAUDE.AI SUBSCRIPTION SAN FRANCISCO CA	$ 100.00 081198	$ 0.00	$ 100.00
03/12	03/13 641045762	ANTHROPIC: CLAUDE TEAM SAN FRANCISCO CA	$ 1,200.00 056272	$ 0.00	$ 1,200.00
03/13	03/16 641342312	CLOUDFLARE SAN FRANCISCO CA	$ 7.50 085033	$ 0.00	$ 7.50
03/13	03/16 641342313	SUPABASE SINGAPORE	$ 48.13 071860	$ 0.00	$ 48.13
03/26	03/27 643545125	RESEND SAN FRANCISCO CA	$ 20.00 078433	$ 0.00	$ 20.00
03/28	03/30 644134316	ANTHROPIC SAN FRANCISCO CA	$ 95.14 033118	$ 0.00	$ 95.14
03/29	03/30 644134317	SECOND PLATFORM WEB SCOTTSDALE AZ	$ 660.00 012629	$ 0.00	$ 660.00
04/01	04/02 644558567	LURIE CHILDRENS HOS CHICAGO IL	$ 25.00 092470	$ 0.00	$ 25.00
04/01	04/02 644558566	SOCIETYFORHUMANRESOURC ALEXANDRIA VA	$ 299.00 090795	$ 0.00	$ 299.00
04/01	04/02 644558564	JOBTARGET 8604400635 CT	$ 199.00 012583	$ 0.00	$ 199.00
04/02	04/02 644558565	JOBTARGET 8604400635 CT	$ 1,500.00 064237	$ 0.00	$ 1,500.00
04/03	04/03 644844534	JOBTARGET 8604400635 CT	$ 1,500.00 078871	$ 0.00	$ 1,500.00

TOTAL CREDITS	**xxxx-xxxx-xxxx-6510**	**$ 0.00**
TOTAL DEBITS	**xxxx-xxxx-xxxx-6510**	**$ 5,879.59**

Card Number xxxx-xxxx-xxxx-6806 MOODY, REBECCA

03/05	03/06 639877039	TEXAS ROADHOUSE #2131 EAST PEORIA IL	$ 24.52 026796	$ 0.00	$ 24.52
03/05	03/06 639877114	UBER TRIP 8005928996 CA	$ 2.09 032832	$ 0.00	$ 2.09
03/05	03/06 639877187	UBER TRIP TRIP SAN FRANCISCO CA	$ 3.09 035733	$ 0.00	$ 3.09
03/05	03/06 639877111	UBER TRIP 8005928996 CA	$ 4.64 051318	$ 0.00	$ 4.64
03/05	03/06 639877186	UBER TRIP 8005928996 CA	$ 47.98 084479	$ 0.00	$ 47.98
03/05	03/06 639877041	UBER TRIP 8005928996 CA	$ 3.19 013005	$ 0.00	$ 3.19
03/05	03/06 639877115	UBER TRIP 8005928996 CA	$ 16.98 010070	$ 0.00	$ 16.98
03/05	03/06 639877113	UBER TRIP 8005928996 CA	$ 1.91 077343	$ 0.00	$ 1.91
03/05	03/06 639877112	UBER TRIP 8005928996 CA	$ 48.97 009905	$ 0.00	$ 48.97
03/05	03/06 639877040	E PEORIA RIVERFRONT EM EAST PEORIA IL	$ 162.40 086206	$ 0.00	$ 162.40
03/06	03/09 640257930	UBER TRIP 8005928996 CA	$ 2.54 068549	$ 0.00	$ 2.54
03/06	03/09 640257929	UBER TRIP 8005928996 CA	$ 7.19 093889	$ 0.00	$ 7.19
03/06	03/09 640258002	UBER TRIP 8005928996 CA	$ 7.34 007010	$ 0.00	$ 7.34
03/09	03/10 640566081	UBER TRIP 8005928996 CA	$ 39.99 084484	$ 0.00	$ 39.99
03/09	03/10 640566080	UBER TRIP 8005928996 CA	$ 40.97 088095	$ 0.00	$ 40.97
03/10	03/11 640627743	UBER TRIP 8005928996 CA	$ 42.98 057389	$ 0.00	$ 42.98
03/10	03/11 640627742	UBER TRIP 8005928996 CA	$ 49.98 006817	$ 0.00	$ 49.98
03/10	03/11 640627820	UBER TRIP TRIP SAN FRANCISCO CA	$ 47.98 076529	$ 0.00	$ 47.98
03/10	03/11 640627744	UBER TRIP 8005928996 CA	$ 6.44 098949	$ 0.00	$ 6.44
03/10	03/11 640627741	UBER TRIP 8005928996 CA	$ 41.99 069080	$ 0.00	$ 41.99
03/10	03/11 640627745	UBER TRIP 8005928996 CA	$ 7.49 044104	$ 0.00	$ 7.49
03/11	03/12 640899352	UBER TRIP 8005928996 CA	$ 17.99 040502	$ 0.00	$ 17.99
03/11	03/12 640899350	UBER TRIP 8005928996 CA	$ 26.98 020514	$ 0.00	$ 26.98

03/11	03/12 640899351	UBER TRIP 8005928996 CA	$ 43.98 067064	$ 0.00	$ 43.98
03/12	03/13 641045688	UBER TRIP 8005928996 CA	$ 16.99 075848	$ 0.00	$ 16.99
03/12	03/13 641045686	UBER TRIP 8005928996 CA	$ 49.99 080114	$ 0.00	$ 49.99
03/12	03/13 641045687	UBER TRIP 8005928996 CA	$ 43.98 026943	$ 0.00	$ 43.98
03/13	03/16 641342231	UBER TRIP HELP.UBER.C 8005928996 CA	$ 34.99 070965	$ 0.00	$ 34.99
03/13	03/16 641342232	UBER TRIP 8005928996 CA	$ 46.98 001353	$ 0.00	$ 46.98
03/16	03/17 641659526	UBER TRIP 8005928996 CA	$ 39.97 016545	$ 0.00	$ 39.97
03/16	03/17 641659528	UBER TRIP 8005928996 CA	$ 2.69 095469	$ 0.00	$ 2.69
03/16	03/17 641659605	UBER TRIP 8005928996 CA	$ 7.19 091790	$ 0.00	$ 7.19
03/16	03/17 641659446	UBER TRIP 8005928996 CA	$ 7.04 054675	$ 0.00	$ 7.04
03/16	03/17 641659445	UBER TRIP 8005928996 CA	$ 5.25 093872	$ 0.00	$ 5.25
03/16	03/17 641659524	UBER TRIP 8005928996 CA	$ 6.59 043946	$ 0.00	$ 6.59
03/16	03/17 641659525	UBER TRIP 8005928996 CA	$ 6.29 025062	$ 0.00	$ 6.29
03/16	03/17 641659606	UBER TRIP 8005928996 CA	$ 39.98 074771	$ 0.00	$ 39.98
03/16	03/17 641659607	UBER TRIP TRIP SAN FRANCISCO CA	$ 6.14 022153	$ 0.00	$ 6.14
03/16	03/17 641659527	UBER TRIP 8005928996 CA	$ 4.04 073889	$ 0.00	$ 4.04
03/16	03/17 641659448	UBER TRIP 8005928996 CA	$ 2.54 036798	$ 0.00	$ 2.54
03/16	03/17 641659447	UBER TRIP 8005928996 CA	$ 7.49 059963	$ 0.00	$ 7.49
03/16	03/17 641659604	UBER TRIP 8005928996 CA	$ 6.59 061434	$ 0.00	$ 6.59
03/16	03/17 641659444	UBER TRIP 8005928996 CA	$ 6.00 035476	$ 0.00	$ 6.00
03/17	03/18 641943134	UBER TRIP 8005928996 CA	$ 16.99 096302	$ 0.00	$ 16.99
03/17	03/18 641943058	UBER TRIP 8005928996 CA	$ 6.00 039115	$ 0.00	$ 6.00
03/17	03/18 641943057	UBER TRIP 8005928996 CA	$ 41.98 087051	$ 0.00	$ 41.98
03/18	03/19 642146649	UBER TRIP 8005928996 CA	$ 42.24 097504	$ 0.00	$ 42.24
03/18	03/19 642146574	UBER TRIP 8005928996 CA	$ 40.98 068691	$ 0.00	$ 40.98

03/19	03/20 642351864	UBER TRIP 8005928996 CA	$ 2.54 051906	$ 0.00	$ 2.54
03/19	03/20 642351785	UBER TRIP 8005928996 CA	$ 6.29 073587	$ 0.00	$ 6.29
03/19	03/20 642351710	UBER TRIP 8005928996 CA	$ 6.33 042483	$ 0.00	$ 6.33
03/19	03/20 642351786	UBER TRIP 8005928996 CA	$ 6.14 055525	$ 0.00	$ 6.14
03/19	03/20 642351708	UBER TRIP 8005928996 CA	$ 7.19 000015	$ 0.00	$ 7.19
03/19	03/20 642351709	UBER TRIP 8005928996 CA	$ 7.04 062474	$ 0.00	$ 7.04
03/19	03/20 642351788	UBER TRIP 8005928996 CA	$ 46.98 022520	$ 0.00	$ 46.98
03/19	03/20 642351787	UBER TRIP 8005928996 CA	$ 47.99 014155	$ 0.00	$ 47.99
03/19	03/20 642351707	UBER TRIP HELP.UBER.C 8005928996 CA	$ 2.84 089513	$ 0.00	$ 2.84
03/19	03/20 642351789	UBER TRIP 8005928996 CA	$ 16.98 096309	$ 0.00	$ 16.98
03/23	03/24 642894587	UBER TRIP 8005928996 CA	$ 14.98 025951	$ 0.00	$ 14.98
03/23	03/24 642894588	UBER TRIP 8005928996 CA	$ 38.98 015793	$ 0.00	$ 38.98
03/23	03/24 642894586	UBER TRIP 8005928996 CA	$ 28.95 058488	$ 0.00	$ 28.95
03/24	03/25 643123020	UBER TRIP 8005928996 CA	$ 56.19 035413	$ 0.00	$ 56.19
03/24	03/25 643123019	UBER TRIP 8005928996 CA	$ 50.98 044213	$ 0.00	$ 50.98
03/24	03/25 643123096	UBER TRIP 8005928996 CA	$ 24.97 066860	$ 0.00	$ 24.97
03/24	03/25 643123097	UBER TRIP 8005928996 CA	$ 27.98 028968	$ 0.00	$ 27.98
03/24	03/25 643123021	UBER TRIP 8005928996 CA	$ 6.96 072947	$ 0.00	$ 6.96
03/24	03/25 643123018	UBER TRIP 8005928996 CA	$ 24.99 085109	$ 0.00	$ 24.99
03/25	03/26 643394130	UBER TRIP 8005928996 CA	$ 43.99 036869	$ 0.00	$ 43.99
03/25	03/26 643394129	UBER TRIP 8005928996 CA	$ 34.99 062449	$ 0.00	$ 34.99
03/25	03/26 643394128	UBER TRIP HELP.UBER.C 8005928996 CA	$ 20.99 072487	$ 0.00	$ 20.99
03/25	03/26 643394131	UBER TRIP 8005928996 CA	$ 50.98 090701	$ 0.00	$ 50.98
03/25	03/26 643394132	UBER TRIP 8005928996 CA	$ 24.97 060614	$ 0.00	$ 24.97
03/25	03/27 643545051	THE HOME DEPOT #1934 ELGIN IL	$ 37.74 031578	$ 3.20	$ 40.94

03/26	03/27 643545052	UBER TRIP 8005928996 CA	$ 24.98 013117	$ 0.00	$ 24.98
03/26	03/27 643545053	UBER TRIP TRIP SAN FRANCISCO CA	$ 31.99 046100	$ 0.00	$ 31.99
03/26	03/27 643545054	UBER TRIP TRIP SAN FRANCISCO CA	$ 46.98 060110	$ 0.00	$ 46.98
03/27	03/30 644134470	UBER TRIP 8005928996 CA	$ 5.25 021561	$ 0.00	$ 5.25
03/27	03/30 644133443	UBER TRIP 8005928996 CA	$ 6.59 016713	$ 0.00	$ 6.59
03/27	03/30 644133442	UBER TRIP 8005928996 CA	$ 50.17 074490	$ 0.00	$ 50.17
03/27	03/30 644134551	UBER TRIP 8005928996 CA	$ 8.42 024031	$ 0.00	$ 8.42
03/27	03/30 644134395	UBER TRIP 8005928996 CA	$ 7.04 023645	$ 0.00	$ 7.04
03/27	03/30 644134550	UBER TRIP 8005928996 CA	$ 7.64 005353	$ 0.00	$ 7.64
03/27	03/30 644134238	UBER TRIP 8005928996 CA	$ 7.64 091867	$ 0.00	$ 7.64
03/27	03/30 644134552	UBER TRIP 8005928996 CA	$ 2.24 001759	$ 0.00	$ 2.24
03/27	03/30 644134472	UBER TRIP 8005928996 CA	$ 6.59 037908	$ 0.00	$ 6.59
03/27	03/30 644134394	UBER TRIP 8005928996 CA	$ 43.98 032614	$ 0.00	$ 43.98
03/27	03/30 644134469	UBER TRIP 8005928996 CA	$ 4.79 021092	$ 0.00	$ 4.79
03/27	03/30 644134241	UBER TRIP 8005928996 CA	$ 4.34 059794	$ 0.00	$ 4.34
03/27	03/30 644134549	UBER TRIP 8005928996 CA	$ 3.75 024346	$ 0.00	$ 3.75
03/27	03/30 644133445	UBER TRIP 8005928996 CA	$ 3.74 098432	$ 0.00	$ 3.74
03/27	03/30 644134240	UBER TRIP 8005928996 CA	$ 5.85 080289	$ 0.00	$ 5.85
03/27	03/30 644134471	UBER TRIP 8005928996 CA	$ 3.14 034688	$ 0.00	$ 3.14
03/27	03/30 644134548	UBER TRIP 8005928996 CA	$ 3.75 008328	$ 0.00	$ 3.75
03/27	03/30 644134473	UBER TRIP 8005928996 CA	$ 4.20 067234	$ 0.00	$ 4.20
03/27	03/30 644133441	UBER TRIP 8005928996 CA	$ 30.00 065266	$ 0.00	$ 30.00
03/27	03/30 644134239	UBER TRIP 8005928996 CA	$ 3.74 006368	$ 0.00	$ 3.74
03/27	03/30 644134242	UBER TRIP TRIP SAN FRANCISCO CA	$ 1.04 048336	$ 0.00	$ 1.04
03/27	03/30 644133444	UBER TRIP 8005928996 CA	$ 7.52 069852	$ 0.00	$ 7.52

03/31	04/01 644486022	ILLINOIS PRINCIPALS AS SPRINGFIELD IL	$ 296.13 028270	$ 28.87	$ 325.00

TOTAL CREDITS	**xxxx-xxxx-xxxx-6806**	**$ 0.00**
TOTAL DEBITS	**xxxx-xxxx-xxxx-6806**	**$ 2,481.06**

Card Number xxxx-xxxx-xxxx-5143 TAYLOR, MEHGAN

03/05	03/06 639877189	DEKALB CO COMM FDN SYCAMORE IL	$ 100.00 017211	$ 0.00	$ 100.00
03/05	03/09 640258159	EDUCATIONAL AUDIOLOGY PT CHARLOTTE FL	$ 80.00 060998	$ 0.00	$ 80.00
03/06	03/09 640258084	E PEORIA RIVERFRONT EM EAST PEORIA IL	$ 214.32 082596	$ 0.00	$ 214.32
03/06	03/09 640258158	E PEORIA RIVERFRONT EM EAST PEORIA IL	$ 205.10 003847	$ 0.00	$ 205.10
03/06	03/09 640258083	E PEORIA RIVERFRONT EM EAST PEORIA IL	$ 162.40 094558	$ 0.00	$ 162.40
03/25	03/26 643394206	SQ KANE CTY ROE GENEVA IL	$ 159.39 055541	$ 15.61	$ 175.00

TOTAL CREDITS	**xxxx-xxxx-xxxx-5143**	**$ 0.00**
TOTAL DEBITS	**xxxx-xxxx-xxxx-5143**	**$ 936.82**

BMO

Statement

Account Name:	DEPARTMENT CARDS	**Card Number:**	xxxx-xxxx-xxxx-6860
Company Name:	THE NORTHWESTERN IL ASSOCIATION	**Account Limit:**	$ 75,000.00
Employee ID:	BillingAccts	**Available Credit:**	$ 58,131.63
Statement Date (MM/DD/YYYY):	~~04/05/2026~~	~~**Currency:**~~	U.S. DOLLAR
Payment Due Date (MM/DD/YYYY):	05/02/2026		

Statement Summary:

Report any items which do not agree with your records within 30 days of the statement date.

Previous Balance:	$ 16,941.32
Payments:	$ -16,941.32
Adjustments:	$ 0.00
Net Purchases:	$ 16,868.37
Cash Advance:	$ 0.00
Fees:	$ 0.00
Other Charges:	$ 0.00
New Account Balance:	$ 16,868.37

Transaction Summary:

Trans Date	Posting Date Trans ID	Description	Pre-Tax Amount Auth #	Total Tax	Trans Amount
Card Number xxxx-xxxx-xxxx-6860		**DEPARTMENT CARDS**			
03/12	03/12 640778290	AUTOMATIC PYMT RECEIVED	$ -16,941.32	$ 0.00	$ -16,941.32
		TOTAL CREDITS	**xxxx-xxxx-xxxx-6860**		**$ -16,941.32**
		TOTAL DEBITS	**xxxx-xxxx-xxxx-6860**		**$ 0.00**
Card Number xxxx-xxxx-xxxx-9726		**CEDILLO, MARICELA**			
03/10	03/11 640627823	SP TIME TIMER LLC CINCINNATI OH	$ 38.95 059741	$ 0.00	$ 38.95
		TOTAL CREDITS	**xxxx-xxxx-xxxx-9726**		**$ 0.00**
		TOTAL DEBITS	**xxxx-xxxx-xxxx-9726**		**$ 38.95**
Card Number xxxx-xxxx-xxxx-5116		**OFFICE, BUSINESS**			
03/06	03/09 640257928	COMED PAYMENT 8003347661 IL	$ 376.58 070025	$ 0.00	$ 376.58
03/08	03/09 640257927	ATT BILL PAYMENT DALLAS TX	$ 188.46 088789	$ 0.00	$ 188.46
03/10	03/11 640627668	ATT BILL PAYMENT DALLAS TX	$ 188.46 099855	$ 0.00	$ 188.46
03/12	03/13 641045685	NICOR GAS BILL ATLANTA GA	$ 195.12 094577	$ 10.26	$ 205.38
03/12	03/13 641045684	NICOR GAS BILL ATLANTA GA	$ 182.72 095076	$ 9.61	$ 192.33

03/13	03/16 641342229	NICOR GAS BILL ATLANTA GA	$ 169.52 085443	$ 9.48	$ 179.00
03/13	03/16 641342153	MEIJER STORE #313 SYCAMORE IL	$ 75.42 006946	$ 0.00	$ 75.42
03/13	03/16 641342230	ITALIAN DREAMS PIZZA & SYCAMORE IL	$ 103.00 082273	$ 0.00	$ 103.00
03/17	03/18 641943056	COMED PAYMENT 8003347661 IL	$ 102.65 035820	$ 0.00	$ 102.65
03/20	03/23 642821136	ATT BILL PAYMENT DALLAS TX	$ 13,520.25 067451	$ 290.04	$ 13,810.29
03/23	03/24 642894513	COMED PAYMENT 8003347661 IL	$ 57.07 015727	$ 0.00	$ 57.07
03/23	03/24 642894511	NICOR GAS BILL ATLANTA GA	$ 291.24 074766	$ 16.29	$ 307.53
03/23	03/24 642894510	COMCAST / XFINITY SCHAUMBURG IL	$ 185.35 062601	$ 0.00	$ 185.35
03/23	03/24 642894512	COMED PAYMENT 8003347661 IL	$ 192.29 095936	$ 0.00	$ 192.29
03/24	03/25 643123017	CULLIGAN OF DIXON DIXON IL	$ 14.00 019121	$ 0.00	$ 14.00
03/24	03/25 643122942	CULLIGAN OF DIXON DIXON IL	$ 14.00 087339	$ 0.00	$ 14.00
03/31	04/01 644486757	COMED PAYMENT 8003347661 IL	$ 105.32 066132	$ 0.00	$ 105.32
04/01	04/02 644559533	WCI AURORA AURORA IL	$ 123.82 066748	$ 0.12	$ 123.94
04/02	04/03 644844463	COMCAST / XFINITY SCHAUMBURG IL	$ 235.21 098104	$ 0.00	$ 235.21
04/02	04/03 644844464	NICOR GAS BILL ATLANTA GA	$ 163.97 015569	$ 9.17	$ 173.14

TOTAL CREDITS	**xxxx-xxxx-xxxx-5116**	**$ 0.00**
TOTAL DEBITS	**xxxx-xxxx-xxxx-5116**	**$ 16,829.42**

NORTHESTERN ILLINOIS ASSOCIATION
MAY 2026 CHECKS PAID

CHECK #	DATE	PAYEE	AMOUNT	
144907	05/11/2026	NCPERS GROUP LIFE INS.	$	240.00
144908	05/06/2026	AEQUOR HEALTHCARE SERVICES, LLC	$	18,365.50
144909	05/06/2026	AHS STAFFING LLC	$	80,274.75
144910	05/06/2026	AMN HEALTHCARE	$	41,475.00
144911	05/06/2026	ANTHROMED, LLC	$	9,900.00
144912	05/06/2026	AUTOMATIC FIRE SYSTEMS, INC	$	235.00
144913	05/06/2026	ENCORE FUNDING fbo BACK OFFICE STAFFING SOLUTIONS	$	11,301.00
144914	05/06/2026	BUTTERFIELD VILLAGE, LLC	$	5,001.84
144915	05/06/2026	COMPHEALTH	$	25,515.00
144916	05/06/2026	CORE MEDICAL GROUP	$	14,317.50
144917	05/06/2026	DEKALB COUNTY COMMUNITY FOUNDATION	$	100.00
144918	05/06/2026	COMMUNITY UNIT SCHOOL DIST 300	$	138.42
144919	05/06/2026	E-THERAPY INTERMEDIATE, INC	$	9,310.00
144920	05/06/2026	FAMILY STORAGE	$	420.00
144921	05/06/2026	GORDON FLESCH CO	$	4,144.32
144922	05/06/2026	HELM SERVICES	$	236.00
144923	05/06/2026	HODGES LOIZZI EISENHAMMER	$	10,349.31
144924	05/06/2026	IEP THERAPY	$	4,960.00
144925	05/06/2026	IMAGE ONE FACILITY SOLUTIONS	$	460.00
144926	05/06/2026	INVO HEALTHCARE ASSOCIATES, LLC	$	10,800.00
144927	05/06/2026	JACKSON THERAPY PARTNERS LLC	$	9,058.90
144928	05/06/2026	JENSEN, W THOMAS	$	1,831.00
144929	05/06/2026	KMK GLOBAL INVESTMENTS LLC	$	7,286.59
144930	05/06/2026	MAGIC WAND CLEANING SERVICE	$	750.00
144931	05/06/2026	NATIONAL STAFFING SOLUTIONS, INC	$	23,662.50
144932	05/06/2026	NATUS SENSORY, INC	$	467.74
144933	05/06/2026	NEWTON COOPERATIVE	$	252.50
144934	05/06/2026	SONOVA USA INC	$	4,408.74
144935	05/06/2026	WELLNOW URGENT CARE	$	255.00
144936	05/06/2026	PRAIRIE PROFESSIONAL PARK, LLC	$	4,800.19
144937	05/06/2026	PRO ED	$	75.90
144938	05/06/2026	PROCARE THERAPY INC	$	85,076.89
144939	05/06/2026	PURI, SUNIL	$	7,989.10
144940	05/06/2026	EF fbo SELECT SAVVY, LLC	$	58,062.00
144941	05/06/2026	SOFT WATER CITY INC	$	240.00
144942	05/06/2026	SOLIANT HEALTH	$	25,100.50
144943	05/06/2026	SPOTTER STAFFING, LLC	$	8,928.00
144944	05/06/2026	STEPPING STONES GROUP, LLC	$	27,260.00
144945	05/06/2026	SUNBELT STAFFING	$	36,006.20
144946	05/06/2026	T MOBILE	$	495.46
144947	05/06/2026	TRUST CLEANING CO.	$	774.00
144948	05/06/2026	UNIQUE CLEANING SERVICES	$	200.00
144949	05/06/2026	VITAL RECORDS CONTROL	$	235.00
144950	05/06/2026	WESTONE LABORATORIES INC.	$	323.30
144951	05/15/2026	BI COUNTY SPECIAL EDUCATION	$	53,536.79

NORTHESTERN ILLINOIS ASSOCIATION
MAY 2026 CHECKS PAID

CHECK #	DATE	PAYEE	AMOUNT
144952	05/15/2026	CHADWICK MILLEDGEVILLE 399	$ 5,690.42
144953	05/15/2026	DIXON CUSD 170	$ 44,708.02
144954	05/15/2026	EASTLAND SCHOOL DISTRICT 308	$ 11,413.50
144955	05/15/2026	ERIE CUSD 1	$ 11,946.17
144956	05/15/2026	LEE COUNTY SPECIAL EDUCATION	$ 25,603.42
144957	05/15/2026	MONTMORENCY CC SCH DIST 145	$ 3,049.55
144958	05/15/2026	MORRISON CUSD DIST 6	$ 9,572.42
144959	05/15/2026	PAW PAW SCHOOL DIST 271	$ 2,899.21
144960	05/15/2026	PROPHETSTOWN LYNDON TAMPICO	$ 9,340.10
144961	05/15/2026	RIVER BEND CUSD 2	$ 8,717.93
144962	05/15/2026	ROCK FALLS H S DIST 301	$ 10,132.92
144963	05/15/2026	ROCK FALLS ELEM SD 13	$ 27,660.46
144964	05/15/2026	SOMONAUK SCHOOL DIST 432	$ 18,092.28
144965	05/15/2026	STERLING CUSD #5	$ 76,652.58
144966	05/15/2026	SYCAMORE CUSD #427	$ 72,946.81
144967	05/22/2026	NCPERS GROUP LIFE INS.	$ 240.00
144968	05/20/2026	AEQUOR HEALTHCARE SERVICES, LLC	$ 13,505.00
144969	05/20/2026	AHS STAFFING LLC	$ 29,075.25
144970	05/20/2026	AMN HEALTHCARE	$ 24,190.00
144971	05/20/2026	ANTHROMED, LLC	$ 6,600.00
144972	05/20/2026	ENCORE FUNDING fbo BACK OFFICE STAFFING SOLUTIONS	$ 17,554.50
144973	05/20/2026	COCHLEAR AMERICAS	$ 323.00
144974	05/20/2026	COMMUNITY THERAPY CORP	$ 41,435.00
144975	05/20/2026	COMPHEALTH	$ 15,645.00
144976	05/20/2026	CORE MEDICAL GROUP	$ 25,200.00
144977	05/20/2026	CRISIS PREVENTION INSTITUTE	$ 200.00
144978	05/20/2026	COMMUNITY UNIT SCHOOL DIST 300	$ 62,248.68
144979	05/20/2026	E-THERAPY INTERMEDIATE, INC	$ 21,748.00
144980	05/20/2026	E3 DIAGNOSTICS	$ 26,090.00
144981	05/20/2026	IASB ILLINOIS ASSOCIATION OF SCHOOL BOARDS	$ 6,750.00
144982	05/20/2026	IEP THERAPY	$ 14,770.00
144983	05/20/2026	JACKSON THERAPY PARTNERS LLC	$ 6,021.98
144984	05/20/2026	KMK GLOBAL INVESTMENTS LLC	$ 279.04
144985	05/20/2026	MED-EL CORPORATION	$ 759.00
144986	05/20/2026	NATIONAL STAFFING SOLUTIONS, INC	$ 15,465.00
144987	05/20/2026	NATUS SENSORY, INC	$ 1,075.00
144988	05/20/2026	PROCARE THERAPY INC	$ 42,111.63
144989	05/20/2026	EF fbo SELECT SAVVY, LLC	$ 29,949.50
144990	05/20/2026	SOLIANT HEALTH	$ 20,338.95
144991	05/20/2026	SPOTTER STAFFING, LLC	$ 6,510.00
144992	05/20/2026	STEPPING STONES GROUP, LLC	$ 11,610.00
144993	05/20/2026	STUDIO232 INC	$ 2,525.00
144994	05/20/2026	SUNBELT STAFFING	$ 20,059.57
144995	05/20/2026	THERAPY CARE	$ 35,617.50
144996	05/20/2026	WESTONE LABORATORIES INC.	$ 578.85
		90	**$ 1,441,521.18**

NORTHESTERN ILLINOIS ASSOCIATION
MAY 2026 ACH PAID

CHECK #	DATE	PAYEE	AMOUNT	
55060	05/11/2026	ANDERSON, REBECCA W	$	40.25
55061	05/11/2026	BARTHEL, SARAH	$	522.26
55062	05/11/2026	BEGUN, MARISSA L	$	84.63
55063	05/11/2026	BLOOM, AJ	$	398.13
55064	05/11/2026	BROEGE, ANGELICA	$	917.46
55065	05/11/2026	BROSSO, DANA P	$	380.08
55066	05/11/2026	BRUDER, MELISSA A	$	35.24
55067	05/11/2026	BURLISON, JODI CAY	$	229.42
55068	05/11/2026	CACCIATORE, LEANDRA	$	117.53
55069	05/11/2026	CASTELLANI, LINDA J	$	27.20
55070	05/11/2026	CLAY, DEANNE M	$	16.11
55071	05/11/2026	CUEVAS, LISA C	$	159.50
55072	05/11/2026	CURTIS, JENNIFER E	$	30.63
55073	05/11/2026	DAVENPORT, CHERYL L	$	31.78
55074	05/11/2026	DUCKINS, SANDRA	$	58.29
55075	05/11/2026	ELSTON, CODY S	$	1,262.87
55076	05/11/2026	ERDMANN, KIARA K	$	183.86
55077	05/11/2026	FITZANKO, TARA M	$	50.38
55078	05/11/2026	GAMON, KLAIRE M	$	63.10
55079	05/11/2026	GRAEBNER, KATIE M	$	89.25
55080	05/11/2026	HALDEMAN, LORI M	$	126.31
55081	05/11/2026	HARDBARGER, KELLY A	$	23.50
55082	05/11/2026	HUNSICKER, MEREDITH J	$	179.52
55083	05/11/2026	INGENITO, JESSICA B	$	870.83
55084	05/11/2026	KANTOLA, CLAUDIA G	$	484.45
55085	05/11/2026	KEEGAN, ASHLEY A	$	611.76
55086	05/11/2026	KINNEY, HEIDI L	$	30.74
55087	05/11/2026	KOSTECKI, KRISTEN IRENE	$	129.00
55088	05/11/2026	LAGE, COREY	$	901.59
55089	05/11/2026	LENZ, JULIE A	$	347.37
55090	05/11/2026	LINDSAY, TIFFANY L	$	60.32
55091	05/11/2026	LINDSEY, LAURA	$	70.94
55092	05/11/2026	LITAVECZ, NATALIE A	$	18.05
55093	05/11/2026	LOWRANCE, AMY M	$	797.02
55094	05/11/2026	MACHEN, TERESA A	$	262.70
55095	05/11/2026	MACKENZIE, KATHLEEN	$	28.73
55096	05/11/2026	MALONE, JON C	$	2,708.00
55097	05/11/2026	MARIANI, WHITNEY E	$	80.00

NORTHESTERN ILLINOIS ASSOCIATION
MAY 2026 ACH PAID

CHECK #	DATE	PAYEE	AMOUNT	
55098	05/11/2026	MATHIS, MEGAN L	$	131.86
55099	05/11/2026	MCCUE, JILL M	$	36.25
55100	05/11/2026	MCKEVITT, AMANDA J	$	20.17
55101	05/11/2026	MILEWSKI, MICHELLE	$	25.68
55102	05/11/2026	MOODY, REBECCA HANSON	$	85.00
55103	05/11/2026	MOSKAL BUCKLEY, MARY E	$	116.18
55104	05/11/2026	MOTT, EMILY R	$	247.46
55105	05/11/2026	MUCHALA, EDWARD J	$	736.62
55106	05/11/2026	NADEEM, SARA	$	21.26
55107	05/11/2026	NAWRACAJ, CAROLE A	$	559.08
55108	05/11/2026	OSTROV, HARRY	$	128.63
55109	05/11/2026	PACZKO, ELLEN H	$	128.10
55110	05/11/2026	PERRY, MICHELLE M	$	419.53
55111	05/11/2026	PETERS, ALLISON	$	899.81
55112	05/11/2026	REIDY, LEANNA O	$	10.67
55113	05/11/2026	RIDLER, SHARON C	$	38.80
55114	05/11/2026	ROSSIAKY, ELIZABETH	$	172.55
55115	05/11/2026	SAFRANEK, ABIGAIL A	$	78.53
55116	05/11/2026	SCHMIDT, CARON T	$	73.74
55117	05/11/2026	SEWARD, TISHA M	$	158.04
55118	05/11/2026	SHIELDS, ROXANNE M	$	95.18
55119	05/11/2026	SIMONOVICH, LESLIE	$	1,109.30
55120	05/11/2026	SMALL, ALAYNA D	$	173.80
55121	05/11/2026	STEGMAIR, REBECCA A	$	124.57
55122	05/11/2026	SZEWC, CAROLINE MARIKA	$	4.07
55123	05/11/2026	SZUMNY, AMY L	$	1,253.59
55124	05/11/2026	VENEZIA, PAUL D	$	134.59
55125	05/11/2026	WARREN, SEAN M	$	54.43
55126	05/11/2026	WILLIAMS, MELANIE D	$	378.03
55127	05/11/2026	WOLF, CARA	$	69.11
55128	05/11/2026	ZUTTER, STEPHANIE H	$	31.98
55129	05/22/2026	AGUSTIN, TIFFANY A	$	81.20
55130	05/22/2026	ANDERSON, KELLY M	$	23.43
55131	05/22/2026	ANDERSON, MICHELE	$	1,429.50
55132	05/22/2026	BEGUN, MARISSA L	$	124.56
55133	05/22/2026	BOLAND, ALEXA	$	100.00
55134	05/22/2026	CASTELLANI, LINDA J	$	80.00
55135	05/22/2026	CLENNEY, KARLY A	$	1,008.93
55136	05/22/2026	CURTIS, JENNIFER E	$	18.86
55137	05/22/2026	DECONINCK, KARALYN M	$	997.06
55138	05/22/2026	DUCKINS, SANDRA	$	32.49
55139	05/22/2026	FROEHLING, ANNA C	$	471.65
55140	05/22/2026	GALLANO, MARIE ANN C	$	118.33

NORTHESTERN ILLINOIS ASSOCIATION
MAY 2026 ACH PAID

CHECK #	DATE	PAYEE	AMOUNT	
55141	05/22/2026	GEMMELL, COURTNEY	$	86.28
55142	05/22/2026	GORICK, CARLY R	$	58.01
55143	05/22/2026	GRAEBNER, KATIE M	$	50.57
55144	05/22/2026	HUNSICKER, MEREDITH J	$	360.42
55145	05/22/2026	JACKOWSKI, GINA LEE	$	30.16
55146	05/22/2026	KOSTECKI, KRISTEN IRENE	$	21.69
55147	05/22/2026	LINDQUIST, WHITNEY	$	831.47
55148	05/22/2026	LITAVECZ, NATALIE A	$	35.74
55149	05/22/2026	MARKS, SARAH T	$	31.03
55150	05/22/2026	MCCUE, JILL M	$	108.75
55151	05/22/2026	MCLAIN, NATALI M	$	123.48
55152	05/22/2026	MUGAVERO, SARAH L	$	55.28
55153	05/22/2026	NEKOLA, KYLIE	$	42.65
55154	05/22/2026	NEW, NOELLE R	$	478.34
55155	05/22/2026	NICHOLSON, THERESA A	$	115.03
55156	05/22/2026	NOREEN, NADINE	$	25.82
55157	05/22/2026	OTT, ERIC J	$	243.01
55158	05/22/2026	OZEHOWSKI, TARA B	$	421.04
55159	05/22/2026	PAHR, JULIE	$	726.63
55160	05/22/2026	PEARSON, DARLA LYNN	$	1,811.27
55161	05/22/2026	RIDLER, SHARON C	$	64.34
55162	05/22/2026	ROBERTS, HEATHER N	$	163.28
55163	05/22/2026	ROSSIAKY, ELIZABETH	$	121.80
55164	05/22/2026	SAFRANEK, ABIGAIL A	$	81.43
55165	05/22/2026	SCHMIDT, CARON T	$	52.56
55166	05/22/2026	SIMPSON, ANDREA K	$	132.02
55167	05/22/2026	STRAIT, HEATHER	$	294.60
55168	05/22/2026	SZUMNY, AMY L	$	115.52
55169	05/22/2026	THOMPSON, MARISSA	$	656.45
55170	05/22/2026	VENEZIA, PAUL D	$	88.98
55171	05/22/2026	WAGNER, KRISTIN K	$	59.00
55172	05/22/2026	WARREN, SEAN M	$	53.73
55173	05/22/2026	WILLIAMS, MELANIE D	$	479.94
55174	05/22/2026	WILTSHIRE, CAROL A	$	40.55
		115	**$**	**32,492.29**

NORTHWESTERN ILLINOIS ASSOCIATION
MAY 2026 HEALTH FUND EXPENDITURES

DATE	TYPE	DESCRIPTION	AMOUNT
5/21/2026		BLUE CROSS CLAIMS FOR APRIL	$ 94,455.65
5/21/2026		DELTA DENTAL CLAIMS FOR APRIL	$ 787.76
5/22/2026		MEDCOM PMT	$ 239.40
5/22/2026		MUTUAL OF OMAHA MAY 2026 PREMIUM	$ 3,000.39
5/21/2026		BLUE CROSS CLAIMS FOR APRIL	$ 199,494.08
5/21/2026		DELTA DENTAL CLAIMS FOR APRIL	$ 6,552.54
5/21/2026		WIRE TO VSP FOR JUNE	$ 1,518.42
			$ 306,048.24

BMO

Statement

Account Name:	ONE CARDS	**Card Number:**	xxxx-xxxx-xxxx-6852
Company Name:	THE NORTHWESTERN IL ASSOCIATION	**Account Limit:**	$ 75,000.00
Employee ID:	BillingAccts	**Available Credit:**	$ 40,676.26
Statement Date (MM/DD/YYYY):	05/05/2026	**Currency:**	U.S. DOLLAR
Payment Due Date (MM/DD/YYYY):	06/01/2026		

Statement Summary:

Report any items which do not agree with your records within 30 days of the statement date.

Previous Balance:	$ 17,844.97
Payments:	$ -17,783.98
Adjustments:	$ 0.00
Net Purchases:	$ 34,262.75
Cash Advance:	$ 0.00
Fees:	$ 0.00
Other Charges:	$ 0.00
New Account Balance:	$ 34,323.74

Transaction Summary:

Trans Date	Posting Date Trans ID	Description	Pre-Tax Amount Auth #	Total Tax	Trans Amount
Card Number xxxx-xxxx-xxxx-6852 ONE CARDS					
04/13	04/13 646028076	AUTOMATIC PYMT RECEIVED	$ -17,783.98	$ 0.00	$ -17,783.98
		TOTAL CREDITS	**xxxx-xxxx-xxxx-6852**		**$ -17,783.98**
		TOTAL DEBITS	**xxxx-xxxx-xxxx-6852**		**$ 0.00**
Card Number xxxx-xxxx-xxxx-1520 AGUSTIN, TIFFANY					
04/03	04/06 645209393	CCSI EFAX LOS ANGELES CA	$ 18.99 037569	$ 0.00	$ 18.99
04/07	04/07 645424177	AMAZON MARK B79TW2762 SEATTLE WA	$ 910.34 087809	$ 0.00	$ 910.34
04/10	04/13 646345830	UNITED 01623925234583 HOUSTON TX **Passenger Name** Agustin/Tiffany **Ticket Number** 01623925234583	$ 248.40 021664	$ 0.00	$ 248.40
04/10	04/13 646345829	AMERICAN 00174115348934 SEATTLE WA **Passenger Name** Agustin/Tiffany **Ticket Number** 00174115348934	$ 198.40 096357	$ 0.00	$ 198.40
04/11	04/13 646345831	DOCHUB SITE LICENSE BROOKLINE MA	$ 200.00 030396	$ 0.00	$ 200.00
04/13	04/14 646534106	AMAZON MKTPL B786E7FJ0 SEATTLE WA	$ 11.20 052130	$ 0.00	$ 11.20
04/14	04/15 646734289	ZOOM.COM 888-799-9666 SAN JOSE CA	$ 90.00 015554	$ 0.00	$ 90.00

04/14	04/15 646734290	SP CHRISTFOLLOWERLIFE SHEUNG WAN	$ 107.62 042408	$ 0.00	$ 107.62
04/15	04/16 646889991	DOCHUB.COM: FAX LINE BROOKLINE MA	$ 9.99 016650	$ 0.00	$ 9.99
04/15	04/16 646889915	RED WING SHOESTORE#276 LOVES PARK IL	$ 125.00 007083	$ 0.00	$ 125.00
04/17	04/17 647107295	MSFT E0100Z9ED6 DUBLIN	$ 208.74 051142	$ 0.00	$ 208.74
04/20	04/21 647684696	DOCHUB.COM: FAX LINE BROOKLINE MA	$ 9.99 066869	$ 0.00	$ 9.99
04/20	04/21 647684697	DOCHUB.COM: FAX LINE BROOKLINE MA	$ 9.99 046647	$ 0.00	$ 9.99
04/26	04/27 648577843	AMERICAN 0014494385326 FORT WORTH TX **Passenger Name** Tiffany Agustin **Ticket Number** 0014494385326	$ 45.00 069977	$ 0.00	$ 45.00
04/27	04/28 648988184	UBER TRIP 8005928996 CA	$ 21.95 017279	$ 0.00	$ 21.95
04/27	04/29 649188755	GREENS PLUS MANDALAY B LAS VEGAS NV	$ 27.78 014756	$ 2.00	$ 29.78
04/27	04/29 649188754	BONANNOS NY PIZZERIA M LAS VEGAS NV	$ 24.24 070156	$ 1.75	$ 25.99
04/28	04/29 649188756	AMAZON MARK BV6ZL3402 SEATTLE WA	$ 18.99 012520	$ 0.00	$ 18.99
04/28	04/29 649188753	CCSI EFAX LOS ANGELES CA	$ 100.00 018008	$ 0.00	$ 100.00
04/28	04/30 649265286	JOHNNY ROCKETS MANDALA LAS VEGAS NV	$ 33.60 065298	$ 2.42	$ 36.02
04/29	05/01 649640726	BONANNOS NY PIZZERIA M LAS VEGAS NV	$ 20.75 076821	$ 1.49	$ 22.24
04/30	04/30 649265287	AMAZON MARK BS1YL36V0 SEATTLE WA	$ 23.99 036547	$ 0.00	$ 23.99
04/30	05/01 649640267	LOT G CHICAGO IL	$ 80.00 096060	$ 0.00	$ 80.00
04/30	05/01 649640268	PAYPAL WAUKEGAN CO 4029357733 IL	$ 1,411.76 089685	$ 88.24	$ 1,500.00
04/30	05/04 650006837	CHILIS BIG MOUTH D LAS LAS VEGAS NV	$ 28.78 079353	$ 2.41	$ 31.19
04/30	05/04 650006838	UNITED 01643921341451 HOUSTON TX **Passenger Name** Agustin /First Checked Bag **Ticket Number** 01643921341451	$ 50.00 014996	$ 0.00	$ 50.00
05/01	05/01 649640269	UBER TRIP 8005928996 CA	$ 21.96 092633	$ 0.00	$ 21.96
05/01	05/04 650006915	WWW.UI.COM NEW YORK NY	$ 2,653.60 074199	$ 0.00	$ 2,653.60
05/02	05/04 650006916	DOCHUB.COM: FAX LINE BROOKLINE MA	$ 9.99 066253	$ 0.00	$ 9.99
05/03	05/04 650006914	CCSI EFAX LOS ANGELES CA	$ 18.99 092430	$ 0.00	$ 18.99

TOTAL CREDITS	**xxxx-xxxx-xxxx-1520**	**$ 0.00**
TOTAL DEBITS	**xxxx-xxxx-xxxx-1520**	**$ 6,838.35**

Card Number xxxx-xxxx-xxxx-8172 CUEVAS, LISA

04/03	04/06 645209314	AMAZON MKTPL BG07B9RK1 SEATTLE WA	$ 29.79 036747	$ 0.00	$ 29.79
04/04	04/06 645209317	AMAZON MARK B75HV2X22 SEATTLE WA	$ 40.29 084611	$ 0.00	$ 40.29
04/04	04/06 645209316	AMAZON MARK BG4IS4DQ0 SEATTLE WA	$ 46.16 034492	$ 0.00	$ 46.16
04/04	04/06 645209239	ETSY.COM MULTIPLE SHOP BROOKLYN NY	$ 6.86 031487	$ 0.00	$ 6.86
04/04	04/06 645209315	AMAZON MKTPL B72OQ91S2 SEATTLE WA	$ 55.99 041698	$ 0.00	$ 55.99
04/05	04/06 645209318	AMAZON MARK BC5V38NL1 SEATTLE WA	$ 65.90 016843	$ 0.00	$ 65.90
04/06	04/06 645209392	AMAZON MARK B73Y25QU2 SEATTLE WA	$ 9.58 055845	$ 0.00	$ 9.58
04/06	04/08 645535690	AMAZON MARK BD0GB32N1 SEATTLE WA	$ -60.99 001406	$ 0.00	$ -60.99
04/09	04/09 645662531	AMAZON MARK BY9LB7ZW2 SEATTLE WA	$ 8.39 094877	$ 0.00	$ 8.39
04/10	04/10 646007136	AMAZON MARK BC93J6B30 SEATTLE WA	$ 28.44 032586	$ 0.00	$ 28.44
04/14	04/15 646734212	AMAZON MARK B70KA7TR0 SEATTLE WA	$ 59.99 078957	$ 0.00	$ 59.99
04/15	04/15 646734288	AMAZON MARK BS8H78FT2 SEATTLE WA	$ 41.84 063324	$ 0.00	$ 41.84
04/15	04/15 646734213	AMAZON MARK BS65T3412 SEATTLE WA	$ 59.90 098084	$ 0.00	$ 59.90
04/15	04/16 646889914	AMAZON MARK B706A3UN1 SEATTLE WA	$ 75.99 042681	$ 0.00	$ 75.99
04/15	04/16 646889913	AMAZON MARK B72ZX9K51 SEATTLE WA	$ 40.21 057882	$ 0.00	$ 40.21
04/15	04/16 646889912	AMAZON MKTPL BS13I6Z42 SEATTLE WA	$ 149.95 071270	$ 0.00	$ 149.95
04/16	04/17 647107216	AMAZON MARK B74IS9V70 SEATTLE WA	$ 149.97 030287	$ 0.00	$ 149.97
04/16	04/17 647107217	AMAZON RETA B77319R31 SEATTLE WA	$ 40.99 099281	$ 0.00	$ 40.99
04/17	04/20 647300890	AMAZON MARK B706A3UN1 SEATTLE WA	$ -75.99 042681	$ 0.00	$ -75.99
04/19	04/20 647300892	AMAZON RETA BS5LI16C2 SEATTLE WA	$ 304.72 058963	$ 0.00	$ 304.72
04/19	04/20 647300891	AMAZON MARK BS2XO3Q12 SEATTLE WA	$ 42.34 022913	$ 0.00	$ 42.34
04/19	04/20 647300893	AMAZON MARK BY9CU15D1 SEATTLE WA	$ 19.90 071358	$ 0.00	$ 19.90
04/21	04/21 647684620	AMAZON MARK BY0ZS8320 SEATTLE WA	$ 78.99 058085	$ 0.00	$ 78.99

04/21	04/22 647880251	AMAZON MARK BJ3MS1F22 SEATTLE WA	$ 48.60 062313	$ 0.00	$ 48.60
04/21	04/22 647880250	AMAZON MARK BY11J39K1 SEATTLE WA	$ 59.39 010984	$ 0.00	$ 59.39
04/22	04/22 647880252	AMAZON MARK BY2AP7W71 SEATTLE WA	$ 81.67 090940	$ 0.00	$ 81.67
04/22	04/22 647880328	AMAZON MARK BY6F91W81 SEATTLE WA	$ 8.15 067040	$ 0.00	$ 8.15
04/22	04/23 648022314	AMAZON MKTPL BY19N1YV1 SEATTLE WA	$ 54.71 083073	$ 0.00	$ 54.71
04/22	04/23 648021120	AMAZON MARK BS3O96OS1 SEATTLE WA	$ 44.68 061302	$ 0.00	$ 44.68
04/23	04/23 648022315	AMAZON MKTPL BJ01503M2 SEATTLE WA	$ 8.06 032706	$ 0.00	$ 8.06
04/23	04/23 648021121	AMAZON MARK BS8AW84H1 SEATTLE WA	$ 120.11 015729	$ 0.00	$ 120.11
04/23	04/24 648245748	AMAZON MARK BS33633K1 SEATTLE WA	$ 44.94 061019	$ 0.00	$ 44.94
04/27	04/28 648988181	AMAZON MARK BS2D782A1 SEATTLE WA	$ 19.49 045948	$ 0.00	$ 19.49
04/28	04/29 649188675	AMAZON MKTPL BV0CJ34R2 SEATTLE WA	$ 335.60 074644	$ 0.00	$ 335.60
04/29	04/29 649188677	AMAZON MARK BS72X4XW0 SEATTLE WA	$ 45.56 055340	$ 0.00	$ 45.56
04/29	04/29 649188676	AMAZON MKTPL BJ2SS3OT1 SEATTLE WA	$ 341.97 045034	$ 0.00	$ 341.97
04/29	04/30 649265212	AMAZON.COM BS88M7VV0 SEATTLE WA	$ 15.12 086144	$ 0.00	$ 15.12
04/29	04/30 649265283	AMAZON.COM BJ48H8OK1 SEATTLE WA	$ 22.68 078324	$ 0.00	$ 22.68
04/29	04/30 649265213	AMAZON.COM BJ78H9O51 SEATTLE WA	$ 22.68 031072	$ 0.00	$ 22.68
04/29	04/30 649265284	AMAZON MARK BS5PU4590 SEATTLE WA	$ 52.54 029505	$ 0.00	$ 52.54
04/29	04/30 649265285	AMAZON MARK BV7NR2TY2 SEATTLE WA	$ 147.11 068715	$ 0.00	$ 147.11
04/30	05/01 649640265	AMAZON RETA BV9S28PN2 SEATTLE WA	$ 112.08 004364	$ 0.00	$ 112.08
05/01	05/01 649640266	AMAZON MARK BS65A6UJ0 SEATTLE WA	$ 28.79 003979	$ 0.00	$ 28.79
05/02	05/04 650006834	AMAZON MARK BJ9OC1CW0 SEATTLE WA	$ 48.65 020667	$ 0.00	$ 48.65
05/03	05/04 650006835	AMAZON MARK BV9CM0202 SEATTLE WA	$ 298.80 097193	$ 0.00	$ 298.80

TOTAL CREDITS **xxxx-xxxx-xxxx-8172** **$ -136.98**

TOTAL DEBITS **xxxx-xxxx-xxxx-8172** **$ 3,317.57**

Card Number xxxx-xxxx-xxxx-6275 EUBANKS, JENNIFER

04/04	04/06 645209394	AWL PEARSON EDUCATION UPPER SADDLE NJ	$ 985.64 076065	$ 0.00	$ 985.64

04/07	04/08 645535691	SCHOOL SPECIALTY ECOMM GREENVILLE WI	$ 100.49 094231	$ 0.00	$ 100.49
04/08	04/09 645662533	SQ SPEECH CORNER CHANDLER AZ	$ 65.56 066822	$ 6.41	$ 71.97
04/08	04/10 646007213	GALLAUDET UNIVERSITY C WASHINGTON DC	$ 165.50 055378	$ 0.00	$ 165.50
04/09	04/10 646007212	ESPECIAL NEEDS 3146922424 MO	$ 105.30 005622	$ 0.00	$ 105.30
04/09	04/10 646007138	GSK AUTISM 5138816363 OH	$ 97.50 040899	$ 0.00	$ 97.50
04/10	04/10 646007214	APPLE.COM/US CUPERTINO CA	$ 249.00 062195	$ 0.00	$ 249.00
04/13	04/14 646534184	TEACHERSPAYTEACHERS.CO 6465880910 CA	$ 14.84 008588	$ 0.00	$ 14.84
04/24	04/24 648245750	APPLE.COM/US CUPERTINO CA	$ 649.00 020733	$ 0.00	$ 649.00
04/25	04/27 648577844	GRAYLINEMED 4156837878 CA	$ 41.36 066270	$ 2.58	$ 43.94
04/27	04/28 648988185	RIFTON EQUIPMENT RIFTON NY	$ 234.00 014549	$ 0.00	$ 234.00
04/27	04/28 648988260	RIVERSIDE INSIGHTS ITASCA IL	$ 1,050.00 059429	$ 0.00	$ 1,050.00
04/30	05/01 649640727	WPS PUBLISH TORRANCE CA	$ 299.20 045400	$ 0.00	$ 299.20
04/30	05/01 649640728	SP BILINGUAL SPEECHI CHICAGO IL	$ 50.21 072045	$ 0.00	$ 50.21
05/01	05/04 650006917	AWL PEARSON EDUCATION UPPER SADDLE NJ	$ 121.50 080696	$ 0.00	$ 121.50

TOTAL CREDITS	**xxxx-xxxx-xxxx-6275**	**$ 0.00**
TOTAL DEBITS	**xxxx-xxxx-xxxx-6275**	**$ 4,238.09**

Card Number xxxx-xxxx-xxxx-6510 MALONE, JON

04/08	04/09 645662532	VERCEL INC. COVINA CA	$ 118.59 048257	$ 0.00	$ 118.59
04/10	04/13 646345828	WWW.BYTHE12BAKERY.COM MACHESNEY PAR IL	$ 33.57 058050	$ 0.00	$ 33.57
04/11	04/13 646347021	CLAUDE.AI SUBSCRIPTION SAN FRANCISCO CA	$ 20.00 023759	$ 0.00	$ 20.00
04/12	04/13 646347022	CLAUDE.AI SUBSCRIPTION SAN FRANCISCO CA	$ 80.39 019547	$ 0.00	$ 80.39
04/13	04/14 646534104	SUPABASE SINGAPORE	$ 65.00 084105	$ 0.00	$ 65.00
04/15	04/17 647107218	HY-VEE AISLES ONLINE 4 WDM IA	$ 30.15 067361	$ 0.00	$ 30.15
04/16	04/17 647107219	CHIPOTLE ONLINE NEWPORT BEACH CA	$ 566.95 074339	$ 0.00	$ 566.95
04/17	04/20 647300969	PANERA BREAD #204007 O DEKALB IL	$ 222.51 055487	$ 0.00	$ 222.51
04/26	04/27 648577842	RESEND SAN FRANCISCO CA	$ 20.00 035779	$ 0.00	$ 20.00

04/27	04/28 648988182	ASANA.COM SAN FRANCISCO CA	$ 6,806.59 035253	$ 0.00	$ 6,806.59
05/02	05/04 650006836	JOBTARGET 8604400635 CT	$ 1,500.00 041334	$ 0.00	$ 1,500.00
05/04	05/05 650226302	GRANOLA INC DOVER DE	$ 14.00 010014	$ 0.00	$ 14.00

TOTAL CREDITS	**xxxx-xxxx-xxxx-6510**	**$ 0.00**
TOTAL DEBITS	**xxxx-xxxx-xxxx-6510**	**$ 9,477.75**

Card Number xxxx-xxxx-xxxx-6806 MOODY, REBECCA

04/07	04/08 645535617	UBER TRIP 8005928996 CA	$ 23.97 020102	$ 0.00	$ 23.97
04/07	04/08 645535618	UBER TRIP 8005928996 CA	$ 21.99 015627	$ 0.00	$ 21.99
04/07	04/08 645535616	UBER TRIP 8005928996 CA	$ 43.99 009408	$ 0.00	$ 43.99
04/07	04/08 645535689	UBER TRIP 8005928996 CA	$ 53.99 051914	$ 0.00	$ 53.99
04/07	04/08 645535614	UBER TRIP 8005928996 CA	$ 20.00 050619	$ 0.00	$ 20.00
04/07	04/08 645535615	UBER TRIP 8005928996 CA	$ 19.97 069878	$ 0.00	$ 19.97
04/08	04/09 645662451	UBER TRIP 8005928996 CA	$ 39.99 007005	$ 0.00	$ 39.99
04/08	04/09 645662454	UBER TRIP 8005928996 CA	$ 22.98 014865	$ 0.00	$ 22.98
04/08	04/09 645662452	UBER TRIP 8005928996 CA	$ 24.97 083265	$ 0.00	$ 24.97
04/08	04/09 645662455	UBER TRIP 8005928996 CA	$ 34.04 011585	$ 0.00	$ 34.04
04/08	04/09 645662453	UBER TRIP 8005928996 CA	$ 56.99 024841	$ 0.00	$ 56.99
04/09	04/10 646007134	UBER TRIP 8005928996 CA	$ 33.98 083804	$ 0.00	$ 33.98
04/09	04/10 646007135	UBER TRIP 8005928996 CA	$ 51.99 005558	$ 0.00	$ 51.99
04/09	04/10 646007058	UBER TRIP 8005928996 CA	$ 15.99 073249	$ 0.00	$ 15.99
04/12	04/13 646347019	MEIJER STORE #281 MACHESNEY PAR IL	$ 117.46 072850	$ 0.00	$ 117.46
04/12	04/13 646347018	ALDI 40073 MACHESNEY PAR IL	$ 52.07 096605	$ 0.00	$ 52.07
04/12	04/13 646346943	TJMAXX #0352 ROCKFORD IL	$ 26.97 079678	$ 2.05	$ 29.02
04/12	04/13 646347020	MICHAELS STORES 8771 MACHESNEY PRK IL	$ 59.95 060031	$ 0.00	$ 59.95
04/13	04/14 646534027	UBER TRIP 8005928996 CA	$ 45.99 033182	$ 0.00	$ 45.99
04/13	04/14 646534025	UBER TRIP 8005928996 CA	$ 39.98 088308	$ 0.00	$ 39.98

04/13	04/14 646534026	UBER TRIP 8005928996 CA	$ 47.98 098602	$ 0.00	$ 47.98
04/13	04/14 646534103	UBER TRIP 8005928996 CA	$ 44.98 075255	$ 0.00	$ 44.98
04/13	04/14 646534102	UBER TRIP 8005928996 CA	$ 6.00 051863	$ 0.00	$ 6.00
04/14	04/15 646734132	UBER TRIP 8005928996 CA	$ 27.19 050564	$ 0.00	$ 27.19
04/14	04/15 646734133	UBER TRIP 8005928996 CA	$ 19.99 082675	$ 0.00	$ 19.99
04/14	04/15 646734131	UBER TRIP 8005928996 CA	$ 53.99 018491	$ 0.00	$ 53.99
04/14	04/15 646734211	LURIE CHILDRENS HOS CHICAGO IL	$ 25.00 023240	$ 0.00	$ 25.00
04/14	04/15 646734209	UBER TRIP 8005928996 CA	$ 20.98 063818	$ 0.00	$ 20.98
04/14	04/15 646734130	UBER TRIP 8005928996 CA	$ 65.99 033384	$ 0.00	$ 65.99
04/14	04/15 646734210	UBER TRIP 8005928996 CA	$ 9.98 032858	$ 0.00	$ 9.98
04/15	04/16 646889911	UBER TRIP 8005928996 CA	$ 32.98 019285	$ 0.00	$ 32.98
04/15	04/16 646889834	UBER TRIP 8005928996 CA	$ 28.97 081823	$ 0.00	$ 28.97
04/15	04/16 646889832	UBER TRIP 8005928996 CA	$ 35.99 058687	$ 0.00	$ 35.99
04/15	04/16 646889833	UBER TRIP 8005928996 CA	$ 28.98 034987	$ 0.00	$ 28.98
04/15	04/16 646889835	UBER TRIP 8005928996 CA	$ 34.98 083197	$ 0.00	$ 34.98
04/16	04/17 647107059	UBER TRIP 8005928996 CA	$ 7.19 082668	$ 0.00	$ 7.19
04/16	04/17 647108170	UBER TRIP 8005928996 CA	$ 3.90 042946	$ 0.00	$ 3.90
04/16	04/17 647107056	UBER TRIP 8005928996 CA	$ 8.54 030370	$ 0.00	$ 8.54
04/16	04/17 647108168	UBER TRIP 8005928996 CA	$ 31.99 070982	$ 0.00	$ 31.99
04/16	04/17 647108088	UBER TRIP 8005928996 CA	$ 5.25 057581	$ 0.00	$ 5.25
04/16	04/17 647108167	UBER TRIP 8005928996 CA	$ 18.97 009083	$ 0.00	$ 18.97
04/16	04/17 647108249	UBER TRIP 8005928996 CA	$ 3.45 004991	$ 0.00	$ 3.45
04/16	04/17 647107060	UBER TRIP 8005928996 CA	$ 6.74 058436	$ 0.00	$ 6.74
04/16	04/17 647108166	UBER TRIP 8005928996 CA	$ 23.99 007187	$ 0.00	$ 23.99
04/16	04/17 647108248	UBER TRIP 8005928996 CA	$ 6.00 026510	$ 0.00	$ 6.00

04/16	04/17 647107138	UBER TRIP 8005928996 CA	$ 4.95 057701	$ 0.00	$ 4.95
04/16	04/17 647107215	UBER TRIP 8005928996 CA	$ 51.98 022574	$ 0.00	$ 51.98
04/16	04/17 647108010	UBER TRIP 8005928996 CA	$ 3.14 098011	$ 0.00	$ 3.14
04/16	04/17 647108250	UBER TRIP 8005928996 CA	$ 5.11 017066	$ 0.00	$ 5.11
04/16	04/17 647108086	UBER TRIP 8005928996 CA	$ 4.08 076842	$ 0.00	$ 4.08
04/16	04/17 647107140	UBER TRIP 8005928996 CA	$ 3.59 020132	$ 0.00	$ 3.59
04/16	04/17 647108247	UBER TRIP 8005928996 CA	$ 2.99 067832	$ 0.00	$ 2.99
04/16	04/17 647107137	UBER TRIP 8005928996 CA	$ 1.49 058734	$ 0.00	$ 1.49
04/16	04/17 647108006	UBER TRIP 8005928996 CA	$ 3.74 043621	$ 0.00	$ 3.74
04/16	04/17 647108007	UBER TRIP 8005928996 CA	$ 6.89 036340	$ 0.00	$ 6.89
04/16	04/17 647108087	UBER TRIP 8005928996 CA	$ 4.35 077934	$ 0.00	$ 4.35
04/16	04/17 647108089	UBER TRIP 8005928996 CA	$ 4.35 090710	$ 0.00	$ 4.35
04/16	04/17 647108009	UBER TRIP 8005928996 CA	$ 2.99 060313	$ 0.00	$ 2.99
04/16	04/17 647107139	UBER TRIP 8005928996 CA	$ 5.40 090671	$ 0.00	$ 5.40
04/16	04/17 647108246	UBER TRIP 8005928996 CA	$ 3.29 023498	$ 0.00	$ 3.29
04/16	04/17 647108090	UBER TRIP 8005928996 CA	$ 2.84 095302	$ 0.00	$ 2.84
04/16	04/17 647107058	UBER TRIP 8005928996 CA	$ 5.10 082235	$ 0.00	$ 5.10
04/16	04/17 647107057	UBER TRIP 8005928996 CA	$ 7.79 010148	$ 0.00	$ 7.79
04/16	04/17 647108008	UBER TRIP 8005928996 CA	$ 9.89 023702	$ 0.00	$ 9.89
04/16	04/17 647107930	UBER TRIP 8005928996 CA	$ 11.09 095383	$ 0.00	$ 11.09
04/16	04/17 647107929	UBER TRIP 8005928996 CA	$ 6.59 007125	$ 0.00	$ 6.59
04/16	04/17 647107136	UBER TRIP 8005928996 CA	$ 8.09 040444	$ 0.00	$ 8.09
04/16	04/17 647107928	UBER TRIP 8005928996 CA	$ 25.98 028057	$ 0.00	$ 25.98
04/16	04/17 647108169	UBER TRIP 8005928996 CA	$ 4.80 089218	$ 0.00	$ 4.80
04/17	04/20 647300737	TARGET 00018010 ALGONQUIN IL	$ 22.17 003399	$ 0.00	$ 22.17

04/17	04/20 647300889	SCREENCASTIFY UNLIMITE CHICAGO IL	$ 86.86 014352	$ 0.00	$ 86.86
04/17	04/20 647300736	HOBBY-LOBBY #520 ALGONQUIN IL	$ 30.29 046913	$ 0.00	$ 30.29
04/18	04/20 647300813	CRISIS PREVENTION INST MILWAUKEE WI	$ 4,949.00 030163	$ 0.00	$ 4,949.00
04/18	04/20 647300812	THE HOME DEPOT #6923 SOUTH ELGIN IL	$ 11.88 033869	$ 0.95	$ 12.83
04/18	04/20 647300814	MICHAELS STORES 1383 SOUTH ELGIN IL	$ 25.55 075268	$ 0.00	$ 25.55
04/19	04/20 647300815	AMAZON MKTPL BY9F23PZ1 SEATTLE WA	$ 46.93 095166	$ 3.99	$ 50.92
04/19	04/20 647300816	AMAZON MKTPL BS6GS76E2 SEATTLE WA	$ 12.99 045776	$ 1.10	$ 14.09
04/20	04/21 647684618	UBER TRIP 8005928996 CA	$ 47.98 063676	$ 0.00	$ 47.98
04/20	04/21 647684616	UBER TRIP 8005928996 CA	$ 49.98 092169	$ 0.00	$ 49.98
04/20	04/21 647684619	UBER TRIP 8005928996 CA	$ 29.98 068082	$ 0.00	$ 29.98
04/20	04/21 647684617	UBER TRIP 8005928996 CA	$ 44.99 045000	$ 0.00	$ 44.99
04/21	04/22 647880248	UBER TRIP 8005928996 CA	$ 32.98 082922	$ 0.00	$ 32.98
04/21	04/22 647880171	UBER TRIP 8005928996 CA	$ 64.99 098689	$ 0.00	$ 64.99
04/21	04/22 647880170	UBER TRIP 8005928996 CA	$ 11.97 086489	$ 0.00	$ 11.97
04/21	04/22 647880172	UBER TRIP 8005928996 CA	$ 18.99 043715	$ 0.00	$ 18.99
04/21	04/22 647880169	UBER TRIP 8005928996 CA	$ 55.98 015302	$ 0.00	$ 55.98
04/21	04/22 647880249	UBER TRIP 8005928996 CA	$ 22.97 086748	$ 0.00	$ 22.97
04/22	04/23 648022311	UBER TRIP 8005928996 CA	$ 34.98 030850	$ 0.00	$ 34.98
04/22	04/23 648022233	UBER TRIP 8005928996 CA	$ 2.84 082546	$ 0.00	$ 2.84
04/22	04/23 648022153	UBER TRIP 8005928996 CA	$ 6.74 002779	$ 0.00	$ 6.74
04/22	04/23 648022236	UBER TRIP 8005928996 CA	$ 7.19 024361	$ 0.00	$ 7.19
04/22	04/23 648022234	UBER TRIP 8005928996 CA	$ 47.97 007613	$ 0.00	$ 47.97
04/22	04/23 648022313	UBER TRIP 8005928996 CA	$ 8.84 035157	$ 0.00	$ 8.84
04/22	04/23 648022237	UBER TRIP 8005928996 CA	$ 9.74 097666	$ 0.00	$ 9.74
04/22	04/23 648022076	UBER TRIP 8005928996 CA	$ 4.49 082687	$ 0.00	$ 4.49

04/22	04/23 648022154	UBER TRIP 8005928996 CA	$ 8.39 069818	$ 0.00	$ 8.39
04/22	04/23 648022235	UBER TRIP 8005928996 CA	$ 27.99 022844	$ 0.00	$ 27.99
04/22	04/23 648022155	UBER TRIP 8005928996 CA	$ 1.79 097358	$ 0.00	$ 1.79
04/22	04/23 648022077	UBER TRIP 8005928996 CA	$ 7.49 008117	$ 0.00	$ 7.49
04/22	04/23 648022157	UBER TRIP 8005928996 CA	$ 3.44 051042	$ 0.00	$ 3.44
04/22	04/23 648022075	UBER TRIP 8005928996 CA	$ 22.99 071977	$ 0.00	$ 22.99
04/22	04/23 648022156	UBER TRIP 8005928996 CA	$ 4.94 035244	$ 0.00	$ 4.94
04/22	04/23 648022312	UBER TRIP 8005928996 CA	$ 68.98 020661	$ 0.00	$ 68.98
04/23	04/24 648245672	UBER TRIP 8005928996 CA	$ 26.97 073524	$ 0.00	$ 26.97
04/23	04/24 648245747	UBER TRIP 8005928996 CA	$ 4.04 068649	$ 0.00	$ 4.04
04/23	04/24 648245595	SAMS CLUB #4942 ELGIN IL	$ 251.01 021730	$ 0.00	$ 251.01
04/23	04/24 648245670	UBER TRIP 8005928996 CA	$ 54.01 034901	$ 0.00	$ 54.01
04/23	04/24 648245671	UBER TRIP 8005928996 CA	$ 54.98 090195	$ 0.00	$ 54.98
04/23	04/24 648245673	UBER TRIP 8005928996 CA	$ 7.79 097948	$ 0.00	$ 7.79
04/23	04/24 648245669	UBER TRIP 8005928996 CA	$ 8.24 029941	$ 0.00	$ 8.24
04/27	04/28 648988104	UBER TRIP 8005928996 CA	$ 50.98 001867	$ 0.00	$ 50.98
04/27	04/28 648988106	UBER TRIP 8005928996 CA	$ 5.54 083331	$ 0.00	$ 5.54
04/27	04/28 648988027	UBER TRIP 8005928996 CA	$ 7.34 080038	$ 0.00	$ 7.34
04/27	04/28 648988103	UBER TRIP 8005928996 CA	$ 46.98 094378	$ 0.00	$ 46.98
04/27	04/28 648988026	UBER TRIP 8005928996 CA	$ 49.16 076790	$ 0.00	$ 49.16
04/27	04/28 648988105	UBER TRIP 8005928996 CA	$ 7.64 030721	$ 0.00	$ 7.64
04/27	04/28 648988102	UBER TRIP 8005928996 CA	$ 36.98 062115	$ 0.00	$ 36.98
04/28	04/29 649188596	UBER TRIP 8005928996 CA	$ 4.34 001701	$ 0.00	$ 4.34
04/28	04/29 649188597	UBER TRIP 8005928996 CA	$ 24.26 096925	$ 0.00	$ 24.26
04/28	04/29 649188519	UBER TRIP 8005928996 CA	$ 10.94 056949	$ 0.00	$ 10.94

04/28	04/29 649188516	UBER TRIP HELP.UBER.C 8005928996 CA	$ 66.98 006198	$ 0.00	$ 66.98
04/28	04/29 649188517	UBER TRIP 8005928996 CA	$ 10.04 018970	$ 0.00	$ 10.04
04/28	04/29 649188518	UBER TRIP 8005928996 CA	$ 72.98 028483	$ 0.00	$ 72.98
04/28	04/29 649188598	UBER TRIP 8005928996 CA	$ 19.26 085664	$ 0.00	$ 19.26
04/28	04/29 649188674	UBER TRIP 8005928996 CA	$ 2.84 016207	$ 0.00	$ 2.84
04/28	04/29 649188594	UBER TRIP 8005928996 CA	$ 22.98 085109	$ 0.00	$ 22.98
04/28	04/29 649188673	UBER TRIP 8005928996 CA	$ 3.29 014635	$ 0.00	$ 3.29
04/28	04/29 649188595	UBER TRIP 8005928996 CA	$ 28.99 061916	$ 0.00	$ 28.99
04/29	04/30 649265135	UBER TRIP 8005928996 CA	$ 23.10 035642	$ 0.00	$ 23.10
04/29	04/30 649265063	UBER TRIP HELP.UBER.C 8005928996 CA	$ 5.39 006796	$ 0.00	$ 5.39
04/29	04/30 649265136	UBER TRIP 8005928996 CA	$ 34.99 006076	$ 0.00	$ 34.99
04/29	04/30 649265137	UBER TRIP 8005928996 CA	$ 5.24 093021	$ 0.00	$ 5.24
04/29	04/30 649265211	UBER TRIP 8005928996 CA	$ 34.98 046953	$ 0.00	$ 34.98
04/29	04/30 649265210	UBER TRIP 8005928996 CA	$ 5.24 016146	$ 0.00	$ 5.24
04/29	04/30 649265064	UBER TRIP 8005928996 CA	$ 35.98 024381	$ 0.00	$ 35.98
04/29	04/30 649265209	UBER TRIP 8005928996 CA	$ 3.44 014067	$ 0.00	$ 3.44
04/29	04/30 649265139	UBER TRIP 8005928996 CA	$ 4.19 010870	$ 0.00	$ 4.19
04/29	04/30 649265138	UBER TRIP 8005928996 CA	$ 27.98 067349	$ 0.00	$ 27.98
04/30	05/01 649640494	UBER TRIP 8005928996 CA	$ 4.19 072042	$ 0.00	$ 4.19
04/30	05/01 649640495	UBER TRIP 8005928996 CA	$ 54.98 053626	$ 0.00	$ 54.98
04/30	05/01 649640194	UBER TRIP 8005928996 CA	$ 7.79 033617	$ 0.00	$ 7.79
04/30	05/01 649640496	UBER TRIP 8005928996 CA	$ 8.24 005332	$ 0.00	$ 8.24
04/30	05/01 649640492	UBER TRIP 8005928996 CA	$ 52.26 086258	$ 0.00	$ 52.26
04/30	05/01 649640493	UBER TRIP 8005928996 CA	$ 27.99 039843	$ 0.00	$ 27.99
05/04	05/05 650226301	UBER TRIP 8005928996 CA	$ 41.11 017926	$ 0.00	$ 41.11

05/04	05/05 650226299	UBER TRIP 8005928996 CA	$ 6.14 073955	$ 0.00	$ 6.14
05/04	05/05 650226300	UBER TRIP 8005928996 CA	$ 7.19 071427	$ 0.00	$ 7.19
05/04	05/05 650226223	UBER TRIP 8005928996 CA	$ 47.98 042228	$ 0.00	$ 47.98

TOTAL CREDITS	**xxxx-xxxx-xxxx-6806**	**$ 0.00**
TOTAL DEBITS	**xxxx-xxxx-xxxx-6806**	**$ 8,758.10**

Card Number xxxx-xxxx-xxxx-1815 TABONE, JILL

04/13	04/14 646534182	FRG TEAMFANSHOP JACKSONVILLE FL	$ 63.56 092114	$ 4.77	$ 68.33
04/13	04/14 646534183	SPECIAL OLYMPICS WASHINGTON DC	$ 51.25 079399	$ 0.00	$ 51.25
04/14	04/15 646734368	TARGET 00018960 SOUTH ELGIN IL	$ 7.49 002579	$ 0.60	$ 8.09
04/14	04/15 646734367	TARGET 00018960 SOUTH ELGIN IL	$ 7.89 025560	$ 0.63	$ 8.52
04/14	04/15 646734370	AMAZON.COM B74B82AA0 SEATTLE WA	$ 39.99 079200	$ 3.30	$ 43.29
04/14	04/15 646733180	QGV CASA KANE COUNTY GENEVA IL	$ 25.00 069696	$ 0.00	$ 25.00
04/14	04/15 646734369	HERZP1.COM AKRON OH	$ 83.92 054531	$ 0.00	$ 83.92
04/14	04/15 646733182	LURIE CHILDRENS HOS CHICAGO IL	$ 50.00 093210	$ 0.00	$ 50.00
04/14	04/15 646734292	TARGET 00018960 SOUTH ELGIN IL	$ 39.99 025539	$ 3.20	$ 43.19
04/14	04/15 646733181	SPECIAL OLYMPICS WASHINGTON DC	$ 50.00 085066	$ 0.00	$ 50.00
04/14	04/15 646733183	CHILDRENSCANCER.ORG MINNEAPOLIS MN	$ 50.00 075163	$ 0.00	$ 50.00
04/15	04/15 646733179	AMAZON.COM BS42D6OX2 SEATTLE WA	$ 46.03 029090	$ 3.80	$ 49.83
04/15	04/15 646734371	AMAZON MKTPL B73XA7DL1 SEATTLE WA	$ 116.18 021928	$ 9.58	$ 125.76
04/15	04/16 646889993	AMAZON MKTPL BS3TG6N12 SEATTLE WA	$ 14.07 096981	$ 1.16	$ 15.23
04/15	04/16 646889992	AMAZON MKTPL BS7FX0Z32 SEATTLE WA	$ 9.50 096770	$ 0.78	$ 10.28
04/16	04/17 647107296	AMAZON MKTPL B712N4M70 SEATTLE WA	$ 17.99 012210	$ 1.48	$ 19.47
04/17	04/17 647107297	AMAZON MKTPL BS68R11U2 SEATTLE WA	$ 136.87 089685	$ 11.25	$ 148.12
04/17	04/20 647300971	TJMAXX #0313 WEST DUNDEE IL	$ 24.46 051311	$ 2.02	$ 26.48
04/17	04/20 647300973	TARGET 00018010 ALGONQUIN IL	$ 20.99 074402	$ 0.89	$ 21.88
04/17	04/20 647300972	TARGET 00018010 ALGONQUIN IL	$ 22.58 053776	$ 0.92	$ 23.50

04/17	04/20 647301049	AMAZON MKTPL BY4SB1L71 SEATTLE WA	$ 46.96 000932	$ 4.03	$ 50.99
04/17	04/20 647300970	TJMAXX #0313 WEST DUNDEE IL	$ 26.47 062582	$ 2.18	$ 28.65
04/17	04/20 647301048	AMAZON MKTPL B77F858Y0 SEATTLE WA	$ 70.60 082159	$ 5.37	$ 75.97
04/17	04/20 647301051	SPECIAL OLYMPICS WASHINGTON DC	$ 51.25 018691	$ 0.00	$ 51.25
04/17	04/20 647301050	AMAZON MKTPL BY6QX9ZZ1 SEATTLE WA	$ 79.86 034187	$ 6.58	$ 86.44
04/18	04/20 647301047	MEIJER STORE #206 ALGONQUIN IL	$ 42.29 022350	$ 0.00	$ 42.29

TOTAL CREDITS xxxx-xxxx-xxxx-1815 $ 0.00
TOTAL DEBITS xxxx-xxxx-xxxx-1815 $ 1,257.73

Card Number xxxx-xxxx-xxxx-5143 TAYLOR, MEHGAN

04/06	04/07 645424176	DEKALB CO COMM FDN SYCAMORE IL	$ 100.00 041836	$ 0.00	$ 100.00
04/07	04/14 646534105	SQ KANE CTY ROE GENEVA IL	$ -15.00 012881	$ 0.00	$ -15.00
04/09	04/10 646007137	PAYPAL CCSLIINTERP 5053491894 CA	$ 169.00 007113	$ 0.00	$ 169.00
04/21	04/22 647880329	FARM & FLT OF SYCAMORE SYCAMORE IL	$ 29.14 021597	$ 0.00	$ 29.14
04/22	04/23 648021122	CE PHYSICALTHERAPY.COM AUSTIN TX	$ 129.00 044174	$ 0.00	$ 129.00
04/27	04/28 648988183	DEKALB CO COMM FDN SYCAMORE IL	$ 100.00 014449	$ 0.00	$ 100.00

TOTAL CREDITS xxxx-xxxx-xxxx-5143 $ -15.00
TOTAL DEBITS xxxx-xxxx-xxxx-5143 $ 527.14

BMO

Statement

Account Name:	DEPARTMENT CARDS	**Card Number:**	xxxx-xxxx-xxxx-6860
Company Name:	THE NORTHWESTERN IL ASSOCIATION	**Account Limit:**	$ 75,000.00
Employee ID:	BillingAccts	**Available Credit:**	$ 58,171.95
Statement Date (MM/DD/YYYY):	05/05/2026	**Currency:**	U.S. DOLLAR
Payment Due Date (MM/DD/YYYY):	06/01/2026		

Statement Summary:

Report any items which do not agree with your records within 30 days of the statement date.

Previous Balance:	$ 16,868.37
Payments:	$ -16,868.37
Adjustments:	$ 0.00
Net Purchases:	$ 16,828.05
Cash Advance:	$ 0.00
Fees:	$ 0.00
Other Charges:	$ 0.00
New Account Balance:	$ 16,828.05

Transaction Summary:

Trans Date	Posting Date Trans ID	Description	Pre-Tax Amount Auth #	Total Tax	Trans Amount
Card Number xxxx-xxxx-xxxx-6860		**DEPARTMENT CARDS**			
04/13	04/13 646028077	AUTOMATIC PYMT RECEIVED	$ -16,868.37	$ 0.00	$ -16,868.37
		TOTAL CREDITS	**xxxx-xxxx-xxxx-6860**		**$ -16,868.37**
		TOTAL DEBITS	**xxxx-xxxx-xxxx-6860**		**$ 0.00**
Card Number xxxx-xxxx-xxxx-9726		**CEDILLO, MARICELA**			
04/14	04/15 646734291	WM SUPERCENTER #4641 HUNTLEY IL	$ 91.93 052013	$ 0.00	$ 91.93
04/23	04/24 648245749	WM SUPERCENTER #4641 HUNTLEY IL	$ 24.80 070441	$ 0.00	$ 24.80
04/28	04/29 649188757	ME-HOFFMAN EST-SERTIFI HOFFMAN ESTAT IL	$ 102.48 021222	$ 4.26	$ 106.74
		TOTAL CREDITS	**xxxx-xxxx-xxxx-9726**		**$ 0.00**
		TOTAL DEBITS	**xxxx-xxxx-xxxx-9726**		**$ 223.47**
Card Number xxxx-xxxx-xxxx-5116		**OFFICE, BUSINESS**			
04/05	04/06 645209238	ATT BILL PAYMENT DALLAS TX	$ 188.46 099396	$ 0.00	$ 188.46
04/06	04/07 645424175	COMED PAYMENT 8003347661 IL	$ 276.55 091573	$ 0.00	$ 276.55
04/09	04/10 646007057	ATT BILL PAYMENT DALLAS TX	$ 188.46 042547	$ 0.00	$ 188.46

04/10	04/13 646346942	NICOR GAS BILL ATLANTA GA	$ 123.54 008331	$ 6.91	$ 130.45
04/10	04/13 646346939	CINTAS CORP MASON OH	$ 105.44 086904	$ 0.00	$ 105.44
04/10	04/13 646346941	NICOR GAS BILL ATLANTA GA	$ 129.01 096016	$ 7.21	$ 136.22
04/10	04/13 646346940	CINTAS CORP MASON OH	$ 105.44 040432	$ 0.00	$ 105.44
04/13	04/14 646534024	NICOR GAS BILL ATLANTA GA	$ 128.05 097519	$ 7.16	$ 135.21
04/14	04/15 646734129	COMED PAYMENT 8003347661 IL	$ 88.90 052034	$ 0.00	$ 88.90
04/20	04/21 647684540	AT&T MOBILITY EPAY DALLAS TX	$ 13,462.53 087385	$ 292.33	$ 13,754.86
04/21	04/22 647880093	COMED PAYMENT 8003347661 IL	$ 94.60 043671	$ 0.00	$ 94.60
04/21	04/22 647880168	COMED PAYMENT 8003347661 IL	$ 197.87 085801	$ 0.00	$ 197.87
04/23	04/24 648245594	COMCAST / XFINITY SCHAUMBURG IL	$ 185.35 032749	$ 0.00	$ 185.35
04/24	04/27 648577840	NICOR GAS BILL ATLANTA GA	$ 244.36 057020	$ 13.67	$ 258.03
04/24	04/27 648577841	CULLIGAN OF DIXON DIXON IL	$ 38.71 040720	$ 0.00	$ 38.71
04/29	04/30 649265062	READY PEST CONTROL LOVES PARK IL	$ 109.00 057123	$ 0.00	$ 109.00
04/30	05/01 649640193	COMED PAYMENT 8003347661 IL	$ 118.84 058498	$ 0.00	$ 118.84
05/01	05/04 650006758	WCI AURORA AURORA IL	$ 124.73 093658	$ 0.12	$ 124.85
05/02	05/04 650006759	COMCAST / XFINITY SCHAUMBURG IL	$ 235.21 094021	$ 0.00	$ 235.21
05/04	05/05 650226222	NICOR GAS BILL ATLANTA GA	$ 125.13 061845	$ 7.00	$ 132.13

TOTAL CREDITS	**xxxx-xxxx-xxxx-5116**	**$ 0.00**
TOTAL DEBITS	**xxxx-xxxx-xxxx-5116**	**$ 16,604.58**

FY26 Contract/Vendor Agreement Listing
February 2026

Company	Description	Beginning	End	Annual Cost	
Ricoh	Service agreement	2/21/26	2/20/27	$7700.00	Sycamore
Helm	HVAC Replacement - 2 units	1/1/2026	12/31/2026	$30817.00	Rockford

FY26 Contract/Vendor Agreement Listing
March 2026

Company	Description	Beginning	End	Annual Cost	
ARACHAS GROUP LLC	This contract is for the purpose of engaging an insurance consultant for our benefits program (health insurance, vision insurance, dental insurance, life insurance, etc.)	3/1/26		0.00	

FY26 Contract/Vendor Agreement Listing
April 2026

Company	Description	Beginning	End	Annual Cost	
Asana	This contract is for the purpose of upgrading our Asana account to "Enterprise."	4/27/2026	10/13/2026	6806.59	Software/ Technology

FY26 Contract/Vendor Agreement Listing
May 2026

Company	Description	Beginning	End	Annual Cost	
Raptor Technologies	New employee training software for annual required training	7/1/26	6/30/27	5415.99	LF828260
Ador Health Solutions	New Staffing Agency Agreement	4/28/26			LF826991
Community Unit School Dist 300	Yearly Lease and Service Agreement	5/21/26	6/30/27	123757.24	LF834160

Northwestern Illinois Association
Treasurers Report
Feb-26

Cash

	Local-10	Vision Donation - 13	Grants - 14	DHH-Donation 16	Medicaid MAC-17	Medicaid FFS-18	Totals
Beginning Cash Balance	$ 4,394,037	$ 672	$ 0	$ 17,990	$ -	$ 0	$ 4,412,699
Deposits	$ 4,084,115	$ -	$ -	$ -	$ -	$ -	$ 4,084,115
Accounts Payable	$ (1,888,746)	$ -	$ -	$ -	$ -	$ -	$ (1,888,746)
Payroll	$ (986,150)	$ -	$ -	$ -	$ -	$ -	$ (986,150)
Investments Purchased	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Investments Redeemed	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Adjustments & Voids	$ (70,622)	$ -	$ -	$ -	$ -	$ -	$ (70,622)
Ending Cash Balance	$ 5,532,635	$ 672	$ 0	$ 17,990	$ -	$ 0	$ 5,551,296

Investments

	Local-10	Vision Donation - 13	Grants - 14	DHH-Donation 16	Medicaid MAC-17	Medicaid FFS-18	Totals
Beginning Investment Balance	$ 1,493,237	$ -	$ -	$ -	$ -	$ -	$ 1,493,237
Investments Purchased	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Investments Redeemed	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Investment Interest	$ 10,978	$ -		$ -	$ -	$ -	$ 10,978
Ending Investment Balance	$ 1,504,215	$ -	$ -	$ -	$ -	$ -	$ 1,504,215

Cash & Investment Balance	$ 7,036,850	$ 672	$ 0	$ 17,990	$ -	$ 0	$ 7,055,512

Fund Balance

	Local-10	Vision Donation - 13	Grants - 14	DHH-Donation 16	Medicaid MAC-17	Medicaid FFS-18	Totals
Fund Balance 7/1/25	$ 4,857,498	$ 716	$ -	$ 18,692	$ -	$ -	$ 4,876,906
Revenues	$ 23,932,605	$ -	$ -	$ -	$ 420,213	$ 4,985,443	$ 29,338,261
Accounts Receivable	$ (3,288,133)	$ -	$ -	$ -	$ -	$ -	$ (3,288,133)
Accrued Salaries	$ 2,380,528	$ -	$ -	$ -	$ -	$ -	$ 2,380,528
Payables	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Disbursements	$ (20,845,648)	$ (44)	$ -	$ (702)	$ (420,213)	$ (4,985,443)	$ (26,252,050)
Fund Balance 2/28/26	$ 7,036,850	$ 672	$ -	$ 17,990	$ -	$ -	$ 7,055,511

Northwestern Illinois Association

Treasurers Report

Mar-26

Cash

	Local-10	Vision Donation - 13	Grants - 14	DHH-Donation 16	ficaid MAC-17	dicaid FFS-18	Totals
Beginning Cash Balance	$ 5,532,635	$ 672	$ 0	$ 17,990	$ -	$ 0	$ 5,551,296
Deposits	$ 3,562,975	$ -	$ -	$ -	$ 33,341	$ -	$ 3,596,316
Accounts Payable	$ (1,826,952)	$ -	$ -	$ -	$ (33,341)	$ -	$ (1,860,293)
Payroll	$ (981,961)	$ -	$ -	$ -	$ -	$ -	$ (981,961)
Investments Purchased	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Investments Redeemed	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Adjustments & Voids	$ (38,194)	$ -	$ -	$ -	$ -	$ -	$ (38,194)
Ending Cash Balance	$ 6,248,503	$ 672	$ 0	$ 17,990	$ -	$ 0	$ 6,267,165

Investments

	Local-10	Vision Donation - 13	Grants - 14	DHH-Donation 16	ficaid MAC-17	dicaid FFS-18	Totals
Beginning Investment Balance	$ 1,504,215	$ -	$ -	$ -	$ -	$ -	$ 1,504,215
Investments Purchased	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Investments Redeemed	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Investment Interest	$ 877	$ -	$ -	$ -	$ -	$ -	$ 877
Ending Investment Balance	$ 1,505,092	$ -	$ -	$ -	$ -	$ -	$ 1,505,092
Cash & Investment Balance	$ 7,753,595	$ 672	$ 0	$ 17,990	$ -	$ 0	$ 7,772,257

Fund Balance

	Local-10	Vision Donation - 13	Grants - 14	DHH-Donation 16	ficaid MAC-17	dicaid FFS-18	Totals
Fund Balance 7/1/25	$ 4,857,498	$ 716	$ -	$ 18,692	$ -	$ -	$ 4,876,906
Revenues	$ 24,378,952	$ -	$ -	$ -	$ 453,555	$ 4,985,443	$ 29,817,949
Accounts Receivable	$ (170,026)	$ -	$ -	$ -	$ -	$ -	$ (170,026)
Accrued Salaries	$ 2,380,528	$ -	$ -	$ -	$ -	$ -	$ 2,380,528
Payables	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Disbursements	$(23,693,357)	$ (44)	$ -	$ (702)	$ (453,555)	$ (4,985,443)	$ (29,133,100)
Fund Balance 3/31/26	$ 7,753,595	$ 672	$ -	$ 17,990	$ -	$ -	$ 7,772,257

Northwestern Illinois Association
Treasurers Report
Apr-26

Cash

	Local - 10	ision Donation - 1	Grants - 14	DHH-Donation 16	Medicaid MAC-17	ledicaid FFS-18	Totals
Beginning Cash Balance	$ 6,248,503	$ 672	$ 0	$ 17,990	$ -	$ 0	$ 6,267,165
Deposits	$ 259,877	$ -	$ -	$ -	$ -	$ -	$ 259,877
Accounts Payable	$ (1,538,079)	$ (236)	$ -	$ -	$ -	$ -	$ (1,538,315)
Payroll	$ (987,786)	$ -	$ -	$ -	$ -	$ -	$ (987,786)
Investments Purchased	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Investments Redeemed	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Adjustments & Voids	$ (35,173)	$ -	$ -	$ -	$ -	$ -	$ (35,173)
Ending Cash Balance	$ 3,947,341	$ 436	$ 0	$ 17,990	$ -	$ 0	$ 3,965,767

Investments

	Local - 10	ision Donation - 1	Grants - 14	DHH-Donation 16	Medicaid MAC-17	ledicaid FFS-18	Totals
Beginning Investment Balance	$ 1,505,092	$ -	$ -	$ -	$ -	$ -	$ 1,505,092
Investments Purchased	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Investments Redeemed	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Investment Interest	$ 855	$ -	$ -	$ -	$ -	$ -	$ 855
Ending Investment Balance	$ 1,505,947	$ -	$ -	$ -	$ -	$ -	$ 1,505,947

Cash & Investment Balance	$ 5,453,288	$ 436	$ 0	$ 17,990	$ -	$ 0	$ 5,471,714

Fund Balance

	Local - 10	ision Donation - 1	Grants - 14	DHH-Donation 16	Medicaid MAC-17	ledicaid FFS-18	Totals
Fund Balance 7/1/25	$ 4,857,498	$ 716	$ -	$ 18,692	$ -	$ -	$ 4,876,906
Revenues	$ 25,227,220	$ -	$ -	$ -	$ 453,555	$ 4,985,443	$ 30,666,217
Accounts Receivable	$ (758,652)	$ -	$ -	$ -	$ -	$ -	$ (758,652)
Accrued Salaries	$ 2,380,528	$ -	$ -	$ -	$ -	$ -	$ 2,380,528
Payables	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Disbursements	$(26,253,306)	$ (280)	$ -	$ (702)	$ (453,555)	$ (4,985,443)	$(31,693,285)
Fund Balance 4/30/26	$ 5,453,288	$ 436	$ -	$ 17,990	$ -	$ -	$ 5,471,714

Northwestern Illinois Association

Treasurers Report

May-26

Cash

	Local-10	Vision Donation - 13	Grants - 14	DHH-Donation 16	Medicaid MAC-17	Medicaid FFS-18	Totals
Beginning Cash Balance	$ 3,947,341	$ 436	$ 0	$ 17,990	$ -	$ 0	$ 3,965,767
Deposits	$ 4,583,304	$ -	$ -	$ -	$ 391,963	$ 1,515,604	$ 6,490,871
Accounts Payable	$ (2,020,391)	$ -	$ -	$ -	$ (391,963)	$ -	$ (2,412,353)
Payroll	$ (1,000,143)	$ -	$ -	$ -	$ -	$ -	$ (1,000,143)
Investments Purchased	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Investments Redeemed	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Adjustments & Voids	$ (51,317)	$ -	$ -	$ -	$ -	$ -	$ (51,317)
Ending Cash Balance	$ 5,458,794	$ 436	$ 0	$ 17,990	$ -	$ 1,515,604	$ 6,992,825

Investments

	Local-10	Vision Donation - 13	Grants - 14	DHH-Donation 16	Medicaid MAC-17	Medicaid FFS-18	Totals
Beginning Investment Balance	$ 1,505,947	$ -	$ -	$ -	$ -	$ -	$ 1,505,947
Investments Purchased	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Investments Redeemed	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Investment Interest	$ 13,034	$ -	$ -	$ -	$ -	$ -	$ 13,034
Ending Investment Balance	$ 1,518,981	$ -	$ -	$ -	$ -	$ -	$ 1,518,981

Cash & Investment Balance	$ 6,977,775	$ 436	$ 0	$ 17,990	$ -	$ 1,515,604	$ 8,511,806

Fund Balance

	Local-10	Vision Donation - 13	Grants - 14	DHH-Donation 16	Medicaid MAC-17	Medicaid FFS-18	Totals
Fund Balance 7/1/25	$ 4,857,498	$ 716	$ -	$ 18,692	$ -	$ -	$ 4,876,906
Revenues	$ 32,874,274	$ -	$ -	$ -	$ 845,517	$ 6,501,047	$ 40,220,838
Accounts Receivable	$ (3,592,303)	$ -	$ -	$ -	$ -	$ -	$ (3,592,303)
Accrued Salaries	$ 2,380,528	$ -	$ -	$ -	$ -	$ -	$ 2,380,528
Payables	$ (4,949)	$ -	$ -			$ -	$ (4,949)
Disbursements	$ (29,537,273)	$ (280)	$ -	$ (702)	$ (845,517)	$ (4,985,443)	$ (35,369,214)
Fund Balance 5/31/26	$ 6,977,775	$ 436	$ -	$ 17,990	$ -	$ 1,515,604	$ 8,511,806

Northwestern Illinois Association - Health Plan
Treasurers Report
7/1/2025 to 6/30/2026

Cash

	July	August	September	October	November	December	January	February
Beginning Cash Balance	$ 524,177	$ 603,866	$ 625,095	$ 644,601	$ 682,537	$ 730,485	$ 780,943	$ 667,868
Deposits	$ 312,367	$ 311,648	$ 354,515	$ 318,729	$ 322,448	$ 322,251	$ 323,166	$ 324,609
Accounts Payable	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Payroll	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Investments Purchased	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Investments Redeemed	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Adjustments & Voids	$ (232,677)	$ (290,419)	$ (335,009)	$ (280,793)	$ (274,500)	$ (271,794)	$ (436,241)	$ (324,957)
Ending Cash Balance	$ 603,866	$ 625,095	$ 644,601	$ 682,537	$ 730,485	$ 780,943	$ 667,868	$ 667,519

Investments

	July	August	September	October	November	December	January	February
Beginning Investment Balance	$ 519,296	$ 524,010	$ 524,329	$ 527,625	$ 530,926	$ 534,208	$ 537,488	$ 540,759
Investments Purchased	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Investments Redeemed	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Investment Interest	$ 319	$ 319	$ 305	$ 309	$ 291	$ 289	$ 279	$ 252
Ending Investment Balance	$ 519,615	$ 524,329	$ 524,634	$ 527,934	$ 531,216	$ 534,497	$ 537,767	$ 541,011
Reimbursements	$ 4,395	$ -	$ 2,991	$ 2,991	$ 2,991	$ 2,991	$ 2,991	$ 2,991
Cash & Investment Balance	$ 1,127,876	$ 1,149,424	$ 1,172,226	$ 1,213,462	$ 1,264,693	$ 1,318,430	$ 1,208,626	$ 1,211,521

Fund Balance

	July	August	September	October	November	December	January	February
Fund Balance 7/1/25	$ 668,042	$ 668,042	$ 668,042	$ 668,042	$ 668,042	$ 668,042	$ 668,042	$ 668,042
Revenues	$ 317,081	$ 629,048	$ 986,859	$ 1,308,889	$ 1,634,619	$ 1,960,150	$ 2,286,587	$ 2,614,439
Disbursements	$ (232,677)	$ (523,096)	$ (858,106)	$ (1,138,899)	$ (1,413,399)	$ (1,685,748)	$ (2,121,989)	$ (2,446,946)
Fund Balance	$ 752,446	$ 773,994	$ 796,795	$ 838,032	$ 889,262	$ 942,444	$ 832,640	$ 835,534

Northwestern Illinois Association - Health Plan
Treasurers Report
7/1/2025 to 6/30/2026

Cash

	July	August	September	October	November	December	January	February	March
Beginning Cash Balance	$ 524,177	$ 603,866	$ 625,095	$ 644,601	$ 682,537	$ 730,485	$ 780,943	$ 667,868	$ 667,519
Deposits	$ 312,367	$ 311,648	$ 354,515	$ 318,729	$ 322,448	$ 322,251	$ 323,166	$ 324,609	$ 326,777
Accounts Payable	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Payroll	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Investments Purchased	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Investments Redeemed	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Adjustments & Voids	$ (232,677)	$ (290,419)	$ (335,009)	$ (280,793)	$ (274,500)	$ (271,794)	$ (436,241)	$ (324,957)	$ (339,160)
Ending Cash Balance	$ 603,866	$ 625,095	$ 644,601	$ 682,537	$ 730,485	$ 780,943	$ 667,868	$ 667,519	$ 655,136

Investments

	July	August	September	October	November	December	January	February	March
Beginning Investment Balance	$ 519,296	$ 524,010	$ 524,329	$ 527,625	$ 530,926	$ 534,208	$ 537,488	$ 540,759	$ 544,002
Investments Purchased	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Investments Redeemed	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Investment Interest	$ 319	$ 319	$ 305	$ 309	$ 291	$ 289	$ 279	$ 252	$ 277
Ending Investment Balance	$ 519,615	$ 524,329	$ 524,634	$ 527,934	$ 531,216	$ 534,497	$ 537,767	$ 541,011	$ 544,279
Reimbursements	$ 4,395	$ -	$ 2,991	$ 2,991	$ 2,991	$ 2,991	$ 2,991	$ 2,991	$ 2,991
Cash & Investment Balance	$ 1,127,876	$ 1,149,424	$ 1,172,226	$ 1,213,462	$ 1,264,693	$ 1,318,430	$ 1,208,626	$ 1,211,521	$ 1,202,407

Fund Balance

	July	August	September	October	November	December	January	February	March
Fund Balance 7/1/25	$ 668,042	$ 668,042	$ 668,042	$ 668,042	$ 668,042	$ 668,042	$ 668,042	$ 668,042	$ 668,042
Revenues	$ 317,081	$ 629,048	$ 986,859	$ 1,308,889	$ 1,634,619	$ 1,960,150	$ 2,286,587	$ 2,614,439	$ 2,944,485
Disbursements	$ (232,677)	$ (523,096)	$ (858,106)	$ (1,138,899)	$ (1,413,399)	$ (1,685,748)	$ (2,121,989)	$ (2,446,946)	$ (2,786,106)
Fund Balance	$ 752,446	$ 773,994	$ 796,795	$ 838,032	$ 889,262	$ 942,444	$ 832,640	$ 835,534	$ 826,421

Northwestern Illinois Association - Health Plan
Treasurers Report
7/1/2025 to 6/30/2026

Cash

	July	August	September	October	November	December	January	February	March	April
Beginning Cash Balance	$ 524,177	$ 603,866	$ 625,095	$ 644,601	$ 682,537	$ 730,485	$ 780,943	$ 667,868	$ 667,519	$ 655,136
Deposits	$ 312,367	$ 311,648	$ 354,515	$ 318,729	$ 322,448	$ 322,251	$ 323,166	$ 324,609	$ 326,777	$ 328,754
Accounts Payable	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Payroll	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Investments Purchased	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Investments Redeemed	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Adjustments & Voids	$ (232,677)	$ (290,419)	$ (335,009)	$ (280,793)	$ (274,500)	$ (271,794)	$ (436,241)	$ (324,957)	$ (339,160)	$ (301,176)
Ending Cash Balance	$ 603,866	$ 625,095	$ 644,601	$ 682,537	$ 730,485	$ 780,943	$ 667,868	$ 667,519	$ 655,136	$ 682,714

Investments

	July	August	September	October	November	December	January	February	March	April
Beginning Investment Balance	$ 519,296	$ 524,010	$ 524,329	$ 527,625	$ 530,926	$ 534,208	$ 537,488	$ 540,759	$ 544,002	$ 547,270
Investments Purchased	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Investments Redeemed	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Investment Interest	$ 319	$ 319	$ 305	$ 309	$ 291	$ 289	$ 279	$ 252	$ 277	$ 270
Ending Investment Balance	$ 519,615	$ 524,329	$ 524,634	$ 527,934	$ 531,216	$ 534,497	$ 537,767	$ 541,011	$ 544,279	$ 547,541
Reimbursements	$ 4,395	$ -	$ 2,991	$ 2,991	$ 2,991	$ 2,991	$ 2,991	$ 2,991	$ 2,991	$ 2,991
Cash & Investment Balance	$ 1,127,876	$ 1,149,424	$ 1,172,226	$ 1,213,462	$ 1,264,693	$ 1,318,430	$ 1,208,626	$ 1,211,521	$ 1,202,407	$ 1,233,246

Fund Balance

	July	August	September	October	November	December	January	February	March	April
Fund Balance 7/1/25	$ 668,042	$ 668,042	$ 668,042	$ 668,042	$ 668,042	$ 668,042	$ 668,042	$ 668,042	$ 668,042	$ 668,042
Revenues	$ 317,081	$ 629,048	$ 986,859	$ 1,308,889	$ 1,634,619	$ 1,960,150	$ 2,286,587	$ 2,614,439	$ 2,944,485	$ 3,276,500
Disbursements	$ (232,677)	$ (523,096)	$ (858,106)	$ (1,138,899)	$ (1,413,399)	$ (1,685,748)	$ (2,121,989)	$ (2,446,946)	$ (2,786,106)	$ (3,087,282)
Fund Balance	$ 752,446	$ 773,994	$ 796,795	$ 838,032	$ 889,262	$ 942,444	$ 832,640	$ 835,534	$ 826,421	$ 857,260

Northwestern Illinois Association - Health Plan
Treasurers Report
7/1/2025 to 6/30/2026

Cash

	July	August	September	October	November	December	January	February	March	April	May
Beginning Cash Balance	$ 524,177	$ 603,866	$ 625,095	$ 644,601	$ 682,537	$ 730,485	$ 780,943	$ 667,868	$ 667,519	$ 655,136	$ 682,714
Deposits	$ 312,367	$ 311,648	$ 354,515	$ 318,729	$ 322,448	$ 322,251	$ 323,166	$ 324,609	$ 326,777	$ 328,754	$ 328,523
Accounts Payable	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Payroll	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Investments Purchased	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Investments Redeemed	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Adjustments & Voids	$ (232,677)	$ (290,419)	$ (335,009)	$ (280,793)	$ (274,500)	$ (271,794)	$ (436,241)	$ (324,957)	$ (339,160)	$ (301,176)	$ (309,553)
Ending Cash Balance	$ 603,866	$ 625,095	$ 644,601	$ 682,537	$ 730,485	$ 780,943	$ 667,868	$ 667,519	$ 655,136	$ 682,714	$ 701,684

Investments

	July	August	September	October	November	December	January	February	March	April	May
Beginning Investment Balance	$ 519,296	$ 524,010	$ 524,329	$ 527,625	$ 530,926	$ 534,208	$ 537,488	$ 540,759	$ 544,002	$ 547,270	$ 550,532
Investments Purchased	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Investments Redeemed	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Investment Interest	$ 319	$ 319	$ 305	$ 309	$ 291	$ 289	$ 279	$ 252	$ 277	$ 270	$ 279
Ending Investment Balance	$ 519,615	$ 524,329	$ 524,634	$ 527,934	$ 531,216	$ 534,497	$ 537,767	$ 541,011	$ 544,279	$ 547,541	$ 550,811
Reimbursements	$ 4,395	$ -	$ 2,991	$ 2,991	$ 2,991	$ 2,991	$ 2,991	$ 2,991	$ 2,991	$ 2,991	$ 2,991
Cash & Investment Balance	$ 1,127,876	$ 1,149,424	$ 1,172,226	$ 1,213,462	$ 1,264,693	$ 1,318,430	$ 1,208,626	$ 1,211,521	$ 1,202,407	$ 1,233,246	$ 1,255,487

Fund Balance

	July	August	September	October	November	December	January	February	March	April	May
Fund Balance 7/1/25	$ 668,042	$ 668,042	$ 668,042	$ 668,042	$ 668,042	$ 668,042	$ 668,042	$ 668,042	$ 668,042	$ 668,042	$ 668,042
Revenues	$ 317,081	$ 629,048	$ 986,859	$ 1,308,889	$ 1,634,619	$ 1,960,150	$ 2,286,587	$ 2,614,439	$ 2,944,485	$ 3,276,500	$ 3,608,293
Disbursements	$ (232,677)	$ (523,096)	$ (858,106)	$ (1,138,899)	$ (1,413,399)	$ (1,685,748)	$ (2,121,989)	$ (2,446,946)	$ (2,786,106)	$ (3,087,282)	$ (3,396,835)
Fund Balance	$ 752,446	$ 773,994	$ 796,795	$ 838,032	$ 889,262	$ 942,444	$ 832,640	$ 835,534	$ 826,421	$ 857,260	$ 879,501

NORTHWESTERN ILLINOIS ASSOCIATION

SUBREGION I BALLOT

EXECUTIVE BOARD

BALLOT INSTRUCTIONS

According to the Articles of Agreement for the Northwestern Illinois Association, the Directors of Special Education and the At-large Members shall be elected within each subregion by the Boards of Education of the member districts in even numbered years.

Each Board of Education shall cast one (1) vote for Director of Special Education and one (1) vote for a Member-at-Large.

VOTE FOR ONE DIRECTOR OF SPECIAL EDUCATION:

- Nicole Bakalis, Kaneland #302
  Director of Special Education
- ______________________________
  WRITE IN – Director of Special Education

VOTE FOR ONE MEMBER-AT-LARGE:

- Margaret Thurman, Sycamore CUSD #427
  Member-at-Large
- ______________________________
  WRITE IN – Member-at-Large

NOTE: Ballots will be counted in the NIA Administrative Office.

PLEASE USE THE ENVELOPE PROVIDED TO RETURN THIS BALLOT BY AUGUST 7, 2026

NORTHWESTERN ILLINOIS ASSOCIATION

SUBREGION II BALLOT

EXECUTIVE BOARD

BALLOT INSTRUCTIONS

According to the Articles of Agreement for the Northwestern Illinois Association, the Directors of Special Education and the At-large Members shall be elected within each subregion by the Boards of Education of the member districts in even numbered years.

Each Board of Education shall cast one (1) vote for Director of Special Education and one (1) vote for a Member-at-Large.

VOTE FOR ONE DIRECTOR OF SPECIAL EDUCATION:

- Christan Schrader, Rockford #205
  Director of Special Education
- ____________________________________
  WRITE IN – Director of Special Education

VOTE FOR ONE MEMBER-AT-LARGE:

- Daniel Holder, ROE #4
  Member-at-Large
- ____________________________________
  WRITE IN – Member-at-Large

NOTE: Ballots will be counted in the NIA Administrative Office.

PLEASE USE THE ENVELOPE PROVIDED TO RETURN THIS BALLOT BY AUGUST 7, 2026

NORTHWESTERN ILLINOIS ASSOCIATION

SUBREGION III BALLOT

EXECUTIVE BOARD

BALLOT INSTRUCTIONS

According to the Articles of Agreement for the Northwestern Illinois Association, the Directors of Special Education and the At-large Members shall be elected within each subregion by the Boards of Education of the member districts in even numbered years.

Each Board of Education shall cast one (1) vote for Director of Special Education and one (1) vote for a Member-at-Large.

VOTE FOR ONE DIRECTOR OF SPECIAL EDUCATION:

- Matt Zilm, Ogle County Sp. Educ.
  Director of Special Education
- ____________________________________
  WRITE IN – Director of Special Education

VOTE FOR ONE MEMBER-AT-LARGE:

- Corena Steinmeyer, Lee County Sp. Educ.
  Member-at-Large
- ____________________________________
  WRITE IN – Member-at-Large

NOTE: Ballots will be counted in the NIA Administrative Office.

PLEASE USE THE ENVELOPE PROVIDED TO RETURN THIS BALLOT BY AUGUST 7, 2026

NORTHWESTERN ILLINOIS ASSOCIATION

BIOGRAPHICAL SKETCH – EXECUTIVE BOARD CANDIDATE – SUBREGION I

DIRECTOR OF SPECIAL EDUCATION

Nicole Bakalis is an experienced education professional with 25 years in the field. She began her career in the Chicago Public School System, where she spent thirteen years serving as both a teacher and administrator. After taking time off to raise her children, she joined the Kaneland School District, where she has worked for the past decade in a variety of leadership roles, including Assistant Principal of Student Services at Harter Middle School and Special Education Coordinator at the district office. She is set to assume the role of Director of Special Services in July following the retirement of Mrs. Eggleston. Throughout her career, Nicole has earned numerous recognitions and led impactful initiatives, including securing a $250,000 Walton Grant, receiving multiple smaller grants, and earning the USDA's Gold Medal for the Healthier US School Challenge. She has also built strong partnerships with community organizations such as the Ravinia Festival, Chicago Children's Choir, Parent University, and the Kiwanis Club of North Chicago. Her accomplishments further include receiving the CPS Principal Achievement Award for the 2012–2013 school year, attaining Level 1 CPS Principal status, and being named the 2013 Charter Innovator Award winner.

MEMBER-AT-LARGE

Margaret "Meg" Thurman serves as the Director of Student Services for Sycamore Community School District 427, bringing 27 years of public education experience and 19 years of dedicated administrative leadership to the role. Meg began her career as a school psychologist, and moved into a principal role before finding her true passion as a Director of Special Education where she has served in rural, LUDA, and urban school districts across Illinois. Throughout her career, she has specialized in managing comprehensive special education programs, diverse student support services, and district-wide compliance initiatives. Previously holding the Executive Director of Student Services position at Springfield Public Schools, Ms. Thurman has a proven track record of collaborating with superintendents and school boards to optimize student outcomes and operational efficiency.

Ms. Thurman holds a Bachelor of Science degree and a Specialist degree in School Psychology from Western Illinois University, alongside a National Certification in School Psychology. Her advanced credentials include Illinois State Board of Education (ISBE) endorsements in Educational Leadership and formal approval as a Special Education Director. Beyond her district duties, she champions inclusive education through active volunteerism with the Special Olympics and engagement in civic organizations. Her extensive background in fiscal management, policy implementation, and multi-disciplinary leadership makes her a highly qualified asset for the Board of Directors.

NORTHWESTERN ILLINOIS ASSOCIATION

BIOGRAPHICAL SKETCH – EXECUTIVE BOARD CANDIDATE – SUBREGION II

DIRECTOR OF SPECIAL EDUCATION

Christan Schrader is an experienced education leader with a strong background in special education, program administration, and speech-language pathology. She currently serves as the Executive Director of Special Education for Rockford Public Schools #205, where she leads teams, oversees programs, and works to ensure students with diverse needs have access to the resources and support they deserve. Throughout her career, she has guided large staff teams and partnered with school and district leaders to build high-quality, student-focused services. Christan is known for her collaborative approach, innovative problem-solving, and commitment to creating opportunities that help all students succeed.

MEMBER-AT-LARGE

Daniel Holder has served as Director of School Support Services at the Boone-Winnebago Regional Office of Education since July 2024. Prior to his current role, he served as Assistant Superintendent of Pupil Personnel Services for FSD 145 from 2021-2024 and formerly worked as a Director of Special Education in Rockford Public Schools. He is passionate about working with teams to find innovative ways to include students with diverse needs and to support the leaders doing this important work. He holds a B.A. degree from the University of Chicago, M.A.T. in Special Education from National Louis University and M.Ed Educational Leadership from the American College of Education.

NORTHWESTERN ILLINOIS ASSOCIATION

BIOGRAPHICAL SKETCH – EXECUTIVE CANDIDATE – SUBREGION III

DIRECTOR OF SPECIAL EDUCATION

Matt Zilm began teaching in August of 2005 at Belvidere Central Middle School in Belvidere Illinois. He was a resource teacher at Belvidere Central Middle for 9 years. In August of 2014 he was hired as the Assistant Principal in charge of Special Education for Belvidere Central. In August of 2015 he was offered a position as a Special Education Coordinator at the Ogle County Education Cooperative where he supervised special education in multiple school districts within the cooperative for two years. In July of 2017 he was hired as the Director of Special Education for the Ogle County Education Cooperative.

MEMBER-AT-LARGE

Corena Steinmeyer has served as the Director of Lee County Special Education Association since July of 2010. Over the past 34 years, Corena has served as a special education teacher, Student Services Coordinator, Principal, and Director of Special Education. Corena has a passion for ensuring that all students are provided a free and appropriate public education in the least restrictive environment. Her education and varied experiences have provided the knowledge and skill-sets necessary to support and guide stakeholders in accomplishing this goal for all students.

Corena has a Bachelor's of Science Degree in Elementary Education and Physical Education from Morningside College in Sioux City, Iowa. She earned a Master's Degree in Educational Leadership from Aurora University, and a Director of Special Education endorsement from Phoenix University.

The Northwestern Illinois Association
The Executive Board

FOR BOARD APPROVAL

Proposed Schedule of Regular Meetings
Fiscal Year 2027

The following dates are presented to The Executive Board for approval as the schedule of regular meetings for FY27.

1. **August 19, 2026**
2. **September 16, 2026**
3. **January 20, 2027**
4. **February 17, 2027**
5. **March 17, 2027**
6. **April 7, 2027**
7. **May 19, 2027**
8. **June 16, 2027**

FY27 TENTATIVE BUGET - SUMMARY OF EXPENDITURES

EXPENDITURES			FY27	FY26
LOCAL:				
DEPARTMENT				
	01	ADMINISTRATION……………………………………	$ 1,929,035	$ 1,909,633
	02	TECHNOLOGY…...	$ 789,964	$ 733,860
	04	DHH SUPERVISION………………………………………	$ 288,006	$ 233,530
	06	AUDIOLOGY………………………………………………	$ 858,321	$ 798,840
	07	VISION SUPERVISION…………………………………	$ 242,827	$ 215,808
	09	SPEECH/LANGUAGE SERVICES………………………	$ 3,120,044	$ 2,327,372
	10	THERAPY…………………………………………………	$ 14,465,298	$ 14,220,519
	16	OFFICE OPERATION & MAINTENANCE………………	$ 697,567	$ 629,500
	11	BCBA	$ 800,190	$ 468,925
	31	PSYCHOLOGY	$ 651,359	$ 259,300
	32	SOCIAL WORK	$ 389,516	$ 381,796
	17	INTERPRETER SERVICES………………………………	$ 1,597,695	$ 1,239,619
	23	DHH TEACHING…………………………………………	$ 723,150	$ 577,582
	24	VISION TEACHING/ORIENTATION & MOBILITY……	$ 2,010,227	$ 1,775,330
	29	AUTISM …………………………………………………	$ 55,433	$ 58,469
		SELF INSURED HEALTH PLAN	$ 3,471,760	$ 2,870,072
		TOTAL LOCAL………………………………	**$ 32,090,390**	**$ 28,700,154**
DEAF/HHPROGRAM				
	20	NIA DEAF/HH PROGRAM………………………………	$ 3,211,848	$ 2,844,734
	20	NIA DEAF/HH PROGRAM Health Plan…………………	$ 266,584	$ 254,716
	21	NIA DEAF/HH SUMMER PROGRAM…………………	$ 75,283	$ 73,546
		TOTAL NIA DEAF/HH PROGRAM……….	**$ 3,553,715**	**$ 3,172,996**
		TOTAL LOCAL BUDGETED EXPENDITURES……..	**$ 35,644,105**	**$ 31,873,150**
OTHER				
FLOW THROUGH				
		MEDICAID ADMINISTRATIVE OUTREACH	$ 600,000	$ 600,000
		MEDICAID FEE FOR SERVICE	$ 14,000,000	$ 14,000,000
		TOTAL PASS THROUGH	$ 14,600,000	$ 14,600,000
		TOTAL OTHER EXPENDITURES	**$ 14,600,000**	**$ 14,600,000**
		TOTAL BUDGETED EXPENDITURES………………	**$ 50,244,105**	**$ 46,473,150**

FY27 TENTATIVE BUDGET - SUMMARY OF REVENUES

REVENUES		**FY27**	**FY26**
LOCAL:			
	SERVICE FEES……………………………………………	$ 30,562,958	$ 27,178,388
	EARLY INTERVENTION…………...……………………	$ 9,000	$ 9,000
	INTEREST………………..………………………………	$ 50,000	$ 50,000
	NIA GENERAL STATE AID …………………………..…	$ 1,192,795	$ 1,192,795
	MEDICAID ADMIN OUTREACH ………………………	$ 640,000	$ 640,000
	DHH PROGRAM ADMIN FEE …………………………..	$ 75,000	$ 75,000
	DHH PROGRAM ESY ADMIN FEE………………………	$ 4,000	$ 4,000
	BILLING AGENT FEE ,……………………………………	$ 12,000	$ 12,000
	CONTRIBUTIONS …………………………………………	$ 500	$ 500
	WORKSHOP FEES	$ 32,000	$ 38,000
	CONTRACTUAL CONSULTANTS ………………………	$ 25,000	$ 25,000
	TOTAL LOCAL…………………………	**$ 32,603,253**	**$ 29,224,683**
DHH PROGRAM			
	NIA DEAF/HH PROGRAM TUITION……………………	$ 3,250,178	$ 2,871,196
	NIA DEAF/HH GENERAL STATE AID…………………	$ 163,254	$ 163,254
	NIA DEAF/HH PROGRAM MEDICAID FFS……………	$ 65,000	$ 65,000
	SUMMER NIA DEAF/HH PROGRAM TUITION………	$ 68,520	$ 66,783
	SUMMER DEAF/HH GENERAL STATE AID……………	$ 6,763	$ 6,763
	TOTAL NIA DEAF/HH PROGRAM……	**$ 3,553,715**	**$ 3,172,996**
	TOTAL LOCAL REVENUE……………………………	**$ 36,156,968**	**$ 32,397,679**
OTHER			
FLOW THROUGH			
	MEDICAID ADMINISTRATIVE OUTREACH	$ 600,000	$ 600,000
	MEDICAID FEE FOR SERVICE	$ 14,000,000	$ 14,000,000
	TOTAL PASS THROUGH	$ 14,600,000	$ 14,600,000
	TOTAL OTHER REVENUE	**$ 14,600,000**	**$ 14,600,000**
	TOTAL BUDGETED REVENUE	**$ 50,756,968**	**$ 46,997,679**
	BUDGETED SURPLUS…………………………………	**$ 512,863**	**$ 524,529**
	Projected Days Sold	**42,185**	**39,982**
	(Excl. Summer Services)		
	Increase in Days Sold	**2,203**	

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FY27 TENTATIVE BUDGET

BUDGET BY COST CENTER **Note: TOTAL EXPENDITURES include OH Allocation**

04	**DHH SUPERVISION**		
	SERVICE FEE REVENUE	$	368,900
	OTHER REVENUE		3,500
	TOTAL REVENUE		372,400
	TOTAL EXPENDITURES		(345,240)
	NET	**$**	**27,160**
06	**AUDIOLOGY**		
	SERVICE FEE REVENUE	$	1,113,134
	OTHER REVENUE		15,000
	TOTAL REVENUE		1,128,134
	TOTAL EXPENDITURES		(1,117,037)
	NET	**$**	**11,097**
07	**VISION SUPERVISION**		
	SERVICE FEE REVENUE	$	277,525
	OTHER REVENUE		200
	TOTAL REVENUE		277,725
	TOTAL EXPENDITURES		(284,698)
	NET	**$**	**(6,973)**
09	**SPEECH/LANGUAGE SERVICES**		
	SERVICE FEE REVENUE	$	3,581,995
	OTHER REVENUE		6,800
	TOTAL REVENUE		3,588,795
	TOTAL EXPENDITURES		(3,503,635)
	NET	**$**	**85,160**
10	**OCCUPATIONAL & PHYSICAL THERAPY**		
	SERVICE FEE REVENUE	$	17,166,632
	OTHER REVENUE		26,000
	TOTAL REVENUE		17,192,632
	TOTAL EXPENDITURES		(17,107,433)
	NET	**$**	**85,199**
11	**BCBA**		
	SERVICE FEE REVENUE	$	1,015,200
	OTHER REVENUE		3,000
	TOTAL REVENUE		1,018,200
	TOTAL EXPENDITURES		(906,133)
	NET	**$**	**112,067**

NIA | THE NORTHWESTERN ILLINOIS ASSOCIATION

FY27 TENTATIVE BUDGET (continued)

BUDGET BY COST CENTER ****Note: TOTAL EXPENDITURES include OH Allocation****

31	**PSYCHOLOGY**		
	SERVICE FEE REVENUE	$	720,000
	OTHER REVENUE		0
	TOTAL REVENUE		720,000
	TOTAL EXPENDITURES		(687,383)
	NET	**$**	**32,617**
32	**SOCIAL WORK**		
	SERVICE FEE REVENUE	$	436,320
	OTHER REVENUE		0
	TOTAL REVENUE		436,320
	TOTAL EXPENDITURES		(425,004)
	NET	**$**	**11,316**
17	**INTERPRETER SERVICES**		
	SERVICE FEE REVENUE	$	1,871,692
	OTHER REVENUE		31,000
	TOTAL REVENUE		1,902,692
	TOTAL EXPENDITURES		(1,809,581)
	NET	**$**	**93,110**
23	**DHH TEACHING**		
	SERVICE FEE REVENUE	$	862,662
	OTHER REVENUE		7,000
	TOTAL REVENUE		869,662
	TOTAL EXPENDITURES		(908,378)
	NET	**$**	**(38,716)**
24	**VISION TEACHING/ORIENTATION & MOBILITY**		
	SERVICE FEE REVENUE	$	3,042,210
	OTHER REVENUE		2,000
	TOTAL REVENUE		3,044,210
	TOTAL EXPENDITURES		(2,943,491)
	NET	**$**	**100,719**
29	**AUTISM**		
	SERVICE FEE REVENUE	$	76,480
	OTHER REVENUE		0
	TOTAL REVENUE		76,480
	TOTAL EXPENDITURES		(76,374)
	NET	**$**	**106**

Total Revenue	**30,627,249.50**
Total Expense	**(30,114,386.29)**
BUDGETED SURPLUS.....................................	**512,863**

FY27 BUDGET COMPARISON — DAILY RATE BUDGET vs. TENTATIVE BUDGET				Projected Days Sold		
	Daily Rate	Tentative	Change	Daily Rate	Tentative	Change
04 DHH SUPERVISION				364	434	70
SERVICE FEE REVENUE	$ 312,900	$ 372,400	$ 59,500			
TOTAL EXPENDITURES	$ (300,318)	$ (345,240)	$ 44,921			
NET	**$ 12,582**	**$ 27,160**	**$ 14,579**			
06 AUDIOLOGY				1,320	1,332	12
SERVICE FEE REVENUE	$ 1,118,102	$ 1,128,134	$ 10,032			
TOTAL EXPENDITURES	$ (1,116,857)	$ (1,117,037)	$ 180			
NET	**$ 1,245**	**$ 11,097**	**$ 9,852**			
07 VISION SUPERVISION				328	327	(1)
SERVICE FEE REVENUE	$ 278,575	$ 277,725	$ (850)			
TOTAL EXPENDITURES	$ (263,318)	$ (284,698)	$ 21,379			
NET	**$ 15,257**	**$ (6,973)**	**$ (22,229)**			
09 SPEECH/LANGUAGE SERVICES				5,037	5,031	(6)
SERVICE FEE REVENUE	$ 3,593,565	$ 3,588,795	$ (4,770)			
TOTAL EXPENDITURES	$ (3,558,096)	$ (3,503,635)	$ (54,460)			
NET	**$ 35,469**	**$ 85,160**	**$ 49,690**			
10 OCCUPATIONAL & PHYSICAL THERAPY				23,304	23,480	176
SERVICE FEE REVENUE	$ 17,063,912	$ 17,192,632	$ 128,720			
TOTAL EXPENDITURES	$ (16,974,245)	$ (17,107,433)	$ 133,188			
NET	**$ 89,667**	**$ 85,199**	**$ (4,468)**			

FY27 BUDGET COMPARISON — DAILY RATE BUDGET vs. TENTATIVE BUDGET				Projected Days Sold		
	Daily Rate	Tentative	Change	Daily Rate	Tentative	Change
11 BCBA				1,086	1,269	183
SERVICE FEE REVENUE	$ 871,800	$ 1,018,200	$ 146,400			
TOTAL EXPENDITURES	$ (830,802)	$ (906,133)	$ 75,331			
NET	**$ 40,998**	**$ 112,067**	**$ 71,069**			
31 PSYCHOLOGY				540	900	360
SERVICE FEE REVENUE	$ 432,000	$ 720,000	$ 288,000			
TOTAL EXPENDITURES	$ (391,908)	$ (687,383)	$ 295,475			
NET	**$ 40,092**	**$ 32,617**	**$ (7,475)**			
32 SOCIAL WORK				900	540	(360)
SERVICE FEE REVENUE	$ 727,200	$ 436,320	$ (290,880)			
TOTAL EXPENDITURES	$ (707,561)	$ (425,004)	$ (282,557)			
NET	**$ 19,639**	**$ 11,316**	**$ (8,323)**			
17 INTERPRETER SERVICES				3,045	3,222	177
SERVICE FEE REVENUE	$ 1,799,855	$ 1,902,692	$ 102,837			
TOTAL EXPENDITURES	$ (1,656,342)	$ (1,809,581)	$ 153,239			
NET	**$ 143,512**	**$ 93,110**	**$ (50,402)**			
23 DHH TEACHING				1,173	1,179	6
SERVICE FEE REVENUE	$ 865,636	$ 869,662	$ 4,026			
TOTAL EXPENDITURES	$ (862,340)	$ (908,378)	$ 46,037			
NET	**$ 3,296**	**$ (38,716)**	**$ (42,011)**			

FY27 BUDGET COMPARISON — DAILY RATE BUDGET vs. TENTATIVE BUDGET	Daily Rate	Tentative	Change	Projected Days Sold: Daily Rate	Tentative	Change
24 VISION TEACHING / ORIENTATION & MOBILITY				4,424	4,409	(15)
SERVICE FEE REVENUE	$ 3,054,560	$ 3,044,210	$ (10,350)			
TOTAL EXPENDITURES	$ (2,951,297)	$ (2,943,491)	$ (7,806)			
NET	**$ 103,263**	**$ 100,719**	**$ (2,544)**			
29 AUTISM				64	64	-
SERVICE FEE REVENUE	$ 76,480	$ 76,480	$ -			
TOTAL EXPENDITURES	$ (76,510)	$ (76,374)	$ (136)			
NET	**$ (30)**	**$ 106**	**$ 136**			
TOTAL REVENUE	**$ 30,194,585**	**$ 30,627,250**	**$ 432,665**			
TOTAL EXPENDITURES	**$ (29,689,595)**	**$ (30,114,386)**	**$ 424,791**			
BUDGETED SURPLUS................................	**$ 504,990**	**$ 512,863**	**$ 7,874**			
Sold Days in Budget				**41,584**	**42,186**	**602**

2025-2026
Salary &
Compensation
Guide

Version 4.0

Board Approved June 17, 2026

TABLE OF CONTENTS

EDUCATION DEPARTMENT

TEACHERS, SOCIAL WORKERS, ORIENTATION & MOBILITY SPECIALISTS, AND PSYCHOLOGISTS

182 DAYS, 7.0 HOURS/DAY

	BS	BS +15	MS	MS +15	MS +30	MS +45/PhD
0	$ 52,359.54	$ 53,930.33	$ 55,548.24	$ 57,214.69	$ 58,931.13	$ 60,699.06
1	$ 53,537.63	$ 55,143.76	$ 56,798.07	$ 58,502.01	$ 60,257.07	$ 62,064.78
2	$ 54,742.23	$ 56,384.50	$ 58,076.04	$ 59,818.32	$ 61,612.87	$ 63,461.26
3	$ 55,973.93	$ 57,653.15	$ 59,382.74	$ 61,164.22	$ 62,999.15	$ 64,889.12
4	$ 57,233.34	$ 58,950.34	$ 60,718.85	$ 62,540.42	$ 64,416.63	$ 66,349.13
5	$ 58,521.09	$ 60,276.72	$ 62,085.02	$ 63,947.57	$ 65,866.00	$ 67,841.98
6	$ 59,837.81	$ 61,632.94	$ 63,481.93	$ 65,386.39	$ 67,347.98	$ 69,368.42
7	$ 61,184.16	$ 63,019.68	$ 64,910.27	$ 66,857.58	$ 68,863.31	$ 70,929.21
8	$ 62,560.80	$ 64,437.62	$ 66,370.75	$ 68,361.87	$ 70,412.73	$ 72,525.11
9	$ 63,968.42	$ 65,887.47	$ 67,864.09	$ 69,900.01	$ 71,997.01	$ 74,156.92
10	$ 65,407.71	$ 67,369.94	$ 69,391.04	$ 71,472.77	$ 73,616.95	$ 75,825.46
11	$ 66,879.38	$ 68,885.76	$ 70,952.33	$ 73,080.90	$ 75,273.33	$ 77,531.53
12	$ 68,384.17	$ 70,435.70	$ 72,548.77	$ 74,725.23	$ 76,966.99	$ 79,276.00
13	$ 69,922.81	$ 72,020.49	$ 74,181.10	$ 76,406.53	$ 78,698.73	$ 81,059.69
14	$ 71,496.07	$ 73,640.95	$ 75,850.18	$ 78,125.69	$ 80,469.46	$ 82,883.54
15	$ 73,104.73	$ 75,297.87	$ 77,556.81	$ 79,883.51	$ 82,280.02	$ 84,748.42
16	$ 74,749.59	$ 76,992.08	$ 79,301.84	$ 81,680.90	$ 84,131.33	$ 86,655.27
17	$ 76,431.46	$ 78,724.40	$ 81,086.13	$ 83,518.71	$ 86,024.27	$ 88,605.00
18	$ 78,151.17	$ 80,495.71	$ 82,910.58	$ 85,397.90	$ 87,959.84	$ 90,598.64
19	$ 79,909.57	$ 82,306.86	$ 84,776.07	$ 87,319.35	$ 89,938.93	$ 92,637.10
20	$ 81,707.54	$ 84,158.77	$ 86,683.53	$ 89,284.04	$ 91,962.56	$ 94,721.44
21	$ 83,545.96	$ 86,052.34	$ 88,633.91	$ 91,292.93	$ 94,031.72	$ 96,852.67
22	$ 85,425.74	$ 87,988.51	$ 90,628.17	$ 93,347.02	$ 96,147.43	$ 99,031.85
23	$ 87,347.82	$ 89,968.25	$ 92,667.30	$ 95,447.32	$ 98,310.74	$101,260.06
24	$ 89,313.15	$ 91,992.54	$ 94,752.32	$ 97,594.89	$100,522.74	$103,538.42
25	**$ 91,322.70**	**$ 94,062.38**	**$ 96,884.25**	**$ 99,790.78**	**$102,784.50**	**$105,868.04**

EDUCATION DEPARTMENT
SIGN LANGUAGE INTERPRETERS
177 DAYS, 7.0 HOURS/DAY

	Hourly	Annual
0	**$ 29.75**	**$ 36,860.25**
1	$ 30.49	$ 37,777.11
2	$ 31.25	$ 38,718.75
3	$ 32.03	$ 39,685.17
4	$ 32.83	$ 40,676.37
5	$ 33.65	$ 41,692.35
6	$ 34.49	$ 42,733.11
7	$ 35.35	$ 43,798.65
8	$ 36.23	$ 44,888.97
9	$ 37.14	$ 46,016.46
10	$ 38.07	$ 47,168.73
11	$ 39.02	$ 48,345.78
12	$ 40.00	$ 49,560.00
13	$ 41.00	$ 50,799.00
14	$ 42.03	$ 52,075.17
15	$ 43.08	$ 53,376.12
16	$ 44.16	$ 54,714.24
17	$ 45.26	$ 56,077.14
18	$ 46.39	$ 57,477.21
19	$ 47.55	$ 58,914.45
20	$ 48.74	$ 60,388.86
21	$ 49.71	$ 61,590.69
22	$ 50.70	$ 62,817.30
23	$ 51.71	$ 64,068.69
24	$ 52.74	$ 65,344.86
25	**$ 53.79**	**$ 66,645.81**

Position Benefits: The NIA will reimburse the yearly registration for those Interpreters who hold IDHHC licensure in exchange for their availability to interpret in situations requiring a licensed Interpreter, as needed.

EDUCATION DEPARTMENT
AUDIOLOGISTS
195.0 DAYS,7.50 HOURS/DAY

	MS +30 or AuD
0	**$70,168.96**
1	$71,747.76
2	$73,362.08
3	$75,012.73
4	$76,700.52
5	$78,426.28
6	$80,190.87
7	$81,995.16
8	$83,840.05
9	$85,726.45
10	$87,655.30
11	$89,627.54
12	$91,644.16
13	$93,706.15
14	$95,814.54
15	$97,970.37
16	$100,174.70
17	$102,428.63
18	$104,733.27
19	$107,089.77
20	$109,499.29
21	$111,689.28
22	$113,923.07
23	$116,201.53
24	$118,525.56
25	**$120,896.07**

EDUCATION DEPARTMENT
PARAPROFESSIONALS
177 DAYS, 7.0 HOURS/DAY

	Non-Signing Para			Signing Para	
	Hourly	Annual		Hourly	Annual
0	**$ 19.60**	**$ 24,284.40**		**$ 20.19**	**$ 25,015.41**
1	$ 20.09	$ 24,891.51		$ 20.69	$ 25,634.91
2	$ 20.59	$ 25,511.01		$ 21.21	$ 26,279.19
3	$ 21.10	$ 26,142.90		$ 21.73	$ 26,923.47
4	$ 21.63	$ 26,799.57		$ 22.28	$ 27,604.92
5	$ 22.17	$ 27,468.63		$ 22.84	$ 28,298.76
6	$ 22.72	$ 28,150.08		$ 23.40	$ 28,992.60
7	$ 23.29	$ 28,856.31		$ 23.99	$ 29,723.61
8	$ 23.87	$ 29,574.93		$ 24.59	$ 30,467.01
9	$ 24.47	$ 30,318.33		$ 25.20	$ 31,222.80
10	$ 25.08	$ 31,074.12		$ 25.83	$ 32,003.37
11	$ 25.71	$ 31,854.69		$ 26.48	$ 32,808.72
12	$ 26.35	$ 32,647.65		$ 27.14	$ 33,626.46
13	$ 27.01	$ 33,465.39		$ 27.82	$ 34,468.98
14	$ 27.69	$ 34,307.91		$ 28.52	$ 35,336.28
15	$ 28.38	$ 35,162.82		$ 29.23	$ 36,215.97
16	$ 29.09	$ 36,042.51		$ 29.96	$ 37,120.44
17	$ 29.82	$ 36,946.98		$ 30.71	$ 38,049.69
18	$ 30.57	$ 37,876.23		$ 31.49	$ 39,016.11
19	$ 31.33	$ 38,817.87		$ 32.27	$ 39,982.53
20	$ 32.11	$ 39,784.29		$ 33.07	$ 40,973.73
21	$ 32.75	$ 40,577.25		$ 33.73	$ 41,791.47
22	$ 33.41	$ 41,394.99		$ 34.41	$ 42,633.99
23	$ 34.08	$ 42,225.12		$ 35.10	$ 43,488.90
24	$ 34.76	$ 43,067.64		$ 35.80	$ 44,356.20
25	**$ 35.46**	**$ 43,934.94**		**$ 36.52**	**$ 45,248.28**

EDUCATION DEPARTMENT
DHH PROGRAM
EXTENDED SCHOOL YEAR (ESY)

DESCRIPTION	PAY RATE
ESY Supervisor	Hourly rate equivalent to experience step in the salary guide
ESY Teacher (NIA Staff)	Hourly rate equivalent to experience step in the salary guide
ESY Teacher (Not NIA Staff)	Hourly rate equivalent to experience step in the salary guide
ESY Interpreter	Current Hourly Rate
ESY Interpreter working as a paraprofessional	Hourly rate equivalent to experience step in Paraprofessional Entry Level Guide, or current hourly rate, whichever is higher.
ESY Interpreter working as a substitute teacher	Hourly rate equivalent on teacher salary grid (with a teacher certificate) or current hourly rate (with sub certificate)
ESY Paraprofessional (NIA Staff)	Current Hourly Rate
ESY Paraprofessional (Not NIA Staff)	Hourly rate equivalent to experience step in the salary guide
ESY Itinerant Teachers	Hourly rate equivalent to experience step in the compensation guide, drive time paid portal to portal, and mileage reimbursed per Mileage Policy.

EDUCATION DEPARTMENT
SUBSTITUTE RATES

DESCRIPTION	PAY RATE
Hourly Sub Teacher	$150/7-hour day*
Certified Teacher subbing as a signing Paraprofessional	$150/7-hour day*
Long Term Sub Teacher (10 consecutive workdays in the same classroom. Retroactive pay once the sub reaches ten days. Sick/personal days do not count as a day toward the ten consecutive days. A sub may take up to sick/personal days without breaking the consecutive day requirement.	$200/7-hour day*
Sub Interpreter (a minimum of 2 hours is guaranteed; if an Interpreter assignment is not available for the full 2 hours, the sub interpreter may be used elsewhere)	$50-$60 dependent on IDHHC License
Sub Paraprofessional (non-signing)	$110/7-hour day*
Sub Paraprofessional (signing)	$120/7-hour day*

*Pay will be prorated based on actual hours worked.

EDUCATION DEPARTMENT
PERMANENT SUBSTITUTE TEACHER
182 DAYS, 7.0 HOURS/DAY

POSITION	SALARY RANGE
Permanent Substitute Teacher	$45,000-$51,000

EDUCATION DEPARTMENT
EXTRA DUTY PAY

TEACHERS	
ACTIVITY	**PAY RATE**
Move classroom/unpack	Current Hourly Rate
Overload	$25/hour
Sub (para, terp, teacher) during planning period	$25/hour
Mandatory meetings outside of contract hours	Current Hourly Rate
Participation in Committees or Extra Curricular activities outside of regular contract hours	Current Hourly Rate
Related Service Providers in the DHH Program with a PEL who are called to substitute teach on an emergency basis.	$25/hour
INTERPRETERS	
ACTIVITY	**PAY RATE**
Interpret for extracurricular activities on a school day (33-40 hrs./week)	Current hourly rate
Interpret for extracurricular activities on a school day (40 hrs. or more /week)	Current hourly rate at time and one-half
Non-responsibility days (weekends, holidays, nights, non-ESY summer) - up to 40 hours/week	Current hourly rate
Interpret for Deaf Adult during school day	Paid the higher of regular hourly rate or $35/hour
Interpret for Deaf Adult outside of school day	Paid the higher of regular hourly rate or $35/hour
Participation in Committees outside of regular contract hours	Current hourly rate

EDUCATION DEPARTMENT
EXTRA DUTY PAY (continued)

PARAPROFESSIONALS	
ACTIVITY	**PAY RATE**
Extra Duties (e.g., wait with student for bus, attend staff meetings)	Current Hourly Rate
NIA Paraprofessional internal subbing for a DHH teacher or Interpreter	Paid at an additional 25% of their hourly rate.
Participation in Committees or extracurricular activities outside of regular contract hours	Current hourly rate
ALL EDUCATION DEPARTMENTS	
ACTIVITY	**PAY RATE**
NIA Parent/Family Sign Class	$30/hour

- **Extracurricular Activities on a school day with an assignment start prior to 5:00 pm**
  - Paid up to 1 hour for cancellations made with less than two-hour notice.
- **Non-contractual days (weekends, holidays, nights- events starting after 5:00 pm, summer-non ESY)**
  - Mileage reimbursed via the Mileage Policy
  - Paid for travel time from portal to portal.
  - Paid up to 1 hour for cancellations made with less than two-hour notice

THERAPY DEPARTMENT
BOARD CERTIFIED BEHAVIOR ANALYSTS (BCBA)
180 DAYS, 7.50 HOURS/DAY

	BS/MS	Doctorate
0	$ 58,331.04	$ 60,664.28
1	$ 59,497.66	$ 61,877.57
2	$ 60,687.62	$ 63,115.12
3	$ 61,901.38	$ 64,377.44
4	$ 63,139.41	$ 65,664.99
5	$ 64,402.20	$ 66,978.29
6	$ 65,851.24	$ 68,485.29
7	$ 67,332.90	$ 70,026.22
8	$ 68,847.89	$ 71,601.81
9	$ 70,396.96	$ 73,212.84
10	$ 71,980.89	$ 74,860.13
11	$ 73,600.46	$ 76,544.48
12	$ 75,256.47	$ 78,266.73
13	$ 76,949.74	$ 80,027.73
14	$ 78,681.11	$ 81,828.35
15	$ 80,451.43	$ 83,669.49
16	$ 82,261.59	$ 85,552.05
17	$ 84,112.47	$ 87,476.97
18	$ 86,005.00	$ 89,445.20
19	$ 87,940.11	$ 91,457.71
20	$ 89,918.76	$ 93,515.51
21	$ 91,941.93	$ 95,619.61
22	$ 94,010.62	$ 97,771.04
23	$ 96,125.86	$ 99,970.89
24	$ 98,288.69	$ 102,220.24
25	**$ 100,500.18**	**$ 104,520.19**

THERAPY DEPARTMENT
OCCUPATIONAL THERAPIST, PHYSICAL THERAPIST, COTA/PTA
180 DAYS, 7.50 HOURS/DAY

	THERAPISTS			THERAPIST ASSISTANTS
	BS/MS	**Doctorate**		**COTA /PTA**
0	$ 58,331.04	$ 60,664.28		$ 40,831.73
1	$ 59,497.66	$ 61,877.57		$ 41,648.36
2	$ 60,687.62	$ 63,115.12		$ 42,481.33
3	$ 61,901.38	$ 64,377.44		$ 43,330.97
4	$ 63,139.41	$ 65,664.99		$ 44,197.59
5	$ 64,402.20	$ 66,978.29		$ 45,081.54
6	$ 65,851.24	$ 68,485.29		$ 46,095.87
7	$ 67,332.90	$ 70,026.22		$ 47,133.03
8	$ 68,847.89	$ 71,601.81		$ 48,193.52
9	$ 70,396.96	$ 73,212.84		$ 49,277.87
10	$ 71,980.89	$ 74,860.13		$ 50,386.62
11	$ 73,600.46	$ 76,544.48		$ 51,520.32
12	$ 75,256.47	$ 78,266.73		$ 52,679.53
13	$ 76,949.74	$ 80,027.73		$ 53,864.82
14	$ 78,681.11	$ 81,828.35		$ 55,076.78
15	$ 80,451.43	$ 83,669.49		$ 56,316.00
16	$ 82,261.59	$ 85,552.05		$ 57,583.11
17	$ 84,112.47	$ 87,476.97		$ 58,878.73
18	$ 86,005.00	$ 89,445.20		$ 60,203.50
19	$ 87,940.11	$ 91,457.71		$ 61,558.08
20	$ 89,918.76	$ 93,515.51		$ 62,943.13
21	$ 91,941.93	$ 95,619.61		$ 64,359.35
22	$ 94,010.62	$ 97,771.04		$ 65,807.43
23	$ 96,125.86	$ 99,970.89		$ 67,288.10
24	$ 98,288.69	$ 102,220.24		$ 68,802.08
25	**$ 100,500.18**	**$ 104,520.19**		**$ 70,350.13**

THERAPY DEPARTMENT
SPEECH LANGUAGE PATHOLOGIST AND SLP ASSISTANT
180.0 DAYS, 7.50 HOURS/DAY

	BS/MS	Doctorate		SLP Assistant
0	$ 58,331.04	$ 60,664.28		$ 40,831.73
1	$ 59,497.66	$ 61,877.57		$ 41,648.36
2	$ 60,687.62	$ 63,115.12		$ 42,481.33
3	$ 61,901.38	$ 64,377.44		$ 43,330.97
4	$ 63,139.41	$ 65,664.99		$ 44,197.59
5	$ 64,402.20	$ 66,978.29		$ 45,081.54
6	$ 65,851.24	$ 68,485.29		$ 46,095.87
7	$ 67,332.90	$ 70,026.22		$ 47,133.03
8	$ 68,847.89	$ 71,601.81		$ 48,193.52
9	$ 70,396.96	$ 73,212.84		$ 49,277.87
10	$ 71,980.89	$ 74,860.13		$ 50,386.62
11	$ 73,600.46	$ 76,544.48		$ 51,520.32
12	$ 75,256.47	$ 78,266.73		$ 52,679.53
13	$ 76,949.74	$ 80,027.73		$ 53,864.82
14	$ 78,681.11	$ 81,828.35		$ 55,076.78
15	$ 80,451.43	$ 83,669.49		$ 56,316.00
16	$ 82,261.59	$ 85,552.05		$ 57,583.11
17	$ 84,112.47	$ 87,476.97		$ 58,878.73
18	$ 86,005.00	$ 89,445.20		$ 60,203.50
19	$ 87,940.11	$ 91,457.71		$ 61,558.08
20	$ 89,918.76	$ 93,515.51		$ 62,943.13
21	$ 91,941.93	$ 95,619.61		$ 64,359.35
22	$ 94,010.62	$ 97,771.04		$ 65,807.43
23	$ 96,125.86	$ 99,970.89		$ 67,288.10
24	$ 98,288.69	$ 102,220.24		$ 68,802.08
25	**$ 100,500.18**	**$ 104,520.19**		**$ 70,350.13**

THERAPY DEPARTMENT
EXTRA DUTY PAY

ACTIVITY	PAY RATE
Extra Duties (e.g., taking additional caseload as a “sub” which requires increased time for after-hours student documentation)	Current Hourly Rate
Summer Work	125% of Current Hourly Rate

EDUCATION & THERAPY DEPARTMENTS

PROGRAM SUPERVISORS

200.0 DAYS, 7.50 HOURS/DAY

	Annual
0	$ 86,404.92
1	$ 88,349.03
2	$ 90,336.88
3	$ 92,369.46
4	$ 94,447.77
5	$ 96,572.84
6	$ 98,745.73
7	$ 100,967.51
8	$ 103,239.28
9	$ 105,562.16
10	$ 107,937.31
11	$ 110,365.90
12	$ 112,849.13
13	$ 115,388.24
14	$ 117,984.48
15	$ 120,639.13
16	$ 123,353.51
17	$ 126,128.96
18	$ 128,966.86
19	$ 131,868.61
20	$ 134,835.65
21	$ 137,532.36
22	$ 140,283.01
23	$ 143,088.67
24	$ 145,950.44
25	**$ 148,869.45**

Position Benefits:

Board-paid employee health insurance.

ADMINISTRATIVE PERSONNEL
EXECUTIVE LEADERSHIP TEAM
220 DAYS, 7.50 HOURS/DAY

	Annual
0	**$ 97,901.83**
1	$ 100,349.38
2	$ 102,858.11
3	$ 105,429.56
4	$ 108,065.30
5	$ 110,766.93
6	$ 113,536.10
7	$ 116,374.50
8	$ 119,283.86
9	$ 122,265.96
10	$ 125,322.61
11	$ 128,455.68
12	$ 131,667.07
13	$ 134,958.75
14	$ 138,332.72
15	$ 141,791.04
16	$ 145,335.82
17	$ 148,969.22
18	$ 152,693.45
19	$ 156,510.79
20	**$ 160,423.56**
21	$ 163,632.03
22	$ 166,904.67
23	$ 170,242.76
24	$ 173,647.62
25	**$ 177,120.57**

Positions
Education Operations Executive
Finance Operations Executive
Technology Operations Executive
Therapy Operations Executive

Position Benefits
Board paid employee and family health insurance.

ADMINISTRATIVE PERSONNEL

ADMINISTRATIVE ASSISTANTS (AA) & OFFICE PROFESSIONALS (OP)

AA: 256 DAYS, 7.50 HOURS/DAY; OP: 250 DAYS, 8.0 HOURS/DAY

	ADMINISTRATIVE ASSISTANT		OFFICE PROFESSIONAL		BILINGUAL OFFICE PROFESSIONAL	
	Hourly	Annual	Hourly	Annual	Hourly	Annual
0	**$ 22.45**	**$ 43,104.00**	**$ 17.68**	**$ 35,360.00**	**$ 18.21**	**$ 36,420.00**
1	$ 23.01	$ 44,179.20	$ 18.12	$ 36,240.00	$ 18.66	$ 37,320.00
2	$ 23.59	$ 45,292.80	$ 18.57	$ 37,140.00	$ 19.13	$ 38,260.00
3	$ 24.18	$ 46,425.60	$ 19.03	$ 38,060.00	$ 19.60	$ 39,200.00
4	$ 24.78	$ 47,577.60	$ 19.51	$ 39,020.00	$ 20.10	$ 40,200.00
5	$ 25.40	$ 48,768.00	$ 20.00	$ 40,000.00	$ 20.60	$ 41,200.00
6	$ 26.04	$ 49,996.80	$ 20.50	$ 41,000.00	$ 21.12	$ 42,240.00
7	$ 26.69	$ 51,244.80	$ 21.01	$ 42,020.00	$ 21.64	$ 43,280.00
8	$ 27.36	$ 52,531.20	$ 21.54	$ 43,080.00	$ 22.19	$ 44,380.00
9	$ 28.04	$ 53,836.80	$ 22.08	$ 44,160.00	$ 22.74	$ 45,480.00
10	$ 28.74	$ 55,180.80	$ 22.63	$ 45,260.00	$ 23.31	$ 46,620.00
11	$ 29.46	$ 56,563.20	$ 23.20	$ 46,400.00	$ 23.90	$ 47,800.00
12	$ 30.20	$ 57,984.00	$ 23.78	$ 47,560.00	$ 24.49	$ 48,980.00
13	$ 30.96	$ 59,443.20	$ 24.37	$ 48,740.00	$ 25.10	$ 50,200.00
14	$ 31.73	$ 60,921.60	$ 24.98	$ 49,960.00	$ 25.73	$ 51,460.00
15	$ 32.52	$ 62,438.40	$ 25.60	$ 51,200.00	$ 26.37	$ 52,740.00
16	$ 33.33	$ 63,993.60	$ 26.24	$ 52,480.00	$ 27.03	$ 54,060.00
17	$ 34.16	$ 65,587.20	$ 26.90	$ 53,800.00	$ 27.71	$ 55,420.00
18	$ 35.01	$ 67,219.20	$ 27.57	$ 55,140.00	$ 28.40	$ 56,800.00
19	$ 35.89	$ 68,908.80	$ 28.26	$ 56,520.00	$ 29.11	$ 58,220.00
20	$ 36.79	$ 70,636.80	$ 28.97	$ 57,940.00	$ 29.84	$ 59,680.00
21	$ 37.53	$ 72,057.60	$ 29.55	$ 59,100.00	$ 30.44	$ 60,880.00
22	$ 38.28	$ 73,497.60	$ 30.14	$ 60,280.00	$ 31.04	$ 62,080.00
23	$ 39.05	$ 74,976.00	$ 30.74	$ 61,480.00	$ 31.66	$ 63,320.00
24	$ 39.83	$ 76,473.60	$ 31.35	$ 62,700.00	$ 32.29	$ 64,580.00
25	**$ 40.63**	**$ 78,009.60**	**$ 31.98**	**$ 63,960.00**	**$ 32.94**	**$ 65,880.00**

ADMINISTRATIVE PERSONNEL
FINANCE MANAGER, HR MANAGER, HR COORDINATOR, AND HR-FINANCE MANAGER
256 DAYS, 7.50 HOURS/DAY

	FINANCE MANAGER	HR Manager	HR Coordinator		HR-FINANCE MANAGER
	Annual	Annual	Hourly	Annual	Annual
0	$57,510.92	$57,510.92	$27.23	$52,281.60	**$71,204.28**
1	$58,948.69	$58,948.69	$27.78	$53,337.60	$72,984.39
2	$60,422.41	$60,422.41	$28.33	$54,393.60	$74,809.00
3	$61,932.97	$61,932.97	$28.90	$55,488.00	$76,679.23
4	$63,481.29	$63,481.29	$29.48	$56,601.60	$78,596.21
5	$65,068.32	$65,068.32	$30.06	$57,715.20	$80,561.12
6	$66,695.03	$66,695.03	$30.67	$58,886.40	$82,575.15
7	$68,362.41	$68,362.41	$31.28	$60,057.60	$84,639.53
8	$70,071.47	$70,071.47	$31.90	$61,248.00	$86,755.52
9	$71,823.26	$71,823.26	$32.54	$62,476.80	$88,924.41
10	$73,618.84	$73,618.84	$33.19	$63,724.80	$91,147.52
11	$75,459.31	$75,459.31	$33.86	$65,011.20	$93,426.21
12	$77,345.79	$77,345.79	$34.53	$66,297.60	$95,761.87
13	$79,279.43	$79,279.43	$35.23	$67,641.60	$98,155.92
14	$81,261.42	$81,261.42	$35.93	$68,985.60	$100,609.82
15	$83,292.96	$83,292.96	$36.65	$70,368.00	$103,125.07
16	$85,375.28	$85,375.28	$37.38	$71,769.60	$105,703.20
17	$87,509.66	$87,509.66	$38.13	$73,209.60	$108,345.78
18	$89,697.40	$89,697.40	$38.89	$74,668.80	$111,054.42
19	$91,939.84	$91,939.84	$39.67	$76,166.40	$113,830.78
20	$94,238.34	$94,238.34	$40.46	$77,683.20	$116,676.55
21	$96,123.11	$96,123.11	$41.27	$79,238.40	$119,010.08
22	$98,045.57	$98,045.57	$42.10	$80,832.00	$121,390.28
23	$100,006.48	$100,006.48	$42.94	$82,444.80	$123,818.09
24	$102,006.61	$102,006.61	$43.80	$84,096.00	$126,294.45
25	**$104,046.74**	**$104,046.74**	**$44.67**	$85,766.40	**$128,820.34**

ADMINISTRATIVE PERSONNEL
TECHNOLOGY MANAGER
256 DAYS, 7.50 HOURS/DAY

	Annual
0	$67,961.00
1	$69,556.00
2	$71,188.00
3	$72,858.00
4	$74,568.00
5	$76,317.00
6	$78,108.00
7	$79,941.00
8	$81,816.00
9	$83,736.00
10	$85,701.00
11	$87,712.00
12	$89,770.00
13	$91,876.00
14	$94,032.00
15	$96,238.00
16	$98,496.00
17	$100,808.00
18	$103,173.00
19	$105,594.00
20	$108,071.00
21	$110,607.00
22	$113,202.00
23	$115,858.00
24	$118,577.00
25	$121,359.00

ADMINISTRATIVE PERSONNEL

CLERK

250 DAYS, 8.0 HOURS/DAY

POSITION	HOURLY RATE
Clerk	$16.00

RETIREMENT INCENTIVES

TRS Participants

A licensed employee of NIA ("employee") participating in TRS and meeting the eligibility criteria outlined below will be entitled to a 6% retirement incentive during their final three years of service. To qualify, the employee must:

1. Submit an irrevocable letter of retirement by March 1st before the commencement of the school year in which the retirement incentive becomes effective.
2. Provide an individual TRS report confirming their known age, creditable service, creditable earnings, and accumulated sick leave.
3. Have accumulated 10 or more years of continuous full-time service as a licensed employee with NIA as of the effective date of retirement stated in the irrevocable letter of retirement.
4. Retire at the conclusion of the school year.
5. Not have experienced an increase in TRS non-exempt creditable earnings exceeding 6% in any of the three years preceding the school year in which the 6% salary increments will commence.

If the employee meets these criteria, their compensation will not adhere to the regular salary schedule. Instead, they will transition "off schedule" and receive a salary increase of six percent (6%) over their prior year's base salary for a duration of up to a maximum of three years.

RETIREMENT INCENTIVES

IMRF (THOSE HIRED BEFORE JANUARY 1, 2012)

An NIA employee who is a participant in the IMRF and fulfills the eligibility criteria outlined below will be entitled to a 25% retirement incentive in the year of their retirement. To qualify, the employee must:

1. Submit an irrevocable letter of retirement by March 1st before the start of the school year in which the retirement incentive takes effect.
2. Have maintained continuous employment with the NIA since January 1, 2012.
3. Possess ten or more years of uninterrupted service with the NIA at the time of retirement.
4. Retire at the conclusion of the employee's contract year.

If the employee meets these criteria, their compensation will not follow the regular salary schedule. Instead, they will transition "off schedule" and receive a 25% increase over their prior year's base salary in the final year of employment. This increased amount is considered creditable earnings for calculating IMRF annuity payments.

The retirement incentive will be disbursed as salary in equal installments throughout the last year of employment before retirement. Employees receiving this salary incentive will be ineligible for an annual NIA salary increase. Additionally, the payment of the salary incentive must not trigger the NIA to make an "Accelerated Payment" to the IMRF as per 40 ILCS 5/7-172(k)

STIPEND LIST

Stipend	Amount	Justification	Pay Schedule	Increase?
Board Secretary	$3,000.00	Serving as Executive Board Secretary	Divided across 24 pay periods	No
Hard-to-Fill	$3,000.00	Hard-to-fill position, due at hiring. Director consultation required.	Divided across 24 pay periods	No
Hard-to-Fill **(excess mileage)**	$3,000.00	Teammates who drive 10,000+ miles in one Fiscal Year.	Paid via RFC during fiscal year end payroll	No
Office Management	$1,000.00	Shredding, extermination, necessary repairs, etc. Attend Facilities Management meetings (1 per office) EIS due by June 5th annually	Divided across 24 pay periods	No
Therapy/Education Assistant Supervisor	$3,500.00	Carried forward annually, after initial EIS. Supervise and evaluate staff.	Divided across 24 pay periods; prorated based on total contract days	Yes
NIA Mentee	$500.00	Determined Annually - submitted via EIS Form.	Divided across 24 pay periods	No
NIA Mentor	$1,000 for 1 mentee, plus an additional $500 per additional mentee.	Determined Annually - submitted via EIS Form.	Divided across 24 pay periods	No
Annual Club Advisor (non-grant related)	Current Hourly Rate	Determined Annually-EIS due August 5th	Paid via RFC	N/A

STIPEND LIST (continued)

Stipend	Amount	Justification	Pay Schedule	Increase?
CATIS Services	$3,500.00	Leads and develops the assistive technology training and supervision (related to vision services) for the region. Carried forward from initial EIS.	Divided across 24 pay periods; prorated based on contract days	Yes
Lead Teacher or Therapist	$1,500	Determined annually, EIS due August 5th, supports scheduling, technical assistance, assessment mgmt., team meetings, communication lead for building or dept.	Divided across 24 pay periods	No
Sub-Caller	$250/month	Determined annually, EIS due August 5th, process absences and secure substitutes for vacant positions.	Divided across 24 pay periods	No
Advanced Certification/ Specialized Training	$500 - $3000 annually -Determined by the Director	Teammate is engaged, in or has completed advanced certification or specialized training at their own expense that strategically advantages the NIA. Director approval and signed agreement required.	As per situation	No
Bilingual Speech Language Pathologist	$3,000.00	50% or more of workload/caseload is in a language other than spoken English. SLP must be fluent in this language.	Divided across 24 pay periods	No

2026-2027

Compensation Guide

Version 2.0

Board Approved June 17, 2026

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Education Department

Teachers and Orientation & Mobility Specialists
182 Days, 7.0 Hours/Day, Exempt

	BS	BS +15	MS	MS +15	MS +30	MS +45/PhD
0	**$55,501.11**	**$57,166.14**	**$58,881.12**	**$60,647.55**	**$62,466.98**	**$64,340.99**
1	$56,694.38	$58,395.21	$60,147.07	$61,951.48	$63,810.02	$65,724.32
2	$57,913.31	$59,650.71	$61,440.23	$63,283.44	$65,181.94	$67,137.40
3	$59,158.45	$60,933.20	$62,761.20	$64,644.04	$66,583.36	$68,580.86
4	$60,430.36	$62,243.27	$64,110.57	$66,033.89	$68,014.91	$70,055.36
5	$61,729.61	$63,581.50	$65,488.95	$67,453.62	$69,477.23	$71,561.55
6	$63,056.80	$64,948.50	$66,896.96	$68,903.87	$70,970.99	$73,100.12
7	$64,412.52	$66,344.90	$68,335.25	$70,385.31	$72,496.87	$74,671.78
8	$65,797.39	$67,771.31	$69,804.45	$71,898.58	$74,055.54	$76,277.21
9	$67,212.03	$69,228.39	$71,305.24	$73,444.40	$75,647.73	$77,917.16
10	$68,657.09	$70,716.80	$72,838.30	$75,023.45	$77,274.15	$79,592.37
11	$70,133.22	$72,237.22	$74,404.34	$76,636.47	$78,935.56	$81,303.63
12	$71,641.08	$73,790.31	$76,004.02	$78,284.14	$80,632.66	$83,051.64
13	$73,181.36	$75,376.80	$77,638.10	$79,967.24	$82,366.26	$84,837.25
14	$74,754.76	$76,997.40	$79,307.32	$81,686.54	$84,137.14	$86,661.25
15	$76,361.99	$78,652.85	$81,012.44	$83,442.81	$85,946.09	$88,524.47
16	$78,003.77	$80,343.88	$82,754.20	$85,236.83	$87,793.93	$90,427.75
17	$79,680.85	$82,071.28	$84,533.42	$87,069.42	$89,681.50	$92,371.95
18	$81,393.99	$83,835.81	$86,350.88	$88,941.41	$91,609.65	$94,357.94
19	$83,143.96	$85,638.28	$88,207.43	$90,853.65	$93,579.26	$96,386.64
20	$84,931.56	$87,479.51	$90,103.90	$92,807.02	$95,591.23	$98,458.97
21	$86,757.59	$89,360.32	$92,041.13	$94,802.36	$97,646.43	$100,575.82
22	$88,622.88	$91,281.57	$94,020.02	$96,840.62	$99,745.84	$102,738.22
23	$90,528.27	$93,244.12	$96,041.44	$98,922.68	$101,890.36	$104,947.07
24	$92,474.63	$95,248.87	$98,106.34	$101,049.53	$104,081.02	$107,203.45
25	**$94,462.83**	**$97,296.71**	**$100,215.61**	**$103,222.08**	**$106,318.74**	**$109,508.30**

Note: The salaries listed above include TRS.

Education Department
Sign Language Interpreters
177 Days, 7.0 Hours/Day, Non-Exempt

	Interpreter 1 ISBE 3.0-3.40			Interpreter 2 ISBE 3.50+ or IL License Intermediate			Interpreter 3 Licensure Advanced or Masters	
	Hourly	Annual		Hourly	Annual		Hourly	Annual
0	**$30.20**	**$ 37,417.80**		**$31.11**	**$ 38,545.29**		**$32.04**	**$ 39,697.56**
1	$30.92	$ 38,309.88		$31.86	$ 39,474.54		$32.81	$ 40,651.59
2	$31.66	$ 39,226.74		$32.62	$ 40,416.18		$33.60	$ 41,630.40
3	$32.42	$ 40,168.38		$33.40	$ 41,382.60		$34.41	$ 42,633.99
4	$33.20	$ 41,134.80		$34.20	$ 42,373.80		$35.24	$ 43,662.36
5	$34.00	$ 42,126.00		$35.02	$ 43,389.78		$36.09	$ 44,715.51
6	$34.82	$ 43,141.98		$35.86	$ 44,430.54		$36.96	$ 45,793.44
7	$35.66	$ 44,182.74		$36.72	$ 45,496.08		$37.85	$ 46,896.15
8	$36.52	$ 45,248.28		$37.60	$ 46,586.40		$38.76	$ 48,023.64
9	$37.40	$ 46,338.60		$38.50	$ 47,701.50		$39.69	$ 49,175.91
10	$38.30	$ 47,453.70		$39.42	$ 48,841.38		$40.64	$ 50,352.96
11	$39.22	$ 48,593.58		$40.37	$ 50,018.43		$41.62	$ 51,567.18
12	$40.16	$ 49,758.24		$41.34	$ 51,220.26		$42.62	$ 52,806.18
13	$41.12	$ 50,947.68		$42.33	$ 52,446.87		$43.64	$ 54,069.96
14	$42.11	$ 52,174.29		$43.35	$ 53,710.65		$44.69	$ 55,370.91
15	$43.12	$ 53,425.68		$44.39	$ 54,999.21		$45.76	$ 56,696.64
16	$44.15	$ 54,701.85		$45.46	$ 56,324.94		$46.86	$ 58,059.54
17	$45.21	$ 56,015.19		$46.55	$ 57,675.45		$47.98	$ 59,447.22
18	$46.30	$ 57,365.70		$47.67	$ 59,063.13		$49.13	$ 60,872.07
19	$47.41	$ 58,740.99		$48.81	$ 60,475.59		$50.31	$ 62,334.09
20	$48.55	$ 60,153.45		$49.98	$ 61,925.22		$51.52	$ 63,833.28
21	$49.62	$ 61,479.18		$51.08	$ 63,288.12		$52.65	$ 65,233.35
22	$50.71	$ 62,829.69		$52.20	$ 64,675.80		$53.81	$ 66,670.59
23	$51.83	$ 64,217.37		$53.35	$ 66,100.65		$54.99	$ 68,132.61
24	$52.97	$ 65,629.83		$54.52	$ 67,550.28		$56.20	$ 69,631.80
25	**$54.14**	**$ 67,079.46**		**$55.72**	**$ 69,037.08**		**$57.44**	**$ 71,168.16**

Position Benefits: NIA will reimburse annual IDHHC licensure registration for interpreters in exchange for their availability to provide licensed interpreting services, as needed.

Education Department

Audiologists

195 Days,7.50 Hours/Day, Exempt

	MS +30 or AuD
0	**$71,221.49**
1	$72,823.97
2	$74,462.51
3	$76,137.92
4	$77,851.02
5	$79,602.67
6	$81,393.73
7	$83,225.09
8	$85,097.65
9	$87,012.35
10	$88,970.13
11	$90,971.96
12	$93,018.83
13	$95,111.75
14	$97,251.76
15	$99,439.92
16	$101,677.32
17	$103,965.06
18	$106,304.27
19	$108,696.12
20	$111,141.78
21	$113,364.62
22	$115,631.91
23	$117,944.55
24	$120,303.44
25	**$122,709.51**

Education Department
Paraprofessionals
177 Days, 7.0 Hours/Day, Non-Exempt

	Non-Signing Para			Signing Para	
	Hourly	Annual		Hourly	Annual
0	**$20.25**	**$ 25,089.75**		**$20.96**	**$ 25,969.44**
1	$20.74	$ 25,696.86		$21.47	$ 26,601.33
2	$21.24	$ 26,316.36		$21.98	$ 27,233.22
3	$21.75	$ 26,948.25		$22.51	$ 27,889.89
4	$22.27	$ 27,592.53		$23.05	$ 28,558.95
5	$22.80	$ 28,249.20		$23.60	$ 29,240.40
6	$23.35	$ 28,930.65		$24.17	$ 29,946.63
7	$23.91	$ 29,624.49		$24.75	$ 30,665.25
8	$24.48	$ 30,330.72		$25.34	$ 31,396.26
9	$25.07	$ 31,061.73		$25.95	$ 32,152.05
10	$25.67	$ 31,805.13		$26.57	$ 32,920.23
11	$26.23	$ 32,498.97		$27.15	$ 33,638.85
12	$26.81	$ 33,217.59		$27.75	$ 34,382.25
13	$27.40	$ 33,948.60		$28.36	$ 35,138.04
14	$28.00	$ 34,692.00		$28.98	$ 35,906.22
15	$28.62	$ 35,460.18		$29.62	$ 36,699.18
16	$29.25	$ 36,240.75		$30.27	$ 37,504.53
17	$29.89	$ 37,033.71		$30.94	$ 38,334.66
18	$30.55	$ 37,851.45		$31.62	$ 39,177.18
19	$31.22	$ 38,681.58		$32.31	$ 40,032.09
20	$31.91	$ 39,536.49		$33.03	$ 40,924.17
21	$32.61	$ 40,403.79		$33.75	$ 41,816.25
22	$33.33	$ 41,295.87		$34.50	$ 42,745.50
23	$34.06	$ 42,200.34		$35.25	$ 43,674.75
24	$34.81	$ 43,129.59		$36.03	$ 44,641.17
25	**$35.58**	**$ 44,083.62**		**$36.83**	**$ 45,632.37**

Education Department
Extended School Year (ESY)

Description	Pay Rate
ESY DHH Program Supervisor	Hourly rate equivalent to experience step in the compensation guide
ESY DHH Program Teacher (NIA Staff)	Hourly rate equivalent to experience step in the compensation guide
ESY DHH Program Teacher (Not NIA Staff)	Hourly rate equivalent to experience step in the compensation guide
ESY DHH Program Interpreter	Current Hourly Rate
ESY Interpreter working as a paraprofessional	Hourly rate equivalent to experience step in Paraprofessional Entry Level Guide, or current hourly rate, whichever is higher.
ESY Interpreter working as a substitute teacher	Hourly rate equivalent on teacher salary grid (with a teacher certificate) or current hourly rate (with sub certificate)
ESY DHH Program Paraprofessional (NIA Staff)	Current Hourly Rate
ESY DHH Program Paraprofessional (Not NIA Staff)	Hourly rate equivalent to experience step in the compensation guide
ESY Itinerant Teachers	Hourly rate equivalent to experience step in the compensation guide, drive time paid portal to portal, and mileage reimbursed per Mileage Policy.

Education Department
Substitute Rates

Description	Pay Rate
Hourly Sub Teacher	$150/7-hour day*
Certified Teacher subbing as a signing Paraprofessional	$150/7-hour day*
Long Term Sub Teacher (10 consecutive workdays in the same classroom. Retroactive pay once the sub reaches ten days. Sick/personal days do not count as a day toward the ten consecutive days. A sub may take up to sick/personal days without breaking the consecutive day requirement.	$200/7-hour day*
Sub Interpreter (a minimum of 2 hours is guaranteed; if an Interpreter assignment is not available for the full 2 hours, the sub interpreter may be used elsewhere)	$50-$60 dependent on IDHHC License
Sub Paraprofessional (non-signing)	$110/7-hour day*
Sub Paraprofessional (signing)	$120/7-hour day*

*Pay will be prorated based on actual hours worked.

Education Department
Permanent Substitute Teacher
182 Days, 7.0 Hours/Day

Position	Salary Range
Permanent Substitute Teacher	$45,000-$51,000

Education Department
Extra Duty Pay

Teachers	
Activity	**Pay Rate**
Move classroom/unpack	Current Hourly Rate
Overload	$25/hour
Sub (para, terp, teacher) during planning period	$25/hour
Mandatory meetings outside of contract hours	Current Hourly Rate
Participation in Committees or Extra Curricular activities outside of regular contract hours	Current Hourly Rate
Related Service Providers in the DHH Program with a PEL who are called to substitute teach on an emergency basis.	$25/hour
Interpreters	
Activity	**Pay Rate**
Interpret for extracurricular activities on a school day (33-40 hrs./week)	Current hourly rate
Interpret for extracurricular activities on a school day (40 hrs. or more /week)	Current hourly rate at time and one-half
Non-responsibility days (weekends, holidays, nights, non-ESY summer) - up to 40 hours/week	Current hourly rate
Interpret for Deaf Adult during school day	Paid the higher of regular hourly rate or $35/hour
Interpret for Deaf Adult outside of school day	Paid the higher of regular hourly rate or $35/hour
Participation in Committees outside of regular contract hours	Current hourly rate

Education Department
Extra Duty Pay (continued)

Paraprofessionals	
Activity	**Pay Rate**
Extra Duties (e.g., wait with student for bus, attend staff meetings)	Current Hourly Rate
NIA Paraprofessional internal subbing for a DHH teacher or Interpreter	Paid at an additional 25% of their hourly rate.
Participation in Committees or extracurricular activities outside of regular contract hours	Current hourly rate
All Education Departments	
Activity	**Pay Rate**
NIA Parent/Family Sign Class	$30/hour

- **Extracurricular Activities on a school day with an assignment start prior to 5:00 pm**
  - Paid up to 1 hour for cancellations made with less than two-hour notice.
- **Non-contractual days (weekends, holidays, nights- events starting after 5:00 pm, summer-non ESY, etc.)**
  - Mileage reimbursed via the Mileage Policy
  - Paid for travel time from portal to portal.
  - Paid up to 1 hour for cancellations made with less than two-hour notice

Therapy Department
Occupational Therapist, Physical Therapist, COTA/PTA
180 Days, 7.50 Hours/Day, Exempt

	Therapist			Therapist Assistant
	BS/MS	Doctorate		COTA /PTA
0	**$59,643.49**	**$62,029.23**		**$41,750.44**
1	$60,925.82	$63,362.86		$42,648.07
2	$62,235.73	$64,725.16		$43,565.01
3	$63,573.80	$66,116.75		$44,501.66
4	$64,940.64	$67,538.26		$45,458.45
5	$66,336.86	$68,990.33		$46,435.80
6	$67,763.10	$70,473.62		$47,434.17
7	$69,220.01	$71,988.80		$48,454.01
8	$70,708.24	$73,536.56		$49,495.77
9	$72,228.47	$75,117.60		$50,559.93
10	$73,781.38	$76,732.63		$51,646.97
11	$75,367.68	$78,382.38		$52,757.38
12	$76,988.09	$80,067.60		$53,891.66
13	$78,643.33	$81,789.05		$55,050.33
14	$80,334.16	$83,547.51		$56,233.91
15	$82,061.34	$85,343.78		$57,442.94
16	$83,825.66	$87,178.67		$58,677.96
17	$85,627.91	$89,053.01		$59,939.54
18	$87,468.91	$90,967.65		$61,228.24
19	$89,349.49	$92,923.45		$62,544.64
20	$91,270.50	$94,921.30		$63,889.35
21	$93,232.82	$96,962.11		$65,262.97
22	$95,237.33	$99,046.80		$66,666.13
23	$97,284.93	$101,176.31		$68,099.45
24	$99,376.56	$103,351.60		$69,563.59
25	**$101,513.16**	**$105,573.66**		**$71,059.21**

Therapy Department
Speech Language Pathologist and SLP Assistant
180 Days, 7.50 Hours/Day, Exempt

	BS/MS	Enhanced*	Doctorate		SLP Assistant
0	**$63,580.83**	**$65,965.11**	**$68,349.39**		**$44,506.58**
1	$65,011.40	$67,449.32	$69,887.25		$45,507.98
2	$66,474.16	$68,966.93	$71,459.71		$46,531.91
3	$67,969.83	$70,518.69	$73,067.55		$47,578.88
4	$69,499.15	$72,105.36	$74,711.57		$48,649.41
5	$71,062.88	$73,727.73	$76,392.58		$49,744.02
6	$72,661.79	$75,386.60	$78,111.41		$50,863.25
7	$74,296.68	$77,082.80	$79,868.92		$52,007.68
8	$75,968.36	$78,817.16	$81,665.97		$53,177.85
9	$77,677.65	$80,590.55	$83,503.45		$54,374.36
10	$79,425.40	$82,403.84	$85,382.28		$55,597.78
11	$81,212.47	$84,257.93	$87,303.38		$56,848.73
12	$83,039.75	$86,153.73	$89,267.71		$58,127.83
13	$84,908.14	$88,092.19	$91,276.23		$59,435.70
14	$86,818.57	$90,074.26	$93,329.95		$60,773.00
15	$88,771.99	$92,100.93	$95,429.87		$62,140.39
16	$90,769.36	$94,173.20	$97,577.04		$63,538.55
17	$92,811.67	$96,292.10	$99,772.52		$64,968.17
18	$94,899.93	$98,458.67	$102,017.40		$66,429.95
19	$97,035.18	$100,673.99	$104,312.79		$67,924.63
20	$99,218.47	$102,939.15	$106,659.83		$69,452.93
21	$101,450.89	$105,255.28	$109,059.68		$71,015.62
22	$103,733.54	$107,623.52	$111,513.52		$72,613.48
23	$106,067.54	$110,045.05	$114,022.57		$74,247.28
24	$108,454.06	$112,521.06	$116,588.08		$75,917.84
25	**$110,894.28**	**$115,052.78**	**$119,211.31**		**$77,626.00**

*Completed at least 50% of credits toward a PhD or similar terminal degree, or holds an advanced degree that benefits NIA (e.g., Educational Leadership or Administration) with CEO approval.

Note: The salaries listed above include TRS (excludes Assistants).

Therapy Department
Extra Duty Pay

Activity	Pay Rate
Extra Duties (e.g., taking additional caseload as a “sub” which requires increased time for after-hours student documentation)	Current Hourly Rate
Summer Work	125% of Current Hourly Rate

Special Services
Board Certified Behavioral Analyst (BCBA)
180 Days, 7.50 Hours/Day , Exempt

	BS/MS	Doctorate
0	**$60,080.97**	**$62,484.21**
1	$61,432.79	$63,890.10
2	$62,815.03	$65,327.63
3	$64,228.37	$66,797.50
4	$65,673.51	$68,300.45
5	$67,151.16	$69,837.21
6	$68,662.06	$71,408.54
7	$70,138.29	$72,943.82
8	$71,646.26	$74,512.11
9	$73,186.65	$76,114.12
10	$74,760.16	$77,750.57
11	$76,367.50	$79,422.20
12	$78,009.40	$81,129.78
13	$79,686.60	$82,874.06
14	$81,399.86	$84,655.85
15	$83,149.96	$86,475.96
16	$84,937.68	$88,335.19
17	$86,763.84	$90,234.39
18	$88,629.26	$92,174.43
19	$90,534.79	$94,156.18
20	$92,481.29	$96,180.54
21	$94,469.64	$98,248.43
22	$96,500.74	$100,360.77
23	$98,575.51	$102,518.53
24	$100,694.88	$104,722.68
25	**$102,859.82**	**$106,974.21**

Special Services
School Social Worker
180 Days, 7.50 Hours/Day, Exempt

	MS	Enhanced*	Doctorate
0	**$63,580.83**	**$65,965.11**	**$68,349.39**
1	$65,011.40	$67,449.32	$69,887.25
2	$66,474.16	$68,966.93	$71,459.71
3	$67,969.83	$70,518.69	$73,067.55
4	$69,499.15	$72,105.36	$74,711.57
5	$71,062.88	$73,727.73	$76,392.58
6	$72,661.79	$75,386.60	$78,111.41
7	$74,296.68	$77,082.80	$79,868.92
8	$75,968.36	$78,817.16	$81,665.97
9	$77,677.65	$80,590.55	$83,503.45
10	$79,425.40	$82,403.84	$85,382.28
11	$81,212.47	$84,257.93	$87,303.38
12	$83,039.75	$86,153.73	$89,267.71
13	$84,908.14	$88,092.19	$91,276.23
14	$86,818.57	$90,074.26	$93,329.95
15	$88,771.99	$92,100.93	$95,429.87
16	$90,769.36	$94,173.20	$97,577.04
17	$92,811.67	$96,292.10	$99,772.52
18	$94,899.93	$98,458.67	$102,017.40
19	$97,035.18	$100,673.99	$104,312.79
20	$99,218.47	$102,939.15	$106,659.83
21	$101,450.89	$105,255.28	$109,059.68
22	$103,733.54	$107,623.52	$111,513.52
23	$106,067.54	$110,045.05	$114,022.57
24	$108,454.06	$112,521.06	$116,588.08
25	**$110,894.28**	**$115,052.78**	**$119,211.31**

*Completed at least 50% of credits toward a PhD or similar terminal degree, or holds an advanced degree that benefits NIA (e.g., Educational Leadership or Administration) with CEO approval.

Note: The salaries listed above include TRS.

Special Services
School Psychologist
180 Days, 7.50 Hours/Day, Exempt

	MS	Enhanced*	Doctorate
0	**$63,580.83**	**$65,965.11**	**$68,349.39**
1	$65,011.40	$67,449.32	$69,887.25
2	$66,474.16	$68,966.93	$71,459.71
3	$67,969.83	$70,518.69	$73,067.55
4	$69,499.15	$72,105.36	$74,711.57
5	$71,062.88	$73,727.73	$76,392.58
6	$72,661.79	$75,386.60	$78,111.41
7	$74,296.68	$77,082.80	$79,868.92
8	$75,968.36	$78,817.16	$81,665.97
9	$77,677.65	$80,590.55	$83,503.45
10	$79,425.40	$82,403.84	$85,382.28
11	$81,212.47	$84,257.93	$87,303.38
12	$83,039.75	$86,153.73	$89,267.71
13	$84,908.14	$88,092.19	$91,276.23
14	$86,818.57	$90,074.26	$93,329.95
15	$88,771.99	$92,100.93	$95,429.87
16	$90,769.36	$94,173.20	$97,577.04
17	$92,811.67	$96,292.10	$99,772.52
18	$94,899.93	$98,458.67	$102,017.40
19	$97,035.18	$100,673.99	$104,312.79
20	$99,218.47	$102,939.15	$106,659.83
21	$101,450.89	$105,255.28	$109,059.68
22	$103,733.54	$107,623.52	$111,513.52
23	$106,067.54	$110,045.05	$114,022.57
24	$108,454.06	$112,521.06	$116,588.08
25	**$110,894.28**	**$115,052.78**	**$119,211.31**

*Completed at least 50% of credits toward a PhD or similar terminal degree, or holds an advanced degree that benefits NIA (e.g., Educational Leadership or Administration) with CEO approval.

Note: The salaries listed above include TRS.

Education & Therapy Departments
Program Supervisors
200 Days, 7.50 Hours/Day, Exempt

	Annual
0	**$87,700.99**
1	$89,674.26
2	$91,691.93
3	$93,755.00
4	$95,864.49
5	$98,021.44
6	$100,226.92
7	$102,482.03
8	$104,787.88
9	$107,145.61
10	$109,556.39
11	$112,021.41
12	$114,541.89
13	$117,119.08
14	$119,754.26
15	$122,448.73
16	$125,203.83
17	$128,020.92
18	$130,901.39
19	$133,846.67
20	$136,858.22
21	$139,595.38
22	$142,387.29
23	$145,235.04
24	$148,139.74
25	**$151,102.53**

Position Benefits:

Board-paid employee health insurance.

Administrative Personnel
Executive Leadership Team
220 Days, 7.50 Hours/Day, Exempt

	Annual
0	**$99,370.36**
1	$101,854.62
2	$104,400.99
3	$107,011.01
4	$109,686.29
5	$112,428.45
6	$115,239.16
7	$118,120.14
8	$121,073.14
9	$124,099.97
10	$127,202.47
11	$130,382.53
12	$133,642.09
13	$136,983.14
14	$140,407.72
15	$143,917.91
16	$147,515.86
17	$151,203.76
18	$154,983.85
19	$158,858.45
20	$162,829.91
21	$166,086.51
22	$169,408.24
23	$172,796.40
24	$176,252.33
25	**$179,777.38**

Positions
Education Operations Executive
Finance Operations Executive
Technology Operations Executive
Therapy Operations Executive

Position Benefits
Board paid employee and family health insurance.

Administrative Personnel

Administrative Assistant (AA) & Office Professional (OP)

AA: 256 days, 7.50 Hours/Day; OP: 250 Days, 8.0 Hours/Day

Non-Exempt

	Administrative Assistant			Office Professional			Bilingual Office Professional	
	Hourly	Annual		Hourly	Annual		Hourly	Annual
0	**$22.79**	**$ 43,756.80**		**$17.95**	**$ 35,900.00**		**$18.48**	**$ 36,960.00**
1	$23.36	$ 44,851.20		$18.40	$ 36,800.00		$18.94	$ 37,880.00
2	$23.94	$ 45,964.80		$18.86	$ 37,720.00		$19.41	$ 38,820.00
3	$24.54	$ 47,116.80		$19.33	$ 38,660.00		$19.90	$ 39,800.00
4	$25.15	$ 48,288.00		$19.81	$ 39,620.00		$20.40	$ 40,800.00
5	$25.78	$ 49,497.60		$20.31	$ 40,620.00		$20.91	$ 41,820.00
6	$26.42	$ 50,726.40		$20.82	$ 41,640.00		$21.43	$ 42,860.00
7	$27.08	$ 51,993.60		$21.34	$ 42,680.00		$21.97	$ 43,940.00
8	$27.76	$ 53,299.20		$21.87	$ 43,740.00		$22.52	$ 45,040.00
9	$28.45	$ 54,624.00		$22.42	$ 44,840.00		$23.08	$ 46,160.00
10	$29.16	$ 55,987.20		$22.98	$ 45,960.00		$23.66	$ 47,320.00
11	$29.89	$ 57,388.80		$23.55	$ 47,100.00		$24.25	$ 48,500.00
12	$30.64	$ 58,828.80		$24.14	$ 48,280.00		$24.86	$ 49,720.00
13	$31.41	$ 60,307.20		$24.74	$ 49,480.00		$25.48	$ 50,960.00
14	$32.20	$ 61,824.00		$25.36	$ 50,720.00		$26.12	$ 52,240.00
15	$33.01	$ 63,379.20		$25.99	$ 51,980.00		$26.77	$ 53,540.00
16	$33.84	$ 64,972.80		$26.64	$ 53,280.00		$27.44	$ 54,880.00
17	$34.69	$ 66,604.80		$27.31	$ 54,620.00		$28.13	$ 56,260.00
18	$35.56	$ 68,275.20		$27.99	$ 55,980.00		$28.83	$ 57,660.00
19	$36.45	$ 69,984.00		$28.69	$ 57,380.00		$29.55	$ 59,100.00
20	$37.36	$ 71,731.20		$29.41	$ 58,820.00		$30.29	$ 60,580.00
21	$38.11	$ 73,171.20		$30.00	$ 60,000.00		$30.90	$ 61,800.00
22	$38.87	$ 74,630.40		$30.60	$ 61,200.00		$31.52	$ 63,040.00
23	$39.65	$ 76,128.00		$31.21	$ 62,420.00		$32.15	$ 64,300.00
24	$40.44	$ 77,644.80		$31.83	$ 63,660.00		$32.79	$ 65,580.00
25	**$41.25**	**$ 79,200.00**		**$32.47**	**$ 64,940.00**		**$33.45**	**$ 66,900.00**

Administrative Personnel

Finance Manager, HR Manager, and HR Coordinator

256 Days, 7.50 Hours/Day

	Finance Manager Exempt	HR Manager Exempt	HR-Coordinator Non-Exempt	
	Annual	**Annual**	**Hourly**	**Annual**
0	$57,510.92	$57,510.92	**$27.64**	**$ 53,068.80**
1	$58,948.69	$58,948.69	$28.19	$ 54,124.80
2	$60,422.41	$60,422.41	$28.75	$ 55,200.00
3	$61,932.97	$61,932.97	$29.33	$ 56,313.60
4	$63,481.29	$63,481.29	$29.92	$ 57,446.40
5	$65,068.32	$65,068.32	$30.52	$ 58,598.40
6	$66,695.03	$66,695.03	$31.13	$ 59,769.60
7	$68,362.41	$68,362.41	$31.75	$ 60,960.00
8	$70,071.47	$70,071.47	$32.39	$ 62,188.80
9	$71,823.26	$71,823.26	$33.04	$ 63,436.80
10	$73,618.84	$73,618.84	$33.70	$ 64,704.00
11	$75,459.31	$75,459.31	$34.37	$ 65,990.40
12	$77,345.79	$77,345.79	$35.06	$ 67,315.20
13	$79,279.43	$79,279.43	$35.76	$ 68,659.20
14	$81,261.42	$81,261.42	$36.48	$ 70,041.60
15	$83,292.96	$83,292.96	$37.21	$ 71,443.20
16	$85,375.28	$85,375.28	$37.95	$ 72,864.00
17	$87,509.66	$87,509.66	$38.71	$ 74,323.20
18	$89,697.40	$89,697.40	$39.48	$ 75,801.60
19	$91,939.84	$91,939.84	$40.27	$ 77,318.40
20	$94,238.34	$94,238.34	$41.08	$ 78,873.60
21	$96,123.11	$96,123.11	$41.90	$ 80,448.00
22	$98,045.57	$98,045.57	$42.74	$ 82,060.80
23	$100,006.48	$100,006.48	$43.59	$ 83,692.80
24	$102,006.61	$102,006.61	$44.46	$ 85,363.20
25	**$104,046.74**	**$104,046.74**	**$45.35**	**$ 87,072.00**

Administrative Personnel

Technology Manager and Technology Specialist

256 Days, 7.50 Hours/Day

	Technology Manager Exempt		Technology Specialist Non-Exempt	
	Annual		Hourly	Annual
0	**$70,000.00**		**$23.21**	**$ 44,563.20**
1	$71,642.46		$23.79	$ 45,676.80
2	$73,323.47		$24.38	$ 46,809.60
3	$75,043.91		$24.99	$ 47,980.80
4	$76,804.73		$25.61	$ 49,171.20
5	$78,606.86		$26.25	$ 50,400.00
6	$80,451.27		$26.91	$ 51,667.20
7	$82,338.96		$27.58	$ 52,953.60
8	$84,270.95		$28.27	$ 54,278.40
9	$86,248.26		$28.98	$ 55,641.60
10	$88,271.97		$29.70	$ 57,024.00
11	$90,343.17		$30.44	$ 58,444.80
12	$92,462.96		$31.20	$ 59,904.00
13	$94,632.49		$31.98	$ 61,401.60
14	$96,852.93		$32.78	$ 62,937.60
15	$99,125.46		$33.60	$ 64,512.00
16	$101,451.32		$34.44	$ 66,124.80
17	$103,831.75		$35.30	$ 67,776.00
18	$106,268.04		$36.18	$ 69,465.60
19	$108,761.49		$37.08	$ 71,193.60
20	$111,313.44		$38.01	$ 72,979.20
21	$113,925.28		$38.77	$ 74,438.40
22	$116,598.40		$39.55	$ 75,936.00
23	$119,334.24		$40.34	$ 77,452.80
24	$122,134.27		$41.15	$ 79,008.00
25	**$125,000.00**		**$41.97**	**$ 80,582.40**

Administrative Personnel
Clerk/ Sub-Caller
250 Days, 8.0 Hours/Day, Non-Exempt

Position	Hourly Rate
Clerk	$16.00

Retirement Incentives

TRS Participants

A licensed employee of NIA ("employee") participating in TRS and meeting the eligibility criteria outlined below will be entitled to a 6% retirement incentive during their final three years of service. To qualify, the employee must:

1. Submit an irrevocable letter of retirement by March 1st before the commencement of the school year in which the retirement incentive becomes effective.
2. Provide an individual TRS report confirming their known age, creditable service, creditable earnings, and accumulated sick leave.
3. Have accumulated 10 or more years of continuous full-time service as a licensed employee with NIA as of the effective date of retirement stated in the irrevocable letter of retirement.
4. Retire at the conclusion of the school year.
5. Not have experienced an increase in TRS non-exempt creditable earnings exceeding 6% in any of the three years preceding the school year in which the 6% salary increments will commence.

If the employee meets these criteria, their compensation will not adhere to the regular salary schedule. Instead, they will transition "off schedule" and receive a salary increase of six percent (6%) over their prior year's base salary for a duration of up to a maximum of three years.

Retirement Incentives - Continued

IMRF (Those hired before January 1, 2012)

An NIA employee who is a participant in the IMRF and fulfills the eligibility criteria outlined below will be entitled to a 25% retirement incentive in the year of their retirement. To qualify, the employee must:

1. Submit an irrevocable letter of retirement by March 1st before the start of the school year in which the retirement incentive takes effect.
2. Have maintained continuous employment with the NIA since January 1, 2012.
3. Possess ten or more years of uninterrupted service with the NIA at the time of retirement.
4. Retire at the conclusion of the employee's contract year.

If the employee meets these criteria, their compensation will not follow the regular salary schedule. Instead, they will transition "off schedule" and receive a 25% increase over their prior year's base salary in the final year of employment. This increased amount is considered creditable earnings for calculating IMRF annuity payments.

The retirement incentive will be disbursed as salary in equal installments throughout the last year of employment before retirement. Employees receiving this salary incentive will be ineligible for an annual NIA salary increase. Additionally, the payment of the salary incentive must not trigger the NIA to make an "Accelerated Payment" to the IMRF as per 40 ILCS 5/7-172(k)

Stipend List

Stipend	Amount	Justification	Pay Schedule	Increase?
Advanced Certification/ Specialized Training	$500 - $3000 annually Determined by the CEO	Teammate is engaged, in or has completed advanced certification or specialized training at their own expense that strategically advantages the NIA. CEO approval and signed agreement required.	As per situation	No
Annual Club Advisor (non-grant related)	Current Hourly Rate	Determined Annually-EIS due August 5th	Paid via RFC	N/A
Assistant Supervisor Therapy/Education	$3,500.00	Carried forward annually, after initial EIS. Supervise and evaluate staff.	Divided across 24 pay periods; prorated based on total contract days	Yes
Bilingual Speech Language Pathologist	$4,000.00	50% or more of workload/caseload is in a language other than spoken English. SLP must be fluent in this language.	Divided across 24 pay periods	No
Board Secretary	$3,000.00	Serving as Executive Board Secretary	Divided across 24 pay periods	No
CATIS Services	$3,500.00	Leads and develops the assistive technology training and supervision (related to vision services) for the region. Carried forward from initial EIS.	Divided across 24 pay periods; prorated based on contract days	Yes

Stipend List (continued)

Stipend	Amount	Justification	Pay Schedule	Increase?
Hard-to-Fill	$4,000.00	Hard-to-fill position. CEO consultation required.	Divided across 24 pay periods	No
Hard-to-Fill **(excess mileage)**	$3,000.00	Teammates who drive 10,000+ miles by June 5th.	Paid via RFC during fiscal year end payroll	No
Highly Qualified IEP Interpreter	$2,000.00	Teammate meets guidelines established by ISBE and is approved by the CEO.	Divided across 24 pay periods	No
Lead Teacher or Therapist	$1,500.00	Determined annually, EIS due August 5th, supports scheduling, technical assistance, assessment mgmt., team meetings, communication lead for building or department.	Divided across 24 pay periods	No
NIA Mentee	$500.00	Determined Annually - submitted via EIS Form.	Divided across 24 pay periods	No
NIA Mentor	$1,000 for 1 mentee, plus an additional $500 per additional mentee.	Determined Annually - submitted via EIS Form.	Divided across 24 pay periods	No
Office Management	$1,000.00	Shredding, extermination, necessary repairs, etc. Attend Facilities Management meetings (1 per office) EIS due by June 5th annually	Divided across 24 pay periods	No
Sub-Caller (Exempt Positions Only)	$250/month	Determined annually, EIS due August 5th, process absences and secure substitutes for vacant positions.	Divided across 24 pay periods	No

Note: Stipends will be prorated based on FTE Status

NIA | THE NORTHWESTERN ILLINOIS ASSOCIATION

CEO Evaluation 2025-2026 Jun 2, 2026

Goal	Result	Rating	Weight
Employee Engagement Agency Mean at 4.5 or higher	4.63	4	33%
Internal Customer Service Agency Mean at 4.5 or higher	4.82	4	33%
External Customer Service Agency Mean at 4.5 or higher	4.82	4	34%
Weighted Score		**4.0**	

Final Weight Score	Final Rating
3.5-4.0	**Excellent**
2.75-3.49	**Proficient**
2.0-2.74	**Needs Improvement**
0-1.99	**Unsatisfactory**

Final Rating: 4.0/Excellent

Board President

Date

2:140-E Exhibit - Guidance for Board Member Communications, Including Email Use

The Open Meetings Act (OMA) requires the Board to discuss District business only at a properly noticed Board meeting.[C1] 5 ILCS 120/. Other than during a Board meeting, a majority or more of a Board quorum may not engage in contemporaneous interactive communication, whether in person or electronically, to discuss District business. This guidance assumes a Board has seven members and covers issues arising from Board policy 2:140*, Communications To and From the Board*.

Note: *Public records* stored by board members on personal devices (i.e., texts) or personal email accounts pose significant logistical and administrative challenges for public record preservation and certain FOIA requests. It is therefore a best practice for board members to utilize District-issued devices or District-issued email addresses[C2] for electronic communications that qualify as public records under the Freedom of Information Act (FOIA) or the Local Records Act (LRA). For that reason, the examples in this guidance focus primarily on board member email use and District-issued devices.

Communications Between or Among Board Members and/or the Superintendent Outside of a Properly Noticed Board Meeting

1. The Superintendent or designee is permitted to email information to Board members. For example, the Superintendent may email Board meeting agendas and supporting information to Board members. When responding to a single Board member's request, the Superintendent should copy all other Board members and include a do not reply all/forward alert to the group, such as: **"BOARD MEMBER ALERT: This email is in response to a request. Do not reply or forward to the group but only to the sender.**" Alternatively, the Superintendent may blind carbon copy (bcc) all other board members (preventing them from replying to all) and include a similar alert to the group, such as: **"BOARD MEMBER ALERT: This email is in response to a request. To prevent replies or forwards to the group, all board members are blind carbon copied on this email. Only reply to the sender."**
2. Board members are permitted to discuss any topic other than District business with each other, whether in person or by telephone, email, text, or other electronic means, regardless of the number of members participating in the discussion. For example,

they may discuss sports, work, or current events.

3. Board members are permitted to provide information to each other, whether in person or by telephone, email, text, or other electronic means, that relates to District business but is non-deliberative and non-substantive. Examples of this type of communication include scheduling meetings and confirming receipt of information.
4. A Board member is not permitted to discuss District business with more than one other Board member at a time, whether in person or by telephone, email, text, or other electronic means. Stated another way, a Board member may discuss District business in person or by telephone, email, text, or other electronic means with only one other Board member at a time.
5. A Board member should not facilitate interactive communication by discussing District business in a series of visits with, or telephone calls, emails, texts, or other electronic communications to, Board members individually.
6. A Board member should include a do not reply all/forward alert when emailing a message concerning District business to more than one other Board member. The following is an example of such an alert: "**BOARD MEMBER ALERT: This email is not for interactive discussion purposes. The recipient should not reply to it or forward it to any other individual.**" Alternatively, the board member may bcc the other board members and include a similar alert to the other board members, such as **"BOARD MEMBER ALERT: This email is not for interactive discussion purposes. To prevent replies or forwards to the group, all board members are blind carbon copied on this email. The recipient should not reply to it or forward it to another individual."**
7. Board members should not forward email received from another Board member.

<u>When Must the Electronic Communications Sent or Received by Individual Board Members Be Disclosed Pursuant to a Freedom of Information Act (FOIA) Request?</u>

An electronic communication must be disclosed if it is a public record as defined by FOIA, unless a specific exemption applies. A *public record* is any recorded information "pertaining to the transaction of public business, regardless of physical form or characteristics, having been prepared by or for, or having been or being used by, received by, in the possession of, or under the control of any public body." 5 ILCS 140/2, amended by P.A. 104-438. Public records do not include *junk mail*. Junk mail includes unsolicited commercial electronic communications sent to the District that it does not respond to. <u>Id</u>. Email or other electronic communications sent or received by an individual Board member may be, depending on the content and circumstances, subject to disclosure as a public record (unless a FOIA exemption is applicable).

If a Board member uses a District-provided device or email address to discuss public business, the electronic communication is subject to disclosure under FOIA, barring an applicable exemption. If a Board member uses a private device and email address, the communication is subject to FOIA if it satisfies this test:

> **First**, the communication pertains to the transaction of public business, and
>
> **Second**, the communication was: (1) prepared by a public body, (2) prepared for a public body, (3) used by a public body, (4) received by a public body, (5) possessed by a public body, and/or (6) controlled by a public body.

This test is from the appellate court decision in City of Champaign v. Madigan, 992 N.E.2d 629 (Ill. App. Ct. 2013).

The following examples describe FOIA's treatment of electronic communications:

1. If an electronic communication does not pertain to public business, it is not a public record and is not subject to a FOIA request.
2. An electronic communication pertaining to public business that is:
    a. Sent and/or received by an individual Board member using a personal electronic device and personal email address while he or she is at home or work would not be a public record. Individual Board members, alone, cannot conduct school District business. As stated earlier, emails among a majority or more of a Board-quorum violate OMA and, thus, are subject to disclosure during proceedings to enforce OMA.
    b. Sent and/or received by an individual Board member on a District-issued device or District-issued email address **will be a public record** and subject to FOIA. The electronic communication is under the control of the District.
    c. Received by an individual Board member on a personal electronic device and then forwarded by the Board member to a District-owned device or server **will be a public record** and subject to FOIA. The electronic communication is under the control of the District.
    d. Received by an individual Board member using a personal electronic device and personal email address, and then forwarded by the Board member to enough members to constitute a majority or more of a Board-quorum **will be a public record** and subject to FOIA. The electronic communication is in the District's possession.
    e. Either sent to or from a Board member's personal electronic device during a Board meeting **will be a public record** and subject to FOIA. The electronic communication is in the District's possession because Board members were functioning collectively as a public body.

The District's Freedom of Information Officer and/or Board Attorney will help determine whether a specific communication must be disclosed pursuant to a FOIA request.

When Must Electronic Communications Be Retained?

Electronic communications that qualify under FOIA as *public records* will need to be stored pursuant to the Local Records Act (LRA), only if it is evidence of the District's organization, function, policies, procedures, or activities or contains informational data appropriate for preservation. 50 ILCS 205/. An example is any email from a Board officer concerning a decision made in his or her capacity as an officer. If a Board member uses his or her personal email, he or she must copy this type of email to the appropriate District office where it will be stored. If made available, Board members should use their email accounts provided by the District, and the District will automatically store the official record messages. The District will delete these official record messages as provided in an applicable, approved **retention schedule**. Of course, email pertaining to public business that is sent or received by a Board Member using a District-issued device or email address will be subject to FOIA, even if the email does not need to be retained under the LRA.

Important: Do not destroy any electronic communication concerning a topic that is being litigated without obtaining the Board Attorney's direction. In federal lawsuits, there is an automatic discovery of virtually all types of electronically created or stored data that might be relevant. Attorneys will generally advise their clients at the beginning of a legal proceeding that they must not destroy any electronic records that might be relevant. This is referred to as a *litigation hold*. For more discussion of a litigation hold, see administrative procedure 2:250-AP2, *Protocols for Record Preservation and Development of Retention Schedules*. In addition, any person who knowingly with the intent to defraud any party destroys, removes, or conceals any public record commits a Class 4 felony. 50 ILCS 205/4.

Northwestern Illinois Association

PRESSPlus Comments

C1. Rewritten for PRESS Plus in response to the Freedom of Information Act (FOIA), 5 ILCS 140/2, amended by P.A. 104-438, excluding *junk mail* from the definition of *public record*, and for continuous improvement. This exhibit is not a substitute for legal advice. Use it after having a discussion with the board attorney. A redlined version showing the changes made is available at PRESS Online by logging in at www.iasb.com. **Issue 121, March 2026**

C2. Consult the board attorney about the need to maintain email address(es) for your organization's board members. 50 ILCS 205/20 requires units of local government and school districts to post on their websites a mechanism, such as a uniform single email address, for members of the public to electronically communicate with elected officials of that unit of local government or school district, unless such officials have an individual email address for that purpose. **Issue 121, March 2026**

Document Status: Draft Update

SECTION 2 - EXECUTIVE BOARD

2:200 Types of Executive Board Meetings

General

For all meetings of the Executive Board and its committees, the Director or designee shall satisfy all notice and posting requirements contained herein as well as in the Open Meetings Act. This shall include mailing meeting notifications to news media that have officially requested them and to others as approved by the Board. Unless otherwise specified, all meetings are held in the Ogle County Educational Cooperative. Board policy 2:220, *Executive Board Meeting Procedure*, governs meeting quorum requirements.

The Director is designated on behalf of the Board and each Board committee to receive the training on compliance with the Open Meetings Act that is required by Section 1.05(a) of that Act. The Director may identify other employees to receive the training. In addition, each Board member must complete a course of training on the Open Meetings Act as required by Section 1.05(b) or (c) of that Act.

Regular Meetings

The Board announces the time and place for its regular meetings at the beginning of each fiscal year. The Director shall prepare and make available the calendar of regular Board meetings. The regular meeting calendar may be changed with 10 days' notice in accordance with State law.

A meeting agenda shall be posted at the Cooperative's main office and the Board's meeting room, or other location where the meeting is to be held, at least 48 hours before the meeting.

Closed Meetings

The Board and Board committees may meet in a closed meeting to consider the following subjects:

1. The appointment, employment, compensation, discipline, performance, or dismissal of specific employees, specific individuals who serve as independent contractors in a park, recreational, or educational setting, or specific volunteers of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged

against an employee, a specific individual who serves as an independent contractor in a park, recreational, or educational setting, or a volunteer of the public body or against legal counsel for the public body to determine its validity. However, a meeting to consider an increase in compensation to a specific employee of a public body that is subject to the Local Government Wage Increase Transparency Act may not be closed and shall be open to the public and posted and held in accordance with [the Open Meetings Act]. 5 ILCS 120/2(c)(1).

2. Collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees. 5 ILCS 120/2(c)(2).
3. The selection of a person to fill a public office, as defined in the Open Meetings Act, including a vacancy in a public office, when the public body is given power to appoint under law or ordinance, or the discipline, performance or removal of the occupant of a public office, when the public body is given power to remove the occupant under law or ordinance. 5 ILCS 120/2(c)(3).
4. Evidence or testimony presented in open hearing, or in closed hearing where specifically authorized by law, to a quasi-adjudicative body, as defined in the Open Meetings Act, provided that the body prepares and makes available for public inspection a written decision setting forth its determinative reasoning. 5 ILCS 120/2(c)(4).
5. Evidence or testimony presented to the Board regarding denial of admission to school events or property pursuant to 105 ILCS 5/24-24, provided that the Board prepares and makes available for public inspection a written decision setting forth its determinative reasoning. 5 ILCS 120/2(c)(4.5).
6. The purchase or lease of real property for the use of the public body, including meetings held for the purpose of discussing whether a particular parcel should be acquired. 5 ILCS 120/2(c)(5).
7. The setting of a price for sale or lease of property owned by the public body. 5 ILCS 120/2(c)(6).
8. The sale or purchase of securities, investments, or investment contracts. 5 ILCS 120/2(c)(7).
9. Security procedures, school building safety and security, and the use of personnel and equipment to respond to an actual, a threatened, or a reasonably potential danger to the safety of employees, students, staff, the public, or public property. 5 ILCS 120/2(c)(8).
10. Student disciplinary cases. 5 ILCS 120/2(c)(9).
11. The placement of individual students in special education programs and other matters relating to individual students. 5 ILCS 120/2(c)(10).
12. Litigation, when an action against, affecting or on behalf of the particular public body

has been filed and is pending before a court or administrative tribunal, or when the public body 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. 5 ILCS 120/2(c)(11).

13. The establishment of reserves or settlement of claims as provided in the Local Governmental and Governmental Employees Tort Immunity Act, if otherwise the disposition of a claim or potential claim might be prejudiced, or the review or discussion of claims, loss or risk management information, records, data, advice or communications from or with respect to any insurer of the public body or any intergovernmental risk management association or self insurance pool of which the public body is a member. 5 ILCS 120/2(c)(12).
14. Self evaluation, practices and procedures or professional ethics, when meeting with a representative of a statewide association of which the public body is a member. 5 ILCS 120/2(c)(16).
15. Discussion of minutes of meetings lawfully closed under the Open Meetings Act, whether for purposes of approval by the body of the minutes or semi-annual review of the minutes as mandated by Section 2.06. 5 ILCS 120/2(c)(21).
16. Meetings between internal or external auditors and governmental audit committees, finance committees, and their equivalents, when the discussion involves internal control weaknesses, identification of potential fraud risk areas, known or suspected frauds, and fraud interviews conducted in accordance with generally accepted auditing standards of the United States of America. 5 ILCS 120/2(c)(29).

The Board may hold a closed meeting, or close a portion of a meeting, by a majority vote of a quorum, taken at an open meeting. The vote of each Board member present, and the reason for the closed meeting, will be publicly disclosed at the time of the meeting and clearly stated in the motion and the meeting minutes.

A single motion calling for a series of closed meetings may be adopted when such meetings will involve the same particular matters and are scheduled to be held within three months of the vote.

No final Board action will be taken at a closed meeting.

Reconvened or Rescheduled Meetings

A meeting may be rescheduled or reconvened. Public notice of a rescheduled or reconvened meeting shall be given in the same manner as that for a special meeting, except that no public notice is required when the original meeting is open to the public and: (1) is to be reconvened within 24 hours, or (2) an announcement of the time and place of the reconvened meeting was made at the original meeting and there is no change in the agenda.

Special Meetings

Special meetings may be called by the Chairman or by any three members of the Board by giving notice thereof, in writing, stating the time, place, and purpose of the meeting to remaining Board members by mail at least 48 hours before the meeting, or by personal service at least 24 hours before the meeting.

Public notice of a special meeting is given by posting a notice at the Cooperative's main office[Q1] at least 48 hours before the meeting and by notifying the news media that have filed a written request for notice. A meeting agenda shall accompany the notice.

All matters discussed by the Board at any special meeting must be related to a subject on the meeting agenda.

Emergency Meetings

Public notice of emergency meetings shall be given as soon as practical, but in any event, before the meeting to news media that have filed a written request for notice.

Posting on the Cooperative Website

In addition to the other notices specified in this policy, the Director or designee shall post the following on the Cooperative website: (1) the annual schedule of regular meetings, which shall remain posted until the Board approves a new schedule of regular meetings; (2) a public notice of all Board meetings; and (3) the agenda for each meeting which shall remain posted until the meeting is concluded.

LEGAL REF.:

5 ILCS 120/, Open Meetings Act.

5 ILCS 140/, Freedom of Information Act.

105 ILCS 5/10-6 and 5/10-16.

CROSS REF.: 2:110 (Qualifications Term, and Duties of Board Officers), 2:220 (Executive Board Meeting Procedure), 2:230 (Public Participation at Executive Board Meetings and Petitions to the Board), 6:235 (Access to Electronic Networks), 8:30 (Visitors to and Conduct on Cooperative Property)

ADOPTED: February 14, 2024

Questions

Q1. Some attorneys find the Open Meetings Act's (OMA's) posting requirements for special meetings to be unclear and recommend that a board post notices and agendas of such meetings at the district's main office *and* at the location where the meeting is to be held. Consult the board attorney for guidance on this issue and ensure that posting practices align with this policy and administrative procedure 2:200-AP, *Types of School Board Meetings*. Posting at the meeting location promotes greater transparency.

Does the Board post notices and agendas for special meetings at the location where the meeting is to be held, in addition to posting at the district's main office? If yes, note that this policy may require posting in the same manner for reconvened and rescheduled meetings, in alignment with OMA.

Options

☐ No (Default)

☑ Yes (IASB will revise this sentence after "the Cooperative's main office" to add "and the location where the meeting is to be held")

Document Status: Draft Update

2:220 Executive Board Meeting Procedure

Agenda

The Executive Board Chairman is responsible for focusing the Board meeting agendas on appropriate content. The Director shall prepare agendas in consultation with the Board Chairman. The Chairman shall designate a portion of the agenda as a consent agenda for those items that usually do not require extensive discussion before Board action. Upon the request of any Board member, an item will be withdrawn from the consent agenda and placed on the regular agenda for independent consideration.

Each Board meeting agenda shall contain the general subject matter of any item that will be the subject of final action at the meeting. Any Board member may submit suggested agenda items to the Board Chairman for his or her consideration for an upcoming meeting. Residents of the area served by the Cooperative~~from member districts~~ may suggest inclusions for the agenda. Discussion items suggested by residents of the area served by the Cooperative[C1] may be added to the agenda upon unanimous approval of those Board members present. The Board will take final action only on items contained in the posted agenda; items not on the agenda may still be discussed.

The Director shall provide a copy of the agenda, with adequate data and background information, to each Board member at least 48 hours before each meeting, except a meeting held in the event of an emergency. The meeting agenda shall be posted in accordance with Board policy 2:200, *Types of Executive Board Meetings*.

The Board Chairman shall determine the order of business at regular Board meetings. Upon consent of a majority of members present, the order of business at any meeting may be changed.

Voting Method

Unless otherwise provided by law, when a vote is taken upon any measure before the Board, with a quorum being present, a majority of the votes cast shall determine its outcome. A vote of *abstain* or *present*, or a vote other than *yea* or *nay*, or a failure to vote, is counted for the purposes of determining whether a quorum is present. A vote of *abstain* or *present*, or a vote other than *yea* or *nay*, or a failure to vote, however, is not counted in determining whether a measure has been passed by the Board, unless otherwise stated in law. The sequence for casting votes is rotated.

On all questions involving the expenditure of money and on all questions involving the closing of a meeting to the public, a roll call vote[Q1] shall be taken and entered in the Board's minutes. An individual Board member may request that a roll call vote be taken on any other matter; the Chairman or other presiding officer may approve or deny the request but a denial is subject to being overturned by a majority vote of the members present.

Any Board member may include a written explanation of his or her vote in the Cooperative file containing individual Board member statements; the explanation will not be part of the minutes.

Any Board member may request that his or her vote be changed before the Chairman announces the result.

Minutes

The Board Secretary shall keep written minutes of all Board meetings (whether open or closed), which shall be signed by the Chairman and the Secretary. The minutes include:

1. The meeting's date, time, and place;
2. Board members recorded as either present or absent;
3. A summary of the discussion on all matters proposed, deliberated, or decided, and a record of any votes taken;
4. On all matters requiring a roll call vote, a record of who voted *yea* and *nay*;
5. If the meeting is adjourned to another date, the time and place of the adjourned meeting;
6. The vote of each member present when a vote is taken to hold a closed meeting or portion of a meeting, and the reason for the closed meeting with a citation to the specific exception contained in the Open Meetings Act (OMA) authorizing the closed meeting;
7. A record of all motions, including individuals making and seconding motions; and
8. The type of meeting, including any notices and, if a reconvened meeting, the original meeting's date.

The minutes shall be submitted to the Board for approval or modification at its next regularly scheduled open meeting. Minutes for open meetings must be approved within 30 days after the meeting or at the second subsequent regular meeting, whichever is later.

Every six months, or as soon after as is practicable, in an open meeting, the Board: (1) reviews minutes from all closed meetings that are currently unavailable for public release, and (2) determines which, if any, no longer require confidential treatment and are available for public inspection. This is also referred to as a *semi-annual review*. The Board may meet in a prior closed session to review the minutes from closed meetings that are currently unavailable for public release, but it reports its determination in open session.

The official minutes are in the custody of the Board Secretary. Open meeting minutes are available for inspection during regular office hours within 10 days after the Board's approval; they may be inspected in the Cooperative's main office, in the presence of the Secretary, the Director or designee, or any Board member.

Minutes from closed meetings are likewise available, but only if the Board has released them for public inspection, except that Board members may access closed session minutes not yet released for public inspection (1) in the Cooperative's administrative offices or their official storage location, and (2) in the presence of the Recording Secretary, the Director or designated administrator, or any elected Board member. The minutes, whether reviewed by members of the public or the Board, shall not be removed from the Cooperative's administrative offices or their official storage location except by vote of the Board or by court order.

The Board's open meeting minutes shall be posted on the Cooperative website within ten days after the Board approves them; the minutes will remain posted for at least 60 days.

<u>Verbatim Record of Closed Meetings</u>

The Director, or the Board Secretary when the Director is absent, shall audio record all closed meetings. If neither is present, the Board Chairman or presiding officer shall assume this responsibility. After the closed meeting, the person making the audio recording shall label the recording with the date and store it in a secure location. The Director shall ensure that: (1) an audio recording device and all necessary accompanying items are available to the Board for every closed meeting, and (2) a secure location for storing closed meeting audio recordings is maintained within the Cooperative's administrative offices or their official storage location.

After 18 months have passed since being made, the audio recording of a closed meeting is destroyed provided the Board approved: (1) its destruction, and (2) minutes of the particular closed meeting.

Individual Board members may access verbatim recordings in the presence of the Recording Secretary, the Director or designated administrator, or any elected Board member. Access to the verbatim recordings is available at the Cooperative's administrative offices or the verbatim recording's official storage location. Requests shall be made to the Director or Board Chairman. While a Board member is listening to a verbatim recording, it shall not be re-recorded or removed from the Cooperative's main office or official storage location, except by vote of the Board or by court order.

Before making such requests, Board members should consider whether such requests are germane to their responsibilities, service to Cooperative, and/or Oath of Office in policy 2:80, *Board Member Oath and Conduct*. In the interest of encouraging free and open expression by Board members during closed meetings, the recordings of closed meetings should not be used by Board members to confirm or dispute the accuracy of recollections.

<u>Quorum</u>

A quorum of the Board must be physically present at all Board meetings. A majority of the full membership of the Board constitutes a quorum.

<u>No Physical Presence of Quorum and Participation by Audio or Video; Disaster Declaration</u>

The ability of the Board to meet in person with a quorum physically present at its meeting location may be affected by the Governor or the Director of the Ill. Dept. of Public Health issuing a disaster declaration related to a public health emergency. The Board Chairman or, if the office is vacant or the Chairman is absent or unable to perform the office's duties, the Vice Chairman determines that an in-person meeting or a meeting conducted under the **Quorum and Participation by Audio or Video Means** subhead above, is not practical or prudent because of the disaster declaration; if neither the Chairman nor Vice Chairman are present or able to perform this determination, the Director shall serve as the duly authorized designee for purposes of making this determination. The individual who makes this determination for the Board shall put it in writing, include it on the Board's published notice and agenda for the audio or video meeting and in the meeting minutes, and ensure that the Board meets every OMA requirement for the Board to meet by video or audio conference without the physical presence of a quorum.

<u>Rules of Order</u>

Unless State law or Board-adopted rules apply, the Board Chairman, as the presiding officer, will use the most recent edition of *Robert's Rules of Order Newly Revised*, as a guide when a question arises concerning procedure.

<u>Broadcasting and Recording Board Meetings</u>

Any person may record or broadcast an open Board meeting. Special requests to facilitate recording or broadcasting an open Board meeting, such as seating, writing surfaces, lighting, and access to electrical power, should be directed to the Director at least 24 hours before the meeting.

Recording meetings shall not distract or disturb Board members, other meeting participants, or members of the public. The Board Chairman may designate a location for recording equipment, may restrict the movements of individuals who are using recording equipment, or may take such other steps as are deemed necessary to preserve decorum and facilitate the meeting.

LEGAL REF.:

5 ILCS 120/2a, 120/2.02, 120/2.05, 120/2.06, and 120/7, Open Meetings Act.

105 ILCS 5/10-6, 5/10-7, 5/10-12, and 5/10-16.

CROSS REF.: 2:80 (Board Member Oath and Conduct), 2:150 (Committees), 2:200 (Types of Executive Board Meetings), 2:230 (Public Participation at Executive Board Meetings and Petitions to the Board)

~~ADOPTED: June 21, 2023~~

Northwestern Illinois Association

PRESSPlus Comments

C1. Updated for continuous improvement. **Issue 121, March 2026**

Questions

Q1. Does the Board take a roll call vote on *all* action items?

Options

☑ No (Default)

☐ Yes (IASB will replace this paragraph with the following sentence: The Board shall take a roll call vote on all matters requiring its action, including but not limited to, all questions involving the expenditure of money and all questions involving the closing of a meeting to the public.)

Document Status: Draft Update

SECTION 2 - EXECUTIVE BOARD

2:250 Access to Cooperative Public Records

Full access to the Cooperative's *public records* is available to any person as provided in the Illinois Freedom of Information Act (FOIA), this policy, and implementing procedures. The Director or designee shall: (1) provide the Board with sufficient information and data to permit the Board to monitor the Cooperative's compliance with FOIA and this policy, and (2) report any FOIA requests during the Board's regular meetings along with the status of the Cooperative's response.

Freedom of Information Officer

The Director shall serve as the Cooperative's Freedom of Information Officer and assume~~s~~ all the duties and powers of that office as provided in FOIA and this policy. The Director may delegate these duties and powers to one or more designees, but the delegation shall not relieve the Director of ~~the~~ responsibility for the delegated action ~~that was delegated~~.

Definition

The Cooperative's *public records* are defined as records, reports, forms, writings, letters, memoranda, books, papers, maps, photographs, microfilms, cards, tapes, recordings, electronic data processing records, electronic communications, recorded information and all other documentary material pertaining to the transaction of public business, regardless of physical form or characteristics, having been prepared by or for, or having been or being used by, received by, in the possession of, or under the control of the Cooperative. The Cooperative's public records do not include *junk mail*.C1

Requesting Records

A request for inspection and/or copies of public records must be made in writing and may be submitted by personal delivery, mail, telefax, or email directed to the Cooperative's Freedom of Information Officer. Individuals making a request are not required to state a reason for the request other than to identify when the request is for a commercial purpose or when requesting a fee waiver. Email requests must include the entirety of the request within the body of the email and not as an attachment or hyperlink.C2 The Director or designee shall instruct Cooperative employees to immediately forward any request for inspection and copying of a public record to the Cooperative's Freedom of Information Officer or designee.

Responding to Requests

The Freedom of Information Officer shall approve all requests for public records unless:

1. The requested material does not exist;
2. The requested material is exempt from inspection and copying by the Freedom of Information Act; ~~or~~
3. Complying with the request would be unduly burdensome;~~.~~
4. The request would require the Cooperative to open electronically attached files or hyperlinks to view or access details of a request. In that case, the requester shall be notified within five business days that the entirety of the electronic request must appear within the body of the electronic submission; or
5. The Cooperative has a reasonable belief that the request was not submitted by a person, and the requester fails to verify orally or in writing that they are a person within 30 days of the Cooperative's request for such verification.[C3]

Within five business days after receipt of a request for access to a public record, the Freedom of Information Officer shall comply with or deny the request, unless the time for response is extended as specified in Section 3 of FOIA. The Freedom of Information Officer may extend the time for a response for up to five business days from the original due date. If an extension is needed, the Freedom of Information Officer shall: (1) notify the person making the request of the reason for the extension, and (2) either inform the person of the date on which a response will be made, or agree with the person in writing on a compliance period.

The time periods are extended for responding to requests for records made for a *commercial purpose*, requests by a *recurrent requester*, or *voluminous requests*, as those terms are defined in Section 2 of FOIA. The time periods for responding to those requests are governed by Sections 3.1, 3.2, and 3.6 of FOIA.

When responding to a request for a record containing both exempt and non-exempt material, the Freedom of Information Officer shall redact exempt material from the record before complying with the request.

Fees

Persons making a request for copies of public records must pay any and all applicable fees. The Freedom of Information Officer shall establish a fee schedule that complies with FOIA and this policy and is subject to the Board's review. The fee schedule shall include copying fees and all other fees to the maximum extent they are permitted by FOIA, including without limitation, search and review fees for responding to a request for a *commercial purpose* and fees, costs, and personnel hours in connection with responding to a *voluminous request*.

Copying fees, except when fixed by statute, shall be reasonably calculated to reimburse the Cooperative's actual cost for reproducing and certifying public records and for the use, by any person, of its equipment to copy records. In no case shall the copying fees exceed the maximum fees permitted by FOIA. If the Cooperative's actual copying costs are equal to or greater than the maximum fees permitted by FOIA, the Freedom of Information Officer is authorized to use FOIA's maximum fees as the Cooperative's fees. No copying fees shall be charged for: (1) the first 50 pages of black and white, letter or legal sized copies, or (2) electronic copies other than the actual cost of the recording medium, except if the response is to a *voluminous request*, as defined in FOIA.

A fee reduction is available if the request qualifies under Section 6 of FOIA. The Freedom of Information Officer shall set the amount of the reduction taking into consideration the amount of material requested and the cost of copying it.

<u>Provision of Copies and Access to Records</u>

A public record that is the subject of an approved access request will be available for inspection or copying at the Cooperative's administrative office during regular business hours, unless other arrangements are made by the Freedom of Information Officer.

Many public records are immediately available from the Cooperative's website including, but not limited to, the process for requesting a public record. The Freedom of Information Officer shall direct a requester to the Cooperative's website if a requested record is available there. If the requester is unable to reasonably access the record online, he or she may resubmit the request for the record, stating his or her inability to reasonably access the record online, and the Cooperative shall make the requested record available for inspection and copying as otherwise provided in this policy.

<u>Preserving Public Records</u>

Public records, including email messages, shall be preserved and cataloged if: (1) they are evidence of the Cooperative's organization, function, policies, procedures, or activities, (2) they contain informational data appropriate for preservation, (3) their retention is required by State or federal law, or (4) they are subject to a retention request by the Board Attorney (e.g., a litigation hold), Cooperative auditor, or other individual authorized by the Executive Board or State or federal law to make such a request. Unless its retention is required as described in items numbered 3 or 4 above, a public record, as defined by the Illinois Local Records Act, may be destroyed when authorized by the Local Records Commission.

LEGAL REF.:

5 ILCS 140/, Illinois Freedom of Information Act.

50 ILCS 205/, Local Records Act.

105 ILCS 5/10-16 and 5/24A-7.1.

820 ILCS 40/11, Personnel Record Review Act.

820 ILCS 130/5, Prevailing Wage Act.

CROSS REF.:2:140(Communications To and From the Board), 5:150 (Personnel Records), 7:340 (Student Records)

~~ADOPTED: June 21, 2023~~

Northwestern Illinois Association

PRESSPlus Comments

C1. Updated in response to the Freedom of Information Act (FOIA), 5 ILCS 140/2, amended by P.A 104-438. *Junk mail* means any unsolicited commercial mail or commercial electronic communication sent to a district and not responded to by a district. **Issue 121, March 2026**

C2. Updated in response to FOIA, 5 ILCS 140/3(c), amended by P.A. 104-438. **Issue 121, March 2026**

C3. Updated in response to FOIA, 5 ILCS 140/3(j), added by P.A. 104-438. **Issue 121, March 2026**

Document Status: Draft Update

4:165 Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors

Child sexual abuse and grooming behaviors harm students, their parents/guardians, the Cooperative's environment, its school communities, and the community at large, while diminishing a student's ability to learn. The Board has a responsibility and obligation to increase awareness and knowledge of: (1) issues regarding child sexual abuse, (2) likely warning signs that a child may be a victim of sexual abuse, (3) ~~grooming~~ behaviors related to child sexual abuse and grooming, (4) how to report child sexual abuse, (5) appropriate relationships between Cooperative employees and students based upon State law, and (6) how to prevent child sexual abuse.

To address the Board's obligation to increase awareness and knowledge of these issues, prevent sexual abuse of children, and define prohibited grooming behaviors, the Director or designee shall implement an Awareness and Prevention of Sexual Abuse and Grooming Behaviors Program. The Program will:

1. Educate students with:

    a. An age-appropriate and evidence-informed health and safety education curriculum that includes methods for how to report child sexual abuse and grooming behaviors to authorities, through policy 6:60, *Curriculum Content*;
    b. Information in policy 7:250, *Student Support Services*, about: (i) Cooperative counseling options, assistance, and intervention for students who are victims of or affected by sexual abuse, and (ii) community-based Children's Advocacy Centers and sexual assault crisis centers and how to access those serving the Cooperative.

2. Train Cooperative employees about child sexual abuse and grooming behaviors by January 31 of each school year with materials that include:

    a. A definition of prohibited grooming behaviors and employee-student boundary violations pursuant to policy 5:120, *Employee Ethics; Code of Professional Conduct; and Conflict of Interest*;
    b. Evidence-informed content on preventing, recognizing, reporting, and responding to child sexual abuse, grooming behaviors, and employee-student

boundary violations pursuant to policies 2:260, *Uniform Grievance Procedure*; 2:265, *Title IX Grievance Procedure*; 5:90, *Abused and Neglected Child Reporting*; 5:100, *Staff Development Program*; and 5:120, *Employee Ethics; Code of Professional Conduct; and Conflict of Interest*; and

c. How to report child sexual abuse, grooming behaviors, and/or employee-student boundary violations pursuant to policies 2:260, *Uniform Grievance Procedure*; 2:265, *Title IX Grievance Procedure*; and 5:90, *Abused and Neglected Child Reporting*.

3. Provide information to parents/guardians in student handbooks about the warning signs of child sexual abuse, grooming behaviors, and employee-student boundary violations with evidence-informed educational information that also includes:

   a. Assistance, referral, or resource information, including how to recognize grooming behaviors, appropriate relationships between Cooperative employees and students based upon policy 5:120, *Employee Ethics; Code of Professional Conduct; and Conflict of Interest*, and how to prevent child sexual abuse from happening;
   b. Methods for how to report child sexual abuse, grooming behaviors, and/or employee-student boundary violations to authorities; and
   c. Available counseling and resources for children who are affected by sexual abuse, including both emotional and educational support for students affected by sexual abuse, so that the student can continue to succeed in school pursuant to policy 7:250, *Student Support Services*.

4. ~~Provide parents/guardians of students in any of grades K through 8 with not less than five days' written notice before commencing any class or course providing instruction in recognizing and avoiding sexual abuse, as well as the opportunity to object in writing.~~[C1]

LEGAL REF.:

105 ILCS 5/10-23.13, 5/22-85.5, and 5/27-1015~~9.1a, and 5/27-13.2~~.[C2]

105 ILCS ~~110/3~~5/27-215, Critical Health Problems and Comprehensive Health Education Act.

325 ILCS 5/, Abused and Neglected Child Reporting Act.

720 ILCS 5/11-25, Criminal Code of 2012.

CROSS REF.: 2:260 (Uniform Grievance Procedure), 2:265 (Title IX Grievance Procedure), 4:175 (Convicted Child Sex Offender; Screening; Notifications), 5:90 (Abused and Neglected Child Reporting), 5:100 (Staff Development Program), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 6:60 (Curriculum Content), 7:20 (Harassment of Students Prohibited), 7:250 (Student Support Services)

~~ADOPTED: June 21, 2023~~

Northwestern Illinois Association

PRESSPlus Comments

C1. Updated in response to the repeal of 105 ILCS 5/27-13.2, by P.A. 104-391. **Issue 121, March 2026**

C2. The Legal References are updated in response to 105 ILCS 5/27-1015 and 5/27-215, both renumbered by P.A. 104-391. **Issue 121, March 2026**

Document Status: Draft Update

5:30 Hiring Process and Criteria

The Cooperative hires the most qualified personnel consistent with budget and staffing requirements and in compliance with Executive Board policy on equal employment opportunity and minority recruitment. The Director is responsible for recruiting personnel and making hiring recommendations to the Board. ~~If the Director's recommendation is rejected, the Director must submit another.~~ The Director may select and hire personnel ~~on a short-term basis for a specific project or emergency condition~~ and submit them for approval or ratification at the next Board meeting. ~~before the Board's approval.~~ No individual will be employed who has been convicted of a criminal offense listed in 105 ILCS 5/21B-80(c).

All applicants must complete a Cooperative application in order to be considered for employment.

Job Descriptions

The Board maintains the Director's job description and directs, through policy, the Director, in his or her charge of the Cooperative's administration.

The Director shall develop and maintain a current comprehensive job description for each position or job category; however, a provision in a collective bargaining agreement or individual contract will control in the event of a conflict.

Investigations

The Director or designee shall ensure that a fingerprint-based criminal history records check and a check of the Statewide Sex Offender Database and Violent Offender Against Youth Database is performed on each applicant as required by State law. When the applicant is a successful Director candidate who has been offered employment by the Board, the Board Chairman shall ensure that these checks are completed. The Director or designee, or if the applicant is a successful Director candidate, then the Board Chairman shall notify an applicant if the applicant is identified in either database. The School Code requires the Board Chairman to keep a conviction record confidential and share it only with the Director, Regional Superintendent, State Superintendent, State Educator Preparation and Licensure Board, any other person necessary to the hiring decision, the Ill. State Police and/or Statewide Sex Offender Database for purposes of clarifying the information, and/or the Teachers' Retirement System of the State of Illinois when required by law. The Board reserves its right to authorize additional background inquiries beyond a fingerprint-based criminal history records check when it deems it appropriate to do so, in accordance with applicable laws.

Each newly hired employee must complete a U.S. Citizenship and Immigration Services Form as required by federal law.

The Cooperative retains the right to discharge any employee whose criminal background investigation reveals a conviction for committing or attempting to commit any of the offenses outlined in 105 ILCS 5/21B-80 or who falsifies, or omits facts from, his or her employment application or other employment documents. If an indicated finding of abuse or neglect of a child has been issued by the Ill. Department of Children and Family Services or by a child welfare agency of another jurisdiction for any applicant for student teaching, applicant for employment, or any Cooperative employee, then the Board must consider that person's status as a condition of employment.

The Director shall ensure that the Cooperative does not engage in any investigation or inquiry prohibited by law and complies with each of the following:

1. The Cooperative uses an applicant's credit history or report from a consumer reporting agency only when a satisfactory credit history is an established bona fide occupational requirement of a particular position.
2. The Cooperative does not screen applicants based on their current or prior wages or salary histories, including benefits or other compensation, by requiring that the wage or salary history satisfy minimum or maximum criteria.
3. The Cooperative does not request or require a wage or salary history as a condition of being considered for employment, being interviewed, continuing to be considered for an offer of employment, an offer of employment, or an offer of compensation.
4. The Cooperative does not request or require an applicant to disclose wage or salary history as a condition of employment.
5. The Cooperative does not ask an applicant or applicant's current or previous employers about wage or salary history, including benefits or other compensation.
6. The Cooperative does not ask an applicant or applicant's previous employers about claim(s) made or benefit(s) received under the Workers' Compensation Act.
7. The Cooperative does not request of an applicant or employee access in any manner to his or her personal online account, such as social networking websites, including a request for passwords to such accounts.
8. The Cooperative provides equal employment opportunities to all persons. See policy 5:10, *Equal Employment Opportunity and Minority Recruitment*.

<u>Sexual Misconduct Related Employment History Review (EHR)</u>

Prior to hiring an applicant for a position involving *direct contact with children or students*, the Director shall ensure that an EHR is performed as required by State law. When the applicant is a director candidate, the Board President shall ensure that the EHR is initiated before a successful director candidate is offered employment by the Board.

Physical Examinations

Each new employee must furnish evidence of physical fitness to perform assigned duties and freedom from communicable disease. The physical fitness examination must be performed by a physician licensed in Illinois, or any other state, to practice medicine and surgery in any of its branches, a licensed advanced practice registered nurse, or a licensed physician assistant who has been delegated the authority by his or her supervising physician to perform health examinations. The employee must have the physical examination performed no more than 90 days before submitting evidence of it to the Cooperative.

Any employee may be required to have an additional examination by a physician who is licensed in Illinois to practice medicine and surgery in all its branches, a licensed advanced practice registered nurse, or a licensed physician assistant who has been delegated the authority by his or her supervising physician to perform health examinations, if the examination is job-related and consistent with business necessity. The Board will pay the expenses of ~~any~~ such examination.[C1]

Orientation Program

The Cooperative's staff will provide an orientation program for new employees to acquaint them with the Cooperative's policies and procedures, the school's rules and regulations, and the responsibilities of their position. Before beginning employment, each employee must sign the *Acknowledgement of Mandated Reporter Status* form as provided in policy 5:90, *Abused and Neglected Child Reporting*, and a copy of the *NIA Standards of Behavior*.

LEGAL REF.:

8 U.S.C. §1324a *et seq.*, Immigration Reform and Control Act.

15 U.S.C. §1681 *et seq*., Fair Credit Reporting Act.

42 U.S.C. §12112, Americans with Disabilities Act; 29 C.F.R. Part 1630.

105 ILCS 5/10-16.7, 5/10-20.7, 5/10-21.4, 5/10-21.9, 5/10-22.34, 5/10-22.34b, 5/21B-10, 5/21B-80, 5/21B-85, 5/22-6.5, 5/22-94, and 5/24-5.

20 ILCS 2630/3.3, Criminal Identification Act.

820 ILCS 55/, Right to Privacy in the Workplace Act.

820 ILCS 70/, Employee Credit Privacy Act.

820 ILCS 112/, Equal Pay Act of 2003.

Duldulao v. St. Mary of Nazareth Hospital, 136 Ill. App. 3d 763 (1st Dist. 1985), *aff'd in part and remanded* 115 Ill.2d 482(Ill. 1987).

Kaiser v. Dixon, 127 Ill. App. 3d 251 (2nd Dist. 1984).

Molitor v. Chicago Title & Trust Co., 325 Ill. App. 124 (1st Dist. 1945).

CROSS REF.: 2:260 (Uniform Grievance Procedure), 3:50 (Administrative Personnel Other Than the Director), 4:60 (Purchases and Contracts), 4:175 (Convicted Child Sex Offender; Screening; Notifications), 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:40 (Communicable and Chronic Infectious Disease), 5:90 (Abused and Neglected Child Reporting), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 5:125 (Personal Technology and Social Media; Usage and Conduct), 5:220 (Substitute Teachers), 5:280 (Duties and Qualifications)

Northwestern Illinois Association

PRESSPlus Comments

C1. Consult the board attorney if a staff member requests more than one physical examination to obtain a second opinion. **Issue 121, March 2026**

5:250 Leaves of Absence

Each of the provisions in this policy applies to all professional personnel to the extent that it does not conflict with an applicable collective bargaining agreement or individual employment contract or benefit plan; in the event of a conflict, such provision is severable, and the applicable bargaining agreement or individual agreement will control.

Sick and Bereavement Leave

Each full-time professional staff member is granted a minimum of 10 days sick leave each school year at full pay. Use of paid Bereavement leave is subject to provisions in the NIA Employee Handbook. Sick leave is defined in State law as personal illness, mental or behavioral health complications, quarantine at home, serious illness or death in the immediate family or household, or birth, adoption, placement for adoption, or the acceptance of a child in need of foster care.

As a condition for paying sick leave after three days absence for personal illness or as the Board or Director deem necessary in other cases, the Board or Director may require that the staff member provide a certificate from: (1) a physician licensed in Illinois to practice medicine and surgery in all its branches, (2) a mental health professional licensed in Illinois providing ongoing care or treatment to the staff member, (3) a chiropractic physician licensed under the Medical Practice Act, (4) a licensed advanced practice registered nurse, (5) a licensed physician assistant who has been delegated the authority to perform health examinations by his or her supervising physician, or (6) if the treatment is by prayer or spiritual means, a spiritual adviser or practitioner of the employee's faith. If the Board or Director requires a certificate during a leave of less than three days for personal illness, the Cooperative shall pay the expenses incurred by the employee.

Staff members are entitled to use up to 60 days of paid sick leave because of the birth of a child that is not dependent on the need to recover from childbirth. Such days may be used at any time within the 12-month period following the birth of the child. Intervening periods of nonworking days or school not being in session, such as breaks and holidays, do not count towards the 60 working school days. As a condition of paying sick leave beyond the 60 working school days, the Board or Director may require medical certification.

For purposes of adoption, placement for adoption, or acceptance of a child in need of foster care, paid sick leave may be used for reasons related to the formal adoption or the formal foster care process prior to taking custody of the child or accepting the child in need of foster care, and for taking custody of the child or accepting the child in need of foster care. Such leave is limited to 60 days, unless a longer leave is provided in an applicable collective bargaining agreement, and need not be used consecutively once the formal adoption or foster care process is underway. The Board or Director may require that the employee provide evidence that the formal adoption or foster care process is underway.

Family Bereavement Leave

State law allows a maximum of 10 unpaid workdays for eligible employees (Family and Medical Leave Act of 1993, 20 U.S.C. §2601 *et seq*.) to take family bereavement leave. The purpose, requirements, scheduling, and all other terms of the leave are governed by the Family Bereavement Leave Act. Eligible employees may use family bereavement leave, without any adverse employment action, for: (1) attendance by the bereaved staff member at the funeral or alternative to a funeral of a covered family member, which included an employee's child, stepchild, spouse,[C1] domestic partner, sibling, parent, mother-in-law, father-in-law, grandchild, grandparents, or stepparent, (2) making arrangements necessitated by the death of the covered family member, (3) grieving the death of the covered family member, or (4) absence from work due to a Significant Event, which includes: (i) miscarriage, (ii) an unsuccessful round of intrauterine insemination or of an assisted reproductive technology procedure, (iii) a failed adoption match or an adoption that is not finalized because it is contested by another party, (iv) a failed surrogacy agreement, (v) a diagnosis that negatively impacts pregnancy or fertility, or (vi) a still birth. without any adverse employment action. An employee qualifying for leave due to a Significant Event will not be required to identify which specific reason applies to the employee's request.

The leave must be completed within 60 days after the date on which the employee received notice of the death of the covered family member or the date on which an event under item (4) above occurs. However, in the event of the death of more than one covered family member in a 12-month period, an employee is entitled to up to a total of six weeks of bereavement leave during the 12-month period, subject to certain restrictions under State and federal law. Other existing forms of leave may be substituted for the leave provided in the Family Bereavement Leave Act. This policy does not create any right for an employee to take family bereavement leave that is inconsistent with the Family Bereavement Leave Act.

Child Extended Bereavement Leave

Unpaid leave from work is available to employees who experience the loss of a child by suicide or homicide. The Child Extended Bereavement Leave Act governs the duration, scheduling, continuity of benefits, and all other terms of the leave. Accordingly, if the Cooperative employs 250 or more employees on a full-time basis, an employee is entitled to a total of 12 weeks of unpaid leave within one year after the employee notifies the

Cooperative of the loss. An employee may elect to substitute other forms of leave to which the employee is entitled for the leave provided under the Child Extended Bereavement Leave Act.

Sabbatical Leave

Sabbatical leave may be granted in accordance with the School Code.

Personal Leave

Professional staff members are granted two personal leave days per year. A personal leave day is defined as a day to allow professional personnel time to conduct personal business (but not vacation, travel, or work stoppage), which is impossible to schedule at a time other than during a school day. Any unused personal leave day in a school year will be credited to the cumulative sick leave.

The use of a personal day is subject to the following conditions:

1. Except in cases of emergency or unavoidable situations, personal leave requests should be submitted to the Building Principal three days in advance of the requested date,
2. No personal leave days may be used immediately before or immediately after a holiday unless the Director grants prior approval,
3. Personal leave may not be used in increments of less than one-quarter hour,
4. Personal leave days are subject to a substitute's availability,
5. Personal leave days may not be used during the first and/or last five days of the school year,
6. Personal leave days may not be used on in-service and/or institute training days, and
7. Personal leave may not be used by more than 10% of the teaching staff in each building at the same time.

Leave of Absence Without Pay

The Board may grant a leave of absence without pay to tenured professional staff members who have rendered satisfactory service and desire to return to employment in a similar capacity at a time determined by the Board.

Each leave of absence shall be of the shortest possible duration required to meet the leave's purpose consistent with a reasonable continuity of instruction for students.

Leave to Serve as an Election Judge

Any staff member who was appointed to serve as an election judge under State law may, after giving at least 20-days' written notice to the Cooperative, be absent without pay for the purpose of serving as an election judge. The staff member is not required to use any form of paid leave to serve as an election judge. No more than 10% of the Cooperative's employees may be absent to serve as election judges on the same Election Day.

Child-Rearing Leave

The Board shall grant a professional staff member's request for a non-paid, child-rearing leave, not to exceed the balance of the school year plus one additional school year (but in no event shall such leave exceed three semesters), provided the request complies with this policy. Nothing in this section shall prohibit a professional staff member from using paid sick days as provided in this policy.

A teacher should request, if possible, a child-rearing leave by notifying the Director in writing no later than 90 days before the requested leave's beginning date. The request should include the proposed leave dates. The leave shall end before a new school year begins or before the first day of school after winter recess.

Subject to the insurance carrier's approval, the teacher may maintain insurance benefits at his or her own expense during a child-rearing leave.

A professional staff member desiring to return before the leave's expiration will be assigned to an available vacancy for which the teacher is qualified, subject to scheduling efficiency and instruction continuity.

Leaves for Service in the Military

Leaves for service in the U.S. Armed Services or any of its reserve components and the National Guard, as well as re-employment rights, will be granted in accordance with State and federal law. A professional staff member hired to replace one in military service does not acquire tenure.

General Assembly Leave

Leaves for service in the General Assembly, as well as re-employment rights, will be granted in accordance with State and federal law. A professional staff member hired to replace one in the General Assembly does not acquire tenure.

Leave for Employment in Department of Defense

The Board may grant teachers a leave of absence to accept employment in a Dept. of Defense overseas school.

School Visitation Leave

An eligible professional staff member is entitled to eight hours during any school year, no more than four hours of which may be taken on any given day, to attend school conferences, behavioral meetings, or academic meetings related to the teacher's child, if the conference or meeting cannot be scheduled during non-work hours. Professional staff members must first use all accrued vacation leave, personal leave, compensatory leave, and any other leave that may be granted to the professional staff member, except sick, and disability leave.

The Director shall develop administrative procedures implementing this policy consistent with the School Visitation Rights Act.

Leaves for Victims of Domestic Violence, Sexual Violence, Gender Violence, or Other Crime of Violence

An unpaid leave from work is available to any staff member who: (1) is a victim of domestic violence, sexual violence, gender violence, or any other crime of violence or (2) has a family or household member who is a victim of such violence whose interests are not adverse to the employee as it relates to the domestic violence, sexual violence, gender violence, or any other crime of violence. The unpaid leave allows the employee to seek medical help, legal assistance, counseling, safety planning, and other assistance, and to grieve and attend to matters necessitated by the death of a family or household member who is killed in a crime of violence, without suffering adverse employment action.

The Victims' Economic Security and Safety Act (VESSA) governs the purpose, requirements, scheduling, and continuity of benefits, and all other terms of the leave. Accordingly, if the Cooperative employs at least 50 employees, and subject to any exceptions in VESSA, an employee is entitled to a total of 12 work weeks of unpaid leave during any 12-month period. Neither the law nor this policy creates a right for an employee to take unpaid leave that exceeds the unpaid leave time allowed under, or is in addition to the unpaid leave time permitted by, the federal Family and Medical Leave Act of 1993 (29 U.S.C. §2601 *et seq*.).

Leaves to Serve as an Officer, Trustee, or Representative of a Specific Organization

Upon request, the Board will grant: (1) an unpaid leave of absence to an elected officer of a State or national teacher organization that represents teachers in collective bargaining negotiations, (2) up to twenty days of paid leave of absence per year to a trustee of the Teachers' Retirement System in accordance with 105 ILCS 5/24-6.3, (3) a paid leave of absence for the local association Chairman of a State teacher association that is an exclusive bargaining agent in the Cooperative, or his or her designee, to attend meetings, workshops, or seminars as described in 105 ILCS 5/24-6.2, and (4) up to 10 days of paid leave per school term for teachers elected to represent a statewide teacher association in federal advocacy work in accordance with 105 ILCS 5/24-3.5.

COVID-19 Paid Administrative Leave

When applicable, paid administrative leave related to COVID-19 will be granted to eligible employees in accordance with State law.

Family Neonatal Intensive Care Leave[C2]

An unpaid leave from work is available to any staff member whose child[C3] is a patient in a neonatal intensive care unit (NICU) in accordance with the requirements of the Family Neonatal Intensive Care Leave Act. If the Cooperative employs at least 51 employees, an employee is entitled to a total of 20 days of unpaid leave while a child of the employee is a patient in a NICU.[Q1] The Cooperative may require reasonable verification of the employee's child's length of stay in a NICU.[C4]

LEGAL REF.:

105 ILCS 5/10-20.83, 5/24-6, 5/24-6.1, 5/24-6.2, 5/24-6.3, 5/24-13, and 5/24-13.1.

10 ILCS 5/13-2.5, Election Code.

330 ILCS 61/, Service Member Employment and Reemployment Rights Act.

820 ILCS 147/, School Visitation Rights Act.

820 ILCS 154/, Family Bereavement Leave Act.

820 ILCS 156/, Child Extended Bereavement Leave Act.

820 ILCS 157/, Family Neonatal Intensive Care Leave Act.

820 ILCS 180/, Victims' Economic Security and Safety Act.

CROSS REF.: 5:180 (Temporary Illness or Temporary Incapacity), 5:185 (Family and Medical Leave), 5:330 (Sick Days, Vacation, Holidays, and Leaves)

ADOPTED: February 14, 2024

PRESSPlus Comments

C1. Updated for continuous improvement. A covered family member includes a spouse under 105 ILCS 154/5. **Issue 121, March 2026**

C2. Updated in response to 820 ILCS 157/, added by P.A. 104-259, eff. 6-1-26. This leave is separate from FMLA leave, and an employer must allow the employee to take the leave in addition to FMLA leave. The term *employee* includes part-time workers. **Issue 121, March 2026**

C3. *Child* means an employee's son or daughter who is a biological, adopted, or foster child, a stepchild, a legal ward, or a child of a person standing in loco parentis. **Issue 121, March 2026**

C4. An employer may not request confidential information protected by the Health Insurance Portability and Accountability Act or other law when asking for reasonable verification. Consult the board attorney for guidance on acceptable forms of verification. **Issue 121, March 2026**

Questions

Q1. A district that employs 50 or fewer employees may substitute the following sentence: “If the District employs at least 16 but not more than 50 employees, an employee is entitled to a total 10 days of unpaid leave while a child of the employee is a patient in a NICU.” 820 ILCS 157/10, added by P.A. 104-259, eff. 6-1-26. A district that employs 15 or fewer employees is not subject to the requirements of 820 ILCS 157/. If the district employs 15 or fewer employees, it may choose to delete this subhead.

How many employees are employed by the district, including part-time workers?

Options

☑	51 or more full- or part-time employees. (Default)
☐	50 or fewer full- or part-time employees. (IASB will substitute the following sentence: "If the District employs at least 16 but not more than 50 employees, an employee is entitled to a total 10 days of unpaid leave while a child of the employee is a patient in a NICU.”)

Document Status: Draft Update

Educational Support Personnel

5:330 Sick Days, Vacation, Holidays, and Leaves

Each of the provisions in this policy applies to all educational support personnel to the extent that it does not conflict with an applicable collective bargaining agreement or individual employment contract or benefit plan; in the event of a conflict, such provision is severable, and the applicable bargaining agreement or individual agreement will control.

Sick and Bereavement Leave

Eligibility

Employees are eligible for sick leave after completing one full day of employment.

Sick Leave Schedule

NIA employees are eligible for sick leave based on the number of responsibility days or hours worked, according to the following schedule:

Days/Hours Worked	Sick Leave Granted
0-599 responsibility hours	1 hour of leave per 40 hours worked
600 responsibility hours to 139 responsibility days	10 days
140-194 responsibility days	14 days
195-256 responsibility days	16 days

Sick leave is defined in State law as personal illness, mental or behavioral complications, quarantine at home, serious illness or death in the immediate family or household, or birth, adoption, placement for adoption, or the acceptance of a child in need of foster care. The Director or designee shall monitor the use of sick leave.

As a condition for paying sick leave after three days absence for personal illness or as the Board or Director deem necessary in other cases, the Board or Director may require that the staff member provide a certificate from: (1) a physician licensed in Illinois to practice medicine and surgery in all its branches, (2) a mental health professional licensed in Illinois providing ongoing care or treatment to the staff member, (3) a chiropractic physician licensed under the Medical Practice Act, (4) a licensed advanced practice registered nurse, (5) a licensed physician assistant who has been delegated the authority to perform health examinations by his or her supervising physician, or (6) if the treatment is by prayer or spiritual means, a spiritual adviser or practitioner of the employee's faith. If the Board or Director requires a certificate during a leave of less than three days for personal illness, the Cooperative shall pay the expenses incurred by the employee.

Employees are entitled to use up to 60 days of paid sick leave because of the birth of a child that is not dependent on the need to recover from childbirth. Such days may be used at any time within the 12-month period following the birth of the child. Intervening periods of nonworking days or school not being in session, such as breaks and holidays, do not count towards the 60 working school days. As a condition of paying sick leave beyond the 60 working school days, the Board or the Director may require medical certification.

For purposes of adoption, placement for adoption, or acceptance of a child in need of foster care, paid sick leave may be used for reasons related to the formal adoption or the formal foster care process prior to taking custody of the child or accepting the child in need of foster care, and for taking custody of the child or accepting the child in need to foster care. Such leave is limited to 60 days, unless a longer leave is provided in an applicable collective bargaining agreement, and need not be used consecutively once the formal adoption or foster care process is underway. The Board or Director may require that the employee provide evidence that the formal adoption or foster care process is underway.

<u>Vacation</u>

<u>Eligibility</u>

Full-time educational support personnel, administrative staff, and other employees who work in positions that are typically assigned 250 or more responsibility days and who work at least 230 responsibility days are eligible for 20 vacation days annually.

Employees who work fewer than 230 responsibility days are not eligible for vacation.

<u>Mid-Year Hires</u>

Employees hired after the start of the fiscal year into positions that are typically assigned 250 or more responsibility days are eligible for vacation days prorated based on the portion of the fiscal year worked.

<u>Procedure and Carryover</u>

Vacation days shall be accrued from the date of hire of each employee. The Director will determine the procedure for requesting vacation.

Vacation days earned in one fiscal year must be used by December 31 of the following fiscal year; they do not accumulate. Employees resigning or whose employment is terminated are entitled to the monetary equivalent of all earned vacation.

Holidays

Unless the Cooperative has a waiver or modification of the School Code pursuant to Section 2-3.25g or 24-2(b) allowing it to schedule school on a legal school holiday listed below, Cooperative employees will not be required to work on:

New Year's Day	Labor Day
Martin Luther King Jr.'s Birthday	Columbus Day
President's Day	General Election Day (when required by law[C1] ~~designated by State law as a legal holiday~~
Memorial Day	Thanksgiving Day
Juneteenth National Freedom Day	Christmas Day
Independence Day	

A holiday will not cause a deduction from an employee's time or compensation. The Cooperative may require educational support personnel to work on a school holiday during an emergency or for the continued operation and maintenance of facilities or property.

Personal Leave

Full-time educational support personnel have two paid personal leave day per year. The use of a personal day is subject to the following conditions:

1. Except in cases of emergency or unavoidable situations, a personal leave request should be submitted to the Director or Building Principal three days before the requested date.
2. No personal leave day may be used immediately before or immediately after a holiday, spring break, or during the first and/or last five days of the school year, unless the Director grants prior approval.
3. Personal leave may not be used in increments of less than one-quarter hour.
4. Personal leave is subject to any necessary replacement's availability.
5. Personal leave may not be used on an in-service training day and/or institute training days without prior approval.
6. Personal leave may not be used when the employee's absence would create an undue hardship.

Leave to Serve as a Trustee of the Ill. Municipal Retirement Fund

Upon request, the Board will grant 20 days of paid leave of absence per year to a trustee of the Ill. Municipal Retirement Fund in accordance with State law.

Other Leaves

Educational support personnel receive the following leaves on the same terms and conditions granted professional personnel in Board policy 5:250, *Leaves of Absence*:

1. Leave for Service in the Military.
2. Leave for Service in the General Assembly.
3. School Visitation Leave.
4. Leaves for Victims of Domestic Violence, Sexual Violence, Gender Violence, or Other Crime of Violence.
5. Family Bereavement Leave
6. Child Extended Bereavement Leave.
7. Leave to serve as an election judge.
8. COVID-19 Paid Administrative Leave.
9. Family Neonatal Intensive Care Leave.[C2]

LEGAL REF.:

105 ILCS 5/10-20.7b, 5/10-20.83, 5/24-2, 5/24-6, and 5/24-6.3.

10 ILCS 5/13-2.5, Election Code.

330 ILCS 61/, Service Member Employment and Reemployment Rights Act.

820 ILCS 147, School Visitation Rights Act.

820 ILCS 154/, Family Bereavement Leave Act.

820 ILCS 156/, Child Extended Bereavement Leave Act.

820 ILCS 157/, Family Neonatal Intensive Care Leave Act.

820 ILCS 180/, Victims' Economic Security and Safety Act.

School Dist. 151 v. ISBE, 154 Ill.App.3d 375 (1st Dist. 1987); *Elder v. Sch. Dist. No.127 1/2*, 60 Ill.App.2d 56 (1st Dist. 1965).

CROSS REF.: 5:180 (Temporary Illness or Temporary Incapacity), 5:185 (Family and Medical Leave), 5:250 (Leaves of Absence)

ADOPTED: February 18, 2026

Northwestern Illinois Association

PRESSPlus Comments

C1. The General Assembly passed legislation adding General Election Day as a school holiday for 2020, 2022, and 2024. Language referring to a General Election holiday when required by law is maintained in this policy should this practice continue. **Issue 121, March 2026**

C2. Updated in response to 820 ILCS 157/, added by P.A. 104-259, eff. 6-1-26. See policy 5:250, *Leaves of Absence*, for important information about this leave. **Issue 121, March 2026**

Document Status: Draft Update

SECTION 6 - INSTRUCTION

6:65 Student Social and Emotional Development

Social and ~~e~~Emotional ~~l~~Learning[C1] (SEL) is defined as the process through which students enhance their ability to integrate thinking, feeling, and behaving to achieve important life tasks. Students competent in SEL are able to recognize and manage their emotions, establish healthy relationships, set positive goals, meet personal and social needs, and make responsible and ethical decisions.

The Director shall incorporate SEL into the Cooperative's curriculum and other educational programs consistent with the Cooperative's mission and the goals and benchmarks of the Ill. Learning Standards. The Ill. Learning Standards include three goals for students:

1. Develop self-awareness and self-management skills to achieve school and life success.
2. Use social~~-~~ awareness and interpersonal skills to establish and maintain positive relationships.
3. Demonstrate decision-making skills and responsible behaviors in personal, school, and community contexts.

The incorporation of SEL objectives into the Cooperative's curriculum and other educational programs may include but is not limited to:

1. Classroom and school-wide programming to foster a safe, supportive learning environment where students feel respected and valued. This may include incorporating scientifically based, age- and~~-~~ culturally appropriate classroom instruction, and Cooperative-wide~~,~~ and school-wide strategies that teach SEL skills, promote optimal mental health, and prevent risk behaviors for all students.
2. Ongoing ~~S~~staff professional development and ~~training~~support to promote students' SEL development.~~ This may include providing all personnel with age-appropriate academic and SEL and how to promote it.~~
3. Parent/Guardian and family involvement to promote students' SEL development. This may include providing parents/guardians and families with learning opportunities related to the importance of their children's optimal SEL development and ways to enhance it.
4. Community partnerships to promote students' SEL development. This may include

establishing partnerships with diverse community agencies and organizations to assure a coordinated approach to addressing children's mental health and SEL development.

5. Early identification and intervention to enhance students' school readiness, academic success, and use of good citizenship skills. This may include development of a system and procedures for periodic and universal screening, assessment, and early intervention for students who have significant risk factors for social, emotional, or mental health conditions that impact learning.
6. Treatment to prevent or minimize mental health conditions in students. This may include building and strengthening referral and follow-up procedures for providing effective clinical services for students with social, emotional, and mental health conditions that impact learning. This may include student and family support services, school-based behavioral health services, and school-community linked services and supports.
7. Assessment and accountability for teaching SEL skills to all students. This may include implementation of a process to assess and report baseline information and ongoing progress about school climate, students' social and emotional development, and academic performance.

LEGAL REF.:

~~Children’s Mental Health Act,~~ 405 ILCS 49/, Children’s Mental Health Act.

CROSS REF.: 1:30 (Cooperative Philosophy), 6:10 (Educational Philosophy and Objectives), 6:40 (Curriculum Development), 6:60 (Curriculum Content), 7:100 (Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:250 (Student Support Services)

~~ADOPTED: June 21, 2023~~

Northwestern Illinois Association

PRESSPlus Comments

C1. Updated throughout for continuous improvement. **Issue 121, March 2026**

Document Status: Draft Update

6:100 Using Animals in the Educational Program

Animals may be brought into school facilities for educational purposes according to procedures developed by the Director assuring: (a) the animal is appropriately housed, humanely cared for, and properly handled, and (b) students will not be exposed to a dangerous animal or an unhealthy environment.

Animal Experiments

Experiments on living animals are prohibited; however, behavior studies that do not impair an animal's health or safety are permissible.

Animal Dissection

The dissection of dead animals or parts of dead animals shall be allowed in the classroom only when the dissection exercise contributes to or is a part of an illustration of pertinent study materials. All dissection of animals shall be confined to the classroom and must comply with the School Code.

Students who object to performing, participating in, or observing the dissection of animals are excused from classroom attendance without penalty during times when such activities are taking place. No student will be penalized or disciplined for refusing to perform, participate in, or observe a dissection. The Director or designee shall inform students of: (1) their right to refrain from performing, participating in, or observing dissection, and (2) which courses contain a dissection unit and which of those courses offers an alternative project.

LEGAL REF.:

105 ILCS 5/2-3.122 and~~,~~ 5/27-265~~14, and 112/~~. C1

105 ILCS 5/112, Dissection Alternatives Act.

CROSS REF.: 6:40 (Curriculum Development)

~~ADOPTED: June 21, 2023~~

PRESSPlus Comments

C1. The Legal References are updated in response to 105 ILCS 5/27-265, renumbered by P.A. 104-391, and for continuous improvement. **Issue 121, March 2026**

Document Status: Draft Update

SECTION 6 - INSTRUCTION

6:180 Extended Instructional Programs

The Cooperative may offer the following programs in accordance with State law and the Cooperative's educational philosophy:

1. Before- and after-school programs for students in grades K-6.
2. Tutorial program.
3. Adult education program.
4. Extended School Year as required by student IEP.

LEGAL REF.:

105 ILCS 5/10-22.18a, 5/10-22.18b, 5/10-22.18c, 5/10-22.20, 5/10-22.20a, 5/10-22.20b, 5/10-22.20c, 5/10-22.29, 5/10-22.33A, 5/10-22.33B, 5/10-23.2, 5/27-255, 5/27-90~~22.1~~, 5/27-1035~~22.3~~, and 5/27-1050~~23.6~~.[C1]

~~105 ILCS 110/3, Comprehensive Health Education Program.~~

105 ILCS 433/, Vocational Academies Act.

~~ADOPTED: June 21, 2023~~

Northwestern Illinois Association

PRESSPlus Comments

C1. The Legal References are updated in response to 105 ILCS 5/27-255, added by P.A. 104-391, replacing, in part, 105 ILCS 110/3, and in response to P.A. 104-391, renumbering and reorganizing various provisions throughout 105 ILCS 5/27. **Issue 121, March 2026**

7:20 Harassment of Students Prohibited

No person, including a Cooperative employee, agent, or student, shall harass, intimidate, or bully a student on the basis of actual or perceived: race; color; national origin; military status; unfavorable discharge status from military service; sex; sexual orientation; gender identity (whether or not traditionally associated with the student's sex assigned at birth); gender-related identity or expression; ancestry; age; religion; physical or mental disability; order of protection status; status of being homeless; actual or potential marital or parental status, including pregnancy; physical appearance; socioeconomic status; academic status; association with a person or group with one or more of the aforementioned actual or perceived characteristics; or any other distinguishing characteristic. The Cooperative will not tolerate harassing, intimidating conduct, or bullying whether verbal, physical, sexual, or visual, that affects the tangible benefits of education, that unreasonably interferes with a student's educational performance, or that creates an intimidating, hostile, or offensive educational environment. Examples of prohibited conduct include name-calling, using derogatory slurs, stalking, sexual violence, causing psychological harm, threatening, or causing physical harm, threatened or actual destruction of property, or wearing or possessing items depicting or implying hatred or prejudice of one of the characteristics stated above.

Sexual Harassment Prohibited

The Cooperative shall provide an educational environment free of verbal, physical, or other conduct or communications constituting harassment on the basis of sex as defined and otherwise prohibited by State and federal law. See policies 2:265, *Title IX Grievance Procedure*, and 2:260, *Uniform Grievance Procedure*.

Making a Report or Complaint

Students are encouraged to promptly report claims or incidents of bullying, intimidation, harassment, sexual harassment, or any other prohibited conduct to the Nondiscrimination Coordinator, Building Principal, a Complaint Manager, or any employee with whom the student is comfortable speaking.

Reports under this policy will be considered a report under Board policy 2:260, *Uniform Grievance Procedure*, and/or Board policy 2:265, *Title IX Grievance Procedure.* The Nondiscrimination Coordinator, Title IX Coordinator, and/or Complaint Manager or designee shall process and review the report according to the appropriate grievance procedure. The Director shall insert into this policy the names, office addresses, email addresses, and telephone numbers of the Cooperative's current Nondiscrimination Coordinator, Title IX Coordinator, and Complaint Managers.

Nondiscrimination Coordinator:	**Title IX Coordinator:**
Jon Malone	Jon Malone
2060 Aberdeen Court, Ste B, Sycamore, IL 60178	2060 Aberdeen Court, Ste B, Sycamore, IL 60178
jmalone@thenia.org	jmalone@thenia.org
815-763-2975	815-763-2975

Complaint Managers:

Jill Tabone	Steve Wilder
245 W. Exchange St, Ste 4, Sycamore, IL 60178	245 W. Exchange St, Ste 4, Sycamore, IL 60178
jtabone@thenia.org	swilder@syc427.org
779-475-1817	815-899-8100

The Director shall use reasonable measures to inform staff members and students of this policy by including:

1. For students, age-appropriate information about the contents of this policy in the Cooperative's student handbook(s), on the Cooperative's website, and, if applicable, in any other areas where policies, rules, and standards of conduct are otherwise

posted in each school.

2. For staff members, this policy in the appropriate employee handbook(s), if applicable, and/or in any other areas where policies, rules, and standards of conduct are otherwise made available to staff.

Investigation Process

Any Cooperative employee who receives a report or complaint of harassment must promptly forward the report or complaint to the Nondiscrimination Coordinator, Title IX Coordinator, or a Complaint Manager. Any employee who fails to promptly comply may be disciplined, up to and including discharge.

Reports and complaints of harassment will be confidential to the greatest extent practicable, subject to the Cooperative's duty to investigate and maintain an educational environment that is productive, respectful, and free of unlawful discrimination, including harassment.

For any report or complaint alleging sexual harassment that, if true, would implicate Title IX of the Education Amendments of 1972 (20 U.S.C. §1681 *et seq*.), the Title IX Coordinator or designee shall consider whether action under policy 2:265, *Title IX Grievance Procedure,* should be initiated.

For any report or complaint alleging harassment on the basis of race, color, or national origin, the Nondiscrimination Coordinator or a Complaint Manager or designee shall investigate under Board policy 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*.

For any other alleged student harassment that does not require action under policy 2:265, *Title IX Grievance Procedure,* or 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited,* the Nondiscrimination Coordinator or a Complaint Manager or designee shall consider whether an investigation under policies 2:260, *Uniform Grievance Procedure*, and/or 7:190, *Student Behavior*, should be initiated, regardless of whether a written report or complaint is filed.

Reports That Involve Alleged Incidents of Sexual Abuse of a Child by School Personnel

An *alleged incident of sexual abuse* is an incident of sexual abuse of a child, as defined in 720 ILCS 5/11-9.1A(b), that is alleged to have been perpetrated by school personnel, including a school vendor or volunteer, that occurred: on school grounds during a school activity; or outside of school grounds or not during a school activity.

Any complaint alleging an incident of sexual abuse shall be processed and reviewed according to policy 5:90, *Abused and Neglected Child Reporting*. In addition to reporting the suspected abuse, the complaint shall also be processed under policy 2:265, *Title IX Grievance Procedure*, or policy 2:260, *Uniform Grievance Procedure*.

Enforcement

Any Cooperative employee who is determined, after an investigation, to have engaged in conduct prohibited by this policy will be subject to disciplinary action up to and including discharge. Any third party who is determined, after an investigation, to have engaged in conduct prohibited by this policy will be addressed in accordance with the authority of the Board in the context of the relationship of the third party to the Cooperative, e.g., vendor, parent/guardian, invitee, etc. Any Cooperative student who is determined, after an investigation, to have engaged in conduct prohibited by this policy will be subject to disciplinary action, including but not limited to, suspension and expulsion consistent with the behavior policy. Any person making a knowingly false accusation regarding prohibited conduct will likewise be subject to disciplinary action.

Retaliation Prohibited

Retaliation against any person for bringing complaints or providing information about harassment is prohibited (see policies 2:260, *Uniform Grievance Procedure*, and 2:265, *Title IX Grievance Procedure*, and 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited)*.

Students should report allegations of retaliation to the Building Principal, an administrator, the Nondiscrimination Coordinator, and/or a Complaint Manager.

LEGAL REF.:

20 U.S.C. §1681 *et seq*., Title IX of the Educational Amendments of 1972; 34 C.F.R. Part 106.

29 U.S.C. §791 *et seq*., Rehabilitation Act of 1973; 34 C.F.R. Part 104.

42 U.S.C. §2000d, Title VI of the Civil Rights Act of 1964; 34 C.F.R. Part 100.

105 ILCS 5/10-20.12, 5/10-22.5, 5/10-23.13, 5/22-110, 5/26A, and 5/27-1~~, and 5/27-23.7~~. C1

775 ILCS 5/1-101 *et seq*., Illinois Human Rights Act.

23 Ill.Admin.Code §1.240 and Part 200.

Davis v. Monroe County Bd. of Educ., 526 U.S. 629 (1999).

Franklin v. Gwinnett Co. Public Schs., 503 U.S. 60 (1992).

Gebser v. Lago Vista Independent Sch. Dist., 524 U.S. 274 (1998).

West v. Derby Unified Sch. Dist. No. 260, 206 F.3d 1358 (10th Cir. 2000).

CROSS REF.: 2:260 (Uniform Grievance Procedure), 2:265 (Title IX Grievance Procedure), 2:270 (Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited), 4:165 (Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors), 5:20 (Workplace Harassment Prohibited), 5:90 (Abused and Neglected Child Reporting), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 7:10 (Equal Educational Opportunities), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:190 (Student Behavior), 7:255 (Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence)

ADOPTED: May 21, 2025

Northwestern Illinois Association

PRESSPlus Comments

C1. The Legal References are updated in response to 105 ILCS 5/22-110, renumbered by P.A. 104-391. **Issue 121, March 2026**

Document Status: Draft Update

SECTION 7 - STUDENTS

7:100 Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students

Required Health Examinations and Immunizations

A student's parents/guardians shall present proof that the student received a health examination, with proof of the immunizations against, and screenings for, preventable communicable diseases, as required by the Illinois Department of Public Health (IDPH), within one year prior to:

1. Entering kindergarten or the first grade;
2. Entering the sixth and ninth grades; and
3. Enrolling in an Illinois school, regardless of the student's grade (including nursery school, special education, Head Start programs operated by elementary or secondary schools, and students transferring into Illinois from out-of-state or out-of-country).

Proof of immunization against meningococcal disease is required for students in grades 6 and 12.

As required by State law:

1. Health examinations must be performed by a physician licensed to practice medicine in all of its branches, an advanced practice registered nurse, or a physician assistant who has been delegated the performance of health examinations by a supervising physician.
2. A diabetes screening is a required part of each health examination; diabetes testing is not required.
3. An age-appropriate developmental screening and an age-appropriate social and emotional screening are required parts of each health examination. A student will not be excluded from school due to his or her parent/guardian's failure to obtain a developmental screening or a social and emotional screening.
4. Before admission and in conjunction with required physical examinations, parents/guardians of children between the ages of one and seven years must provide a statement from a physician that their child was *risk-assessed* or screened for lead

poisoning.

5. The IDPH will provide all students entering sixth grade and their parents/guardians information about the link between human papillomavirus (HPV) and HPV-related cancers and the availability of the HPV vaccine.
6. The Cooperative will provide informational materials regarding influenza and influenza vaccinations developed, provided, or approved by the IDPH when it provides information on immunizations, infectious diseases, medications, or other school health issues to students' parents/guardians.

Unless an exemption or extension applies, the failure to comply with the above requirements by October 15 of the current school year will result in the student's exclusion from school until the required health forms are presented to the Cooperative. New students who register after October 15 of the current school year shall have 30 days following registration to comply with the health examination and immunization regulations. If a medical reason prevents a student from receiving a required immunization by October 15, the student must present, by October 15, an immunization schedule and a statement of the medical reasons causing the delay. The schedule and statement of medical reasons must be signed by the physician, advanced practice registered nurse, physician assistant, or local health department responsible for administering the immunizations.

A student transferring from out-of-state who does not have the required proof of immunizations by October 15 may attend classes only if he or she has proof that an appointment for the required vaccinations is scheduled with a party authorized to submit proof of the required vaccinations. If the required proof of vaccination is not submitted within 30 days after the student is permitted to attend classes, the student may no longer attend classes until proof of the vaccinations is properly submitted.

Eye Examination

Parents/guardians are encouraged to have their children undergo an eye examination whenever health examinations are required.

Parents/guardians of students entering kindergarten or an Illinois school for the first time shall present proof before October 15 of the current school year that the student received an eye examination within one year prior to entry of kindergarten or the school. A physician licensed to practice medicine in all of its branches, or a licensed optometrist, must perform the required eye examination.

If a student fails to present proof by October 15, the school may hold the student's report card until the student presents proof: (1) of a completed eye examination, or (2) that an eye examination will take place within 60 days after October 15. The Director or designee shall ensure that parents/guardians are notified of this eye examination requirement in compliance with the rules of the IDPH. Schools shall not exclude a student from attending school due to failure to obtain an eye examination.

Dental Examination

All children in kindergarten and the second, sixth, and ninth grades must present proof of having been examined by a licensed dentist before May 15 of the current school year in accordance with rules adopted by the IDPH.

If a child in the second, sixth, or ninth grade fails to present proof by May 15, the school may hold the child's report card until the child presents proof: (1) of a completed dental examination, or (2) that a dental examination will take place within 60 days after May 15. The Director or designee shall ensure that parents/guardians are notified of this dental examination requirement at least 60 days before May 15 of each school year.

Exemptions

In accordance with rules adopted by the IDPH, a student will be exempted from this policy's requirements for:

1. Religious grounds, if the student's parents/guardians present the IDPH's Certificate of Religious Exemption form to the Director or designee. When a Certificate of Religious Exemption form is presented, the Director or designee shall immediately inform the parents/guardians of exclusion procedures pursuant to Board policy 7:280, *Communicable and Chronic Infectious Disease*, and State rules if there is an outbreak of one or more diseases from which the student is not protected.
2. Health examination or immunization requirements on medical grounds, if the examining physician, advanced practice registered nurse, or physician assistant provides written verification.
3. Eye examination requirement, if the student's parents/guardians show an undue burden or lack of access to a physician licensed to practice medicine in all of its branches who provides eye examinations or a licensed optometrist.
4. Dental examination requirement, if the student's parents/guardians show an undue burden or a lack of access to a dentist.

Homeless Child

Any homeless child shall be immediately admitted, even if the child or child's parent/ guardian is unable to produce immunization and health records normally required for enrollment. Board policy 6:140, *Education of Homeless Children*, governs the enrollment of homeless children.

LEGAL REF.:

42 U.S.C. §11431 *et seq*., McKinney-Vento Homeless Assistance Act.

105 ILCS 5/~~27-8.1~~22-105.~~ and~~[C1]

105 ILCS 45/1-20, Education for Homeless Children Act.

410 ILCS 45/7.1, Lead Poisoning Prevention Act.

315/2e, Communicable Disease Prevention Act.

23 Ill.Admin.Code §1.530.

77 Ill. Admin.Code Part 664, Socio-Emotional and Development Screening.

77 Ill.Admin.Code Part 665, Child and Student Health Examination and Immunization.

77 Ill.Admin.Code Part 690, Control of Notifiable Diseases and Conditions Code.

CROSS REF.: 6:30 (Organization of Instruction), 6:180 (Extended Instructional Programs), 7:280 (Communicable and Chronic Infectious Disease)

ADOPTED: January 15, 2025

Northwestern Illinois Association

PRESSPlus Comments

C1. The Legal References are updated in response to 105 ILCS 5/22-105, titled *Health examinations and immunizations* (formerly 105 ILCS 5/27-8.1), renumbered by P.A. 104-391. **Issue 121, March 2026**

SECTION 7 - STUDENTS

7:185 Teen Dating Violence Prohibited

Engaging in teen dating violence that takes place at school, on school property, at school-sponsored activities, or in vehicles used for school-provided transportation is prohibited. For purposes of this policy, ~~the term~~ *teen dating violence* occurs whenever a student who is 13 to 19 years of age uses or threatens to use physical, mental, or emotional abuse to control an individual in the dating relationship; or uses or threatens to use sexual violence in the dating relationship.

The Director or designee shall develop and maintain a program to respond to incidents of teen dating violence that:

1. Fully implements and enforces each of the following Board policies:
    a. 2:260, *Uniform Grievance Procedure*. This policy provides a method for any student, parent/guardian, employee, or community member to file a complaint if he or she believes that the Executive Board, its employees, or its agents have violated his or her rights under the State or federal Constitution, State or federal statute, Board policy, or various enumerated bases.
    b. 2:265, *Title IX Grievance Procedure*. This policy prohibits a Cooperative employee, agent, or student from engaging in sexual harassment in violation of Title IX of the Education Amendments of 1972. Prohibited conduct includes but is not limited to sexual assault, dating violence, domestic violence, and stalking.
    c. 7:20, *Harassment of Students Prohibited*. This policy prohibits any person, including a Cooperative employee, agent, or student, from harassing intimidating, or bullying a student based on the student's actual or perceived characteristics of sex; sexual orientation; gender identity; and gender-related identity or expression (this policy includes more protected statuses).
    d. 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*. This policy prohibits students from engaging in bullying, intimidation, and harassment at school, school-related events and electronically. Prohibited conduct includes threats, stalking, physical violence, sexual harassment, sexual violence, theft, public humiliation, destruction of property, or retaliation for asserting or alleging an act of bullying.

2. Encourages anyone with information about incidents of teen dating violence to report them to any of the following individuals:

    a. Any school staff member. School staff shall respond to incidents of teen dating violence by following the Cooperative's established procedures for the prevention, identification, investigation, and response to bullying and school violence.
    b. The Nondiscrimination Coordinator, Building Principal, or a Complaint Manager identified in policy 7:20, *Harassment of Students Prohibited*.

3. Incorporates age-appropriate instruction in grades 7 through 12, in accordance with the Cooperative's comprehensive health education program in Board policy 6:60, *Curriculum Content*. This includes incorporating student social and emotional development into the Cooperative's educational program as required by State law and in alignment with Board policy 6:65, *Student Social and Emotional Development*.
4. Incorporates education for school staff, as recommended by the Nondiscrimination Coordinator, Building Principal, or a Complaint Manager.
5. Notifies students and parents/guardians of this policy.

Incorporated
by Reference: 7:180-AP1, (Prevention, Identification, Investigation, and Response to Bullying)

LEGAL REF.:

105 ILCS 5/27-240~~110/3.10~~.C1

CROSS REF.: 2:240 (Board Policy Development), 2:260 (Uniform Grievance Procedure), 2:265 (Title IX Grievance Procedure), 5:100 (Staff Development Program), 5:230 (Maintaining Student Discipline), 6:60 (Curriculum Content), 6:65 (Student Social and Emotional Development), 7:20 (Harassment of Students Prohibited), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:190 (Student Behavior), 7:220 (Bus Conduct), 7:230 (Misconduct by Students with Disabilities)

ADOPTED: May 21, 2025

Northwestern Illinois Association

PRESSPlus Comments

C1. The Legal References are updated in response to 105 ILCS 5/27-240, renumbered by P.A. 104-391. **Issue 121, March 2026**

Document Status: Review and Monitoring

SECTION 7 - STUDENTS

7:220 Bus Conduct

All students must follow the *School Bus Safety Rules of the district of enrollment*.[C1]

School Bus Suspensions

The Director, or any designee as permitted in the School Code, is authorized to suspend a student from riding the school bus for up to 10 consecutive school days for engaging in gross disobedience or misconduct, including but not limited to, the following:

1. Prohibited student conduct as defined in Executive Board policy 7:190, *Student Behavior*.
2. Willful injury or threat of injury to a bus driver or to another rider.
3. Willful and/or repeated defacement of the bus.
4. Repeated use of profanity.
5. Repeated willful disobedience of a directive from a bus driver or other supervisor.
6. Such other behavior as the Director or designee deems to threaten the safe operation of the bus and/or its occupants.

If a student is suspended from riding the bus for gross disobedience or misconduct on a bus, the Executive Board may suspend the student from riding the school bus for a period in excess of 10 days for safety reasons. The Cooperative's regular suspension procedures shall be used to suspend a student's privilege to ride a school bus.

Academic Credit for Missed Classes During School Bus Suspension

A student suspended from riding the bus who does not have alternate transportation to school shall have the opportunity to complete or make up work for equivalent academic credit. It shall be the responsibility of the student's parent or guardian to notify the school that the student does not have alternate transportation.

Electronic Recordings on School Buses

Electronic visual and audio recordings may be used on school buses to monitor conduct and to promote and maintain a safe environment for students and employees when transportation is provided for any school related activity. Notice of electronic recordings shall be displayed on the exterior of the vehicle's entrance door and front interior bulkhead in compliance with State law and the rules of the Illinois Department of Transportation, Division of Traffic Safety.

Students are prohibited from tampering with electronic recording devices. Students who violate this policy shall be disciplined in accordance with the Board's discipline policy and shall reimburse the Cooperative for any necessary repairs or replacement.

LEGAL REF.:

Family Educational Rights and Privacy Act, 20 U.S.C. §1232g; 34 C.F.R. Part 99.

105 ILCS 5/10-20.14, 5/10-22.6, and 10/.

720 ILCS 5/14-3(m).

23 Ill.Admin.Code Part 375, Student Records.

CROSS REF.: 4:110 (Transportation), 4:170 (Safety), 7:130 (Student Rights and Responsibilities), 7:170 (Vandalism), 7:190 (Student Behavior), 7:200 (Suspension Procedures), 7:230 (Misconduct by Students with Disabilities), 7:340 (Student Records)

~~ADOPTED: June 21, 2023~~

Northwestern Illinois Association

PRESSPlus Comments

C1. This policy is suggested to be reviewed by the Board. According to policy 2:240, *Board Policy Development*, "[t]he Board will periodically review its policies for relevancy, monitor its policies for effectiveness, and consider whether any modifications are required." IASB suggests that each policy in the Board's policy manual be reviewed at a minimum of every five years. As part of the review, the Board may choose to:

- Compare the adopted version to the current PRESS sample (available at PRESS Online by logging in at www.iasb.com), discussing any differences and/or options noted in the footnotes to determine whether local changes are necessary
- Update the policy language due to changes in local conditions
- Make no changes, but update the adoption date to reflect that the policy has been reviewed and re-adopted

Issue 121, March 2026

Document Status: Review and Monitoring

SECTION 7 - STUDENTS

7:230 Misconduct by Students with Disabilities

Behavioral Interventions[C1]

Behavioral interventions shall be used with students with disabilities to promote and strengthen desirable behaviors and reduce identified inappropriate behaviors.

Discipline of Special Education Students

The Cooperative shall comply with the Individuals With Disabilities Education Improvement Act of 2004 and the Illinois State Board of Education's *Special Education* rules when disciplining special education students. No special education student shall be expelled if the student's particular act of gross disobedience or misconduct is a manifestation of his or her disability.

LEGAL REF.:

Individuals With Disabilities Education Improvement Act of 2004, 20 U.S.C. §§1412, 1413, and 1415.

Gun-Free Schools Act, 20 U.S.C. §7151 *et seq*.

34 C.F.R. §§300.101, 300.530 - 300.536.

105 ILCS 5/10-22.6 and 5/14-8.05.

23 Ill.Admin.Code §226.400.

Honig v. Doe, 108 S.Ct. 592 (1988).

CROSS REF.: 2:150 (Committees), 6:120 (Education of Children with Disabilities), 7:130 (Student Rights and Responsibilities), 7:190 (Student Behavior), 7:200 (Suspension Procedures), 7:220 (Bus Conduct)

~~ADOPTED: June 21, 2023~~

PRESSPlus Comments

C1. This policy is suggested to be reviewed by the Board. According to policy 2:240, *Board Policy Development*, "[t]he Board will periodically review its policies for relevancy, monitor its policies for effectiveness, and consider whether any modifications are required." IASB suggests that each policy in the Board's policy manual be reviewed at a minimum of every five years. As part of the review, the Board may choose to:

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- Make no changes, but update the adoption date to reflect that the policy has been reviewed and re-adopted

Issue 121, March 2026

Document Status: Draft Update

7:260 Exemption from Physical Education

In order to be excused from participation in physical education, a student must present an appropriate excuse from his or her parent/guardian or from a person licensed under the Medical Practice Act. The excuse may be based on medical or religious prohibitions. An excuse because of medical reasons must include a signed statement from a person licensed under the Medical Practice Act that corroborates the medical reason for the request. An excuse based on religious reasons must include a signed statement from a member of the clergy that corroborates the religious reason for the request. Upon written notice from a student's parent/guardian, a student will be excused from engaging in the physical activity components of physical education during a period of religious fasting.

Special activities in physical education will be provided for a student whose physical or emotional condition, as determined by a person licensed under the Medical Practice Act, prevents his or her participation in the physical education course.

State law prohibits the Board from honoring parental excuses based upon a student's participation in athletic training, activities, or competitions conducted outside the auspices of the Cooperative.

A student who is eligible for special education may be excused from physical education courses in either of the following situations:

1. He or she (a) is in grades 3-12, (b) his or her IEP requires that special education support and services be provided during physical education time, and (c) the parent/guardian agrees or the IEP team makes the determination; or
2. He or she (a) has an IEP, (b) is participating in an adaptive athletic program outside of the school setting, and (c) the parent/guardian documents the student's participation as required by the Director or designee.

A student requiring adapted physical education must receive that service in accordance with his or her Individualized Educational Program/Plan (IEP).

A student in grades 9-12, unless otherwise stated, may submit a written request to the Building Principal to be excused from physical education courses.

Students in grades 7 and 8 may submit a written request to the Building Principal to be excused from physical education courses because of his or her ongoing participation in an interscholastic or extracurricular athletic program. The Building Principal will evaluate requests on a case-by-case basis.

The Director or designee shall maintain records showing that the criteria set forth in this policy were applied to the student's individual circumstances, as appropriate.

Students who have been excused from physical education shall return to the course as soon as practical. The following considerations will be used to determine when a student shall return to a physical education course:

1. The time of year when the student's participation ceases;
2. The student's class schedule; and
3. The student's future or planned additional participation in activities qualifying for substitutions for physical education.

LEGAL REF.:

105 ILCS 5/27-710~~6~~.[C1]

225 ILCS 60/, Medical Practice Act.

23 Ill.Admin.Code §1.420(p) and §1.425(d), (e).

CROSS REF.: 6:60 (Curriculum Content)

~~ADOPTED: June 21, 2023~~

Northwestern Illinois Association

PRESSPlus Comments

C1. The Legal References are updated in response to 105 ILCS 5/27-710, renumbered by P.A. 104-391. **Issue 121, March 2026**

Document Status: Review and Monitoring

SECTION 7 - STUDENTS

7:280 Communicable and Chronic Infectious Disease

A student with or carrying a communicable and/or chronic infectious disease has all rights, privileges, and services provided by law and the Executive Board's policies. The Director will develop procedures to safeguard these rights while managing health and safety concerns.[C1]

LEGAL REF.:

105 ILCS 5/10-21.11.

23 Ill.Admin.Code §§ 1.610 and 226.300.

77 Ill.Admin.Code Part 690.

20 U.S.C. §1400 *et seq*., Individuals With Disabilities Education Improvement Act of 2004.

29 U.S.C. §794(a), Rehabilitation Act of 1973, Section 504.

~~ADOPTED: June 21, 2023~~

Northwestern Illinois Association

PRESSPlus Comments

C1. This policy is suggested to be reviewed by the Board. According to policy 2:240, *Board Policy Development*, "[t]he Board will periodically review its policies for relevancy, monitor its policies for effectiveness, and consider whether any modifications are required." IASB suggests that each policy in the Board's policy manual be reviewed at a minimum of every five years. As part of the review, the Board may choose to:

- Compare the adopted version to the current PRESS sample (available at PRESS Online by logging in at www.iasb.com), discussing any differences and/or options noted in the footnotes to determine whether local changes are necessary
- Update the policy language due to changes in local conditions
- Make no changes, but update the adoption date to reflect that the policy has been reviewed and re-adopted

Issue 121, March 2026

LICENSE AGREEMENT BETWEEN THE
BOARD OF EDUCATION OF FREEPORT SCHOOL DISTRICT 145
AND NORTHWESTERN ILLINOIS ASSOCIATION

THIS LICENSE AGREEMENT ("**Agreement**") is made as of the ______ day of _______ 2026, by and between the Board of Education of Freeport School District 145 ("**District 145**") and the Northwestern Illinois Association, DeKalb County, Illinois ("**NIA**"). NIA and District 145 shall be referred collectively as the "Parties".

WITNESSETH:

WHEREAS, District 145 is the owner of certain real property; and

WHEREAS, NIA desires to use certain portions of District 145's property for a fee; and

WHEREAS, District 145 wishes to permit NIA to use a portion of its property in accordance with the terms and conditions of this Agreement; and

WHEREAS, the Parties desire to enter into a written agreement defining their rights, duties and liabilities with respect to the granting of licenses to NIA for the locations identified on Exhibit A attached hereto and incorporated herein (collectively, the "**Premises**").

NOW, **THEREFORE**, based upon the terms and conditions contained herein and the mutual consideration of the parties, the sufficiency of which is expressly acknowledge by the parties, it is hereby agreed as follows:

1. **Incorporation of Preambles**. The preambles are incorporated into and made a part of this Agreement.

2. **Premises**. District 145 hereby grants NIA an exclusive non-permanent license to utilize the Premises specifically identified on attached Exhibit A. The license shall only be exclusive to NIA during its actual use of the Premises. NIA shall also have access to all common areas in which the Premises are housed, including, but not limited to, the restrooms, kitchen, cafeteria, and teacher and staff workrooms. Further, NIA shall be entitled to use of District 145's parking lots at the various Premises while using the Premises for the permitted uses hereunder.

3. **Term**. This Agreement shall commence on July 1, 2026, and shall continue until June 30, 2027. The Parties may renew the Agreement for additional one-year terms upon mutual written agreement.

4. **Fee**. NIA agrees to pay an annual fee for its use of the Premises, at the rate of $16.59 per square foot ("**Fee**"). The square footage of the Premises provided under this Agreement and the total annual fee is set forth on Exhibit A. The Fee shall be paid in four equal installments on a quarterly basis. District 145 will issue invoices to NIA with sufficient detail indicating the nature of the charge and the basis for the charge. NIA shall make payments in accordance with the Illinois *Local Government Prompt Payment Act* (50 ILCS 505/1 et seq.). If NIA disagrees

with the total square footage of any Premises, it shall notify District 145 thereof and the Parties shall mutually agree on the disputed square footage of the Premises in question.

5. **Use**. The Premises shall be used for either special education services or office purposes (the classrooms shall be used for special education purposes and the office shall be used for office purposes). NIA shall restrict its use to such purposes and shall not use or permit the use of the Premises for any other purpose, while NIA is in actual possession of the Premises, without the written consent of District 145. Access to the Premises shall be available to NIA during normal school hours and as the office requires. District 145 shall at all times retain the right to inspect the Premises.

6. **Sublet and Assignment**. NIA shall not sublet the Premises or any part thereof, nor assign this Agreement without prior written consent of District 145.

7. **Utilities and Maintenance**. District 145, at no additional cost to NIA, shall furnish and supply the following to or in the Premises:

a. All air conditioning (in those portions of the Premises that have central air conditioning) and heat reasonably required therein;
b. All hot and cold water reasonably required therein;
c. All electricity reasonably required therein; and
d. Wi-Fi.

NIA shall assume the costs of all service charges associated with the operation of telephone services on the Premises used by NIA.

District 145 shall provide daily custodial services, garbage disposal, painting and window repair, including broken windows, district owned HVAC system repairs and general building maintenance (the aforementioned services are hereinafter collectively referred to as "**Custodial Services**"). District 145 shall have a custodian on duty to provide Custodial Services from 8:00 A.M. to 3:30 P.M. on all days when school is in session.

8. **Government Regulations and Laws**.

8.1 NIA shall not use or occupy the Premises contrary to any applicable statutes, rules, orders, ordinances, requirements or regulations or in any manner which would violate any certificate of occupancy affecting the same, or which would cause structural injury to the improvements or cause the value or usefulness of the Premises or any part thereof to diminish, or which would constitute a public or private nuisance or waste. District 145 shall be responsible for any and all costs for bringing the Premises into compliance with the Americans with Disabilities Act (42 U.S.C. Sec. 12101 et seq.) and thereafter maintaining the Premises in compliance with the Act. Furthermore, District 145 shall also be responsible for ensuring the Premises comply with all other applicable laws, rules, regulations and ordinances, specifically including, but not limited to, the applicable Illinois Heath and Life Safety Code.

8.2 Further, the Parties shall comply with all applicable laws, ordinances, rules, regulations and codes, including but not limited to, the requirements of the Illinois Human Rights Act, 775 ILCS 5/1-101 et seq. and the provision of sexual harassment policies and procedures pursuant to Section 2-105 of that Act as well as Section 750.10 and Appendix A of the regulations of the Illinois Department of Human Rights, 44 Ill. Admin. Code 750.10, 750. Appendix A. The Parties also agree to comply with all federal Equal Employment Opportunity Laws, including, but not limited to, the Americans with Disabilities Act, 42 U.S.C. Section 12101 et seq., and rules and regulations promulgated thereunder.

9. **Alterations**. NIA shall make no alterations to the Premises without prior approval of District 145.

10. **Insurance**. District 145 agrees to maintain insurance for the Premises; however, to the extent that NIA has insurance coverage for any loss for which NIA is responsible, NIA' s insurance shall be primary to the extent permitted under the applicable insurance policy without invalidating or diminishing any insurance coverage thereunder. NIA shall provide at its own cost and expense, or NIA shall maintain for the term of this Agreement commercial general liability insurance in the minimum amount of $1,00,000 per occurrence and $2,000,000 in the aggregate.

11. **Condition of Premises**. NIA has inspected the Premises and accepts the same in the current condition.

12. **Care of Premises**. NIA shall be responsible for damage done to the Premises, including, but not limited to, furniture or equipment located in the Premises, which is caused directly by NIA's employees, agents, invitees or students, normal wear and tear excepted.

13. **Notices**. All notices required hereunder shall be in writing. They shall be effectively served by certified mail or personal delivery to the main office of NIA or District 145.

14. **Default**. If either party defaults in any of its obligation under this Agreement, then, the non-defaulting party shall provide the defaulting party within thirty (30) days written notice of said default. If the default has not been fully remedied within thirty (30) days of the receipt of the notice, or, in the event the default is of such a nature that it cannot reasonably be remedied within ten (10) days, the defaulting party has failed to take action to remedy the default within said thirty (30) days, the non-defaulting party shall be entitled to take such action as may be permitted in law or equity to enforce its rights hereunder.

15. **Successors and Assigns**. The terms of this Agreement shall be binding upon and inure to the benefit of the respective parties hereto their heirs, administrators or executors, successors and assigns.

16. **Complete Understanding**. This Agreement contains the complete understanding between the parties and no oral representations, promises, or undertakings shall affect, vary, alter, or modify the terms of this document.

17. **Real Estate Taxes**. District 145 represents and warrants that the Premises are exempt from real estate taxes. To the extent that the Premises becomes subject to real estate taxes as a result of this Agreement, such taxes shall be the responsibility of District 145.

IN WITNESS WHEREOF, District 145 and NIA have caused this Agreement to be executed as of the day and year first above-written.

BOARD OF EDUCATION OF FREEPORT SCHOOL DISTRICT 145

By:______________________________

Print Name:_________________________

Title:_____________________________

NORTHWESTERN ILLINOIS ASSOCIATION

By:______________________________

Print Name:_________________________

Title:_____________________________

BOARD OF EDUCATION, SYCAMORE COMMUNITY UNIT SCHOOL DISTRICT 427, DEKALB COUNTY, ILLINOIS (Administrative District)

By:______________________________

Print Name:_________________________

Title:_____________________________

3014761.1

EXHIBIT A

DESCRIPTION OF SQUARE FOOTAGE AND PREMISES

Square Footage

Freeport Early Childhood Center	**Room #: 106**	**Square Footage: 700**

SERVICE AGREEMENT BETWEEN
THE BOARD OF EDUCATION OF FREEPORT SCHOOL DISTRICT 145
AND NORTHWESTERN ILLINOIS ASSOCIATION

THIS AGREEMENT ("**Agreement**") is entered into as of the effective date set forth in Section 4.16 of this Agreement, by and between the Board of Education of Freeport School District 145 ("**District 145**") and the Northwestern Illinois Association ("**NIA**") (collectively, "**Parties**").

WITNESSETH:

WHEREAS, NIA has the resources and knowledge to provide certain services to students participating in its programs and has created a program to assist in the education of students that are deaf/hard of hearing ("**Deaf/HH Program**"); and

WHEREAS, District 145, as a member in NIA and a recipient of the services provided under the Deaf/HH Program, desires to provide certain resources and services to NIA to assist NIA in providing Deaf/HH Program services; and

WHEREAS, the Parties hereto have the authority to enter into this Agreement and to be bound by the terms hereof; and

WHEREAS, the Parties have determined that it is in the best interests of each party and the students they serve to enter into this Agreement.

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

ARTICLE I.
TERM

Section 1.01. Term. This Agreement shall commence on July 1, 2026, and shall continue through June 30, 2027. The Parties may renew the Agreement for additional one-year terms thereafter by mutual agreement.

ARTICLE II.
DISTRICT 145 SERVICES

Section 2.01. Staffing Services. District 145 administrators and staff will provide administrative assistance to NIA in the coordination, operation, and supervision of the Deaf/HH Program at District 145 sites on a day-to- day basis by providing the services detailed in this Article II:

a. District 145 attendance center secretaries will work with the NIA Hearing Department secretary in recording and reporting daily Deaf/HH Program student attendance.

b. The District 145 building administrator will clear Deaf/HH Program teachers to leave the building early or arrive late.

c. The District 145 building administrator will coordinate Deaf/HH Program teachers' participation in the necessary additional school duties agreed upon by the Parties (playground supervision, etc.).

d. The District 145 administration will collaborate with the NIA supervisor to inform Deaf/HH Program teachers of applicable District 145 building policies, rules and regulations and the teachers' obligation to comply with such policies, rules, and regulations. The NIA supervisor will provide supervision to Deaf/HH Program teachers and will assume responsibility for directing and evaluating Deaf/HH Program teachers to provide for compliance with applicable District 145 building and district policies, rules, and regulations. Notwithstanding the above, however, NIA staff working on the Premises shall be bound by NIA policies on employee benefits, salary, and the like (collectively, "**Employment Policies**"), and shall not be subject to any District 145 employment policies.

e. The District 145 building administrator will ensure that Deaf/HH Program students are enrolled at the appropriate school district after the beginning of the school year.

f. The District 145 building administrator will monitor and assist the NIA supervisor regarding transportation problems with Deaf/HH Program students.

g. An appropriate District 145 building administrator will attend educational staffing or service team meetings as deemed necessary for the purpose of placement, for the development and modification of the students' Individualized Educational Plan and, for the discussion of needs and results of specialized medical, educational, or diagnostic evaluations. These meetings will be called by the supervisor of the Deaf/HH Program. The District 145 administrator, nurse, teacher, support staff, and parents must be invited to attend such meetings. The Deaf/HH Program supervisor will write summaries of these meetings with input from the District 145 building administrator.

h. The District 145 building administrator will attend parent conferences as scheduling allows, if requested by the Deaf/HH Program teacher or NIA supervisor.

i. The District 145 building administrator will attend the NIA teachers' meetings, as necessary.

j. Notwithstanding the foregoing, NIA shall provide supervisor(s), paraprofessionals, teachers, and interpreters for the Deaf/HH Program.

Section 2.02. Disciplinary Services. A District 145 building level administrator will assist NIA in student disciplinary action when assistance is warranted or when it is requested by NIA staff. A staff person who communicates skillfully in sign language shall be included in all disciplinary actions. The student's parents and resident district will be notified by District 145 and/or NIA when disciplinary measures are taken against any Deaf/HH Program student. If suspension or expulsion of a Deaf/HH Program student is warranted, the appropriate building administrator and the NIA supervisor will notify and consult with the student's resident district, cooperate in the investigation process and the hearing, and the Parties shall comply with all applicable policies, procedures, and laws.

Section 2.03. Health Care Services. District 145 will provide routine health care and nursing services to the students in the Deaf/HH Program.

Section 2.04. Transportation Services. District 145 will provide transportation and bus services for students enrolled in the Deaf/HH Program for the purpose of field trips and community-based programming in conformance with District 145 policy.

Section 2.05. Related Services. District 145 will, based upon availability, provide related services (i.e., speech-language pathology, social work, occupational therapy, physical therapy) to students of the Deaf/HH Program.

Section 2.06. Purchase of Supplies and Materials and Provision of Supplies and Materials. District 145 shall permit NIA to purchase instructional supplies, including paper for copying and online programs/tools, from District 145 at the rates charged to District 145 by the vendor without any surcharge for NIA's operation of the Deaf/HH Program. NIA will process such supply requests based upon District 145's existing purchasing policies and procedures. District 145 will also provide the same general classroom materials and supplies to the students of the Deaf/HH Program that are provided to all other students who attend the schools of District 145. When requesting additional tools or curriculum, NIA will follow District 145's Technology Review and Curriculum Review Processes, which may be accessed by the NIA Supervisor through District 145's Learning Management System. The NIA Supervisor will be provided access to District 145's Learning Management System for the duration of this Agreement.

Section 2.07. Mainstreaming of Deaf and Hard of Hearing Program Students. If a kindergarten student joined the Deaf/HH Program, District 145 will cooperate and permit the integration of deaf/hard of hearing children into mainstream classes in accordance with District 145's mainstreaming procedures. Students will also be integrated into other non-academic offerings within the respective facilities. Appropriate multidisciplinary staffing conferences will be held prior to such placements.

Section 2.08. Computer and Internet Access. NIA staff shall have full access to District 145's electronic network and limited access to District 145's computers. Any computers required by NIA staff to perform the services under this Agreement shall be provided by NIA. District 145 will allow NIA-issued computers to access the District 145 network, including access to printers from NIA-issued computers. NIA staff will be required to adhere to the policies and procedures of District 145 regarding the use of District 145's computers and electronic network. Additionally, Deaf/HH Program students shall have access to District 145's computers and electronic network in accordance with District 145 policies. District 145 shall provide NIA and its students reasonable technical support related to computer use and internet access as requested.

Section 2.09. Access to Recreational Facilities. NIA shall have access to District 145's recreational facilities for use by students of the Deaf/HH Program. Such facilities include, but are not limited to, gyms, sports fields, and the like. NIA may use such facilities as scheduling will allow.

Section 2.10. Access to Storage Facilities. Based upon availability, NIA shall be entitled to utilize storage facilities at District 145's schools for Deaf/HH Program equipment and materials.

Section 2.11. Professional Development/Training. NIA staff will provide, at no cost to District 145, and if requested by District 145, the following professional development to the District 145 staff assigned to the school building to which the NIA Deaf/HH staff member is assigned:

a. One in-service presentation on topics related to the education of the Deaf/HH Program student population, with topics mutually agreed upon by NIA and District 145.

b. One in-service presentation dedicated to sign-language instruction. NIA and District 145 shall mutually agree upon the dates and times of these two in-service presentations.

ARTICLE III.
REIMBURSEMENT

Section 3.01. Reimbursement.

a. *Staffing Costs and Purchased Services.* NIA will reimburse District 145 for the services provided under Article II based upon the percentage of Deaf/HH Program students at the school housing the Deaf/HH Program multiplied by the total District 145 annual salary and benefit costs of the respective administrators, nurses and educational support staff members providing services under this Agreement at the location where the Deaf/HH Program is located ("**District 145 Costs**"). By way of example, if for the 2026-2027 school year NIA places ten students in the Deaf/HH Program at Early Childhood Center, and there are a total of one hundred students at Early Childhood Center, including the Deaf/HH Program students, NIA's reimbursement to District 145 for District 145's services provided under this Agreement at Early Childhood Center would be 10% of the District 145 Costs. District 145 shall provide NIA with the rate of reimbursement and the administrators' salary and benefits eligible for reimbursement on or before September 15th of each year of this Agreement, or at such time the administrators' contracts are issued or renewed.

NIA will also reimburse District 145 for the Related Services (as defined in Section 2.05 above) provided to Deaf/HH Program students based on the percentage of the service provider's full-time duties that are devoted to providing services to Deaf/HH Program Students. For example, if a service provider dedicates 50% or .5 of their full-time equivalent to providing services to Deaf/HH Program students, NIA shall reimburse District 145 for 50% or .5 of the service provider's current salary.

b. *Transportation Costs.* District 145 will provide transportation for school trips involving Deaf/HHH Program students through its established process. District 145 will bill NIA on a quarterly basis for any buses ordered.

c. *Materials and Supply Costs.* If NIA purchases supplies or materials in accordance with Section 2.06 of this Agreement, NIA shall reimburse District 145 for the purchase of such supplies at District 145's cost. Regarding the general materials and supplies that are provided to all students in District 145 including the students of the Deaf/HH Program, NIA shall reimburse District 145 at the annual rate established by the District 145 for the cost of such general materials and supplies based on the percentage figure established in Section 3.01(a) of this Agreement. For example, using the percentage calculated in the example in Section 3.01(a), if 10% represented the total percentage of Deaf/HH Program students at Early Childhood Center, NIA would be responsible for 10% of the costs for the general materials and supplies purchased by District 145 for use at Early Childhood Center.

d. *Recreational Facility Usage Fees.* To the extent that NIA uses any of the facilities described in Section 2.09 above, NIA will reimburse District 145 for its use of said facilities based upon the rates and fees as established by District 145 policy.

Section 3.02. Billing. District 145 shall invoice NIA on a quarterly basis. All invoices shall provide sufficient detail indicating the nature of the charge and the basis for the charge. NIA shall make payments in accordance with the Illinois *Local Government Prompt Payment Act* (50 ILCS 505/1 *et seq.*).

ARTICLE VI.
MISCELLANEOUS

Section 4.01, Indemnification. NIA and District 145 each agree to indemnify, defend, and hold harmless the other from and against all claims for death, injury to persons or damage or loss to property, and for any other claims, losses or damages arising out of or related to any negligent act or omission of a party hereto and related to this Agreement.

Section 4.02. No Waiver. No failure of either District 145 or NIA to exercise any power given in this Agreement or to insist upon strict compliance by the other party with any obligation hereunder and no custom or practice of District 145 or NIA at variance with the terms hereof shall constitute a waiver of the right of either party to demand exact compliance with the terms of this Agreement.

Section 4.03. Successors and Assigns. This Agreement shall be binding upon each party's successors in interest or assigns.

Section 4.04. Notice. Any written notices provided for in this Agreement and copies of all correspondence shall be transmitted to the Parties at the following addresses:

Freeport School District 145
501 E South St
Freeport, IL 61032
Attn: Superintendent

Northwestern Illinois Association
2060 Aberdeen Court, Suite B
Sycamore, IL 60178
Attn: Director

Notices will be deemed to have been duly received upon: (a) actual receipt if personally delivered and the sender received written confirmation of personal delivery; (b) receipt as indicated by the written or electronic verification of delivery when delivered by overnight courier; or (c) three calendar days after the sender deposits the notice with the U.S. Post Office when sent by certified or registered mail, return receipt requested.

Section 4.05. Complete Understanding and Amendment. This Agreement shall constitute the full and complete understanding of the Parties. No amendment or modification to this Agreement shall be effective unless and until the amendment or modification is in writing and signed by all parties to this Agreement.

Section 4.06. Counterparts. This Agreement may be executed in multiple counterparts and by facsimile signature and each such counterpart and facsimile signature shall be deemed an original for all purposes.

Section 4.07. Non-Discrimination Clause and Compliance with Laws. The Parties hereto agree to fully comply with the requirements of the Illinois Human Rights Act, 775 ILCS 5/1-101 et seq., including, but not limited to, the provision of sexual harassment policies and procedures pursuant to Section 2-105 of the Act as well as Section 750.10 and Appendix A of the regulations of the Illinois Department of Human Rights, 44 III. Adm in. Code 750.10, 750, Appendix A. The Parties further agree to comply with all state and federal Equal Employment Opportunity Laws, including, but not limited to, the Americans with Disabilities Act, 42 U.S.C. Section 12101 *et seq.,* and rules and regulations promulgated thereunder. Additionally, the Parties agree to comply with all applicable laws, rules, regulations, and ordinances which govern the services provided under this Agreement.

Section 4.08. Third Parties. This Agreement is between District 145 and NIA and is not intended whatsoever to grant any rights, privileges, or causes of action to any person or entity that is not a signatory hereto.

Section 4.09. Assignment. This Agreement may not be assigned by either party without the express written consent of the other party.

Section 4.10. Authority. The signatories hereto represent and warrant that they each have the power and authority to bind their respective entities to this Agreement.

Section 4.11. Student Records. Both District 145 and NIA shall maintain all student records in a confidential manner and may only release such records to the student's parents, legal guardians, or the student if he/she is over the age of eighteen (18) or as otherwise permitted by law. Further, both parties agree to comply with all laws and regulations pertaining to student and medical records to the extent such laws and regulations are applicable, which laws include, but are not limited to, the Illinois Student School Records Act (105 ILCS 10/1 et seq.) and the Mental Health and Developmental Disabilities Confidentiality Act (740 ILCS 110/1 et seq.).

Section 4.12. Insurance. NIA and District 145 shall each carry, during the term of this Agreement, the following levels and types of insurance: (a) commercial general liability insurance, on an occurrence basis, in the amount of at least $1,000,000 per occurrence and $2,000,000 in the aggregate, with molestation and sexual abuse coverage included in said policy; and (b) excess or umbrella insurance, on an occurrence basis, in the amount of at least $5,000,000 per occurrence and in the aggregate, with the excess or umbrella insurance following the form of the underlying insurance in all respects. Each party hereto shall name the other party as an additional insured on a primary and noncontributory bases on its commercial general liability insurance coverage and umbrella and excess insurance. The insurance requirements herein shall not limit the liability of either party. To the fullest extent permitted under the applicable insurance policy without invalidating or diminishing the coverage thereunder, each party waives any rights of subrogation its insurer may have against the other party.

Section 4.13. Certificate of Insurance Requirements. Prior to commencing services under this Agreement, each party shall provide the other party with a certificate of the insurance evidencing the requirements of Section 4.12.

Section 4.14. Governing Law. This Agreement shall be governed by, construed, and enforced in accordance with the laws of the State of Illinois without regard to conflict of law principles. Jurisdiction and venue for all disputes shall be the Circuit Court located in DeKalb County, Illinois, or the federal district court for the Northern District of Illinois.

Section 4.15. Incorporation of Recitals. The recitals set forth above are incorporated in and made a part of this Agreement.

Section 4.16. Effective Date. This Agreement shall be deemed dated and become effective on the date the last of the parties signs as set forth below the signature of their duly authorized representatives.

Section 4.17. Criminal Background Checks. Each party hereto shall ensure that its staff submits to and pass any applicable criminal background check or employment history reviews required by the Illinois *School Code*, or otherwise required by law, prior such staff providing any services under this Agreement.

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the dates(s) written below.

Board of Education of Freeport School District 145	Northwestern Illinois Association
By:______________________________	By:______________________________
Its: ______________________________	Its: ______________________________
Date:______________________________	Date:______________________________

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