

Northwestern Illinois Association

<http://www.thenia.org>

Executive Board Meeting

Regular Board Meeting

Wednesday, August 19, 2026 4:00 PM Central
Ogle County Education Center, 417 N Colfax St, Byron, Illinois 61010

1. Call to Order
 1. Roll Call
2. Establish Jon Malone as Chairperson Pro Tem
3. Approval of the Agenda
4. Election Results 3
5. Recitation of Oath/Code of Conduct for all members of the Executive Board 4
6. Nominations for the Office of Chairperson for a term of one year
7. Nominations for the Office of Vice-Chairperson for a term of one year.
8. Appointment of Mehgan Taylor as Secretary for a term of one year
9. Approval of Committee Appointments for a term of 1 year 6
10. Approval of regular meeting dates and times listed for FY2027 7
11. Acknowledgment of FOIA Requests
12. Public Participation
13. Consent Agenda
 1. Approval of Open Session Minutes of June 17, 2026. 10
 2. Approval and Ratification of the Personnel Report for June 2026 - July 2026 24
 3. Approval and Ratification of the Accounts Payable Report for June 2026 - July 2026 30
 4. Approval and Ratification of Contracts and Agreements for June 2026 - July 2026 54
 5. Approval and Ratification of the Treasurer's Report for June 2026 57
 6. Approval and Ratification of the Health Plan Fund Report for June 2026 58
14. Chief Executive's Report 59
15. Action Items
 1. Approval of policy changes as presented in the attached draft item. 60
 2. Approval of the FY27 final budget. 130
 3. Approval of the recommendation to destroy 4 audio recordings of past closed sessions 18 months or older(4/3/24, 140

5/15/24,6/12/24, 1/15/2025)

4. Approval of the recommendation to not release any Closed Session Minutes at this time (considered 9/25/2002-1/15/2025)
5. Approval of the FY27 strategic plan. 144
6. Approval of the Chief Executive Target Goals for FY27. 154
7. Authorization for the CEO to study the organizational and fiscal agent structure options available to the Northwestern Illinois Association under Illinois law, in consultation with the Association's legal counsel, and to present findings and options to the Board no later than its February 2027 regular meeting. 155
16. Executive Board Announcements
17. Adjournment



FOR BOARD INFORMATION

Executive Board Election Results Fiscal Year 2027

Member districts in each sub-region cast ballots for two seats, Director of Special Education and Member-at-Large. The results are presented to The Executive Board at the regular meeting of Wednesday, August 19, 2026.

6

SEATS FILLED

3

SUB-REGIONS

67

BALLOTS SENT

36

BALLOTS RETURNED

SUB-REGION I

Ballots sent 17 · returned 11

NB

Nicole Bakalis

Director of Special Education · Kaneland #302

11 votes

MT

Margaret Thurman

Member-at-Large · Sycamore CUSD #427

11 votes

SUB-REGION II

Ballots sent 23 · returned 14

CS

Christan Schrader

Director of Special Education · Rockford #205

14 votes

DH

Daniel Holder

Member-at-Large · ROE #4

14 votes

SUB-REGION III

Ballots sent 27 · returned 11

MZ

Matt Zilm

Director of Special Education · Ogle County Sp. Educ.

11 votes

CS

Corena Steinmeyer

Member-at-Large · Lee County Sp. Educ.

9 votes

Names, districts, and vote totals appear exactly as recorded in the FY27 NIA Executive Board Election Results. Seat titles are shown as Director of Special Education and Member-at-Large. Members elected take the oath of office at this meeting under Board Policy 2:80.

EXECUTIVE BOARD

2:80 Board Member Oath and Conduct

Each Executive Board member, before taking his or her seat on the Board, shall take the following oath of office:

I, (name), **do solemnly swear** (or affirm) that I will faithfully discharge the duties of the office of member of the Executive Board of Northwestern Illinois Association, in accordance with the Constitution of the United States, the Constitution of the State of Illinois, and the laws of the State of Illinois, to the best of my ability.

I further swear (or affirm) that:

I shall respect taxpayer interests by serving as a faithful protector of the Cooperative's assets;

I shall encourage and respect the free expression of opinion by my fellow Board members and others who seek a hearing before the Board, while respecting the privacy of students and employees;

I shall recognize that a Board member has no legal authority as an individual and that decisions can be made only by a majority vote at a public Board meeting;

I shall abide by majority decisions of the Board, while retaining the right to seek changes in such decisions through ethical and constructive channels;

As part of the Board of Education, I shall accept the responsibility for my role in the equitable and quality education of every student in the Cooperative;

I shall foster with the Board extensive participation of the community, formulate goals, define outcomes, and set the course for Northwestern Illinois Association;

I shall assist in establishing a structure and an environment designed to ensure all students have the opportunity to attain their maximum potential through a sound organizational framework;

I shall strive to ensure a continuous assessment of student achievement and all conditions affecting the education of our children, in compliance with State law;

I shall serve as education's key advocate on behalf of students and our community's school (or schools) to advance the vision for Northwestern Illinois Association; and

I shall strive to work together with the Cooperative Director to lead the Cooperative toward fulfilling the vision the Board has created, fostering excellence for every student in the areas of academic skills, knowledge, citizenship, and personal development.

Each Board member who is taking office shall read the oath during an open meeting and swear or affirm to follow it as indicated in the oath.

The Board adopts the Illinois Association of Executive Boards' *Code of Conduct for Members of School Boards*. A copy of the *Code* shall be displayed in the regular Board meeting room.

[105 ILCS 5/10-16.5.](#)

CROSS REF.: 1:30 (Cooperative Philosophy), 2:20 (Powers and Duties of the Executive Board; Indemnification), 2:50 (Board Member Term of Office), 2:100 (Board Member Conflict of Interest), 2:105 (Ethics and Gift Ban)

ADOPTED: June 21, 2023

Northwestern Illinois Association



FOR BOARD APPROVAL

Proposed Committee Appointments Fiscal Year 2027

The following committee appointments are presented to The Executive Board for approval, each for a term of one year.

Budget and Finance Committee

Reviews the Association's budget and financial position with the Chief Executive and the Finance and HR Operations Executive. Meets February 16, 2027 at 2:00 PM, ahead of the February 17 regular meeting.

- | | | |
|---|--------------------|--|
| 1 | Sarah Moore | Winnebago County Special Education Cooperative |
| 2 | Matt Zilm | Ogle County Education Cooperative |
| 3 | Meg Thurman | Sycamore #427 |

CEO Evaluation Committee

Conducts the annual evaluation of the Chief Executive against the target goals approved by the Executive Board.

- | | | |
|---|------------------------|--|
| 1 | Sarah Moore | Winnebago County Special Education Cooperative |
| 2 | Dan Holder | Region 2 Resident |
| 3 | Christine Lynde | Byron #226 |

Regional Nomination Committees

Recruit and recommend candidates for open Executive Board seats within each sub-region.

Made up of current Executive Board members from each sub-region.



FOR BOARD APPROVAL

Proposed Schedule of Regular Meetings Fiscal Year 2027

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

REGULAR EXECUTIVE BOARD MEETINGS

1	August 19, 2026	4:00 PM
2	September 16, 2026	4:00 PM
3	January 20, 2027	4:00 PM
4	February 17, 2027	4:00 PM
5	March 17, 2027	4:00 PM
6	April 7, 2027	4:00 PM
7	May 19, 2027	4:00 PM
8	June 16, 2027	4:00 PM

BUDGET AND FINANCE COMMITTEE

	February 16, 2027	2:00 PM
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Meets ahead of the February 17, 2027 regular meeting.



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| 2 | Matt Zilm | Ogle County Education Cooperative |
| 3 | Meg Thurman | Sycamore #427 |

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Conducts the annual evaluation of the Chief Executive against the target goals approved by the Executive Board.

- | | | |
|---|------------------------|--|
| 1 | Sarah Moore | Winnebago County Special Education Cooperative |
| 2 | Dan Holder | Region 2 Resident |
| 3 | Christine Lynde | Byron #226 |

Regional Nomination Committees

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BUDGET AND FINANCE COMMITTEE

	February 16, 2027	2:00 PM
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Meets ahead of the February 17, 2027 regular meeting.

Meeting Minutes

Northwestern Illinois Association

<http://www.thenia.org>

Executive Board Meeting

Regular Board Meeting

Wednesday, June 17, 2026 4:00 PM Central

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

Attendance Taken at 4:00 PM.

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

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

Action(s):

Motion to approve the agenda. This motion, made by Diane Tyrrell and seconded by Christine Lynde, Passed.

Voting Detail:

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

Voting Summary: Yea: 9, Nay: 0, Absent: 3

3. **Public Participation**

Discussion: No public participation.

4. **Acknowledgment of FOIA Requests**

Discussion: Administration reported two FOIA requests received since the February meeting:

1. Request from CT Mills seeking information regarding administrators responsible for academic areas. NIA reported no responsive records due to its role as a special education cooperative.
2. Request from Mr. Vennig seeking detailed purchasing information. NIA provided access to public records available online and invited the requester to narrow the scope of the request.

Both requests were addressed in accordance with FOIA requirements.

5. **Consent Agenda**

Action(s):

pass. This motion, made by Christan Schrader and seconded by Daniel Holder, Passed.

Voting Detail:

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

Voting Summary: Yea: 9, Nay: 0, Absent: 3

- 5.1. Approval of Open Session Minutes of February 18th, 2026
- 5.2. Approval and Ratification of Personnel Report for February 2026 - May 2026
- 5.3. Approval and Ratification of Accounts Payable Report for February 2026 - May 2026
- 5.4. Approval and Ratification of Contracts for February 2026 - May 2026
- 5.5. Approval and Ratification of Treasurer's Report for February 2026 - May 2026
- 5.6. Approval and Ratification of Health Plan Fund Report for February 2026 - May 2026

6. Chief Executive's Report

Discussion:

CEO **Jon Malone** presented a comprehensive report regarding organizational performance, customer satisfaction, service growth, operational updates, and strategic challenges.



Chief Executive's Target Goals for FY26

Goal	Weight
Employee Engagement Agency Mean at 4.5 or higher	33%
Internal Customer Service Agency Mean at 4.5 or higher	33%
External Customer Service Agency Mean at 4.5 or higher	34%
Weighted Score	



Performance Goal Results

CEO Jon presented year-end performance metrics tied to board-established goals. Results included:

- **Employee Experience Survey:** 4.63/5.0
- **Internal Department Satisfaction:** 4.82/5.0
- **External Customer Satisfaction:** Above established target levels

The CEO noted that all key performance indicators exceeded the board goal of 4.5.

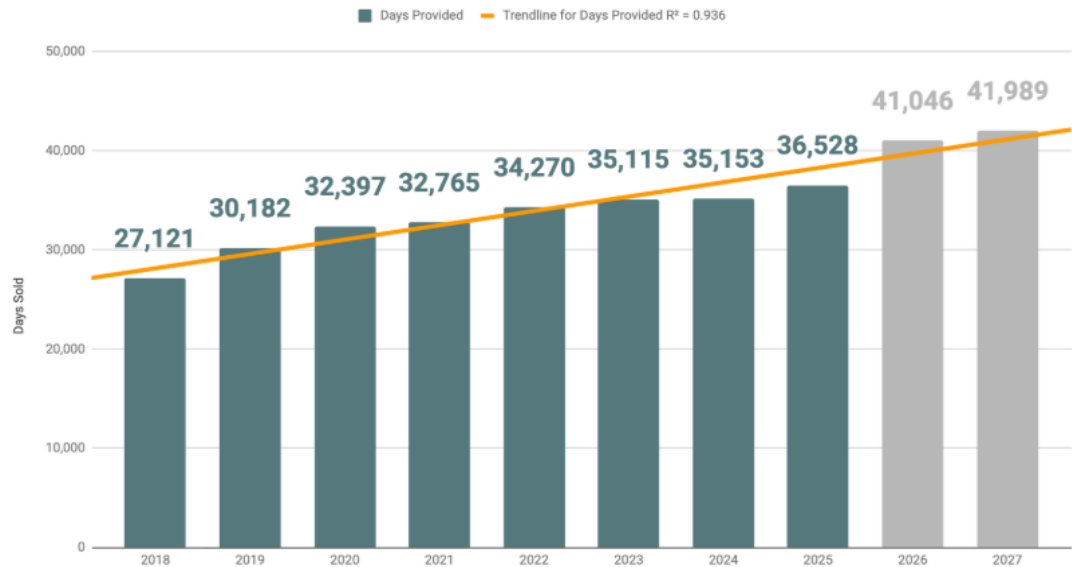
Employee experience and customer satisfaction data continue to demonstrate strong organizational health and effectiveness.

Internal department satisfaction reflects feedback regarding Human Resources, Finance, Technology, and other support departments that serve agency staff. External customer satisfaction measures the quality of services provided to member and partner school districts.

Jon emphasized that maintaining a positive workplace culture contributes directly to employee retention, service quality, and organizational stability.



Service Days Provided



Service Growth

The Board reviewed several years of service delivery trends demonstrating substantial growth in services provided to member districts.

NIA continues to experience increased demand for:

- School Psychology Services
- Social Work Services
- BCBA Services
- Deaf and Hard of Hearing Services

Audiology Program Update

Jon highlighted the work of NIA's Audiology Department and its impact throughout the region.

FY26 service highlights included:

- 557 students served through clinic appointments
- 1,432 students screened within schools
- 12 Auditory Processing Disorder evaluations completed

- 307 students utilizing hearing assistive technology through IEPs or 504 Plans
- Approximately 950-1,000 hearing assistance devices managed annually
- Services provided to students across 27 school districts

The Board recognized the important role audiologists play in identifying hearing needs and supporting students from early childhood through school-age programming.



CEO's Challenge:

Improving the NIA Guidelines:

- **March 30: Elgin Director signed the FY27 Agreement and submitted it to NIA.**
- **May 27: NIA was asked to sign an addendum by Elgin's legal counsel.**
- **June 15: NIA signed the addendum. U46 tells NIA they have no record of the original signed agreement.**
- **June 15: U46 informs NIA that the Agreement signed by the Elgin Director was not valid.**



NIA Agreement and Contracting Discussion

The CEO reviewed a recent challenge involving a district agreement and subsequent addendum request. Concerns centered on contract execution timelines, staffing implications, and potential financial risk to the cooperative.

The CEO stated that legal counsel will review the NIA Guidelines document to determine whether revisions are needed to strengthen procedures and reduce future risk.

Board Recognition

The CEO recognized:

- **Fran Eggleston** for her years of service and participation on the Executive Board.

- The entire Executive Board for its support and partnership throughout the fiscal year.

7. Action Items

7.1. Approval of FY27 Board Ballot

Action(s):

I move to approve the FY27 Board Ballot as presented. This motion, made by Diane Tyrrell and seconded by Tracy Dahl, Passed.

Voting Detail:

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

Voting Summary: Yea: 9, Nay: 0, Absent: 3

Discussion:



Approval of the Ballots for the 2026-2027 NIA Executive Board Election

Sub Region	Position	Candidate	District/Locality
1	Director of Special Education	Nicole Bakalis	Kaneland #302
1	Member At Large	Margaret Thurman	Sycamore #427
2	Director of Special Education	Christian Schrader	Rockford #205
2	Member At Large	Dan Holder	ROE 4/ Region 2 Resident
3	Director of Special Education	Matt Zilm	Ogle County Education Cooperative
3	Member At Large	Corena Steinmeyer	Lee County Special Education Cooperative

Board ballot updates included:

- Nicole Bakalis nominated to succeed Fran Eggleston as Kaneland representative.

- Margaret Thurman appointed as Member-at-Large for Region 1 - mandatory Sycamore seat as fiscal agent.
- Returning members include Christan Schrader, Dan Holder, Matt Zilm, and Corinna Steinmeyer.

7.2. Approval of FY27 Executive Board Regular Meeting Schedule

Action(s):

I move to approve the FY27 Executive Board Regular Meeting Schedule. This motion, made by Christine Lynde and seconded by Diane Tyrrell, Passed.

Voting Detail:

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

Voting Summary: Yea: 9, Nay: 0, Absent: 3

Discussion:



Approval of Meeting Dates for FY27



August 19,2026

September 16,2026

January 20,2027



February 17,2027



March 17, 2027

April 7,2027

May 19, 2027



June 16, 2027



The proposed schedule includes eight regular meetings, with flexibility

to convene additional meetings if necessary. Key meetings include Board reorganization, daily rate approvals, staffing decisions, and budget approval activities.

7.3. Approval of the FY27 Tentative Budget

Action(s):

I move to approve the FY27 Tentative Budget. This motion, made by Christan Schrader and seconded by Francine Eggleston, Passed.

Voting Detail:

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

Voting Summary: Yea: 9, Nay: 0, Absent: 3

Discussion:



Approval of the Tentative Budget for FY27

FY27 Budget	Projected Deficit/Surplus
Daily Rate Budget	\$504,990
June Tentative Budget	\$512,863
August Final Budget	

Financial Summary

Jon Malone reviewed the FY27 Tentative Budget and provided an update regarding the organization's financial planning process.

The FY27 budget was developed with a focus on increasing organizational financial stability and strengthening fund balance reserves. The long-term

goal remains maintaining sufficient cash reserves to cover approximately three months of operating expenses.

When daily service rates were approved earlier in the year, NIA projected a budget surplus of **\$504,990**. After refining staffing plans, service projections, and enrollment figures, the updated budget reflects a projected surplus of approximately **\$513,000**, representing a positive variance of roughly \$8,000.

Budget Highlights

- Total FY27 budget approximates **\$30 million**
- Projected surplus remains consistent with February projections
- Staffing and expenditures align closely with revenue assumptions
- Psychology and BCBA services continue to show strong demand
- Service expansion remains financially stable
- Social Work services reflected lower utilization than originally projected

A final budget will be presented for Board approval at the August meeting.

7.4. Approval of the FY26 Version 4.0 Salary and Compensation Guide and the FY27 Version 2.0 Salary and Compensation Guide.

Action(s):

I move to approve the FY26 Version 4.0 Salary and Compensation Guide and the FY27 Version 2.0 Salary and Compensation Guide. This motion, made by Diane Tyrrell and seconded by Francine Eggleston, Passed.

Voting Detail:

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

Voting Summary: Yea: 9, Nay: 0, Absent: 3

Discussion:



Approval of FY26 v4.0 and FY27 v2.0 Salary and Compensation Guides

- Identical changes to both the FY26 and FY27 Compensation Guides.
- \$1,000 for 1 mentee, plus an additional \$500 per additional mentee.
- Use case: 3 mentees in one year. Previous language only allowed for 3 mentees.

Updates focused on the Teacher Mentor Program.

The revisions allow mentor compensation for situations in which a mentor serves more than two mentees. The proposal includes an additional stipend of \$500 per additional mentee.

Board members discussed mentor workload expectations and whether compensation should increase proportionately with responsibilities.

Administration agreed to gather additional information regarding mentor workload and efficiencies realized when mentoring multiple employees.

7.5. Approval of the FY26 CEO Evaluation.

Action(s):

I move to approve the FY26 CEO Evaluation. This motion, made by Christine Lynde and seconded by Sarah Moore, Passed.

Voting Detail:

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

Voting Summary: Yea: 9, Nay: 0, Absent: 3

Discussion:



Approval of the CEO's Evaluation

Goal	Results	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	

The evaluation utilized performance metrics established by the Executive Board and was based primarily on employee engagement and customer satisfaction results.

Based on the adopted evaluation framework, Jon Malone earned an overall rating of **4.0 (Exceeds Expectations)**.

The Evaluation Committee had previously reviewed the results and recommended approval.

7.6. Approval of Policy Changes as Presented

Action(s):

I move to approve the proposed policy changes as presented. This motion, made by Daniel Holder and seconded by Francine Eggleston, Passed.

Voting Detail:

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

Voting Summary: Yea: 9, Nay: 0, Absent: 3

Discussion:



Approval of Policy Changes as presented in the draft attachment

- Mostly minor changes recommended by IASB
- FOIA Changes: Requests must be made by humans. Junk mail is not a public record.
- **5:30 Hiring: added language to match what is actually happening in our current process. “Director may select and hire personnel and submit them for ratification or approval at the next Board meeting.”**
- Family Neonatal Intensive Care Leave has been added to leave policies.

Policy revisions included:

- Updates to FOIA procedures consistent with recent statutory changes.
- Addition of Family Neonatal Intensive Care Leave requirements.
- Clarification of CEO hiring authority and personnel ratification procedures.
- Language revisions to ensure Board policy accurately reflects current administrative practices.

Discussion focused on language authorizing the CEO to hire personnel and submit those hires for ratification at the next Board meeting.

Board members discussed the importance of balancing operational efficiency with Board oversight and agreed that the revised language accurately reflects current practice.

7.7. Approval of the Lease and Services Agreements with Freeport #145 to establish an NIA DHH Tuition Program option for EC students.

Action(s):

I move to approve the FY27 Lease and Services Agreements with Freeport #145. This motion, made by Diane Tyrrell and seconded by Christine Lynde, Passed.

Voting Detail:

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

Corena Steinmeyer: Yea
Meg Thurrman: Yea
Diane Tyrrell: Yea
Matt Zilm: Absent

Voting Summary: Yea: 9, Nay: 0, Absent: 3

Discussion:



Approval of Lease and Services Agreement with Freeport #145

- Both agreements are modeled after our agreements with D300.
- The classroom will serve EC students for FY27.
- Addresses a key service gap that exists for districts in our western region.

The proposed program will provide an additional placement option for Deaf and Hard of Hearing students in the western portion of the NIA region.

Benefits include:

- Increased program access for families
- Reduced student transportation times
- Expanded regional service capacity
- Additional specialized programming options

The program will operate in partnership with Freeport School District 145, with NIA providing instructional and related services while utilizing district facilities and support services.

8. Executive Board Announcements

Discussion: Board members congratulated **Fran Eggleston** on her retirement and expressed appreciation for her years of service to both NIA and member school districts.

Fran shared that she has served in education for 41 years, including 31 years with Kaneland and 15 years as Director of Special Education.

9. **Adjournment**

Action(s):

Motion to Adjourn the meeting. This motion, made by Diane Tyrrell and seconded by Tracy Dahl, Passed.

Voting Detail:

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

Voting Summary: Yea: 9, Nay: 0, Absent: 3

Discussion: 5:04 pm



Personnel Report

June 2026

Personnel Changes

Name	Position	Employee Type	Action	Base Rate of Pay	Effective Date
Heather Dewey	OT	NIA	Onboarding	\$101,513.16	8/3/26
Maria Mazzini-Fernandez	TVI	NIA	Onboarding	\$93,579.26	8/3/26
Dionna Ford	TVI	NIA	Onboarding	\$72,496.87	8/3/26
Emily Rux	Interpreter	NIA	Onboarding	\$42373.80	8/3/26
Maya Christopher	DHH Supervisor	NIA	Onboarding	\$93,755.00	8/3/26
Kelli Villiers	OT	NIA	Onboarding	\$78,643.33	8/3/26
Joanna Easley	DHH Teacher	NIA	Onboarding	\$75,023.45	8/3/26
Jodi McFalls	DHH Teacher	NIA	Onboarding	\$95,591.23	8/3/26
Emily Crane	OT	Agency	Onboarding	\$80.00/hr	8/3/26
Lauren Rebodos	OT	Agency	Onboarding	\$83.00/hr	8/3/26
Misty Ayer-Cumbow	OT	Agency	Onboarding	\$88.00/hr	8/3/26
Aubrey Stebnitz	TVI	Agency	Onboarding	\$90.00/hr	8/3/26
Haley Helstrom	DHH Teacher	NIA	Onboarding	\$55,501.11	8/3/26
Anna McNicholas	DHH Teacher	NIA	Onboarding	\$55,501.11	8/3/26
Brittany Helfen	Social Worker	Agency	Onboarding	\$82.00/hr	8/3/2026



Elizabeth Przytula	OT	NIA ReHire	Onboarding	\$101,513.16	8/4/2026
Amanda Ferrell	OT	Agency	Onboarding	\$78/hr	8/3/2026
Allison Davis	OT	Agency	Onboarding	\$78/hr	8/3/2026
Katie Turner	SLP	NIA	Onboarding	\$81,212.47	8/3/2026
Lannon Rudolph	SLP	NIA	Onboarding	\$75,968.36	8/3/2026
Stephanie Nold	SLP	NIA	Onboarding	\$66,474.16	8/3/2026
Sheila O'Connor	OT	Returning, Agency-NIA	Onboarding	\$93,232.82	8/3/2026
Ifraj Watts	OT	Agency	Onboarding	\$83.00/hr	8/3/2026
Gail Vaughn	OT	Agency	Onboarding	\$86.00/hr	9/1/2026
Christine McCarney	SLP	Agency	Onboarding	\$79.00/hr	8/3/2026
Madelyn Snyder	SLP	Agency	Onboarding	\$80.00/hr	8/3/2026
Olivia Kuhl	SLP	Agency	Onboarding	\$80.00/hr	8/3/2026
Colleen Tomanek	SW	Agency	Onboarding	\$98.75/hr	8/3/2026
Rose Griffith	Interpreter	Agency to NIA	Onboarding	\$61,925.22	8/3/26
Megan Ramsden	OT	Agency	Onboarding	\$82.50/hr	8/3/26
Chloe Ellis	OT	Agency to NIA	Onboarding	\$66,336.80	8/3/26
Carolyn Packard	OT	Agency to NIA	Onboarding	\$66,116.75	8/3/26
Erin Whitelow	OT	Agency	Onboarding	\$86.65/hr	8/3/26
Angela Hayes	OT	Agency	Onboarding	\$68.00/hr	8/3/26
Kaundra Slaughter	Interpreter	Agency to NIA	Onboarding	\$41,382.60	8/3/26
Jaidan (Barton) Arnold	SLP	Agency to NIA	Onboarding	\$44,578.01	8/3/26
Emily Wesolowski	SLP	NIA	Onboarding	\$72,661.79	8/3/2026

Riana Bosita	OT	NIA	Onboarding	\$60,925.82	8/3/2026
Kelli Kleiser	SLP	NIA	Onboarding	\$69,499.15	8/11/2026
Angela Rudy	OT	NIA	Onboarding	\$13,844.00	8/11/2026
Eleanor Yonushatis	DHH Teacher	Agency	Onboarding	\$96,600.00	8/3/2026
Sean Johnson	O&M	NIA	Onboarding	\$79,307.32	8/11/2026
Nicole Meyers	OT	NIA	Onboarding	\$69,220.01	8/3/2026
Erik Johnson	SLP	NIA	Onboarding	\$75,968.36	8/3/2026
Tiffany Shattuck	BCBA	NIA	Onboarding	\$68,662.06	8/3/2026
William Bounthong	SW	Agency	Offboarding		6/18/2026
Eileen Flores Hawari	SW	Agency	Offboarding		6/30/2026
Kaitlyn McGlynn	PT	Agency	Offboarding		6/30/2026
John Manzano	Interpreter	NIA	Offboarding		7/2/2026
Donia Albisherawy	Paraprofessional	NIA	Offboarding		6/18/2026
Anna Cowsert	OT	Agency	Offboarding		5/21/2026
Sarah Metze	OT	Agency	Offboarding		5/22/2026
Tenzin Pema	OT	Agency	Offboarding		5/22/2026
Jackson Wells	OT	Agency	Offboarding		5/22/2026
Avril Davis	OT	Agency	Offboarding		5/22/2026
Jill McCue	DHH Teacher	NIA	Offboarding		5/21/2026
Eileen Flores Hawari	SW	Agency	Offboarding		6/30/2026
Rebecca Charlton	Paraprofessional	NIA	Offboarding		7/6/2026



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Leave of Absence

Name	Position	Type of Leave	Length of Leave	Notes
N/A				

Personnel Report

July 2026

Personnel Changes

Name	Position	Employee Type	Action	Base Rate of Pay	Effective Date
Shrada Joshi	Interpreter	Agency	Onboarding	\$78.00/hr	8/3/2026
Kerry Siversten	Interpreter	Returning Agency	Onboarding	\$78.00/hr	8/5/2026
Olivia Kiel	Interpreter	Returning Agency	Onboarding	\$77.00/hr	8/3/2026
Amber Kaminsky	SLP	Agency	Onboarding	\$89.00/hr	8/11/2026
Kieran Manning	SLP	Agency	Onboarding	\$80.00/hr	8/11/2026
Grace Lorene Millar Laxton	Psych	Agency	Onboarding	\$107.00/hr	8/3/2026
Niki Passaris	DHH Teacher	NIA	Onboarding	\$68,335.25/yr	8/3/2026
Amelia Johncola	PT	NIA	Onboarding	\$101,513.16	8/11/26
Catherine Coburn	Interpreter	Agency	Onboarding	\$79.00/hr	8/3/2026
Marlya Muhr	BCBA	Agency	Onboarding	\$95.00/hr	8/11/2026
Karen Davila	OT	Agency	Onboarding	\$88.00/hr	8/24/2026
Akyla Almanza	NIA	Paraprofessional	Offboarding		5/21/2026
Abby Pierce	NIA	DHH Teacher	Offboarding		6/18/2026
Alexi Harvey	NIA	DHH Teacher	Offboarding		6/18/2026



Michelle Flaskamp	Agency	Nurse	Offboarding		6/18/2026
Kathryn Windisch	NIA	OT	Offboarding		5/29/2026
Sabrina Cienfuegos	NIA	Interpreter	Offboarding		6/18/2026
Kaycee Struck	Agency	Vision Teacher	Offboarding		6/22/2026
Kylie Nekola	NIA	BCBA	Offboarding		7/31/2026
Amie Burke	NIA	BCBA	Offboarding		8/2/2026

Leave of Absence

Name	Position	Type of Leave	Length of Leave	Notes
Jen Perkins	Vision Supervisor	Intermittent	7/1/26-6/30/27	

**NORTHEASTERN ILLINOIS ASSOCIATION
JULY 2026 CHECKS PAID**

CHECK #	DATE	PAYEE	AMOUNT
145102	07/06/2026	COMMUNITY THERAPY CORP	\$ 5,372.00
145103	07/06/2026	COMPHEALTH	\$ 2,275.00
145104	07/06/2026	HODGES LOIZZI EISENHAMMER	\$ 146.28
145105	07/06/2026	MAGIC WAND CLEANING SERVICE	\$ 750.00
145106	07/06/2026	NATIONAL STAFFING SOLUTIONS, INC	\$ 550.00
145107	07/06/2026	PROCARE THERAPY INC	\$ 2,520.00
145108	07/06/2026	EF fbo SELECT SAVVY, LLC	\$ 1,137.53
145109	07/06/2026	SPOTTER STAFFING, LLC	\$ 3,348.00
145110	07/06/2026	UNIQUE CLEANING SERVICES	\$ 200.00
145111	07/06/2026	BUTTERFIELD VILLAGE, LLC	\$ 5,001.84
145112	07/06/2026	CLIC	\$ 152,075.00
145113	07/06/2026	DEKALB COUNTY COMMUNITY FOUNDATION	\$ 400.00
145114	07/06/2026	IMAGE ONE FACILITY SOLUTIONS	\$ 460.00
145115	07/06/2026	MSM GROUP, INC.	\$ 27,636.00
145116	07/06/2026	JENSEN, W THOMAS	\$ 1,886.00
145117	07/06/2026	KMK GLOBAL INVESTMENTS LLC	\$ 7,317.17
145118	07/06/2026	MAGIC WAND CLEANING SERVICE	\$ 600.00
145119	07/06/2026	OPG-3, INC	\$ 39,150.00
145120	07/06/2026	WELLNOW URGENT CARE	\$ 1,655.00
145121	07/06/2026	PURI, SUNIL	\$ 7,989.10
145122	07/06/2026	SOFT WATER CITY INC	\$ 240.00
145123	07/06/2026	US OMNI & TSACG COMPLIANCE SERVICES	\$ 750.00
145124	07/10/2026	NCPERS GROUP LIFE INS.	\$ 240.00
145125	07/24/2026	NCPERS GROUP LIFE INS.	\$ 240.00
145126	07/22/2026	AURORA EAST #131 SPEC. ED.	\$ 239,720.18
145127	07/22/2026	AURORA WEST #129 SPECIAL ED	\$ 217,675.21
145128	07/22/2026	BATAVIA DISTRICT 101	\$ 39,421.97
145129	07/22/2026	BYRON COMM UNIT SCH DIST 226	\$ 13,003.08
145130	07/22/2026	CENTRAL DISTRICT 301	\$ 42,494.47
145131	07/22/2026	COMMUNITY UNIT SCHOOL DIST 300	\$ 526,933.30
145132	07/22/2026	GENEVA CUSD #304	\$ 42,897.08
145133	07/22/2026	GENOA KINGSTON DISTRICT 424	\$ 4,665.32
145134	07/22/2026	HARLEM SPEC EDUCATION 122	\$ 254,396.77
145135	07/22/2026	HARVARD CUSD #50	\$ 24.43
145136	07/22/2026	HAWTHORN ASSOCIATES OF LAKE COUNTY LLC	\$ 138,203.79
145137	07/22/2026	INDIAN CREEK DIST 425	\$ 3,516.11
145138	07/22/2026	KANELAND DISTRICT #302	\$ 16,348.16
145139	07/22/2026	ROCKFORD SCHOOL DISTRICT 205	\$ 291,171.10
145140	07/22/2026	SANDWICH CU SCHOOL DIST 430	\$ 5,678.82
145141	07/22/2026	ST CHARLES CUSD 303 - Student Services	\$ 76,050.21
145142	07/22/2026	SYCAMORE CUSD #427	\$ 56,484.64
145143	07/22/2026	AEQUOR HEALTHCARE SERVICES, LLC	\$ 1,284.00
145144	07/22/2026	AURORA WEST #129 SPECIAL ED	\$ 22,990.00
145145	07/22/2026	BATAVIA DISTRICT 101	\$ 7,400.24
145146	07/22/2026	BELVIDERE DIST 100	\$ 1,885.00

**NORTHEASTERN ILLINOIS ASSOCIATION
JULY 2026 CHECKS PAID**

CHECK #	DATE	PAYEE	AMOUNT
145147	07/22/2026	BI COUNTY SPECIAL EDUCATION	\$ 3,180.00
145148	07/22/2026	CENTRAL DISTRICT 301	\$ 2,251.00
145149	07/22/2026	CRYSTAL LAKE ELEMENTARY DIST #47	\$ 299.75
145150	07/22/2026	DEKALB COMM UNIT SCHOOL DIST 428	\$ 15,535.00
145151	07/22/2026	COMMUNITY UNIT SCHOOL DIST 300	\$ 63,780.50
145152	07/22/2026	EAST AURORA SCHOOL DISTRICT 131	\$ 96,322.50
145153	07/22/2026	ELGIN U-46 SPECIAL EDUCATION	\$ 17,085.00
145154	07/22/2026	FREEPORT CUSD 145	\$ 415.00
145155	07/22/2026	GENEVA CUSD #304	\$ 5,159.00
145156	07/22/2026	GENOA KINGSTON DISTRICT 424	\$ 2,675.00
145157	07/22/2026	HARLEM SPEC EDUCATION 122	\$ 2,765.00
145158	07/22/2026	IL DEAFBLIND PROJECT	\$ 4,020.00
145159	07/22/2026	MID-VALLEY SPECIAL EDUCATION	\$ 559.00
145160	07/22/2026	NORTH BOONE DISTRICT 200	\$ 9,540.00
145161	07/22/2026	NORTHWEST SPECIAL EDUCATION	\$ 9,130.00
145162	07/22/2026	OGLE COUNTY EDUCATIONAL COOPERATIVE	\$ 17,022.50
145163	07/22/2026	ORGANICLIFE, LLC	\$ 1,380.00
145164	07/22/2026	PLANO CUSD #88	\$ 184.25
145165	07/22/2026	PROCARE THERAPY INC	\$ 1,715.00
145166	07/22/2026	PURI, SUNIL	\$ 711.74
145167	07/22/2026	ROCKFORD SCHOOL DISTRICT 205	\$ 51,925.00
145168	07/22/2026	SAVI SOLUTIONS PBC	\$ 15.00
145169	07/22/2026	EF fbo SELECT SAVVY, LLC	\$ 1,305.88
145170	07/22/2026	SPOTTER STAFFING, LLC	\$ 2,929.50
145171	07/22/2026	SUNBELT STAFFING	\$ 166.00
145172	07/22/2026	CARANGI & ASSOCIATES INC	\$ 4,500.00
145173	07/22/2026	CDW GOVERNMENT INC	\$ 36,129.49
145174	07/22/2026	COCHLEAR AMERICAS	\$ 33.00
145175	07/22/2026	COUNSELEAR, LLC	\$ 2,159.76
145176	07/22/2026	INDUSTRIAL APPRAISAL CO.	\$ 375.00
145177	07/22/2026	KMK GLOBAL INVESTMENTS LLC	\$ 406.89
145178	07/22/2026	LAZEL, INC	\$ 549.00
145179	07/22/2026	MCGRAW HILL EDUCATION	\$ 1,508.35
145180	07/22/2026	OPG-3, INC	\$ 955.95
145181	07/22/2026	SONOVA USA INC	\$ 534.27
145182	07/22/2026	WELLOW URGENT CARE	\$ 1,275.00
145183	07/22/2026	RAPTOR TECHNOLOGIES, LLC	\$ 5,415.99
145184	07/22/2026	RIFTON EQUIPMENT	\$ 282.00
145185	07/22/2026	EF fbo SELECT SAVVY, LLC	\$ 165.00
145186	07/22/2026	SYCAMORE CUSD #427	\$ 63,495.00
145187	07/22/2026	TEXAS SCHOOL FOR THE BLIND	\$ 4,000.00
145188	07/22/2026	UNITED STATES TREASURY	\$ 962.34
145189	07/22/2026	VITAL RECORDS CONTROL	\$ 66.00
145192	07/31/2026	T MOBILE	\$ 248.29

**NORTHEASTERN ILLINOIS ASSOCIATION
JULY 2026 ACH PAID**

CHECK #	DATE	PAYEE	AMOUNT
55287	07/10/2026	ELSTON, CODY S	\$ 238.33
55288	07/10/2026	GALLOWAY, VALERI L	\$ 16.56
55289	07/10/2026	LAGE, COREY	\$ 475.91
55290	07/10/2026	MACHEN, TERESA A	\$ 93.14
55291	07/10/2026	MATHIS, MEGAN L	\$ 42.20
55292	07/10/2026	MOODY, REBECCA HANSON	\$ 598.49
55293	07/10/2026	MOTT, EMILY R	\$ 285.66
55294	07/10/2026	NADEEM, SARA	\$ 14.00
55295	07/10/2026	THOMPSON, MARISSA	\$ 741.82
55296	07/10/2026	VENEZIA, PAUL D	\$ 95.19
55297	07/24/2026	CACCIATORE, LEANDRA	\$ 51.92
55298	07/24/2026	DAHL, TRACY	\$ 73.95
55299	07/24/2026	HUNSICKER, MEREDITH J	\$ 224.76
55300	07/24/2026	MALONE, JON C	\$ 3,513.60
55301	07/24/2026	MOORE, SARAH	\$ 44.95
55302	07/24/2026	PEARSON, DARLA LYNN	\$ 112.86
55303	07/24/2026	TYRRELL, DIANE	\$ 72.86
55304	07/24/2026	WICKMAN, FOTINI	\$ 44.56
18			\$ 6,740.76

**NORTHWESTERN ILLINOIS ASSOCIATION
JULY 2026 HEALTH FUND EXPENDITURES**

DATE	TYPE	DESCRIPTION	AMOUNT
7/27/2026	WIRE	DELTA DENTAL CLAIMS FOR JUNE	764.86
7/27/2026	WIRE	BLUE CROSS CLAIMS FOR JUNE	94640.42
7/28/2026	WIRE	MUTUAL OF OMAHA JULY 2026 PREMIUM	2992.77
7/28/2026	WIRE	MEDCOM PMT	243.6
7/27/2026	WIRE	DENTAL CLAIMS	\$ 11,417.48
7/27/2026	WIRE	BCBS CLAIMS	\$ 207,475.16
7/27/2026	WIRE	VSP FOR AUGUST	\$ 1,464.42
			\$ 318,998.71

**CORPORATE CARD**

Account Number XXXX XXXX XXXX 6860
Account Name DEPARTMENT CARDS
Company Name THE NORTHWESTERNIL ASSOCIATION

Statement Date Jul. 5, 2026

Previous Balance	\$18,051.35
Purchases	+16,357.82
Cash Advances	+0.00
Fees	+0.00
Adjustments	+0.00
Payments	-18,051.35
Closing Balance	\$16,357.82

Balance Due \$16,357.82
Payment Due Date Aug. 1, 2026

CONTACT

General Inquiries
Lost/Stolen Cards

TOLL FREE CALLS US & CANADA	OUTSIDE US & CANADA (CALL COLLECT)
1-855-825-9234	262-780-8662
1-844-227-0528	262-780-8662

PERIOD COVERED BY THIS STATEMENT

Jun. 6, 2026 - Jul. 5, 2026

TRANS DATE	POSTING DATE	DESCRIPTION	AMOUNT (\$)
DEPARTMENT CARDS			ACCOUNT NUMBER XXXX XXXX XXXX 6860
Jun. 12	Jun. 12	AUTOMATIC PYMT RECEIVED	18,051.35 CR
			TOTAL CREDITS \$ -18,051.35
			TOTAL DEBITS \$ 0.00
			TOTAL ACTIVITY \$ -18,051.35

TRANS DATE	POSTING DATE	DESCRIPTION	AMOUNT (\$)
OFFICE, BUSINESS			ACCOUNT NUMBER XXXX XXXX XXXX 5116
Jun. 8	Jun. 9	NICOR GAS BILL ATLANTA GA	93.48
Jun. 8	Jun. 9	NICOR GAS BILL ATLANTA GA	67.53
Jun. 10	Jun. 11	ATT*BILL PAYMENT DALLAS TX	188.46
Jun. 11	Jun. 12	JAMRAH MIDDLE EASTERN SYCAMORE IL	542.60

Continued on next page

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P.O. BOX 5700
CAROL STREAM IL 60197-5700

Account Number 5236 4000 0003 6860
Balance Due \$16,357.82
Payment Due Date Aug. 1, 2026

DEPARTMENT CARDS
THE NORTHWESTERNIL ASSOCIATION
STE B
2060 ABERDEEN CT
SYCAMORE IL 60178-3161

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**The balance due will be
automatically debited from your
bank account as you authorized.**

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Account Number XXXX XXXX XXXX 6860
Account Name DEPARTMENT CARDS

Statement Date: Jul. 5, 2026

TRANS DATE	POSTING DATE	DESCRIPTION	AMOUNT (\$)
Jun. 12	Jun. 15	NICOR GAS BILL ATLANTA GA	80.70
Jun. 12	Jun. 15	CINTAS CORP MASON OH	316.32
Jun. 16	Jun. 17	COMED PAYMENT 8003347661 IL	81.83
Jun. 19	Jun. 22	COMED PAYMENT 8003347661 IL	240.97
Jun. 19	Jun. 22	COMED PAYMENT 8003347661 IL	212.53
Jun. 20	Jun. 22	AT&T MOBILITY EPAY DALLAS TX	13,723.21
Jun. 22	Jun. 23	NICOR GAS BILL ATLANTA GA	102.75
Jun. 23	Jun. 24	COMCAST / XFINITY SCHAUMBURG IL	185.35
Jun. 24	Jun. 25	CULLIGAN OF DIXON DIXON IL	14.00
Jun. 30	Jul. 1	COMED PAYMENT 8003347661 IL	127.76
Jul. 1	Jul. 2	WCI*AURORA AURORA IL	79.86
Jul. 2	Jul. 3	NICOR GAS BILL ATLANTA GA	65.26
Jul. 2	Jul. 3	COMCAST / XFINITY SCHAUMBURG IL	235.21
TOTAL CREDITS			\$ 0.00
TOTAL DEBITS			\$ 16,357.82
TOTAL ACTIVITY			\$ 16,357.82

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

Remember

- The balance due will be automatically debited from your bank account as you authorized.

**CORPORATE CARD**

Account Number XXXX XXXX XXXX 6852
Account Name ONE CARDS
Company Name THE NORTHWESTERNIL ASSOCIATION

Statement Date Jul. 5, 2026

Previous Balance	\$30,575.47
Purchases	+10,074.43
Cash Advances	+0.00
Fees	+0.00
Adjustments	+0.00
Payments	-30,575.47
Closing Balance	\$10,074.43

Balance Due \$10,074.43
Payment Due Date Aug. 1, 2026

CONTACT

General Inquiries
Lost/Stolen Cards

TOLL FREE CALLS US & CANADA	OUTSIDE US & CANADA (CALL COLLECT)
1-855-825-9234	262-780-8662
1-844-227-0528	262-780-8662

PERIOD COVERED BY THIS STATEMENT**Jun. 6, 2026 - Jul. 5, 2026**

TRANS DATE	POSTING DATE	DESCRIPTION	AMOUNT (\$)
ONE CARDS		ACCOUNT NUMBER XXXX XXXX XXXX 6852	
Jun. 12	Jun. 12	AUTOMATIC PYMT RECEIVED	30,575.47 CR
		TOTAL CREDITS	\$ -30,575.47
		TOTAL DEBITS	\$ 0.00
		TOTAL ACTIVITY	\$ -30,575.47

TRANS DATE	POSTING DATE	DESCRIPTION	AMOUNT (\$)
AGUSTIN, TIFFANY		ACCOUNT NUMBER XXXX XXXX XXXX 1520	
Jun. 8	Jun. 8	AMAZON MARK* ID8VC0MM3 SEATTLE WA	37.42
Jun. 10	Jun. 11	CCSI EFAX LOS ANGELES CA	100.00
Jun. 10	Jun. 10	AMAZON MKTPL*ZE3926E73 SEATTLE WA	87.99
Jun. 11	Jun. 12	DOCHUB SITE LICENSE BROOKLINE MA	200.00

Continued on next page

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P.O. BOX 5700
CAROL STREAM IL 60197-5700

Account Number 5236 4000 0003 6852
Balance Due \$10,074.43
Payment Due Date Aug. 1, 2026

ONE CARDS
THE NORTHWESTERNIL ASSOCIATION
B
2060 ABERDEEN CT
SYCAMORE IL 60178-3157

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36

**The balance due will be
automatically debited from your
bank account as you authorized.**

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Account Number XXXX XXXX XXXX 6852
Account Name ONE CARDS

Statement Date: Jul. 5, 2026

TRANS DATE	POSTING DATE	DESCRIPTION	AMOUNT (\$)
Jun. 14	Jun. 15	CCSI EFAX LOS ANGELES CA	100.00
Jun. 14	Jun. 15	ZOOM.COM 888-799-9666 SAN JOSE CA	90.00
Jun. 15	Jun. 16	DOCHUB.COM: FAX LINE BROOKLINE MA	9.99
Jun. 17	Jun. 17	MSFT * E0100ZQMAB MSBILL.INFO IRL	162.29
Jun. 20	Jun. 22	DOCHUB.COM: FAX LINE BROOKLINE MA	9.99
Jun. 20	Jun. 22	DOCHUB.COM: FAX LINE BROOKLINE MA	9.99
Jun. 30	Jun. 30	AMAZON MARK* WJ2T30EL3 SEATTLE WA	39.99
Jul. 2	Jul. 3	DOCHUB.COM: FAX LINE BROOKLINE MA	9.99
TOTAL CREDITS			\$ 0.00
TOTAL DEBITS			\$ 857.65
TOTAL ACTIVITY			\$ 857.65

CUEVAS, LISA

ACCOUNT NUMBER XXXX XXXX XXXX 8172

Jun. 9	Jun. 9	AMAZON RETA* UD55L8FF3 SEATTLE WA	67.82
Jun. 9	Jun. 10	AMAZON MARK* RO9MM6MH3 SEATTLE WA	115.20
Jun. 11	Jun. 12	AMAZON MARK* R917Y2IG3 SEATTLE WA	23.02
Jun. 22	Jun. 23	AMAZON MKTPL*4G3K22EK3 SEATTLE WA	25.50
Jun. 23	Jun. 24	AMAZON MARK* DF4AS45A3 SEATTLE WA	58.45
Jun. 23	Jun. 23	AMAZON MKTPL*508MG1052 SEATTLE WA	49.80
Jun. 23	Jun. 24	AMAZON MARK* TI4ET1VB3 SEATTLE WA	938.00
Jun. 29	Jun. 30	AMAZON RETA* Z50J99HU3 SEATTLE WA	5.49
Jul. 2	Jul. 3	AMAZON MKTPL*7G0MO2TB3 SEATTLE WA	40.20
TOTAL CREDITS			\$ 0.00
TOTAL DEBITS			\$ 1,323.48
TOTAL ACTIVITY			\$ 1,323.48

EUBANKS, JENNIFER

ACCOUNT NUMBER XXXX XXXX XXXX 6275

Jun. 9	Jun. 10	EVERWAY LLC HURON OH	554.97
Jun. 9	Jun. 10	PAR CODE SYMBOLOGY INC ROSELAND NJ	225.00
Jun. 15	Jun. 16	Adobe San Jose CA	13.15
Jun. 17	Jun. 18	WPS PUBLISH TORRANCE CA	143.00
Jun. 17	Jun. 19	HIGH NOON BOOKS ATP NOVATO CA	600.00
Jun. 18	Jun. 18	QUADIENT INC ORACLE MILFORD CT	356.91

Continued on next page

Remember

- The balance due will be automatically debited from your bank account as you authorized.

Account Number XXXX XXXX XXXX 6852
Account Name ONE CARDS

Statement Date: Jul. 5, 2026

TRANS DATE	POSTING DATE	DESCRIPTION	AMOUNT (\$)
Jun. 21	Jun. 22	WALMART.COM WALMART.COM AR	38.26
Jun. 23	Jun. 24	VERSARE SOLUTIONS, LLC 8008300210 MN	1,315.93 CR
Jun. 23	Jun. 23	Adobe San Jose CA	2,590.56
Jun. 24	Jun. 25	TARGET PLUS BROOKLYN PARKMN	183.59
Jun. 25	Jun. 26	BLANK CTR STUTTERING AUSTIN TX	60.00
Jun. 26	Jun. 29	Adobe San Jose CA	863.28 CR
Jun. 26	Jun. 29	WALMART.COM WALMART.COM AR	5.60
Jun. 27	Jun. 29	WALMART.COM WALMART.COM AR	14.38 CR
Jun. 30	Jun. 30	REHAB-STORE 2036162850 CT	108.67
Jul. 2	Jul. 3	WALMART.COM WALMART.COM AR	14.38 CR
Jul. 3	Jul. 3	AWL*PEARSON EDUCATION UPPER SADDLE NJ	2,946.56
TOTAL CREDITS			\$ -2,207.97
TOTAL DEBITS			\$ 7,826.27
TOTAL ACTIVITY			\$ 5,618.30

MALONE, JON

ACCOUNT NUMBER XXXX XXXX XXXX 6510

Jun. 8	Jun. 9	VERCEL INC. COVINA CA	60.00
Jun. 12	Jun. 15	PANERA BREAD #204007 O DEKALB IL	179.98
Jun. 12	Jun. 15	ANTHROPIC* CLAUDE SUB SAN FRANCISCOCA	100.00
Jun. 12	Jun. 15	ANTHROPIC* CLAUDE SUB SAN FRANCISCOCA	101.15
Jun. 13	Jun. 15	SUPABASE SINGAPORE	65.00
Jun. 26	Jun. 29	RESEND SAN FRANCISCOCA	20.00
Jul. 1	Jul. 2	JOBTARGET 8604400635 CT	1,500.00
TOTAL CREDITS			\$ 0.00
TOTAL DEBITS			\$ 2,026.13
TOTAL ACTIVITY			\$ 2,026.13

MOODY, REBECCA

ACCOUNT NUMBER XXXX XXXX XXXX 6806

Jun. 10	Jun. 11	MEIJER STORE #183 ELGIN IL	122.40
Jun. 17	Jun. 18	UHAUL MOVING AND STORA WEST DUNDEE IL	32.95
Jun. 21	Jun. 23	PAR*CORELIFE - IL04300 NORMAL IL	13.84
Jun. 23	Jun. 25	MARRIOTT HOTEL & CONFE NORMAL IL	29.68
TOTAL CREDITS			\$ 0.00
TOTAL DEBITS			\$ 198.87
TOTAL ACTIVITY			\$ 198.87

TAYLOR, MEHGAN

ACCOUNT NUMBER XXXX XXXX XXXX 5143

Jun. 10	Jun. 11	DEKALB CO COMM FDN SYCAMORE IL	50.00
TOTAL CREDITS			\$ 0.00
TOTAL DEBITS			\$ 50.00
TOTAL ACTIVITY			\$ 50.00

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

**NORTHEASTERN ILLINOIS ASSOCIATION
JUNE 2026 CHECKS PAID**

CHECK #	DATE	PAYEE	AMOUNT
144997	06/11/2026	NCPERS GROUP LIFE INS.	\$ 240.00
144998	06/05/2026	AEQUOR HEALTHCARE SERVICES, LLC	\$ 12,135.50
144999	06/05/2026	SERGIO ALCANTAR	\$ 400.00
145000	06/05/2026	AHS STAFFING LLC	\$ 75,267.00
145001	06/05/2026	AMN HEALTHCARE	\$ 25,125.00
145002	06/05/2026	ANTHROMED, LLC	\$ 2,640.00
145003	06/05/2026	ENCORE FUNDING fbo BACK OFFICE STAFFING SOLUTIONS	\$ 5,139.00
145004	06/05/2026	BUTTERFIELD VILLAGE, LLC	\$ 5,001.84
145005	06/05/2026	CASTLE PRINTECH	\$ 250.00
145006	06/05/2026	COMPHEALTH	\$ 12,432.00
145007	06/05/2026	CORE MEDICAL GROUP	\$ 23,865.00
145008	06/05/2026	E-THERAPY INTERMEDIATE, INC	\$ 17,593.00
145009	06/05/2026	HODGES LOIZZI EISENHAMMER	\$ 2,962.17
145010	06/05/2026	IMAGE ONE FACILITY SOLUTIONS	\$ 460.00
145011	06/05/2026	INVO HEALTHCARE ASSOCIATES, LLC	\$ 12,000.00
145012	06/05/2026	JACKSON THERAPY PARTNERS LLC	\$ 4,549.75
145013	06/05/2026	JENSEN, W THOMAS	\$ 1,831.00
145014	06/05/2026	KMK GLOBAL INVESTMENTS LLC	\$ 7,362.01
145015	06/05/2026	MAGIC WAND CLEANING SERVICE	\$ 661.53
145016	06/05/2026	NATIONAL STAFFING SOLUTIONS, INC	\$ 15,465.00
145017	06/05/2026	PERSPECTIVES EAP	\$ 1,926.00
145018	06/05/2026	PRAIRIE PROFESSIONAL PARK, LLC	\$ 4,800.19
145019	06/05/2026	PRAIRIE PROFESSIONAL PARK, LLC	\$ 50.94
145020	06/05/2026	PURI, SUNIL	\$ 7,989.10
145021	06/05/2026	SCHOLASTIC	\$ 100.77
145022	06/05/2026	EF fbo SELECT SAVVY, LLC	\$ 29,968.50
145023	06/05/2026	SIGN LANGUAGE INTERPRETERS INC	\$ 76,808.00
145024	06/05/2026	SOFT WATER CITY INC	\$ 102.00
145025	06/05/2026	SOLIAANT HEALTH	\$ 17,630.00
145026	06/05/2026	SPOTTER STAFFING, LLC	\$ 5,208.00
145027	06/05/2026	STEPPING STONES GROUP, LLC	\$ 11,610.00
145028	06/05/2026	SUNBELT STAFFING	\$ 14,263.61
145029	06/05/2026	T MOBILE	\$ 247.23
145030	06/05/2026	TRUST CLEANING CO.	\$ 879.00
145031	06/05/2026	UNIQUE CLEANING SERVICES	\$ 200.00
145032	06/08/2026	AURORA EAST #131 SPEC. ED.	\$ 51,145.68
145033	06/08/2026	AURORA WEST #129 SPECIAL ED	\$ 87,162.82
145034	06/08/2026	BATAVIA DISTRICT 101	\$ 26,727.80
145035	06/08/2026	BELVIDERE DIST 100	\$ 690.30
145036	06/08/2026	BYRON COMM UNIT SCH DIST 226	\$ 2,339.46
145037	06/08/2026	CENTRAL DISTRICT 301	\$ 11,800.05
145038	06/08/2026	COMMUNITY UNIT SCHOOL DIST 300	\$ 248,548.44
145039	06/08/2026	GENEVA CUSD #304	\$ 19,290.33
145040	06/08/2026	GENOA KINGSTON DISTRICT 424	\$ 3,216.18
145041	06/08/2026	HARLEM SPEC EDUCATION 122	\$ 57,995.52

**NORTHEASTERN ILLINOIS ASSOCIATION
JUNE 2026 CHECKS PAID**

CHECK #	DATE	PAYEE	AMOUNT
145042	06/08/2026	HAWTHORN ASSOCIATES OF LAKE COUNTY LLC	\$ 106,689.00
145043	06/08/2026	INDIAN CREEK DIST 425	\$ 1,401.91
145044	06/08/2026	KANELAND DISTRICT #302	\$ 10,860.75
145045	06/08/2026	ROCKFORD SCHOOL DISTRICT 205	\$ 769,692.11
145046	06/08/2026	ST CHARLES CUSD 303 - Student Services	\$ 41,712.51
145047	06/08/2026	SYCAMORE CUSD #427	\$ 76,928.30
145048	06/25/2026	NCPERS GROUP LIFE INS.	\$ 240.00
145049	06/18/2026	AHS STAFFING LLC	\$ 17,136.00
145050	06/18/2026	AMN HEALTHCARE	\$ 2,550.00
145051	06/18/2026	ANTHROMED, LLC	\$ 2,640.00
145052	06/18/2026	COMMUNITY THERAPY CORP	\$ 33,379.50
145053	06/18/2026	COMPHEALTH	\$ 2,520.00
145054	06/18/2026	CORE MEDICAL GROUP	\$ 6,907.50
145055	06/18/2026	COMMUNITY UNIT SCHOOL DIST 300	\$ 61,987.75
145056	06/18/2026	FYR FYTER INC	\$ 48.45
145057	06/18/2026	GORDON FLESCH CO	\$ 4,193.82
145058	06/18/2026	IEP THERAPY	\$ 15,282.45
145059	06/18/2026	KMK GLOBAL INVESTMENTS LLC	\$ 349.25
145060	06/18/2026	NATIONAL STAFFING SOLUTIONS, INC	\$ 1,237.50
145061	06/18/2026	NATUS SENSORY, INC	\$ 1,689.41
145062	06/18/2026	PROCARE THERAPY INC	\$ 35,202.75
145063	06/18/2026	EF fbo SELECT SAVVY, LLC	\$ 6,966.48
145064	06/18/2026	SIGN LANGUAGE INTERPRETERS INC	\$ 47,999.25
145065	06/18/2026	SOLIAANT HEALTH	\$ 3,664.00
145066	06/18/2026	SUNBELT STAFFING	\$ 6,988.17
145067	06/18/2026	THERAPY CARE	\$ 34,099.50
145068	06/18/2026	UNIVERSITY OF CHICAGO HOSPIT	\$ 500.00
145069	06/18/2026	WESTONE LABORATORIES INC.	\$ 339.15
145070	06/22/2026	AURORA EAST #131 SPEC. ED.	\$ 1,046,782.66
145071	06/22/2026	AURORA WEST #129 SPECIAL ED	\$ 217,756.96
145072	06/22/2026	BATAVIA DISTRICT 101	\$ 112,369.20
145073	06/22/2026	BELVIDERE DIST 100	\$ 87,578.80
145074	06/22/2026	BYRON COMM UNIT SCH DIST 226	\$ 47,516.53
145075	06/22/2026	CENTRAL DISTRICT 301	\$ 227,200.23
145076	06/22/2026	DEKALB COMM UNIT SCHOOL DIST 428	\$ 202,767.14
145077	06/22/2026	COMMUNITY UNIT SCHOOL DIST 300	\$ 494,177.07
145078	06/22/2026	FREEPORT CUSD 145	\$ 14,222.10
145079	06/22/2026	GENEVA CUSD #304	\$ 38,014.42
145080	06/22/2026	GENOA KINGSTON DISTRICT 424	\$ 45,927.80
145081	06/22/2026	HARLEM SPEC EDUCATION 122	\$ 43,254.55
145082	06/22/2026	HAWTHORN ASSOCIATES OF LAKE COUNTY LLC	\$ 326,516.14
145083	06/22/2026	INDIAN CREEK DIST 425	\$ 15,251.15
145084	06/22/2026	KANELAND DISTRICT #302	\$ 144,440.93
145085	06/22/2026	ROCKFORD SCHOOL DISTRICT 205	\$ 2,857,489.66
145086	06/22/2026	SANDWICH CU SCHOOL DIST 430	\$ 31,029.39
145087	06/22/2026	SOMONAUK SCHOOL DIST 432	\$ 18,431.04
145088	06/22/2026	ST CHARLES CUSD 303 - Student Services	\$ 419,644.34
145089	06/22/2026	SYCAMORE CUSD #427	\$ 70,551.38
145090	06/30/2026	AHS STAFFING LLC	\$ 1,627.50
145091	06/30/2026	GORDON FLESCH CO	\$ 4,144.32
145092	06/30/2026	MATHIAS KASKEL, LINDA	\$ 23,878.70
145093	06/30/2026	NATIONAL STAFFING SOLUTIONS, INC	\$ 550.00
145094	06/30/2026	SONOVA USA INC	\$ 417.99

**NORTHEASTERN ILLINOIS ASSOCIATION
JUNE 2026 CHECKS PAID**

CHECK #	DATE	PAYEE	AMOUNT
145095	06/30/2026	WELLOW URGENT CARE	\$ 1,080.00
145096	06/30/2026	PROCARE THERAPY INC	\$ 22,219.25
145097	06/30/2026	EF fbo SELECT SAVVY, LLC	\$ 7,152.80
145098	06/30/2026	SIGN LANGUAGE INTERPRETERS INC	\$ 55,604.50
145099	06/30/2026	ROBERT E. SWAIN	\$ 1,200.00
145100	06/30/2026	T MOBILE	\$ 247.23
145101	06/30/2026	TRUST CLEANING CO.	\$ 843.00
105			\$ 8,779,172.01

**NORTHEASTERN ILLINOIS ASSOCIATION
JUNE 2026 ACH PAID**

CHECK #	DATE	PAYEE	AMOUNT
55175	06/11/2026	ANDERSON, REBECCA W	\$ 50.18
55176	06/11/2026	BAILEY, LEE A	\$ 47.84
55177	06/11/2026	BARKER, TIFFANY V	\$ 301.68
55178	06/11/2026	BARTEL, ELIANA R	\$ 13.63
55179	06/11/2026	BARTHEL, SARAH	\$ 474.27
55180	06/11/2026	BAX, RENEE J	\$ 87.43
55181	06/11/2026	BECKMAN, SUSAN G	\$ 142.83
55182	06/11/2026	BEECHY, NANCY	\$ 49.85
55183	06/11/2026	BLOOM, AJ	\$ 246.22
55184	06/11/2026	BROEGE, ANGELICA	\$ 929.38
55185	06/11/2026	BROSSO, DANA P	\$ 391.97
55186	06/11/2026	BRUDER, MELISSA A	\$ 56.56
55187	06/11/2026	CACCIATORE, LEANDRA	\$ 86.56
55188	06/11/2026	CASTELLANI, LINDA J	\$ 40.53
55189	06/11/2026	CHATFIELD, MICHELLE L	\$ 33.66
55190	06/11/2026	CLAY, DEANNE M	\$ 12.98
55191	06/11/2026	CLENNEY, KARLY A	\$ 1,078.65
55192	06/11/2026	CLOUSER, DENISE	\$ 362.17
55193	06/11/2026	CORTELLASSI, NATALIE	\$ 272.87
55194	06/11/2026	CRITTENDEN, DEBORAH A	\$ 141.56
55195	06/11/2026	CRYDER, CRYSTAL K	\$ 97.15
55196	06/11/2026	CURTIS, STEPHANIE M	\$ 182.72
55197	06/11/2026	DAVENPORT, CHERYL L	\$ 26.20
55198	06/11/2026	DECONINCK, KARALYN M	\$ 623.86
55199	06/11/2026	DENMAN, ELIZABETH A	\$ 45.76
55200	06/11/2026	ELSTON, CODY S	\$ 1,065.10
55201	06/11/2026	ERDMANN, KIARA K	\$ 135.37
55202	06/11/2026	FIORITO, CHRISTINE A	\$ 326.01
55203	06/11/2026	FITZANKO, TARA M	\$ 82.01
55204	06/11/2026	FROEHLING, ANNA C	\$ 410.41
55205	06/11/2026	GALLOWAY, VALERI L	\$ 199.47
55206	06/11/2026	GAMON, KLAIRE M	\$ 35.53
55207	06/11/2026	GARCIA TEOPE, ANA LIZA	\$ 584.88
55208	06/11/2026	GAYDURGIS HOLLY	\$ 5,045.00
55209	06/11/2026	GRANT, HALEY M	\$ 42.27
55210	06/11/2026	HALDEMAN, LORI M	\$ 296.25
55211	06/11/2026	HARDBARGER, KELLY A	\$ 81.61
55212	06/11/2026	HUNSICKER, MEREDITH J	\$ 235.67

**NORTHEASTERN ILLINOIS ASSOCIATION
JUNE 2026 ACH PAID**

CHECK #	DATE	PAYEE	AMOUNT
55213	06/11/2026	INGENITO, JESSICA B	\$ 255.84
55214	06/11/2026	JAVUREK LEE, MARY K	\$ 130.00
55215	06/11/2026	JOHNSON, COURTNEY M	\$ 136.08
55216	06/11/2026	KANTOLA, CLAUDIA G	\$ 755.52
55217	06/11/2026	KEEGAN, ASHLEY A	\$ 381.54
55218	06/11/2026	KINCAIDE, JULIE T	\$ 42.32
55219	06/11/2026	KOSTECKI, KRISTEN IRENE	\$ 11.68
55220	06/11/2026	KRIEGLER, ALLISON M	\$ 28.14
55221	06/11/2026	KRUEGER, ROCHELLE L	\$ 90.77
55222	06/11/2026	LAGE, COREY	\$ 652.36
55223	06/11/2026	LAGE, JENNIFER F	\$ 143.84
55224	06/11/2026	LASH, PAULA S	\$ 421.90
55225	06/11/2026	LAWRENCE, ALESANDRA V	\$ 654.78
55226	06/11/2026	LENZ, JULIE A	\$ 644.00
55227	06/11/2026	LINDQUIST, WHITNEY	\$ 704.84
55228	06/11/2026	LINDSAY, TIFFANY L	\$ 49.01
55229	06/11/2026	LINDSEY, LAURA	\$ 399.65
55230	06/11/2026	LINDSTROM, MELISSA D	\$ 51.26
55231	06/11/2026	LOWRANCE, AMY M	\$ 1,091.88
55232	06/11/2026	MACHEN, TERESA A	\$ 144.23
55233	06/11/2026	MACKENZIE, KATHLEEN	\$ 30.41
55234	06/11/2026	MALONE, JON C	\$ 76.84
55235	06/11/2026	MANZANO, JOHN	\$ 42.05
55236	06/11/2026	MATHIS, MEGAN L	\$ 77.75
55237	06/11/2026	MCKEVITT, AMANDA J	\$ 300.78
55238	06/11/2026	MILEWSKI, MICHELLE	\$ 30.08
55239	06/11/2026	AMANDA MOORE	\$ 2,573.20
55240	06/11/2026	MOSKAL BUCKLEY, MARY E	\$ 32.94
55241	06/11/2026	MOTT, EMILY R	\$ 297.29
55242	06/11/2026	NAWRACAJ, CAROLE A	\$ 239.81
55243	06/11/2026	NEW, NOELLE R	\$ 472.67
55244	06/11/2026	OSTROV, HARRY	\$ 94.88
55245	06/11/2026	OTT, ERIC J	\$ 1,242.25
55246	06/11/2026	OZEHOWSKI, TARA B	\$ 432.96
55247	06/11/2026	PACZKO, ELLEN H	\$ 178.85
55248	06/11/2026	PAHR, JULIE	\$ 572.20
55249	06/11/2026	PEPLANSKY, KELLY A	\$ 40.91
55250	06/11/2026	PERKINS, JENNIFER YESAITIS	\$ 666.85
55251	06/11/2026	PERRY, MICHELLE M	\$ 989.92
55252	06/11/2026	PETERS, ALLISON	\$ 366.16
55253	06/11/2026	PINS, JULIE L 43	\$ 47.88

**NORTHEASTERN ILLINOIS ASSOCIATION
JUNE 2026 ACH PAID**

CHECK #	DATE	PAYEE	AMOUNT
55254	06/11/2026	POEGEL, CYNTHIA K	\$ 1,090.40
55255	06/11/2026	REIDY, LEANNA O	\$ 11.31
55256	06/11/2026	REYNOLDS, JOANNE L	\$ 17.39
55257	06/11/2026	SALTIJERAL, MEGAN R	\$ 54.27
55258	06/11/2026	SANDOVAL, CYNTHIA M	\$ 32.78
55259	06/11/2026	SCHULTZ, ALLISON WILLS	\$ 529.98
55260	06/11/2026	SEWARD, TISHA M	\$ 85.17
55261	06/11/2026	SHIELDS, ROXANNE M	\$ 97.04
55262	06/11/2026	SIMONOVICH, LESLIE	\$ 697.01
55263	06/11/2026	STRAIT, HEATHER	\$ 122.48
55264	06/11/2026	SULLIVAN, DR. CHRIS	\$ 49.30
55265	06/11/2026	SZEWC, CAROLINE MARIKA	\$ 35.26
55266	06/11/2026	SZUMNY, AMY L	\$ 856.05
55267	06/11/2026	THOMPSON, MARISSA	\$ 795.37
55268	06/11/2026	WAGNER, KRISTIN K	\$ 316.85
55269	06/11/2026	WARREN, SEAN M	\$ 78.43
55270	06/11/2026	WILLIAMS, MELANIE D	\$ 485.48
55271	06/11/2026	ZUTTER, STEPHANIE H	\$ 307.53
55272	06/25/2026	ANDERSON, KELLY M	\$ 18.48
55273	06/25/2026	GRONLUND, ANN	\$ 147.55
55274	06/25/2026	BROSSO, DANA P	\$ 230.40
55275	06/25/2026	CLAY, DEANNE M	\$ 125.00
55276	06/25/2026	CLOUSER, DENISE	\$ 212.39
55277	06/25/2026	CUEVAS, LISA C	\$ 252.30
55278	06/25/2026	EUBANKS, JENNIFER M	\$ 87.79
55279	06/25/2026	LAGE, JENNIFER F	\$ 146.45
55280	06/25/2026	LAWRENCE, ALESANDRA V	\$ 49.30
55281	06/25/2026	MALONE, JON C	\$ 6,321.39
55282	06/25/2026	MICHELLE FLASKAMP	\$ 2,494.80
55283	06/25/2026	RHEAD, GRACIELA	\$ 147.05
55284	06/25/2026	SHIELDS, ROXANNE M	\$ 48.73
55285	06/25/2026	TABONE, JILL M	\$ 110.06
55286	06/25/2026	MICHELLE FLASKAMP	\$ 2,494.80
112			\$ 48,481.00

**NORTHWESTERN ILLINOIS ASSOCIATION
JUNE 2026 HEALTH FUND EXPENDITURES**

DATE	TYPE	DESCRIPTION	AMOUNT
6/24/2026	WIRE	MUTUAL OF OMAHA JUNE 2026 PREMIUM	\$ 2,981.49
6/24/2026	WIRE	MEDCOM PMT	\$ 243.60
6/23/2026	WIRE	DELTA DENTAL CLAIMS FOR MAY	\$ 792.34
6/23/2026	WIRE	BLUE CROSS CLAIMS FOR MAY	\$ 94,217.06
6/23/2026	WIRE	DELTA DENTAL CLAIMS FOR MAY	\$ 5,216.11
6/23/2026	WIRE	BLUE CROSS CLAIMS FOR MAY	\$ 216,834.97
6/23/2026	WIRE	WIRE TO VSP FOR JULY	\$ 1,527.21
			\$ 321,812.78

**CORPORATE CARD**

Account Number XXXX XXXX XXXX 6860
Account Name DEPARTMENT CARDS
Company Name THE NORTHWESTERNIL ASSOCIATION

Statement Date Jun. 5, 2026

Previous Balance	\$16,828.05
Purchases	+18,051.35
Cash Advances	+0.00
Fees	+0.00
Adjustments	+0.00
Payments	-16,828.05
Closing Balance	\$18,051.35

Balance Due	\$18,051.35
Payment Due Date	Jul. 2, 2026

CONTACT

General Inquiries
Lost/Stolen Cards

TOLL FREE CALLS US & CANADA	OUTSIDE US & CANADA (CALL COLLECT)
1-855-825-9234	262-780-8662
1-844-227-0528	262-780-8662

PERIOD COVERED BY THIS STATEMENT

May 6, 2026 - Jun. 5, 2026

TRANS DATE	POSTING DATE	DESCRIPTION	AMOUNT (\$)
DEPARTMENT CARDS			
May 12	May 12	AUTOMATIC PYMT RECEIVED	16,828.05 CR
			ACCOUNT NUMBER XXXX XXXX XXXX 6860
			TOTAL CREDITS \$ -16,828.05
			TOTAL DEBITS \$ 0.00
			TOTAL ACTIVITY \$ -16,828.05

TRANS DATE	POSTING DATE	DESCRIPTION	AMOUNT (\$)
CEDILLO, MARICELA			
May 15	May 18	SAMSClub #4942 ELGIN IL	114.28
May 15	May 18	WAL-MART #1814 ELGIN IL	313.38
May 18	May 19	ME-HOFFMAN EST-SERTIFI HOFFMAN ESTATIL	106.74
May 29	Jun. 1	WM SUPERCENTER #4641 HUNTLEY IL	318.52

Continued on next page

Page 1 of 2



P.O. BOX 5700
CAROL STREAM IL 60197-5700

Account Number	5236 4000 0003 6860
Balance Due	\$18,051.35
Payment Due Date	Jul. 2, 2026

DEPARTMENT CARDS
THE NORTHWESTERNIL ASSOCIATION
STE B
2060 ABERDEEN CT
SYCAMORE IL 60178-3161

000A

46

**The balance due will be
automatically debited from your
bank account as you authorized.**

5236400000036860 0000001805135 0000001805135

Account Number XXXX XXXX XXXX 6860
Account Name DEPARTMENT CARDS

Statement Date: Jun. 5, 2026

TRANS DATE	POSTING DATE	DESCRIPTION	AMOUNT (\$)
May 29	Jun. 1	WAL-MART #4641 HUNTLEY IL	211.68
May 29	Jun. 1	Scholastic Education JEFFERSONCITYMO	100.77

TOTAL CREDITS	\$ 0.00
TOTAL DEBITS	\$ 1,165.37
TOTAL ACTIVITY	\$ 1,165.37

OFFICE, BUSINESS

ACCOUNT NUMBER XXXX XXXX XXXX 5116

May 5	May 6	ATT*BILL PAYMENT	DALLAS TX	188.46
May 6	May 7	COMED PAYMENT	8003347661 IL	355.31
May 9	May 11	ATT*BILL PAYMENT	DALLAS TX	188.46
May 11	May 12	NICOR GAS BILL	ATLANTA GA	93.53
May 11	May 12	NICOR GAS BILL	ATLANTA GA	94.33
May 11	May 12	NICOR GAS BILL	ATLANTA GA	99.93
May 14	May 15	COMED PAYMENT	8003347661 IL	114.02
May 20	May 21	COMED PAYMENT	8003347661 IL	236.63
May 20	May 21	COMED PAYMENT	8003347661 IL	182.12
May 20	May 21	AT&T MOBILITY EPAY	DALLAS TX	13,773.58
May 22	May 25	CULLIGAN OF DIXON	DIXON IL	14.00
May 23	May 25	COMCAST / XFINITY	SCHAUMBURG IL	185.35
May 26	May 27	NICOR GAS BILL	ATLANTA GA	193.55
May 29	Jun. 1	COMED PAYMENT	8003347661 IL	100.19
Jun. 1	Jun. 2	WCI*AURORA	AURORA IL	207.48
Jun. 1	Jun. 2	NICOR GAS BILL	ATLANTA GA	89.00
Jun. 2	Jun. 3	COMCAST / XFINITY	SCHAUMBURG IL	235.21
Jun. 3	Jun. 4	COMED PAYMENT	8003347661 IL	346.37
Jun. 4	Jun. 5	ATT*BILL PAYMENT	DALLAS TX	188.46

TOTAL CREDITS	\$ 0.00
TOTAL DEBITS	\$ 16,885.98
TOTAL ACTIVITY	\$ 16,885.98

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

Remember

- The balance due will be automatically debited from your bank account as you authorized.

**CORPORATE CARD**

Account Number XXXX XXXX XXXX 6852
Account Name ONE CARDS
Company Name THE NORTHWESTERNIL ASSOCIATION

Statement Date Jun. 5, 2026

Previous Balance	\$34,323.74
Purchases	+30,575.47
Cash Advances	+0.00
Fees	+0.00
Adjustments	+0.00
Payments	-34,323.74
Closing Balance	\$30,575.47

Balance Due \$30,575.47
Payment Due Date Jul. 2, 2026

CONTACT

General Inquiries
Lost/Stolen Cards

TOLL FREE CALLS US & CANADA	OUTSIDE US & CANADA (CALL COLLECT)
1-855-825-9234	262-780-8662
1-844-227-0528	262-780-8662

PERIOD COVERED BY THIS STATEMENT

May 6, 2026 - Jun. 5, 2026

TRANS DATE	POSTING DATE	DESCRIPTION	AMOUNT (\$)
ONE CARDS			
May 12	May 12	AUTOMATIC PYMT RECEIVED	34,323.74 CR
ACCOUNT NUMBER XXXX XXXX XXXX 6852			
TOTAL CREDITS			\$ -34,323.74
TOTAL DEBITS			\$ 0.00
TOTAL ACTIVITY			\$ -34,323.74

TRANS DATE	POSTING DATE	DESCRIPTION	AMOUNT (\$)
AGUSTIN, TIFFANY			
May 7	May 8	AMAZON RETA* BJ6EJ2RJ0 SEATTLE WA	89.98
May 11	May 12	DOCHUB SITE LICENSE BROOKLINE MA	200.00
May 14	May 15	ZOOM.COM 888-799-9666 SAN JOSE CA	90.00
May 15	May 18	DOCHUB.COM: FAX LINE BROOKLINE MA	9.99

Continued on next page

Page 1 of 6



P.O. BOX 5700
CAROL STREAM IL 60197-5700

Account Number 5236 4000 0003 6852
Balance Due \$30,575.47
Payment Due Date Jul. 2, 2026

ONE CARDS
THE NORTHWESTERNIL ASSOCIATION
B
2060 ABERDEEN CT
SYCAMORE IL 60178-3157

000A

48

**The balance due will be
automatically debited from your
bank account as you authorized.**

5236400000036852 0000003057547 0000003057547

Account Number XXXX XXXX XXXX 6852
Account Name ONE CARDS

Statement Date: Jun. 5, 2026

TRANS DATE	POSTING DATE	DESCRIPTION	AMOUNT (\$)
May 17	May 18	MSFT * E0100ZHWJC MSBILL.INFO IRL	207.00
May 20	May 21	DOCHUB.COM: FAX LINE BROOKLINE MA	9.99
May 20	May 21	DOCHUB.COM: FAX LINE BROOKLINE MA	9.99
May 22	May 22	DMI* DELL K-12 PTR ROUND ROCK TX	10,800.40
May 28	May 28	MSFT * E0100ZKZ39 Dublin	58.50
Jun. 2	Jun. 3	DOCHUB.COM: FAX LINE BROOKLINE MA	9.99
Jun. 3	Jun. 4	CCSI EFAX LOS ANGELES CA	18.99
TOTAL CREDITS			\$ 0.00
TOTAL DEBITS			\$ 11,504.83
TOTAL ACTIVITY			\$ 11,504.83

CUEVAS, LISA

ACCOUNT NUMBER XXXX XXXX XXXX 8172

May 6	May 7	AMAZON RETA* BF18P5T12 SEATTLE WA	33.39
May 6	May 7	AMAZON MARK* BV93I8PU1 SEATTLE WA	26.97
May 6	May 7	AMAZON MARK* BV5W69P81 SEATTLE WA	71.88
May 7	May 7	AMAZON MARK* BF17N21J2 SEATTLE WA	214.67
May 7	May 7	AMAZON MARK* BF4RO80L2 SEATTLE WA	71.26
May 7	May 7	AMAZON MARK* BJ1EF3770 SEATTLE WA	54.38
May 7	May 7	AMAZON MARK* BF9CB80G2 SEATTLE WA	153.34
May 8	May 8	AMAZON MARK* BJ11R9Y50 SEATTLE WA	62.09
May 10	May 11	AMAZON RETA* BV4YZ81T0 SEATTLE WA	33.99
May 11	May 11	AMAZON MARK* 0B9AU4N53 SEATTLE WA	40.26
May 11	May 11	AMAZON MARK* BF9HK7LO1 SEATTLE WA	157.33
May 11	May 11	AMAZON MARK* BF5F79ZT1 SEATTLE WA	268.61
May 11	May 11	AMAZON MARK* 1F5KJ0V63 SEATTLE WA	119.47
May 11	May 11	AMAZON MARK* 1V19D4VU3 SEATTLE WA	39.42
May 11	May 11	AMAZON MARK* BF9SO4LW1 SEATTLE WA	97.39
May 12	May 12	AMAZON MARK* 6419M80D3 SEATTLE WA	16.18
May 13	May 14	AMAZON MKTPL*BV8974230 SEATTLE WA	112.87
May 14	May 15	AMAZON MARK* BV4VZ8YW0 SEATTLE WA	27.98
May 17	May 18	AMAZON MARK* 6U38J7323 SEATTLE WA	45.58
May 18	May 19	AMAZON MARK* BF5TU8B20 SEATTLE WA	51.78

Continued on next page

Remember

- The balance due will be automatically debited from your bank account as you authorized.

Account Number XXXX XXXX XXXX 6852
Account Name ONE CARDS

Statement Date: Jun. 5, 2026

TRANS DATE	POSTING DATE	DESCRIPTION	AMOUNT (\$)
May 18	May 19	BARCODES GROUP, INC. 8009963581 IL	269.96
May 18	May 19	AMAZON MARK* 226VV7PR3 SEATTLE WA	92.78
May 19	May 20	AMAZON MARK* OM6OA29N3 SEATTLE WA	26.99
May 19	May 20	AMAZON MARK* TH7IF24S3 SEATTLE WA	23.74
May 20	May 20	AMAZON MARK* RR00Z1M63 SEATTLE WA	28.97
May 20	May 20	AMAZON MARK* FK4ZO5B83 SEATTLE WA	29.17
May 21	May 21	AMAZON MARK* 4P6EY0AF3 SEATTLE WA	163.21
May 24	May 25	AMAZON MARK* 447R17813 SEATTLE WA	3.92
TOTAL CREDITS			\$ 0.00
TOTAL DEBITS			\$ 2,337.58
TOTAL ACTIVITY			\$ 2,337.58

EUBANKS, JENNIFER

ACCOUNT NUMBER XXXX XXXX XXXX 6275

May 5	May 6	MAXI AIDS INC FARMINGDALE NY	75.60
May 6	May 7	LS&S LLC. BUFFALO NY	139.15
May 6	May 7	AMAZON MKTPL*BJ0W97KU0 SEATTLE WA	25.04
May 7	May 8	SALT SW 6088411393 WI	156.17
May 7	May 8	OFFICEMAX/DEPOT 6869 ITASCA IL	187.96
May 7	May 8	WALMART.COM 8009256278 BENTONVILLE AR	59.99
May 7	May 8	IN *LESSONPIX, INC. PALM HARBOR FL	637.94
May 8	May 8	AWL*PEARSON EDUCATION UPPER SADDLE NJ	500.53
May 8	May 8	AWL*PEARSON EDUCATION UPPER SADDLE NJ	423.79
May 8	May 11	SECOND PLATFORM LLC SCOTTSDALE AZ	8.33
May 8	May 11	CARIEBERT.COM LEES SUMMIT MO	75.61
May 12	May 12	AMAZON MKTPL*BF2HI10W1 SEATTLE WA	15.59
May 13	May 14	IN *EZ FULFILLMENT LLC LAKE MILLS WI	35.00
May 13	May 14	SP THE HAPPY PLANNER GARDEN GROVE CA	73.37
May 14	May 15	IN *EZ FULFILLMENT LLC LAKE MILLS WI	7,033.79
May 14	May 15	AMAZON MKTPL*IX6WM6EK3 SEATTLE WA	99.90
May 18	May 19	ABLENET, INC 6512942209 MN	270.00
May 19	May 20	PIONEER INTERNATIONAL JOLIET IL	218.95
May 19	May 20	CASE FOR VISION LLC NEEDHAM MA	114.99
May 22	May 25	SECOND PLATFORM LLC SCOTTSDALE AZ	8.33
May 22	May 25	PY *CHEM-WISE AURORA IL	130.00
TOTAL CREDITS			\$ 0.00
TOTAL DEBITS			\$ 10,290.03
TOTAL ACTIVITY			\$ 10,290.03

MALONE, JON

ACCOUNT NUMBER XXXX XXXX XXXX 6510

May 5	May 6	JOBTARGET 8604400635 CT	199.00
May 8	May 11	VERCEL INC. COVINA CA	77.39
May 12	May 13	CLAUDE.AI SUBSCRIPTION SAN FRANCISCOCA	100.00
May 13	May 14	SUPABASE SINGAPORE	63.38
May 26	May 27	RESEND SAN FRANCISCOCA	20.00
Jun. 2	Jun. 3	JOBTARGET 8604400635 CT	1,500.00
Jun. 2	Jun. 3	JOBTARGET 8604400635 CT	199.00
Jun. 3	Jun. 4	JOBTARGET 8604400635 CT	1,500.00
Jun. 4	Jun. 5	GRANOLA INC DOVER DE	14.00
TOTAL CREDITS			\$ 0.00
TOTAL DEBITS			\$ 3,672.77
TOTAL ACTIVITY			\$ 3,672.77

MOODY, REBECCA

ACCOUNT NUMBER XXXX XXXX XXXX 6806

May 5	May 6	UBER *TRIP 8005928996 CA	66.98
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Continued on next page

Account Number XXXX XXXX XXXX 6852
Account Name ONE CARDS

Statement Date: Jun. 5, 2026

TRANS DATE	POSTING DATE	DESCRIPTION	AMOUNT (\$)
May 5	May 6	UBER *TRIP 8005928996 CA	75.98
May 5	May 6	UBER *TRIP HELP.UBER.C 8005928996 CA	37.98
May 5	May 6	UBER *TRIP 8005928996 CA	10.04
May 5	May 6	UBER *TRIP 8005928996 CA	11.39
May 5	May 6	UBER *TRIP 8005928996 CA	18.98
May 5	May 6	UBER *TRIP 8005928996 CA	22.98
May 5	May 6	UBER *TRIP 8005928996 CA	2.84
May 5	May 6	UBER *TRIP 8005928996 CA	19.97
May 5	May 6	UBER *TRIP 8005928996 CA	2.99
May 6	May 7	UBER *TRIP 8005928996 CA	30.00
May 6	May 7	UBER *TRIP 8005928996 CA	26.99
May 6	May 7	UBER *TRIP 8005928996 CA	22.97
May 6	May 7	UBER *TRIP 8005928996 CA	4.04
May 6	May 7	UBER *TRIP 8005928996 CA	3.44
May 6	May 7	UBER *TRIP 8005928996 CA	40.98
May 6	May 7	UBER *TRIP 8005928996 CA	6.14
May 6	May 7	UBER *TRIP 8005928996 CA	21.97
May 6	May 7	UBER *TRIP 8005928996 CA	3.29
May 7	May 8	UBER TRIP* TRIP SAN FRANCISCOCA	19.98
May 7	May 8	UBER *TRIP 8005928996 CA	17.98
May 7	May 8	UBER *TRIP 8005928996 CA	2.99
May 7	May 8	UBER *TRIP 8005928996 CA	29.97
May 7	May 8	UBER *TRIP 8005928996 CA	2.69
May 7	May 8	UBER *TRIP 8005928996 CA	4.49
May 11	May 12	UBER *TRIP 8005928996 CA	50.98
May 11	May 12	UBER *TRIP 8005928996 CA	44.97
May 11	May 12	UBER *TRIP 8005928996 CA	7.64
May 11	May 12	UBER *TRIP 8005928996 CA	6.74
May 12	May 13	UBER *TRIP 8005928996 CA	78.98
May 12	May 13	UBER *TRIP 8005928996 CA	32.98
May 12	May 13	UBER *TRIP 8005928996 CA	70.71
May 12	May 13	UBER *TRIP 8005928996 CA	10.49
May 12	May 13	UBER *TRIP 8005928996 CA	23.98
May 12	May 13	UBER *TRIP 8005928996 CA	23.97
May 12	May 13	UBER *TRIP 8005928996 CA	3.59
May 12	May 13	UBER *TRIP 8005928996 CA	29.98
May 12	May 13	UBER *TRIP 8005928996 CA	3.59
May 12	May 13	UBER *TRIP 8005928996 CA	4.49
May 13	May 14	UBER *TRIP 8005928996 CA	33.98
May 13	May 14	UBER *TRIP 8005928996 CA	28.98
May 13	May 14	UBER *TRIP 8005928996 CA	23.98
May 13	May 14	UBER *TRIP 8005928996 CA	5.09
May 13	May 14	UBER *TRIP 8005928996 CA	4.34
May 13	May 14	UBER *TRIP 8005928996 CA	3.59
May 14	May 15	UBER *TRIP 8005928996 CA	29.99
May 14	May 15	UBER *TRIP 8005928996 CA	27.98
May 14	May 15	UBER *TRIP 8005928996 CA	4.49
May 14	May 15	UBER *TRIP 8005928996 CA	37.97
May 14	May 15	UBER *TRIP 8005928996 CA	4.19
May 18	May 19	UBER *TRIP 8005928996 CA	51.98
May 18	May 19	UBER *TRIP 8005928996 CA	45.98
May 18	May 19	UBER *TRIP 8005928996 CA	7.79

Account Number XXXX XXXX XXXX 6852
Account Name ONE CARDS

Statement Date: Jun. 5, 2026

TRANS DATE	POSTING DATE	DESCRIPTION	AMOUNT (\$)
May 18	May 19	UBER *TRIP 8005928996 CA	6.89
May 19	May 20	UBER *TRIP 8005928996 CA	68.99
May 19	May 20	UBER *TRIP 8005928996 CA	79.99
May 19	May 20	UBER *TRIP 8005928996 CA	10.34
May 19	May 20	UBER *TRIP 8005928996 CA	11.99
May 19	May 20	UBER *TRIP 8005928996 CA	25.99
May 19	May 20	UBER *TRIP 8005928996 CA	3.89
May 19	May 20	UBER *TRIP 8005928996 CA	19.98
May 19	May 20	UBER *TRIP 8005928996 CA	21.98
May 19	May 20	UBER *TRIP 8005928996 CA	2.99
May 19	May 20	UBER *TRIP 8005928996 CA	32.97
May 19	May 20	UBER *TRIP 8005928996 CA	4.94
May 20	May 21	UBER *TRIP 8005928996 CA	32.98
May 20	May 21	UBER *TRIP 8005928996 CA	17.99
May 20	May 21	UBER *TRIP 8005928996 CA	25.98
May 20	May 21	UBER *TRIP 8005928996 CA	4.94
May 20	May 21	UBER *TRIP 8005928996 CA	2.69
May 20	May 21	UBER *TRIP 8005928996 CA	19.97
May 20	May 21	UBER *TRIP 8005928996 CA	3.89
May 20	May 21	UBER *TRIP 8005928996 CA	2.99
May 20	May 21	UBER *TRIP 8005928996 CA	33.97
May 20	May 21	UBER *TRIP 8005928996 CA	5.09
May 21	May 22	UBER *TRIP 8005928996 CA	28.98
May 21	May 22	UBER *TRIP 8005928996 CA	28.98
May 21	May 22	UBER *TRIP 8005928996 CA	35.98
May 21	May 22	UBER *TRIP 8005928996 CA	4.34
May 21	May 22	UBER *TRIP 8005928996 CA	4.34
May 26	May 27	UBER *TRIP 8005928996 CA	19.99
May 26	May 27	UBER *TRIP 8005928996 CA	28.99
May 26	May 27	UBER *TRIP 8005928996 CA	2.99
May 26	May 27	UBER *TRIP 8005928996 CA	4.34
May 26	May 27	UBER *TRIP 8005928996 CA	25.98
May 26	May 27	UBER *TRIP 8005928996 CA	23.98
May 26	May 27	UBER *TRIP 8005928996 CA	26.98
May 26	May 27	UBER *TRIP 8005928996 CA	3.89
May 26	May 27	UBER *TRIP 8005928996 CA	3.59
May 27	May 28	UBER *TRIP 8005928996 CA	32.97
May 27	May 28	UBER *TRIP 8005928996 CA	22.97
May 27	May 28	UBER *TRIP 8005928996 CA	4.94
May 27	May 28	UBER *TRIP 8005928996 CA	3.44
May 27	May 28	UBER *TRIP 8005928996 CA	36.19
May 27	May 28	UBER *TRIP 8005928996 CA	40.97
May 27	May 28	UBER *TRIP 8005928996 CA	5.39
May 27	May 28	UBER *TRIP 8005928996 CA	6.14

TOTAL CREDITS \$ 0.00
TOTAL DEBITS \$ 2,049.26
TOTAL ACTIVITY \$ 2,049.26

TAYLOR, MEHGAN

ACCOUNT NUMBER XXXX XXXX XXXX 5143

May 14	May 18	ILLINOIS PRINCIPALS AS SPRINGFIELD IL	375.00
May 20	May 21	EXCEPTIONALEducators AUSTIN TX	297.00

Account Number XXXX XXXX XXXX 6852
Account Name ONE CARDS

Statement Date: Jun. 5, 2026

TRANS DATE	POSTING DATE	DESCRIPTION	AMOUNT (\$)
May 20	May 21	PAYPAL *CCSLIINTERP 5053491894 CA	49.00
TOTAL CREDITS			\$ 0.00
TOTAL DEBITS			\$ 721.00
TOTAL ACTIVITY			\$ 721.00

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



FY26 Contract/Vendor Agreement Listing

June 2026

[illegible]



FY26 Contract/Vendor Agreement Listing

July 2026

[illegible]

Northwestern Illinois Association							
Treasurers Report							
Jun-26							
Cash							
	Local-10	Vision Donation - 13	Grants - 14	DHH-Donation 16	Medicaid MAC-17	Medicaid FFS-18	Totals
Beginning Cash Balance	\$ 5,458,794	\$ 436	\$ 0	\$ 17,990	\$ -	\$ 1,515,604	\$ 6,992,825
Deposits	\$ 3,370,744	\$ -	\$ -	\$ -	\$ -	\$ 6,457,501	\$ 9,828,245
Accounts Payable	\$ (1,861,870)	\$ -	\$ -	\$ -	\$ -	\$ (7,972,873)	\$ (9,834,743)
Payroll	\$ (1,097,468)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ (1,097,468)
Investments Purchased	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Investments Redeemed	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Adjustments & Voids	\$ (48,033)	\$ -	\$ -	\$ (530)	\$ -	\$ -	\$ (48,563)
Ending Cash Balance	\$ 5,822,168	\$ 436	\$ 0	\$ 17,459	\$ -	\$ 232	\$ 5,840,296
Investments							
	Local-10	Vision Donation - 13	Grants - 14	DHH-Donation 16	Medicaid MAC-17	Medicaid FFS-18	Totals
Beginning Investment Balance	\$ 1,518,981	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,518,981
Investments Purchased	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Investments Redeemed	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Investment Interest	\$ 901	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 901
Ending Investment Balance	\$ 1,519,881	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,519,881
Cash & Investment Balance	\$ 7,342,049	\$ 436	\$ 0	\$ 17,459	\$ -	\$ 232	\$ 7,360,177
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	\$ 33,098,939	\$ -	\$ -	\$ -	\$ 845,517	\$ 12,958,548	\$ 46,903,004
Accounts Receivable	\$ (485,364)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ (485,364)
Accrued Salaries	\$ 5,072,520	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5,072,520
Payables	\$ (4,657)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ (4,657)
Disbursements	\$ (35,196,887)	\$ (280)	\$ -	\$ (1,232)	\$ (845,517)	\$ (12,958,316)	\$ (49,002,232)
Fund Balance 6/30/26	\$ 7,342,049	\$ 436	\$ -	\$ 17,459	\$ -	\$ 232	\$ 7,360,177

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	June
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	\$ 701,684
Deposits	\$ 312,367	\$ 311,648	\$ 354,515	\$ 318,729	\$ 322,448	\$ 322,251	\$ 323,166	\$ 324,609	\$ 326,777	\$ 328,754	\$ 328,523	\$ 327,395
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)	\$ (324,740)
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	\$ 704,339

Investments

	July	August	September	October	November	December	January	February	March	April	May	June
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	\$ 553,803
Investments Purchased	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Investments Redeemed	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Investment Interest	\$ 319	\$ 319	\$ 305	\$ 309	\$ 291	\$ 289	\$ 279	\$ 252	\$ 277	\$ 270	\$ 279	\$ 272
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	\$ 554,075
Reimbursements	\$ 4,395	\$ -	\$ 2,991	\$ 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	\$ 1,261,405

Fund Balance

	July	August	September	October	November	December	January	February	March	April	May	June
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	\$ 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	\$ 3,938,952
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)	\$ (3,721,575)
Fund Balance	\$ 752,446	\$ 773,994	\$ 796,795	\$ 838,032	\$ 889,262	\$ 942,444	\$ 832,640	\$ 835,534	\$ 826,421	\$ 857,260	\$ 879,501	\$ 885,419



FY26 YEAR-END RESULTS

Strategic Plan Results Fiscal Year 2026

NIA set ten agency-level strategic goals for FY26, each measuring progress on a strategic objective within its Balanced Scorecard perspective. Goals are numbered in the order of the value creation story, starting with people and building to financial stability.

6

MET

2

NOT MET

1

PENDING FINAL AUDIT

1

ONGOING

GOAL	STATUS	RESULT
ORGANIZATIONAL CAPACITY		
1 NIA will provide training in Quality and Process Improvement for 50 teammates	Not Met	38 teammates trained in FY26. The goal continues in FY27 with a target of 30 additional teammates.
2 NIA will achieve a voluntary turnover (non-retirement) of 10% or less	Met	7.7% voluntary non-retirement turnover for FY26.
3 NIA will maintain internal satisfaction with Business Services Departments (BST) at 4.5 or higher	Met	4.82 mean on the FY26 BST satisfaction survey.
4 NIA will maintain Employee Engagement at 4.5 or higher	Met	4.63 mean on the FY26 employee engagement survey.
INTERNAL PROCESSES		
5 NIA will demonstrate PDCA and ADLI for 20 processes using Asana and the NIA Excellence Hub	Met	59 processes at Aligned maturity or higher at fiscal year-end, nearly three times the goal (61 as of August 2026).
CUSTOMER SATISFACTION		
6 NIA will maintain or increase its number of active customers from the previous fiscal year	Met	51 active purchasing customers at FY26 year-end, up from 49 in FY25.
7 NIA will maintain Customer Satisfaction of 4.5 or higher	Met	4.82 mean on the FY26 customer satisfaction survey.
FINANCIAL STABILITY		
8 NIA will finish FY25 with 1-3% budget surplus	Not Met	FY25 closed with a General Fund operating deficit. Causes were quantified and addressed through FY26 and FY27 rate and budget development.
9 NIA will finish FY26 with 1-3% budget surplus	Pending Final Audit	Preliminary General Fund net surplus of \$180,385 (0.5% of expenditures), below the 1-3% band. The audit completes in FY27, and the band phases in with the FY27 budget.
10 NIA will finish FY27 with 1-3% budget surplus	Ongoing	On track. The FY27 budget was adopted at a 1.4% surplus. Carries into the FY27 plan year.

Results are drawn from the NIA Excellence Hub (Playbook) scorecard, survey data, and year-end operational data. Source: NIA FY26 Strategic Plan v2.3, Year-End Edition, August 2026.

Document Status: Review and Monitoring

SECTION 2 - EXECUTIVE BOARD

2:30 Cooperative Elections

Cooperative elections are non-partisan, governed by the general election laws of the State, and include the election of Executive Board members, various public policy propositions, and advisory questions. Board members are elected at the consolidated election held on the first Tuesday in April in odd-numbered years. If, however, that date conflicts with the celebration of Passover, the consolidated election is postponed to the first Tuesday following the last day of Passover. The canvass of votes is conducted by the election authority within 21 days after the election.^{C1}

The Board, by proper resolution, may cause to be placed on the ballot: (a) public policy referendum according to [Article 28 of the Election Code](#), or (b) advisory questions of public policy according to [Section 9-1.5 of the School Code](#).

The Board Secretary serves as the local election official. He or she receives petitions for the submission of a public question to referenda and forwards them to the proper election officer and otherwise provides information to the community concerning Cooperative elections.

LEGAL REF.:

[10 ILCS 5/1-3](#), [5/2A](#), [5/9](#), [5/10-9](#), [5/22-17](#), [5/22-18](#), and [5/28](#).

[105 ILCS 5/9](#).

CROSS REF.: 2:40 (Board Member Qualifications), 2:50 (Board Member Term of Office)

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 122, June 2026

Document Status: Draft Update - Rewritten

Executive Board Meeting Procedure

2:220-E1 Exhibit - Board Treatment of Closed Meeting Verbatim Recordings and Minutes

The following procedures govern the verbatim audio recordings and minutes of School Board meetings that are closed to the public.^{C1}

Actor	Action
<i>Before any Board meeting:</i> Superintendent or designee	Arranges to have an audio recording device with adequate storage capacity and a back-up audio recording device in the Board meeting room during every Board meeting regardless of whether a closed meeting is scheduled. The Board may close a portion of a public meeting without prior notice; it cannot, however, have a closed meeting unless it can record the session.
<i>Before a closed meeting:</i> Board President or presiding officer (#3 and #4 may be delegated to the Board Secretary or Recording Secretary)	On the closed meeting date: (1) convenes an open meeting, (2) requests a motion to adjourn into closed meeting making sure the reason for the meeting is identified in the motion, (3) takes a roll call vote, (4) ensures that the minutes record the vote of each member present 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 (5 ILCS 120/2a), and (5) adjourns the open meeting.
<i>Before a closed meeting:</i>	Immediately before a closed meeting, tests and activates the audio recording device.

Superintendent or Board Secretary	
<i>During a closed meeting:</i> Board President or presiding officer	Convenes the closed meeting stating: Seeing a quorum of the School Board gathered today, [<i>state the date</i>], at [<i>state the time</i>], at ____ location, for the purpose of holding a closed meeting in order to confidentially discuss ____, I call the meeting to order. To record who is present, I request that each individual state his or her name and position with the District, and whether you are in person or participating remotely by audio or video conference. (Note: This script is an example.) Limits discussion to the topics that were included in the motion to go into a closed meeting. The failure to immediately call a person out-of-order who strays from the purposes included in the motion may result in an appearance of acquiescence. This responsibility to call a person out-of-order falls on each Board member in the event of the President's failure. Once the closed meeting is finished, announces a return to an open meeting or adjournment, and states the time.
<i>After a closed meeting:</i> Superintendent, Recording Secretary, or Board Secretary	For Verbatim Recordings: Takes possession of the recording of the closed meeting and labels it with identification information, specifically the date and items discussed. Adds the identification information contained on the recording's label to a cumulative list of closed meeting recordings. As soon as possible, puts the recording of the closed meeting in the previously identified secure location for storing recordings of closed meetings. Upon request of a Board member: 1. Provides access to the verbatim recording at a reasonable time

	and place without disrupting District operations; 2. Supervises the access to the verbatim recording or delegates it to one of the following individuals in the District: a. The Recording Secretary, b. The Superintendent or designated administrator, or c. Any elected Board member; and 3. Logs the access to the recordings in exhibit 2:220-E7, <i>Access to Closed Meeting Minutes and Verbatim Recordings</i>. For Closed Meeting Minutes: Prepares written closed meeting minutes that include: • The date, time, and place of the closed meeting • The Board members present and absent • A summary of discussion on all matters proposed or discussed • The time the closed meeting was adjourned Upon request of a Board member: 1. Provides access to the closed session minutes at a reasonable time and place without disrupting District operations; 2. Supervises the access to the closed session minutes or delegates it to one of the following individuals in the District: a. The Recording Secretary, b. The Superintendent or designated administrator, or c. Any elected Board member; and 3. Logs the access in exhibit 2:220-E7, <i>Access to Closed Meeting Minutes and Verbatim Recordings</i>.
<i>After a closed meeting:</i> School Board	Approves the previous closed meeting minutes at the next open meeting.
<i>In preparation for the semi-annual review:</i>	Every six months, prepares a recommendation concerning the continued need for confidential treatment of all of the Board's closed meeting minutes; includes this recommendation in the packet for the meeting in which the Board will conduct its semi-annual review.

Superintendent or designee	This step is in preparation for the Board's meeting to decide whether the need for confidential treatment of specific closed meeting minutes continues to exist. If the Board wants to discuss closed meeting minutes in closed session, places "review of unreleased closed meeting minutes" on a closed meeting agenda. Places "result of Board's review of unreleased closed meeting minutes" as an item on a subsequent open meeting agenda.
<i>In preparation for the semi-annual review:</i> Individual Board members	Before the meeting in which the Board will conduct its semi-annual review, examines the material supplied by the Superintendent. Individual Board members should consider: (1) the Superintendent's recommendation, (2) the recommendation of the Board Attorney, (3) other Board members' opinions, (4) the minutes themselves, and/or (5) whether the minutes would be exempted from public disclosure under the Illinois Freedom of Information Act.
<i>During the semi-annual review:</i> School Board	The Board decides in open session whether: (1) the need for confidentiality still exists as to all or part of closed meeting minutes, or (2) the minutes or portions thereof no longer require confidential treatment and are available for public inspection. The Board may have an earlier meeting in closed session to discuss the continued need for confidential treatment.
<i>After the semi-annual review:</i> Superintendent or designee	Relabels and refiles closed meeting minutes as appropriate.
<i>Monthly:</i> Board President	Adds "destruction of closed meeting verbatim recording" as an agenda item to an upcoming open meeting.
<i>Monthly:</i>	Approves the destruction of particular closed meeting recording(s) that

School Board	are at least 18 months old and for which approved minutes of the closed meeting already exist.
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LEGAL REF.:

5 ILCS 120/, Open Meetings Act.

Northwestern Illinois Association

PRESSPlus Comments

- C1. Rewritten for PRESS Plus. A redlined version showing the changes made in response to a five-year review is available at PRESS Online by logging in at www.iasb.com. **Issue 122, June 2026**

Document Status: Draft Update - Rewritten

Executive Board Meeting Procedure

2:220-E3 Exhibit - Closed Meeting Minutes

Closed Meeting Minutes^{C1}

Items in bold are required by 5 ILCS 120/2.06(a)(1)-(3). Non-bolded items align with best practices.

Date: _____ **Start Time:** _____

Location: _____

—

Name of person(s) taking and recording the minutes: _____

—

Name of person presiding: _____

—

Members in attendance (indicate whether in person or by video or audio conference): **Members absent:**

- | | |
|----|----|
| 1. | 1. |
| 2. | 2. |
| 3. | 3. |
| 4. | |
| 5. | |
| 6. | |

7.

This meeting was recorded verbatim in the form of ☐ audio or ☐ video recording

Summary of the discussion on all matters (as specified in the vote to close the meeting):

Basis for the finding that litigation is probable or imminent, if applicable (5 ILCS 120/2(c)(11)):

Time of adjournment or return to open meeting: _____

The School Board, during its semi-annual review of closed session minutes, has decided these minutes no longer need confidential treatment. Semi-annual means every six months, or as soon after as is practicable, taking into account the nature and meeting schedule of the board. 5 ILCS 120/2.06(d).

☐ **These minutes are available for public inspection as of:** _____

(Date)

Northwestern Illinois Association

PRESSPlus Comments

- C1. Rewritten for PRESS Plus. A redlined version showing the changes made in response to a five-year review is available at PRESS Online by logging in at www.iasb.com. **Issue 122, June 2026**

Document Status: Draft Update - Rewritten

Executive Board Meeting Procedure

2:220-E5 Exhibit - Semi-Annual Review of Closed Meeting Minutes

Logging and Review Process^{C1}

Step 1. The Board Secretary or Recording Secretary maintains a log of the closed meeting minutes that are unavailable for public inspection. The meeting minutes are logged according to the reason the Board held the closed meeting. See exhibit 2:220-E6, *Log of Closed Meeting Minutes*.

Step 2. The Board meets in closed session to review the log of unreleased closed meeting minutes. The Board or Recording Secretary brings a copy of all unreleased closed meeting minutes and, if requested, allows Board members to review the actual minutes. The Board identifies which closed meeting minutes or portions thereof no longer need confidential treatment. Use *Report Following the Board's Semi-Annual Review of Closed Meeting Minutes*, below.

Step 3. At least *semi-annually* (every six months, or as soon after as is practicable, taking into account the nature and meeting schedule of the Board), in an open meeting, the Board takes action to release for public inspection those minutes, or portions thereof, no longer needing confidential treatment. Use *Action to Accept*, below. Closed meeting minutes will not be released for public inspection if confidential treatment is needed to protect the public interest or the privacy of an individual, including: (1) student disciplinary cases or other matters relating to an individual student, and (2) personnel files and employees' and Board members' personal information. 5 ILCS 120/2.06(d).

Step 4. The Board Secretary or Recording Secretary: (1) updates the log of unreleased closed meeting minutes to remove any minutes that the Board made available for public inspection; (2) makes a notation on any applicable closed meeting minutes of the Board's action to release it or a portion of it for public inspection; (3) continues to log new closed meeting minutes that the Board has not released for public inspection (see exhibit 2:220-E6, *Log of Closed Meeting Minutes*); and (4) maintains logs for access to closed session minutes pursuant to 5 ILCS 120/2.06(e).

Report Following the Board's Semi-Annual Review of Closed Meeting Minutes

The School Board met on _____ in closed session to conduct its semi-annual review of closed meeting minutes that have not been released for public inspection.

The closed meeting minutes, or portions thereof, from the following dates no longer require confidential treatment: *(insert closed meeting dates)*

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The need for confidentiality still exists as to all remaining closed meeting minutes to protect an individual's privacy or the District's interests.

Action to Accept the Board's Semi-Annual Review of Closed Meeting Minutes

Open meeting date:
Motion to approve the Board's semi-annual review of unreleased closed meeting minutes and to release for public inspection those minutes, or portions thereof, that the Board identified as no longer needing confidential treatment made by: _____
Motion seconded by:
Action: ☐ Passed ☐ Failed

Northwestern Illinois Association

PRESSPlus Comments

- C1. Rewritten for PRESS Plus. A redlined version showing the changes made in response to a five-year review is available at PRESS Online by logging in at www.iasb.com. **Issue 122, June 2026**

Document Status: Draft Update - Rewritten

Executive Board Meeting Procedure

2:220-E8 Exhibit - School Board Records Maintenance Requirements and FAQs

Title has been updated. Original title: Executive Board Records Maintenance Requirements and FAQs

Open Meetings Act^{C1}

The Open Meetings Act (OMA) requires public bodies to “keep written minutes of all their meetings, whether open or closed, and a verbatim record of all their closed meetings in the form of an audio or video recording.” 5 ILCS 120/2.06(a). Minutes must include, but are not limited to: (1) the date, time, and place of the meeting; (2) the members of the public body recorded as either present or absent and whether the members were physically present or present by means of video or audio conference; and (3) a summary of discussion on all matters proposed, deliberated, or decided, and record of any votes taken. Id.

The remainder of 5 ILCS 120/2.06 addresses the approval of open meeting minutes, the treatment of verbatim recordings of closed meetings, the semi-annual review of closed meeting minutes, the confidential nature of closed meeting minutes, and the right of persons to address public officials under rules established and recorded by the public body. The requirements of 5 ILCS 120/2.06, as well as OMA requirements pertaining to Board agendas, are included in Board policy 2:220, *School Board Meeting Procedure*.

Exhibit 2:220-E3, *Closed Meeting Minutes*, provides a sample template for keeping closed meeting minutes that incorporates the requirements of 5 ILCS 120/2.06 of OMA. It also includes an area to designate if the Board has determined, pursuant to 5 ILCS 120/2.06(d), that the closed meeting minutes no longer need confidential treatment.

Exhibit 2:220-E4, *Open Meeting Minutes*, contains a protocol for open meeting minutes that incorporates the requirements of Section 2.06 of OMA. It also provides a sample template for keeping open meeting minutes.

Exhibit 2:220-E5, *Semi-Annual Review of Closed Meeting Minutes*, contains a process for implementing the semi-annual review of closed meeting minutes, and exhibit 2:220-E6, *Log of Closed Meeting Minutes*, is designed to facilitate this semi-annual review (every six months, or as soon after as is practicable, taking into account the nature and meeting schedule of the Board). 5 ILCS 120/2.06(d).

Exhibit 2:220-E9, *Requirements for No Physical Presence of Quorum and Participation by Audio or Video During Disaster Declaration*, contains a process for compliance with 105 ILCS 120/7(e) when a board is meeting without a physical quorum present at the meeting location during a disaster declaration related to public health concerns.

Local Records Act

The Local Records Act (LRA) provides that public records, including “any book, paper, map, photograph, digitized electronic material, or other official documentary material, regardless of physical form or characteristics, made, produced, executed or received by any agency or officer pursuant to law or in connections with the transaction of public business and preserved or appropriate for preservation by such agency or officer” must be preserved unless the State Local Records Commission has given permission to destroy those records. 50 ILCS 205/3 and 7. Board records, including agendas, meeting packets and meeting minutes, fall into this definition.

Public bodies located in Cook County must work with the Local Records Commission of Cook County to determine how long they must retain public records. Public bodies located outside of Cook County must work with the Downstate Local Records Commission to determine how long they must retain public records.

Board policy 2:250, *Access to District Public Records*, contains a subhead entitled **Preserving Public Records** which provides as follows:

Public records, including email messages, shall be preserved and cataloged if: (1) they are evidence of the District’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), District auditor, or other individual authorized by the School 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.

See the sample policy, 2:220, *School Board Meeting Procedure*, for all relevant footnotes. Also see administrative procedure 2:250-AP2, *Protocols for Record Preservation and Development of Retention Schedules*, for recommendations regarding school district records

retention protocols and links to web-based record management resources.

Open Meeting Minutes

Are we required to approve them?	Must they be semi-annually reviewed?	May we release them to the public?	May we destroy them?
Yes, within 30 days or at the next subsequent meeting, whichever is later. <i>A public body shall approve the minutes of its open meeting within 30 days after that meeting or at the public body's second subsequent regular meeting, whichever is later. 5 ILCS 120/2.06(b).</i>	No. Unlike the closed meeting requirement, OMA does not contain semi-annual review requirements for open meeting minutes.	Yes, must release within 10 days after minutes are approved. <i>The minutes of meetings open to the public shall be available for public inspection within 10 days after the approval of such minutes by the public body. [A] public body that has a website that the full-time staff of the public body maintains shall post the minutes of a regular meeting of its governing body open to the public on the public body's website within 10 days after the approval of the minutes by the public body. [A]ny minutes of meetings open to the public posted on the public body's website shall remain posted on the website for at least 60 days after their initial posting. 5 ILCS 120/2.06(b).</i>	No. There is no OMA provision permitting the destruction of open meeting minutes, and they must be preserved unless the State Local Records Commission has given permission to destroy them. If a public body would like to destroy open meeting minutes, then it must comply with the LRA and work with its Local Records Commission. It is highly unlikely, however, that the Local Records Commission would approve of their destruction.

Open Meeting Verbatim Recordings

Are we required to approve them?	Must they be semi-annually reviewed?	May we release them to the public?	May we destroy them?
No. OMA does not require public bodies to approve verbatim recordings of open meetings.	No. Unlike the closed meeting requirement, OMA does not require public bodies to keep verbatim recordings of open meetings, unless the public body is meeting without the physical presence of a quorum during a disaster declaration related to public health concerns. 5 ILCS 120/7(e). OMA does not contain semi-annual review requirements for open meeting verbatim recordings.	Yes. Unlike the closed meeting requirement, OMA does not require public bodies to keep verbatim recordings of open meetings, unless the public body is meeting without the physical presence of a quorum during a disaster declaration related to public health concerns. 5 ILCS 120/7(e). If a public body makes verbatim recordings of open meetings, then such recordings are subject to public disclosure pursuant to the Freedom of Information Act. 5 ILCS 140/.	Open meeting verbatim recordings made of meetings held without the physical presence of a quorum of a public body during a disaster declaration related to public health concerns may be destroyed after 18 months if the prerequisites are met. (See Closed Meeting Verbatim Recordings subhead, below). <i>[P]ublic bodies holding open meetings under this subsection (e) must also keep a verbatim record of all their meetings in the form of an audio or video recording. Verbatim records made under this paragraph (9) shall be made available to the public under, and are otherwise subject to, the provisions of</i>

			<i>Section 2.06. 5 ILCS 120/7(e)(9).</i> In all other cases, if a public body would like to destroy open meeting verbatim recordings, then it must comply with the LRA and work with its Local Records Commission.
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Closed Meeting Minutes

Are we required to approve them?	Must they be semi-annually reviewed?	May we release them to the public?	May we destroy them?
Yes. OMA does not directly state public bodies are required to approve closed meeting minutes, nor does it set a time frame for such approval. However, OMA Section 2.06(d) requires public bodies to meet at least semi-annually to “review minutes of all closed meetings.” 5 ILCS 120/2.06(d). Moreover, OMA Section 2.06(c) specifically allows the destruction of closed meeting verbatim recordings only if certain conditions	Yes. <i>Each public body shall periodically meet to review all existing minutes of all prior closed meetings (this includes records from all time that the board has been in existence). Meetings to review minutes shall occur every 6 months, or as soon thereafter as is practicable, taking into account the nature and meeting schedule of the public body. At such meetings a determination shall be made, and reported in an open session that (1) the need for confidentiality still exists as to all or part of those minutes or (2) that the minutes or portions thereof no longer require confidential treatment and are available for public inspection. 5 ILCS 120/2.06(d).</i>	Yes, if prerequisites are met. <i>Minutes of meetings closed to the public shall be available only after the public body determines that it is no longer necessary to protect the public interest or the privacy of an individual by keeping them</i>	No. There is no OMA provision permitting the destruction of closed meeting minutes, and they must be preserved unless the State Local Records Commission has given permission to destroy them. In addition:

are met, one of which is that “the public body approves minutes of the closed meeting that meet the written minutes requirements of subsection (a) of this Section.” 5 ILCS 120/2.06(c)(2). Both of these tasks would be difficult to achieve if closed meeting minutes were not first approved.

One practice is to approve closed meeting minutes within the same time frame that open meeting minutes are approved – within 30 days of the meeting or at the next subsequent meeting, whichever is later.

confidential.
5 ILCS 120/
2.06(f).

No minutes of meetings closed to the public shall be removed from the public body’s main office or official storage location, except by vote of the public body or by court order. 5 ILCS 120/2.06(f).

If a public body would like to destroy closed meeting minutes, then it must comply with the LRA and work with its Local Records Commission. It is highly unlikely, however, that the Local Records Commission would approve of their

			destruction.
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Closed Meeting Verbatim Recordings

Are we required to approve them?	Must they be semi-annually reviewed?	May we release them to the public?	May we destroy them?
No. OMA does not require approval of closed meeting verbatim recordings.	No. OMA does not require semi-annual review of closed meeting verbatim recordings.	Possibly but unlikely. <i>Unless the public body has made a determination that the verbatim recording no longer requires confidential treatment or otherwise consents to disclosure, the verbatim record of a meeting closed to the public shall not be open for public inspection or subject to discovery in any administrative or judicial proceeding other than one brought to enforce this Act. 5 ILCS 120/2.06(e).</i> But see <u>Kodish v. Oakbrook Terrace Fire Protection Dist.</u> (235 F.R.D. 447 (N.D.Ill. 2006), where a federal district court ordered that closed meeting verbatim recordings be disclosed to the Plaintiff in discovery because his primary claim was brought under federal law.	Yes, after 18 months if prerequisites are met. <i>The verbatim record may be destroyed without notification to or the approval of a records commission or the State Archivist under the Local Records Act or the State Records Act no less than 18 months after the completion of the meeting recorded but only after: 1.) the public body approves the destruction of a particular recording; and 2.) the public body approves minutes of the closed meeting that meet the written minutes requirements of subsection (a) of this Section. 5 ILCS 120/2.06(c).</i> In addition: <i>No verbatim recordings shall be recorded or removed from the public body's main office or official storage location, except by vote of the public body or by court order. 5 ILCS 120/2.06(e).</i>

Northwestern Illinois Association

PRESSPlus Comments

- C1. Rewritten for PRESS Plus. A redlined version showing the changes made in response to a five-year review is available at PRESS Online by logging in at www.iasb.com. **Issue 122, June 2026**

Document Status: Draft Update

SECTION 2 - EXECUTIVE BOARD

2:230 Public Participation at Executive Board Meetings and Petitions to the Board

During each regular and special open meeting of the Board or Board Committee, any person may comment to or ask questions of the Board (*public participation*), subject to the reasonable constraints established and recorded in this policy's guidelines below.^{C1} The Board listens to comments or questions during public participation; responses to comments to or questions of the Board are most often managed through policy 3:30, *Chain of Command*.

To preserve sufficient time for the Board to conduct its business, any person appearing before the Board is expected to follow these guidelines:

1. Address the Board only at the appropriate time as indicated on the agenda and when recognized by the Board Chairman. This includes following the directives of the Board Chairman to maintain order and decorum for all.
2. Use a sign-in sheet, if requested.
3. Identify oneself and be brief. Ordinarily, the time for any one person to address the Board during public participation shall be limited to three^{C2}five minutes. In unusual extenuating circumstances, e.g., to accommodate a person's disability or language interpreter, and when an individual has made a request to speak for a longer period of time, the Board Chairman may allow a person to speak for more than three^{C2}five minutes. If multiple individuals wish to address the Board on the same subject, the group is encouraged to appoint a spokesperson.
4. Observe, when necessary and appropriate, the Board Chairman's authority to:
 - a. Shorten the time for each person to address the Board during public participation to conserve time and give the maximum number of people an opportunity to speak; and/or
 - b. Determine procedural matters regarding public participation not otherwise covered in Board policy.

5. Conduct oneself with respect and civility toward others and otherwise abide by Board policy 8:30, *Visitors to and Conduct on School Property*.

Petitions or written correspondence to the Board shall be presented to the Board in the next regular Board packet.

LEGAL REF.:

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

5 ILCS 120/2.06, Open Meetings Act.

I.A. Rana Enterprises, Inc. v. City of Aurora, 630 F.Supp.2d 912 (N.D.Ill. 2009).

CROSS REF.: 2:220 (Executive Board Meeting Procedure), 8:10 (Connection with the Community), 8:30 (Visitors to and Conduct on School Property)

ADOPTED: June 21, 2023

Northwestern Illinois Association

PRESSPlus Comments

C1. Updated in response to a five-year review. **Issue 122, June 2026**

- C2. A three-minute time limit is suggested, based on the practice of many boards. Time limits for any one person to address the Board during public participation may be adjusted up, but consult the board attorney before setting time limits below three minutes. Based upon I.A. Rana Enterprises, Inc. v. City of Aurora, 630 F.Supp.2d 912 (N.D.Ill. 2009), many attorneys agree that speaker time limits should be a minimum of three minutes per person, but some public bodies have successfully implemented two minutes per person. **Issue 122, June 2026**

Document Status: Review and Monitoring

SECTION 3 - GENERAL SCHOOL ADMINISTRATION

3:40 Director

Duties and Authority^{C1}

The Director is the Cooperative's executive officer and is responsible for the administration and management of the Cooperative schools in accordance with Executive Board policies and directives, and State and federal law. Cooperative management duties include, without limitation, preparing, submitting, publishing, and posting reports and notifications as required by State and federal law, including the special reporting responsibilities in policy 5:90, *Abused and Neglected Child Reporting*. The Director is authorized to develop administrative procedures and take other action as needed to implement Board policy and otherwise fulfill his or her responsibilities. The Director may delegate to other Cooperative staff members the exercise of any powers and the discharge of any duties imposed upon the Director by Board policies or by Board vote. The delegation of power or duty, however, shall not relieve the Director of responsibility for the action that was delegated.

Qualifications

The Director must be of good character and of unquestionable morals and integrity. The Director shall have the experience and the skills necessary to work effectively with the Board, Cooperative employees, students, and the community. The Director must have and maintain a Professional Educator License with a Director of Special Education endorsement issued by the Illinois State Educator Preparation and Licensure Board.

Evaluation

The Board will evaluate, at least annually, the Director's performance and effectiveness, using standards and objectives developed by the Director and Board that are consistent with State law, the Board's policies, and the Director's contract. A specific time should be designated for a formal evaluation session with all Board members present. The evaluation should include a discussion of professional strengths as well as performance areas needing improvement.

Compensation and Benefits

The Board and the Director shall enter into an employment agreement that conforms to Board policy and State law. This contract shall govern the employment relationship between the Board and the Director. The terms of the Director's employment agreement, when in conflict with this policy, will control.

LEGAL REF.:

[105 ILCS 5/10-16.7](#), [5/10-20.47](#), [5/10-21.4](#), [5/10-21.9](#), [5/10-23.8](#), [5/21B-20](#), [5/21B-25](#), [5/24-11](#), and [5/24A-3](#).

[5 ILCS 120/7.3](#), Open Meetings Act.

[23 Ill.Admin.Code §§1.310](#), [1.705](#), and [25.355](#).

CROSS REF: 2:20 (Powers and Duties of the Executive Board; Indemnification), 2:130 (Board-Director Relationship), 2:240 (Board Policy Development), 3:10 (Goals and Objectives), 4:165 (Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors), 4:175 (Convicted Child Sex Offender; Screening; Notifications), 5:30 (Hiring Process and Criteria), 5:90 (Abused and Neglected Child Reporting), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 5:150 (Personnel Records), 5:210 (Resignations), 5:290 (Employment Termination and Suspensions)

ADOPTED: 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
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Issue 122, June 2026

Document Status: Review and Monitoring

SECTION 3 - GENERAL SCHOOL ADMINISTRATION

3:50 Administrative Personnel Other Than the Director

Duties and Authority^{C1}

The Executive Board establishes Cooperative administrative and supervisory positions in accordance with the Cooperative's needs and State law. This policy applies to all administrators other than the Director, including without limitation, Building Principals. The general duties and authority of each administrative or supervisory position are approved by the Board, upon the Director's recommendation, and contained in the respective position's job description. In the event of a conflict, State law and/or the administrator's employment agreement shall control.

Qualifications

All administrative personnel shall be appropriately licensed and shall meet all applicable requirements contained in State law and Illinois State Board of Education rules.

Evaluation

The Director or designee shall evaluate all administrative personnel and make employment and salary recommendations to the Board.

Administrators shall annually present evidence to the Director of professional growth through attendance at educational conferences, additional schooling, in-service training, and Illinois Administrators' Academy courses, or through other means as approved by the Director.

Administrative Work Year

The work year for administrators shall be the same as the Cooperative's fiscal year, July 1 through June 30, unless otherwise stated in the employment agreement. In addition to legal holidays, administrators shall have vacation periods as approved by the Director. All administrators shall be available for work when their services are necessary.

Compensation and Benefits

The Board and each administrator shall enter into an employment agreement that complies with Board policy and State law. The terms of an individual employment contract, when in conflict with this policy, will control.

The Board will consider the Director's recommendations when setting compensation for individual administrators. These recommendations should be presented to the Board no later than the March Board meeting or at such earlier time that will allow the Board to consider contract renewal and nonrenewal issues.

Unless stated otherwise in individual employment contracts, all benefits and leaves of absence available to teaching personnel are available to administrative personnel.

LEGAL REF:

[105 ILCS 5/10-21.4a](#), [5/10-23.8a](#), [5/10-23.8b](#), [5/21B](#), and [5/24A](#).

[23 Ill.Admin.Code §§1.310](#), [1.705](#), and [50.300](#); and [Parts 25](#) and [29](#).

CROSS REF: 3:60 (Administrative Responsibility of the Building Principal), 4:165 (Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors), 4:175 (Convicted Child Sex Offender; Screening; Notifications), 5:30 (Hiring Process and Criteria), 5:90 (Abused and Neglected Child Reporting), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 5:150 (Personnel Records), 5:210 (Resignations), 5:250 (Leaves of Absence), 5:290 (Employment Termination and Suspensions)

ADOPTED: 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:
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Issue 122, June 2026

Document Status: Review and Monitoring

SECTION 3 - GENERAL SCHOOL ADMINISTRATION

3:60 Administrative Responsibility of the Building Principal or Program Supervisor

Duties and Authority^{C1}

The Executive Board, upon the recommendation of the Director, employs Building Principals or Program Supervisors as the chief administrators and instructional leaders of their assigned schools. The primary responsibility of a Building Principal or Program Supervisor is the improvement of instruction. Each Building Principal or Program Supervisor shall perform all duties as described in State law as well as such other duties as specified in his or her employment agreement or as the Director may assign, that are consistent with the Building Principal's or Program Supervisor's education and training. Each Building Principal or Program Supervisor shall complete State law requirements to be a prequalified evaluator before conducting an evaluation of a teacher.

Evaluation Plan

The Director or designee shall implement an evaluation plan for Principals or Program Supervisors that complies with [Section 24A-15](#) of the School Code and relevant Illinois State Board of Education rules. Using that plan, the Director or designee shall evaluate each Building Principal or Program Supervisor. The Director or designee may conduct additional evaluations.

Qualifications and Other Terms and Conditions of Employment

Qualifications and other terms and conditions of employment are found in Board policy 3:50, *Administrative Personnel Other Than the Director*.

LEGAL REF.:

[105 ILCS 5/2-3.53a](#), [5/10-20.14](#), [5/10-21.4a](#), [5/10-23.8a](#), [5/10-23.8b](#), and [5/24A-15](#).

[10 ILCS 5/4-6.2](#), Election Code.

105 ILCS 127/, School Reporting of Drug Violations Act.

23 III.Admin.Code Parts 35 and 50, Subpart D.

CROSS REF.: 3:50 (Administrative Personnel Other Than the Director), 4:165 (Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors), 4:175 (Convicted Child Sex Offender; Screening; Notifications), 5:90 (Abused and Neglected Child Reporting), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 5:150 (Personnel Records), 5:210 (Resignations), 5:250 (Leaves of Absence), 5:290 (Employment Termination and Suspensions)

ADOPTED: June 21, 2023

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Issue 122, June 2026

Document Status: Review and Monitoring

SECTION 3 - GENERAL SCHOOL ADMINISTRATION

3:70 Succession of Authority

If the Director, Building Principal, or other administrator is temporarily unavailable, the succession of authority and responsibility of the respective office shall follow a succession plan, developed by the Director and submitted to the Executive Board.^{C1}

CROSS REF.: 1:20 (Cooperative Organization, Operations, and Cooperative Agreements), 3:30 (Chain of Command)

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:

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Issue 122, June 2026

Document Status: Review and Monitoring

SECTION 4 - OPERATIONAL SERVICES

4:175 Convicted Child Sex Offender; Screening; Notifications

Persons Prohibited on School Property without Prior Permission^{C1}

State law prohibits a child sex offender from being present on school property or loitering within 500 feet of school property when persons under the age of 18 are present, unless the offender meets either of the following two exceptions:

1. The offender is a parent/guardian of a student attending the school and has notified the Building Principal of his or her presence at the school for the purpose of: (i) attending a conference with school personnel to discuss the progress of his or her child academically or socially, (ii) participating in child review conferences in which evaluation and placement decisions may be made with respect to his or her child regarding special education services, or (iii) attending conferences to discuss other student issues concerning his or her child such as retention and promotion; or
2. The offender received permission to be present from the Executive Board, Director, or Director's designee. If permission is granted, the Director or Board Chairman shall provide the details of the offender's upcoming visit to the Building Principal.

In all cases, the Director or designee shall supervise a child sex offender whenever the offender is in a child's vicinity. If a student is a sex offender, the Director or designee shall develop guidelines for managing his or her presence in school.

Screening

The Director or designee shall perform fingerprint-based criminal history records information checks and/or screenings required by State law or Board policy for employees; student teachers; students doing field or clinical experience other than student teaching; contractors' employees who have direct, daily contact with one or more children; and resource persons and volunteers. The Board Chairman shall ensure that these checks are completed for the Director. He or she shall take appropriate action based on the result of any criminal background check and/or screen.

Notification to Parents/Guardians

The Director shall develop procedures for the distribution and use of information from law enforcement officials under the Sex Offender Community Notification Law and the Murderer and Violent Offender Against Youth Community Notification Law. The Director or designee shall serve as the Cooperative contact person for purposes of these laws. The Director and Building Principal shall manage a process for schools to notify the parents/guardians during school registration that information about sex offenders is available to the public as provided in the Sex Offender Community Notification Law. This notification must occur during school registration and at other times as the Director or Building Principal determines advisable.

LEGAL REF.:

[20 U.S.C. §7926](#), Elementary and Secondary Education Act.

[20 ILCS 2635/](#), Uniform Conviction Information Act.

[720 ILCS 5/11-9.3](#), Criminal Code of 2012.

[730 ILCS 152/](#), Sex Offender Community Notification Law.

[730 ILCS 154/75-105](#), Murderer and Violent Offender Against Youth Community Notification Law.

CROSS REF.: 2:110 (Qualifications, Term, and Duties of Board Officers), 3:40 (Director), 3:50 (Administrative Personnel Other Than the Director), 3:60 (Administrative Responsibility of the Building Principal), 4:165 (Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors), 5:30 (Hiring Process and Criteria), 5:260 (Student Teachers), 6:250 (Community Resource Persons and Volunteers), 8:30 (Visitors to and Conduct on School Property), 8:100 (Relations with Other Organizations and Agencies)

ADOPTED: 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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Issue 122, June 2026

Document Status: Review and Monitoring

General Personnel

5:40 Communicable and Chronic Infectious Disease

The Director or designee shall develop and implement procedures for managing known or suspected cases of a communicable and chronic infectious disease involving Cooperative employees that are consistent with State and federal law, Illinois Department of Public Health rules, and Executive Board policies.^{C1}

An employee with a communicable or chronic infectious disease will be permitted to retain his or her position whenever, after reasonable accommodations and without undue hardship, there is no substantial risk of transmission of the disease to others, provided an employee is able to continue to perform the position's essential functions. An employee with a communicable and chronic infectious disease remains subject to the Board's employment policies including sick and/or other leave, physical examinations, temporary and permanent disability, and termination.

LEGAL REF.:

[42 U.S.C. §12101 et seq.](#), Americans With Disabilities Act, amended by the Americans with Disabilities Act Amendments Act (ADAAA), [Pub. L. 110-325](#); [29 C.F.R. §1630.1 et seq.](#)

[29 U.S.C. §791](#), Rehabilitation Act of 1973; [34 C.F.R. §104.1 et seq.](#)

[105 ILCS 5/24-5](#).

[20 ILCS 2305/6](#), Department of Public Health Act.

[820 ILCS 40/](#), Personnel Record Review Act.

[77 Ill.Admin.Code Part 690](#), Control of Communicable Diseases.

CROSS REF.: 2:150 (Committees), 4:180 (Pandemic Preparedness; Management; and Recovery), 5:30 (Hiring Process and Criteria), 5:180 (Temporary Illness or Temporary Incapacity)

ADOPTED: May 15, 2024

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:
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Issue 122, June 2026

Document Status: Draft Update

General Personnel

5:70 Religious Holidays

The Director shall grant an employee's request for time off to observe a religious holiday if the employee gives at least five days' prior notice and the absence does not cause an undue hardship.

Employees may use earned vacation time or personal leave to make up the absence, or exchange the religious holiday with a paid holiday that is on the employee's annual calendar, provided such time is consistent with the Cooperative's operational needs.

LEGAL REF.:

775 ILCS 5/2-101 and 5/2-102, Ill. Human Rights Act.

775 ILCS 35/155,^{C1} Religious Freedom Restoration Act.

ADOPTED: June 21, 2023

Northwestern Illinois Association

PRESSPlus Comments

- C1. Updated in response to a five-year review. School employers may require employees to provide notice of their intention to be absent, but may not require more than five days' notice before being absent for a religious holiday. 775 ILCS 5/2-102(E). A board that wishes to require fewer days' notice may modify the number of days.
Issue 122, June 2026

Document Status: Review and Monitoring

General Personnel

5:110 Recognition for Service

The Executive Board will periodically recognize those Cooperative employees who contribute significantly to the educational programs and welfare of the students.^{C1}

ADOPTED: June 21, 2023

Northwestern Illinois Association

PRESSPlus Comments

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Issue 122, June 2026

Document Status: Review and Monitoring

General Personnel

5:185 Family and Medical Leave

Leave Description^{C1}

An eligible employee may use unpaid family and medical leave (FMLA leave), guaranteed by the federal Family and Medical Leave Act. The U.S. Department of Labor's rules (federal rules) implementing FMLA, as they may be amended from time to time, control FMLA leave.

An eligible employee may take FMLA leave for up to a combined total of 12 weeks each year, on a rolling 12-month period measured backward from the date the employee uses any FMLA leave so that the remaining leave entitlement is the balance of the 12 weeks that has not been used during the immediately preceding 12 months.

During a single 12-month period, an eligible employee's FMLA leave entitlement may be extended to a total of 26 weeks of unpaid leave to care for a covered servicemember (defined in the federal rules) with a serious injury or illness. The "single 12-month period" is measured forward from the date the employee's first FMLA leave to care for the covered servicemember begins.

While FMLA leave is normally unpaid, the Cooperative will substitute an employee's accrued compensatory time-off and/or paid leave for unpaid FMLA leave, provided such leave is available for use in accordance with Board policies and rules. In addition, all policies and rules regarding the use of paid leave apply when paid leave is substituted for unpaid FMLA leave. Any substitution of paid leave for unpaid FMLA leave will count against the employee's FMLA leave entitlement. Use of FMLA leave shall not preclude the use of other applicable unpaid leave that will extend the employee's leave beyond 12 weeks, provided that the use of FMLA leave shall not serve to extend such other unpaid leave. Any full workweek period during which the employee would not have been required to work, including summer break, winter break and spring break, is not counted against the employee's FMLA leave entitlement.

FMLA leave is available in one or more of the following instances:

1. The birth and first-year care of a son or daughter.

2. The adoption or foster placement of a son or daughter, including absences from work that are necessary for the adoption or foster care to proceed and expiring at the end of the 12-month period beginning on the placement date.
3. The serious health condition of an employee's spouse, child, or parent.
4. The employee's own serious health condition that makes the employee unable to perform the functions of his or her job.
5. The existence of a qualifying exigency arising out of the fact that the employee's spouse, child, or parent is a military member on covered active duty or has been notified of an impending call or order to active duty, as provided by federal rules.
6. To care for the employee's spouse, child, parent, or next of kin who is a covered servicemember with a serious injury or illness, as provided by federal rules.

If spouses are employed by the Cooperative, they may together take only 12-weeks for FMLA leaves when the reason for the leave is 1 or 2, above, or to care for a parent with a serious health condition, or a combined total of 26 weeks for item 6 above.

An employee may be permitted to work on an intermittent or reduced-leave schedule in accordance with federal rules.

Eligibility

To be eligible for FMLA leave, both of the following provisions must describe the employee:

1. The employee is employed at a worksite where at least 50 employees are employed within 75 miles; and
2. The employee has been employed by the District for at least 12 months and has been employed for at least 1,000 hours of service during the 12-month period immediately before the beginning of the leave. The 12 months an employee must have been employed by the District need not be consecutive. However, the District will not consider any period of previous employment that occurred more than 7 years before the date of the most recent hiring, except when the service break is due to fulfillment of a covered service obligation under the employee's Uniformed Services Employment and Reemployment Rights Act (USERRA). [38 U.S.C. 4301](#), *et seq.*, or when a written agreement exists concerning the District's intention to rehire the employee.

Requesting Leave

If the need for the FMLA leave is foreseeable, an employee must provide the Director or designee with at least 30 days' advance notice before the leave is to begin. If 30 days' advance notice is not practicable, the notice must be given as soon as practicable. The

employee shall make a reasonable effort to schedule a planned medical treatment so as not to disrupt the Cooperative's operations, subject to the approval of the health care provider administering the treatment. The employee shall provide at least verbal notice sufficient to make the Director or designee aware that he or she needs FMLA leave, and the anticipated timing and duration of the leave. Failure to give the required notice for a foreseeable leave may result in a delay in granting the requested leave until at least 30 days after the date the employee provides notice.

Certification

Within 15 calendar days after the Director or designee makes a request for certification for a FMLA leave, an employee must provide one of the following:

1. When the leave is to care for the employee's covered family member with a serious health condition, the employee must provide a complete and sufficient certificate signed by the family member's health care provider.
2. When the leave is due to the employee's own serious health condition, the employee must provide a complete and sufficient certificate signed by the employee's health care provider.
3. When the leave is to care for a covered servicemember with a serious illness or injury, the employee must provide a complete and sufficient certificate signed by an authorized health care provider for the covered servicemember.
4. When the leave is because of a qualified exigency, the employee must provide: (a) a copy of the covered military member's active duty orders or other documentation issued by the military indicating that the military member is on active duty or call to active duty status, and the dates of the covered military member's active duty service, and (b) a statement or description, signed by the employee, of appropriate facts regarding the qualifying exigency for which FMLA leave is requested.

The Cooperative may require an employee to obtain a second and third opinion at its expense when it has reason to doubt the validity of a medical certification.

The Cooperative may require recertification at reasonable intervals, but not more often than once every 30 days. Regardless of the length of time since the last request, the Cooperative may request recertification when the, (1) employee requests a leave extension, (2) circumstances described by the original certification change significantly, or (3) Cooperative receives information that casts doubt upon the continuing validity of the original certification. Recertification is at the employee's expense and must be provided to the Cooperative within 15 calendar days after the request. The Cooperative may request recertification every six months in connection with any absence by an employee needing an intermittent or reduced schedule leave for conditions with a duration in excess of six months.

Failure to furnish a complete and sufficient certification on forms provided by the Cooperative may result in a denial of the leave request.

Continuation of Health Benefits

During FMLA leave, employees are entitled to continuation of health benefits that would have been provided if they were working. Any share of health plan premiums being paid by the employee before taking the leave, must continue to be paid by the employee during the FMLA leave. A Cooperative's obligation to maintain health insurance coverage ceases if an employee's premium payment is more than 30 days late and the Cooperative notifies the employee at least 15 days before coverage will cease.

Changed Circumstances and Intent to Return

An employee must provide the Director or designee reasonable notice of changed circumstances (i.e., within two business days if the changed circumstances are foreseeable) that will alter the duration of the FMLA leave. The Director or designee, taking into consideration all of the relevant facts and circumstances related to an individual's leave situation, may ask an employee who has been on FMLA leave for eight consecutive weeks whether he or she intends to return to work.

Return to Work

If returning from FMLA leave occasioned by the employee's own serious health condition, the employee is required to obtain and present certification from the employee's health care provider that he or she is able to resume work.

An employee returning from FMLA leave will be given an equivalent position to his or her position before the leave, subject to: (1) permissible limitations the Cooperative may impose as provided in the FMLA or implementing regulations, and (2) the Cooperative's reassignment policies and practices.

Employees may be required to wait to return to work until the next semester in certain situations as provided by the FMLA regulations.

Implementation

The Director or designee shall ensure that: (1) all required notices and responses to leave requests are provided to employees in accordance with the FMLA; and (2) this policy is implemented in accordance with the FMLA. In the event of a conflict between the policy and the FMLA or its regulations, the latter shall control. The terms used in this policy shall be defined as in the FMLA regulations.

LEGAL REF.:

[29 U.S.C. §2601](#) *et seq.*, Family and Medical Leave Act; [29 C.F.R. Part 825](#).

[105 ILCS 5/24-6.4](#).

CROSS REF.: 5:180 (Temporary Illness or Temporary Incapacity), 5:250 (Leaves of Absence), 5:310 (Compensatory Time-Off), 5:330 (Sick Days, Vacation, Holidays, and Leaves)

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:

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Issue 122, June 2026

Document Status: Draft Update

Professional Personnel

5:240 Suspension

Suspension Without Pay

The Executive Board may suspend a professional employee^{C1} without pay: (1) a professional employee pending a dismissal hearing, or (2) a teacher as a disciplinary measure for up to 30 employment days for misconduct that is detrimental to the Cooperative. A professional employee means a non-administrator employee who holds a professional educator license. Administrative staff members may not be suspended without pay as a disciplinary measure.

Misconduct that is detrimental to the Cooperative includes:

- Insubordination, including any failure to follow an oral or written directive from a supervisor;
- Violation of Board policy or Administrative Procedure;
- Conduct that disrupts or may disrupt the educational program or process;
- Conduct that violates any State or federal law that relates to the employee's duties; and
- Other sufficient causes.

The Director or designee is authorized to issue a pre-suspension notification to a professional employee. This notification shall include the length and reason for the suspension as well as the deadline for the employee to exercise his or her right to appeal the suspension to the Board or Board-appointed hearing examiner before it is imposed. At the request of the professional employee made within five calendar days of receipt of a pre-suspension notification, the Board or Board-appointed hearing examiner will conduct a pre-suspension hearing. The Board or its designee shall notify the professional employee of the date and time of the hearing. At the pre-suspension hearing, the professional employee or his/her representative may present evidence. If the employee does not appeal the pre-suspension notification, the Director or designee shall report the action to the Board at its next regularly scheduled meeting.

Suspension With Pay

The Board or Director or designee may suspend a professional employee with pay: (1) during an investigation into allegations of disobedience or misconduct whenever the employee's continued presence in his or her position would not be in the Cooperative's best interests, (2) as a disciplinary measure for misconduct that is detrimental to the Cooperative as defined above, or (3) pending a Board hearing to suspend a professional employee~~teacher~~ without pay.

The Director shall meet with the employee to present the allegations and give the employee an opportunity to refute the charges. The employee will be told the dates and times the suspension will begin and end.

Employees Under Investigation by Illinois Dept. of Children and Family Services (DCFS)

Upon receipt of a DCFS recommendation that the Cooperative remove an employee from his or her position when he or she is the subject of a pending DCFS investigation ~~that relates to his or her employment with the Cooperative,~~^{C2} the Board or Director or designee, in consultation with the Board Attorney, will determine whether to:

1. Let the employee remain in his or her position pending the outcome of the investigation; or
2. Remove the employee as recommended by DCFS, proceeding with:
 - a. A suspension with pay; or
 - b. A suspension without pay.

Repayment of Compensation and Benefits

If a professional employee is suspended with pay, either voluntarily or involuntarily, pending the outcome of a criminal investigation or prosecution, and the employee is later dismissed as a result of his or her criminal conviction, ~~then~~ the employee must repay to the Cooperative all compensation and the value of all benefits received by him or her during the suspension. The Director will notify the employee of this requirement when the employee is suspended.

LEGAL REF.:

105 ILCS 5/24-12.

5 ILCS 430/5-60(b), State Officials and Employee Ethics Act.

325 ILCS 5/7.4(c-10), Abused and Neglected Child Reporting Act.

Cleveland Bd. of Educ. v. Loudermill, 470 U.S. 532 (1985).

Barszcz v. Cmty College Dist. No. 504, 400 F.Supp. 675 (N.D. Ill. 1975).

Massie v. East St. Louis Sch. Dist. No.189, 203 Ill.App.3d 965 (5th Dist. 1990).

CROSS REF.: 5:290 (Employment Termination and Suspensions)

ADOPTED: June 21, 2023

Northwestern Illinois Association

PRESSPlus Comments

C1. Updated in response to a five-year review. **Issue 122, June 2026**

C2. Updated in response to a five-year review. **Issue 122, June 2026**

Document Status: Draft Update

SECTION 6 - INSTRUCTION

6:70 Teaching About Religions

The Cooperative's curriculum may include the study of religions as they relate to geography, history, culture, and the development of various ethnic groups. The study of religions shall give neither preferential nor derogatory treatment to any single religion, religious belief, or to religion in general. The study of religions shall be treated as an academic subject with no emphasis on the advancement or practice of religion.

LEGAL REF.:

Mahmoud v. Taylor, 606 U.S. 522 (2025).^{C1}

Allegheny County v. ACLU Pittsburgh Chapter, 492 U.S. 573 (1989).

School Dist. of Abington Twp v. Schempp, 374 U.S. 203 (1963).

Allegheny County v. ACLU Pittsburgh Chapter, 492 U.S. 573 (1989).

CROSS REF.: 6:20 (School Year Calendar and Day), 6:40 (Curriculum Development), 6:60 (Curriculum Content), 6:255 (Assemblies and Ceremonies)

ADOPTED: June 21, 2023

Northwestern Illinois Association

PRESSPlus Comments

- C1. In Mahmoud v. Taylor, 606 U.S. 522 (2025), the U.S. Supreme Court held that a public school “burdens the religious exercise of parents when it requires them to submit their children to instruction that poses ‘a very real threat of undermining’ the religious beliefs and practices that the parents wish to instill.” Consult the board attorney on questions related to religious opt-outs from curriculum, and see policy 6:260, *Complaints About Curriculum, Instructional Materials, and Programs*. **Issue 122, June 2026**

Document Status: Draft Update

SECTION 6 - INSTRUCTION

6:80 Teaching About Controversial Issues

The Director shall ensure that all school-sponsored presentations and discussions of controversial or sensitive topics in the instructional program, including those made by guest speakers, are:

- Age-appropriate. Proper decorum, considering the students' ages, should be followed.
- Consistent with the curriculum and serve an educational purpose.
- Informative and present a balanced view.
- Respectful of the rights and opinions of everyone. Emotional criticisms and hurtful sarcasm should be avoided.
- Not tolerant of profanity or slander.

The Cooperative specifically reserves its right to stop any school-sponsored activity that it determines violates this policy, is harmful to the Cooperative or the students, or violates State or federal law.

LEGAL REF.:

Mahmoud v. Taylor, 606 U.S. 522 (2025).^{C1}

Garcetti v. Ceballos, 547 U.S. 410 (2006).

Mayer v. Monroe Cnty. Cmty. Sch. Corp., 474 F.3d477 (7th Cir. 2007).

CROSS REF.: 6:40 (Curriculum Development), 6:255 (Assemblies and Ceremonies), 6:260 (Complaints About Curriculum, Instructional Materials, and Programs)

ADOPTED: June 21, 2023

PRESSPlus Comments

- C1. In Mahmoud v. Taylor, 606 U.S. 522 (2025), the U.S. Supreme Court ruled that a district likely violated parents' free exercise rights when it refused to give notice and allow them to opt their elementary-age children out of literacy instruction that involved the use of LGBTQ+-inclusive storybooks. See sample policy 6:260, *Complaints About Curriculum, Instructional Materials, and Programs* at footnote 3, available at PRESS Online by logging in at www.iasb.com. Consult the board attorney regarding curriculum objections. **Issue 122, June 2026**

Document Status: Draft Update

SECTION 6 - INSTRUCTION

6:190 Extracurricular and Co-Curricular Activities

Extracurricular or co-curricular activities are school-sponsored programs for which some or all of the activities are outside the instructional day. They do not include field trips, homework, or occasional work required outside the school day for a scheduled class. *Co-curricular activity* refers to an activity associated with the curriculum in a regular classroom and is generally required for class credit. *Extracurricular activity* refers to an activity that is not part of the curriculum, is not graded, does not offer credit, and does not take place during classroom time; it includes competitive interscholastic activities and clubs.

The Director must approve an activity in order for it to be considered a Cooperative-sponsored extracurricular or co-curricular activity, using the following criteria:

1. The activity will contribute to the leadership abilities, social well-being, self-realization, good citizenship, or general growth of student-participants.
2. Fees assessed for ^{C1} students are reasonable and do not exceed the actual cost of operation.
3. The Cooperative has sufficient financial resources for the activity.
4. Requests from students.
5. The activity will be supervised by a school-approved sponsor.

Academic Criteria for Participation

Students must satisfy all academic standards and must comply with the activity's rules and the Student Conduct Code.

For students in kindergarten through 8th grade, selection of members or participants is at the discretion of the teachers, sponsors, or coaches, provided that the selection criteria conform to the Cooperative's policies. **Students must satisfy all academic standards and must comply with the activity's rules and the student conduct code.**

For high school students, selection of members or participants is at the discretion of the teachers, sponsors, or coaches, provided that the selection criteria conform to the

Cooperative's policies. Participation in co-curricular activities is dependent upon course selection and successful progress in those courses. In order to be eligible to participate in any school-sponsored or school-supported athletic or extracurricular activity, a student must follow the eligibility guidelines of the district sponsoring the activity.

LEGAL REF.:

[105 ILCS 5/10-20.30](#) and [5/24-24](#).

CROSS REF.: 4:170 (Safety), 7:10 (Equal Educational Opportunities)

ADOPTED: June 21, 2023

Northwestern Illinois Association

PRESSPlus Comments

C1. Updated for continuous improvement. **Issue 122, June 2026**

Document Status: Review and Monitoring

SECTION 7 - STUDENTS

7:80 Release Time for Religious Instruction/Observance

A student shall be released from school, as an excused absence, to because of religious reasons, including to observe a religious holiday, for religious instruction, or because the student's religion forbids secular activity on a particular day(s) or time of day. The student's parent/guardian must give written notice to the Building Principal at least five calendar days before the student's anticipated absence(s).^{C1}

The Director or designee shall develop and distribute to teachers appropriate procedures regarding student absences for religious reasons, including how teachers are notified of a student's impending absence, and the State law requirement that teachers provide the student with an equivalent opportunity to make up any examination, study, or work requirement.

LEGAL REF.:

[105 ILCS 5/26-1](#) and [5/26-2b](#).

[775 ILCS 35/](#), Religious Freedom Restoration Act.

CROSS REF.: 7:70 (Attendance and Truancy)

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 122, June 2026

Document Status: Draft Update

SECTION 7 - STUDENTS

7:130 Student Rights and Responsibilities

All students are entitled to enjoy the rights protected by the [U.S.](#) and [Illinois Constitutions](#) and laws for persons of their age and maturity in a school setting. Students should exercise these rights reasonably and avoid violating the rights of others. Students who violate the rights of others or violate Cooperative policies or rules will be subject to disciplinary measures.

Students may, during the school day, during noninstructional time, voluntarily engage in individually or collectively initiated, non-disruptive prayer or religious-based meetings that, consistent with the Free Exercise and Establishment Clauses of the [U.S.](#) and [Illinois Constitutions](#), are not sponsored, promoted, or endorsed in any manner by the school or any school employee. *Noninstructional time* means time set aside by a school before actual classroom instruction begins or after actual classroom instruction ends.

LEGAL REF.:

[20 U.S.C. §4071 et seq.](#), Equal Access Act. ^{C1}

[20 U.S.C. §7904](#), Every Student Succeeds Act.

[Kennedy v. Bremerton Sch. Dist.](#), 597 U.S. 507 (2022). ^{C2}

[Tinker v. Des Moines Indep. Cmty. Sch. Dist.](#), 393 U.S. 503 (1969).

[105 ILCS 20/5](#), Silent Reflection and Student Prayer Act.

CROSS REF.: 7:140 (Search and Seizure), 7:150 (Agency and Law Enforcement Requests), 7:160 (Student Appearance), 7:190 (Student Behavior)

ADOPTED: August 20, 2025

PRESSPlus Comments

- C1. The Equal Access Act (EAA) requires a secondary school that receives federal funding and allows a *limited open forum* to grant fair opportunity or equal access to students who wish to conduct a meeting within that limited open forum without regard to the religious, political, philosophical, or other content of the speech at such a meeting. A secondary school has a *limited open forum* whenever it “grants an offering to or opportunity for one or more noncurriculum-related student groups to meet on school premises during noninstructional time.” 20 U.S.C. §4071(a). **Issue 122, June 2026**
- C2. Kennedy v. Bremerton Sch. Dist., 597 U.S. 507, 527 (2022) (quoting Tinker at 506, “the First Amendment’s protections extend to both ‘teachers and students,’” found that students were not restricted from voluntarily joining in prayer with a high school football coach on the field after a game). **Issue 122, June 2026**

Document Status: Review and Monitoring

SECTION 7 - STUDENTS

7:345 Use of Educational Technologies; Student Data Privacy and Security

Educational technologies used in the Cooperative shall further the objectives of the Cooperative's educational program, as set forth in Board policy 6:10, *Educational Philosophy and Objectives*, align with the curriculum criteria in policy 6:40, *Curriculum Development*, and/or support efficient Cooperative operations. The Director shall ensure that the use of educational technologies in the Cooperative meets the above criteria.^{C1}

The Cooperative and/or vendors under its control may need to collect and maintain data that personally identifies students in order to use certain educational technologies for the benefit of student learning or Cooperative operations.

Federal and State law govern the protection of student data, including school student records and/or *covered information*. The sale, rental, lease, or trading of any school student records or covered information by the Cooperative is prohibited. Protecting such information is important for legal compliance, Cooperative operations, and maintaining the trust of Cooperative stakeholders, including parents, students and staff.

Definitions

Covered information means personally identifiable information (PII) or information linked to PII in any media or format that is not publicly available and is any of the following: (1) created by or provided to an operator by a student or the student's parent/guardian in the course of the student's or parent/guardian's use of the operator's site, service or application; (2) created by or provided to an operator by an employee or agent of the Cooperative; or (3) gathered by an operator through the operation of its site, service, or application.

Operators are entities (such as educational technology vendors) that operate Internet websites, online services, online applications, or mobile applications that are designed, marketed, and primarily used for K-12 school purposes.

Breach means the unauthorized acquisition of computerized data that compromises the security, confidentiality or integrity of covered information maintained by an operator or the Cooperative.

Operator Contracts

The Director or designee designates which Cooperative employees are authorized to enter into written agreements with operators for those contracts that do not require separate Board approval. Contracts between the Board and operators shall be entered into in accordance with State law and Board policy 4:60, *Purchases and Contracts*, and shall include any specific provisions required by State law.

Security Standards

The Director or designee shall ensure the Cooperative implements and maintains reasonable security procedures and practices that otherwise meet or exceed industry standards designed to protect covered information from unauthorized access, destruction, use, modification, or disclosure. In the event the Cooperative receives notice from an operator of a breach or has determined a breach has occurred, the Director or designee shall also ensure that the Cooperative provides any breach notifications required by State law.

LEGAL REF.:

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

[105 ILCS 10/](#), Ill. School Student Records Act.

[105 ILCS 85/](#), Student Online Personal Protection Act.

[23 Ill. Admin. Code Part 380](#).

CROSS REF.: 4:15 (Identity Protection), 4:60 (Purchases and Contracts), 6:235 (Access to Electronic Networks), 7:340 (Student Records)

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:
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Issue 122, June 2026

Document Status: Draft Update

SECTION 8 - COMMUNITY RELATIONS

8:70 Accommodating Individuals with Disabilities

Individuals with disabilities shall be provided an opportunity to participate in all school-sponsored services, programs, or activities and will not be subject to illegal discrimination. When appropriate, the Cooperative may provide to persons with disabilities aids, benefits, or services that are separate or different from, but as effective as, those provided to others.

The Cooperative will provide auxiliary aids and services when necessary to afford individuals with disabilities equal opportunity to participate in or enjoy the benefits of a service, program, or activity.

Each service, program, website, or activity operated in existing facilities shall be readily accessible to, and useable by, individuals with disabilities. New construction and alterations to facilities existing before January 26, 1992, will be accessible when viewed in their entirety.

The Director or designee is designated the Title II Coordinator and shall:

1. Oversee the Cooperative's compliance efforts **and**, recommend necessary modifications to the Executive Board, and maintain the Cooperative's final Title II self-evaluation document, update it to the extent necessary, and keep it available for public inspection for at least three years after its completion date. ^{C1}
2. Institute plans to make information regarding Title II's protection available to any interested party.

Individuals with disabilities should notify the Director or Human Resources if they have a disability that will require special assistance or services and, if so, what services are required. This notification should occur as far in advance as possible of the school-sponsored function, program, or meeting.

Individuals with disabilities may allege a violation of this policy or federal law by reporting it to the Director or designated Title II Coordinator, or by filing a grievance under **Board policy 2:260, the Uniform Grievance Procedure**.

LEGAL REF.:

Americans with Disabilities Act, 42 U.S.C. §§12101 et seq. and 12131 et seq., Americans with Disabilities Act; 28 C.F.R. Part 35.

Rehabilitation Act of 1973 §104, 29 U.S.C. §794, Rehabilitation Act of 1973 (2006).

105 ILCS 5/10-20.51.

410 ILCS 25/, Environmental Barriers Act.

71 Ill.Admin.Code Part 400, Illinois Accessibility Code.

CROSS REF.: 2:260 (Uniform Grievance Procedure), 4:150 (Facility Management and Building Programs)

ADOPTED: June 21, 2023

Northwestern Illinois Association

PRESSPlus Comments

C1. Updated in response to a five-year review. **Issue 122, June 2026**

Document Status: Review and Monitoring

SECTION 8 - COMMUNITY RELATIONS

8:100 Relations with Other Organizations and Agencies

The Cooperative shall cooperate with other organizations and agencies, including but not limited to: ^{C1}

- County Health Department
- Law enforcement agencies
- Fire authorities
- Planning authorities
- Zoning authorities
- Illinois Emergency Management Agency (IEMA), local organizations for civil defense, and other appropriate disaster relief organizations concerned with civil defense
- Other Cooperatives

CROSS REF.: 1:20 (Cooperative Organization, Operations, and Cooperative Agreements), 4:170 (Safety), 4:180 (Pandemic Preparedness; Management; and Recovery), 5:90 (Abused and Neglected Child Reporting), 7:150 (Agency and Law Enforcement Requests)

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:
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Issue 122, June 2026

FY27 Budget Cover Letter

August 19, 2026

Attached please find the proposed FY27 Final Budget, presented to the NIA Executive Board for review and approval. This packet includes the following attachments: Final Budget Summary, Final Budget by Department, and a Budget Comparative Analysis, which illustrates how the budget evolved from Daily Rate formation to the Final Budget. The highlights of the FY27 budget are summarized below.

Revenues:

Service Fees

FY27 service fees (daily rates) were approved by the NIA Executive Board on February 18, 2026. These rates were calculated from the FY27 customer needs assessment data and projected FY27 expenditures. As of August 19th, NIA anticipates selling 42,724 days in FY27, which is approximately 1,544 more days than FY26 (41,180 days). The anticipated service fee revenue for FY27 is \$31,076,499.

Changes in the Daily Rates can be seen in the chart below:

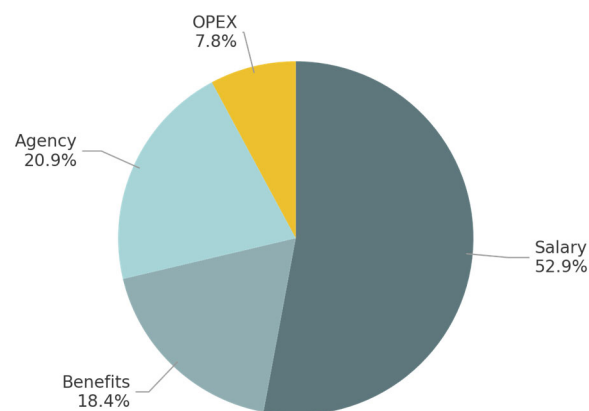
Daily Rates	FY27	FY26	FY25	FY24	FY23
Audiology	\$836.00	\$795.00	\$747.00	\$740.00	\$709.00
Hearing Assistive Technology	\$836.00	\$795.00	\$750.00	\$740.00	\$709.00
Autism	\$1,195.00	\$1,050.00	\$1,025.00	\$1,025.00	\$1,025.00
BCBA Student Services	\$800.00	\$795.00	\$795.00	\$625.00	N/A
DHH Supervision	\$850.00	\$795.00	\$795.00	\$795.00	\$786.00
DHH Teaching	\$732.00	\$670.00	\$640.00	\$640.00	\$625.00
Orientation & Mobility	\$690.00	\$670.00	\$640.00	\$615.00	\$567.00
School Psychology	\$800.00	\$800.00	\$795.00	N/A	N/A
School Social Worker	\$808.00	\$800.00	\$795.00	N/A	N/A
Sign Language Interpreter	\$581.00	\$530.00	\$472.00	\$455.00	\$395.00
Speech Language Supervision	\$795.00	\$785.00	\$750.00	\$740.00	\$710.00
Speech/Language Bilingual	\$715.00	\$675.00	\$670.00	\$664.00	N/A
Speech/Language Therapy	\$710.00	\$670.00	\$654.00	\$626.00	\$596.00
Therapy (OT&PT)	\$731.00	\$670.00	\$638.00	\$629.00	\$620.00
Therapy (OT&PT) Supervision	\$795.00	\$785.00	\$780.00	\$740.00	\$710.00
Vision Supervision	\$850.00	\$850.00	\$824.00	\$824.00	\$796.00
Vision Teaching	\$690.00	\$670.00	\$640.00	\$615.00	\$567.00

Other Revenue Sources

For FY27, Evidence-Based Funding remains unchanged from FY26, as NIA is grandfathered in to receive \$1,362,812.50 per year. Medicaid Administrative Outreach revenues are projected at approximately \$640,000. Medicaid Fee-for-Service revenues are budgeted at \$80,000 and are applied to offset tuition rates in the Deaf/Hard of Hearing East Program.

Expenditures

For the 2026–2027 school year, the NIA Executive Board approved a 1.50% increase to the grids in the Compensation Guide, with the exception of those that received market adjustments. Market adjustments were applied to positions where recruitment has been challenging. Personnel costs account for approximately 92.2% of NIA’s operating expenditures, consisting of salaries (52.9%), benefits (18.4%), and agency staffing costs (20.9%).



Operations and maintenance budget lines were thoroughly reviewed for cost-saving opportunities and reflect an increase of \$21,895 (3.28%) from FY26, for a total of \$689,567. In FY26, additional expenditures were included to replace two HVAC units at our Rockford office. In FY27, expenditures for office carpet cleaning, replacement of one HVAC unit, and an overall increase in utility expenditures are recognized. The FY27 Final Budget also reflects a 11% increase in Medical Exposure, as recommended by our insurance broker. Total local expenditures, excluding the Deaf/Hard of Hearing Programs, are budgeted at \$32,241,211

Changes from Tentative Budget

1. Authorized changes in partner-purchased days were incorporated.
2. Staffing patterns were re-reconciled, and changes resulted in updated expenditures for salary and Agency teammates.
3. All expenditure lines were re-reviewed to determine if any additional reductions could be made.
4. The Medical Exposure budget was reviewed and required no changes
5. A new Deaf/Hard of Hearing Program (West) was added to the Final Budget. This program is tuition-funded and structured to break even, so it has no impact on NIA's overall budgeted surplus

Conclusion:

NIA has been focused on efficiencies in the budget development process while more accurately forecasting expenses and revenues during service fee (daily rate) formation.

Our budgetary goal is to improve value to member districts by developing budgets that avoid generating sizable surpluses, while still maintaining a healthy Fund Balance. To further strengthen financial stability, we are transitioning from a break-even budget model to one that intentionally incorporates a 1-3% budget surplus in order to maintain a healthy fund balance. Over the past five years, our audited financial results illustrate this need directly. After a modest surplus in FY21, NIA experienced net deficits in four of the last five years, including a 3.73% deficit in FY25, and averaged a 1.20% deficit annually over this period. Building in an intentional 1 to 3% surplus will help reverse this trend and restore the healthy fund balance needed to weather future volatility in revenue and costs.

AUDITED FINANCIAL DATA	2021	2022	2023	2024	2025	Average
Local Sources	\$21,498,031.00	\$22,411,778.00	\$23,811,129.00	\$24,938,468.00	26,081,761	\$23,748,233.40
State Sources	\$1,362,812.00	\$1,362,812.00	\$1,362,812.00	\$1,362,812.00	\$1,362,812.00	\$1,362,812.00
Federal Sources	\$1,393,332.00	\$836,353.00	\$632,655.48	\$752,288.00	838,203	\$890,566.30
<i>Total Revenue</i>	\$24,254,175.00	\$24,610,943.00	\$25,806,596.48	\$27,053,568.00	\$28,282,776.00	\$24,432,559.00
Expense	\$24,105,117.00	\$24,925,724.00	\$25,580,918.00	\$27,488,050.00	\$29,378,206.27	\$24,515,420.50
Net Change	\$149,058.00	-\$314,781.00	\$225,678.48	-\$434,482.00	-\$1,095,430.27	-\$293,991.36
Surplus %	0.62%	-1.26%	0.88%	-1.58%	-3.73%	-1.20%

During Daily Rate formation (February 18, 2026), NIA continued to refine budgeting tools to improve accuracy, reviewing each cost center (service type) individually and updating staffing patterns and purchased service days from the approved Tentative Budget. These adjustments resulted in a budgeted surplus of **\$875,582** for FY27.

In the short term, budgetary planning has improved the value of NIA to its members in the following ways:

1. Employing data-driven budgeting and forecasting to align revenues and expenditures more accurately with member needs.
2. Evaluating operational expenditures to identify opportunities for cost reduction while maintaining quality.
3. Budget for a 1-3% surplus to maintain a health fund balance.
4. Continue offering new service lines, including Board-Certified Behavioral Analysts, School Psychologists, and School Social Workers.

Respectfully Submitted,

Kelly Anderson

Kelly Anderson

Finance Operations Executive

FY27 FINAL BUDGET - SUMMARY OF EXPENDITURES

<u>EXPENDITURES</u>		<u>FY27</u>	<u>FY26</u>
LOCAL:			
DEPARTMENT			
01	ADMINISTRATION.....	\$ 1,953,030	\$ 1,922,706
02	TECHNOLOGY.....	\$ 789,964	\$ 785,801
04	DHH SUPERVISION.....	\$ 278,475	\$ 211,763
06	AUDIOLOGY.....	\$ 858,321	\$ 801,664
07	VISION SUPERVISION.....	\$ 225,139	\$ 217,522
09	SPEECH/LANGUAGE SERVICES.....	\$ 3,039,854	\$ 2,990,404
10	THERAPY.....	\$ 14,552,055	\$ 14,560,786
16	OFFICE OPERATION & MAINTENANCE.....	\$ 689,567	\$ 667,672
11	BCBA	\$ 934,160	\$ 516,870
31	PSYCHOLOGY	\$ 525,161	\$ 173,767
32	SOCIAL WORK	\$ 389,516	\$ 547,454
17	INTERPRETER SERVICES.....	\$ 1,654,771	\$ 1,251,646
23	DHH TEACHING.....	\$ 796,590	\$ 590,286
24	VISION TEACHING/ORIENTATION & MOBILITY.....	\$ 2,104,344	\$ 1,704,657
29	AUTISM	\$ 55,433	\$ 54,856
	SELF INSURED HEALTH PLAN	\$ 3,394,832	\$ 2,915,072
	TOTAL LOCAL.....	\$ 32,241,211	\$ 29,912,927
DEAF/HHPROGRAM			
20	NIA DEAF/HH PROGRAM WEST.....	\$ 3,007,398	\$ 2,826,223
20	NIA DEAF/HH PROGRAM Health Plan EAST.....	\$ 323,709	\$ 254,716
21	NIA DEAF/HH SUMMER PROGRAM EAST.....	\$ 92,117	\$ 77,216
25	NIA DEAF/HH PROGRAM WEST.....	\$ 335,468	\$ -
25	NIA DEAF/HH PROGRAM Health Plan WEST.....	\$ 19,803	\$ -
	TOTAL NIA DEAF/HH PROGRAM.....	\$ 3,778,496	\$ 3,158,154
	TOTAL LOCAL BUDGETED EXPENDITURES.....	\$ 36,019,707	\$ 33,071,081
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.....	\$ 50,619,707	\$ 47,671,081

FY27 FINAL BUDGET - SUMMARY OF REVENUES

<u>REVENUES</u>	<u>FY27</u>	<u>FY26</u>
LOCAL:		
SERVICE FEES.....	\$ 31,076,499	\$ 27,977,600
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.....	\$ 33,116,794	\$ 30,023,895
DHH PROGRAM		
NIA DEAF/HH PROGRAM TUITION EAST.....	\$ 3,087,853	\$ 2,852,684
NIA DEAF/HH PROGRAM TUITION WEST.....	\$ 355,272	\$ -
NIA DEAF/HH GENERAL STATE AID.....	\$ 163,254	\$ 163,254
NIA DEAF/HH PROGRAM MEDICAID FFS.....	\$ 80,000	\$ 65,000
SUMMER NIA DEAF/HH PROGRAM TUITION EAST..	\$ 85,354	\$ 70,453
SUMMER DEAF/HH GENERAL STATE AID.....	\$ 6,763	\$ 6,763
TOTAL NIA DEAF/HH PROGRAM.....	\$ 3,778,496	\$ 3,158,154
TOTAL LOCAL REVENUE.....	\$ 36,895,290	\$ 33,182,050
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	\$ 51,495,290	\$ 47,782,050
BUDGETED SURPLUS.....	\$ 875,582	\$ 110,968
Projected Days Sold	42,724	41,180
(Excl. Summer Services)		
Increase in Days Sold	1,544	

FY27 FINAL BUDGET

BUDGET BY COST CENTER

Note: TOTAL EXPENDITURES include OH Allocation

04 DHH SUPERVISION		
SERVICE FEE REVENUE	\$	359,975
OTHER REVENUE		3,500
TOTAL REVENUE		363,475
TOTAL EXPENDITURES		(327,891)
NET	\$	35,584
06 AUDIOLOGY		
SERVICE FEE REVENUE	\$	1,113,134
OTHER REVENUE		15,000
TOTAL REVENUE		1,128,134
TOTAL EXPENDITURES		(1,114,261)
NET	\$	13,873
07 VISION SUPERVISION		
SERVICE FEE REVENUE	\$	277,525
OTHER REVENUE		200
TOTAL REVENUE		277,725
TOTAL EXPENDITURES		(266,779)
NET	\$	10,946
09 SPEECH/LANGUAGE SERVICES		
SERVICE FEE REVENUE	\$	3,672,875
OTHER REVENUE		12,800
TOTAL REVENUE		3,685,675
TOTAL EXPENDITURES		(3,382,170)
NET	\$	303,505
10 OCCUPATIONAL & PHYSICAL THERAPY		
SERVICE FEE REVENUE	\$	17,192,948
OTHER REVENUE		141,000
TOTAL REVENUE		17,333,948
TOTAL EXPENDITURES		(17,183,979)
NET	\$	149,969
11 BCBA		
SERVICE FEE REVENUE	\$	1,159,200
OTHER REVENUE		3,000
TOTAL REVENUE		1,162,200
TOTAL EXPENDITURES		(1,054,720)
NET	\$	107,480

FY27 FINAL BUDGET (continued)

BUDGET BY COST CENTER

Note: TOTAL EXPENDITURES include OH Allocation

31 PSYCHOLOGY	
SERVICE FEE REVENUE	\$ 576,000
OTHER REVENUE	0
TOTAL REVENUE	576,000
TOTAL EXPENDITURES	(562,400)
NET	\$ 13,600
32 SOCIAL WORK	
SERVICE FEE REVENUE	\$ 436,320
OTHER REVENUE	0
TOTAL REVENUE	436,320
TOTAL EXPENDITURES	(424,387)
NET	\$ 11,933
17 INTERPRETER SERVICES	
SERVICE FEE REVENUE	\$ 1,919,915
OTHER REVENUE	35,500
TOTAL REVENUE	1,955,415
TOTAL EXPENDITURES	(1,865,423)
NET	\$ 89,992
23 DHH TEACHING	
SERVICE FEE REVENUE	\$ 1,006,134
OTHER REVENUE	9,100
TOTAL REVENUE	1,015,234
TOTAL EXPENDITURES	(980,584)
NET	\$ 34,650
24 VISION TEACHING/ORIENTATION & MOBILITY	
SERVICE FEE REVENUE	\$ 3,117,075
OTHER REVENUE	15,500
TOTAL REVENUE	3,132,575
TOTAL EXPENDITURES	(3,031,999)
NET	\$ 100,576
29 AUTISM	
SERVICE FEE REVENUE	\$ 74,090
OTHER REVENUE	0
TOTAL REVENUE	74,090
TOTAL EXPENDITURES	(70,615)
NET	\$ 3,475
Total Revenue	
Total Expense	
31,140,790.50	
(30,265,208.03)	
BUDGETED SURPLUS.....	
875,582	

FY27 Budget: Daily Rate → Tentative → Final, by Department

Northwestern Illinois Association

PAST — LOCKED BASELINES		CURRENT		Notes: What Drove the Change
Department / Line Item	Daily Rate Budget (Feb)	Tentative Budget (June)	Final Budget (Aug)	
04 DHH SUPERVISION				
Service Fee Revenue	\$309,400	\$368,900	\$359,975	
Other Revenue	\$3,500	\$3,500	\$3,500	
Total Revenue	\$312,900	\$372,400	\$363,475	
Total Expenditures	\$300,318	\$345,240	\$327,891	
NET	\$12,582	\$27,160	\$35,584	
06 AUDIOLOGY				
Service Fee Revenue	\$1,103,102	\$1,113,134	\$1,113,134	
Other Revenue	\$15,000	\$15,000	\$15,000	
Total Revenue	\$1,118,102	\$1,128,134	\$1,128,134	
Total Expenditures	\$1,116,857	\$1,117,037	\$1,114,261	
NET	\$1,245	\$11,097	\$13,873	
07 VISION SUPERVISION				
Service Fee Revenue	\$278,375	\$277,525	\$277,525	
Other Revenue	\$200	\$200	\$200	
Total Revenue	\$278,575	\$277,725	\$277,725	
Total Expenditures	\$263,318	\$284,698	\$266,779	
NET	\$15,257	(\$6,973)	\$10,946	
09 SPEECH/LANGUAGE SERVICES				We filled our direct-hire and agency Speech/Language positions for less than what was budgeted at each budget stage. Service days sold actually grew, but real staff and agency contracts came in at lower rates than the placeholder estimates used in the Daily Rate and Tentative budgets, which is why expenditures kept falling even as days sold and revenue went up.
Service Fee Revenue	\$3,586,765	\$3,581,995	\$3,672,875	
Other Revenue	\$6,800	\$6,800	\$12,800	
Total Revenue	\$3,593,565	\$3,588,795	\$3,685,675	
Total Expenditures	\$3,558,096	\$3,503,635	\$3,382,170	
NET	\$35,469	\$85,160	\$303,505	

		PAST — LOCKED BASELINES		CURRENT	Notes: What Drove the Change
Department / Line Item	Daily Rate Budget (Feb)	Tentative Budget (June)	Final Budget (Aug)		
10 OCCUPATIONAL & PHYSICAL THERAPY					Revenue and expenditures rose together from Daily Rate to Tentative, largely offsetting. From Tentative to Final, revenue continued climbing on stronger billing projections while cost growth was more modest, driving a solid net gain.
Service Fee Revenue	\$17,037,912	\$17,166,632	\$17,192,948		
Other Revenue	\$26,000	\$26,000	\$141,000		
Total Revenue	\$17,063,912	\$17,192,632	\$17,333,948		
Total Expenditures	\$16,974,245	\$17,107,433	\$17,183,979		
NET	\$89,667	\$85,199	\$149,969		
11 BCBA					
Service Fee Revenue	\$868,800	\$1,015,200	\$1,159,200		
Other Revenue	\$3,000	\$3,000	\$3,000		
Total Revenue	\$871,800	\$1,018,200	\$1,162,200		
Total Expenditures	\$830,802	\$906,133	\$1,054,720		
NET	\$40,998	\$112,067	\$107,480		
17 INTERPRETER SERVICES					
Service Fee Revenue	\$1,768,855	\$1,871,692	\$1,919,915		
Other Revenue	\$31,000	\$31,000	\$35,500		
Total Revenue	\$1,799,855	\$1,902,692	\$1,955,415		
Total Expenditures	\$1,656,342	\$1,809,581	\$1,865,423		
NET	\$143,512	\$93,110	\$89,992		
23 DHH TEACHING					We were still working through unknown staffing patterns between Daily Rate and Tentative, which pushed costs up faster than revenue and this department to a net loss. Final brought a strong revenue update from updated billing projections that outpaced additional cost growth, swinging the department back to a healthy net gain.
Service Fee Revenue	\$858,636	\$862,662	\$1,006,134		
Other Revenue	\$7,000	\$7,000	\$9,100		
Total Revenue	\$865,636	\$869,662	\$1,015,234		
Total Expenditures	\$862,340	\$908,378	\$980,584		
NET	\$3,296	(\$38,716)	\$34,650		
24 VISION TEACHING/ORIENTATION & MOBILITY					
Service Fee Revenue	\$3,052,560	\$3,042,210	\$3,117,075		
Other Revenue	\$2,000	\$2,000	\$15,500		
Total Revenue	\$3,054,560	\$3,044,210	\$3,132,575		
Total Expenditures	\$2,951,297	\$2,943,491	\$3,031,999		
NET	\$103,263	\$100,719	\$100,576		
29 AUTISM					138

		PAST — LOCKED BASELINES		CURRENT	Notes: What Drove the Change
Department / Line Item	Daily Rate Budget (Feb)	Tentative Budget (June)	Final Budget (Aug)		
Service Fee Revenue	\$76,480	\$76,480	\$74,090		
Other Revenue	\$0	\$0	\$0		
Total Revenue	\$76,480	\$76,480	\$74,090		
Total Expenditures	\$76,510	\$76,374	\$70,615		
NET	(\$30)	\$106	\$3,475		
31 PSYCHOLOGY					
Service Fee Revenue	\$432,000	\$720,000	\$576,000		
Other Revenue	\$0	\$0	\$0		
Total Revenue	\$432,000	\$720,000	\$576,000		
Total Expenditures	\$391,908	\$687,383	\$562,400		
NET	\$40,092	\$32,617	\$13,600		
32 SOCIAL WORK					
Service Fee Revenue	\$727,200	\$436,320	\$436,320		
Other Revenue	\$0	\$0	\$0		
Total Revenue	\$727,200	\$436,320	\$436,320		
Total Expenditures	\$707,561	\$425,004	\$424,387		
NET	\$19,639	\$11,316	\$11,933		
TOTAL — ALL DEPARTMENTS					
Total Revenue	\$30,194,585	\$30,627,250	\$31,140,791		
Total Expenditures	\$29,689,595	\$30,114,386	\$30,265,208		
NET	\$504,990	\$512,863	\$875,582		



FOR BOARD ACTION

Closed Session Minutes and Audio Recordings

Semi-annual review prepared for the regular meeting of Wednesday, August 19, 2026. Supports agenda items 15.3 and 15.4.

96

CLOSED SESSIONS ON
RECORD

91

SETS OF MINUTES
REVIEWED

4

RECORDINGS
RECOMMENDED FOR
DESTRUCTION

None

MINUTES RECOMMENDED
FOR RELEASE

SCOPE OF THIS REVIEW

The administration reviewed every set of closed meeting minutes not previously released for public inspection, covering the closed sessions held from **September 25, 2002** through **January 15, 2025**, and presents the recommendations below for Board action. No closed sessions have been held since January 15, 2025. Five sets of minutes were released in earlier years and are outside the scope of this review.

RECOMMENDATIONS

AGENDA ITEM 15.3 · AUDIO RECORDINGS

The administration recommends that the Board approve the destruction of the verbatim audio recordings of the closed sessions listed below. Each recording is at least 18 months old and the Board has approved written minutes of each closed session, which are the two conditions required by 5 ILCS 120/2.06(c) and Board Policy 2:220.

CLOSED SESSION	TOPICS AS RECORDED	AGE OF RECORDING	WRITTEN MINUTES APPROVED
April 3, 2024	Personnel Issue	28 months	May 15, 2024
May 15, 2024	Personnel Issue; Regional Director's Evaluation	27 months	June 12, 2024
June 12, 2024	Personnel Issue; Regional Director's Evaluation	26 months	August 21, 2024
January 15, 2025	Personnel Issue	19 months	March 19, 2025

AGENDA ITEM 15.4 · CLOSED SESSION MINUTES

The administration recommends that no closed session minutes be released at this time. The need for confidentiality still exists as to all remaining closed meeting minutes, to protect an individual's privacy or the Cooperative's interests. The next semi-annual review is the February 17, 2027 regular meeting.

CLOSED SESSIONS ON RECORD

Rows shaded in tan carry the recordings recommended for destruction. Topics appear exactly as recorded on the Board's review list.

DATE	TOPICS AS RECORDED	MINUTES	AUDIO RECORDING
09/25/2002	Discrimination Law Suit	Closed	No recording made
10/30/2002	Discrimination Law Suit	Closed	No recording made
03/19/2003	Discrimination Law Suit; Employee Retirement	Closed	No recording made
05/28/2003	Discrimination Law Suit; Salary Recommendations; Lease	Closed	No recording made
08/27/2003	Discrimination Law Suit	Closed	No recording made

DATE	TOPICS AS RECORDED	MINUTES	AUDIO RECORDING
10/01/2003	Discrimination Law Suit; Personnel Issues	Closed	No recording made
12/03/2003	Discrimination Law Suit; Personnel Issues	Closed	No recording made
02/25/2004	Discrimination Law Suit; Personnel Issues	Closed	Destroyed 03/20/2013
03/31/2004	Personnel Issues; Closed Session Minutes	Closed	Destroyed 03/20/2013
05/26/2004	Personnel Issues; Insurance/Litigation; Salary Recommendations	Closed	Destroyed 03/20/2013
06/30/2004	Personnel Issues; Salary Recommendations	Closed	Destroyed 03/20/2013
08/25/2004	Personnel Issues; Closed Session Minutes	Closed	Destroyed 03/20/2013
02/22/2006	Personnel Issue	Closed	Destroyed 03/20/2013
05/31/2006	Pending Litigation	Closed	Destroyed 03/20/2013
07/19/2006	Insurance Denial Appeal	Closed	Destroyed 03/20/2013
11/30/2006	Insurance Denial Appeal	Closed	Destroyed 03/20/2013
04/18/2007	Insurance Denial Appeal	Closed	Destroyed 03/20/2013
05/30/2007	Personnel Issue; Staff Reductions	Closed	Destroyed 03/20/2013
01/30/2008	Regional Director Search	Released	Destroyed 03/20/2013
02/27/2008	Regional Director Search	Closed	No recording made
03/19/2008	Regional Director Evaluation	Closed	Destroyed 03/20/2013
05/28/2008	Personnel Issue	Closed	Destroyed 03/20/2013
08/27/2008	Personnel Issue; Review Closed Session Minutes	Closed	Destroyed 03/20/2013
01/28/2009	Hiring of New Regional Director	Closed	Destroyed 03/20/2013
02/25/2009	Staff Reductions	Released	Destroyed 03/20/2013
04/22/2009	Regional Director Contract	Closed	Destroyed 03/20/2013
08/19/2009	Personnel Issue; Review Closed Session Minutes	Closed	Destroyed 03/20/2013
09/16/2009	Personnel Issue	Closed	Destroyed 03/20/2013
11/18/2009	Personnel Issue	Closed	Destroyed 03/20/2013
01/27/2010	Personnel Issue	Closed	Destroyed 03/20/2013
03/08/2010	Personnel Issues; Staff Reductions	Closed	Destroyed 03/20/2013
03/17/2010	Staff Reductions; Review Closed Session Minutes; Regional Director Evaluation	Closed	Destroyed 03/20/2013
08/25/2010	Review Closed Session Minutes	Closed	Destroyed 03/20/2013
11/17/2010	Personnel Issues	Closed	Destroyed 03/20/2013
01/26/2011	Personnel Issues; Insurance Issue	Closed	Destroyed 03/20/2013
02/23/2011	Personnel Issue; Staff Reductions	Closed	Destroyed 03/20/2013
03/16/2011	Personnel Issues; Staff Reductions; Regional Director Evaluation	Closed	Destroyed 03/20/2013
04/20/2011	Personnel Issues	Closed	Destroyed 03/20/2013
05/25/2011	Personnel Issues; FY12 Tentative Budget	Closed	Destroyed 03/20/2013
08/24/2011	Personnel Issues; Insurance/Litigation; Review Closed Session Minutes	Closed	Destroyed 03/20/2013
11/16/2011	Insurance/Litigation	Closed	Destroyed 03/20/2014
03/21/2012	Regional Director Evaluation; Staff Reductions; Review Closed Session Minutes	Closed	Destroyed 03/20/2014
08/22/2012	Review of Closed Session Minutes; Personnel Issue	Closed	Destroyed 03/20/2014
10/17/2012	Personnel Issues; Regional Director Contract	Closed	Destroyed 08/27/2014
11/14/2012	Personnel Issues; Regional Director Contract	Closed	Destroyed 03/18/2015
01/23/2013	Personnel Issues; Regional Director Contract	Closed	Destroyed 08/27/2014

DATE	TOPICS AS RECORDED	MINUTES	AUDIO RECORDING
02/20/2013	Personnel Issues; Regional Director Contract	Closed	Destroyed 08/27/2014
03/20/2013	Personnel Issues; Regional Director Evaluation; Staff Reductions; Review Closed Session Minutes/Audio Tapes	Closed	Destroyed 03/18/2015
04/24/2013	Personnel Issues; Regional Director Contract	Closed	Destroyed 03/18/2015
05/22/2013	Personnel Issues; District Request for Therapy Services	Closed	Destroyed 03/18/2015
08/28/2013	Review Closed Session Minutes/Audio Tapes	Released	Destroyed 03/18/2015
11/20/2013	Regional Director Contract	Closed	Destroyed 08/26/2015
12/11/2013	Regional Director Contract	Closed	Destroyed 08/26/2015
01/22/2014	Personnel Issues; Regional Director Contract	Closed	Destroyed 08/26/2015
02/26/2014	Personnel Issues; Regional Director Contract	Closed	Destroyed 08/26/2015
03/19/2014	Personnel Issues; Staff Reductions; Review Closed Session Minutes/Audio Tapes	Closed	Destroyed 03/17/2016
04/23/2014	Personnel Issues	Closed	Destroyed 03/17/2016
06/18/2014	Regional Director's Evaluation	Closed	Destroyed 03/17/2016
08/27/2014	Review Closed Session Minutes/Audio Tapes; Personnel Issue	Closed	Destroyed 03/17/2016
09/17/2014	Personnel Issue	Closed	Destroyed 08/24/2016
01/28/2015	Board Member Resignation; Regional Director Search; Personnel Issue	Closed	Destroyed 08/24/2016
02/25/2015	Regional Director Contract	Closed	Destroyed 04/19/2017
03/18/2015	Staff Reductions; Review Closed Session Minutes	Closed	Destroyed 04/19/2017
04/22/2015	Lease Agreements; Personnel Matter	Closed	Destroyed 04/19/2017
05/20/2015	Personnel Issue	Closed	Destroyed 04/19/2017
08/26/2015	Review Closed Session Minutes/Audio Tapes; Personnel Issue; Legal Representation	Closed	Destroyed 04/19/2017
09/23/2015	Legal Representation	Released	Destroyed 08/16/2017
03/16/2016	Staff Reductions; Review Closed Session Minutes/Audio Tapes; Regional Director's Evaluation	Closed	Destroyed 04/04/2018
04/20/2016	Personnel Issues	Closed	Destroyed 04/04/2018
05/18/2016	Update on Personnel Issues	Closed	Destroyed 04/04/2018
08/24/2016	Personnel Issues; Review of Closed Session Minutes/Audio Tapes	Closed	Destroyed 04/04/2018
01/18/2017	Personnel Issues; Regional Director's Contract	Closed	Destroyed 05/16/2019
02/22/2017	Personnel Issues; Regional Director's Evaluation; Regional Director's Contract	Closed	Destroyed 05/16/2019
04/19/2017	Personnel Issues; Regional Director's Evaluation; Regional Director's Contract; Review of Closed Session Minutes/Audio Tapes	Closed	Recorder malfunction
08/16/2017	Review of Closed Session Minutes/Audio Tapes	Released	Recorder malfunction
09/20/2017	Personnel Issues	Closed	Destroyed 05/16/2019
11/15/2017	Revised Format for Personnel Report	Closed	Destroyed 08/21/2019
04/04/2018	Review of Closed Session Minutes/Audio Tapes; Staff Reductions; Regional Director's Evaluation	Closed	Destroyed 02/19/2020
05/16/2018	Personnel Issues	Closed	Destroyed 02/19/2020
08/23/2018	Review of Closed Session Minutes/Audio Tapes; Personnel Issues; Legal Representation	Closed	Destroyed 08/19/2020
05/15/2019	Review of Closed Session Minutes/Audio Tapes; Staff Reductions; Regional Director's Evaluation	Closed	Destroyed 02/17/2021
01/15/2020	Regional Director's Contract	Closed	Destroyed 08/18/2021
02/19/2020	Review of Closed Session Minutes/Audio Tapes; Personnel Issues; Regional Director's Contract	Closed	Destroyed 02/16/2022

DATE	TOPICS AS RECORDED	MINUTES	AUDIO RECORDING
04/08/2020	Staff Reductions; Regional Director's Evaluation	Closed	Destroyed 02/16/2022
06/17/2020	Personnel Issue	Closed	Destroyed 02/16/2022
08/19/2020	Review of Closed Session Minutes/Audio Tapes; Personnel Issue	Closed	Destroyed 08/17/2022
05/19/2021	Personnel Issue; Regional Director's Evaluation	Closed	Destroyed 02/15/2023
04/06/2022	Personnel Issue	Closed	Destroyed 02/14/2024
06/15/2022	Personnel Issue; Regional Director's Evaluation	Closed	Destroyed 02/14/2024
02/15/2023	Personnel Issue; Review of Closed Session Minutes/Audio Tapes	Closed	Destroyed 08/22/2024
05/19/2023	Personnel Issue; Regional Director's Evaluation	Closed	Destroyed 03/19/2025
06/21/2023	Personnel Issue; Regional Director's Evaluation	Closed	Destroyed 03/19/2025
04/03/2024	Personnel Issue	Closed	Retained, recommended for destruction
05/15/2024	Personnel Issue; Regional Director's Evaluation	Closed	Retained, recommended for destruction
06/12/2024	Personnel Issue; Regional Director's Evaluation	Closed	Retained, recommended for destruction
01/15/2025	Personnel Issue	Closed	Retained, recommended for destruction

NOTES ON THE RECORD

Of the 96 closed sessions on record, 82 recordings were destroyed under the Board's earlier reviews, 4 are retained and recommended for destruction here, 8 have no recording, and 2 were lost to recorder malfunction. Seven of the sessions with no recording were held before January 1, 2004, when the Open Meetings Act requirement to make a verbatim record of closed meetings took effect. The session of February 27, 2008 is recorded as written minutes only and the reason is not stated on the source list.

Source: the Board's closed session review list dated August 20, 2025, carried forward and brought current. Prepared for the Executive Board by the Chief Executive Officer.



Northwestern Illinois Association

Strategic Plan FY27

Fiscal Year 2027 | July 2026 - June 2027

Working Draft | August 2026

A Special Education Cooperative Partnering with School Districts to Serve Students with Unique Needs

Executive Summary

The Northwestern Illinois Association (NIA) is a special education cooperative serving 68 school districts across 10 counties in northern Illinois. This Strategic Plan for Fiscal Year 2027 sets our direction, goals, and priorities as we continue our mission of partnering with school districts to serve students with unique needs.

Our strategy follows the Balanced Scorecard methodology of The Institute Way (Balanced Scorecard Institute). Four connected perspectives tell NIA's value creation story: when we invest in our people, tools, and knowledge, our internal processes improve; better processes raise customer satisfaction; and satisfied districts keep choosing NIA, which produces the financial stability that funds the mission. In place of profit, our value creation is the ability to fund the mission again and again, so districts, students, and families have a consistent and reliable resource for the services they depend on. Strategic objectives sit on a strategy map that pictures this story, each objective is measured by scorecard goals with targets, and the goals cascade into the priority work our leaders execute each quarter. Our Standards of Excellence carry the strategy into daily practice for every teammate.

FY27 is a year of continuity. The strategy, objectives, and goal set carry forward from FY26, which validated the Balanced Scorecard methodology in its first full cycle. Goals now carry stable identifiers (OC, IP, CS, FS by perspective) so they can be tracked consistently across fiscal years, and the financial goals maintain a rolling three-year window (FY26 through FY28) so three years are always in view.

FY27 priorities: train an additional 30 teammates in Quality and Process Improvement (38 trained through FY26), grow process maturity from 61 to 90 processes at Aligned or higher, sustain the customer and engagement results achieved in FY26, conduct a SWOT analysis with the SLT, and deliver the first full year under the phased-in 1-3% surplus target.

Our Foundation

Mission

A Special Education Cooperative Partnering with School Districts to Serve Students with Unique Needs

Vision

To be the recognized leader in providing special education support to school districts in northwestern Illinois, offering unparalleled expertise, innovative solutions, and unmistakable value.

Core Values and Standards of Excellence

NIA's three core values define what we believe. The 19 Standards of Excellence translate those values into the daily behaviors that guide hiring, onboarding, development, recognition, and evaluation. Together they are one system: the values name our commitments, and the Standards are how every teammate lives them.

Core Value	What It Means	Standards in Action
Improvement	We continuously look for better ways to serve students, districts, and one another, because every small improvement compounds our collective impact.	Commit to Results, Progress Not Perfection, Evidence-Based Practices, Ownership of Performance, Technology Curious, Process Improvement Is Everyone's Job
Accountability	We own our actions and honor our commitments, building trust and delivering results that students, districts, and teammates can count on.	Attendance, Respect Resources, Accept Team Decisions, Integrity, Problem-Solving Self-Starter, Follow Through
Collaboration	We achieve more when every voice is heard, we actively support one another, and we celebrate shared success in a positive environment.	Transparent Communication, Gratitude/Encouragement/Help/Support, Manage Up, Stub Your Toe Conversations, Carry Your Own Message, 24-Hour Touchback, 5/10 Rule

DEIB Commitment

All strategic decisions are evaluated through our Diversity, Equity, Inclusion, and Belonging lens.

- **Diversity:** We welcome and value the full spectrum of identities, experiences, and perspectives.
- **Equity:** We work to eliminate barriers so every student, district, and teammate has what they need to succeed.
- **Inclusion:** We create spaces where every voice is heard and shapes our decisions.
- **Belonging:** We foster a culture where each person feels accepted, respected, and empowered.

Strategic Framework

Balanced Scorecard Approach

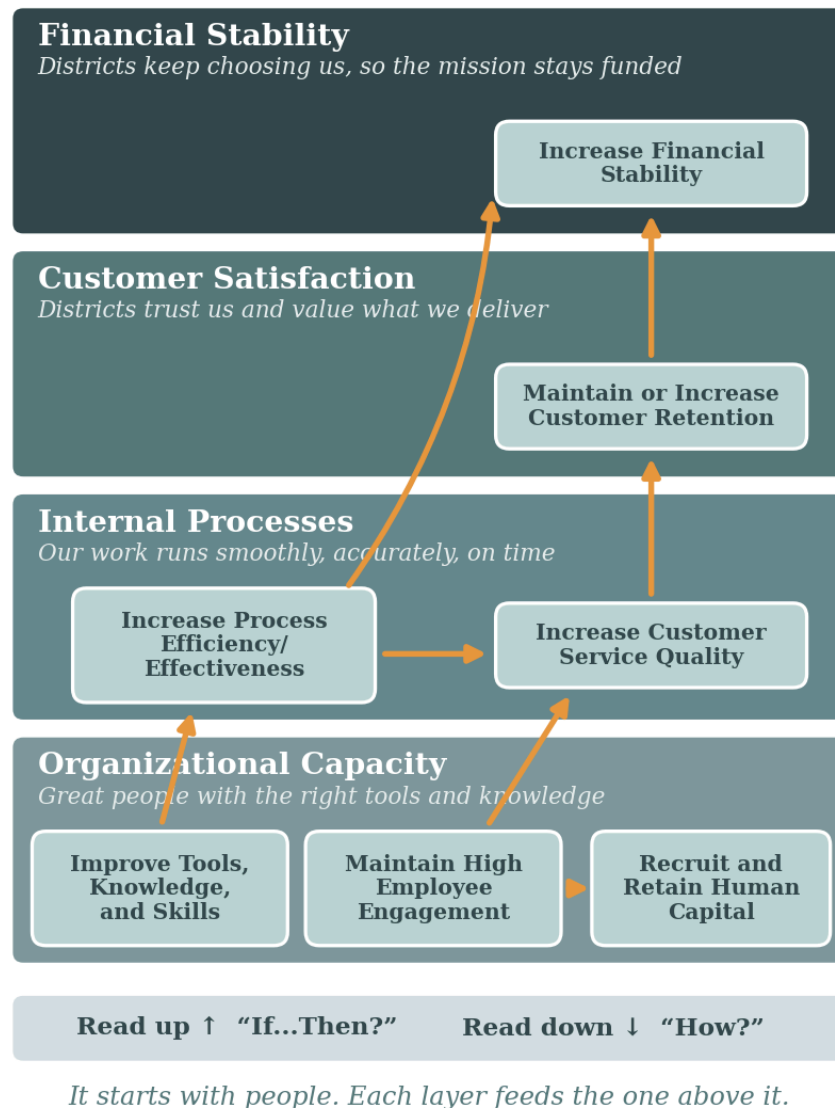
NIA uses a Balanced Scorecard methodology adapted from The Institute Way (Balanced Scorecard Institute). The framework moves from perspectives, to strategic objectives arranged on a strategy map, to measurable scorecard goals, to the priority work that accomplishes them.

The four perspectives tell NIA's value creation story, and the order matters: it starts with people and builds to financial stability. Where a business creates value as profit, NIA creates value by funding the mission again and again, so customers and the students and families they serve have a consistent, reliable resource for these services year after year.

Perspective	Role in the Value Creation Story
1. Organizational Capacity (Foundation)	It starts with people. We invest in our teammates, tools, and knowledge.
2. Internal Processes (How We Work)	Capable people improve how the work runs: smoothly, accurately, on time.
3. Customer Satisfaction (External Impact)	Reliable, high-quality work earns district trust and retention.
4. Financial Stability (Sustainability)	Districts keep choosing us, so the mission stays funded, again and again.

Strategy Map

The strategy map is the picture of our strategy: each strategic objective sits within its perspective, and the arrows show cause and effect. Read upward to ask "if we do this, then what?" Read downward to ask "how will we do that?" It starts with people. Each layer feeds the one above it.



Strategic Objectives

Seven strategic objectives sit on the map. They are the durable commitments of our strategy; the scorecard goals in the next section are how we measure progress against them each year.

Perspective	Strategic Objective	What Success Looks Like
Organizational Capacity	Improve tools, knowledge, and skills	Great people with the right tools and knowledge.
Organizational Capacity	Maintain high employee engagement	Teammates feel valued, supported, and connected to the mission.
Organizational Capacity	Recruit and retain human capital	Hard-to-fill roles are staffed; voluntary turnover stays low.
Internal Processes	Increase process efficiency and effectiveness	Our work runs smoothly, accurately, on time.
Internal Processes	Increase customer service quality	Every district interaction reflects NIA standards.
Customer Satisfaction	Maintain or increase customer retention	Districts trust us and value what we deliver.
Financial Stability	Increase financial stability	Districts keep choosing us, so the mission stays funded.

FY27 Strategic Goals

NIA carries 10 agency-level strategic goals into FY27, each measuring progress on a strategic objective. Goals are presented in the order of the value creation story and carry stable identifiers by perspective (OC, IP, CS, FS) so they can be tracked consistently across fiscal years. The financial goals maintain a rolling three-year window: as one fiscal year closes, the next is added, so three years are always represented.

Organizational Capacity Goals

ID	Goal	FY27 Target	Status
OC-1	NIA will provide training in Quality and Process Improvement for an additional 30 teammates	30 additional teammates in FY27 (38 trained through FY26)	Ongoing
OC-2	NIA will achieve a voluntary turnover (non-retirement) of 10% or less	10% or less	Ongoing
OC-3	NIA will maintain internal satisfaction with Business Services Departments (BST) at 4.5 or higher	4.5 or higher	Ongoing

ID	Goal	FY27 Target	Status
OC-4	NIA will maintain Employee Engagement at 4.5 or higher	4.5 or higher	Ongoing

Internal Process Goals

ID	Goal	FY27 Target	Status
IP-1	NIA will demonstrate PDCA and ADLI for 90 processes using Asana and the NIA Excellence Hub	90 processes at Aligned maturity or higher (61 as of August 2026)	Ongoing

Customer Goals

ID	Goal	FY27 Target	Status
CS-1	NIA will maintain or increase its number of active customers from the previous fiscal year	51 or more (FY26: 51)	Ongoing
CS-2	NIA will maintain Customer Satisfaction of 4.5 or higher	4.5 or higher	Ongoing

Financial Goals

ID	Goal	FY27 Target	Status
FS-1	NIA will finish FY26 with a 1-3% budget surplus, measured as General Fund net surplus as a percentage of General Fund expenditures, excluding on-behalf retirement contributions	1-3% of GF expenditures	Pending Final Audit
FS-2	NIA will finish FY27 with a 1-3% budget surplus, measured as General Fund net surplus as a percentage of General Fund expenditures, excluding on-behalf retirement contributions	1-3% of GF expenditures	On Track: Final Budget adopted at 2.4%

ID	Goal	FY27 Target	Status
FS-3	NIA will finish FY28 with a 1-3% budget surplus, measured as General Fund net surplus as a percentage of General Fund expenditures, excluding on-behalf retirement contributions	1-3% of GF expenditures	Ongoing

How Strategy Reaches the Field: The Standards of Excellence

Roughly 325 NIA professionals work independently in district buildings across a 5,000-square-mile service area. Strategy cannot reach them on paper; it has to travel with them. The 19 Standards of Excellence are how it travels. They translate strategic language into behavioral language: a teammate does not need to hold ten goals in their head, only to practice the Standards. When they do, they advance the strategy whether they are thinking about it or not.

Most Standards serve several perspectives at once. Follow Through protects customer satisfaction (districts trust people who keep their word), process integrity (PDCA breaks down when steps get dropped), and financial stability (retained trust means retained revenue). And the behaviors are portable: practicing the 24-Hour Touchback in a rural school 90 miles from the office implements the strategy as surely as anything done at headquarters.

Three design decisions make the connection durable: the Standards appear on every performance evaluation, so every evaluation is a strategy conversation; they span the employee lifecycle from first interview to stay interview; and every standard is examined through the DEIB Lens so it produces equitable practice, not just compliance. The SOE Strategic Crosswalk Worksheet gives leaders a guided way to map each standard to the perspectives it advances (see The Behavioral Bridge position paper, April 2026).

For a dispersed special education cooperative, the Standards of Excellence are not a complement to the strategic plan. They are the primary way the strategic plan lives.

Approach

Planning Rhythm

Activity	Frequency	Participants
Strategic Goal Setting	Annual (held July 15, 2026 for FY27)	CEO, SLT
Quarterly Planning Meetings	Quarterly (October, January, April; Q1 combined with goal setting)	SLT
Priority Work Reviews	Quarterly	SLT, ELT
SWOT Analysis	FY27 (30 minutes, SLT Wednesday administrative meeting)	SLT
Progress Monitoring	Ongoing	All Leaders

Senior Leadership Accountability

Leaders are held accountable through the Leadership Scorecard, which connects individual evaluations to strategic metrics including Employee Experience scores, Customer Satisfaction scores, Standards of Excellence ratings, and Strategic Goal completion.

This Strategic Plan Is Informed By

- **The Institute Way (Balanced Scorecard Institute):** strategic planning and Balanced Scorecard methodology.
- **Huron Studer Education:** 9 Pillars for Evidence-Based Leadership.
- **Patrick Lencioni (The Advantage):** six questions for organizational clarity.
- **Baldrige Excellence Framework:** strategic planning and performance excellence criteria.

Revision History

Version	Date	Author	Summary of Changes
Draft	August 8, 2026	Jon Malone, CEO	Working draft of the FY27 Strategic Plan from the July 15, 2026 Strategic Goal Setting session. Carries the FY26 strategy forward: same objectives and goal set with stable IDs (OC/IP/CS/FS), rolling three-year financial window (FY26-FY28), SWOT analysis scheduled in FY27. Becomes v1.0 upon approval.



FOR BOARD APPROVAL

Chief Executive Target Goals Fiscal Year 2027

Three target goals are proposed for fiscal year 2027, carried forward from fiscal year 2026 without change. Each goal is an agency mean from an annual survey. The CEO Evaluation Committee records a result and a rating for each goal, applies the weights, and reports a final rating to The Executive Board.

TARGET GOALS

GOAL	RESULT	RATING	WEIGHT
Employee Engagement Agency Mean at 4.5 or higher OC-4			33%
Internal Customer Service Agency Mean at 4.5 or higher OC-3			33%
External Customer Service Agency Mean at 4.5 or higher CS-2			34%
Weighted Score			100%

The tag after each goal is the matching goal in the FY27 Strategic Plan. OC-4 and OC-3 sit in the organizational capacity perspective. CS-2 sits in the customer satisfaction perspective. Each goal is measured once a year from the annual survey administered by Studer Education, and results are available before the June regular meeting.

HOW EACH GOAL IS RATED

SURVEY MEAN SCORE	RATING	FINAL WEIGHTED SCORE	FINAL RATING
4.5 or higher	Excellent (4)	3.5 to 4.0	Excellent
4.3 to 4.49	Proficient (3)	2.75 to 3.49	Proficient
Below 4.3	Depends on expected growth	2.0 to 2.74	Needs Improvement
		0 to 1.99	Unsatisfactory

A survey mean of 4.5 is the Studer Education gold standard, described as difficult to achieve and maintain at this level over time. A mean of 4.3 to 4.49 is the standard, described as the desired level of performance that should be sustainable.

Final Rating: _____

Board Chairperson _____

Date _____



Administrative District Update and Request for Authorization to Study Structure Options

To: NIA Executive Board Members
From: Jon Malone, Director & CEO
Date: August 19, 2026
Re: Follow-up to the July 25 Administrative District update, and Agenda Item 15.7

Purpose

This update follows the email I sent you on July 25 regarding the business office transition at Sycamore CUSD 427, our Administrative District. It reports what has happened since, and it gives context for Agenda Item 15.7.

Since the July 25 update

On August 3, one of the district's interim finance consultants called our CFO, Kelly Anderson, to say the district would not be performing several functions listed in the FY27 Administrative and Data Services Agreement. Those functions are general ledger postings, payroll and benefit accruals, health fund deposits, bank reconciliations, and the monthly Treasurer's Report. The consultant recommended that NIA take on this work. The FY27 Agreement was signed June 23, and NIA paid the annual fee of \$63,495 in full on July 27.

On August 6, I wrote to Superintendent Campbell asking for written confirmation of the district's intent. She directed the matter to the district's Chief Operating Officer, Jeremy Bell. Mr. Bell and I met on August 13.

Mr. Bell reported that the district is not seeking to end the Agreement and that the gap is one of capacity. Sycamore lost both of its senior business office positions within a short window, and neither interim consultant is an accountant. One is closing out the FY26 fiscal year and is on site two days per week. The other is preparing the district's FY27 budget. The district has approved consolidating the accountant and business official roles into a single Director of Finance position. Interviews began August 13, and the district hopes to bring a recommendation to its Board on August 25. If a direct hire is not available, the district will pursue a full-time interim. Mr. Bell asked whether NIA could help carry these functions for roughly thirty days, and he raised the possibility of prorating or amending the Agreement to reflect the actual division of work.

NIA's approach in the interim

Our obligations do not pause while the district stabilizes. Kelly and I are identifying which functions must stay on schedule. We will track the Agreement functions NIA absorbs so the two organizations can true up the arrangement once the district's new finance leader is in place. Any assistance NIA provides during this period is temporary. It is not a change to the Agreement, and it does not modify or waive any provision of it.

I have also noted, and Mr. Bell agreed, that any NIA coverage should remain short-term. Having the district's finance staff prepare our reconciliations and Treasurer's Report is a control. It gives the Sycamore Board independent visibility into the NIA finances it is asked to approve, and our auditors will ask about any change of that kind.

Agenda Item 15.7

Boards periodically examine the structures through which their organizations operate. This is sound oversight practice regardless of circumstances. NIA has operated under the same administrative district arrangement for many years, and to my knowledge the Board has not formally reviewed the alternatives available under Illinois law during that time. I would like to correct that, so the Board has current information about how NIA may be organized and what each option would involve.

The study would examine what Illinois law permits, how comparable cooperatives are organized, and the practical and financial implications of the available options, including continuing our present arrangement. I would complete the work with our legal counsel and bring findings to you in February 2027.

I want to be clear about what this is not. NIA is giving no notice of any change, and none is contemplated by this action. Our working relationship with Sycamore continues, and our shared focus remains continuity for our employees and member districts. This is a request for information, not a step toward a decision.

Recommendation

I recommend the Board approve Agenda Item 15.7. The authorization directs a study, sets a reporting date, and requires that the work be done with counsel. It preserves every option, including remaining exactly where we are.

Proposed Action Item 15.7

Authorization for the CEO to study the organizational and fiscal agent structure options available to the Northwestern Illinois Association under Illinois law, in consultation with the Association's legal counsel, and to present findings and options to the Board no later than its February 2027 regular meeting.

I will cover this during the Director Update and am glad to take questions then.